

COLONIAL OFFICE

**Report of the Commission  
on the Civil Services of  
KENYA, TANGANYIKA  
UGANDA & ZANZIBAR  
1947-48**

*under the chairmanship of*

**SIR MAURICE HOLMES**  
G.B.E., K.C.B.

LONDON: HIS MAJESTY'S STATIONERY OFFICE

1948

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To :

The Right Honourable A. Creech Jones, M.P.,

*Secretary of State for the Colonies*

SIR,

We were appointed by you in January, 1947, to be a Commission to enquire into the structure, remuneration and superannuation arrangements of the Civil Services in East Africa.

We now have the honour to submit our report on the matters arising out of our terms of reference.

We have the honour to be,

Sir,

Your most obedient servants,

MAURICE HOLMES *Chairman*

T. FITZGERALD *Member*

L. G. CORNEY *Member*

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# REPORT OF THE COMMISSION ON THE CIVIL SERVICES OF KENYA, TANGANYIKA, UGANDA AND ZANZIBAR

1947-48

## CHAPTER I

### Introductory

#### TERMS OF REFERENCE

The terms of reference of the Commission, whose enquiries were to cover the territories of Kenya, Tanganyika, Uganda and Zanzibar, were as follows :

“To review the structure, remuneration and superannuation arrangements of the Civil Services, with the exception of casual and daily-paid staff, of the East African territories, with special reference to (a) the need to adjust salaries in order to rectify existing anomalies ; (b) the need to adjust salaries having regard to the increase in the cost of living since 1939 ; (c) the desirability of introducing new or revised scales of salary ; and (d) the date from which any such adjustments or revisions should take effect ; and to make recommendations. In particular to consider and advise on the following points :

- (i) The relationship of the salaries and conditions of service of locally recruited and externally recruited officers ;
- (ii) Advancement of officers from one grade to another ;
- (iii) Incorporation of element of cost of living bonus in salaries ;
- (iv) Method of conversion to new scales ;
- (v) Disposal of any balance of cost of living bonus not incorporated in salary on conversion ;
- (vi) Provision of suitable arrangements for consultation between Governments and organisations representing the interests of staff on matters relating to salaries and conditions of service ;
- (vii) The provision, by means of Public Service Commissions or otherwise, of suitable machinery, where this is not already in existence, for regulating the selection and promotion of candidates for posts, the filling of which is not subject to the approval of the Secretary of State.”

In May, 1947, you ruled that a review of the salaries and terms of service of the staff of the Kenya and Uganda Railways and Harbours fell within the scope of our enquiry.

#### OFFICERS IN REGARD TO WHOSE SALARIES SPECIFIC RECOMMENDATIONS ARE NOT MADE

2. By our terms of reference we are required to review the structure, remuneration and superannuation arrangements of the civil services, with the exception of casual and daily-paid staff. We have interpreted this to mean that our task is to provide a salary structure for the permanent members of the civil services, and the salary scales which we recommend have been formulated in the light of the assumption that an officer who joins the permanent service does so with a view to making it his life's work.

3. This interpretation results in the exclusion from our report of certain classes of officers. The first of these comprises officers employed on contract terms, which are usually fixed on an *ad hoc* basis and imply a degree of bargaining between the employer and the candidate before these terms are finally settled. In some cases the agreed terms may have been fixed in the light of the circumstances at the date when the contract was made and be consolidated salaries. In others, they may be based on pre-war conditions and carry appropriate cost of living additions. In so far as employment on contract falls in the latter category we recommend that the salaries should be placed on a consolidated basis and determined in accordance with our recommendations in regard to the salaries of established officers drawing like emoluments. The same considerations apply to officers whose employment is temporary but is not governed by formal contract.

4. We understand that the formation of a Colonial Research Service, and the terms of service on which its members will serve, are under consideration, that its centre will be in the United Kingdom and that arrangements are envisaged under which it will be possible for officers to be seconded for service in the Colonial Empire and to return to service in the United Kingdom at the end of their secondment. We have therefore made no specific recommendations with regard to the salary scales of the few officers serving in research organisations, but they will no doubt be allowed to convert to the scale which we recommend for professional officers if they so wish, even though the salaries of research officers generally may be revised in the not distant future.

5. Early in our enquiries with regard to the salaries paid in respect of posts held by non-Europeans, it became evident that we could not deal in detail with those in the most subordinate grades. The grades which we have found it necessary to exclude from our detailed recommendations are as follows :

<i>Kenya</i>	Posts with a maximum salary of less than Shs.40/- a month.
<i>Tanganyika</i>	The ungraded service (excluding Grade IV).
<i>Uganda</i>	The employees' division of the Local Civil Service.
<i>Zanzibar</i>	Menials and Range VI.

6. We consider, however, that governments should examine the salaries of officers in these grades with a view to their being given such increases on their basic salaries as would be in line with the increases which we have recommended in the case of the more highly paid posts and that the increases should be consolidated with the present basic salary. In so far as officers with a basic salary not exceeding Shs.40/- a month are concerned, we consider that the increase should be not less than 100 per cent.

#### PROCEDURE

7. The Chairman, Mr. Corney and the Commission staff left the United Kingdom on the S.S. *Modasa* on the 1st of April, 1947, and arrived at Mombasa on the 27th of April. His Excellency the Governor of Kenya was in Mombasa at this time and the Chairman had the advantage of a talk with him concerning the matters coming within the scope of the enquiry before the Commission left for Nairobi, where they arrived on the 29th of April. Mr. Fitzgerald, who had previously been appointed as a Commission to enquire into the salaries and conditions of service of the civil services in Northern Rhodesia and Nyasaland, had already arrived in Nairobi from Central Africa and was engaged on work connected with his report. He assumed membership of this Commission on the 1st of May, 1947.

8. Each government had appointed a liaison officer to assist the Commission and a meeting was held in Nairobi on the 7th of May with the liaison officers from Kenya, Tanganyika and Uganda, and the Deputy Chief Secretary to the Conference of East African Governors. The general programme, including

the details of the tours to be carried out in each territory, was discussed and settled as far as was possible at that stage.

9. Before we left the United Kingdom, arrangements had been made to set up in each territory a local committee to assist us in our enquiries. The main task of these committees was to furnish us with a picture of the salaries and conditions of service applicable in their particular territories, with historical information and with any suggestions or recommendations on policy which they might wish to put forward. We made it a practice to interview the local committee in each territory before proceeding to the examination of any other witnesses and to seek their advice generally as to the plan of campaign.

10. The general public and the members of the civil services had been informed by public notice of our appointment and of our terms of reference, and had been invited to submit memoranda or offer evidence on these matters. No offer to give evidence was rejected, unless it was clear that the matter raised was outside our terms of reference, or was concerned with an individual grievance and not with general service matters. In all, 323 memoranda were received from individuals or bodies and 323 individuals or group representatives were interviewed. A list showing the names of individuals and bodies who gave evidence will be found in Appendix VIII.

11. We were in Kenya from the 27th of April to the 5th of July and from the 19th of October until towards the end of November. The bulk of our time was spent in Nairobi, but we also visited and took evidence at Nyeri, Nakuru, Eldoret, Kisumu and Mombasa. The period from the 6th to the 18th of July was spent in Zanzibar; the period from the 18th of July to the 8th of September in Tanganyika, where we made our headquarters in Dar-es-Salaam, visiting and taking evidence at Tanga, Moshi, Arusha, Dodoma, Tabora and Mwanza, and the period from the 10th of September to the 18th of October in Uganda, where we had offices in Kampala. We also took evidence at Entebbe, Masindi, Gulu and Jinja.

12. The Chairman sailed from Mombasa for the United Kingdom on the M.V. *Llangibby Castle* on the 21st of November, while Mr. Corney left on the same day on the S.S. *Mantola* for Aden in order to conduct a salaries enquiry in that territory and in British Somaliland. Mr. Fitzgerald left Nairobi on the 24th of November by air for Pretoria to enquire into the salaries and conditions of service in the High Commission Territories. The Secretary and Assistant Secretary left Nairobi by air on the 23rd of November, arriving in London on the 24th of November. The members reassembled in full Commission in London in January, 1948.

#### ACKNOWLEDGMENTS

13. We should be deficient indeed in common gratitude if we did not record in this our Report our high appreciation of the help which we have received at all stages of our deliberations from the officers of the four territories which fall within our terms of reference. From the Governors\* down to those who can speak for the lowliest paid of the civil servants we have received evidence both written and oral which has greatly facilitated our task. That is not to say that we have not received recommendations with which we are in disagreement or claims which we can only regard as extravagant. It would have been surprising had there been no instances of that sort. But the fact remains that the calls—and they have been many—which we have made on the secretariats, heads of departments, associations of civil servants and others have been met with the greatest readiness and promptitude.

\*Except where the context denotes otherwise, the use of the word "Governor" in this Report is intended to cover the Governors of the three mainland territories and the British Resident in Zanzibar.

14. Nor has the help which we have received been confined to officials. The local committees which were set up to assist us contained unofficial as well as official members. Further, we have taken the opportunity of consulting individual representatives of various unofficial interests, and their views have been very helpful to us.

15. Lastly, if we may for a moment take a subjective view of our task, we wish to express our thanks to the liaison officers appointed by the East African Governments and to the Deputy Chief Secretary to the Conference of East African Governments for the detailed arrangements of our tours. They were unremitting in their endeavours to assist us and took upon themselves the obligation so to arrange our tours as to enable them to be carried out in comfort and with despatch. Their efforts were conspicuously successful and we are, collectively and individually, greatly indebted to them. These officers were C. H. Hartwell, Kenya ; N. H. Vicars-Harris, Tanganyika ; A. E. Wilson, Uganda ; S. F. Hann, Zanzibar ; and C. B. A. Darling, East African Governor's Conference.

16. Of the hospitality which we have received in the various territories this is not the occasion to speak, but we shall not forget it.

17. It is in no formal or conventional sense that we record our indebtedness to our Secretary, Mr. C. E. Lambert. His wide knowledge of colonial matters and his previous experience as Secretary of the West African Salaries Commission have been of great benefit to us. Moreover, the submission of our Report would have been delayed had it not been for his assiduity and industry.

18. Mr. Lambert's efforts were very ably seconded by our Assistant Secretary, Miss P. M. Nunn. Apart from the work which devolved upon her while we were on tour, she was largely responsible for the preparation of the conversion tables in Appendix VI, an intricate and harrassing task.

19. We are also grateful to our stenographers, Miss B. A. Lusher and Miss C. E. Shrimpton of the Colonial Office and, on the recall of the latter to England, Mrs. E. C. Kirton, whose services were lent to us by the East African Governors' Conference. They carried out their duties to our entire satisfaction.

## CHAPTER II

### Existing Structure of the Civil Services

#### GENERAL

20. In each of the East African territories the posts in the civil services fall within four reasonably well-defined groups. In the first group are posts in the unified services and certain posts which have a corresponding status. Among such posts are those in the colonial administrative service, posts for which professional or scientific qualifications are required, *e.g.* medical officer, veterinary officer, crown counsel, agricultural officer, chemist, education officer, etc. and posts such as accountant, assistant superintendent of police, in respect of which special qualifications, not necessarily of a professional or scientific nature, are required. Almost all of these posts are filled by Europeans, mainly recruited from overseas. In the second group are posts for which professional or full scientific qualifications are not required. Such posts include those of pharmacist, health officer, inspector of works, collector of customs, laboratory technician and corresponding posts. Here, too, recruitment is generally from the United Kingdom. In the third and fourth groups fall posts filled by

Asians and Africans. The former group comprises such posts as sub-assistant surgeon, assistant medical officer, assistant agricultural officer, teacher, certain special grade posts in the clerical service, and posts of corresponding status. Posts of sub-assistant surgeon are filled by Asians, who generally also fill the special grade posts in the clerical service, while the posts for which Makerere College qualifications are required, e.g. assistant medical officer, assistant agricultural officer, are filled by Africans. In the fourth group will be found the bulk of the posts in the clerical service, artisan posts and all those of lesser status. This group is staffed by Africans and Asians and it is true to say that the higher posts in it are filled, in the main, by Asians.

21. Early in 1945, Mr. L. C. Hill, C.B.E., who was then in Kenya examining terms and conditions of service, was asked to make recommendations with a view to the rectification of anomalies in the salaries of super-scale posts. The super-scale revision was brought into effect on the 1st of January, 1946. It should be noted that where the salaries have been revised their application has not involved a change in the pension constant of the officer concerned.

22. The above is a broad description applicable to the services in East Africa generally, but in each territory will be found differences in the general set-up. Although the services have been in existence for a relatively short period, their history has been eventful. We do not propose to traverse that history in detail, but the reasons underlying some of our recommendations cannot be fully appreciated without some knowledge of the historical background. In the following paragraphs we set out the main changes which have taken place in the organisation and salary structure of the services in the several territories. Other conditions of service, such as housing and pensions, are dealt with in detail in later chapters, but references to them in the present chapter cannot be wholly avoided, since changes of organisation and of salary were often accompanied by changes in other conditions of service. We have, however, endeavoured to reduce any duplication of information to the minimum.

## KENYA

### THE EUROPEAN SERVICE

#### *The Overseas Service*

23. When the pension constant was reduced in 1934 from 1/480th to 1/600th for new entrants and the age of retirement for such entrants was raised from 50 to 55, no new salary scales were introduced for grades other than the administration, the scale of which for new entrants was changed from £400 to £920 per annum to £350 to £1,000 per annum. In 1937, however, revised salary scales were introduced for the majority of the posts in the superior grades. The scales for the technical and scientific grades and for the police, customs, treasury and audit, were based on the scale fixed in 1934 for the administration, subject to certain modifications. For the police, customs, treasury (later excluded) and audit a maximum of £920 per annum was fixed on the ground that these services did not require so high a maximum salary as the administration and the services for which the possession of professional qualifications was necessary. For the legal, medical, engineering, agricultural and scientific services a higher minimum salary was provided than for the administration, based partly on the length of time required to obtain the necessary professional and technical qualifications and the consequently higher age of entry into the service. In all the long scales, with the exception of the scales for the administrative, legal and medical services, promotion bars were inserted. Cadres were fixed for the two sections of the scale, promotion from one section to the other being dependent on the existence of a vacancy. It

was intended, however, that the existence of a promotion bar should not so operate as to prevent officers from reaching the maximum salary of £920 or £1,000 per annum, and that the cadres of posts should be reviewed and if necessary adjusted so as to ensure a reasonable rate of progression along the continued scale.

24. Officers appointed after the 1st of January, 1934, on the 1/600th pension constant and before the introduction in 1937 of the revised salary scales formed a special group in that they were serving on the old (1926) scales of salary but on the reduced pension constant. It was eventually decided that they should continue to progress on the scales on which they were appointed and on reaching their maximum, convert to the new (1937) salary scales.

25. The 1937 revision did not cover all overseas grades of officers. It omitted posts not mentioned in paragraph 23 and super-scale posts. Proposals were made in 1939 to provide for the former groups of posts but they were not adopted and the problem with regard to them remains unsettled.

#### THE INTRODUCTION OF THE EUROPEAN LOCAL CIVIL SERVICE

26. During the years 1931 to 1934 the Kenya Government had under consideration the institution of a Local European Civil Service on special terms appropriate to local entrants, and committees were set up at intervals to consider this matter. Reports were submitted as follows :

- (a) The Terms of Service (Fitzgerald) Committee Report, October, 1931.
- (b) The Local European Civil Service (Merrick) Committee Report, 1932.
- (c) Four *ad hoc* Reports of the Civil Service Board during the year 1933.

Consideration of the recommendations contained in these reports led to the creation of the European Local Civil Service, in January, 1935. This was a most important event because it involved the creation of a service for Europeans with terms of service different from those applicable to overseas entrants. This new principle of differentiation was commented on by the 1931 Committee in paragraphs 9 and 10 of their report, in the following terms :

“ 9. Although very great strides have been made in recent years in the matter of educational facilities for the European youth of the Colony, a long distance still remains to be travelled before the Colony can hope to find within its own borders sufficient material to fill any appreciable proportion of posts in the administration or in the professional and higher technical grades ; and therefore for such time as the Committee need take into consideration it will be necessary to make special provision for certain grades, the personnel for which must continue to be obtained from overseas. Local educational facilities, however, are now such that, combined with the extent to which immigration and settlement has been taking place, a considerable number of posts can be and in fact are filled at the present time by local recruitment ; and the time has without question arrived when early steps should be taken to introduce separate terms for a Local Civil Service working in conjunction with a service which must of necessity be recruited from overseas. It stands to reason that for a locally recruited service it is not necessary to offer such terms as must be offered in the case of men who can only be obtained from abroad and in competition with other services ; furthermore, unless conditions of service are placed on a less costly basis than are the existing terms (which are based largely on what must be offered to attract overseas candidates), the avenues of Government employment in Kenya must necessarily be restricted.

In the circumstances, the Committee have arrived at the conclusion that it is necessary to divide the service into two well defined sections,

each with different terms of service, one section consisting of grades, officers for which must ordinarily be recruited from overseas; the other section consisting of grades which can be included in a Local Civil Service, that is to say, a service which is normally recruited from local sources. For the sake of convenience, the sections are named respectively the 'Overseas' and 'Local' Services.

#### THE OVERSEAS SERVICE

10. It is contemplated that the Overseas Service will consist mainly of appointments in the Administration and in the professional and the higher technical posts; but even in regard to these the Committee feel that modifications in the direction of economy can be made in the terms of service without having any serious effect on recruiting. The Colony has many natural advantages to offer, climatic and otherwise; these can properly be taken into account in devising service conditions in Kenya, and may justify differentiation between those terms and the terms which are considered necessary in other tropical countries."

27. The main differences between the terms of service introduced for the Local Service and those obtaining in the Overseas Service were that in the case of the former, free housing and free pension were not provided. A contributory pension scheme was to be introduced in due course and pending its introduction a provident fund was created. The fund has now been succeeded by a contributory pension scheme which was introduced on the 1st of January, 1947.

28. The terms of service for the Local Service were examined by the Kenya European Local Civil Service (Harragin) Committee whose recommendations were adopted in 1941. These did not involve any changes of fundamental importance. In 1943 the terms were again examined by the Kenya European Civil Service (SurrIDGE) Committee and as a result of their examination and of a further examination by the Civil Service Commissioner (Mr. L. C. Hill) and the European Civil Service Advisory Board, revised salary scales were announced which took effect on the 1st of January, 1944. On the same date an arrangement was introduced under which a non-pensionable house allowance became payable, representing the difference between the amount which the officer would pay at the prescribed rates for occupation of government quarters and the rent actually paid by him, subject to a maxima of 10% and 7½% of salary where the gross salary did not exceed £360 per annum and £520 per annum respectively, and 5% of salary where the gross salary exceeded £520 per annum. In cases of hardship due to the payment of an exceptionally high rent, the allowance might be increased to such an amount as, when added to the allowance referred to in the preceding sentence plus the rent which would be paid by the officer if he occupied government quarters, was not in excess of 25% of the officer's salary.

#### THE ASIAN SERVICE

29. Under the terms of Circular No. 48 of the 13th of August, 1920, terms of service for non-European officials were introduced on the 1st of April, 1920. The conditions of service included free quarters or house allowance at the rate of 15% of the initial salary of the grade, with a minimum of florins 20 a month if quarters were not available. Superannuation was governed by the United Kingdom Superannuation Acts which provided a pension constant of 1/720th with no climatic allowance. Retirement was at 55 or on completion of 30 year's service. The age of retirement was reduced in 1926 to 50 years. No salary scales were prescribed for grades other than clerical, but it was laid down

that the salary scales attached to non-European posts other than clerical would, in cases where the holder was considered suitable by the head of department, be assimilated as closely as possible to the new scales, with the general conditions prescribed for the clerical grades.

30. As from the 1st of August, 1923, new salary scales were introduced for Asiatic clerical staff. Free quarters or house allowance in lieu continued as before, and the superannuation arrangements were not changed. In the case of non-clerical employees, the new salary scales applied to appointments graded in the same manner as clerks for the duration of their existing agreements or appointments. It was, however, considered desirable to formulate salary scales appropriate to such appointments for the future, having regard to the duties to be performed and the experience and qualifications required. But it was not until the 1st of January, 1927, that the terms of service of Asian staff other than clerks were settled. The non-clerical staff were divided into three classes as follows :

*Class A.* Temporary staff such as artisans, carpenters, masons, tailors and postmen who were not to be placed on definite scales of pay but to be employed at approximately the prevailing rates of pay for the same class of labour in the open market. •

*Class B.* Learners, who were to be absorbed into Class C.

*Class C.* Permanent staff other than clerks.

Free quarters, or an allowance of 15% of the initial salary of the grade in lieu of quarters were provided. The general question of pensionable posts was stated to be under review, but it was observed that certain of the posts then held by non-clerical employees were pensionable and that these posts would be treated as non-pensionable except in the case of existing holders who had been accorded pensionable status. One result of these new arrangements was that new entrants to non-clerical posts were not pensionable, whereas clerical officers were pensionable.

31. In January, 1928, the long grade system was introduced for clerks below the special grade. An important feature of the scheme was that officers were to proceed to the maximum of the first grade irrespective of vacancies, so long as they passed the efficiency bars in the scale. The grant of free quarters and the existing superannuation arrangements were continued. The scales introduced in 1928 survive in the sense that there is a large number of Asian clerical officers still serving on these scales.

32. As stated in paragraph 26, the 1931 Terms of Service Committee recommended the introduction of a separate local European civil service, and as a rider to their report they recorded that the conclusions which they had reached in regard to the establishment of such a service pointed to the necessity for prosecuting an enquiry on similar lines into the terms and conditions on which Asian civil servants were employed. The committee considered that these should be examined without delay with the object of altering them to conditions as they existed in the Colony at that time. This led to the appointment of the Local Asiatic Civil Service (Biss) Committee which reported in 1932 and recommended the introduction of a Kenya Asian local civil service with new salary scales and new conditions of service. The new service was created in May, 1935. In addition to the revised salary scales, important features of the new service were that free housing and free pension were not provided. A provident fund was to be introduced as an interim measure pending the inauguration of a contributory pension scheme. Officers already pensionable were given the option to transfer to the new scales, but the new conditions were considered generally less favourable than the old, and no pensionable officers elected to transfer.

33. On the 1st of January, 1944, the payment of a non-pensionable house allowance on lines similar to those for the Kenya European civil service was introduced. The maximum allowance payable is 10% and 7½% where the gross salary does not exceed £194 per annum and £288 per annum respectively and 5% where it exceeds £288 per annum. In cases of hardship due to the payment of an exceptionally high rent, the allowance may be increased to such an amount which, when added to the allowance referred to in the preceding sentence plus the rent which would be paid by the officer under the regulations if he occupied government quarters, would not exceed 25% of the officer's salary.

34. In June, 1946, the Asian Civil Service Advisory Board was appointed to consider, among other things, the general principles governing terms and conditions and to advise on these matters. The Board considered that the preparation of a report containing specific recommendations for an improvement of the terms and conditions of service, including salary scales, was an urgent necessity and their interim report concerning these matters was published in February, 1947. In Kenya Government Circular No. 30 of the 4th of July, 1947, in which were set out certain interim relief measures for application to the Asian staff, it was stated that after careful consideration, including consultation with this Commission, the conclusion had been reached that it would be inadvisable at this stage to make decisions on the main recommendations in the interim report; and that it had been decided not to accept or reject these recommendations which would be taken into account by this Commission before making their recommendations.

#### THE AFRICAN SERVICE

35. Although the terms of service in force for non-European staff before 1920 were intended primarily for non-European immigrants, there were then no special salary scales laid down for Africans. The few Africans then in the service were given non-European clerical service terms and retained these terms throughout their service. In 1923, a Select Committee made proposals for the formation of an African clerical service. They were of the opinion that experience alone could show what alterations in scales of pay or conditions of service would be necessary from time to time, and suggested that the matter should be re-examined at intervals of two years. But it was not until the 1st of September, 1927, that the Arab and African Clerical Service was created. In the interval, all clerical appointments were made on a temporary basis and on consolidated rates of pay.

36. The salary scales prescribed in 1927 for the new service carried free quarters or house allowance in lieu, if quarters were not available, at 15% of the initial salary of the grade with a minimum of 10/- a month. There were no superannuation arrangements at this stage, but the matter was stated to be under review. Subsequently, provision was made for the payment of a gratuity on retirement in certain circumstances.

37. The creation of the Arab and African Clerical Service resulted in the introduction for the first time of a regular set of salary scales for African employees. There is still a large number of officers serving on the terms established in 1927, and although these terms were originally designed for officers on the clerical staff, they were subsequently extended to other grades of similar status.

38. In 1940 a committee (the Lacey Committee) was appointed to enquire into Arab and African terms of service and to make recommendations. As a result of the recommendations of this committee, the terms of service were completely revised in January, 1943. In their report, the committee stated that in the existing conditions the higher posts held by Arabs carried terms of service which approximated more closely to those obtaining in the Asian

civil service than to those in the Arab and African service. The committee realised that the time was not far distant when a unified local non-European civil service must be established, but did not consider that the time for this had yet come. They were, however, unanimously of the opinion that as a first step government should permit Arabs to serve in the Asian civil service if they could qualify for that entry and that, failing such qualifications, they should serve in the African civil service. It was understood that in either case, the Arab must compete on equal terms with the Asian or African. Government agreed that Asian terms might be granted to members of the existing Arab staff in cases where it was established that they were performing duties normally carried out by Asians and were assuming materially greater responsibility than would ordinarily be assumed by Africans.

39. Under the new terms of service the increments in the salary scales were considerably less than those in the 1927 scales, but it was not the intention that an officer should necessarily reach the top of the scale before being promoted to a higher one. The conditions regarding house allowance were altered, free quarters being provided only in the case of appointments in the two lowest salary scales. A provident fund was introduced but did not become effective until May, 1944. Provision was made for the transfer of serving staff to the new terms of service and such staff were eligible to join the provident fund provided they accepted the new terms. These terms did not, however, prove acceptable to the general run of the service, and the Kenya African Civil Service Association has on several occasions represented that the salary scales and conditions of service are unsatisfactory and should be reviewed.

40. In October, 1946, the African Civil Service Committee was appointed to investigate and advise on the salaries and terms of service of the African civil service. The committee have submitted two interim reports, the first covering salaries and housing and the second recommending the grant of a measure of interim relief to African civil servants. We have, of course, had full regard to these interim reports in framing our recommendations.

## TANGANYIKA

### THE EUROPEAN SERVICE

41. On the conclusion of hostilities in what was then German East Africa, the administration of the territory was carried on for some time by the military authorities, but the various areas were gradually brought under the control of a newly established civil administration. Certain officers who had been responsible under the military government for the administration of the districts continued to serve under the conditions which had been applicable to them during their military service, and if regarded as suitable they were absorbed into the civil establishment. In the latter months of 1919 it was decided that the conditions of service governing civil appointments should be placed on a more permanent basis, and the terms applicable to similar posts in the East African Protectorate were introduced in April, 1920. The history of European salaries and conditions of service from this year onwards is the same as that in Kenya, with the important exception that in Tanganyika no separate local European civil service corresponding to the Kenya European civil service has been created and all European officers in the service of the Tanganyika Government are on what are generally known as overseas terms, except that certain posts are non-pensionable.

### THE ASIAN SERVICE

42. The formation of the Asian service dates also from the inauguration of the civil administration. At that time men were recruited from the non-combatant followers brought into the territory by the Indian military authori-

ties; the former German clerical staff; the service of neighbouring governments; and from British India, Goa and Ceylon.

43. In the period prior to the 1st of April, 1920, terms of service conformed roughly to those obtaining in the East African Protectorate. House allowance at the rate of 10% of the maximum of the scale was payable where quarters were not provided. As from the 1st of April, 1920, the terms of service which had been approved for the East African Protectorate were applied in Tanganyika, including house allowance at the rate of 15% of the minimum salary of the grade. A further revision was made in August, 1923. The revised terms proved to be sufficiently attractive to secure the necessary intake into the Asian clerical and other services. Existing rights were preserved and the new terms were applied only to new entrants and to those already in the service on promotion from one grade to another. House allowance continued to be payable at 15% of the minimum salary. It was agreed at the time of the introduction of the new scales that steps would require to be taken to bring the salaries of Asian employees other than clerks into line with the revised scales for the clerical establishment. Revised scales were introduced in 1925. All revised salaries were accompanied by the payment of house allowance in lieu of quarters and, in cases where house allowance had not been payable, the revised salaries were reduced as compared with the salaries previously paid by approximately the amount of house allowance which became payable under the revised terms. The minimum house allowance was fixed at 40/- a month. In fixing salaries for these employees, particularly the artisan class, regard was had to salaries which had been introduced by the Railway administration for similar employees in 1923.

44. The revised salary scales for the clerical and non-clerical service remained in operation until 1932 when it was decided in the interests of economy and with a view to ensuring participation by local Asians in government service, to discontinue overseas recruitment except in respect of special posts, e.g. sub-assistant surgeons and Indian teachers; and arrangements were made for the creation of a local civil service. The local civil service, which embraces both Asian and African, will be referred to in more detail later in this chapter, but it is pertinent to mention here that prior to the creation of this service, the view of government was that the relatively high salaries which then obtained, and which had been brought about by the necessity to induce Asians to leave their own country and accept employment under more primitive conditions in what was then a comparatively unknown country, were greatly in excess of those paid for corresponding services in India.

#### THE AFRICAN SERVICE

45. In the early days of the British administration of the territory there were no fixed conditions of service for African government employees. Their terms of service varied from district to district and from department to department. The desirability of identifying the natives of the territory with the machinery of government was recognised, and, moreover, the demands of economy dictated that recruitment of subordinate staff from India should cease. Draft regulations for an African civil service were drawn up on a provisional basis, and eventually the African Civil Service Regulations were introduced on the 1st of August, 1927.

46. The African civil service was designed to include all natives of Africa, Arabs and Somalis. Under the regulations, the service was divided into clerical and non-clerical branches, the clerical service being divided into higher and lower divisions. Apart from some changes in the grades, the substitution

of promotion bars for efficiency bars in Grade III of the higher division and the creation of an ungraded service outside the African civil service in substitution for Grade II of the lower division, the conditions of service continued generally unchanged until the fusion of the African civil service with the local civil service on the creation of the latter in 1942.

#### THE LOCAL CIVIL SERVICE

47. During the years of the 1930-1932 financial depression serious consideration had to be given by government to the finances of the territory and it was decided that the country could no longer afford a comparatively expensive imported clerical service. Apart from the economic aspect, government felt that recognition must be given to the fact that, since the regulations and conditions of service governing the employment of Asian staff in East Africa had been drawn up, conditions had changed very considerably. The African civil service had come into being and its personnel was increasing in numbers. There was also established in the territory a large resident Asian population for whom government had provided schools in addition to giving financial assistance to non-government schools. It was believed by government that for this immigrant population, apart from some sentimental ties, the attraction of overseas leave was less than had existed previously, more especially so as from the point of view of health standards, housing and comfort the local Asian was at least as well off as his compatriot in India. Consideration had also to be given to the contention that there was every justification for reserving for the locally domiciled Asian population a proportion at any rate of government posts. It was also recognised that as the Indian schools turned out pupils with the requisite standard of education, the argument that overseas recruitment must be maintained in order to obtain suitably qualified candidates would lose much of its force. A number of Asian youths had already been introduced into various departments as learners or apprentices. A further consideration was that the creation of a local civil service on the lines then contemplated would abolish the distinction which existed in the terms of service of the Asian and the African. It was proposed that the local civil service should be recruited from persons of good character with prescribed standards of education who were domiciled in East Africa.

48. Although the local civil service was not formally introduced until the 1st of November, 1942, recruitment of Asians under local civil service conditions started as from the time (1932) that the Asiatic Officers' Pension Law became operative, under which it was made clear that only those appointed to the service prior to the 16th of September, 1931, would be accorded pensionable status. The scales of salary fixed under the draft local civil service regulations operated from 1932 to 1942 and they were revised when the local civil service was formally created on the 1st of November, 1942. The local civil service regulations were revised in January, 1944, from which date revised salary scales and grades were introduced. Regulations were also drawn up governing the employment of ungraded government servants.

49. It will have been noted that the recruitment to the local service was to be from persons domiciled in East Africa. There is nothing in the regulations which would debar a European from appointment to the local service, but it was most unlikely that the scales of salary laid down would attract Europeans and in fact, no Europeans are members of this service. With regard to Africans and Asians, the position is that under the regulations an African on first appointment normally enters Grade III while an Asian enters Grade II. It thus may,

and does, happen in practice that an African who has passed the examination for the school certificate\* is required to enter the local service in a grade lower than that of the Asian who is not in possession of such a qualification.

## UGANDA

### THE EUROPEAN SERVICE

50. The history of the European service is similar to that of Kenya. The majority of the posts held by Europeans are pensionable, the remainder having provident fund terms attached to them. There is, however, no local European civil service in Uganda and the European officers are employed on overseas terms.

### THE ASIAN SERVICE

51. Asians were first recruited into government service over fifty years ago and they still continue to supply candidates for appointment. A regular system of salary scales and gradings appears first to have been introduced in 1908. Revised salary scales were brought into effect in 1920 and a further revision took place in 1923, when a considerable reduction was made in the scales applicable to new entrants.

52. Asian officers, other than members of the local civil service, holding established posts are eligible for partially furnished quarters free of rent.

53. All Asians appointed to established posts since the 1st of January, 1940, have been admitted to the local civil service in which are included both Asians and Africans. Some Asian officers, however, appointed before this date remain on the old terms, having decided against conversion to the new conditions of service.

### THE AFRICAN SERVICE

54. Prior to 1920 few Africans were employed in government service. Those who were so employed were paid from one-line votes. Africans began to be employed in larger numbers and as from the 1st of January, 1924, a native civil service was formed in which there were three grades providing for many classes of post, including clerks and artisans. Increments in the salary scales were not granted automatically but heads of departments were given discretion to grant annual increases. Promotions from grade to grade, on the occurrence of vacancies, were made by the African Civil Service Board. The regulations included provision for the award of pensions.

55. In January, 1925, regulations for the employment of Africans not admitted to the native civil service were introduced. These regulations were cancelled by the African Civil Service Regulations, 1929, which provided that only Africans with professional or clerical qualifications would be admitted to the pensionable establishment. Separate time scales were introduced for clerks and road inspectors ; engineering assistants and computers ; assistant medical officers, assistant veterinary officers, assistant agricultural officers and assistant education officers. Efficiency bars were provided in the time scales.

\*At the time of writing, a report by the Secondary School Examinations Council on the future of examinations in secondary schools is before the Minister of Education. Acceptance of the recommendations of the report would involve the disappearance of the school certificate examination as a general examination requiring for the issue of a certificate a pass in a minimum number of subjects and in certain groups of subjects. We are informed, however, that the examination in its present form will continue to be held in the years 1948, 1949 and 1950. It may be that thereafter one or more of the university examining bodies will conduct a general examination of the same standard as the present school certificate examination for the benefit of overseas students. If not, it will be for the governments, through their public service commissions, to devise an alternative test of general education.

## THE LOCAL CIVIL SERVICE

56. The local civil service was created in January, 1940, and provided for time scale grades as follows : Specific Grade ; First Division, Second Division ; and Other Employees. African employees appointed before the 1st of January, 1940, who held posts scheduled under the second division of the new local civil service were admitted to that division at points in the scale equivalent to, or next above, their existing salaries. The first division was reserved for those officers of the pensionable African civil service who elected to convert to the new terms : all but 71 of these officers elected to become members of the new local civil service. All other employees were absorbed into the new service at their existing rates of pay. The new service was designed to include both Africans and Asians and all Asians appointed to established posts since the 1st of January, 1940, have been admitted to the local civil service.

57. In April, 1944, the Local Civil Service Board came to the conclusion that experience of its working had shown that the service required to be reconstructed, and in 1946 it was reorganised on a divisional basis providing for a general division (including clerical posts), a professional division and an employees division. One important part of the reconstruction was the abolition of the payment of cost of living allowances to African officers who converted to the new terms and to whom consolidated salary scales were applied under the new regulations. This procedure was not, however, followed in the case of Asian officers who converted to the new terms : their salaries have not been consolidated and they continue to be eligible for cost of living allowances. The salary scales of African officers who did not convert to the new terms were extended in order to absorb as far as possible the cost of living allowances, any balance of cost of living allowance being treated as a personal allowance to be reduced and finally extinguished by subsequent increments.

58. The Local Civil Service Standing Orders, 1946, provide that the Orders shall not apply to Europeans or to Asians on the permanent and pensionable staff and Asian teachers. The service includes four divisions : the professional, the general, the clerical and the employees divisions, and each division is divided into grades with efficiency bars. Advancement from grade to grade is by promotion. The Standing Orders provide that appointment to the clerical division shall be on the results of competitive examinations for entry into Grades III and IV for Africans and Grade II for Asians. It has not so far been possible to hold any competitive examinations and Africans and Asians are at present appointed to their respective grades without a test of this nature.

## ZANZIBAR

### THE EUROPEAN SERVICE

59. Salaries and conditions of service of European officers have always been similar to those for officers serving on the mainland. The revision of super-scale salaries which was made in the other East African territories in 1946 also affected certain of the super-scale posts in Zanzibar.

### THE NON-EUROPEAN SERVICE

60. The non-European service is common to the African, Arab and Asian officer. The salary scales have been revised from time to time, but perhaps the most important changes have been those which affected an officer's promotion prospects. Prior to 1925, promotion from grade to grade was by selection by the Chief Secretary on the recommendations of the subordinate staff board. Under these conditions an official had reasonable prospects of reaching

the maximum salary of Grade I at 525/- a month. In 1925 promotion was made to be dependent on vacancies in grades and up to 1935, when further changes were made, the prospects of an officer reaching a maximum of 525/- a month were considerably diminished. In 1936 none but officials in the old Grade I could reach this maximum. This resulted in much dissatisfaction. In 1938 additional special grade posts were created in order to alleviate the stagnation which arose out of the system adopted in 1925, and in 1944 a long scale, called the senior time scale, embracing the existing Grades I to IV, was introduced thus providing efficient officers with a maximum salary of 405/- a month which they could reach after 30 years' service. At the same time, a junior time scale was introduced to provide better prospects for the hitherto ungraded clerical and non-clerical establishment. The junior and senior time scales apply to the clerical staff and to officers whose duties and educational attainments are analogous to officers in the clerical service. In the latter class are technical officers, certain police officers and officers qualified to hold posts which demand special executive ability. For the more subordinate technical, mechanical and artisan employees, special salary ranges were introduced in January, 1927. These salaries were revised in January, 1935. Each range is self-contained and embraces specific posts, but promotion from one range to another is permitted in special cases where the duties and responsibilities attaching to a post are considered to have increased to an extent which makes it worthy of a higher range of salary. We are informed that promotion from a salary range to the non-clerical branch of the senior time scale is not possible except in rare instances, because officers in the former class do not as a whole possess the required educational or administrative qualifications.

#### HIS HIGHNESS' ZANZIBAR SERVICE

61. In 1946 the Acting British Resident submitted a tentative scheme for the creation of a higher grade local civil service in Zanzibar in which would be appointed non-Europeans with "officer" status to posts which had hitherto been confined to Europeans. The inauguration of such a service was considered to be a matter of importance in that it would constitute a real advance towards the association of subjects of His Highness the Sultan with the government of the territory. The creation of the service was approved in 1947.

62. At the present time, and for some time to come, persons who qualify for appointment to the new service are likely to be between 30 and 35 years of age. They will normally be persons who have completed their secondary school education in Zanzibar, have had further education at Makerere College, and subsequently taken up a subordinate appointment in the junior professional grade of the local civil service. Officers with these qualifications who show sufficient promise will be selected for further training either in the United Kingdom or elsewhere, in order to fit them to hold superior posts. Room will also be found in the new service for officers whom, for reasons of age or other reasons, it is not possible to send to the United Kingdom for further training, but whose exceptional ability makes them suitable candidates for promotion to officer status. A nucleus of officers, who are subjects of His Highness, has already been appointed to the new service. As the title of the service implies, appointments will only be made from His Highness' subjects.

## CHAPTER III

### Proposed Structure of the Civil Services

63. The evidence which we received leaves us in no doubt that a case was established for an appreciable increase in the salaries of civil servants, whether European, Asian or African. This being so, there is no need for us to dwell upon the discontent which prevails among civil servants of all races and grades ; a discontent which is accentuated by the increases of salary which have recently been awarded in the United Kingdom and in the West African Colonies and by comparison—though such comparison should not be pushed too far—with the salaries and wages paid by commercial, banking and similar organisations in East Africa.

64. The case for increased salaries rests in the main on the considerable rise in the cost of living since present salaries were fixed. To meet this situation remedial measures have been taken by the governments of the four territories. These measures have taken two forms. In the first place all the territories adopted schemes of cost of living allowances. While these schemes have undoubtedly done something to ease the position, particularly of the more lowly paid grades, they appear to us to be defective in two respects. First, the amount of the allowance is, in the case of all European and Asian officers and certain classes of African officers, variable according to the size of the individual officer's family. The principle of recognising the additional expenditure to which a family man is put and making financial provision towards meeting it is, of course, widely accepted, but in our view such assistance should take the form of children's allowances or income tax rebates applicable to all members of the public alike rather than that of additions to the salaries of members of particular classes of the community.

65. The second defect of these arrangements is that, except in Zanzibar and, more recently, in Kenya, where a minimum allowance has been approved for European and Asian officers, allowances on these lines cease to be payable at too low a point in the official hierarchy. The more highly-paid officers have naturally a wider margin within which to effect economies in their personal expenditure, but this does not justify their total exclusion from any monetary compensation in respect of the increased cost of living.

66. The other step which some of the governments have recently taken is to award interim increases of salary or to substitute a temporary bonus for the payment of cost of living allowance. The latter course has been adopted in Tanganyika and Zanzibar, and the effect of this award is to abolish both the payment of compensation for the increased cost of living on a family basis and the salary ceiling above which such compensation is not payable, pending the submission of our recommendations. The governments were good enough to consult us in each case before putting these awards into operation, in order to ensure that the emoluments as so increased were not such as to exceed the figures which we were likely to recommend. These interim increases have gone some way to mitigate the conditions of hardship under which many civil servants are labouring, but they did not, and were not intended to, represent the views of the several governments as to what the ultimate salaries should be.

67. In facing the task of framing new scales of salary we thus find as the *status quo*, basic salaries most of which were fixed before the last World War, temporary additions to some of those salaries based on family considerations, and, in some cases, additions in the form of interim awards. For reasons which we explain in paragraphs 153 to 157, we have decided to recommend consolidated scales of salary embracing what we regard as the appropriate

additions in respect of increased cost of living. This automatically involves the disappearance of any differentiation based on family commitments, but in composing our proposed salary scales we have, of course, had regard to the fact that most officers marry and have families. The interim awards are also swallowed up in our consolidated salaries.

68. We set about the task of framing our scales for the various posts and grades in the following way. We first of all examined the existing basic scales with a view to determining whether they were appropriate in terms of pre-war money, in the light, not only of the duties and responsibilities of the particular post, but also of the basic salaries attaching to posts of similar status. In cases where we thought adjustments were called for we made them and, in so doing, removed, we hope, existing anomalies.

69. Our next task was to determine what additions to the basic salaries were called for on account of increased cost of living and, where it could be substantiated, increased responsibility. As regards the former factor we took the view that, save in the lowest grades where the salary did not exceed the bare subsistence level, it would not be proper to recommend salaries which would have the same purchasing power as the salaries which obtained in 1939. The two major wars of the present century have to be paid for, and civil servants, no less than other members of the community, must make their contribution towards the cost.

70. Since, as indicated in the preceding paragraphs, we took into consideration, in framing our scales of salary, other factors besides the increased cost of living, the relation of the new scales to the old is governed by no mathematical formula. Our main concern has been to formulate scales of salary and other conditions of service—and these conditions should not be lost sight of when comparisons are drawn with other Civil Services and with outside employment—which will be sufficient to attract to, and retain in, the Services men and women of the requisite qualifications and abilities for the discharge of the duties of the several posts.

71. The increases in the expenditure of the four territories which the adoption of our recommendations would entail are undoubtedly heavy. We have not attempted to answer the question whether the financial resources of the territories are capable of carrying this additional burden, first, because we are not competent to do so and, secondly, because, if our proposals are regarded as reasonable it will, in accordance with the provisions of paragraph 21 (viii) of Colonial No. 197, be open to any Colony which cannot afford to pay the prescribed salaries to seek assistance under the Colonial Development and Welfare Act.

72. Having reached the conclusion that a case is established for an appropriate increase in the salaries of all civil servants, we need next to consider the principles which should inform our detailed salary proposals for Europeans, Asians and Africans respectively.

#### SALARIES IN RELATION TO RACE AND DOMICILE

73. It will have been seen from the particulars given in Chapter II of the salary structure of the Civil Services that, in spite of some measure of fusion of the Asian and African Services in Tanganyika and Uganda, salaries rest in effect on a racial basis. In this respect the practice in the Services accords with that adopted in those businesses with which the Governments have to compete in the labour market, viz., banks, insurance houses and the larger industrial and commercial concerns, where the most highly paid posts, usually calling for professional or technical qualifications, are filled by Europeans, the less well paid posts by Asians, and the least well paid by Africans.

74. Much of the evidence which we have received from Asians and Africans has been directed towards the breakdown of what is termed racial discrimination and the introduction of a system whereby all posts in the services are thrown open to competition, the successful candidates receiving the same salary, irrespective of race or colour. Such a system is usually referred to as "equal pay for equal work."

75. This proposition seems *prima facie* reasonable enough, but whether in fact it is reasonable depends, amongst other things, on the meaning to be attached to the words "equal work." None of the advocates of the proposition appears to have given much thought to this matter, but questioning usually elicited the answer that it meant no more than being engaged on the same sort of work.

76. On this interpretation, acceptance of the proposition at its face value would have startling results. Take, for instance, the salaries attaching to the clerical grades in Kenya. Leaving out of account additions to salary in respect of increased cost of living, and omitting too the learner grades, we find that the basic annual salaries of the lowest clerical grades are as follows: Europeans £150 to £420, Asians £90 to £300, Africans £36 to £54. If the Asian is to receive the same salary as the European and the African the same salary as the Asian, then the African must receive the same salary as the European. What the proposition comes to, then, is this. Before considering what additions to salary we should recommend, we are asked to regard the basic salary of the African clerk not as being £36 to £54 but as being £150 to £420.

77. Comment on such a suggestion would be superfluous. In saying this we do not, as our proposed revised scales will show, for a moment mean that we regard the present basic salary of the African clerk as adequate. But we do say that it would be wrong for any Government, in pursuit of this or that ideology, to disrupt the economy of its territory by paying salaries to Africans, or, for that matter, to Asians or Europeans, four or five times as high as those paid for similar work in outside employment. No Government would, of course, think of doing anything of the sort, but we cannot on that account fail to examine the claims that have been made by, and on behalf of, certain sections of the service, however extravagant these claims may be.

78. While Governments should set an example to other employers of labour by paying fair salaries and wages, they are bound, in the interests of the general taxpayer, to have regard to the law of supply and demand in determining what those salaries and wages should be. For many years to come, the employment of Europeans and Asians in the Civil Services will be necessary and, even if it were admitted that the quality of the work of the African was in all respects equal to that of the European or the Asian, a matter which is dealt with in the following paragraphs, it would still be necessary to offer higher salaries to the European to induce him to leave his native land and to the Asian to deflect him from comparable posts in commerce and industry, which in East Africa are open to him in large numbers. In other words, the economic law of inducement must operate.

79. Apart from this consideration, the doctrine of equal pay for equal work loses any validity it may otherwise possess unless the words "equal work" are construed as meaning work of equal quality. On such a construction, in the field with which we are concerned, the doctrine falls to the ground. Taking first the African *vis-à-vis* the Asian, it would be true to say that, subject to individual exceptions, the African is at the present time markedly inferior to the Asian of the same educational qualifications in such matters as sense of responsibility, judgement, application to duty and output of work.

80. This statement is no mere expression of opinion unsupported by evidence or argument. On the contrary, the view which we have expressed has received the overwhelming endorsement of our witnesses on this matter, not least of those who are most anxious to further the advancement of the African. Apart from this, its truth is established beyond question by hard facts. Big business concerns in East Africa employ large numbers of Asian clerks. Some of them also employ relatively few African clerks at salaries which, though by no means niggardly when judged by the general wage-earning capacity of Africans, are very much lower than those paid to Asians. Companies such as these, being concerns conducted for profit, may be presumed to be unlikely to squander money on the overpayment of their employees. The question, therefore, to which those who may challenge the truth of our assertion must find an answer is "Why, if the average African clerk is as competent as the average Asian, do not commercial and industrial firms displace the Asian by the African, since it would be greatly to their financial advantage to do so?"

81. Comparisons of this sort are invidious and distasteful, but they must be made if only to bring home to the African the fact that the discrimination of which he complains rests not on racial but on other and more fundamental grounds, and to show him why we are unable to accept his plea for "equal pay for equal work" as a sound foundation on which to build a salary structure.

82. In making these observations, nothing could be further from our thought or our intention than any belittlement of the extent of the African's achievement up to the present time. It has to be remembered that the indigenous peoples of the three mainland territories are removed by little more than fifty years from a state of society far more primitive than that of Britain at the beginning of the Christian era—a society which was completely illiterate and necessarily so, since no alphabet existed, a society with few, if any, exceptions, ignorant of the wheel, the plough and the loom, a society in which the only rule was the rule of the spear or of the sorcerer.

83. With such antecedents it would be idle to expect to find in the African of today those qualities of mind and character which go to the making of a good civil servant developed in any marked degree. Indeed, it seems to us a matter for remark that in half a century the African who comes within our purview as an actual or potential civil servant has advanced as far as he has, rather than a matter for adverse comment that he has not advanced further. How such further advancement is to be achieved, whether by insistence in the field of education on the development of character rather than on the acquisition of a school certificate, by greater stress being placed on technical education as opposed to an education which produces a much larger number of aspirants for "white collar" jobs than for the technical posts, or by the further development of native councils with the encouragement which they provide to the African to take an interest in community problems, is a matter of speculation which far transcends our terms of reference. But achieved it must be if the African's own aspirations are to be realised and the declared policy of the Colonial Office as enunciated in Colonial No. 197 fully implemented, without detriment to the efficient administration of the several services.

84. The field in which Europeans and Asians are employed on work of the same kind is very much narrower than that which embraces Asians and Africans. From the evidence which we have received we are left in no doubt, that, generally speaking, the European civil servant surpasses the Asian in such matters as sense of public service, judgement and readiness to take responsibility. Here again, the fact that he does so surpass him is shown beyond argument by the relative salaries paid to Europeans and Asians by industrial and commercial concerns, who are free to fix salaries and wages at figures commensurate with the value of the services rendered.

85. It is only fair to our Asian and African witnesses to say that the great majority of them, while not abandoning the principle of the abolition of all salary differentiation based on race and colour, have thought it prudent to submit alternative proposals for adoption in the event of that principle not being conceded. These proposals received our careful consideration, but unhappily, some of those submitted by our African witnesses were so extravagant that we were driven to the conclusion that they were adopting the technique of the bazaar by putting forward proposals greatly in excess of those which they would be quite ready to accept.

86. In the light of the foregoing considerations, we cannot escape the conclusion that the time is not ripe for the introduction of common scales of salary for Europeans, Asians and Africans engaged on similar work, in so far as they are so engaged. We have next to consider, first, on what basis to frame salary scales appropriate to the three races, and secondly, the future organisation of the services.

87. Taking the former point first, the only authoritative guidance at our disposal is to be found in Colonial No. 197. "The salaries", states that Paper, "of all posts in the public service of a Colony should be determined according to the nature of the work and the relative responsibilities irrespective of the race or domicile of the individuals occupying the posts." Again, we read "In fixing these basic salaries" (i.e. the salaries of locally recruited officers) "regard should be paid to the relevant local circumstances such as the ruling income levels in those classes of the community from which the public service is or will be recruited." The last passage which we need to quote refers to the emoluments of officers recruited from overseas. "Where the salaries so fixed are insufficient to attract and retain officers from overseas, expatriation pay should be provided for such officers. In determining the rates of expatriation pay it will be relevant to consider such factors as the additional expenses to which an officer may be put by reason of the fact that he is serving away from his home, especially when his service is in a non-temperate climate; the remuneration and amenities available in alternative careers in the officer's home country; and the general standard of remuneration and conditions in the Colonial Service."

88. It is clear that the situation envisaged in the passages quoted above is one in which the Civil Service is recruited on the one hand from a homogeneous local population, and on the other hand, to such extent as circumstances may necessitate, from overseas. As we have shown, conditions in East Africa do not conform to this simple pattern. Leaving out of the picture those members of the services who are recruited from overseas, we find that the services are recruited in part from Europeans, in part from Asians and in part from Africans. Moreover, the ruling income levels in these three classes of the community are widely different. We thus find ourselves at the outset deprived of the yardstick prescribed in Colonial 197 for fixing basic salaries.

89. In these circumstances, we have reached the conclusion that we must take a realistic view of the situation and deal separately with those posts which are normally filled by recruits from overseas, usually with the approval of the Secretary of State, and those which are normally filled locally under arrangements made by the Government of the territory concerned.

90. Taking the former category first, we find that all posts in the unified Services are at the present time occupied by personnel from overseas, and though, as the result of the development of educational facilities in East Africa and the provision of scholarships tenable at universities overseas for local youths of promise, we look forward to the time when the African will enter

the higher grades of the services, the process is bound to be a slow one, and we are satisfied that for many years to come the local governments will need, if the social and other services are to be developed as they should be, to look to the United Kingdom and the Dominions for the staffing of the higher posts in their services.

91. This being so, it has seemed to us that the only practical course, in framing our recommendations for revised salaries for the higher posts, is to determine what remuneration is needed to attract to, and retain in, the services recruits from overseas of the requisite qualifications and experience. But that, of course, is only half our task. There remains to be considered what should be the basis of remuneration of the non-European recruit who has acquired the same qualifications and experience. And here we would emphasise, parenthetically, the need for adopting a common standard in these respects for the local and the overseas recruit. We sense a danger that in a laudable desire to enable Africans to participate to a greater extent than at present in the public services, governments may be tempted to seek to replace Europeans by Africans with inferior professional or technical qualifications. Nothing, in our view, could be more inimical to the future interests of the territories or, indeed, taking a long view, to the interests of the Africans themselves. We must not, however, be regarded as overlooking the possibility that in the course of time the African will be able to acquire at Makerere College qualifications of the requisite standard.

92. The remuneration of a non-European should, in our opinion, be such as to mark the status of the officer as a professional man and to enable him to uphold his position with dignity. On the other hand, in determining his salary, account need not be taken of the additional expenditure to which the expatriate officer is put, whereas account should be taken of the ruling income levels in those classes of the community from which he comes. This latter consideration will become progressively more important as more Africans find their way into the higher ranges of the services. The disadvantages of so remunerating any class of Africans as to create a Mandarin caste, divorced in income and interests from their fellows, would not be confined to the economic field. In the light of these considerations we have reached the conclusion that the salary paid to a non-European occupant of a higher post should be three-fifths of that which we recommend for the officer recruited from the United Kingdom or the Dominions. It will be observed that the proportionate salary which we recommend is applicable to the Asian and the African alike, since we hold the view that where an African has secured the qualifications needed for a superior post and has satisfied the appointing body of his suitability for it, the occasion for any differentiation of salary as between him and the Asian disappears.

93. We pass now to consideration of those posts which are normally filled locally under arrangements made by the government of the territory concerned. At the lower end of the scale there are a large number of posts which are, and should continue to be, occupied exclusively by Africans, and others which to an increasing extent will be occupied by Africans but in which a leavening of Asians and, more rarely, of Europeans is necessary, and will continue to be so for some time to come. In such cases the salaries which we recommend are determined on an African basis, with such additions for non-Africans in posts of the latter type as are, in our judgement, necessary to secure their services for so long as they are needed.

94. Above these posts there is a considerable miscellany of posts of various kinds. Some of them are necessarily mono-racial. Thus, an assistant master

in an Indian school must necessarily be an Asian, and an African assistant administrative officer must necessarily be an African. In such cases there is no occasion for devising alternative scales of salary. But the majority of posts in this category are posts which could be filled by Europeans, Asians or Africans who either acquire the necessary qualifications for work of a specialised character or exhibit the requisite qualities for work of a non-specialised character. We have examined all such posts individually and, in accordance with the general principles laid down in this chapter, have recommended scales of salary for Europeans, Asians and Africans respectively.

95. We pass now to the question of the future organisation of the services. In the light of the conclusion which we have reached that Europeans, Asian and Africans engaged on the same work should not be remunerated at the same level, it might be thought that the simplest form of organisation would be that which obtains today in Kenya whereby there are three separate services viz., European, Asian and African. We do not hold this view. From the financial point of view there is no difference between three separate services, each with its own rates of salary, and a single service with differential rates of salary for officers of the three races. But psychologically the difference is a wide one. What irks the African even more than the disparity between his salary and that of the Asian is the fact that, under the former system, he is segregated in a service of his own from which there is no emergence. Under the single service system which we propose, officers of all races will compete with one another for promotion from grade to grade on their merits alone. We do not for a moment imagine that this will satisfy the Asian who claims the pay of a European, or the African who claims the pay of an Asian, but, given the choice between the two systems, we do not doubt that Asian and African alike would prefer a single service with differential scales of salary to three segregated services.

96. The last point which we wish to emphasise is this. There can be no finality in the relativity of the salaries which we have recommended for Africans *vis-à-vis* the other races. In framing them we have had regard to existing salaries, to their adequacy in relation to the work involved, to the rates in industry for comparable work and to the need for increasing salaries in the light of the present cost of living and the rising standard of life of the African. If the salaries which we recommend are criticised locally in some quarters as being unduly high in relation to the general level of African wages, our reply is that we have to look to the near future as well as to the immediate present and to recognise that the process of urbanization through which many African civil servants are passing will continue and will be accentuated.

97. But, leaving aside these material considerations, we hope and believe that the time will come when the mental and moral development of the African will enable him to make a much more valuable contribution to the administration of the affairs of his country than is possible today. When that time comes the salary scales which we recommend, other than those applicable to the higher posts, will no longer be commensurate with the value of that contribution and will need to be reviewed. In the meantime, the African's rate of progress will be determined in large measure by the extent to which he learns the lesson that, in the words of the Governor of one of the territories with which we are concerned, he is a member of "a society which places no insurmountable obstacles in front of anybody of any race, but demands only that if he wants to join others on the hilltops he should be capable of the climb involved, instead of deluding himself and others that the road is flat and he has only to stroll easily along it without effort."

## CLERICAL, EXECUTIVE AND ANALOGOUS GRADES

98. In paragraphs 93 and 94 we noted that there are posts in the middle ranges of the civil services which can be regarded as a group to which Africans, Asians and Europeans can alike aspire, and that, for the general reason given in Chapter III, differential rates of pay, according to race, should be attached to these posts. We also drew attention to the fact that there are some posts, normally filled by Africans, the duties of which do not require in the holders a high standard of education and training. It is with posts in these categories that we deal in this section. In accordance with the views expressed in the paragraphs referred to above, we shall, except in the case of Zanzibar, where special conditions, which we examine separately, obtain, deal with them on the basis of a single service, the posts in question being open to all and the filling of them dependent only on the qualifications and suitability of the candidates. In considering this matter we have, of course, given careful consideration, so far as the Kenya services are concerned, to the proposals contained in the interim report of the Asian Civil Service Advisory Board, 1947, and the first interim report of the African Civil Service Committee, 1947.

99. We recommend that in the three mainland territories certain posts at present held by Europeans, a list of which will be found in Appendix III, and all posts held by non-Europeans, subject to certain exceptions with which we shall deal separately in this section, should be grouped into a general and clerical division, divided into grades according to the responsibilities attaching to the posts included in the division. In determining the salary scales to be attached to each grade, the question immediately arises whether it is desirable to establish uniformity of salary scales throughout East Africa. It cannot be justifiably maintained that the duties and responsibilities of a clerk or a mechanic in Kenya differ appreciably from those of an officer engaged on similar duties in Tanganyika or Uganda: nor, according to the evidence available to us, is there any material difference in the cost or standards of living in the three territories. We therefore recommend the adoption of uniform salary scales for these three territories, even though this will mean that owing to the present differences in the salary scales, the adjustments necessary to bring about uniformity will be considerable and will vary from territory to territory. A major cause of this variation lies in the fact that, whereas in Kenya there are distinct scales of salary for Asians and Africans respectively, in Tanganyika and Uganda the basic salary scales of Asians and Africans have, since the introduction of the present local civil services, been the same. We cannot but think that the introduction of local services established on this basis was premature. Indeed the governments of the two territories have themselves seen the impossibility of recruiting suitable Asians on the same terms as Africans. In Tanganyika an attempt has been made to meet the difficulty by a regulation which allows an Asian to enter a higher grade than an African possessing equal or higher educational qualifications, and in Uganda by framing consolidated scales of salary which carry no cost of living allowance in the case of Africans, but do so in the case of Asians. We are in any case satisfied that the basic salaries for Grade III of the Tanganyika local civil service are too low, and that the consolidated salaries applicable to Africans in Uganda—salaries which as we have shown are consolidated—are incommensurate with the duties and responsibilities of the posts concerned and offer little encouragement to good men to enter and to remain in the service.

100. We recommend that in Kenya, Tanganyika and Uganda a general and clerical division be established with the following grades and salary scales:

Grade	Salary Scale		
	European £	Asian £	African £
IV	—	—	48 × 3—60* × 3—72
III	—	—	75 × 3—90* × 3—108
II	295 × 22.5—565	180 × 10—240* × 15— 315* × 15—375	100 × 6—136* × 6—172
I	580 × 20—720	390 × 15—450	154 × 6—178 × 9—223* × 9—268
Special	740 × 20—800	450 × 20—550	276 × 12—348

\*Efficiency Bar

101. The following points should be noted :

- (a) the reconstruction which we recommend will necessitate the splitting of some existing grades. Where this occurs (e.g. the lower section of Grade IV, Uganda local civil service falls within the new Grade IV, while the upper section finds its place in the new Grade III) serving officers who convert to the lower section should, on passing the appropriate efficiency bars be allowed to pass into the upper section.
- (b) separate conversion tables have been prepared with respect to officers who are serving on old pensionable terms (usually with free quarters or an allowance in lieu) and with respect to those cases where the salary scale is not within the general salary structure of the local civil services. We have considered it right that pensionable officers on the old terms should convert on somewhat better terms than their colleagues serving on standard local civil service terms and this has meant that in some cases the maximum for the grade has had to be extended.
- (c) in Kenya, under the terms of Circular No. 30 of the 4th July, 1947, certain Asian salary scales have been extended as a measure of interim relief. We consider that officers who have already benefited by this arrangement must be allowed to retain this financial advantage and to convert to the new scales at the point appropriate to their extended salary rates.

The circular in question might be construed as going further, and affording all officers serving in the grades concerned the right to the extended scales when they in due course reached the old maxima. An example will show that this can hardly have been the intention. The old maximum of Grade II was £240 and the extended maximum £300, which is the present maximum of Grade I. It takes an officer 16 years from the date of entry to Grade II to reach £240, and we can hardly believe that a measure which is stated in terms to be an interim relief measure, pending consideration by government of the recommendations of the Interim Report of the Asian Civil Service Advisory Board and of our own recommendations, was intended to vest all officers in Grade II with rights which cannot be extinguished for 16 years. Subject, therefore, to the arrangements which we have proposed above for safeguarding the interests of officers who have already benefited by the extensions, we have not provided for the promotion of any officer beyond the grade in which his post is placed under our recommendations.

102. If, however, our construction is wrong, and it was the intention of government to extend the maxima of the scales of all serving officers, then no doubt government will take steps to implement its intention.

103. We consider, in accordance with the general recommendation which we make in paragraph 287, that the precise qualifications for entry into the various grades should be prescribed by the Public Service Commissions, but it may be of some assistance if we set out our general views with regard to entry into the proposed general and clerical division.

104. We contemplate that recruitment into Grade IV will be from Africans of good character and intelligence who leave school after having passed through Standard VI and that both this grade and Grade III will in the main be staffed by, but not confined to, Africans. We consider that these two grades will offer a reasonable career to those Africans whose ability does not justify their advancement beyond Grade III. We recommend that there should be an establishment common to both these grades but no fixed establishment for either, and that promotion to Grade III should be subject only to officers being certified as fully competent to discharge all the duties appropriate to that grade and worthy of promotion to it. Entry into the grades above Grade IV should be either by promotion or by direct entry. For direct entry into Grade II, we envisage that candidates should be in possession of the school certificate or equivalent qualification or should have been successful in such examination as may be prescribed by the Public Service Commissions. Clearly, only candidates with exceptional qualifications should be permitted direct entry into the first and special grades. We concur with the recommendation of the Asian Advisory Board in Kenya that the number of posts in Grade I should not be less than 25% of the total posts in Grade II and above. This ratio was recognised by government in 1935, but the Asian staff complained that promotions to fill the increased number of Grade I posts then created were automatically confined to Asian officers serving on the old terms of service. We believe that there is justification for this complaint, and we need hardly say that we should deprecate any arrangement which secured special advantages in the matter of promotion to any particular class of officer.

105. It is in our view desirable that possible entrants into the civil services should be encouraged to reach an educational standard higher than the minimum which we suggest for entry into Grade IV and with this in mind, we recommend that an incremental credit of two years should be granted for each year which a successful candidate has spent at school after passing through Standard VI. In regard to direct appointments to Grade II, we consider that a similar incremental credit should be given in cases where the candidate's education has proceeded beyond the school certificate stage or where his vocational training has necessitated his staying at school or at a training institution beyond the stage at which he qualified for entry into Grade II at the minimum of the scale.

106. For African officers filling posts for which qualifications obtainable at Makerere College are essential, we recommend the following salary scales :

Grade II £165 × 10—215 (E.B.) × 10—255.

Grade I £255 × 10—355.

The length of the course of training at Makerere College varies according to the nature of the appointment in the civil service which the student intends to seek. For example, the medical course is spread over a period of six years, as compared with five years for the veterinary course, four years for agriculture and three years for educational appointments. We recommend that in the

following posts, candidates should in the future enter the service at a point in the salary scale above the minimum :

	<i>Entry point</i>
Assistant Agricultural Officer .. .. .	£185
Assistant Veterinary Officer .. .. .	£205
Assistant Education Officer (Uganda) .. .. .	£225
Assistant Medical Officer .. .. .	£225

In placing the point of entry of the assistant education officer at the same figure as that of the assistant medical officer, in spite of the disparity between the length of their respective courses, we have been actuated by the consideration that five years of teaching experience are a pre-requisite of appointment as an assistant education officer.

#### ASIAN TEACHERS

107. We have not found it possible to recommend uniform salary scales for these appointments, since this would involve a regrading of departmental services which could only be brought about by a detailed examination of the organisation of the education departments, a task which would appear to be outside our terms of reference. We have therefore confined ourselves to recommending scales of salary based on the existing organisations. Our recommendations are set out below :

KENYA		TANGANYIKA		UGANDA	
<i>Post</i>	<i>Salary proposed</i> £	<i>Post</i>	<i>Salary proposed</i> £	<i>Post</i>	<i>Salary proposed</i> £
Grade V	180 × 10—220	Asst. Master (Primary)	180 × 10—250* × 15—400	Grade VI	220 × 15—310* × 15—400
Grade IV	228 × 12—300	Asst. Master (Secondary)	300 × 15—375* × 15—450	Grade V	300 × 15—375* × 15—450
Grade III	305 × 15—455	(a) Headmaster, Grade B. } (b) Inspector }	460 × 18—532	Grade IV	414 × 18—486
Grade II	460 × 18—550			Grade III	414 × 18—540
Grade I	560 × 20—750	Headmaster, Grade A.	540 × 20—600	Grade II	540 × 20—620
				Grade I	540 × 20—680

\*Efficiency Bar

*Note:* Woman officers should receive salaries equivalent to four-fifths of the above salary scales, provided that any woman officer who at present enjoys terms appropriate to a male officer should be allowed to convert to the new scale in full.

#### ASIAN SURGEONS AND SUB-ASSISTANT SURGEONS

108. Two classes of officer are employed in East Africa : those with registrable qualifications (senior assistant surgeon and assistant surgeon) and those with non-registrable qualifications (senior sub-assistant surgeon and sub-assistant surgeon). For these points we recommend salaries as follows :

(a) Sub-Assistant Surgeon .. .. .	£380 × 15—530
(b) Senior Sub-Assistant Surgeon .. .. .	£530 × 20—610
(c) Assistant Surgeon .. .. .	£445 × 15—610
(d) Senior Assistant Surgeon .. .. .	£610 × 20—690

LIWALIS, MUDIRS AND KATHIS, KENYA

109. Our recommendations are :

<i>Post</i>	<i>Salary recommended</i>
Liwali	} £420 × 15—480(E.B.) × 20—610
Assistant Liwali	
Chief Kathi	
Mudir Kathi	} £255 × 15—345(E.B.) × 15—450

110. Conversion tables giving effect to the above recommendations will be found in Appendix VI.

POLICE SERVICE

111. In Kenya, the terms and general conditions of officers in the police department were examined by a committee appointed by the Governor in February, 1946. As a result of the committee's recommendations, improvements in pay were made as from the 1st of January, 1947. We share the view of the committee that the police force should be strong, happy and contented. The desirability of taking all reasonable steps to ensure not only that the morale of all ranks now serving in the East African police forces is good, but that the standard set for new entrants is high, cannot, under modern conditions, be too strongly emphasised.

112. The salary scales recommended by us are contained in the tables below. It will be seen that uniformity of treatment has been applied in considerable measure, although it has not been possible, owing to the diversity of gradings as between territory and territory, to introduce uniform scales in respect of some of the higher posts. The salary scales for Africans are designed to attract literate candidates whose general level of education is not below, say, Standard IV, and they should be abated by Shs.5/- a month at all points where an officer is not literate. Incremental credits, on the lines already proposed, should be granted to men with a standard of education above the required minimum.

PROPOSED SALARY SCALES  
KENYA

RANK	SALARY PROPOSED		
	<i>European</i> £	<i>Asian</i> £	<i>African</i> £
Recruit	—	—	40.16.0: 42.0.0
Constable	—	180 × 10—220	43.4.0 × 24/- —49.4.0* × 24/- —56.8.0* × 24/- —66
Sergeant	}	220 × 10—260	{ 66 × 3—81* × 3—90
Senior Sergeant			
Assistant Inspector	} 350: 375: 400: 490 × 20—690* × 25—840	} 270 × 15—360* × £5—465	{ 100 × 6—130* × 6— 160 162 × 9—207* × 9 —270
Inspector			
Chief Inspector	765 × 25—840* × 30—900	470 × 20—530* × 20—590	333 × 12—381* × 15 —441

\*Efficiency Bar

## UGANDA

RANK	SALARY PROPOSED		
	<i>European</i> £	<i>Asian</i> £	<i>African</i> £
Recruit .. ..	—	—	40.16.0: 42.0.0
Constable .. ..	—	—	43.4.0 × 24/- 49.4.0* × 24/- —56.8.0* × 24/- —66
Corporal .. ..	—	—	54 × 36/- —63* × 36/- —72
Sergeant .. ..	—	—	66 × 3—75
Station Sergeant .. ..	—	—	78 × 3—90
Head Constable .. ..	—	—	105 × 3—111
Head Constable, Major	—	—	114 × 3—120
Asst. Sub-Inspector & Sub-Inspector	—	300 × 15—345* × 15 —390† × 15—420	99 × 9—180* × 9— 240
Asst. Inspector & Inspector	490 × 20—690* × 25—715	—	—
Chief Sub-Inspector ..	—	450 × 20—510	—
Chief Inspector .. ..	715 × 25—840	—	—

\*Efficiency Bar

†Promotion Bar

## TANGANYIKA

RANK	SALARY PROPOSED		
	<i>European</i> £	<i>Asian</i> £	<i>African</i> £
Recruit .. ..	—	—	40.16: 42.0.0.
Constable .. ..	—	—	43.4.0 × 24/- — 49.4.0* × 24/- — 56.8.0* × 24/- —66
Corporal .. ..	—	—	54 × 36/- —63* × 36/- —72
Sergeant .. ..	—	—	66 × 3—81* × 3— 90
Sergeant-Major .. ..	—	—	105 × 3—120
Sub-Inspector, 4th Grade	—	—	118 × 6—142* × 6— 172
Sub-Inspector, 3rd Grade	—	255 × 15—330	190 × 9—235
Sub-Inspector, 2nd Grade	—	330 × 15—405	235 × 10—285
Sub-Inspector 1st Grade	—	405 × 15—465	285 × 12—333
Assistant Inspector and Inspector	490 × 20—690* × 25—715	—	—
Chief Sub-Inspector ..	—	470 × 20—530* × 20—590	333 × 12—381* × 15—441
Chief Inspector .. ..	715 × 25—840	—	—

\*Efficiency Bar

113. It will be observed that in the conversion tables relating to posts held by non-Europeans, the scales shown as the present scales in Kenya and in Uganda are, in the case of the former territory, those in force before the 1st of January, 1947, and in the latter the pre-consolidation scales. This has been done in order that officers may receive the full advantage of conversion to the new terms according to their length of service.

#### ALLOWANCES

114. *Detectives.* We recommend that these officers should receive the pay of their substantive rank, and an additional Shs.20/- a month as detective allowance and Shs.10/- a month as plain clothes allowance. It follows that the special salary scales for detectives, *e.g.* in Uganda, should be abolished.

*Efficiency allowances.* We are in favour of the payment of efficiency allowances and recommend that after each period of four years' service, constables who have shown special zeal, intelligence and proficiency in the performance of their duty should be eligible to receive an efficiency allowance of Shs.1/50 a month, up to a maximum of Shs.6/- a month. Non-commissioned officers of the rank of sergeant and above should not be eligible for this allowance, but the amount should be taken into account in fixing the point at which men below the rank of sergeant enter the salary scale of the rank to which they are promoted. Provision should be made for the withdrawal of the allowance in any case where the standard of efficiency falls below that required before an allowance is granted.

*Literacy allowance.* As stated in paragraph 112, the salary scales which we recommend are designed to attract literate candidates. We consider, however, that officers should be encouraged to learn to read, write and speak English. With this in mind, we recommend that the following literacy allowances should be paid to African constables and non-commissioned officers :

Elementary English .. .. .	Shs.5/- a month
Advanced English .. .. .	Shs.10/- a month

An officer who qualifies in advanced English should, if he is in receipt of an allowance in respect of literacy in elementary English, be limited to a maximum allowance of Shs.10/- a month.

#### PRISONS SERVICE

115. In our examination at the present rates of salary, we found that the relativity between the pay of the police and prison staffs differed in each territory and that the differences in organisation and gradings were such as to make it impossible for us to recommend uniform salary arrangements. The salary scales which we propose below are, therefore, based on the existing organisations.

<i>Rank</i>	<i>Salary Proposed</i>
KENYA	
Recruit .. .. .	£ 40.16.0
Warder .. .. .	43.4.0 × 24/- — 46.16.0* × 24/- — 52.16.0* × 24/- — 56.8.0
Lance Corporal .. .. .	51.12.0 × 36/- — 58.16.0* × 36/- — 66
Corporal .. .. .	62.8.0 × 36/- — 66* × 36/- — 69
Sergeant .. .. .	72 × 48/- — 81.12.0 × 48/- — 90
Chief Warder, Grade II .. .. .	93 × 3 — 102* × 3 — 111
Chief Warder, Grade I .. .. .	114 × 4.10.0 — 132

\*Efficiency Bar

Rank	Salary Proposed
£	
TANGANYIKA	
Recruit .. .. .	40.16.0
Warder .. .. .	43.4.0 × 24/- — 46.16.0* × 24/- — 52.16.0* × 36/- — 69
Chief Warder, Grade III ..	84 × 7.4.0 — 120* × 9 — 183
Chief Warder Grade II .. ..	198 × 9 — 234 × 6 — 240
Chief Warder, Grade I <i>African:</i>	232 × 9 — 276 × 12 — 348
<i>Asian:</i> ..	330 × 15 — 405* × 15 — 465
UGANDA	
Recruit .. .. .	40.16.0
Warder .. .. .	43.4.0 × 24/- — 46.16.0* × 24/- — 52.16.0* × 24/- — 56.8.0
Lance Corporal .. .. .	51.12.0 × 36/- — 55.4.0* × 36/- — 58.16.0
Corporal .. .. .	55.4.0 × 36/- — 60.12.0* × 36/- — 66
Sergeant .. .. .	62.8.0 × 36/- — 66* × 36/- — 69
Chief Warders, Class III .. ..	72 × 48/- — 81.12.0* × 48/- — 90
Chief Warder, Class II .. ..	93 × 3 — 102* × 3 — 111
Chief Warder, Class I .. ..	114 × 4.10.0 — 127.10.0* × 4.10.0 — 132
Jailer .. .. .	99 × 9 — 144* × 9 — 198* × 9 — 240

\*Efficiency Bar

116. We consider that the standard for entry into the prisons service should be approximately the same as that for the police, and candidates should, like the police, be eligible for the grant of incremental credits in respect of extra years spent at school. The scales are designed to attract literates and an abatement of salary similar to that mentioned in paragraph 112 should be made in the case of men who are not literate.

*Allowances.* An efficiency allowance of Shs.1/50 a month should be payable on the same basis as has been recommended for the police departments.

### ZANZIBAR

117. In the previous paragraphs we have provided for the mainland territories a structure for the clerical, executive and analogous grades in accordance with our conclusion that Europeans, Asians and Africans engaged on the same work should not be remunerated at the same level. For the reasons which follow, we consider that this structure would not be appropriate to Zanzibar. As one would expect from its size and population, from its historical antecedents, and from the common allegiance of his subjects of all races to His Highness the Sultan, the non-European communities living in Zanzibar are much more closely knit than are those in the three mainland territories. These conditions have brought about a degree of homogeneity among the peoples of the Islands which is not present to anything like the same extent in the other territories which come within the purview of this report. This is reflected in the set-up of the non-European civil service which is, and, we understand, always has

been, a single service composed of Africans, Arabs and Asians working in easy fellowship with each other, and who are members of one civil service association. This state of affairs exists in Zanzibar alone of the four East African territories. It is in the light of these conditions that we have decided not to make any recommendations which would interfere with the present structure of the Zanzibar civil service.

The revised salary scales recommended by us will be found in Appendix V.

#### LONG SCALES V. BROKEN SCALES

118. It will be seen from paragraph 23 that in the case of some of the professional and technical posts there are long scales of salary running straight through from the commencing salary to the maximum, punctuated by efficiency bars, passage beyond which is a condition antecedent to the officer advancing up the scale, whereas, in other cases, the long scale is divided into two grades, promotion from the lower to the upper grade being dependent on vacancies in the latter.

119. It has long been a source of grievance to officers to whom the latter conditions apply that they are at a disadvantage *vis-à-vis* officers in the former category in that, however great their merits, they may be held up for many years at the maximum of the lower grade for want of a vacancy in the higher, whereas their more happily placed colleagues are, if meritorious, assured of advancement to the maximum.

120. This complaint would cease to have any substance if the number of posts in the upper grade were properly adjusted to the number in the lower, and if the intake into and outflow from the service were regular. The incidence, however, of two major wars has made, and will continue to make, both intake and outflow extremely irregular. The grievance is therefore a legitimate one and efforts have been made in certain cases to meet it by allowing an officer who has spent a prescribed number of years at the maximum of the lower grade, and who is recommended as fit for advancement, to proceed to the higher maximum even though a vacancy may not exist in the upper cadre. Such an arrangement does not, however, remove the grievance but is only a palliative.

121. The discontent of these officers is not lessened by the knowledge that the efficiency bars in the through scales are not taken seriously—the evidence which we have received in support of this statement is overwhelming—with the result that a mediocre officer on a through scale can advance to his maximum, whereas a highly deserving officer on a broken scale may have his advancement retarded through lack of a vacancy in the upper grade.

122. That efficiency bars were intended by the Colonial Office to be taken very seriously is shown by the following extract from a despatch written by the Secretary of State in 1933 to the Governors of certain African territories—“Efficiency bars will be reduced to two in number, viz., at £600 and £840, and the passing of each efficiency bar will be regarded as a definite promotion from one class to another . . . which will require a recommendation to the Secretary of State accompanied by a report of the officer's qualifications for promotion.” We understand that this procedure has fallen into desuetude and that, provided the efficiency bar certificate is signed by the Head of his department, an officer is assured of advancement up the scales.

123. We have reached the conclusion that, with the exception of certain departments, to which reference will be made later, the present differentiation in the matter of long scale grades and broken scale grades should be abolished. Each system has its merits and its defects. The long scale system would stimulate recruitment, particularly in those professional and technical departments where, owing to the shortage of candidates, such a stimulus is most needed, and would obviate the disadvantage inherent in the broken scale

system whereby the advancement of deserving officers is dependent on the existence of vacancies in the upper grade. But there are obvious defects in the long scale system. Unless efficiency bars are rigorously administered, officers of mediocre quality will proceed to maximum salaries greatly in excess of their deserts. Further, no means are provided, as is the case under the broken scale system, for the accelerated advancement of exceptionally able officers.

124. In these circumstances, we conceive our task to be to devise a system which, by offering a well-paid career, will attract recruits of high quality to the various services, will prevent the mediocre officer proceeding to a salary beyond his deserts, and will enable the officer of exceptional ability to advance more rapidly than the average officer. With these aims in view we recommend the adoption of the following arrangements.

125. The long scale system should replace the broken scale system but should be amended in the following particulars. The long scales should be divided into two segments, with a combined establishment for both but no fixed establishment for either. Passage from the lower to the upper segment would constitute a promotion and fall to be considered by a Promotions Board, the composition and functions of which are set out in paragraph 282. We anticipate that the introduction of this machinery will render the approval of the Secretary of State to the passage of officers to the upper segment unnecessary. We have, however, to point out that acceptance of this view would remove from the purview of the Secretary of State the filling of certain posts, e.g. that of Senior Agricultural Officer, which at present fall within it.

126. In order to secure our other objective, viz., that an officer of exceptional ability should be enabled to advance more rapidly than the average officer, we recommend that on the recommendation of a Promotions Board and with the approval of the Secretary of State, the promotion to the upper segment of an officer who has not reached the maximum salary of the lower segment should be provided for. Some of our witnesses have expressed doubts as to the wisdom of such a provision as likely to lead to the exercise of favouritism. Other considerations apart, we regard such a risk as nullified by our proposal that such a promotion could only be made on the recommendation of a Promotions Board. We contemplate that this power will be sparingly exercised and confined to cases of exceptional merit, but we are fortified in making this recommendation by the fact that it accords precisely with the views of the Secretary of State of the day as set out in an enclosure to a circular despatch of the 5th March, 1932. The relevant paragraph reads as follows :

“In this connexion consideration has been given to the recommendations of the Warren Fisher Committee, as endorsed by the Colonial Office Conference of 1930, as to the best means of providing some form of accelerated promotion for officers of exceptional merit within the Time Scale, and so of shortening the period required to bring such officers under consideration for promotion to Super-Scale posts. A number of possible methods, including those already existing in various Colonies, have been revised, but none of these appears to be entirely satisfactory. The conclusion has been reached that the best method of attaining the desired object would be to give governors the power, in cases of exceptional merit, to recommend that an officer who had not yet reached an Efficiency Bar should be allowed to pass that Bar (i.e., to be promoted to the next salary class) subject to his having all the necessary qualifications, such as passing the requisite examinations.”

127. As stated in paragraph 123, there are certain exceptions to our general recommendations that the long scale system should apply to professional and technical posts. For reasons connected with the organisation of the department concerned, the nature of the work, or the extent of transferability between one

Colony and another, we recommend that the existing broken scale arrangements should continue to apply to senior assistant auditors and assistant auditors, senior accountants and accountants, senior collectors of customs and collectors of customs, and quantity surveyors and assistant quantity surveyors in public works departments. We deal further with the position of education officers in paragraph 314.

128. We have considered whether there are other instances in which the salary scales attaching to a higher and lower grade respectively might properly be merged into a single scale, and have reached the conclusion that there are certain grades—e.g., senior health inspector and health inspector and senior stock inspector and stock inspector—in the case of which such a step would be desirable. In such cases, not only do the general considerations which we have advanced for the replacement of broken scales by long scales in certain professional grades apply, but the proposed merger would afford an outlet for certain classes of officer, whose services are of considerable value to their departments, but whose prospects under present conditions cannot be regarded as good, in the sense that they are liable to periods of stagnation before they can proceed to the higher grade. It will, of course, be understood that such merger would need to be accompanied by the safeguards which we have proposed in paragraph 125 to ensure that only officers fully deserving of advancement are allowed to proceed from the lower to the upper segments of the combined scales. The grades to which we propose to apply this procedure will be seen by reference to Appendix II.

#### SALARIES—MEN AND WOMEN

129. The invasion of women into the Civil Services of the territories with which we are concerned has not assumed the same proportions as it has in the United Kingdom. Asian and African women are found only in those callings, such as nursing and the teaching of girls and young children, which are habitually associated with women. The employment of European women is rather more widespread. They are to be found in the fields of administration, education, health and in the clerical and allied services.

130. On the general proposition of equal pay for men and women employed in the public services much has been written in recent years, and we do not propose to add to what has already been said on the subject. In the United Kingdom the proposition has been accepted in principle and rejected in practice. Without necessarily subscribing to the principle, we are content to follow the practice, and, in doing so, we are fortified by the evidence which we have received to the effect that in East Africa women are less capable than men of standing up to sustained pressure of work.

131. The conclusion which we have reached on this matter accords generally with the existing practice whereby the scales of salary applicable to women are usually lower than those applicable to men. To this general statement there are certain exceptions. Thus, there is no differentiation on sex grounds in the remuneration of medical officers: in this respect the territories follow the practice in the United Kingdom. A more notable exception is to be found in Uganda where men and women education officers receive the same salaries, whereas in the other territories the women receive substantially less than the men. The explanation given to us of this anomaly was that the women educated officers in Uganda are all employed on educational administration and are not, as is the case in some of the posts in the other territories, teachers to whom the designation of education officer has been accorded. This appears to us to be an argument for not grading as education officers persons who are engaged in teaching rather than an argument for remunerating men and women education officers on the same basis.

132. There are certain posts which must necessarily be occupied by women e.g., nursing sisters, women administrative assistants and certain classes of teachers. For such posts we have recommended salary scales applicable to women. For the remaining posts the salaries which we propose are based on the assumption that the occupants will be men, even in cases where the present incumbents are women. Where the posts are occupied by women we recommend that the salary scales should be four-fifths of those prescribed for men officers, subject to the continuance of the present practice whereby women medical officers receive the same salaries as their male counterparts. In the case of certain posts, the strict application of the four-fifths rule would operate hardly on women officers, particularly at the early points of the scales. To meet such cases we have recommended specific scales of salary for women occupants of the posts.

#### INCREMENTS FOR EXPERIENCE

133. We recommend that with regard to all appointments for which a professional qualification is required, except educational appointments, which are dealt with in paragraph 318, the following arrangement should apply : a candidate should be granted one increment in the salary scale attached to the post to which he is appointed for each year of approved professional experience after acquiring the minimum qualifications necessary for appointment to the post, provided that (a) not more than four such increments may be granted in any individual case, and (b) no account may be taken of any period of experience which is war service and is taken into account in applying the war service credit.

#### PROMOTION AND EFFICIENCY BARS

134. It is necessary to make provision in the salary scales for a specific promotion bar only with respect to those grades which will be merged as a result of our recommendations. We recommend that in the case of officers holding posts to which we have allocated the long scale £550-1,320, the promotion bar should be placed at the £1,140 point. The salary scales recommended by us for the grades referred to in paragraph 128 vary in length and are spread over periods of from seven to eighteen years. We doubt whether a promotion bar should be applied in cases where the period taken to reach the maximum of the scale is less than seven years, (although an efficiency bar might be provided) and we suggest that in other cases the promotion bar should occur at about the tenth year of service.

135. We consider that it is unnecessary to include an efficiency bar in addition to a promotion bar in the administrative and professional time-scales. In regard to other posts not dealt with in paragraphs 118 to 128, we suggest that, as a general rule, officers should be required to pass an efficiency bar after the completion of six years' service.

#### SALARIES PERSONAL TO PRESENT HOLDERS

136. In the course of our enquiries we came across several cases where a salary in excess of the normal maximum for particular posts is paid to the present holders as personal to themselves. The salaries which we recommend for these posts have, of course, been determined in the light of the duties and responsibilities attaching to them. We have therefore made no special provision for an officer enjoying a personal salary in excess of the present maximum to convert to a salary higher than the new maximum which we propose.

137. It was not possible for us to investigate in each case the circumstances in which a personal salary was granted, but the general inference which we draw from the existence of such cases is that the salary was not necessarily improved on the ground that the officer's responsibilities had so increased as to justify

an improvement in salary, but rather an account of some special circumstances. We therefore leave it to the respective governments to deal with such cases on their individual merits. Our view is that, as a matter of general principle, the payment of personal salaries is to be deprecated.

#### THE FUTURE OF THE KENYA EUROPEAN CIVIL SERVICE

138. In paragraphs 26 to 28 will be found some account of the creation of the Kenya European Service in 1935. It has become clear since then that the discontent which arose out of its creation was not the result of teething difficulties which might be expected to attend on the introduction of any new service, since it has become intensified with the passing of the years.

139. The wisdom of retaining separate European services was questioned by the Surridge Committee in 1943. They were impressed by the number and weight of the demands made by heads of departments and individual officers for the abolition of the distinctions between the overseas and local services and for their assimilation in a single service. Similar views had been expressed before the Committee by unofficial witnesses. The Committee stated that it had become increasingly clear to them that there was a strong feeling of dissatisfaction throughout the Kenya European Civil Service due to the feeling that the service was regarded as an inferior one because of the differences in regard to superannuation, housing, leave and passage privileges applicable to the local and the overseas services respectively, and the treatment of a number of officers who were serving on agreement at the time of the creation of the local service. The conclusion of the Committee was that it was desirable that the general conditions of service for European officers should be identical, irrespective of the posts which they held. The Committee made it clear, however, that they were not prepared to recommend that the two services should be unified on the terms and conditions applying to the overseas service, since they considered that those terms were themselves susceptible of considerable modification. They recognised also that there were serious difficulties in the way of any modification of the conditions obtaining in the overseas service, but they considered that the terms which they recommended for application to the local service were suitable for all government European employees. They recommended therefore that government should consider the desirability of making these terms of general application, but should at the same time bear in mind the possible effect on overseas recruitment which must be undertaken in competition with other Colonies.

140. One of the main reasons for the grievances felt by the members of the local service has been mitigated but not removed by the introduction of the contributory pensions scheme, and it is true to say that the conditions of service for the local service are now less unfavourable *vis-à-vis* the unified services than they were. The special grievances of the officer serving on agreement at the time of the creation of the local service have also been remedied by the Kenya Government. Of the remaining causes of complaint the one that was brought most forcibly to our notice was the fact that the conditions of the local service were applied to holders of posts in that service who, owing to the shortage of local candidates, were recruited from overseas. While it is true that officers so recruited accept appointment with a clear understanding of the terms and conditions of service attaching to their posts, it is nevertheless not difficult to understand their sense of disappointment when they find on taking up their appointments in the Colony that other officers, also recruited from the United Kingdom, have been appointed on overseas terms of service.

141. It will be clear from the above that the local service is not a local service in the sense that it is recruited entirely from local sources. The evidence before us is that there is no great keenness on the part of the Kenya youth to enter it,

and we understand that in 1946 and 1947 not more than one in ten of the boys who left the Prince of Wales School chose to join the service. Another reason for the lack of local candidates, in particular for the public works and the education departments, is that the training facilities at present provided in the Colony are inadequate to produce candidates with the necessary qualifications. So long as these conditions persist—and in our view they will obtain for some time to come—so long will it be necessary to continue to recruit from the United Kingdom for appointments at present scheduled in the local service. It will be appreciated from the information in paragraphs 41 and 50 that the problem is peculiar to Kenya and that in Tanganyika and Uganda a European candidate appointed to the civil service locally is given the same terms of service as his colleague from the United Kingdom.

142. In the light of these circumstances we find it impossible to escape the conclusion that the anticipations which were entertained when the local service was introduced have been largely falsified in the event. To say this involves no criticism of the government of the day. In 1931 it was reasonable enough to suppose that with the progressive increase in the immigration of Europeans into, and their settlement in, Kenya, and the development of educational facilities, there would within the next ten or fifteen years be a sufficient number of candidates of local origin coming forward to enable recruitment to the local service from overseas to be dispensed with, and it was on this assumption that less favourable terms were laid down for the local service as compared with those obtaining in the overseas service. But, as we have seen, the number of duly qualified local youths seeking admission to the local service is inadequate to its needs, with the result that recruitment to that service from overseas, and in particular to the more important posts in it, still persists. In our view the only solution of the problem lies in acceptance of the proposition that the time has come for the terms of service of members of the overseas service and members of the local service to be fully assimilated and our recommendations with regard to salary scales and other conditions of service have been framed accordingly. We see no occasion for modifying the general terms of service of members of the overseas service to any considerable extent, but it will be observed from paragraphs 165 to 184 that the leave and passage conditions which we recommend for all European officers are not so generous as those which exist today in the case of officers on overseas terms, though there are countervailing advantages in our recommendations relating to passages for wives and children.

## CHAPTER IV

### Cost of Living Allowances and their Incorporation in Salaries

143. We mentioned in paragraph 64 that in all four territories cost of living allowances were introduced during the war. By our terms of reference we are required to advise whether any element of such allowances should be incorporated in salaries and, if so, on the disposal of any balance not so incorporated. Before setting out our conclusions on this matter, we summarise the main provisions of the existing cost of living arrangements in the several territories.

144. These arrangements have in the case of Europeans and Asians certain common features, namely, the amount of the allowance varies according to an officer's salary and family commitments; full compensation in respect of the increased cost of living is not paid, it being considered that a measure of sacrifice on the part of all civil servants is desirable; the allowances do not form part

of an officer's pensionable emoluments. Until recently a further common feature was that there was a salary ceiling beyond which allowances were not payable ; this has now been abrogated, except in the case of Uganda.

145. While there is thus a certain uniformity of the principles governing the arrangements for the payment of compensation to European and Asian officers, the amounts payable differ considerably as between territory and territory, as the following will show.

146. In Kenya the allowances for Europeans and Asians range from a minimum of £75 to a maximum of £225 a year for the former and £41 5s. 0d. to £124 a year for the Asian officer. In Tanganyika the range is from £75 to £130 a year for Europeans and from £27 to £60 a year for non-Europeans. In Uganda the range is from nil (owing to the operation of the salary ceiling) to £175 a year in the case of the European and £102 a year in the case of the Asian officer. In Zanzibar the allowance ranges from £50 to £120 a year for Europeans and £25 10s. 0d. to £60 a year for non-Europeans.

147. Variations are also to be found in the allowances paid to Africans. In Kenya, where the cost of living factor for Africans has recently been revised from 70 to 85, the allowance paid to those receiving salaries of less than Shs.60/- a month varies according to the district in which they are stationed. For example, an African with a salary of Shs.56/- a month serving in Nairobi or Mombasa receives an allowance of Shs.30/40 a month, as compared with Shs. 26/- in other districts, and one receiving a salary of Shs.35/- to Shs.39/- is paid an allowance of Shs.27/50 a month in Nairobi or Mombasa, with rates varying from Shs.11/50 to Shs.16/50 elsewhere. For Africans in receipt of salaries of more than Shs.60/- a month, the minimum cost of living allowance is Shs.21/30 and the maximum Shs.65/- a month.

148. In Tanganyika, in the case of Africans drawing Shs.50/- a month or more the allowance ranges from Shs. 25/- to Shs.100/- a month. Where the salary is less than Shs.50/- a month, the allowance varies as between districts. In Dar-es-Salaam and Tanga the allowance is Shs.18/- a month or such additional sum as will bring the employee's pay plus allowance up to Shs.39/- a month. In other areas, the allowance varies between Shs.11/- and Shs.14/- a month.

149. In Uganda, when the Uganda local civil service was reorganised in 1946, the payment of cost of living allowances to Africans was abolished and consolidated salaries introduced.

150. In Zanzibar, the allowances range from Shs.42/50 to Shs.100/- a month with the proviso that they shall not exceed 50% of salary.

151. The information given above is taken from material supplied to us by the East African Governments both before and since we left East Africa, but it may well be that other changes will have taken place by the time this report is published.

152. We now have to consider future policy in regard to these cost of living allowances.

153. Three courses present themselves : (a) to preserve the present system under which the increase in the cost of living is dealt with by the payment of separate non-pensionable cost of living allowance ; (b) to incorporate such element of the increase in the cost of living as can safely be regarded as permanent and to leave the remainder to be dealt with by the payment of a non-pensionable allowance which would fluctuate according to the rise or fall of the cost of living above or below 1939 levels ; and (c) to frame new consolidated salary scales related to the increased cost of living and to abolish all cost of living allowances.

154. The choice between these three courses would present no difficulty if an accurate forecast of the future trend of prices over a period of years were possible. We have sought advice on this matter from many sources and the variety of opinion expressed before us can be taken as the measure of the difficulty of making any such forecast. The one point on which all our witnesses were agreed was that part, at any rate, of the increase in the cost of living since 1939 would be permanent, and this view is certainly borne out by the experience of events after the 1914-18 war. On this hypothesis we jettison the first course referred to in the foregoing paragraph and are glad to be able to do so, since it is a course which would operate harshly on retiring officers, who have a right to expect that their pensions will be calculated on emoluments which bear a reasonable relation to the cost of living at the time of their retirement.

155. There remain the two alternatives of partial or total consolidation. The adoption of an arrangement under which that part of the cost of living increase which can be regarded as permanent is consolidated in salary, the balance being dealt with by a temporary and variable cost of living allowance, is one which commended itself to many witnesses, as providing the East African Governments with a safeguard against the risk of their being saddled for years to come with a bill for personal emoluments based on salaries which were fixed at a time when the cost of living might prove to be at its peak. Those witnesses also pointed out that if full consolidation were agreed upon, such an arrangement would be one-sided in that, while, if the cost of living were to increase considerably after consolidation had taken place, it would be possible to meet the situation by the reintroduction of a cost of living allowance (and there would, no doubt, be considerable pressure on the part of civil servants for this to be done) it would be difficult, if not impossible, to reduce the substantive, and in many cases pensionable, emoluments of officers on consolidated terms if there were to be an appreciable fall in the cost of living. These are cogent arguments in favour of partial consolidation and we are, of course, fully seized of the undesirability of introducing salary scales which, although equitable at the present time, might in the course of a few years prove to be out of harmony with a considerably decreased cost of living. There are no indications of such a trend at the present time : indeed, the cost of living in East Africa continues to rise and the index figure for the purpose of calculating cost of living allowances in Kenya has recently been increased to 65 in the case of Europeans and Asians and to 85 for Africans. It is our considered view that that part of the cost of living element which can be regarded with reasonable certainty as permanent is so large that the balance which would be left floating after partial consolidation would be unlikely to provide a sufficiently wide margin to enable appropriate adjustments to be made to meet any substantial fall in the cost of living index figure.

156. The present position under which a civil servant receives part of his emoluments in the form of a non-pensionable allowance which may be varied from time to time is admittedly unsatisfactory. There is no doubt in our minds that new salary scales framed with regard to the increased cost of living since 1939 would not only be the fairest solution but would have the added advantages of making for greater contentment within the service and stimulating recruitment. In making up our minds on this important issue we have looked for assistance to what has been done in, or recommended for, other parts of the Colonial Empire. In the four West African territories cost of living allowances have been abolished and consolidated scales of salary have been introduced. On the other hand, we understand that the Commissions which have recently examined salaries and conditions of service in Hong Kong and Malaya have recommended the payment of cost of living allowances in those territories.

We doubt whether the action there contemplated is a useful guide to what should be done in East Africa, seeing that Hong Kong and Malaya have until recently been in enemy occupation, with the result that conditions are necessarily unsettled, and the cost of living is extremely high. The more relevant comparison is with West Africa where, as we have stated, full consolidation has taken place. We also note that cost of living allowances were withdrawn from the Home Civil Service in 1945 and that the consolidated additions to basic salaries generally exceeded those allowances. There appear to us to be no special conditions in East Africa which would lead to the conclusion that what was considered to be sound course of action in the United Kingdom and in West Africa in this matter would be unsound in East Africa. Although we have no qualifications which would enable us to speak with authority on future price movements, a subject which, as we have said, divided the minds of our witnesses, we hold the view that unless there should occur a financial depression comparable with that of the early 1930s, the salary scales which we have recommended will be appropriate at least for some years to come. Should, however, a major financial emergency occur and exceptional measures of economy become necessary, then, as we have indicated in paragraph 155, we are clear that a system of marginal cost of living allowances would not provide a buffer of sufficient resiliency to absorb, so far as the salaries of civil servants are concerned, the full shock of a major fall in prices and Colonial revenues, and that such a contingency would have to be dealt with by *ad hoc* measures.

157. We recommend, therefore, that cost of living allowances and temporary bonuses attributable to the increased cost of living should be withdrawn and that the consolidated salary scales recommended in this report should be introduced.

## CHAPTER V

### Housing

158. In paragraph 21(v) of Colonial No. 197 it is stated :

“The practice of providing free quarters for certain classes of officers should be discontinued where it exists. It is reasonable that where suitable houses are not readily procurable the government should relieve its officers of the anxiety of finding accommodation for themselves and should provide quarters ; but officers may properly be expected to pay rent for such quarters, and their salaries should be fixed on this assumption.”

159. The present position in regard to both European and non-European officers in all the East African territories is that only some are eligible for the grant of three quarters or an allowance in lieu. The remainder pay rent, either to government, if housed in government quarters, or to private owners.

160. There is a serious shortage of accommodation for all classes of the community and this shortage is particularly severe in the larger towns. In consequence, rents are high for privately owned houses. Where, however, government owned quarters are allocated to officers who are not eligible for free quarters, the rent charged by government is not on an economic basis. Instead, it is related to the officer's salary and varies, in Kenya, for instance, from 5 to 10 per cent. of salary ; but in order to place officers who cannot be accommodated in government quarters on a level with those who are so accommodated, the Government of Kenya, for example, where the shortage of government quarters is most acute, grants an allowance to cover the difference

between what would be payable for government quarters and what must be paid for a privately owned house, subject to a maximum governed by the condition that the allowance plus what would have to be paid if government quarters were occupied does not exceed 25% of the officer's salary. Even under this measure of relief an officer accompanying non-government quarters has at times to find a portion of the rent out of his own pocket. The relief so granted is, however, a recognition by government that it is under an obligation to house officers not entitled to free quarters at a rental related to salary levels.

161. In general, staff organisations had open minds on this question of discontinuing the practice of allowing free quarters for certain classes of officers, provided that staff interests were adequately safeguarded, but there was a feeling that while the proposal might be desirable in principle, its adoption at the present stage would be inappropriate and somewhat artificial, and that, therefore, its adoption should be deferred until the general housing situation had become easier and more open. We agree that it would be easier to make the change over if there were no housing shortage, but if the necessary adjustments are made to safeguard the interests of the staff concerned we see no occasion for deferring the change until housing difficulties have been overcome. Indeed, we see a practical advantage in making the change at an early date, since, under the arrangements suggested below, it will act as a spur on the governments to accelerate the provision of government quarters where they are at present insufficient. We accordingly recommend that the policy laid down in Colonial No. 197 should be adopted. The salary scales which we propose take account of this recommendation and have been framed so as to ensure that those serving officers who are affected will be no worse off financially than they are under the existing arrangements. We wish to make it clear that our recommendation carries with it the implication that the governments should relieve officers of the anxiety of finding accommodation for themselves and should provide quarters. If government owned quarters are not available, it should be the responsibility of the governments to rent privately owned houses and let them to officers against payment of rent.

162. The question of the rental rates to be paid by officers remains to be considered. Where, as is the case in East Africa owing to the present housing situation, there is no real freedom of choice open to an officer to rent accommodation within his means, the payment of rent on an economic basis must, in our view, be rejected. Of the remaining alternatives, namely, fixing the rent to be paid on a "platform" basis, as was adopted in West Africa, or on a direct percentage of salary basis, we consider the latter method the better, as being simpler to administer and equally equitable. We further consider that a rent based on 10% of salary in the case of European officers and 7½% in the case of non-Europeans would be reasonable, subject to a maximum of £150 per annum in the case of the former and £50 per annum in the case of the latter. Our proposed salary scales have been framed on the basis that these arrangements will apply to all officers, including those who, under old terms of service, are entitled to have the value of their quarters for pension purposes calculated at a higher figure. The differentiation in percentage as between European and non-European officers we consider justified in the light of the fact that European quarters are partially furnished while those for non-Europeans are not.

## CHAPTER VI

### Leave and Passages

#### EUROPEAN OFFICERS

##### *Vacation leave and length of tour*

163. Officers serving in the four East African territories are eligible for vacation leave as follows :

#### OFFICERS ON OVERSEAS TERMS

*Kenya.* Officers with 10 or more years public service are eligible for vacation leave at the rate of 5 days for each month of service and the length of tour in their cases is normally 36 months, with a minimum of 24 months and a maximum of 36 months.

Officers with less than 10 years public service are eligible for vacation leave at the rate of 4 days for each month of service and their length of tour is normally 48 months, with a minimum of 36 months and a maximum of 48 months.

<i>Tanganyika</i>	} Vacation leave at the rate of 5 days for each month of service is granted to all officers.
<i>Uganda</i>	
<i>Zanzibar</i>	

In Tanganyika the normal length of tour is 24 months with a minimum of 20 months and a maximum of 30 months. In Uganda, the normal length of tour is 30 months, with a minimum of 24 months and a maximum of 30 months. The minimum tour of service in Zanzibar is 24 months, with a maximum of 36 months.

The leave granted to these officers is exclusive of the passage periods.

#### KENYA EUROPEAN CIVIL SERVICE

164. Officers in the Kenya European civil service are eligible for vacation leave at the rate of  $3\frac{3}{4}$  days for each month of service and the length of tour is 48 months. Officers required to serve in a station classified as unhealthy are allowed to count 5 months' service in such stations as equal to 6 months' service in a healthy station. The leave granted is inclusive of the passage period.

165. In paragraph 142 of this report, we have recommended that the Kenya European civil service should cease to exist as a separate entity and that European officers in the service of the Government of Kenya, whether recruited locally or overseas, should be employed on similar terms. But while we are satisfied that the present differences in terms of service as between the locally recruited and externally recruited officer should be removed, we are also clear that, in so far as concerns leave conditions, an increase in the leave allowed at present to members of the Kenya European civil service up to an amount equal to that at present enjoyed by the officer on overseas terms is neither a necessary nor desirable corollary. Experience has shown that a great part of Kenya is climatically congenial to the European and that he may live in the Colony for long periods without detriment to his health. In view of this, we feel that, provided that a measure of additional leave is granted to officers who are required to serve in unhealthy stations, it would not be unreasonable that vacation leave should be granted to all officers up to the age of 40 at the rate of  $4\frac{1}{2}$  days for each month of service and after the age of 40 at the rate of  $5\frac{1}{2}$  days for each month of service. Service in stations classified as unhealthy should be regarded as earning leave at the rate of  $5\frac{1}{2}$  days for each month of service in the case of officers under 40 years of age. In the case of officers over 40 years of age, however, we feel that a leave allowance of  $5\frac{1}{2}$  days for each month of service is sufficient whether they serve in a healthy or unhealthy station.

166. We consider that the leave rates suggested above should also be applied in Tanganyika, Uganda and Zanzibar. But in these territories there are few places which are as healthy as the normal Kenya station and they should, in our view, be regarded as "unhealthy" territories for the purpose of calculating leave. All officers in these territories should, therefore, be regarded as eligible for  $5\frac{1}{2}$  days vacation leave for each month of service without reference to their ages.

167. In respect of the period required for voyages, officers serving in Kenya on overseas terms are allowed 28 days or the actual period of the voyage if this is less than 28 days. In the Kenya European civil service, the vacation leave granted of  $3\frac{3}{4}$  days a month is, as already stated, inclusive of the voyage periods. In Uganda, all officers are allowed 28 days or the actual period of the voyage, whichever is the less. In Tanganyika and Zanzibar, the period is 32 days or the period of the voyage, whichever is the less. In all the East African territories an officer required to travel by air is granted additional leave equivalent to half the difference between the actual period taken for the journey and 28 days.

168. We have considered very carefully the question whether the vacation leave allowances recommended by us should be regarded as inclusive of the voyage period. Vacation leave is granted for purposes of recuperation after a period of service in the tropics. With this in mind, it may be argued that the home and return sea voyages should be regarded as periods which may, in view of the advice so often given by the family physician, be regarded as recuperative periods. But the officer may well answer that it is no fault of his that the geographical situation of the East African territories is such as to make it necessary for him to travel over 11,000 miles in order to spend his leave in his home country; and, further, that such leave is necessary not only for recuperative purposes but also to enable him to see his children, to renew his contacts with his relatives and friends, and, in many cases, to enable him to keep in touch with current developments in his profession. This question is to our minds linked up with the question of maximum length of tour which an officer should be required to serve before being regarded as eligible to proceed on leave to the United Kingdom, and whether the amount of leave which would be earned during that period would be sufficient not only to cover the period of the voyages but also to give him a reasonable period in his home country. In the case of Kenya, we are satisfied that there could be no objection to all officers under the age of 40 serving continuously in a healthy station being required to serve a minimum tour of 48 months before they could be regarded as eligible to take leave in the United Kingdom. On the basis of the recommendations above, such officers would be eligible for 216 days vacation leave after a tour of 48 months. If the leave granted were regarded as inclusive of the passage periods, the officer would have approximately 160 days leave in the United Kingdom. We consider that such an arrangement would not be unreasonable in the case of an officer under 40 years of age serving in a healthy station in Kenya and we recommend that it be adopted.

169. But the position of officers serving continuously in an unhealthy station in Kenya or in any of the other three territories is different. We could not in their cases, or in the case of officers in Kenya over 40 years of age, recommend with confidence that their minimum tour should be 48 months. We recommend that it should be 40 months, at the end of which period they would have earned 220 days vacation leave, of which, if the period of the voyages were included, approximately 164 days would be spent in the United Kingdom. As in the case of the officers referred to in the previous paragraph, we consider that it would be reasonable in these cases to treat the leave earned as inclusive of the passage periods.

170. In the case of a Kenya officer serving for a part of his tour in a healthy station and part in an unhealthy station, we suggest that he should be regarded as eligible to take overseas leave when he has accumulated 220 days leave.

171. The amount of leave for which an officer would be eligible under the above recommendations would, of course, be unaffected if he were to travel by air.

172. Our recommendations with regard to vacation leave are summarised in the table below :

<i>Colony</i>	<i>Class of officer</i>	<i>Vacation leave for which eligible</i>	<i>Length of tour</i>
Kenya	(a) Officers under 40 serving in healthy stations	4½ days for each completed month of service (inclusive of passage periods)	48 months
	(b) Officers over 40 and officers under 40 serving in unhealthy stations.	5½ days „ „	40 months
	(c) Officers under 40 who have service in healthy and unhealthy stations.	4½ or 5½ days for each month of service according as the officer serves in a healthy or unhealthy station (inclusive of passage periods).	The period over which 220 days leave has been accumulated.
Tanganyika Uganda Zanzibar	} All officers.	5½ days for each completed month of service (inclusive of passage periods).	40 months.

173. Because of the very extensive area of the East African territories and the consequent remoteness from the coast of a number of stations, it would be but equitable that overseas leave should count only from the date of departure from the coast to the date of return thereto.

#### LOCAL LEAVE

174. In Kenya, all European officers are eligible for 18 days local leave in respect of each year of resident service. Such leave is forfeit if it is not taken during any year of resident service. In Tanganyika, local leave is granted at the rate of 14 days a year and may be accumulated up to 28 days. If the officer undertakes to serve for 30 months or more, he may be granted an additional 14 days, making 42 days in all. Local leave in Uganda is granted at the rate of 14 days a year, subject to a maximum of 28 days in a tour of 30 months. An additional 14 days may be granted to officers who are required to extend their tours by periods of not less than 3 months. In Zanzibar, local leave is at the rate of 14 days a year, but local leave accumulated from a previous tour may not normally be granted until an officer has completed one year of his next tour of service.

175. We consider that the local leave arrangements should be uniform in the four territories and that in view of our recommendation that the minimum tour should be approximately 40 months (48 months for officers under 40 serving in healthy stations in Kenya) officers should be eligible for 18 days local

leave in respect of each year of resident service. It is in our view desirable that the full amount of local leave should be taken each year, but that, in any case where it can be shown that it was not possible, owing to the exigencies of the service, for an officer to take 18 days local leave in any particular year, he should be allowed to carry forward to the next year not more than 10 days local leave.

#### LOCAL SICK LEAVE

176. A Kenya officer who falls ill may be granted local sick leave on full pay up to a maximum period of 6 months' absence in any one period of 12 months' residential service, with half salary for any period thereafter up to a maximum period of 6 months. In Tanganyika, an officer may be given local sick leave on full pay for 3 months in any one period of 12 months. Payment of salary for any further period is at the discretion of the Governor. Officers serving in Uganda may be granted local sick leave on full pay for a period not exceeding 6 months in any period of 12 months. In Zanzibar officers may be granted sick leave with full pay up to a period of 6 months and sick leave with half pay up to a further period of 6 months in any one period of 12 months.

177. We recommend that, provided a government medical officer certifies that there is a reasonable prospect of eventual recovery, sick leave on full pay should be allowed for a period not exceeding 6 months in the aggregate during any period of 12 months, and thereafter sick leave on half pay, subject to a maximum of 12 months' sick leave in any period of 4 years or less.

#### PASSAGES

178. On completion of a tour of service, Kenya officers serving on overseas terms are granted a free return passage for themselves and, if they are married, financial assistance towards the cost of their wives' passages. Officers serving on Kenya European civil service terms are granted free return passages for themselves and their wives.

179. As from the 1st of January, 1945, revised passage regulations were introduced in Tanganyika under which government undertakes to grant to an officer a free passage for himself and his wife. Similar conditions obtain in Uganda and Zanzibar.

#### FAMILY PASSAGES

180. In all four territories, accommodation may be provided at the discretion of government for an officer and his wife in a lower grade than the approved grade, and in such event, additional passages may be provided for the officers' children, subject to the total cost payable from public funds not exceeding that which would have been payable if the officer and his wife had travelled by the approved grade. Governments have also agreed as a concession to accept responsibility for the payment of a passage for an officer, his wife and up to four children when proceeding on and returning from his first post-war leave ; but they do not undertake to provide such passages in the grade to which the officer is normally entitled and he is expected to accept whatever accommodation is available.

181. There has been a heavy increase in the cost of passages since 1939 and this bears with particular hardship on married officers who are required to meet the cost of their children's passages, and, in the case of Kenya officers on overseas terms, part of the cost of their wives' passages. We can well believe the statements of married officers with children that, in view of the high cost of travel, they are compelled seriously to consider whether it will be possible for them to take leave in the United Kingdom in respect of tours served after their first post-war leave. In framing the salary scales recommended in this report,

we have, as has been indicated, had regard to the increase in the cost of living since 1939, but it would, in our view, have been wrong so to frame those scales as to take account of such factors as family passages. This would have meant that they would have been composed in part with special reference to family conditions, and would have provided a benefit for the bachelor and the married man without children for which there was no justification. On the other hand, we recognise that, as the result of our proposed substitution of consolidated salaries for basic salaries plus a cost of living allowance, variable according to the officer's family commitments, the position of the married man with children will be worsened *vis-à-vis* the married man with no children, and the position of both will be worsened *vis-à-vis* the bachelor. We have borne this consideration in mind in making the recommendations contained in the following paragraph.

182. We consider that the grant of a measure of financial assistance towards the cost of family passages is essential in the interests of the efficiency and contentment of the service ; that in the case of the married officer without children he should be granted a free return passage to the United Kingdom for himself and a free return passage for his wife once in each tour ; and that the married officer with one or more children should be granted the equivalent of three return adult passages once in each tour or the actual cost of his own and his family's passages, whichever is the less. We also recommend that where, in the case of a married officer with children, the passage assistance for which he would be eligible under our recommendations is insufficient to meet the full cost of his and his family's passages, the arrangement referred to above under which, at the discretion of government, he and his family may travel in a lower grade than the approved grade and the savings applied to his passage costs, should be continued.

183. The bachelor should be eligible to receive one free return passage once in each tour.

184. It will be understood, of course, that the above recommendations are intended to be applied to the officer who is returning for further service, and that one-way passages only would be provided in the cases of officers who are not so returning.

#### NON-EUROPEAN OFFICERS

185. A table containing a summary of the present leave and passage conditions will be found in Appendix VII.

#### ASIAN OFFICERS

##### *Vacation leave.*

186. We consider it to be desirable that all Asian officers of the permanent staff should be enabled to take leave overseas at regular intervals, and we recommend that vacation leave should be granted as follows :—

	<i>Tours</i>	<i>Rate of leave</i> (incl. of voyage)
Officers with up to 15 years ser.	60–72 months	2½ days a month
Officers with over 15 years ser.	48–60 months	3 days a month

##### *Passages.*

187. We recommend that an officer should be granted a free return passage to India once in each tour and, if he is married, a free return passage once in each tour for his wife. We also recommend that the married officer with one or more children should be granted the equivalent of three return adult passages once in each tour or the actual cost of his own and his family's passages, which—

ever is the less ; and that where the passage assistance for which such an officer would be eligible under our recommendations is insufficient to meet the full cost of the passages, he should be allowed to utilise towards their cost any savings which he may be able to effect by travelling in a class lower than that in which he is eligible under the passage regulations to travel. We make no recommendations with regard to the class in which passages should be granted by government. We feel that this is a question which can best be settled locally.

#### *Local leave*

188. We consider that officers should be eligible for 18 days local leave in respect of each year's service, and that this leave may be accumulated up to 30 days once in a tour.

### AFRICAN OFFICERS

#### *Vacation and local leave*

189. We recommend that officers serving in Grade II (i.e. Grade II as recommended in this report) and above should be eligible for 28 days leave a year and that other officers should be allowed 22 days a year. Officers should, however, not be allowed to accumulate more than 14 days' leave in any one year, subject to a total accumulation of 56 days, the tour of service being regarded as the period taken to accumulate 42 days.

## CHAPTER VII

### Benefits on Retirement and the Retiring Age

190. Retiring benefits in East Africa take various forms—free pensions, contributory pensions, provident funds and gratuities. In this chapter we begin by setting out the more salient features of past practice and the present position of each of these forms of benefit in relation to civil servants of different races and proceed to make our recommendations in regard to them. The question of retiring age, which is closely linked with retiring benefits, is dealt with at the end of the chapter.

#### FREE PENSIONS

##### (i) *Europeans*

191. Before 1927 the grant of pensions in the East African territories was governed by regulations applying to them the provisions of the United Kingdom Superannuation Acts of 1859-1887. These provided for retirement at the age of 50 or after 20 years East African service, whichever was the earlier. The pension was calculated at 1/60th of the officer's personal emoluments for each year of service, but as two years' service counted as three, this had the effect of giving a pension constant of 1/40th.

192. In 1927 the East African Governments introduced their own pensions ordinances for European officers. Several changes were made in existing conditions. For future entrants to the service, the right to retire after 20 years' service was withdrawn but the age of retirement remained fixed at 50. The pension constant was altered to 1/480th for each month of service, and officers were given the option of commuting a quarter of their pension for a lump sum gratuity equal to ten times the amount of the reduction.

193. In 1934 further changes were made. For future entrants, the age of retirement was raised from 50 to 55, and the pension constant was reduced from 1/480th to 1/600th. New salary scales giving increased maxima to compensate for the reduced pension constant were under consideration, but, except in the case of the Administrative Service, the new salaries were not introduced till 1937. Although this revision provided different salary scales with higher maxima for officers on the new pension terms, the salaries attached to superscale posts were and remain the same for officers on the old and on the new terms.

194. In all the territories free pensions are granted to holders of posts in the unified services and of certain comparable senior posts. The variations as between territories in regard to other grades will appear from the paragraphs which follow.

(ii) *Asians*

195. Prior to 1932 the grant of pensions to the Asian staff was also governed by the provisions of the United Kingdom Superannuation Acts, but Asian officers did not get the benefit of the Superannuation (Unhealthy Climate) Act of 1876, under which two years' tropical service counted as three. Pensions were therefore based on a constant of 1/60th for each year of service. Retirement was at the age of 55, or after 30 years' service in East Africa, whichever was the earlier.

196. In 1932 ordinances were passed in the mainland territories for the grant of pensions to non-Europeans holding offices scheduled as pensionable. The pension constant was fixed at 1/720th for each month of service, and the retiring age at 50. But these ordinances only applied to officers already holding pensionable posts, so that Asians appointed after 1932 were not given pensionable status. In consequence of the delay in making arrangements alternative to free pensions, certain ameliorative measures have been introduced which constitute exceptions to this general statement.

197. In Zanzibar pensions for non-Europeans are granted to officers in pensionable posts who are in receipt of a salary exceeding £100 per annum in the case of officers appointed before the 1st November, 1931, and £120 per annum if appointed thereafter. The pension constant is 1/720th and the age of retirement 50.

(iii) *Africans*

198. The terms of service in Kenya up to 1925 were primarily intended for Asians, but the few Arabs and Africans in the service at that time were accorded the same terms. In 1925, however, the government issued a notice to the effect that all Africans appointed thereafter would be appointed on temporary terms, pending the issue of special conditions of service for Africans. The pensionable rights of Africans appointed prior to 1925 were preserved under the Non-European Officers' Pension Ordinance, 1932. There are therefore some Africans (and Arabs) still in the service who are pensionable.

199. In Tanganyika there is not, and never was, any provision for the grant of pensions to Africans.

200. In Uganda, between 1924 and 1929 Africans in general were eligible for pensionable status under the Regulations of the Native Civil Service established in 1924. These Regulations were replaced in 1929 by the African Civil Service Regulations, which provided that only Africans with professional or clerical qualifications would be admitted to the pensionable establishment. In 1940, Regulations for a Local Civil Service were introduced. These Regulations, which embraced both Asians and Africans, contained no provision for pensions. Africans of pensionable status were, however, given the option of transferring to the new terms and becoming contributors to the provident fund

which had been established. Some pensionable Africans did so transfer, but a number elected to remain under their old conditions in order to retain their pensionable status.

#### PROVIDENT FUNDS

##### (i) *Europeans*

201. The Kenya European Civil Service Provident Fund was established in 1935 for officers of the newly formed Kenya European Civil Service, pending the introduction of a contributory pensions scheme. Members' contributions were 5% of salary for men and 7½% for women, government contributing an equal amount for the first ten years, 1½ times for the next ten years, and double the amount thereafter. On retirement a member became entitled to the payment of a sum equal to the aggregate of his own and government's contributions plus interest at 3%.

202. In Tanganyika, non-pensionable European officers are eligible to contribute to the Government Employees' Provident Fund which was established in 1942. This fund applies to all non-pensionable officers, whether European, Asian or African, with salaries over 72/- a month. Contributors deposit 1/12th of their salary and government contributes the same amount. The total is credited to the depositor and earns interest.

203. In Uganda, European posts, with certain exceptions, carrying salaries not exceeding £600 per annum were included in the Government Employees' Provident Fund Ordinance, 1941. From 1945 onwards most of the European posts scheduled under the provident fund have been transferred to the list of pensionable offices, and only a relatively few posts held by European officers are now covered by the provident fund.

204. In Zanzibar there is no provident fund for officers of any race.

##### (ii) *Asians*

205. In Kenya, the Asian Civil Service Provident Fund was established in 1934. The contributions and benefits are the same as those provided for Europeans.

206. In Tanganyika, Asians not appointed to pensionable posts are entitled to contribute to the Government's Employees' Provident Fund mentioned in paragraph 202.

207. In Uganda, Asians appointed after 1st January, 1940, (with one or two exceptions whose status has yet to be determined) have been admitted to the Local Civil Service, and are covered by the Government Employees' Provident Fund Ordinance, 1940. To this fund members contribute 7% or 5% of their salaries according to class or length of service, and government's contribution varies between 9% and 5%.

##### (iii) *Africans*

208. In Kenya a Government Staff Provident Fund was established in 1944. Members' contributions are 7½% of salary and government contributes the same amount. Interest is credited at not less than 3% per annum.

209. In Tanganyika, members of the African Civil Service contributed to the African Civil Service Provident Fund. When that service was fused with the Local Civil Service they became eligible to contribute to the Government Employees' Provident Fund, but were allowed the option of retaining the conditions of the African Civil Service Provident Fund. The Government Employees' Provident Fund applies to all the graded staff of the Local Civil Service.

210. In Uganda, non-pensionable Africans contribute to the Government Employees' Provident Fund which covers all Local Civil Service posts.

## CONTRIBUTORY PENSIONS

### (i) *Europeans*

211. A contributory pensions fund for the Kenya European Civil Service was established with effect from 1st January, 1947. All officers who were eligible to be contributors to the provident fund, and any other persons declared eligible by the Governor, are entitled to become members. Their contributions are at the rate of 5% of salary for men, and 7½% for women, government contributing at rates graded, according to the age of the contributor, between 11% and 17¼%. The Ordinance provides for a pension at the rate of 1/600th for each completed month of service, with a maximum of two-thirds of the retiring salary. The age of retirement is 55 for men and 50 for women. Partial benefits are payable on retirement on medical grounds before completing ten years' service on resignation, on the death of a contributor or of a pensioner, and, for women contributors, on marriage. The Ordinance provides for reckoning as pensionable the service of a contributor transferred to a post which is pensionable, either under the Kenya European Officers' Pensions Ordinance, 1927, or in another service.

212. In Tanganyika, a Bill is at present in draft for the introduction of a contributory pension fund. It differs from the Kenya Ordinance in that it applies to officers of all races, and in regard to the rate of contribution, which is 7½% of the salary of men and women alike. The pension constant for all contributors is 1/600th for each completed month of service.

### (ii) *Asians*

213. In 1942 an undertaking was given to the Kenya Asian Civil Service that a contributory pension scheme similar to that which, as stated in paragraph 211, has now been adopted for Europeans, would be introduced. The matter is still under consideration owing to discussions as to the appropriate pension constant.

## GRATUITIES

214. Officers in pensionable posts permitted to retire before completing the qualifying period of ten years for a pension receive a gratuity equal to five times the annual value of the pension for which they would be eligible had there been no qualifying period.

215. An officer in a non-pensionable post permitted to retire after 15 years service is eligible for a gratuity at the rate of one week's salary (or £1, whichever is the greater) for each year of service. In Kenya these gratuities are payable to members of the provident funds, in addition to provident fund benefits, but in the case of the Government Staff Provident Fund the gratuity is subject to a maximum of one year's pay.

216. Marriage gratuities are provided only in Zanzibar for women who have had not less than five years' service in a pensionable post. They are at the rate of 1/12th of a month's pensionable emoluments for each month of service, subject to a maximum of one year's pensionable emoluments.

217. Special regulations apply to the grant of gratuities in the police forces and prison departments.

218. In Kenya, prior to the introduction of the Government Staff Provident Fund Ordinance, 1944, subordinate staff of the police and prisons departments were eligible for gratuities at special rates according to rank. When the provident fund was introduced, those then serving had the option of joining the provident fund or of remaining on their existing terms. Those joining after the introduction of the fund were obliged to become subscribers.

219. In Tanganyika, a gratuity is payable to subordinate staff of the police and prisons departments after 12 years' service at the rate of half a month's pay for each year of service, subject to a maximum of 10½ month's pay.

220. In Uganda, the gratuity is at the same rate as that in Tanganyika, but the maximum is fixed at one year's pay. The qualifying period of service in the police force is 14 years' service, and in the prisons department, 12 years.

221. In Zanzibar, gratuities at fixed amounts for the various ranks in both departments are paid after 12 years' service.

#### GENERAL CONSIDERATIONS AND RECOMMENDATIONS

222. The foregoing review gives an indication of the many important differences in the arrangements for providing retiring benefits for the various classes of public servants in the several territories, differences which are not always related to any distinction in the status of the officers or the nature of their duties. These differences have long been a source of dissatisfaction in the services, which has, to some extent, been accentuated by the failure of governments to take a comprehensive view of the problem. The provision of retiring benefits is not a matter which can be dealt with by palliatives of limited application. If a satisfactory and permanent remedy is to be found, it is necessary that a definite policy based on settled principles should be applied.

223. It will be convenient if we here indicate briefly what, as a result of our enquiries and deliberations, we consider those principles should be.

224. Holding the view that government service should normally be regarded as a life career, and that it is for government to provide for those permanently employed in definitely established posts such conditions as will enable them to maintain a reasonable standard of living, not only during their service but after retirement, we consider that a pension should be an essential feature of their terms of employment. It is important that, while the civil servant may not see before him the prizes that a successful industrial or professional career may offer, he should feel sure that an adequate income after retirement will be his reward for years of service to the State. For this purpose a gratuity or a lump sum payment from a provident fund is not a suitable form of provision.

225. This does not mean that in our view an annual pension constitutes the best form of retiring benefit for all classes of civil servants. A pension presupposes retirement at a prescribed age and after a minimum period of service. But there are many government employees who have no intention of spending the whole of their working lives in government service, and for such persons a provident fund provides a more appropriate and more favourable form of retiring benefit. The artisan, for example, who is free to transfer from government service to outside employment, and vice-versa, might well derive no benefit under a pension scheme. The dividing line between posts which should be pensionable and those which should be subject to provident fund terms ought, in our opinion, to be determined in the light of the answer to the question whether the post is one the occupants of which normally remain in the service until the retiring age, or, in the case of women, until marriage or the retiring age, and do not seek comparable employment outside.

226. In paragraph 287 we recommend that Public Service Commissions should consider which posts should be filled under arrangements made centrally by themselves and which should be filled departmentally. We conceive that in allocating the posts among these two categories one of the most important considerations will be the likelihood of continuous as against sporadic service. This is a factor which may well vary as between one territory and another. In these circumstances we feel that it would be inappropriate for us to attempt to schedule all posts as either pensionable or on provident fund terms. This is a

task which should be undertaken by the several governments, but we recommend that in reaching their decisions they should have regard to the recommendations of the Public Service Commissions for the filling of the several posts, since it would normally be appropriate that pension benefits should be confined to the holders of posts which are filled under arrangements laid down by the Commissions, the holders of posts filled by departmental selection being accorded provident fund benefits or, in the case of the very lowest grades, gratuities.

227. It appears to us, however, that our general recommendation that posts which will fall to be filled by the public service commissions should normally be regarded as pensionable needs to be subject to the following modification. In the case of Africans, it is well known that there is considerable wastage during their earlier years of service. In our view, therefore, it would be appropriate that pensionable status should not be accorded to Africans until by process of time—say 8 to 10 years—a certain rate of pay has been reached. At such a stage an African will have made up his mind whether to make the service his career or not. Until then, Africans appointed to what may be termed public service commission posts should begin their service as members of a provident fund, and if subsequently made pensionable, should be subject to the terms recommended in paragraph 243. The foregoing recommendation is not intended to apply to Africans who are appointed to posts after special courses of training, whether under departmental training schemes or at educational centres like Makerere College, or to those who obtain direct entry to Grade II or posts of similar status.

228. The question how pensions should be provided, that is to say, whether on a free or a contributory basis, is a controversial one. In Kenya there has long been a tendency in some quarters to prefer the contributory method, and, as we have shown, a contributory scheme for Europeans has been established in that territory, and a similar scheme for Europeans, Asians and Africans is in contemplation in Tanganyika. In Uganda and Zanzibar, on the other hand, the tendency has been to adhere to free pensions and to provide them on a wider basis.

229. Inasmuch as we could reach no conclusions as to the appropriate salaries for the several grades until we had first made our election as between these two systems, our first task was to consider whether pensions should rest on a free or on a contributory basis.

230. Since the amount of salary must necessarily be determined according as the pension is free or contributory, there is no financial advantage to government in our system. But it was strongly represented to us that the great advantage of the contributory system lay in the fact that the funding of contributions made the cost of pensions an annual charge and so avoided a mounting liability for the future. But such a result can be equally well attained under a free pension system by the creation of a reserve fund towards which sums could be voted annually and invested.

231. We regard it as significant that the proposal of the Royal Commission on the Civil Service of 1929-1931 for the introduction of a contributory scheme to replace the existing free pension scheme in the United Kingdom was not accepted. Their recommendation was based on the view that it was more satisfactory both to government and the officer that each should make a specific contribution of a definite amount and that provision of benefits on voluntary retirement was possible only if the system was contributory. They also considered that certain difficulties regarding unestablished service could best be solved by a contributory scheme. Neither the Official nor the Staff Side of the Whitley Council supported the proposal. The Official Side thought that the existing system worked well and was satisfactory in principle; that there would be difficulties in the transitional period; and that the scheme suggested

would involve substantial work, expense and difficulties of administration. The Staff Side did not consider the slight increase in benefits indicated to be worth more than a small fraction of the contributions which would be levied on the persons concerned.

232. We were impressed by the fact that, of all the Colonial civil services, the Kenya service is the only one which has actually introduced a contributory scheme. We consider it important, from the point of view of recruitment and easy transferability, that the conditions of service in the various Colonies, particularly in so important a matter as pensions, should, as far as possible, be the same. So long, therefore, as free pensions obtain in the unified service generally, it would, in our view, be impossible to apply the contributory system to those services in Kenya alone, nor would it be in the interests of the Kenya Government to do so. If this be accepted, then to apply the contributory system to other services in Kenya would perpetuate the discontent which at present prevails in the service, a discontent which rests largely on the inferior pension terms of the Kenya European Civil Service.

233. In the light of all these considerations we have come to the conclusion that the salaries which we recommend for pensionable posts must rest on the basis of a free pension. Should any of the territories prefer a contributory scheme, they should themselves make the appropriate additions to the salaries recommended by us.

234. We turn now to the subject of the pension constant. As we have shown, some European officers are on the 1/480th constant and others on the 1/600th constant, whereas such non-European officers as are pensionable are on the 1/720th constant.

235. As far as European officers are concerned, we propose no differentiation in the salary scales according as an officer is on the 1/480th or the 1/600th constant, and the scales are based on the assumption that the constant will be 1/600th. We accordingly recommend that in respect of their service subsequent to the operative date, viz., 1st January, 1946, officers at present on the 1/480th constant should be brought on to the 1/600th constant, their pensions in respect of service both before and after that date being calculated on the emoluments at the date of retirement. Our calculations show that it would rarely, if ever, happen that the combined effect of the new salaries and the new constant would result in any loss to an officer on the 1/480th constant, but in any case it should be open to an officer to avail himself of the option of retaining his old pension terms and his existing scale of salary consolidated in accordance with the conversion tables. In order to avoid any possibility of doubt, we should make it clear that transference to the 1/600th constant would not affect the existing rights of officers on the 1/480th constant in the matter of the age of retirement.

236. The super-scale posts present special problems of their own. Hitherto, the salaries of holders of such posts have been the same, irrespective of pension constant. There is something anomalous in this situation, since, as we have shown, officers on time scales on the 1/600th constant normally proceed to a higher maximum salary than those on the 1/480th constant. We are of opinion that acceptance of the super-scale salaries which we propose should be conditional on acceptance by officers who, on 1st January, 1946, were on the 1/480th constant of the 1/600th constant as from that date.

237. There is another point which is peculiar to super-scale posts. In our proposals for substituting the payment of rental for free quarters with an appropriate addition to salary, we have placed a maximum of £150 on the amount which may be reckoned as a pensionable emolument. We have not overlooked the fact that there are some officers in the service whose pensionable emoluments in this respect are calculated at 15% of salary without any upper limit. In view of the increases which we are proposing in the salaries attaching to super-

scale posts, we consider that acceptances of the new rate of salary should be conditional on the surrender of this special privilege. We recognise that this would result in the more highly paid officer being at some disadvantage when it comes to retirement as compared with his more lowly paid colleague, but during his service he will have the benefit of the higher salaries which we propose.

238. In so far as non-Europeans are concerned, the existing differentiation between the pension constants applicable to them and those applicable to Europeans rests on the consideration that they are not likely to be adversely affected by service in a tropical climate. However that may be, we have received no evidence that the expectation of life of a European serving in East Africa is less than that of an Asian or an African. We have therefore reached the conclusion that the pension constant for non-Europeans should be the same as that for Europeans, viz. 1/600th, and the salary scales which we recommend have been based on that assumption.

#### NON-PENSIONABLE FOLLOWED BY PENSIONABLE SERVICE

239. The practice in this matter is not uniform throughout the four territories. In Kenya, Uganda and Zanzibar the regulations provide that where an unbroken period of service in a non-pensionable post is followed by service in a pensionable post, the whole or any part of such period may, with the approval of the Secretary of State, be reckoned as pensionable service. In Tanganyika only one half of such period is by law so reckoned. This accords with Article 19 of the Colonial Service Model Pensions Ordinance and also, we understand, with the general practice in other Colonies.

240. In this connection our attention has been drawn to what we regard as a curious practice, whereby if an officer on provident fund terms is transferred to a post carrying a free pension he receives a refund of his contributions plus interest. This principle is embodied in the rules of the Kenya and Uganda Railways Provident Fund and Superannuation Fund, in the European Civil Service Provident Fund and in the Asian Civil Service Provident Fund. When the Kenya European Civil Service Contributory Fund was established the practice was extended to officers then in the service who might subsequently be transferred to posts carrying free pensions.

241. It has not been possible to trace the origin of this practice. It may be that it rested on the consideration that, if an officer who was transferred from a provident fund or a contributory pension post to a free pension post did not receive a refund of his contributions, he would be at a disadvantage as compared with an officer whose earlier service was in a post which carried no retiring benefits either from a provident fund or a contributory pension fund. If this was in fact the argument adduced in support of the practice, it strikes us as fallacious, since it overlooks the fact that officers in the former category were entitled to certain contingent benefits during their earlier service, whereas officers in the latter category were entitled to none. There is also the consideration that the scales of salary attaching to posts of provident fund or contributory pension fund status in Kenya were fixed in the light of the contributions which had to be made to one or other of those funds.

242. In Tanganyika and Uganda the practice in regard to officers appointed to free pension posts from provident fund posts (there is no contributory pension scheme in those territories) is different. At present, the provident fund account of an officer transferred to a pensionable post is closed, but the amount standing to his credit (including his own and government's contributions) is not paid out to him until he retires, the account carrying interest in the interval. On the point as to the date from which such officer starts his pensionable service we have not been able to get definite information, but it is assumed that

it starts from the date of appointment to the pensionable post, since it would clearly be inappropriate that he should derive concurrent benefit by way of pension and provident fund benefit in respect of the same period.

243. Of the two methods to which we have referred, that which obtains in Tanganyika and Uganda is the more logical, but under it the position of the officer is not so favourable as under the Kenya method. Uniformity in a matter of this kind is clearly desirable and it seems to us that the choice lies between the adoption on the one hand of the method which at present obtains in Uganda and Tanganyika, and, on the other hand, surrender by the officer of his interest in the fund of which he is a member, the whole of his previous service being reckoned as pensionable. Of these alternatives we prefer the second, but provision should be made for an officer in Uganda or Tanganyika retaining his existing rights if he so prefers. We recommend that in the case of officers who, at the date of transfer to pensionable service, were not members of a provident fund or a contributory pension fund, half only of the non-pensionable service should be reckoned for pension purposes.

#### COMMUTATION OF PENSION

244. At the present time, if an officer desires to commute part of his pension he must commute one-quarter of it, no more and no less. It is clear that there ought to be an upper limit to the proportion of his pension which an officer may commute, and for this purpose we regard one-quarter as appropriate. But we can see no reason why he should not be free to commute less than one-quarter if he so desires, the more so having regard to the fall in interest rates since the present rule was introduced. We recommend that provision should be made accordingly.

#### PROVIDENT FUNDS

245. Particulars regarding the provident funds at present existing in the various territories are given in paragraphs 201 to 210: it will be noted that they vary as to the rate of contribution both by the staff and by government. The least favourable is the case of officers in Part II of the Schedule to the Uganda Government Employees' Provident Fund. These officers contribute at the rate of 5% of salary, which is matched by a contribution of like amount by government. In our view, a fund based on contributions of this order cannot provide a retiring benefit in any way adequate to the position in which an officer may find himself at the end of a long period of service, nor is it in consonance with the view expressed by us in paragraph 224. We recommend, therefore, that each government should review its provident fund terms in the light of an obligation to ensure reasonable benefits to an officer on his retirement.

246. We mentioned in paragraph 39 that serving members of the African staff were eligible to join the Kenya Government Staff Provident Fund provided they accepted the new terms of the African civil service (1943). Those who found the new terms of service unacceptable were denied the option of becoming contributors to the fund. This denial has been represented to us by those officers as being a serious hardship and an attempt to bring unfair pressure on them to transfer to the new terms. We appreciate that ordinarily it should not be open to officers to accept or reject at will parts of new conditions of service, but we doubt whether such a rule should be applied in a matter such as making provision for a retiring benefit, particularly in the case of Africans, who should receive every possible encouragement to thrift. We recommend that government should give sympathetic consideration to the question of admitting the staff in question to the benefits of the provident fund.

#### GRATUITIES TO NON-PENSIONABLE OFFICERS

247. We consider that a gratuity calculated at one week's pay or £1, whichever is the greater, in respect of each year of service, with a limitation to a total of one year's emoluments, is insufficient. We recommend that the gratuity should be calculated at half a month's pay in respect of each year of service and that there should be no upper limit.

#### MARRIAGE GRATUITIES

248. We recommend that marriage gratuities should be provided in accordance with the regulations in the Colonial Service Model Pensions Ordinance, i.e., 1/12th of a month's pensionable emoluments for each month of service to a female officer with not less than five years' service in a pensionable post.

#### POLICE AND PRISON GRATUITIES

##### *Kenya*

249. A criticism directed against the method of providing retiring benefits for the subordinate staff of these departments was that those members of the staff who were in the service prior to January, 1943, do not receive such favourable terms on retirement as those who joined after that date. That there is good foundation for this criticism will be seen from the following examples taken from the Report of 1946 of the Police Terms of Service Committee.

A First Grade Sergeant discharged on 16th December, 1945, at the age of 50 years after 25 years of service has an option of receiving :

- (i) a lump sum of Shs.1143/-, or
- (ii) a lump sum of Shs.143/- and a pension of Shs.6/31 a month, or
- (iii) a pension of Shs.7/21 a month.

A Constable enlisted on 1st January, 1946, at 20 years of age and discharged as a Constable after 25 years of service will be entitled to receive :

- (i) a lump sum of Shs.2743/-, or
- (ii) a lump sum of Shs.342/- and a pension of Shs.13/36 a month, or
- (iii) a pension of Shs.15/27 a month.

250. We do not consider that any change need be made in the existing arrangements under which the terms of the Government Staff Provident Fund have been applied to the subordinate staff of these two departments, but we recommend that the position of men who were in these services prior to 1943 should be reviewed in the light of the examples given above.

##### *Tanganyika and Uganda*

251. In these two territories, Police and Prisons subordinate officers receive gratuities on retirement as set out in paragraphs 219 and 220. We received no evidence that the gratuity system as such was unacceptable so far as this class of staff is concerned, but we feel that the basis on which the gratuity is at present calculated should be improved. We recommend, therefore, that instead of calculating the gratuity on the basis of half a month's pay for each year of service, the basis should be two-thirds of a month. It is roughly estimated that this would not do more than bring the cost to the governments into line with the cost to the government in Kenya, and would provide for this class of officer a retiring gratuity and a reasonable amount.

##### *Zanzibar*

252. The gratuity is at fixed rates according to rank. We do not regard this as a suitable method, since the gratuity remains unchanged when the pay attached to the rank is altered. We recommend, therefore, that gratuities should be provided on the same basis as that which we have recommended for Tanganyika and Uganda.

### *All territories*

253. We recommend that in the case of the four territories the period of service necessary to qualify for a gratuity should, in the case of Police and Prisons subordinate staff, be 12 years and that there should be no limitation to the amount payable.

## WIDOWS' AND ORPHANS' PENSIONS

### *Europeans*

254. A widows' and orphans' pension scheme for European officers in the East African territories was introduced in 1921. The scheme was reviewed by the Government Actuary in 1936 and a further review is about to be undertaken. The question of funding the scheme is under consideration.

### *Asians*

255. In Kenya and Uganda the Asiatic Widows' and Orphans' Pensions Ordinances (1927) provided for a fixed pension of £50 a year. The schemes were not framed on an actuarial basis. In 1942 the Kenya scheme was closed to new entrants and existing contributors were allowed the option of transferring to a new scheme on an actuarial basis which was established under the Kenya Asian Officers' Family Pensions Ordinance (1942). The introduction of a similar scheme in Uganda awaits the outcome of the investigation by the Actuary into the Asiatic widows' and orphans' schemes in East Africa.

256. In Tanganyika there is no provision for pensions for widows and orphans of Asian officers.

257. In Zanzibar a scheme on an actuarial basis was introduced under the Asiatic Widows' and Orphans' Pensions Decree (1931).

### *Africans*

250. There is at present no widows' and orphans' pensions scheme for Africans. The subject has, however, recently been considered by the Kenya African Civil Service Committee.

259. Provision for his wife and children in the event of his decease is primarily the responsibility of the individual rather than of his employers. But it is obvious that the making of such provision is greatly facilitated if the necessary premiums are deducted from his salary at the source. For this reason we hope that schemes for widows' and orphans' pensions, resting on an actuarial basis will be maintained or introduced, as the case may be, where there is a sufficient demand for them. It may be that with an improvement in their conditions of service, such a demand will soon come from the African staff generally. Should this be so, we recommend that, in spite of the difficulties arising from an incomplete system of registration of births, deaths and marriages, it should receive the sympathetic consideration of the governments.

## AGE OF RETIREMENT

260. We do not recommend any changes in the normal ages of retirement, but we received a substantial body of evidence in support of the proposition that it would be in the interests of the governments and the services alike if provision were made for earlier retirement at the option of government or the officer concerned. Apart from medical officers, who are entitled to retire with a gratuity after 9 or 12 years' service, there is no provision for according retiring benefits to pensionable civil servants before the normal retiring age, except when their retirement is occasioned by ill-health or abolition of office. In the result, it not infrequently happens that an officer whose keenness in his work has lost its edge stays on unwillingly in the service only because he cannot afford to forego the pension which will ultimately come to him, and, on the

other hand, governments are sometimes saddled with officers of mediocre quality with whose services they cannot dispense without resorting to a procedure designed to apply only to cases of proved incompetence. In these circumstances we recommend that any officer, whether European, Asian or African, should be permitted to retire at the age of 45, or, of course, at any time after, with, in the case of a pensionable officer, a proportionate pension, and that governments should be empowered to require him to retire at that age or thereafter without assigning cause. The effect of such a change is necessarily conjectural. If it had the effect of purging the services of disgruntled or mediocre officers it would be all to the good, but if it resulted in the premature retirement of officers of high quality it would clearly be detrimental to the interest of the services. In the light of these considerations, we think it prudent to safeguard our recommendation by a further recommendation that the new arrangement should apply, in the first instance, for an experimental period of three years. The experience gained during that period would enable governments to advise the Secretary of State whether its continuance was desirable or not.

261. We received representations that the provision to which we have referred whereby a medical officer can retire with a gratuity after 9 or 12 years' service should be extended to other professional classes. We understand that this provision is in effect a dead letter. We hesitate to recommend that it should be withdrawn, but we hold the view that it should not be extended.

## CHAPTER VIII

### Allowances

262. Allowances are payable for a number of purposes ; the following are the more important : cost of living allowances, acting allowances, allowances attaching to particular posts, personal allowances, entertainment allowances, travelling and mileage allowances and local allowances.

#### *Cost of living allowances*

263. We have already dealt at length with this matter in Chapter IV and have recommended the absorption of such allowances in consolidated salaries.

#### *Acting allowances*

264. These allowances usually take the form of paying to an officer who, for a specified minimum period, acts on behalf of an officer in a higher grade, a sum representing the difference between his salary and the minimum salary of the higher grade, where the latter is in an incremental scale or half the difference if the salary of the higher post is not incremental. We have no observations to make on this practice, beyond recommending that, in appropriate cases, it should be equally applicable to officers of all races.

#### *Allowances attaching to particular posts*

265. These allowances take different forms, e.g., the payment to an officer employed in the Secretariat of the difference between his salary and a specified figure. Our recommendations take no account of these allowances and it will be for the governments to decide whether they should be continued and, if so, on what basis they should be determined.

*Personal allowances*

266. As their title indicates, these allowances are paid for reasons personal to the holders of the posts. We have taken no account of such allowances in framing our salary scales and here again it will be for the governments to decide whether and on what terms they should be continued.

*Entertainment allowances*

267. In the course of our enquiry we received a considerable amount of evidence regarding the expenditure on entertainment and hospitality to which certain officers are put by reason of their official positions.

268. In East Africa the standard of living of the European is high. Deprived as he is of those intellectual and cultural interests which are readily available at little or no cost in the United Kingdom, he naturally has to fall back, when the day's work is done, on other forms of entertainment and enjoyment. It has to be remembered that not only in East Africa, but in tropical countries generally, a larger proportion of a European's income goes on the social round than is the case in the United Kingdom. We do not on that account recommend any form of sumptuary allowance for civil servants generally, but there are certain posts the occupants of which are necessarily put to expense beyond that entailed by the general social round. The propriety of reimbursing officers for expenditure incurred on official entertainment is already recognised in the substantial duty allowances paid to Governors in addition to their salaries. But they are by no means the only officers who are put to such expenditure. Provincial Commissioners, for example, as the representatives of the Governor in their respective provinces, not only have to entertain a number of visitors, but on special occasions, such as the King's Birthday, are expected to, and do, give parties to which local leaders of all races are invited. District Officers in a lesser degree have to shoulder similar burdens, particularly in those districts where there is neither hotel or guest house. Game Wardens, too, are put to considerable expense in providing hospitality for a large number of visitors.

269. The existence of the problem is recognised by the several governments in various ways. In some cases entertainment allowances of varying amounts are paid, in others a nightly allowance of a fixed amount is paid for government-sponsored guests, and in others reasonable expenditure incurred on special occasions is reimbursed. But we are satisfied that there are several posts the holders of which are compelled to defray expenditure on official entertainment out of their own pockets, and that in some cases where such allowances are already paid they are insufficient for the purpose. To our minds it is entirely wrong that an officer without private means should find himself under the necessity either of declining a post involving expenditure on official entertainment beyond his means or of accepting it and running into debt.

270. We recommend that the position should be rectified in two ways. In so far as special occasions are concerned reasonable expenditure supported by vouchers should be reimbursed out of a one-line Government Hospitality Vote. The problem of the more general expenditure on official entertainment incurred by the occupants of certain posts is not so easy of solution. It would clearly be outside our competence to prepare a schedule of such posts and attach allowances to them. But it should not be outside the competence of the several governments to do so. We recommend therefore that each government should instruct its Chief Establishment Officer, after making the necessary enquiries, to submit to the Chief Secretary a list of posts involving the holders in appreciable expenditure on official entertainment, together with a statement of allowances which he considers appropriate in each case to meet such expenditure. The allowances, which should be non-taxable and non-pensionable, would need to be reviewed from time to time.

### *Travelling and Mileage Allowances*

271. Representations were made to us by associations and individual officers that the present scales of allowances are inadequate. This is a matter on which we do not feel able to make any specific recommendations, since a satisfactory assessment of the amounts which should be payable can only result from a detailed examination of all the factors involved, and we have no doubt that such an examination can best be carried out by the East African Governments themselves.

272. In so far as travelling (i.e. subsistence) allowances are concerned, there would appear to be no reason why the rates of allowance should not be uniform as between the four territories, and they afford an example of the type of case which might well be considered by Chief Establishment Officers in consultation. Mileage allowances are on a different footing, since the state of the roads in East Africa varies greatly not only as between one territory and another, but also as between one part of a territory and another. This is a matter, therefore, which must be considered and determined on a territorial basis.

### *Local allowances*

273. We received a considerable body of evidence on the variations in the cost of living as between the urban and rural parts of the mainland territories. Not all the evidence was directed to show that in this respect officers employed in the towns were at a disadvantage as compared with those in outlying stations. On the contrary, the extra cost of imported goods in such stations due to freight charges was represented as counterbalancing the additional expenditure incidental to life in the towns.

274. On one point, however, there was no divergence of view among our witnesses. This view was that, for the African, the cost of living in the larger urban areas was appreciably higher than in the country. The correctness of this view is confirmed by the findings of local tribunals on African wages and by the fact that in some instances the cost of living allowance paid by government varies for African civil servants according to locality. Clearly, the variation in the cost of living for the African according to locality must be recognised and provided for: we are concerned, therefore, to make it clear that the salaries which we propose are of general application throughout the territories, and we recommend that the governments should consider what additions in the way of local allowances should be made to those salaries for Africans employed in various centres of population.

## CHAPTER IX

### Public Service Commissions and Related Matters

275. We are required by our terms of reference to consider and advise on "the provision, by means of Public Service Commissions or otherwise, of suitable machinery, where this is not already in existence, for regulating the selection and promotion of candidates for posts the filling of which is not subject to the approval of the Secretary of State." Our recommendations on these matters will be found later in this chapter but before we come to them we desire to call attention to one aspect of the machinery for regulating promotions to which we attach great importance.

276. It might be held that the concluding words of that portion of the terms of reference which is quoted in the preceding paragraph estopped us from making any recommendation affecting promotions to posts the filling of which requires the approval of the Secretary of State. We do not interpret the words in that sense, but consider that the underlying intention was to preclude us from making any recommendations which would have the effect of removing from the purview of the Secretary of State any appointments or promotions which at present fall within it. It is on the basis of this interpretation that we submit the following observations.

277. On the appointment of candidates to posts the filling of which is subject to the approval of the Secretary of State we have little to say. In East Africa, as elsewhere in the Colonial Empire, such posts are filled on the recommendation of appointments boards established by the Secretary of State. The evidence which we have received from Governors and other high officials as to the quality of the officers appointed since the last war satisfies us, beyond any doubt, that this is the best method of selection that can be devised for this particular purpose.

278. It is in regard to promotions which require the approval of the Secretary of State that we feel some misgivings. It is unnecessary to elaborate the point that the efficiency of any civil service depends in large measure on the more responsible posts being filled by the ablest officers available, and that the higher the level in the official hierarchy the more should merit outweigh seniority in the filling of vacancies. But though nobody would question this proposition in principle, we are satisfied from the evidence which we have received that in the submission of recommendations to the Secretary of State for the filling of vacancies by promotion, too much weight is attached to seniority and too little to merit. Indeed, so deeply embedded in the minds of many civil servants is the idea that seniority should be the main factor governing promotions that instances were quoted to us of officers, who had served the minimum period qualifying for pension, retiring from the service because officers junior to themselves had been promoted over their heads.

279. Undue emphasis on seniority is bad for the service in more ways than one. From the point of view of the efficient conduct of any department of the service, it is obviously bad that a less meritorious officer should be preferred to a more meritorious one. But the mischief goes deeper than that. After a few years of service the junior officer forms a pretty shrewd idea of the merits of his seniors, and if he sees them climbing the promotion ladder in order of seniority, with little or no regard to their respective merits, the edge of the keenness with which he entered the service is likely to be blunted, and he will be more concerned to avoid "blotting his copybook" than to make his maximum contribution to the work of his department.

280. We have asked ourselves, and indeed have asked some of our witnesses, why it is that in East Africa seniority bulks so much more largely in the matter of promotions than it does in the Home Civil Service. We do not doubt that the reason lies in the fact that in East Africa the European civil servants constitute a small minority body living in an alien land, constantly in touch with one another both in and out of office hours, and familiar with one another's domestic and financial circumstances. Thus, it needs some strength of mind on the part of a head of department to recommend the promotion of a relatively junior officer in preference to a senior officer with whom, perhaps, he plays golf twice a week and who, he knows, is put to the expense of educating children in England.

281. Such personal considerations should, of course, carry no weight, but we are convinced that, whatever instructions may be given to the contrary,

they will continue to carry weight so long as the head of department is, in effect, the sole arbiter in the matter of the promotion of officers of his department. We recommend, therefore, the setting up of a Promotions Board to make recommendations to the Governor in respect of all higher staff promotions, whether by way of the passing of promotion bars or of substantive promotion, from one grade to another where the system of broken scales obtains, other than promotions to super-scale posts, which should continue to be filled by the Secretary of State, either from within or without the Colony, on such advice as he may think proper to take.

282. The Promotions Board should consist of three persons, namely, the Chief Establishment Officer, the head of the department in which the vacancy occurs, and an officer nominated by the Chief Secretary. It would be the business of the Board to examine the annual reports of all officers coming within the ambit of promotion, to call, where necessary, for further reports, e.g. from the Provincial Commissioner on an Agricultural Officer working in his province, and, on the basis of all the evidence before them, to submit the name of the officer best fitted for promotion to the vacancy where broken scales obtain, and in the case of long scales, to advise whether an officer who has reached the maximum of the lower segment is in all respects fitted to pass the promotion bar. Further, as indicated in paragraph 126, the promotion to the upper segment of a long scale of an officer of exceptional merit who has not reached the maximum of the lower segment, should, in our view, be made on the recommendation of the Promotions Board, subject to the approval of the Secretary of State. The presence of the Chief Establishment Officer on every such Board should go far in securing a common standard of fitness whether for normal or exceptional promotion.

283. Having disposed of this preliminary but most important point, we pass now to consideration of the wider question of Public Service Commissions.

284. As we see it, the following are the purposes for which appropriate machinery, whether by way of Public Service Commissions or otherwise, needs to be devised :

- (a) methods of selection to posts the filling of which does not require the approval of the Secretary of State.
- (b) promotion within the service to such posts ;
- (c) disciplinary matters ;
- (d) conditions of service.

These are very diverse matters, and it does not follow that a body which would be appropriate for dealing with any one of them would necessarily be appropriate for dealing with all or any of the others. As the recommendations which follow will show, we have reached the conclusion that, in the interests of the public and civil servants alike, different machinery is required for each of them.

285. Before dealing with these matters in the order in which they are set out, there is one general observation which we wish to make. The machinery for regulating appointment to, and promotions within, the services, and for consultations between the government and their employees, differs as between territory and territory. The recommendations which we make in the following paragraphs represent our views as to the best methods for dealing with these and other related matters. But we have no wish to dogmatize or, in matters of this sort, to press for uniformity for uniformity's sake. If, therefore, both the governments and the civil servants in their employ are satisfied with the working and the results of the existing machinery, we do not ask more than that they should consider whether the adoption of the following recommendations would not prove even more effective.

## APPOINTMENTS

286. The public, from whose pockets the salaries and wages of civil servants come, have a right to be assured that the conditions of entry to the service are such as to secure recruits with the qualifications requisite for the posts in question, and to obviate any possibility of nepotism or political wire-pulling. This can best be secured by the establishment of examinations which would be of a qualifying character where the number of vacant posts exceeds the number of candidates, and of a competitive character where the position is reversed. But it is obvious that for the filling of a great number of minor and subordinate posts anything in the nature of a formal examination would be quite inappropriate. Take, for instance, the post of Forest Guard : the only qualifications called for in an African appointed to such a post are that he should be a reliable man of good character, interested in forestry work and conversant with the district in which he will be called upon to serve. To bring such an appointment within the purview of any central appointing body would manifestly be absurd. The general practice in the past has been to discriminate on a salary basis between posts which should and those which should not come within the ambit of the central advisory body. An arbitrary division of this kind is not, in our view the best method of dealing with the matter, and we prefer arrangements on the following lines.

287. A Public Service Commission, constituted as suggested below, should be set up. Their first task should be to examine all the posts in the service not requiring the approval of the Secretary of State, with a view of advising the Governor as to those posts the filling of which should be subject to rules and regulations framed by themselves as part of their second function, and those which can properly be filled departmentally. Their second task should consist not only of compiling rules and regulations for admission to posts, but also of recommending candidates for appointment who satisfy them.

288. For the discharge of these functions we consider that the Commission should consist of three official members, namely, the Chief Secretary, as Chairman, the Chief Establishment Officer and the Director of Education, and three unofficial members, one European, one Asian and one African. The three unofficial members should be appointed by the Governor for a term of three years, and should be persons not identified with any particular political party.

## PROMOTIONS

289. Promotions within the service could not, in our opinion, be properly dealt with by a Public Service Commission constituted as suggested in the preceding paragraph, first, because in the very nature of its composition, it could have little, if any, first-hand knowledge of the relative merits of the candidates for promotion, and, secondly, because the presence of unofficial members on the Commission would render it, in our opinion, unsuitable for debating the respective claims of civil servants for promotion. These are confidential matters to which persons outside the service ought not to be privy.

290. We have already, in paragraph 281, recommended the setting up of Promotion Boards to assist the Governor in making recommendations for promotions to posts (other than super-scale posts) the filling of which requires the Secretary of State's approval. We consider that the same principle should be applied to promotions which fall within the discretion of the Governor. The present arrangement whereby a large number of such promotions are made on the sole recommendation of the head of the department concerned is unsatisfactory from every point of view—from the point of view of the head himself, on whom it places an undue burden of responsibility, from the point of view of the general public, who have a right to expect that advancement in

the service which they finance goes to those most deserving of advancement, and from the point of view of the civil servants themselves, whose future in the service should not be dependent on the *ipse dixit* of a single individual.

291. As regards the composition of such Promotions Boards, it would not normally be necessary or appropriate that they should include officers so highly placed as those we have suggested in paragraph 282. Thus, the head of department might well think it best that the officer in charge of the branch in which the vacancy occurs should act as his deputy, and the Chief Establishment Officer might be represented by a member of his staff. In cases where the vacant post might be filled by the promotion of a European, an Asian or an African, the Promotions Board should be so constituted as to ensure the impartial consideration of candidates of all races. The actual composition of the Board would in the nature of things vary according to the vacancy to be filled, and should in each case be the responsibility of the Chief Establishment Officer after consultation with the head of the department in which the vacancy occurs.

292. It would make for confidence in Promotions Boards if representatives of the staff participated in their deliberations. It would clearly be wrong that a staff representative who was himself within the ambit of promotion should have any say in the selection of the officer to be promoted, but we should see no objection to the appropriate staff association being represented on the Board by an officer who was himself above the battle.

293. In order to bring the members of the staff who are themselves concerned into the picture within such limits as are proper, we recommend that Promotions Boards should furnish the staff associations concerned with a selective list of the candidates whom they propose to consider for promotion, and that it should be open to the associations to recommend additions to, or deletions from, that list.

#### DISCIPLINE

294. The procedure for dealing with disciplinary matters is laid down at considerable length in Colonial Regulations (Colonial No. 88) and is designed to safeguard against injustice the interests of officers charged with acts of indiscipline. Under that procedure, disciplinary cases may in certain circumstances fall to be dealt with by the Executive Council, and we see no occasion for replacing that Council by the Public Service Commission, or otherwise utilising the services of the Commission in such matters.

295. In order to secure parity of treatment of disciplinary cases as between one department and another, it is desirable that all such cases which cannot, in the opinion of the head of department, be appropriately dealt with by reprimand or the withholding of an increment, be reported by him to the Chief Establishment Officer, whose duty it will be to advise the Governor as to the appropriate action.

#### WHITLEY COUNCILS

296. We pass, lastly, to the consideration of the machinery most appropriate for dealing with conditions of service. We consider it highly desirable that civil servants should, through their accredited representatives, participate, along with representatives of government, in deliberations on matters affecting their conditions of service. For this reason we regard Public Service Commissions as bodies unsuitable for dealing with conditions of service, and recommend the institution of Whitley Councils on the lines which have obtained for some years in the Home Civil Service.

297. The functions of the National Whitley Council in the United Kingdom are :

- (i) the provision of the best means for utilising the ideas and experience of the staff.
- (ii) The provision of means for securing to the staff a greater share in and responsibility for the determination and observance of the conditions under which their duties are carried out.
- (iii) The determination of the general principles governing conditions of service, e.g., recruitment, hours, promotion, discipline, tenure, remuneration and superannuation.

In the National Council the discussion of promotion is restricted to the general aspects of the matter and the principles upon which promotions in general should rest. In no circumstances are individual cases taken into consideration.

It is open to the National Council to discuss the general principles underlying disciplinary action, but there is no discussion of individual cases.

- (iv) The encouragement of the further education of civil servants and their training in higher administration and organisation.
- (v) The improvement of office machinery and organisation and the provision of opportunities for the full consideration of suggestions by the staff on this subject.
- (vi) The consideration of proposed legislation so far as it has a bearing upon the position of civil servants in relation to their employment.

298. We consider that the above functions would be appropriate to the Whitley Councils the setting up of which we recommend, but there are certain matters in respect of which it would not be appropriate to adhere to the National Whitley Council model. Thus, the agreed decisions of that Council become operative on being reported, subject to the overriding authority of Parliament and the responsibility of the head of department concerned. Such an arrangement would not be suitable in the territories with which we are concerned since, though decisions could only become agreed if the Official Side of the Council had previously ascertained that they would be acceptable to the Governor, it might well be that they would not be acceptable to the Secretary of State, whose control over the conditions of service of officers in posts the filling of which requires his approval cannot properly be fettered, and who must also be safeguarded against repercussions on those conditions arising from decisions affecting conditions of service applicable to the holders of other posts. For this reason we recommend that the functions of the Whitley Councils should be advisory to the Governor.

299. The composition of the Whitley Councils should follow the general lines of the National Whitley Council. The Official Side would consist of high officials nominated by the Governor, and should in all cases include the Chief Establishment Officer, and the Staff Side would consist of representatives of the various staff associations. It is a necessary corollary to our recommendations that the civil services should be open to all, irrespective of race, that there should be in each territory a single Whitley Council covering the whole body of civil servants. But such an arrangement should not preclude the setting up of committees of the Council to consider and report on matters of a strictly monoracial character.

#### CHIEF ESTABLISHMENT OFFICERS

300. If the administration of any Colony is to be conducted on sound and economical lines, and if the civil servants in its employ are to be a contented body of men and women, it is essential that there should be an officer of high

standing responsible direct to the Chief Secretary, as Head of the Civil Service, for all Establishment matters. Various titles have been given to such officers : in the paragraphs which follow we give them the designation of Chief Establishment Officer.

301. The functions of a Chief Establishment Officer fall into two broad categories. In the first place he should be responsible to Government for all matters relating to the organisation and staffing of every department of the Civil Service. It is for him to determine, in consultation with its Head, whether any department is over-staffed or under-staffed and to take the necessary steps to rectify the position. He should keep under review the proportion of higher to lower posts in order to secure, as far as possible, an even flow of promotion in the several departments. He should be on the watch to prevent waste of manpower and, in this connection, should consider how far the substitution of mechanical aids for personnel would conduce to more efficient and economical working.

302. In the second place, the Chief Establishment Officer's duties cover everything that touches the civil servant as an individual, his salary and all other conditions of service, his conduct, his promotion and his retirement. In virtue of these duties, he is the officer to whom staff associations and individuals (through their Head of department) should bring their complaints, their grievances and other troubles. Some of these he will be able to settle himself : others will need to be brought before the appropriate Whitley Council, the composition and functions of which are referred to in paragraph 296. to 299. Disciplinary matters should be referred to him by Heads of departments, and by him, where necessary, to the Chief Secretary. In the matter of promotion, the presence of himself or of a member of his staff on all Promotion Boards—a subject which we discuss in paragraphs 282 and 291 should ensure parity of standards of promotion as between one department and another. All cases where it is proposed to call upon an officer to retire at the age of 45, in accordance with the recommendations which we make in paragraph 260 should be referred to him by the Head of department. In this matter, also, community of standards for the compulsory retirement of officers before the normal retiring age will be attained.

303. The functions of a Chief Establishment Officer which we have summarised briefly in the preceding paragraphs are as important as they are multifarious, and it is therefore not surprising to find that in the departments of the Home Civil Service the appointment (or removal) of the Chief Establishment Officer requires the Prime Minister's approval, and that, in the major departments, he is graded as an Assistant Under Secretary of State.

304. The Governments of the East African territories have been slower than the Government in the United Kingdom to recognise the importance of such an appointment. In Kenya and Tanganyika, Chief Establishment Officers, under other titles, have been appointed within the last year or so. In Uganda we understand that the creation of such a post has been sanctioned but that it has not yet been filled. In Zanzibar the size of the Civil Service would not warrant the appointment of a whole-time officer, but some other officer, not being, for reasons given below, the Financial Secretary, should be charged with the duties of Chief Establishment Officer, and his salary appropriately increased.

305. The absence until recent times of Chief Establishment Officers in any of the territories with which we are concerned has led to unfortunate results. When any major problem affecting salaries or other conditions of service has arisen, the usual practice has been to invite an individual or to set up an *ad hoc* committee to consider and report upon it. Short as it is, the history of the Civil Services, particularly that of Kenya, is studded with the reports of committees

and individuals on particular Establishment issues, nearly all of which would more appropriately have fallen to be considered and reported upon by the Chief Establishment Officer, had he existed. It is no reflection on the authors of these reports, for they were limited by their terms of reference and could not therefore consider the repercussions of their proposals on the Civil Services at large, to say that in many cases they created more problems than they solved.

306. Even in the two territories in which Chief Establishment Officers have been appointed, their proper status and functions have, in our view, been imperfectly appreciated. While it is obviously right and proper that proposals involving additional expenditure should be discussed by the Chief Establishment Officer with the Financial Secretary, it is neither right nor proper that the latter should be the chief adviser of Government on the merits of such proposals as distinct from their financial implications. There is high authority for saying that no man can serve two masters, and it is not right to require any officer to do so by entrusting him with the duties of custodian of the public purse and those of guardian of the interests of public servants.

307. The position which has arisen whereby the Financial Secretary and not the Chief Establishment Officer is, at the official level, the ultimate authority on Establishment matters which have any financial bearings is due, in large measure to the arrangement under which all but the most trifling expenditure not specifically covered by the Estimates has to be referred to the Standing Finance Committee of the Legislative Council. It is, of course, proper and indeed necessary that the Legislature should maintain a strict control over public expenditure, as is done in the United Kingdom through the media of the Select Committee on Estimates and the Public Accounts Committee, but we do suggest that in matters of Establishment detail it is bad business for Government to pay high salaries to responsible officers and reject their considered views.

308. We have written at some length on the subject of Chief Establishment Officers because we are convinced that a proper appreciation of their functions is essential to the efficient and economical organisation of the Civil Services, to the avoidance of anomalies as between one department and another, and to the maintenance of a contented service. Such an officer, if he is to discharge his duties effectively, must enjoy a high status, and we accordingly recommend that he should receive the same salary as that which we propose for the Heads of major departments. The staffing of his department will need careful consideration, and in that connection the racial composition of the Services should not be overlooked.

309. We have only one further observation to make on this matter. Discontent, and legitimate discontent, is bound to arise if, as a result of the Government of each territory considering its Establishment problems on a purely territorial basis, officers in one territory enjoy worse conditions of service than officers engaged on the same duties in another. In our recommendations we have endeavoured to remove such discrepancies where they exist, but it is certain that they will crop up again unless the Chief Establishment Officers are in a position to advise their respective Governments with a single voice. We regard it, therefore, as essential that the Chief Establishment Officers should meet periodically with a view to formulating, as far as may be, a common policy on matters of common interest, and submit their conclusions to their Governments. Such a procedure would be in line with that adopted by other Heads of departments.

## CHAPTER X

### Notes on Certain Departments

#### ACCOUNTANT GENERAL'S DEPARTMENTS

310. We recommend that the payment of a currency allowance to the Accountant General and his deputy should be discontinued and the salaries proposed for these posts have been composed on the assumption that this recommendation will be accepted.

#### CO-OPERATIVE SOCIETIES

311. In the old and well-established departments we have endeavoured to iron out existing differences of salary, as between the territories, attaching to posts the duties and responsibilities of which are the same. It is not possible to adhere to this principle in the case of departments which are still in an embryonic state of development. In the three mainland territories steps have been taken to develop the co-operative movement, and staff has been allocated to this work in the respective estimates. It is clear, however, from an examination of the organisation, the personnel involved, and the salaries attaching to the posts that the movement is at a different stage of development in each territory. In these circumstances, the only course open to us is to take the salary scales as we find them and to convert them into terms of consolidated salary. We recognise, however, that when the co-operative movement has been fully developed, both the establishments and the salary scales are likely to call for revision.

#### EAST AFRICAN HIGH COMMISSION

##### *Chief Secretary*

312. We have not recommended that any change should be made in the salary of this post (apart from making an adjustment in order to allow for the payment of rent for quarters), since we understand that when the salary was increased to £3,000 per annum, this was done in the expectation that the responsibilities of the Chief Secretary would be increased. In this particular case our recommendations should be applied as from the date of appointment of the present Chief Secretary and not from the 1st January, 1946.

#### EDUCATION DEPARTMENTS

313. The task of recommending scales of salary for European officers in education departments has not been easy owing, first, to the position in which some teachers are graded as education officers and others not, and, secondly, to the wide disparities, as between the several territories, in the salaries attaching to education officer and teaching posts.

314. The term "education officer" normally denotes a person engaged on educational administration, inspection or organisation. Were the use of the term so limited in East Africa we should have been disposed to recommend the fusion of the senior education officer and education officer grades into a single grade with a long scale salary, as we have done, for instance, in the case of senior agricultural officers and agricultural officers, and senior veterinary officers and veterinary officers. This course is, however, ruled out by reason of the fact that education officers are found not only as principals of educational institutions but also as assistant masters or mistresses. To accord the long scale to assistant masters and mistresses would result in their receiving salaries disproportionate to their duties and responsibilities and out of all pro-

portion to those drawn by their counterparts in schools in the United Kingdom. A possible solution would lie in confining the long scale to education officers proper and to principals, retaining the broken scale system for other education officers. But we received weighty evidence against the adoption of this course on the ground that it would tend to discourage recruitment to the teaching staffs, and for this and other reasons we reject it.

315. It should be made clear that the arrangements to which we have referred accord with the views expressed in a Colonial Office despatch of 8th October, 1937, which advocated the creation of general education officer posts, the holders of which might be called upon to serve either on the inspecting staff or on the teaching staff as circumstances required. But the application of this recommendation has not, in our view, always been happy. Thus we find something anomalous and at variance with present-day education conceptions in the situation which obtains in Kenya, whereby all the assistant staff in the secondary schools for Europeans, viz., the Prince of Wales School (boys) and the Kenya High School (girls) are graded as education officers, whereas all the assistant staff in the primary schools for Europeans are not so graded and receive substantially lower salaries and less favourable conditions of service. We have not felt justified in recommending any disturbance of the *status quo* in the two secondary schools in Kenya which, as we have said, can be regarded as having official sanction, but we think that its continuance calls for authoritative examination, not only from the angle of the relative position of teachers in primary schools, but also with a view to facilitating interchange between secondary school teachers in East Africa and the United Kingdom.

316. In so far as disparity in the salaries of education officers and teachers in the several territories is concerned, we note that whereas the salaries of men education officers are identical, those of women education officers are different in each of the territories, and, as we have shown in paragraph 131, are in Uganda the same as those of men education officers. We consider that, though the vested rights of serving officers must be safeguarded, the general principle that a woman's salary should be four-fifths of that of a man, with a higher proportion in the early stages of the scale, should apply, and our recommendations rest on that basis.

317. The variations in the salaries of masters and mistresses are not so great, and we have formulated salary scales of general application, with additions to those scales for headmasters and headmistresses. We considered the desirability of recommending additions to salaries in respect of extended professional training or graduate status on the lines of the Burnham Reports applicable to teachers in England and Wales. In view, however, of the fact that the salary scales which we propose are substantially higher than the Burnham scales, we are satisfied that there will be no difficulty in securing teachers of the requisite qualifications without resorting to any such additions. In accordance with our recommendation in paragraph 287 it will be for the Public Service Commission to prescribe what those qualifications should be.

318. We have already referred to the desirability of facilitating interchange between teachers in East Africa and the United Kingdom. To secure this it is obviously necessary that a teacher transferred to East Africa should receive credit in respect of his or her previous service. We welcome, therefore, the Secretary of State's circular despatch of 21st August, 1947, and in accordance with the advice there given we recommend that a person appointed to the post of education officer, teacher or head teacher, or instructor, who has previous approved service in a teaching or educational post, should be granted one increment in the salary scale for each completed one and a half years of such

service performed after reaching the age of 22, provided that the number of such increments together with war service increments shall in no case exceed 12.

319. The procedure recommended in the preceding paragraph has already been adopted to some extent in the territories with which we are concerned, but, in so far as it may not have been adopted or fully implemented, we recommend that serving officers should be dealt with in the manner suggested in the despatch referred to, that is to say, they should have their salaries increased to an extent sufficient to ensure that they are not worse off than any junior officer who has less total approved teaching experience.

320. The only other posts in the education departments to which we need make specific reference are those of African teachers and assistant education officers trained at Makerere College. We are satisfied that the present salary scales are inadequate to induce a sufficient number of Africans to subject themselves to the period of training involved, and this applies particularly to assistant education officers, who are not normally appointed to that grade until after 5 years' teaching experience. Our views on the inadequacy of the present salary scales are reflected in the new scales which we recommend.

#### LABOUR DEPARTMENTS

321. On the 5th September, 1938, the Secretary of State (Mr. Malcolm MacDonald) addressed a despatch to Colonial Governors in which he emphasised the necessity for setting up effective machinery for the supervision of labour conditions. Reference was made to the fact that far-reaching changes in the economic and social sphere were being widely felt throughout the Colonial Empire, and it was suggested that these developments would gain increasing momentum. Mr. MacDonald felt that if they were to be guided wisely they would call for all the vision and statesmanship which those responsible for the administration of the Colonial Empire could command, and that it was of great importance that Colonial Governments should take immediate steps to create sound and efficient organisations to deal with all questions of social welfare. If this were done, there would be ground for hope that developments would proceed on orderly lines and that incipient causes of unrest could be diagnosed and dealt with before they got out of hand.

322. With the above considerations in mind, Mr. MacDonald drew attention to the importance of staffing the labour departments adequately with officers of the right type, and said that he had no doubt that the natural and most fruitful source from which to draw officers was the Colonial Administrative Service. The objective should be the staffing of the labour departments by administrative officers who would pass in and out of the department as part of their training for higher appointment. It was recognised that it would be necessary for the departments to be staffed to some extent by the engagement locally of persons who possessed experience of local labour conditions, and the view was expressed that the pay and status of men so engaged should be comparable with those of administrative officers.

323. In a circular despatch of the 24th August, 1946, the present Secretary of State reaffirmed the policy laid down in 1938, and stated that he regarded it as important that labour officers recruited from the United Kingdom should feel that they could make a career in the Colonial Service. He asked Governors to review their pensionable establishments so as to enable any labour officers recruited from the United Kingdom to be appointed on terms which, as in the case of the Administrative Service, promised permanency and pensionability after a period of probation. He hoped, too, for their concurrence in the view that starting salary should take account of experience and professional qualifications.

324. The forecast that economic and social changes would bring in their train labour problems of considerable complexity has proved to be correct. The development of the economic resources of the Colonial Empire which is now taking place, and the plans for increased development foreshadowed by the introduction into Parliament of the Overseas Development Resources Bill, strongly reinforce the view that labour officers, whether their qualifications are those normally looked for in an officer whose duties will be in provincial administration or have been gained through experience of the working of trades unions in this country should be men of administrative calibre. Their salaries and conditions of service should therefore be aligned to those of the administrative officer.

325. Examination of the position as it exists in the labour departments in East Africa today reveals a divergency in conditions of service not only as between the salaries of labour officers and administrative officers but also as between territory and territory. We find that the Government of Tanganyika have expressed their concurrence in the policy set out in the circular despatches to which we have referred ; that the majority of the labour officers are now serving on the administrative salary scale ; and that the very few who remain on agreement on the salary scale £480 × 20—600 will, if suitable, be given similar terms. In Kenya, there is provision for one labour officer on the scale £400 × 20—600 × 30—660, and ten labour officers on the scale £400 × 20—720. These officers are serving on Kenya European Civil Service terms, but we note that some of them are being paid a consolidated salary of £600 a year. There are also two senior labour officers on the scale £500 × 25—600 × 60—660 × 30—840 and a principal labour officer on the scale £720 × 30—840 × 40—1,000. In Uganda, there are two posts of senior labour officer with the salary scale £600 × 30—840 and three posts of labour officer at £500 × 20—600. These five posts are permanent and pensionable. There are no labour officer posts in Zanzibar.

326. If we may be permitted to express our view on a matter of this kind, we fully agree with the policy with regard to the staffing of the labour departments as set out in the circular despatches of 1938 and 1946. In the absence, however, of any indication that that policy has been accepted by the Governments of Kenya and Uganda, we do not feel able to recommend that the salary scale which we propose for administrative officers should be applied to labour officers now in post in these territories ; and the new salary scales which we have recommended for them have been formulated in the light of their present status. We consider, however, that in the event of the Governments of Kenya and Uganda deciding to adopt the staffing policy recommended in the circular despatches, serving labour officers should be eligible for translation to the administrative salary scale which we have recommended for labour officers in Tanganyika, provided that they are able to satisfy Government and the Colonial Service Appointments Board that their qualifications and ability are such as to justify the adoption of this course. In this connection, we wish to emphasise that we should deprecate any lowering of the standard of qualifications which make it appropriate to give labour officers the same salary terms as those of administrative officers. In saying this, we have it in mind that many complaints were made to us in Tanganyika by officers serving in departments other than the labour department that some officers without professional or technical qualifications were being appointed locally as labour officers on the long scale while they, who had spent some years in acquiring professional or technical qualifications, were on inferior salary scales. It is essential that there should be no grounds of complaint on this score ; nor will there be if the normal method of recruitment, i.e., selection by the appropriate Colonial Service appointments board, is resorted to.

327. In labour departments there are certain posts, such as Labour Exchange Officer, Labour Inspector, Wages Officer, which do not call for the appointment of officers who have the high general qualifications which must be looked for in the labour officer proper. They do, however, require that the officers appointed shall have specialised experience. They should not be styled "labour officer," but should be given a title and salary scale appropriate to the nature of their respective duties.

#### SOCIAL WELFARE

328. In all the territories the development of welfare services is still in its initial stages and this is reflected in the wide variations in the organisation of the work and the salary of the officers engaged in it. The service is usually linked up with provincial administration, but in Uganda it is combined with public relations. In Kenya, the probation officers are attached to the prisons department, but elsewhere, as they should be, to social welfare. The salaries show wide variations and in Uganda the women welfare officers proceed to a higher maximum than do the men.

329. We are impressed with the need for securing for this service officers of the requisite qualifications and experience, and the salary scale which we recommend for European welfare officers and probation officers is designed for officers of 30 years of age or more, who possess either a degree or diploma in Social Science and have had practical experience in one or more branches of welfare work. We recommend that the normal four-fifths formula should apply to women officers, subject to the preservation of the right to serving officers.

330. In so far as officers at present engaged in this service do not possess these qualifications, their existing salaries should serve as the basis for determining their consolidated salaries.

#### TANGANYIKA RAILWAYS AND PORTS SERVICES

331. We learned from the Chief Secretary of the Conference of East African Governors that it is proposed that there should be a complete amalgamation of the Kenya and Uganda Railways and Harbours Administration and the Tanganyika Railways and Ports Services, the executive management of the amalgamated services to be under the direction of a single General Manager, and the higher control to form part of the duties of the Member for Transport of the High Commission.

332. For this reason, if for no other, we regard it as essential that the general structure of the two services and the conditions of service of their staffs should, as far as possible, be the same. Our recommendations in regard to the Kenya and Uganda Railways and Harbours will be found in Chapter XI. In accordance with these recommendations, the conditions which we recommend for the Tanganyika Railways and Ports Services differ from those which we have recommended for other departments in Tanganyika in the following particulars.

333. The present arrangement whereby certain posts as shown in the Estimates are European posts and others are Asian posts is maintained. There is no disturbance of the present system under which the holders of certain posts receive free quarters, and the salaries attaching to the holders of such posts have been fixed on the basis of no rental payments. In the case of certain posts, e.g., district engineers and assistant engineers, for which, had the posts been in another department, we should have recommended a long scale of salary, we have preserved the existing broken scale. In the matter of pensions we do not propose the general system of free pensions which we have recommended for the civil services generally. The two Railway services are alike in that certain of the higher posts are on a free pension basis and other posts on a provident

fund basis, but they differ in that the Kenya-Uganda service has in operation a contributory superannuation fund scheme, whereas the Tanganyika service has not. We have mentioned in paragraph 331 that a complete amalgamation of the Kenya and Uganda Railways and Harbours and the Tanganyika Railways and Ports Services is pending. In so far as the former undertaking is concerned, we have, in paragraph 336, recommended that salaries on the consolidated basis should be paid to the African staff, and have put forward proposals which will enable the management to determine the salaries of the Asian staff. In view of this forthcoming amalgamation, we felt that there would be something unreal in recommending salary scales for the Asian and African staffs of the Tanganyika Railways on the basis of the existing organisation, since such recommendations would clearly call for early amendment in anticipation of the amalgamation. In these circumstances, we cannot do otherwise than leave it to the management of the amalgamated services to frame salary scales on the basis of those adopted for the Kenya and Uganda Railways. It will, of course, be understood that when the salaries have been so framed, the occupants of the posts will enjoy the ante-date to the 1st January, 1946, and that any non-European officers who are at present serving on pensionable terms will continue to do so on transfer to the amalgamated services.

#### ZANZIBAR SECRETARIAT

334. In paragraph 304 we have expressed the view that in Zanzibar the size of the civil service would not warrant the appointment of a whole-time Chief Establishment Officer, but that some other officer should be charged with the duties of the post and his salary appropriately increased. We understand that the British Resident has proposed to the Secretary of State a reorganisation of the Secretariat, which would involve the up-grading of the post of Senior Assistant Colonial Secretary in virtue of his discharging the duties normally attaching to the post of Deputy Chief Secretary and also those of Chief Establishment Officer. The salary which we recommend for the post of Senior Assistant Colonial Secretary has been framed on the assumption that this proposal will be accepted.

## CHAPTER XI

### Kenya and Uganda Railways and Harbours

335. In May, 1947, the Secretary of State gave a ruling that the staff of the Kenya and Uganda Railways and Harbours (hereinafter called the Railway) fell within our terms of reference, and that there was therefore no occasion for special terms of reference in so far as that staff was concerned. At the same time we could not fail to recognise that the staff of the Railway stands in a special position as compared with the Kenya civil service generally, in that the ultimate authority in their case is, subject to the Secretary of State, the High Commissioner for Transport, and that it is laid down in the Railway Ordinance, 1927, that the Railway was to be "administered on business principles, due regard being had to agricultural and industrial development in Kenya and Uganda by means of cheap transport." It will be seen that in some respects our recommendations are at variance with those which we make in regard to the civil services generally. These differences rest on the peculiar circumstances of the Railway.

## SALARIES

336. At the present time the staff of the Railway receive basic salaries with non-pensionable additions in respect of the cost of living similar to those enjoyed by officers of the Kenya civil service. The consolidated salaries which we recommend for European and African staff respectively will be found in Appendices IV and VI, Part II. With the help of the management and of the European Staff Association we have succeeded in reducing the number of scales of salary applicable to the European service. The scales applicable to the African staff are at present few in number and we have experienced no difficulty in translating those scales into consolidated scales which we regard as appropriate to present-day conditions.

## THE ASIAN SERVICE

337. The Asian service, however, presents problems which we have not found easy of solution. In that service there are at present more than sixty different scales of salary, covering all the sections of a highly complicated staff organisation. After considering various methods of dealing with the situation, we have reached the conclusion that the most satisfactory course is to examine first the clerical grades, these being the only grades which have their counterparts in the Kenya Government service, and from the conclusions which we draw from that examination, to put forward proposals of a general character for dealing with the Railway Asian service.

338. We have no reason to suppose that there is any material difference between the quality and responsibility of the clerical work, at its various stages, undertaken by Asians in the Railway service and government service respectively. The present basic salaries of Asian clerks in government service (leaving learners out of account) cover three grades and range from £90 per annum in Grade II to £408 per annum at the maximum of the Special Grade. It will be seen from Appendix VI, Part II, that these salaries, when translated into terms of consolidated salaries, become £180 per annum to £550 per annum. The application of these salaries as they stand to Asian clerks in the Railway would not, however, be appropriate, since, whereas under our recommendations the salaries of government clerks rest on the basis of a free pension and the payment of rent for their quarters, the Railway clerks will, in accordance with recommendations which will be found later in this chapter, continue to receive retiring benefits, whether by way of superannuation or provident fund, on the present contributory basis, and to enjoy free quarters or an allowance in lieu. Taking these considerations into account, the upper and lower limits of £180 per annum and £550 per annum should, in the case of the Railway clerks, be adjusted to £175 per annum and £535 per annum. Since the organisation of the Railway Asian clerical staff is different from that of the government clerical staff, the distribution among grades of clerical posts in the Railway within these limits must be left to the management to determine.

339. Having reached the conclusion that consolidated salaries ranging from £175 per annum to £535 per annum for Railway Asian clerks should replace basic clerical salaries which are shown in the Railway estimates as ranging from £90 to "£300 and upwards," we have next to consider the salaries of other Asians in the Railway. On the assumption that the present relativity between the salaries of clerks and other Railway employees is right—and only the management can speak with authority on this matter—then our recommendations in regard to the clerks can be applied to other Asian employees whose basic salaries are shown in the Railway estimates as falling between £90 and "£300 and upwards." There will remain certain posts which are outside this range, e.g., those of assistant engineer and permanent way inspector, Class I,

and a considerable number of posts which are below the minimum. It will be for the management to decide, in the light of our general recommendations, the additions which should be made to the basic salaries of such posts for determining consolidated salaries.

#### THE AFRICAN SERVICE

340. There are certain aspects of the African service scales to which we wish to draw attention. In paragraph 274 we have recommended the addition to the consolidated salaries which we propose of local allowances of amounts to be determined by governments for government officers whose work lies in the larger centres of population. So in the case of the Railway African service the salary scales set out in Appendix VI, Part II, are intended to be of general application throughout the system, and we recommend that the management should consider what additions by way of allowance are appropriate for employees in the various centres of population.

341. The salary scales for the African service at present provide for six grades—I to VI—but an examination of the numbers employed in the several grades reveals that so far no appointments have been made to Grades V or VI. The explanation given to us by the management was that hitherto no African had shown himself sufficiently well qualified to be paid at the rates attaching to those grades. Nonetheless, it is a natural source of disappointment to the African staff to find that no appointments have yet been made to the two top grades, and, in order to dispel it, we recommend that the management should issue a statement indicating the qualifications necessary for admission to Grades V and VI respectively.

342. A comparison of Appendix IV with the Railway estimates will show that there are many subordinate posts for which no provision is made in the former. This does not mean that we regard the remuneration attaching to such posts as a matter of minor importance. On the contrary, the lower the salary the more important is it that it should be so increased as to take full cognisance of the increased cost of living. But it is clear to us that, comprehensive though the information supplied to us by the management has been, we have not the data on which to frame detailed recommendations. Thus, comparing post with post, we cannot say what the employment amounts to in terms of hours per day. Again, we find that the holders of some posts receive rations in addition to salary, and we have no means of assessing the value of this emolument. Numerous other instances of like difficulties could be given.

343. In these circumstances, we cannot do otherwise than recommend that the management, in consultation with the Joint Staff Advisory Committee, which includes representatives of the Railway African Staff Union, should determine the salaries for such posts, and, as a rider to this recommendation, we further recommend that the value of the emoluments in cash and in kind should in no case be less than twice the corresponding emoluments in 1939.

#### HOUSING

344. In paragraph 161 we have, in accordance with the principle laid down in paragraph 21(v) of Colonial No. 197, recommended the discontinuance of the practice, where it exists, of providing free quarters for government officers, and the salaries which we recommend are based on the assumption that officers will pay rent for their quarters. In the case of the Railway there are special circumstances which would render the adoption of similar arrangements inappropriate and undesirable. The administration have adopted a forward policy in providing houses for their employees of all races and have sunk a considerable amount of capital in so doing. If employees are to be charged

a rental, they cannot be denied the right to choose between a private house and a Railway-owned house, and to the extent to which they chose the latter, part of the administration's capital would, or at least might, be rendered idle. In this connection, it has to be remembered that many of the Railway-owned houses are in out of the way places where it would be impossible to find alternative tenants. There is the further consideration that the requirements of Railway working make it desirable that running staff in particular should live within a short distance of their work so as to be readily on call in case of need. It is for this reason that Railway quarters are, in general, sited near stations and grouped together. None of these considerations applies in the case of government officers ; we do not therefore recommend any change in the free housing arrangements, and our salary scales have been framed accordingly.

#### LEAVE, TOURS OF SERVICE AND PASSAGES

##### *Europeans*

##### *Vacation leave and tours of service*

345. The area served by the Railway includes the whole of Kenya and Uganda and in addition lakes Victoria, Kioga and Albert. There is consequently a wide range of climatic and living conditions, but for the purpose of vacation leave and tours of service, stations are classified in two main categories which for convenience may be called category (A) healthy and (B) unhealthy stations. There is a third category (C) which includes four stations only, at which conditions are inferior to those in (B) and at which vacation leave is earned at a special rate, which in turn means a relatively shorter tour. Because of the very few stations in this category it is not proposed to refer to it further, but to leave these stations to be dealt with by the management in the light of the recommendations we make later concerning (A) and (B) stations.

In regard to (A) and (B) stations, the present arrangements are :

<i>Class of station</i>	<i>Normal Tours</i>		<i>Rate at which vacation leave is earned</i>	
	<i>First two tours</i>	<i>Third and subsequent tours</i>	<i>First two tours</i>	<i>Third and subsequent tours</i>
	<i>Months</i>	<i>Months</i>	<i>Days per month</i>	<i>Days per month</i>
<b>A stations</b>	48	36	3	4
<b>B stations</b>	40	30	3½	4½

Vacation leave is exclusive of the period of the voyage.

##### *Local leave*

346. Local leave is granted at the rate of 18 days a year irrespective of station. This leave may, subject to certain limitations, be accumulated for 2 years.

##### *Passage and family passage allowance*

347. An officer is granted a free return passage to the United Kingdom once in each tour. In addition he may, if eligible therefore, receive assistance towards the cost of a family passage of something over one-half the cost of a single passage once each way in a tour. An officer may travel by steamer in a cheaper grade than that for which he is eligible and devote the saving towards family passage costs.

## ASIANS

### *Vacation leave and tour of service*

348. Vacation leave is granted at the rate of 25 days a year and may be accumulated up to 180 days. For passage purposes the normal period of a tour is not less than 4 years, that is, the time which it takes to accumulate 100 days' leave. Stations are not classified for leave purposes as they are in the case of European officers. Vacation leave is exclusive of the period of the voyage to and from Bombay.

### *Local leave*

349. Local leave is allowed at the rate of 18 days a year and may be accumulated up to 30 days once in a tour.

### *Passage and family passage allowance*

350. A free return passage is granted to Bombay once in each tour. In addition an officer may, if eligible, receive assistance towards the cost of a family passage on the same lines as apply in the case of Europeans.

## AFRICANS

351. Africans whose basic salary is 20/- per month or over are granted 18 days' leave a year on full pay. This leave can be accumulated up to 54 days and in special cases up to 90 days. Africans whose basic wage is less than 20/- per month are granted 14 days leave, which can be accumulated up to 42 days.

352. In paragraphs 163 to 173 we have discussed the question of leave and passage conditions of service for European officers in the various government services and made certain recommendations. The considerations which led us to make these recommendations appear to us to apply equally to European officers in the Railway administration, and we have therefore come to the conclusion that in respect of vacation leave and passages the same terms and conditions should apply in both services. In regard to these terms and conditions of service, the conclusion at which we have arrived has the desirable effect of removing the anomaly which at present exists in that the Railway conditions are less favourable than those in the government services.

353. We are also satisfied that the conditions regarding leave and passages which we have recommended in paragraphs 186 and 187 in the case of Asians in the government services are appropriate for Asians in the Railway administration. Under those recommendations, the latter will on balance enjoy more favourable conditions than they do at present. We should perhaps record that among the representations submitted to us by the Railway Asian Union was one which advocated that, for leave purposes, stations should be classified in the same way as in the case of their European colleagues. We feel that in this matter the same considerations do not apply. It can, for instance, hardly be questioned that climatic conditions in India are more similar to those in East Africa as a whole than are conditions in Europe.

354. In regard to African employees, we do not consider that the present leave conditions are adequate. At present even the more senior African cannot accumulate more than 54 days over a 3 years period and he can only do this by denying himself any local leave during that period. It appears to us that, though the African is living in his own country, it is still necessary that, in addition to an annual period of leave, he should be able at intervals of 3 or 4 years to have a more extended period of rest. Further, in this matter we see no reason why there should be any differentiation between the African in government service and his brother African in the Railway service, and we accordingly recommend that the arrangements which we have proposed for the former should apply also to the latter.

## RETIRING BENEFITS

355. The benefits provided on retirement take the following forms :

1. free pensions (that is, pensions on a non-contributory basis) ;
2. pensions from superannuation fund (contributory) ;
3. provident fund benefits (contributory) ;
4. gratuities (non-contributory).

### *Free pensions*

356. Free pensions are provided under the Kenya and Uganda Railways European Pensions Regulations, 1932, on terms similar to those which apply to government officers (*vide* paragraphs 191 to 194). Only the more senior posts carry the privilege of free pension. There is a condition that an officer appointed to a pensionable post may be required to serve for 5 years before being admitted to pensionable status.

### *Superannuation fund pensions*

357. The Superannuation Fund Regulations, 1939, apply to non-pensionable Europeans and to Asians in receipt of a salary of not less than 100/- a month or, in the case of running staff, 60/- a month, but not to the lower grades of Asian artisans. The pension constant is 1/600th and the retiring age is 55. The fund includes provision for pensions to widows and orphans. Members' contributions are at the rate of 5% of salary towards superannuation and 4½% towards widows' and orphans' pensions. The administration contributes at 12½%, which is increased in the case of older entrants to the service. Membership of the fund is compulsory for those entering the service after the introduction of the fund.

### *Provident fund*

358. Under the Provident Fund Regulations, 1945, membership of the fund is compulsory for African staff in receipt of a salary of not less than 60/- a month, and for Asian staff in receipt of not less than 100/- a month who are not members of the superannuation fund. Members deposit 1/12th of their salary and the administration contributes a bonus of an equal amount. Interest is allowed on deposits and bonus. The age of retirement is 55.

### *Gratuities*

359. In general, it can be said that under current regulations gratuities are payable to members of the service who are not eligible for pensions or benefits under the superannuation fund scheme. These gratuities are calculated, save in a few exceptional instances, at the rate of half a month's pay for each year of service. The age at which they may be paid, the period of service necessary to qualify, and the amount which may be paid vary according to circumstances.

360. From the evidence which we received, we have reached the conclusion that the existing arrangements are suitable to the needs of the Railway. It appears also that they are generally acceptable to the staff, both European and Asian. The European association did, indeed, question the continuance of free pensions for the senior service and advocated the inclusion of both senior and junior services in the superannuation fund. On this point, however, while we appreciate the advantages of uniformity in conditions of service, we accept the view of the management that experience goes to prove the importance of free pensions when senior staff are being recruited from British railways or transferred to or from other services. The Africans too appear to be generally satisfied with the provident fund system. In this connection, we think it is desirable that the management should consider the question of extending superannuation fund benefits to the more senior members of the African staff.

361. We have the following recommendations to make in regard to particular points connected with the retiring benefits.

*Free pensions*

362. We recommend that officers on the old pension constant (1/480th) should be brought on to the 1/600th constant in respect of service subsequent to the 1st of January, 1946, on the same terms as those which we have recommended for government servants in paragraph 235.

363. The special condition requiring an officer to serve for 5 years before being accorded pensionable status appears to us unnecessary. We recommend that in this respect the arrangement should be brought into line with the practice in government service. The Regulations provide that one-quarter of the pension can be commuted for a lump sum gratuity. The recommendation which we made in paragraph 244 that an officer may, if he wishes, commute a smaller fraction is equally applicable to Railway servants : it should also be extended to commutation of pension under the Railway superannuation fund.

*Superannuation fund*

364. The Asian association asked that those officers who did not elect in the first instance to transfer from the provident fund to the superannuation fund should be allowed a further option. This request is based on the contention that the benefits for widows and orphans have been improved since the Asian officers were first required to exercise their option. If this contention is correct the request is a reasonable one and should, we consider, be granted.

365. The Regulations provide different benefits for the establishment and non-establishment staff in the event of retrenchment. Since there appears to be no difference in the degree of permanency attaching to these two classes, we recommend that the latter should be eligible for the same benefits as the former, namely, a proportionate pension on retrenchment after 10 years' service. It should be observed that in the case of earlier retrenchment the two classes are treated alike.

*Provident fund*

366. It was represented to us that contributions to the provident fund by the running staff should be based on  $1\frac{1}{2}$  times their salary, as part of their emoluments consist of mileage. Such increased contribution is accepted in the case of the superannuation fund. The representation appears to us to be reasonable, and we recommend that it should be agreed to.

*Gratuities*

367. At present, the period of service in respect of which gratuity may be paid is subject to an upper limitation. We recommend, as we have done in the case of government servants, that this limitation should be removed.

*Value of free quarters*

368. The European and Asian associations advocated that the value of free quarters should be included in emoluments for the purposes of the superannuation fund, provident fund and for gratuities. Since the value of free quarters is reckoned for the purposes of calculating non-contributory pensions, we recommend that the value of free quarters should be included in the emoluments for the purposes of the above-mentioned funds and for gratuities.

## CHAPTER XII

### Date from which the Recommendations should take effect

369. It is necessary to refer only briefly to one of the matters on which we are required by our terms of reference to advise, viz., the date from which the adjustments or revisions of salaries which we recommend should take effect. In the course of our tour there was an interchange of despatches between the Secretary of State on the one hand and the Governors of the four territories and ourselves on the other, as a result of which it has already, with our concurrence, been announced in Tanganyika, Uganda and Zanzibar that the effective date of operation of the new scales will, in so far as they may be accepted, be January 1st, 1946. A similar announcement has not yet been made in Kenya, but we are aware of no reasons for any differentiation in this matter as between that territory and the others.

370. Our reasons for recommending January 1st, 1946, as the operative date were three : in the first place, the great majority of our witnesses—and not only those who represented civil servants—favoured that date, and secondly there appeared to us to be no grounds for drawing any distinction in this matter between East Africa and West Africa, where the revised scales became operative on January 1st, 1946. Thirdly, that was the date from which the revision of salaries of certain super-scale posts in the East African territories became operative.

371. There is only one point in this connection that we wish to make. There may be in some quarters a disposition to accept the proposed scales of salary as appropriate to the present times but a reluctance to face the payment of lump sum arrears in respect of a period of close on three years, particularly in cases where the proportionate increase as compared with the existing basic salary is high. We would remind such doubters that in nearly all cases the arrears of payment will not represent the difference between the old basic salaries and the new consolidated salaries, but the difference between the old basic salaries plus the amount drawn by way of cost of living allowance and the new consolidated salaries, and further, that where the new salaries show an increase over the old basic salaries that cannot be accounted for by the increased cost of living it is an indication that, in our view at least, those salaries were in pre-war days incommensurate with the duties and responsibilities attaching to the posts.

## CHAPTER XIII

### Conversion Arrangements

372. We are satisfied that the most equitable conversion system to adopt in connection with a comprehensive revision of salaries such as we propose is one which provides that, as far as possible, an officer will enter the new scale at a point appropriate to his length of service in his present grade or appointment. This is the system which was approved in connection with the recent revision of salaries in West Africa and we recommend that it should be adopted in East Africa.

373. We also recommend that officers should be given an option either to remain on their present terms or to elect to accept the new terms in full as from the 1st January, 1946. No officer's emoluments under the new conditions should be less than the total which he would have drawn by way of salary plus cost of living allowance or temporary bonus if he had remained on the old conditions. Where the net salary under the new conditions, after deduction of rent for quarters, is less than the total net emoluments which would have been drawn under the old conditions, after deduction, where appropriate, of rent for quarters, the officer should be paid a temporary non-pensionable allowance equivalent to the difference between the two. We recommend that for the purpose of calculating this allowance, the officer's net emoluments under the old conditions be taken as those which he was receiving at the date on which revised scales were sanctioned.

374. Conversion tables will be found in Appendix V and these have been drawn up on the general basis referred to above.

375. We recommend that in the application of the conversion tables the following principles should be observed :

- (a) unless it is otherwise provided, an officer should, after conversion, proceed to the next point in the new scale on the date on which he would have qualified for a further increment in his old scale ;
- (b) in any case where two different points in one of the present scales convert to the same point in the new scale, the officer on the lower point in the old scale should wait one year from the 1st January, 1946, before proceeding to the next incremental point in the new scale and the 1st January should henceforth be his incremental date ;
- (c) where the new scale provides for a fixed minimum salary for two years, an officer who, at the date of conversion to the new scale has less than two years' service in his present post should not proceed to the next point in the new scale until he has completed two years' service ;
- (d) if the maximum of the old scale falls below the point in the conversion table at which the maximum of the new scale is fixed, an officer who has reached the maximum of the old scale should convert to the new scale at the point corresponding to his present salary in the conversion table. He should, however, be granted one increment in the new scale for each completed year of service on the maximum of the old scale, provided that his head of department is able to sign a certificate that he has earned such increments by the standard of his conduct and efficiency since he reached the maximum of his present scale ; and provided, further, that in any case where the adoption of this arrangement would mean that an officer who had superseded a more senior colleague would receive on conversion by length of service a salary less than the new salary payable to the latter, the salary of such officer should be advanced to the next point above that of the officer whom he has superseded, subject, of course, to his not receiving more than the maximum of the scale ;
- (e) where an officer converts at a promotion bar point within the revised scale, he should not proceed to the point in the new scale beyond the promotion bar until he has successfully passed through the promotion procedure recommended by us ;
- (f) an officer whose post has been allotted a salary scale which includes a promotion bar and who at the date of conversion has reached a

point in the old salary scale which converts to a point in the new salary scale above the promotion bar, should not proceed beyond the latter point until he has successfully passed through the promotion procedure recommended by us;

- (g) an officer serving on the 1/480th pension constant should be allowed, if he so wishes, to retain his old pension terms and his existing scale of salary consolidated in accordance with the conversion tables (*vide* paragraph 235).

## CHAPTER XIV

### Summary of the Principal Recommendation

- (i) The case for an appreciable increase in the salaries of all officers is established. (Paragraphs 63 to 72).
- (ii) All posts should be open to candidates of all races possessing the requisite qualifications ; but the economic law of inducement and other considerations necessitate differential rates of salary for Europeans, Asians and Africans respectively. (Paragraphs 73 to 97).
- (iii) The salaries of the higher posts should be determined in the light of the amounts necessary to secure the services of Europeans. The salaries of non-Europeans appointed to such posts should be three-fifths of those amounts. (Paragraphs 89 to 92).
- (iv) The salaries of other posts should be determined in the light of the considerations referred to in paragraph (ii) above. (Paragraphs 93 and 94).
- (v) In the three mainland territories certain posts at present held by Europeans, and all posts held by non-Europeans, subject to certain exceptions, should be grouped into a general and clerical division. (Paragraph 99).
- (vi) The principle of long scales at present applied to the administrative medical and legal branches should, with certain exceptions, be extended to other professional and technical posts. The scales should be divided into two segments, and passage from the lower to the higher should be conditional on the recommendation of a Promotions Board. Provision should be made on like conditions for the accelerated advancement of the exceptionally meritorious officer. (Paragraphs 123 to 127).
- (vii) Subject to certain exceptions, salaries of women should be four-fifths of those of men engaged on the same work. (Paragraph 132).
- (viii) Incremental credit, subject to certain limits, should be allowed to entrants to the service with approved professional experience. (Paragraph 133).
- (ix) In all salary scales there should be promotion or efficiency bars. (Paragraphs 134 and 135).
- (x) The Kenya European Civil Service, as a distinct entity with its own terms of service should be abolished, and the terms of that service and of the overseas service should be assimilated. (Paragraph 142).

- (xi) Cost of living allowance should be abolished, and consolidated salaries incorporating the whole of the element of cost of living should be introduced. (Paragraphs 152 to 157).
- (xii) The practice of providing free quarters should be abolished where it exists. The salaries of officers affected should be adjusted on account of their having to pay rent, at a rate of one tenth of their salaries, with a maximum of £150, and other safeguards introduced to prevent their losing financially by the change. (Paragraphs 161 and 162).
- (xiii) There should be certain adjustments in the present arrangements relating to leave, length of tour and passages. (Paragraphs 165 to 189).
- (xiv) In general, the principle of free pensions, which applies in the case of posts in the unified services and certain other posts, should be extended to all permanent established posts, irrespective of the race of the occupant, and salaries have been framed on this assumption. (Paragraphs 222 to 233).
- (xv) An exception to the general rule referred to in the preceding paragraph should be made in the case of African entrants to certain grades for whom, by reason of the fact that they often leave the service after a few years, a provident fund would be more appropriate. (Paragraph 227).
- (xvi) The task of advising governments which posts should be pensionable, which on provident fund terms and which, in the case of the very lowest grades, on gratuity, should be undertaken by the Public Service Commission. (Paragraphs 226 and 287).
- (xvii) For the purposes of calculation of pension the constant should in all cases be 1/600th. Officers who on the appointed day were on the 1/480th constant should be brought on to the 1/600th constant as from that date, their service both before and after that date being calculated on their retiring emoluments. (Paragraphs 234 to 236 and 238).
- (xviii) Where non-pensionable service is followed by pensionable service, the amount of the former which should rank for pension purposes should vary according as the officer was or was not at the date of transfer a member of a provident fund or contributory pension fund. In the former case, the whole of the previous service should rank for pension, but the officer should surrender his interest in the fund subject to an option. In the latter case, half the previous service should rank for pension. (Paragraph 239 to 243).
- (xix) The present rule whereby an officer who desires to commute part of his pension must commute one-quarter of it should be modified by allowing him to commute a lesser proportion. (Paragraph 244).
- (xx) The terms of provident funds and those applicable to the award of gratuities call for review (Paragraphs 245 and 246).
- (xxi) For an experimental period of three years, all officers should be permitted to retire, or be called upon to retire, on or after attaining the age of 45. (Paragraph 260).
- (xxii) The question of entertainment allowances for officers who are put to exceptional expenditure by reason of their official positions needs consideration. (Paragraphs 267 to 270).
- (xxiii) Public Service Commissions should be set up for the purpose referred to in paragraph (xvi) and for compiling rules and regu-

- lations for admission to posts, the filling of which does not require the approval of the Secretary of State. (Paragraphs 286 to 288).
- (xxiv) Promotion Boards should be established to advise the Governor as to the fitness of officers to pass promotion bars or to be promoted from one grade to another. (Paragraphs 281, 282, 290 to 293).
- (xxv) Whitley Councils should be set up on the lines of those which obtain in the Home Civil Service. (Paragraphs 296 to 299).
- (xxvi) The appointment as Chief Establishment Officer, of an officer of high standing, responsible to the Chief Secretary for all establishment matters, is essential to sound and economical administration and to the well-being of the staff. (Paragraphs 300 to 309).
- (xxvii) The status of the Kenya and Uganda Railways and Harbours as a commercial undertaking necessitates certain variations in the conditions of service of its employees as compared with Civil Servants generally. This applies also to the Tanganyika Railways and Ports Services. (Paragraphs 331 to 333 and 335 to 368).
- (xxviii) The date of operation of the revised scales of salary should be the 1st January, 1946. (Paragraphs 369 to 371).

MAURICE HOLMES, *Chairman*

T. FITZGERALD, *Member*

L. G. CORNEY, *Member*

C. E. LAMBERT, *Secretary*

PAULINE M. NUNN, *Assistant Secretary*

31st March, 1948.

# Appendix I

## KENYA, UGANDA, TANGANYIKA AND ZANZIBAR

### Schedule of Salary Scales Proposed for Heads of Departments and Super-scale Posts

#### PART I

Department	Post	Present salary or salary scale	Proposed salary
		£	£
ACCOUNTANT GENERAL	Kenya	Member for Finance	See under 'Secretariat'
		Accountant General	1,200
		Assistant Accountant General	920
		Accountant General	1,100
		Member for Finance, Trade and Economics	1,650
Uganda Tanganyika	Accountant General	1,150	
	Assistant Accountant General	920	
		1,300	
ADMINISTRATOR GENERAL	Uganda Zanzibar	Administrator General and Official Receiver	1,000
		Administrator General	1,000
AGRICULTURE	Kenya	Member for Agriculture, Animal Husbandry and Natural Resources	2,000
		Secretary to Member	1,100
		Director of Agriculture	1,500
		Deputy Director	1,200
		Chief Research Officer	1,335
	Uganda	Director of Agriculture	1,000
		Deputy Director	1,500
		Assistant Director and Registrar of Co-operative Societies	1,200
			1,850
			1,535
Tanganyika	Assistant Director	1,000	
	Member for Agriculture and Natural Resources	1,600	
	Director of Agriculture	1,500	
	Deputy Director	1,850	
Zanzibar	Director of Agriculture	1,200	
		1,535	

KENYA, UGANDA, TANGANYIKA AND ZANZIBAR—Continued

Department	Post	Present salary or salary scale	Proposed salary
		£	£
AUDIT	Kenya	1,400	1,800
		1,100	1,435
	Uganda	1,200	1,535
	Tanganyika	1,300	1,650
		1,050	1,385
	Zanzibar	1,000	1,335
CUSTODIAN OF ENEMY PROPERTY	Tanganyika	1,350	1,685
CUSTOMS	Kenya and Uganda	1,400	1,750
		1,100	1,435
		1,000	1,335
	Tanganyika	1,350	1,685
		920	1,335
	Zanzibar	1,100	1,435
DEBITS SETTLEMENT	Zanzibar	720	970
ECONOMIC CONTROL	See under 'Accountant General'		
		1,200	1,535
		1,100	1,435
EDUCATION	Kenya	1,500	1,850
		1,200	1,535
		1,000	1,385
		800 (£1,000 when held by a male)	1,335
			(Salary for male holder)
	Principal, Prince of Wales School	1,200	1,535
	Principal, Kenya High School for Girls	576 × 24—672 × 32	1,200
		--736 × 32--800	

KENYA, UGANDA, TANGANYIKA AND ZANZIBAR—Continued

Department	Post	Present salary or salary scale	Proposed salary
		£	£
EDUCATION—Continued	<i>Uganda</i>	Director of Education	1,500
		Deputy Director	1,200
		Assistant Director	750 × 30—840 × 40
		Chief Inspector of Schools	—920
	<i>Tanganyika</i>	Member for Education, Labour and Social Welfare	720 × 30—840 × 40
		Director of Education	—920
		Deputy Director	1,600
		Chief Inspector	1,500
	<i>Zanzibar</i>	Director of Education	1,200
			1,335
FORESTRY	<i>Kenya</i>	Member for Agriculture, Animal Health and Natural Resources	See under 'Agriculture'
	<i>Uganda</i>	Conservator of Forests	1,200
	<i>Tanganyika</i>	Conservator of Forests	1,200
		Member for Agriculture and Natural Resources	See under 'Agriculture'
		Conservator of Forests	1,200
GAME	<i>Kenya</i>	Member for Agriculture, etc.	See under 'Agriculture'
	<i>Uganda</i>	Game Warden	1,000
	<i>Tanganyika</i>	Game Warden	720 × 30—840 × 40
		Member for Agriculture, etc.	See under 'Agriculture'
GEOLOGICAL SURVEY	<i>Uganda</i>	Director of Geological Survey	1,200
		Deputy Director	1,050
GOVERNMENT CHEMIST	<i>Kenya</i>	Member for Health and Local Government	See under 'Medical'
		Government Chemist	880 × 40—1,000

KENYA, UGANDA, TANGANYIKA AND ZANZIBAR—Continued

Department	Post	Present salary or salary scale	Proposed salary
		£	£
GOVERNMENT CHEMIST—Continued <i>Tanganyika</i>	Government Chemist	1,100	1,485
HEALTH	<i>Zanzibar</i>		
	Senior Medical Officer in Charge, Medical and Sanitary Services	1,250	1,585
INFORMATION	<i>Kenya</i> <i>Tanganyika</i>		
	Information Officer	1,000	1,335
	Information Officer	1,000	1,335
JUDICIAL	<i>Kenya</i>		
	Chief Justice	2,300	2,700
	Puisne Judge	1,450	1,850
	Chief Justice	2,000	2,350
	Puisne Judge	1,350	1,750
	Chief Justice	2,200	2,550
	Puisne Judge	1,400	1,800
	Chief Justice	1,500	1,850
LABOUR	<i>Kenya</i>		
	Labour Commissioner	1,350	1,685
	Deputy Commissioner	1,000	1,435
	Labour Commissioner	1,350	1,685
	Member for Education, Labour and Social Welfare	See under 'Education'	
	Labour Commissioner	1,350	1,685
	Deputy Commissioner	1,000	1,435
LANDS, MINES AND CIVIL AVIATION	<i>Tanganyika</i>		
	Member for Lands and Mines	1,600	2,000
	Director of Lands, Mines and Civil Aviation	1,500	1,850
	Chief Inspector of Mines	1,200	1,535
	Chief Geologist	1,200	1,535
	Land Officer	1,200	1,485
	Chief Surveyor	1,200	1,485
	Registrar General	1,050	1,450

KENYA, UGANDA, TANGANYIKA AND ZANZIBAR--Continued

Department	Post	Present salary or salary scale	Proposed salary
		£	£
LANDS, MINES AND SURVEYS	<i>Kenya</i>		
	Commissioner for Lands, Mines and Surveys	1,350	1,750
	Assistant Commissioner (Lands)	1,100	1,485
	Assistant Commissioner (Surveys)	1,100	1,485
	Assistant Commissioner (Mines)	1,100	1,435
	Assistant Director (Surveys)	720 x 30—840	1,385
LEGAL	<i>Kenya</i>		
	Attorney General and Member for Law and Order	1,800	2,150
	Solicitor General	1,200	1,600
	Legal Draughtsman	1,100	1,435
	Judicial Adviser	1,000	1,435
	Attorney General	1,600	1,950
	Solicitor General	1,100	1,500
<i>Uganda</i>	Attorney General and Member for Law and Order	1,650	2,000
<i>Tanganyika</i>	Solicitor General	1,200	1,550
	Legal Draughtsman	1,100	1,435
<i>Zanzibar</i>	Attorney General	1,350	1,685
MEDICAL	<i>Kenya</i>		
	Member for Health and Local Government	2,000	2,350
	Secretary to Member	1,000	1,435
	Director of Medical Services	1,600	1,950
	Deputy Director	1,200	1,635
	Assistant Director	1,150	1,485
	Senior Specialist (Surgical)	1,200	1,585
	Director of Medical Services	1,600	1,950
	Deputy Director	1,200	1,635
	Assistant Director	1,150	1,485
<i>Uganda</i>	Medical Superintendent, Mulago	1,150	1,485
	Director of Medical Services	1,600	1,950
<i>Tanganyika</i>	Deputy Director	1,200	1,635
	Assistant Director	1,150	1,485
	Senior Specialist	1,200	1,585

KENYA, UGANDA, TANGANYIKA AND ZANZIBAR — Continued

Department	Post	Present salary or salary scale	Proposed salary
		£	£
POLICE	<i>Kenya</i>	Member for Law and Order	See under ' Legal ' 1,775
		Commissioner of Police	1,400
	<i>Uganda</i>	Deputy Commissioner	1,100
		Commissioner of Police	1,350
		Deputy Commissioner	1,100
	<i>Tanganyika</i>	Assistant Commissioner	1,100
		Member for Law and Order	See under ' Legal ' 1,335
	<i>Zanzibar</i>	Commissioner of Police	1,350
		Deputy Commissioner	1,100
		Commissioner of Police and Prisons	1,435
POSTS AND TELEGRAPHS	<i>Kenya</i>	Regional Director	1,000
		Regional Director	1,000
	<i>Tanganika</i>	Regional Director	1,000
PRINTING	<i>Kenya</i>	Government Printer	1,050
		Government Printer	840 × 40—920
	<i>Zanzibar</i>	Government Printer	840 × 40—920
		Government Printer	600 × 30—720 975
PRISONS	<i>Kenya</i>	Commissioner of Prisons	1,000
		Commissioner of Prisons	1,000
	<i>Zanzibar</i>	Commissioner of Prisons	1,000
		Commissioner of Prisons	See under ' Police ' 1,335
PROVINCIAL ADMINISTRATION	<i>Kenya</i>	Provincial Commissioner	1,350
		Deputy Provincial Commissioner	1,200
		Officer in Charge, Masai	1,100

KENYA, UGANDA, TANGANYIKA AND ZANZIBAR—Continued

Department	Post	Present salary or salary scale	Proposed salary	
		£	£	
PROVINCIAL ADMINISTRATION—Continued	Uganda	Senior Provincial Commissioner	1,500	1,850
		Resident, Buganda	1,350	1,775
		Provincial Commissioner	1,350	1,775
		Senior District Officer	1,100	1,435
		Judicial Adviser	1,000	1,435
		Provincial Commissioner	1,350	1,775
		Deputy Provincial Commissioner	1,100	1,435
		Social Welfare Organiser	660 × 30—840 × 40	1,335
		Senior Commissioner	—1,000	1,600
		Senior Administrative Officer, Pemba	1,250	1,335
PUBLIC RELATIONS AND SOCIAL WELFARE	Uganda	Director of Public Relations and Social Welfare	1,200	1,535
		Social Welfare Organiser	720 × 30—840	1,335
PUBLIC WORKS	Kenya	Director of Public Works	1,500	1,850
		Deputy Director	1,200	1,535
		Road Engineer	1,200	1,535
		Hydraulic Engineer	1,200	1,535
		Architect	840 × 40—920 × 40	1,385
		Director of Public Works	—1,000	1,850
Uganda	Deputy Director	1,200	1,535	
	Assistant Director	1,100	1,435	
	Architect	880 × 40—1,000	1,385	
	Deputy Director	1,500	1,850	
Tanganyika	Deputy Director	1,200	1,535	
	Architect	840 × 40—920	1,385	
Zanzibar	Director of Public Works	880 × 40—1,000	1,385	
		1,150	1,485	

KENYA, UGANDA, TANGANYIKA AND ZANZIBAR—Continued

Department	Post	Present salary or salary scale	Proposed salary
		£	£
RAILWAYS AND PORT SERVICES	<i>Tanganyika</i>		
	General Manager	1,800	2,150
	Chief Engineer	1,250	1,550
	Chief Mechanical Engineer	1,250	1,550
	Traffic Manager	1,250	1,550
	Chief Accountant	1,150	1,475
	Chief Storekeeper	950	1,250
Marine Superintendent	920	1,200	
REGISTRAR OF CO-OPERATIVE SOCIETIES			
	<i>Kenya</i>	1,100	1,385
	Registrar of Co-operative Societies	880×40—1,000	1,385
REGISTRAR GENERAL	Registrar of Co-operative Societies		
	<i>Kenya</i>		
	Member for Law and Order		
	Registrar General		
SECRETARIAT			
	<i>Kenya</i>		
	Chief Secretary and Member for Development and Reconstruction	2,200	2,600
	Financial Secretary and Member for Finance	1,750	2,150
	Chief Native Commissioner	1,600	1,950
	Deputy Chief Secretary	1,350	1,775
	Administrative Secretary	1,350	1,775
	Director of Establishments	1,350	1,850
	Deputy Financial Secretary	1,200	1,535
	Assistant Chief Secretary	1,100	1,435
	Assistant Financial Secretary	1,000	1,335
	Chief Secretary	1,800	2,150
	Financial Secretary	1,600	1,950
	Secretary for African Affairs	1,500	1,850
Administrative Secretary	1,350	1,775	
Assistant Chief Secretary	1,100	1,435	
Assistant Financial Secretary	1,100	1,435	
Development Secretary	1,000	1,435	
	See under 'Legal'		
	1,040	1,450	

KENYA, UGANDA, TANGANYIKA AND ZANZIBAR—Continued

Department	Post	Present salary or salary scale	Proposed salary
		£	£
SECRETARIAT—Continued	Tanganyika		
	Chief Secretary	2,000	2,350
	Financial Secretary and Member for Finance, Trade and Economics	1,650	2,000
	Secretary for African Affairs	1,600	1,950
	Co-ordinating Secretary	1,600	1,950
	Political Liaison Officer	1,200	1,535
	Deputy Financial Secretary	1,200	1,535
	Assistant Chief Secretary	1,100	1,435
	Assistant Chief Secretary (Establishments)	1,100	1,850
	Administrative Secretary	1,600	1,950
	Chief Secretary	1,500	1,850
	Financial Secretary	1,250	1,585
Senior Assistant Secretary	350: 350: 400 × 50 —500 × 25—600: 660 × 30—840 × 40—1,000		1,435
SURVEYS, LANDS AND MINES	Uganda		
	Director of Surveys, Land Officer and Commissioner of Mines	1,350	1,750
	Deputy Director	1,100	1,485
Assistant Director	1,050	1,485	
TREASURY	Zanzibar	1,000	1,335
TSETSE CONTROL	Uganda	1,200	1,535
TSETSE SURVEY AND RECLAMATION	Tanganyika	1,100	1,535

KENYA, UGANDA, TANGANYIKA AND ZANZIBAR—Continued

Department	Post	Present salary or salary scale	Proposed salary
		£	£
VETERINARY			
Kenya	Member for Agriculture, etc. Director of Veterinary Services	1,500	1,850
	Deputy Director	1,200	1,535
Tanganyika	Director of Veterinary Services	1,400	1,750
	Deputy Director	1,100	1,435
	Chief Veterinary Research Officer	1,500	1,850
Uganda	Director of Veterinary Services	1,200	1,535
	Deputy Director	1,000	1,335
		See under 'Agriculture'	

# EAST AFRICAN HIGH COMMISSION

## PART II

<i>Department</i>	<i>Post</i>	<i>Present salary or salary scale</i>	<i>Proposed salary</i>
DIRECTORATE OF CIVIL AVIATION	Director of Civil Aviation	£ 1,350	£ 1,685
DIRECTORATE OF DEMOBILISATION, REHABILITATION AND TRAINING	Director of Demobilisation, Rehabilitation and Training Assistant Director	1,450 1,000	1,800 1,335
HIGH COMMISSION AND CENTRAL ASSEMBLY	Chief Secretary Economic Secretary Assistant Chief Secretary Member for Finance Member for Transport Legal Adviser	3,000 1,600 1,350 New post New post 950 × 15 = 1,150	3,150 1,650 1,800 2,150 3,350 1,650
INCOME TAX	Commissioner of Income Tax Deputy Commissioner Regional Commissioner Investigating Accountant	1,550 1,200 1,100 1,100	1,900 1,535 1,435 1,435
POSTS AND TELEGRAPHS	Postmaster General Director of Traffic Chief Accountant Engineer-in-Chief	1,600 1,250 1,000 1,250	2,150 1,585 1,435 1,585
STATISTICAL	Director of Statistics	925	1,535
TSETSE RECLAMATION	Director of Tsetse Reclamation	1,350	1,685
TSETSE AND TRYPANOSOMIASIS RESEARCH	Chief Entomologist	1,100	1,435

KENYA

PART I

Schedule of Salary Scales Proposed for Administrative, Professional, Technical and Executive Posts

Department	Post	Present salary or salary scale	Proposed salary or salary scale	Conversion table
ACCOUNTANT GENERAL	Senior Accountant	£ 720 × 30—840	1000 × 45—1135	Acc.I
	Accountant	360: 360: 425 × 25—600 × 30—720	550: 550: 610 × 30—760: 820 × 35—960	Acc.II
		350: 350: 400 × 25—600 × 30—720	do.	Acc.II
AGRICULTURE	Assistant Secretary to Member for Health and Local Government	720 × 30—840 × 40—920	970 × 35—1005 × 45—1320	Ad.I
	Assistant to Director of Agriculture	720 × 30—840	do.	Ad.I
	Accountant	500 × 20—600 × 20—720	670 × 20—690 × 25—840 × 30—900	G.I
	Office Superintendent	500 × 20—600	670 × 20—690 × 30—840	G.II
	Librarian (Female)	360 × 15—480	510 × 20—670	G.XLI
	Senior Agricultural Officer	720 × 30—840	620: 620: 690 × 35—760:	Ag.II
	Agriculture Officer	880 × 40—1030 } 480 × 20—600 × 30 } —630 × 30—720	830 × 35—1005 × 45—1320	Ag.II
		400: 400: 450 × 25—600	do.	Ag.II
	Senior Entomologist	660 × 30—840	620: 620: 690 × 35—760: 830 × 35—1005 × 45—1320	Ag.II
	Entomologist	400: 400: 450 × 25—600: 660 × 30—840	do.	Ag.II
	Senior Plant Pathologist	880 × 40—1000	do.	Ag.II
	Plant Pathologist	400: 400: 450 × 25—600: 660 × 30—840	do.	Ag.II
Senior Agricultural Chemist	600 × 30—720 × 30—840	do.	Ag.II	
Agricultural Chemist	400: 400: 450 × 25—600: 660 × 30—840	do.	Ag.II	
Soil Chemist	600 × 30—720 × 30—840	865: 865: 935 × 35—1005 × 45—1320	M.III	

KENYA—Continued

Department	Post	Present salary or salary scale £	Proposed salary or salary scale £	Conversion table
AGRICULTURE— Continued	Assistant Chemist	360 × 20—480 × 20—540 × 20—600	550 × 20—690 × 25—790	G.X
	Horticulturist	do.	do.	G.X
	Laboratory Assistant	170 × 20—210 × 30—240 × 20—300 × 20—360	340 × 22.5—520	G.X J.I
	Junior Laboratory Assistant	do.	do.	
	Senior Assistant Agricultural Officer	600 × 20—720	550 × 20—690 × 25—840 × 30—900	G.XIV G.X
	Assistant Agricultural Officer	360 × 20—480 × 20—540 × 20—600		
	Seed Tester	360 × 20—480 × 20—540 × 20—600	550 × 20—690 × 25—790	G.X
	Field Assistant	170 × 20—210 × 30—240 × 20—300 × 20—360	340 × 22.5—520	J.I
	Senior Coffee Officer	840 × 40—920	1140 × 45—1320	Ad.I
	Agricultural Chemist (Pyrethrum)	400 × 20—480 × 20—600	570 × 20—690 × 25—790	G.I
	Sisal Inspector	£600	£750	
	Senior Plant Breeder	880 × 40—1000	620: 620: 690 × 35—760: 830 × 35—1005 × 45—1320	Ag.II
	Plant Breeder	400: 400: 450 × 25—600: 660 × 30—840	do.	Ag.II
	Chief Grader and Inspector	600 × 20—720	550 × 20—690 × 25—840 × 30—900	G.XIV
	Grader and Inspector	360 × 20—480 × 20—540 × 20—600		
	Supt. of Maize Conditioning Plant and Cool Stores	360 × 20—480 × 20—540 × 20—600	550 × 20—690 × 25—790	G.X
	Supt., Conditioning Plant, Nairobi	540 × 20—660	715 × 25—840	G.I
	Foreman	£360	520 × 22.5—565	
Senior Soil Conservation Officer	720 × 30—840	1185 × 45—1320	Ag.II	
Principal, Egerton School of Agric.	350: 350: 400 × 50—500 × 25—600: 660 × 30—840	620: 620: 690 × 35—760: 830 × 35—1005 × 45—1320	Ag.II	

*KENYA—Continued*

<i>Department</i>	<i>Post</i>	<i>Present salary or salary scale</i>	<i>Proposed salary or salary scale</i>	<i>Conversion table</i>	
AGRICULTURE— <i>Continued</i>	Farm Manager	£ 360 × 20—480 × 20—540	£ 550 × 20—690—25—715	V-G	
	Matron	240 × 15—360	295 × 15—460	St.I	
	Warden & Engineer Soil Engineer	150 × 20—210 × 30—240	do.	550 × 20—690 × 25—715	Cl.VI
		360 × 20—480 × 20—540	450: 450: 475 × 25—600 × 30—840	655: 655: 725 × 35—760: 830 × 35—1005 × 45—1320	G.X Eng.I
	Senior Auditor	810 × 30—840 × 40—920	1095 × 45—1230	1095 × 45—1230	Ac.I
AUDIT	Auditor	720 × 30—840	do.	Ac.I	
	*Government Coast Agent Assistant Government Coast Agent	350: 350: 400 × 50—500 × 25—600: 660 × 30—780	550: 550: 620 × 35—760: 830 × 35—1005 × 45—1050	Ac.II	
COAST AGENCY	*Government Coast Agent Assistant Government Coast Agent	720 × 30—840	970 × 35—1005 × 45—1140	Ad.I	
CUSTOMS	Senior Collector Collector	500 × 20—600 × 20—660	715 × 25—840 × 30—900	G.XIV	
	Accountant and Statistical Officer Assistant Accountant Office Superintendent	810 × 30—840 × 40—920	1095 × 45—1230	1095 × 45—1230	Ac.I
		360: 360: 480 × 20—600 × 30—720	550: 550: 620 × 35—760: 830 × 35—1005 × 45—1050	550: 550: 620 × 35—760: 830 × 35—1005 × 45—1050	Ac.II
	Chief Preventive Officer Preventive Officer	350: 350: 400 × 25—550: 600 × 30—780	do.	do.	Ac.II
	Invoice Inspector Senior Examining Officer Examining Officer	600 × 30—720 × 30—840	1000 × 45—1135	1000 × 45—1135	Acc.I
	Junior Examining Officer	500 × 20—600 × 20—660	670 × 20—690 × 25—790	670 × 20—690 × 25—840	G.I
		500 × 20—600	715 × 25—840	715 × 25—840	G.XIV
	Junior Examining Officer	360 × 20—480 × 20—540	550 × 20—690 × 25—715	550 × 20—690 × 25—715	G.X
		440 × 20—540 × 20—660	610 × 20—690 × 25—840	610 × 20—690 × 25—840	G.I
	Junior Examining Officer	540 × 20—660	790 × 25—840	790 × 25—840	G.XX
360 × 20—480 × 20—540 × 20—600		550 × 20—690 × 25—790	550 × 20—690 × 25—790	G.X	
Junior Examining Officer	170 × 20—210 × 30—240 × 20—300 × 20—360	340 × 22.5—520	340 × 22.5—520	J.I	

\*The salary of this post has been fixed on the assumption that the holder will continue to draw the allowance paid in respect of his duties as Officer in Charge of the District Treasury, but that the allowance in respect of currency duties will be withdrawn.

KENYA—Continued

Department	Post	Present salary or salary scale £	Proposed salary or salary scale £	Conversion table
EDUCATION	Supt. of Technical Education	880 × 40—1000	1185 × 45—1320	E(1)I
	Senior Education Officer	880 × 40—1000	1135 × 45—1320	E(1)I
		600 × 30—720 × 30—840 × 40—920	do.	E(1)I
	Education Officer	350: 350: 400 × 50—500 × 25—600: 660 × 30—840	550: 550: 620 × 35—760: 830 × 35—1005 × 45—1140	E(1)III
		400: 400: 475 × 25—600 × 30—720 × 30—840	do.	E(1)III
		400: 400: 475 × 25—600 × 30—720 × 30—840 × 40—920	do.	E(1)III
	Senior Agricultural Education Officer	720 × 30—840 × 40—880 × 40—1000	1185 × 45—1320	E(1)I
	Agricultural Education Officer	400: 400: 450 × 25—600: 660 × 30—840	550: 550: 620 × 35—760: 830 × 35—1005 × 45—1140	E(1)III
	Administrative Secretary	400: 400: 450 × 25—550	496: 496: 552 × 28—608: 664 × 28—804 × 36 × 912	E(1)IV
	Office Superintendent	500 × 20—600	670 × 20—690 × 25—840	G-II
	Accountant	500 × 20—600 × 20—720	670 × 20—690 × 25—840 × 30—900	G-I
	Examinations Officer (F)	440 × 10—500	560 × 15—650	C1-IV
	Attendance Officer	150 × 15—210 × 30—240 × 15—300 × 15—360	340 × 22.5—520	J-I
	Bursar, Prince of Wales School	500 × 20—600 × 20—720	670 × 20—690 × 25—840 × 30—900	G-I
	Bursar, Kenya High School for Girls	do.	do.	G-I
Education Officer (F)	480 × 16—576 × 24—672	496: 496: 552 × 28—608: 664 × 28—804 × 36—912	E(1)IV	
Assistant Master	320 × 16—480 × 16—576 600 × 15—720	do. (Personal: 815 × 25—840 × 30—930)	G-XIX	
	420 × 20—520 × 10—600	550 × 20—690 × 25—815	E(2)I	
	369 × 20—520 × 10—600	do.	E(2)I	
	240 × 20—360	410 × 20—550	E(2)IV	
	246 × 18—390 × 18—480 × 20—600	do. (Personal extension: 550 × 20—690 × 25—815)	E(2)III	

## KENYA—Continued

Department	Post	Present salary or salary scale	Proposed salary or salary scale	Conversion table
		£	£	
EDUCATION— Continued	Headmistress & Assistant Mistress	354 × 18—500 400 × 10—520 360 × 20—420 × 10—500 315 × 15—360 × 20—380 × 10—420 × 10—500	490 × 20—690 do. do. do.	E(2)II E(2)II E(2)II E(2)II
	Senior Instructor	225 × 15—315 360 × 20—420 × 20—520 × 10—600	390 × 20—490 550 × 20—690 × 25—815	E(2)IV E(2)I
	Physical Training Instructor	246 × 18—300 × 18—390 × 18—480 × 20—600 360 × 20—420 × 20—520 × 10—600	410 × 20—550 (Personal extension 570 × 20—690 × 25—815) 550 × 20—690 × 25—815	E(2)III E(2)I
	Instructor	240 × 20—360	410 × 20—550	E(2)IV
	Matron	240 × 15—360	295 × 15—460	St.I
	Principal, Indian Education	150 × 15—210 × 30—240 400: 400: 475 × 25—600 × 30—720 × 30—840 × 40—920	do. 550: 550: 620 × 35—760: 830 × 35—1005 × 45—1140	Cl.VI E(1)III
	Principal, (Female) Indian Education	576 × 24—672 × 32—736 × 32—800	948 × 36—1056	E(1)II
	Principal, Coast Secondary School	660 × 30—840 × 40—1000	1185 × 45—1320	E(1)I
	Principal, Training College, African Education	do.	do.	E(1)I
	Principal, N.I.T.D., African Education	400: 400: 475 × 25—600 × 30—720 × 30—840 × 40—920	550: 550: 620 × 35—760: 830 × 35—1005 × 45—1140	E(1)III E(1)III
	Principal, Government Secondary School, African Education	576 × 24—672 × 32—736 × 32—800	948 × 36—1056	E(1)II
	Principal, Training College for Indian Women	480 × 16—576 × 24—672	496: 496: 552 × 28—608: 664 × 28—804 × 36—912	E(1)IV
	Principal, Training Centres for Women, African Education	300 × 15—420 × 20—480	460 × 20—600 × 25—700	M.IV
	Health Workers (Female)	660 × 30—840 × 40—1000	1185 × 45—1320	E(1)I
	Principal, Indian Male Training Centre			

**KENYA—Continued**

Department	Post	Present salary or salary scale	Proposed salary or salary scale	Conversion table
FORESTRY	Senior Assistant Conservator	£ 720 × 30—840 × 40—920	£ 585: 585 × 35—760: 830 × 35—1005 × 45—1320	F.I
	Assistant Conservator	720 × 30—840	do.	F.I
		375: 375: 450 × 25—600:	do.	F.I
	Entomologist	600 × 30—840	620: 620: 690 × 35—760: 830 ×	Ag.II
		660 × 30—840	35—1005 × 45—1320	Ag.II
	Mycologist	do.	do.	Ag.II
	Soil Chemist	do.	do.	Ag.II
	Utilisation Officer	375: 375: 450 × 25—600:	585: 585: 655 × 35—760: 830 ×	F.I
	Road Engineer	660 × 30—840	35—1005 × 45—1320	F.I
		400: 400: 450 × 25—600:	do.	Ag.II
	Staff Surveyor	660 × 30—840	620: 620: 690 × 35—760: 830 ×	F.I
	Accountant	500 × 20—540 × 20—600	35—1005 × 45—1320	Ag.II
		440 × 20—500 × 20—600	670 × 20—690 × 25—790	G.I
	Senior Forester	500 × 20—600	610 × 20—690 × 25—715	G.I
	Forester, Grade I	360 × 20—480 × 20—540 ×	550 × 20—830	F.2
20—600		do.	F.2	
Forester, Grade II	170 × 20—210 × 30—240 ×	340 × 22.5—520	J.I	
Works Superintendent	20—300 × 20—360	550 × 20—690 × 25—715	G.X	
	360 × 20—480 × 20—540	do.	G.X	
GAME	Junior Staff Surveyor	do.	do.	
	Senior Assistant Game Warden	£720	945 × 35—1085	Ga.II
	Assistant Game Warden	400 × 20—480 × 20—660	550: 550: 600 × 25—700 × 35—945	Ga.II
	Control Officer	£720	do.	
GOVERNMENT CHEMIST	Fish Warden	400 × 20—480 × 20—660	945 × 35—1085	Ga.II
	Assistant Fish Warden	400 × 20—480 × 20—660	550: 550: 600 × 25—700 × 35—945	Ga.II
GOVERNMENT CHEMIST	Assistant Govt. Chemist	400: 400: 450 × 25—600:	620: 620: 690 × 35—760: 830 ×	Ag.II
		660 × 30—840	35—1005 × 45—1320	

KENYA—Continued

Department	Post	Present salary or salary scale £	Proposed salary or salary scale £	Conversion table
INFORMATION OFFICE	Publications & Broadcasting Officer	400 × 20—480 × 20—660	650 × 20—690 × 25—840 × 30—960	G.XXIV
	Photographer	do.	630 × 20—690 × 25—840	G.XX
	Officer-in-Charge, Mobile Film Unit	do.	570 × 20—690 × 25—840	G.I
	Statistical Clerk	440 × 20—540 × 10—600	580 × 20—720	Cl.III
INLAND REVENUE	Senior Revenue Officer	600 × 30—720	840 × 30—900	G.XVI
	Revenue Officer	440 × 20—480 × 20—600 × 20—660	610 × 20—690 × 25—840	G.I
		400 × 20—600	570 × 20—690 × 25—790	G.I
		440 × 20—480 × 20—600 × 20—660	610 × 20—690 × 25—840	G.I
JUDICIAL	Inspector of Licenses and Taxes	600 × 600: 630 × 30—840 × 40—1000	865: 865 × 35—1005 × 45—1320	M.III
	Resident Magistrate	880 × 40—1000	1185 × 45—1320	Ad.I
	Registrar, Supreme Court	550: 550: 575 × 25—675	760: 760: 865 × 35—1005 × 45—1140	S.I
	Deputy Registrar	400 × 20—480 × 20—660	570 × 20—690 × 25—840	G.I
LABOUR	Shorthand Writer	240 × 20—360	385 × 22.5—520	Cl.III
	Process Server	720 × 30—840 × 40—1000	1185 × 45—1320	Ag.II
	Principal Labour Officer	500 × 25—600 × 660 × 30—840	690 × 35—760: 830 × 35—1005 × 45—1140	Ad.I
	Senior Labour Officer	400: 400: 450 × 25—600: 660 × 30—840	550: 550: 620 × 35—760: 830 × 35—1005 × 45—1140	Stat.I
	Labour Officer	400 × 20—480 × 20—600 × 20 × 720	630 × 20—690 × 25—840 × 30—960	G.XX
	400 × 20—600 × 30—660	630 × 20—690 × 25—840	G.XX	
	600 × 30—720	840 × 30—960	G.XVI	
	440 × 20—480 × 20—660	610 × 20—690 × 25—840	G.I	
	1000 × 50—1100	1335 × 50—1435	M.II	

\*These salaries have been framed having regard to the existing responsibilities of the posts and should be reconsidered when the new registration arrangements are brought into force.

## KENYA—Continued

Department	Post	Present salary or salary scale £	Proposed salary or salary scale £	Conversion table
LABOUR—Continued	Trades Union Officer	720 × 30—840	900 × 30—1020	G.II
	Boiler Inspector	500 × 20—660	670 × 20—690 × 25—840	G.I
LANDS, MINES AND SURVEYS	Office Superintendent and Accountant	do.	do.	G.I
	Assistant Land Officer	720 × 30—840	760: 760: 830 × 35—1005 × 45—1140	S.I
	Land Assistant	500 × 20—600 × 20—720	670 × 20—690 × 25—840 × 30—900	G.I
	Principal Registrar of Titles	720 × 30—840 × 40—920	1185 × 45—1320	Ag.II
	Registrar of Titles	360: 360: 425 × 25—600 × 30—720	550: 550: 620 × 35—760: 830 × 35—1005 × 45—1050	AC.II
	Secretary to Land Control Board Clerk, Executive Grade	440 × 20—540 × 10—600	610 × 20—690 × 25—790	G.I
	Senior Geologist (Junior Land Asst.)	500 × 20—600	670 × 20—690 × 25—790	G.I
	Geologist	880 × 40—1000	690: 690: 760: 830 × 35—1005 × 45—1320	Geo.I Geo.I
	Metallurgist	500: 500: 550 × 25—600 × 30—720 × 30—840	do.	Geo.I Geo.I
	Chemist & Assayer	do.	do.	Geo.I Geo.I
Chemist & Assayer (F)	480 × 20—600 × 24—672	552: 552: 608: 664 × 28—804 × 36—1056	Geo. II Eng.I	
Inspector of Mines	450: 450: 475 × 25—600 × 30—840	655: 655: 725 × 35—760: 830 × 35—1005 × 45—1320		
Warden of Mines and Mines Secretary	500 × 20—600 × 20—720	670 × 20—690 × 25—840 × 30—900	G.I	
Asst. Warden of Mines	360 × 20—480 × 20—540	550 × 20—690 × 25—715	G.X	
District Surveyor	720 × 30—840	620: 620: 690 × 35—760: 830 × 35—1005 × 45—1320	Ag.II	
Staff Surveyor	480 × 20—600 × 30—720 400: 400: 450 × 25—600: 660 × 30—840	do. do.	Ag.II Ag.II	

## KENYA—Continued

Department	Post	Present salary or salary scale £	Proposed salary or salary scale £	Conversion table
LANDS, MINES AND SURVEYS—Continued	Junior Staff Surveyor	360 × 20—480 × 20—540	550 × 20—690 × 25—715	G.X
	Chief Draughtsman	540 × 20—660	715 × 25—840	G.I
	Draughtsman	360 × 20—540	550 × 20—690 × 25—715	G.X
LEGAL	Crown Counsel	720 × 30—840 × 40—920 × 40—1000	865: 865: 935 × 35—1005 × 45—1320	M.III
	Legal Assistant	600: 600: 630 × 30—840 × 40—1000	do.	M.III
	Executive Officer, Hospital Authority	500 × 20—600 × 30—720	715 × 25—840 × 30—900	G.XVI
MEDICAL (including HEALTH & LOCAL GOVERNMENT)	Local Government Inspector	720 × 30—840	970 × 35—1005 × 45—1140	Ad.I
	Accounting Adviser	500 × 20—600 × 30—720 × 30—840	830 × 35—1005 × 45—1320	Ad.I
	Assistant Local Government Inspector	500 × 20—600 × 20—720	670 × 20—690 × 25—840 × 30—900	G.I
	Local Government Officer (Settled Areas)	440 × 20—540 × 20—600	610 × 20—690 × 25—790	G.I
	Office Superintendent	500 × 20—600 × 30—660	670 × 20—690 × 25—840	G.II
	Accountant	500 × 20—600 × 30—660	do.	G.I
	Medical Storekeeper	500 × 20—600 × 20—720	670 × 20—690 × 25—840 × 30—900	G.II
	Assistant Medical Storekeeper	360 × 20—430 × 20—540	do.	G.I
	Officer in Charge, Records (Female)	380 × 10—420	530 × 20—670	G.I
	Senior Medical Officer Specialist	1000 × 50—1100	do.	G.I
MEDICAL OFFICER	Medical Officer	600 × 30—840 × 40—920 × 40—1000	480 × 15—540	Cl.V
	Senior Medical Officer	600 × 30—840 × 40—920	1335 × 50—1435	M.II
	Specialist	600: 600: 630 × 30—840 × 40—1000	1385 × 50—1485	M.I
	Medical Officer	600: 600: 630 × 30—840 × 40—1000	865: 865: 935 × 35—1005 × 45—1320	M.III
MEDICAL OFFICER	Medical Officer	600: 600: 630 × 30—840 × 40—1000	do.	M.III
	Medical Officer	600: 600: 630 × 30—840 × 40—1000	do.	M.III

## KENYA—Continued

Department	Post	Present salary or salary scale £	Proposed salary or salary scale £	Conversion table
MEDICAL— Continued	Physiotherapist	540 × 20—600	715 × 30—840	G.II
	Physiotherapist (F)	432 × 16—528	572 × 24—672	G.XLII
	Radiographer	360 × 20—540	510 × 20—690 × 25—715	G.I
	Wardmaster	360 × 20—480 × 20—540	530 × 20—690 × 25—715	
	Matron-in-Chief	£600	£850	
	Matron, Grade I	£550	£780	
	Matron, Grade II	£500	£730	
	Housekeeper	150 × 15—210 × 30—240	295 × 15—370	Cl.VI
	Nursing Sister	300 × 15—420 × 20—480	460 × 20—600 × 25—700	M.IV
	Chief Male Mental Nurse	480 × 20—540 × 20—600	650 × 20—690 × 25—790	G.I
	Matron, Mental Hospital	360 × 15—480	510 × 20—670	G.XLI
	Female Mental Nurse	240 × 15—360	430 × 20—550	G.XXX
	Male Mental Nurse	300 × 20—400 × 20—480	550 × 20—670	G.VI
	Supt., Infectious Diseases Hospital	372 × 18—480 × 20—500 × 20—600	530 × 20—690 × 25—790	G.II
	Hospital Steward	540 × 20—660	715 × 25—840	G.I
	Pharmacist	360 × 20—480 × 20—540	570 × 20—690 × 25—840	G.XV
	Technical Instructor	do.	510 × 20—690 × 25—715	G.XLII
	Chief Health Inspector	600 × 30—720	840 × 30—960	G.XVI
	Senior Health Inspector and Health Inspector	372 × 18—480 × 20—600	570 × 20—690 × 25—840	G.XVI
	Inspector on Hygiene	600 × 30—660	840 × 30—900	G.XVIII
	Pathologist	600 × 30—840 × 40—920	865: 865: 935 × 35—1005 × 45—1320	M.III
		600: 600: 630 × 30—840 × 40—1000	do.	M.III
	Bio-Chemist	600 × 30—720 × 30—840	do.	M.III
	Biologist	do.	do.	M.III
	Laboratory Supt.	500 × 20—600	670 × 20—690 × 25—765	G.I
	Librarian (Female)	360 × 15—480	550 × 20—670	G.XLV
	Senior Laboratory Technician	620 × 10—660	790 × 25—840	G.XXXV
Laboratory Technician	360 × 20—480 × 20—540 × 20—600	550 × 20—690 × 25—790	G.X	

KENYA—Continued

Department	Post	Present salary or salary scale	Proposed salary or salary scale	Conversion table
MEDICAL <i>Continued</i>	Junior Laboratory Technician	£ 170 × 20—210 : 240 × 20— 300 × 20—360	340 × 22.5—520	J.I
	Parasitologist	600 : 600 : 630 × 30—840 × 40—1000	865 : 865 : 935 × 35—1005 × 45—1320	M.III
	Entomologist.	600 × 30—720 × 30—840	620 : 620 : 690 × 35—760 : 830 × 35—1005 × 45—1320	Ag.II
	Senior Entomological Field Officer	400 : 400 : 450 × 25—600 : 660 × 30—840	do.	Ag.II
	Entomological Field Officer	540 × 20—660	715 × 25—840	G.I
	Junior Entomological Field Officer	360 × 20—480 × 20—540	550 × 20—690 × 25—715	G.X
	Officer in Charge, Stores & Accounts	170 × 20—210 : 240 × 20— 300 × 20—360	340 × 22.5—520	J.I
	Senior Superintendent	720 × 30—840 × 40—920	1095 × 45—1230	AC.I
	Superintendent	840 × 40—920	1185 × 45—1320	P.I
	Asst. Superintendent	880 × 40—1000	do.	P.I
POLICE	Chief Inspector	600 × 30—720 × 30—840	550 : 550 : 610 × 30—760 : 820 × 30—940 × 40—1140	P.II
	Inspector & Assistant Inspector	810 × 30—840 × 40—920	do.	P.II
	Senior Superintendent	600 × 30—720 × 30—840	do.	P.II
	Chief Inspector	600 × 30—780	do.	P.II
	Inspector & Assistant Inspector	600 × 20—720	765 × 25—840 × 30—900	G.XIV
	Senior Superintendent	540 × 20—660	do.	G.XIV
	Chief Inspector	246 : 282 : 300 : 318 × 18—372 × 18—480 × 20—600	350 : 375 : 400 : 490 × 20—690 × 25—840	G.XXXVIII
	Inspector & Assistant Inspector	240 : 240 : 260 : 320 × 20—360 × 20—420 × 20—520 × 40—560 × 20—660	do.	G.XXXIX
	Chief Inspector	420 × 20—520 × 20—660	610 × 20—690 × 25—840	G.X
	Inspector & Assistant Inspector	400 × 20—480 × 20—660	570 × 20—690 × 25—840	G.I

KENYA—Continued

Department	Post	Present salary or salary scale £	Proposed salary or salary scale £	Conversion table
POSTS & TELEGRAPHS	Assistant Regional Director	720 × 30—840	1000 × 45—1135	Acc.I
	Senior Postmaster	600 × 30—720	840 × 30—960	G.XVI
	Postmaster, Grade I	540 × 20—660	740 × 25—840	G.X
	Assistant Accountant	500 × 20—600	715 × 25—790	G.XVI
		440 × 20—540 × 20—600	610 × 20—690 × 25—765	G.I
	Postmaster, Grade II	372 × 18—426 × 18—480 × 20—500	550 × 20—690 × 25—715	G.XII
	Postal Clerk and Telegraphist	360 × 20—480 × 20—540	do.	G.X
		372 × 18—426 × 18—480 × 20—500	550 × 20—690 × 25—715	G.XII
	Junior Postal Clerk and Telegraphist	360 × 20—480 × 20—540	do.	G.X
		170 × 20—210; 240 × 20—300 × 20—360	317.5 × 22.5—520	Cl.III
	Technical Learner	72 × 18—144	150; 175; 200	G.XII Cl.VI
		372 × 18—426 × 18—480 × 20—500	550 × 20—690 × 25—715	
	Supervisor, Telephones (Female)	240 × 15—360	370 × 20—460	G.XII Cl.VI
	Learner	£180	£325	
	Night Telephone Operator (Male)	240 × 20—360	385 × 22.5—520	Cl.III
Divisional Engineer		720 × 30—840 × 40—920		
Assistant Engineer	600 × 30—720	655; 725 × 35—760; 830 × 35—1005 × 45—1320	Eng.I	
	450; 450; 475 × 25—600 × 30—840	do.		
Inspecting Technician	540 × 20—660	740 × 25—840	Eng.I G.X	
	500 × 20—600	715 × 25—790		
Technician, Grade I	400 × 20—500	570 × 20—670	G.XVI G.I	
	360 × 20—480 × 20—540	550 × 20—690 × 25—715		
Mechanical Plant Inspector	300 × 20—500	550 × 20—670	G.X G.VI	
	400 × 20—500	570 × 20—670		
Technician (Auto-Telephone)	500 × 20—600 × 30—660	670 × 20—690 × 25—840	G.I G.II	
	500 × 20—540	670 × 20—690 × 25—715		
Supervising Technician	500 × 20—600	670 × 20—690 × 25—790	G.I	
Technician, Grade IA	500 × 20—600	670 × 20—690 × 25—790	G.I	

## KENYA—Continued

Department	Post	Present salary or salary scale	Proposed salary or salary scale	Conversion table
POSTS & TELEGRAPHS— Continued	Electrical Mechanician Technician, Grade II	£ 360 × 20—480 × 20—540 170 × 20—210 × 30—240 × 20—300 × 20—360	550 × 20—690 × 25—715 317.5 × 22.5—520	G.X G.III
	Technical Learner	72 × 18—144	150: 175: 200	Eng.I
	Electrical Engineer	880 × 40—1000	do.	Eng.I
	Assistant Electrical Engineer	450: 450: 475 × 25—600 × 30—840	655: 725 × 35—760: 830 × 35—1005 × 45—1320	G.I G.I G.X
	Electrical Supervisor	600 × 20—720	790 × 25—840 × 30—900	G.XVI
	Wireless Officer, Grade I	540 × 20—660	715 × 25—840	G.XXIII
	Grade II	360 × 20—480 × 20—540	550 × 20—690 × 25—715	G.I G.I G.X
	Assistant Govt. Printer	720 × 30—840	960 × 30—1080	G.XVI
	Press Engineer	600 × 30—660	790 × 25—840	G.XXIII
	Foreman	480 × 20—540	650 × 20—690 × 25—715	G.I G.I G.X
	Linotype Operator	540 × 20—660	715 × 25—840	G.I G.X
	Assistant Linotype Operator	360 × 20—480 × 20—540 170 × 20—210 × 30—240 × 20—360	550 × 20—690 × 25—715	J.I
	Monotype Operator	360 × 20—480 × 20—540	340 × 22.5—520	G.X G.X
	Readers	do.	550 × 20—690 × 25—715	G.X
	Apprentices	£120	do.	G.X
	Machinist	360 × 20—480 × 20—540	150: 175: 200	G.X
	Superintendent	720 × 30—840	550 × 20—690 × 25—715	G.II
	Photo Operative	360 × 20—480 × 20—540	900 × 30—1020	G.X G.X G.X G.XXXIII
	Machine Operator	do.	550 × 20—690 × 25—715	G.X
Engraver and Prover	do.	do.	G.X	
Litho Draughtsman (Female)	300 × 15—450	490 × 20—690	G.XXXIII	
Assistant Commissioner	£840	£1140	P.III	
Superintendent	600 × 30—720	550: 550: 600 × 25—725: 775 × 25—875 × 30—1025	P.III P.III P.III G.X	
Assistant Superintendent	500 × 20—660	do.		
Senior Instructor	330 × 20—400 × 20—540 360 × 20—420 × 20—520 × 20—660	do. do.		

## PRISONS

KENYA—Continued

Department	Post	Present salary or salary scale	Proposed salary or salary scale	Conversion table
PRISONS—Continued		£840	£1140	
	Inspector of Approved Schools Superintendent, Grade I, Approved Schools	660 × 30—780	900 × 30—1020	G.XVI
	do. Grade II	560 × 20—660	470 × 20—690 × 25—840	G.XXXII
	Asst. Superintendents, Grade III	300 × 20—400 × 20—540	do.	G.XXXII
	Probation Officer, Grade I	600 × 30—720 × 30—840	840 × 30—1080	G.XVI
	Grade II	500 × 20—660	670 × 20—690 × 25—840	G.II
	District Officer	400: 400: 475 × 25—600 × 30—720 × 30—840 × 40—920	550: 550: 620 × 35—760: 830 × 35—1005 × 45—1320	Ad.I
		350: 350: 400 × 50—500 × 25—600: 660 × 30—840 × 40—1000	do.	Ad.I
	District Revenue Officer	400 × 20—600	610 × 20—690 × 25—840	G.XVIII
	District Assistant Superintendent of Inland Revenue	440 × 20—540 × 20—660	do.	G.I
	Superintendent of Inland Revenue and Conservancy	400 × 20—480 × 20—660	570 × 20—690 × 25—840	G.XXXII
	Liwali of the Coast	500 × 20—600	610 × 20—690 × 25—840	G.XIX
	Township Overseer	440 × 20—540 × 20—660	do.	G.I
	Government Estates Officer	300 × 20—400 × 20—480	470 × 20—650	G.XXXII
	Fishery Inspector	600 × 30—720 × 30—840 × 40—920	970 × 35—1005 × 45—1320	Ad.I
	Social Welfare Officer	400 × 20—480 × 20—660		
	Social Welfare Officer (Female)	400 × 25—600		
	Subordinate Trainee Case Worker	4 0 × 20—500 × 20—600	385 × 22.5—520	Cl.III
	Rural Industries Officer	240 × 15—300 × 15—360	490 × 20—670	G.XXXVI
	Deputy Hydraulic Engineer	400 × 20—480 × 20—660	550 × 20—690 × 25—715	G.X
	Materials Engineer (Roads)	880 × 40—1000	840 × 30—1080	G.XXVII
	Executive Engineer, Grade I	720 × 30—840 × 40—1000	672 × 24—864	We.I
	Grade II	840 × 40—920	do.	We.I
	Assistant Engineer	880 × 40—1000	385 × 22.5—520	J.I
		660 × 30—840	570 × 20—690 × 25—840	G.I
		450: 450: 475 × 25—600 × 30—630	1185 × 45—1320	Ad.I
			do.	QS.I
			655: 655: 725 × 35—760: 830 × 35—1005 × 45—1320	Eng.I
			do.	Eng.I
			do.	Eng.I
PUBLIC WORKS				

KENYA—Continued

Department	Post	Present salary or salary scale	Proposed salary or salary scale	Conversion table
PUBLIC WORKS— Continued	Superintendent of Works	£ 540 × 20—660	£ 740 × 25—840	G.X
	Assistant Architect	450: 430: 475 × 25—600 × 30—630 × 30—840	655: 725 × 35—1005 × 45—1320	Arch.I
	Architectural Draughtsman	500 × 20—600 × 20—660	670 × 20—690 × 25—840	G.I
	Quantity Surveyor and Contracts Officer	720 × 30—840 × 40—920	1185 × 45—1320	QS.I
	Assistant Quantity Surveyor	480 × 20—600 × 30—720	655: 655: 725 × 35—1005 45—1140	QS.II
	Drawing Office Supt.	440 × 20—540	610 × 20—690 × 25—715	G.I
	Chief Accountant	840 × 40—920	1140 × 45—1320	Ad.I
	Deputy Chief Accountant	600 × 30—720	855 × 35—960	Acc.II
	Assistant Accountant	426 × 18—480 × 20—600	590 × 20—690 × 25—790	G.II
		500 × 20—600 × 20—720	670 × 20—690 × 25—840 × 30—900	G.I
	Office Superintendent	500 × 20—660	670 × 20—690 × 25—840	G.I
	Telephone Operator	240 × 15—360	385 × 22.5—520	J.I
	Inspector of Water Supplies	360 × 20—480 × 20—540 × 20—600	550 × 20—690 × 25—790	G.X
	Senior Inspector of Works	540 × 20—660	740 × 25—840	G.X
	Workshops and Timber Seasoning Manager	do.	do.	G.X
	Inspector of Works, Grade I	540 × 20—600	650 × 20—690 × 25—790	G.IX
	Grade II	480 × 20—540	do.	G.II
	Inspector of Works	372 × 18—426 × 18—480 × 20—500	550 × 20—690	G.XII
	Foreman, Grade I	420 × 20—480	550 × 20—650	G.IX
	Grade II	360 × 20—420	do.	G.IX
	Mechanical Engineer and Transport Officer	720/30—840 × 40—920	1185 × 45—1320	QS.I
	Senior Mechanical Plant Inspector	480 × 20—540	670 × 20—690 × 25—740	G.X
	Mechanical Plant Inspector	300 × 20—500	470 × 20—670	G.XXXII
Compound Manager, Labour Lines	400 × 20—500	570 × 20—670	G.I	
Chief Storekeeper	720 × 30—840	690 × 30—1080	G.XVI	

KENYA—Continued

Department	Post	Present salary or salary scale	Proposed salary or salary scale	Conversion table
PUBLIC WORKS— Continued	Deputy Chief Storekeeper	£ 600 × 20—720	£ 790 × 25—840 × 30—900	G.I
	Stores Accountant	480 × 20—540 × 20—600 × 20—660	650 × 20—690 × 25—840	G.I
	Senior Storekeeper	500 × 20—600 × 20—660	670 × 20—690 × 25—840	G.I
	Assistant Storekeeper	400 × 20—500	570 × 20—670	G.I
	Furniture Officer	do.	do.	Ad.I
	Engineer Hydrologist	880 × 40—1000	1185 × 45—1320	Geo.I
	Engineer Geologist	500 : 500 : 550 × 25—600 × 30—720 × 30—840	690 : 690 : 760 : 830 × 35—1005 × 45—1320	Eng.I
	Assistant Engineer (Hydrology)	450 : 450 : 475 × 25—600 × 30—630 × 30—840	655 : 655 : 725 × 35—760 : 830 × 35—1005 × 45—1320	G.I
	Hydrographic Assistant	500 × 20—600 × 20—660	670 × 20—690 × 25—840	G.I
	Water Bailiff	500 × 20—600	670 × 20—690 × 25—790	G.I
	Inspector, Mombasa Water Supply	500 × 20—600 × 20—660	670 × 20—690 × 25—840	G.I
	Assistant Inspector	360 × 20—480 × 20—540	550 × 20—690 × 25—715	G.X
	Assistant Registrar General	550 : 550 : 575 × 25—600 × 30—750 × 30—840	760 : 760 : 830 × 35—1005 × 45—1140	S.I
	Trust Officer Accountant	500 × 20—600 × 20—660	670 × 20—690 × 25—840 670 × 20—690 × 25—790	G.I G.I
	REGISTRAR GENERAL	Personal Assistant to Chief Native Commissioner	720 × 30—840 × 40—920	970 × 35—1005 × 45—1320
Assistant Secretary		720 × 30—840 × 40—1000	do.	Ad.I
Assistant Secretary (F)		575 × 24—672 × 32—736	776 × 28—804 × 36—1056	Ad.I
Establishment Officer		720 × 30—840 × 40—1000	970 × 35—1005 × 45—1320	Ad.I
Assistant Establishment Officer		720 × 30—840 × 40—920	do.	Ad.I
Office Superintendent		600 × 20—720	790 × 25—840 × 30—900	G.I
Administrative Assistant (Female)		500 × 20—660	670 × 20—690 × 30—840	G.I
Clerk to Legislative Council		400 : 400 : 450 × 25—550	600 : 600 : 660 × 30—780	W.I
Reporter		720 × 30—840 × 40—1000	970 × 35—1005 × 45—1320	Ad.I
Reporter (Female)		400 × 20—480 × 20—660 440 × 10—500	570 × 20—690 × 25—840 456 × 16—552 × 20—672	G.I

KENYA—Continued

Department	Post	Present salary or salary scale	Proposed salary or salary scale	Conversion table
VETERINARY	Officer in Charge, Stores & Accounts	500 × 20—600 × 20—720	£ 670 × 20—690 × 25—840 × 30—900	G.I
	Office Superintendent	500 × 20—600 × 30—660	670 × 20—690 × 25—840	G.II
	Storekeeper	440 × 20—540 × 20—600	610 × 20—690 × 25—790	G.I
	Senior Veterinary Research Officer	840 × 40—920	865: 865: 935 × 35—1005 × 45—1320	M.III
	Veterinary Research Officer	600: 600: 630 × 30—720 × 30—840 × 40—1000	do.	M.III
	Entomologist	480 × 20—600 × 30—720	620: 620: 690 × 35—760: 830 × 35—1005 × 45—1320	Ag.II Ag.II Ag.II
	Bacteriologist	500: 500: 550 × 25—600 × 30—720	do.	Ag.II
	Geneticist	400: 400: 450 × 25—600: 660 × 30—840	do.	Ag.II
	Bio-Chemist	do.	do.	Ag.II
	Zoologist	320: 320: 360 × 20—480: 528 × 24—672	do.	
	Senior Laboratory Assistant	620 × 10—660	496: 496: 552 × 28—608: 664 × 28—804 × 36—1056 (Female)	G.XXV G.X
	Laboratory Assistant	360 × 20—480 × 20—540 × 20—600	790 × 25—840	
	Librarian (Female)	360 × 15—480	550 × 20—690 × 25—790	
	Farm Manager	360 × 20—480 × 20—540	550 × 20—670	G.XLV
	Junior Laboratory Assistant	372 × 18—480 × 20—540	550 × 20—690 × 25—715	G.X G.XIII
	Senior Veterinary Officer	170 × 20—210 × 30—240 × 20—300 × 20—360	do.	J.I
	Veterinary Officer	840 × 40—920	340 × 22.5—520	
	Veterinary Officer	880 × 40—1000	865: 865: 935 × 35—1005 × 45—1320	M.III M.III M.III
	Senior Stock Inspector	600: 600: 630 × 30—720 × 30—840 × 40—1000	do.	
	Stock Inspector	620 × 10—660	550 × 20—690 × 25—840	G.XXXI
	360 × 20—480 × 20—540 × 20—600	do.	G.X	

## KENYA—Continued

Department	Post	Present salary or salary scale £	Proposed salary or salary scale £	Conversion table
VETERINARY— Continued	Assistant Stock Inspector	170 × 20—210 × 30—240 × 20—300 × 20—360	340 × 22.5—520	J.I
	Health Inspector	372 × 18—480 × 20—500	570 × 20—690 × 25—840	G.XVII
	Livestock Improvement Officer	400: 400: 450 × 25—600: 660 × 30—840	620: 620: 690 × 35—760: 830 × 35—1005 × 45—1320	Ag.II
	Game Observer	360 × 20—480 × 20—540 × 20—600	550 × 20—690 × 25—790	G.X
CLERICAL STAFF Old terms	Grade A	240 × 18—300 × 18—390 × 18—480 × 20—500	390 × 18—450 × 18—540 × 18—630 × 20—650	Cl.VIII
	Grade B	180 × 18—240 × 18—300 × 18—390	330 × 18—390 × 18—450 × 18—540	Cl.IX
	Grade C	180 × 18—240 × 18—300	330 × 18—390 × 18—450	Cl.IX
K.E.C.S. terms	Male: Special Grade Grade I Grade II	620 × 10—660 440 × 20—540 × 10—600 150 × 20—210: 240 × 20—360 × 20—420	740 × 20—800 580 × 20—720 295 × 22.5—565	Cl.I Cl.II Cl.III
	Female: Special Grade Grade I Grade II	440 × 10—500 380 × 10—420 150 × 15—210: 240 × 15—300 × 15—360	560 × 15—650 480 × 15—540 295 × 15—460 150: 175: 200	Cl.IV Cl.V Cl.VI Cl.VII
	Learners	72 × 18—144.		

## PART II

## UGANDA

<i>Department</i>	<i>Post</i>	<i>Present salary or salary scale</i>	<i>Proposed salary or salary scale</i>	<i>Conversion table</i>
ACCOUNTANT GENERAL	Senior Accountant Accountant	£ 720 × 30—840	1000 × 45—1135	Acc.I
		360: 360: 425 × 25—600 × 30—720	550: 550: 610 × 30—760: 830 × 35—960	Acc.II
		350: 350: 400 × 25—600 × 30—720	do.	Acc.II
ADMINISTRATOR GENERAL	Assistant Administrator General and Deputy Official Receiver	550: 550: 575 × 25—600 × 30—750: 780 × 30—840	760: 760: 830 × 35—1005 × 45—1140	S.I
		£920	1230 × 45—1320	Ag.II
AGRICULTURE	Principal Agricultural Officer Senior Agricultural Officer	720 × 30—840 } 880 × 40—1000 }	620: 620: 690 × 35—760: 830 × 35—1005 × 45—1320	Ag.II Ag.II
		480 × 20—600 × 30—630 × 30—720	do.	Ag.II
	400: 400: 450 × 25—600: 660 × 30—840	do.	Ag.II	
	540 × 20—600 × 30—660	550 × 20—690 × 25—840 × 30—900	G.XII	
	360 × 20—840	do.	G.X	
	480 × 20—600 × 30—720 × 30—840	690 × 35—1080	G.XVI	
AGRICULTURE	Office Superintendent Flax Officer	500 × 20—600	690 × 25—840	G.X
		450 × 15—480 × 20—540 × 30—750	630 × 20—690 × 25— 840 × 30—960	G.XXIII
	180 × 15—300 × 18—318 × 18 × 426	370 × 15—540	St.I	
	600 × 30—720 × 30—840	620: 620: 690 × 35—760: 830 × 35—1005 × 45— 1320	Ag.II	
	400: 400: 430 × 25—600: 660 × × 30—840	do.	Ag.II	
600 × 30—720 × 30—840	1185 × 45—1320	Ag.II		

UGANDA—Continued

Department	Post	Present salary or salary scale	Proposed salary or salary scale	Conversion table
AGRICULTURE— Continued	Senior Chemist	600 × 30—720 × 30—840	£ 620: 620: 690 × 35—760: 830 × 35—1005 × 45— 1320	Ag. II
	Chemist	400: 400: 450 × 25—600: 660 × 30—840	do.	Ag. II
	Senior Botanist	600 × 30—720 × 30—840	620: 620: 690 × 35—760: 830 × 35—1005 × 45—1320	Ag. II
	Botanist	400: 400: 450 × 25—600: 660 × 30—840	do.	Ag. II
	Plant Physiologist	do.	620: 620: 690 × 35—760: 830 × 35—1005 × 45—1320	Ag. II
	Senior Economic Botanist	480 × 20—600 × 30—720 × 30—840	do.	Ag. II
	Laboratory Assistant	300 × 18—480 × 20—500	550 × 20—690 × 25—790	G.V.
	Curator, Botanic Gardens	540 × 20—600 × 30—660	740 × 25—840 × 30—870	G.IX
	Senior Auditor	810 × 30—840 × 40—920	1095 × 45—1230	ACI
	Auditor	350: 350: 400 × 50—500 × 25—600: 660 × 30—780	550: 550: 620 × 35—760: 830 × 35—1005 × 45—1050	ACII
AUDIT	Senior Collector	810 × 30—840 × 40—920	1095 × 45—1230	ACI
	Collector	360: 360: 480 × 20—600 × 30—720	550: 550: 620 × 35—1005 × 45 1050	ACI
CUSTOMS	Accountant and Statistical Officers	350: 350: 400 × 25—550: 600 × 30—780	do.	ACI
	Assistant Accountant	600 × 30—720 × 30—840	1000 × 45—1135	Acc. I
	Office Superintendent	500 × 20—600	670 × 20—690 × 25—790	G.IX
	Chief Preventive Officer	500 × 20—600 × 20—660	670 × 20—690 × 25—840	G.I
	Preventive Officer	500 × 20—600	715 × 25—840	G.XIV
	Invoice Inspector	360 × 20—480 × 20—540	550 × 20—690 × 25—715	G.X
	Senior Examining Officer	440 × 20—540 × 20—660	610 × 20—690 × 25—840	G.I
	Examining Officer	540 × 20—660	790 × 25—840	G.XX
	Junior Examining Officer	360 × 20—480 × 20—540 × 20—600	550 × 20—690 × 25—790	G.X
		240 × 20—300 × 20—360	385 × 22.5—520	Cl. III

UGANDA—Continued

Department	Post	Present salary or salary scale £	Proposed salary or salary scale £	Conversion table
EDUCATION	Registrar Education Officer	350: 350: 400 × 25—600 400: 400: 475 × 25—600 × 30—630 × 30—720 × 30 × 750 × 30—840 × 40—880 × 40—920	550 × 20—690 × 25—765 550: 550: 620 × 35—760: 830 × 35—1005 × 45—1140	G.VII E(1)III
	Education Officer (Agriculture)	350: 350: 400 × 50—500 × 25—600: 660 × 30—840 do.	do.	E(1)III
	Education Officer (Manual Training)	do.	do.	E(1)III
	Education Officer (Women)	do.	496: 496: 552 × 28—608: 664 × 28—804 × 36—912	E(1)III
	Organizing Instructress of Domestic Science	do.	(Personal: 550: 550: 620 × 35 760: 830 × 35—1005 × 45— 1140)	E(1)III
	Accountant	350: 350: 400 × 25—600 × 30—630 × 30—720	550: 550: 610 × 30—820 × 35 —960	Acc.II
	Assistant Accountant	350: 350: 400 × 25—600	do.	Acc.II
	Administrative Assistant	400: 400: 450 × 25—550	600: 600: 660 × 30—780 370 × 15—540	W.I St.I
	Stenographer	180 × 15—300 × 18—318 × 18—426	970 × 35—1005 × 45—1140	E(1)III
	Superintendent of Technical Education and Chief In- structor	720 × 30—840		
	Senior Instructor	480 × 20—600	550 × 20—690 × 25—815	E(2)II
	Instructor	372 × 18—480 × 20—500 do.	do.	E(2)II
	Headmistress	354 × 18—480 × 20—500	490 × 20—690	E(2)II
	Mistress	336 × 18—462	do.	E(2)II
	European Master, Government Teacher—Training Centres	350: 350: 400 × 50—500 × 25—600: 660 × 30—840	550 × 20—690 × 25—815 (Personal: 550: 550: 620 × 35 —760: 830 × 35—1005 × 45 —1140)	E(1)III
European Clerk	300 × 18—390 × 18—408 × 18—480 × 20—500	475 × 22.5—565 × 15—580 × 20—640	J.I	

UGANDA—Continued

Department	Post	Present salary or salary scale	Proposed salary or salary scale	Conversion table
FORESTRY	Senior Assistant Conservator	£ 720 × 30—840	£ 585: 585: 655 × 35—760: 830 × 35—1005 × 45—1320	F.I
	Assistant Conservator	840 × 40—1000 375: 375: 450 × 25—600: 660 × 30—840	do.	F.I F.I
	Forest Engineer	450: 450: 475 × 25—600 × 30—840	655: 655: 725 × 35—760: 830 × 35—1005 × 45—1320	Eng.I
	Senior Forester Forester	500 × 20—600 300 × 18—480 × 20—500	550 × 20—830 do.	F.II F.II
	European Ranger	£600 £700	550: 550: 600 × 25—700 × 35—945	G.IX
	Fisheries Inspector	600 × 30—720	815 × 25—840 × 30—930	
	Senior Geologist	840 × 40—920	690: 690: 760: 830 × 35—1005 × 45—1320	Geo.I
	Geologist	500: 500: 550 × 25—600 × 30—630 × 30—840	do.	Geo.I
	Metallurgist Chemist and Petrologist	600 × 30—720 × 30—840 do.	do.	Geo.I M.III
	Prospector Office Assistant Laboratory Assistant Driller	372 × 18—480 × 20—500 372 × 18—480 × 20—600 300 × 18—480 × 20—500 500 × 20—600	865: 865: 900 × 35—1005 × 45—1320 550 × 20—690 550 × 20—690 × 25—815 550 × 20—690 × 25—790 715 × 25—840	G.XII G.XII G.V G.XVI G.XII
Irrigation Engineer	372 × 18—480 × 20—500 450: 450: 475 × 25—600 × 30—630 × 30—840	655: 655: 725 × 35—760: 830 × 35—1005 × 45—1320 £840	Eng.I	
Topographer Drilling Engineer	£600 500: 500: 550 × 25—600: 630 × 30—720 × 30—840	690: 690: 760: 830 × 35—1005 × 45—1320	Geo.I G.XII G.XII	
Erector Overseer	372 × 18—480 × 20—500 do.	550 × 20—690 do.		

UGANDA—Continued

Department	Post	Present salary or salary scale	Proposed salary or salary scale	Conversion table
INCOME TAX	Assistant Commissioner	£ 750 × 30—840 × 40—920	£ 1095 × 45—1230	A.C.I
	Assessor	350: 350: 400 × 25—600 × 30—720	550: 550: 620 × 35—1050	A.C.II
	Tax Officer	440 × 20—560 × 20—660	610 × 20—690 × 25—840	G.I
JUDICIAL	Resident Magistrate	600 × 30—720 × 30—750 × 30— 840 × 40—880 × 40—920	865: 865: 935 × 35—1005 × 45 —1320	M.III
		600 × 30—840 × 40—880 × 40— 1000	do.	M.III
	Registrar	720 × 30—840 × 40—920	1185 × 45—1320	Ag.II
	Deputy Registrar	550: 550 × 25—600 × 30—750 × 30—780 × 30—840	760: 760: 830 × 35—1005 × 45 —1140	S.I
	180 × 15—300 × 18—318 × 18— 426	370 × 15—540	St.I	
LABOUR	Senior Labour Officer	880 × 40—1000	1185 × 45—1320	Ad.I
	Labour Officer	600 × 30—840	840 × 30—1080	G.XVI
		500 × 20—600	715 × 25—840	G.XVI
		350: 350: 400 × 50—500 × 25— 600: 660 × 30—840	550: 550: 620 × 35—760: 830 × 35—1005 × 45—1140	Ad.I
	Factories Inspector	600 × 30—720	840 × 30—960	G.XVI
	Stenographer	180 × 15—300 × 18—318 × 18— 426	370 × 15—540	St.I
LEGAL	Crown Council	600: 600: 650 × 30—840 × 40— 880 × 40—1000	865: 865: 935 × 35—1005 × 45 —1320	M.III
	Law Clerk	372 × 18—480 × 20—500	550 × 20—690	G.XII
MEDICAL	Specialist	1000 × 50—1100	1385 × 50—1485	M.I
	Senior Medical Officer	do.	1335 × 50—1435	M.II
	Medical Officer	600 × 30—840 × 40—920	865: 865: 935 × 35—1005 × 45	M.III
	Office Superintendent	600 × 30—840 × 40—1000	—1320	M.III
	Hospital Superintendent	500 × 20—600	690 × 25—840	G.X
	do.	do.	G.X	
	372 × 18—480 × 20—500	550 × 20—690	G.XII	

UGANDA—Continued

Department	Post	Present salary or salary scale	Proposed salary or salary scale	Conversion table
		£	£	
MEDICAL	Continued			
	Superintendent European Clerk and Storekeeper	do.	do.	G.XII
	Stenographer Secretary	180 × 15—300 × 18—426	370 × 15—540	St.I
	Receptionist	180 × 15—300	325 × 15—430	Cl.VI
	Accountant	350: 350: 400 × 25—600 × 30— 630 × 30—720	550: 550: 610 × 30—760: 820 × 35—960	Acc.II
	Administrative Assistant	400: 400: 450 × 25—550	600: 600: 660 × 30—780	W.I
	Wardmaster	300 × 18—480 × 20—500	530 × 20—690 × 25—715	G.XLIV
	Superintendent, Mental Hospital	500 × 20—600	690 × 25—840	G.X
	Male Nurse, Mental Hospital	372 × 18—480 × 20—500	550 × 20—670	G.XII
	Female Nurse, Mental Hospital	do.	510 × 20—670	G.XLIII
	Chief Pharmacist	600 × 30—720	840 × 30—960	G.XVI
	Pharmacist	372 × 18—480 × 20—660	570 × 20—690 × 25—840	G.XVI
	Chief Health Inspector	600 × 30—720	840 × 30—960	G.XVI
	Instructor of Hygiene and Sanitation	540 × 20—660	840 × 30—900	G.XV
	Assistant Instructor	372 × 18—480 × 20—540	570 × 20—690 × 25—765	G.XVI
	Senior Health Inspector	500 × 20—600	570 × 20—690 × 25—840	G.XX
	Health Inspector	372 × 18—480 × 20—540	do.	G.XVI
		372 × 18—480 × 20—500	do.	G.XVI
	Sanitary Overseer	372 × 18—480 × 20—500	550 × 20—690	G.XII
	Chief Matron	£600	£850	
	Matron Grade I	£550	£780	
	Matron Grade II	£500	£730	
	Nursing Sister	300 × 15—420 × 20—440 × 20—480	460 × 20—600 × 25—700	M.IV
Masseuse	do.	do.	M.IV	
Senior Pathologist	1000 × 50—1100	1335 × 50—1435	M.II	
Pathologist	600 × 30—840 × 40—1000	865: 865: 935 × 35—1005 × 45—1320	M.III	
Government Chemist	do.	do.	M.III	

UGANDA—Continued

Department	Post	Present salary or salary scale	Proposed salary or salary scale	Conversion table
MEDICAL	Continued			
	Senior Entomologist (Medical)	£ 300 × 30—408 × 40—920	£ 620: 620 × 35—760: 830 × 35—1005 × 45—1320 do.	Ag. II Ag. II
	Entomologist (Medical)	400: 400 × 25—600: 660 × 30—720 × 30—750 × 30 —840		
	Bio-Chemist	600 × 30—840 × 40—880 × 40—1000	865: 865 × 35—1005 × 45—1320	M. III
	Laboratory Assistant	372 × 18—480 × 20—500 × 20—520 × 20—600	550 × 20—690 × 25—815	G. XII
	Assistant Bacteriologist	500 × 20—600	690 × 25—815	G. XII
	Optometrist	372 × 18—480 × 20—600	550 × 20—690 × 25—815	G. XII
	Physiological Laboratory Superintendent	500 × 20—600	715 × 25—840	G. XVI
	X-Ray Operator	300 × 18—480 × 20—500 × 20—600	470 × 20—690 × 25—790	G. XXXI
	Dental Surgeon	600 × 30—840 × 40—1000	865: 865 × 35—1005 × 45—1320	M. III
	Dental Mechanic	372 × 18—480 × 20—500	550 × 20—690	G. XII
	Senior Field Officer	600 × 30—720	550 × 20—690 × 25—840	G. XVI
	Field Officer	372 × 18—480 × 20—500 × 20—520 × 20—600	× 30—960	G. XII
	Stenographer	180 × 15—300: 318 × 18—426	370 × 15—540	St. I
	POLICE	Senior Superintendent	£920	1185 × 45—1320
Superintendent		810 × 30—840 × 40—920	550: 550 × 30—760: 820 × 30—940 × 40—1140 do.	P. II P. II P. II
Assistant Superintendent		360: 360: 425 × 25—600 × 30—630 × 30—720 × 30—840	do.	
Cadet and Assistant Superintendent		350: 350: 400 × 25—550: 600 × 30—780	do.	P. II
Chief Inspector		500 × 20—600	715 × 25—840	G. XVI
Inspector and Assistant Inspector	300 × 18—372 × 18—480 × 20—500	490 × 20—690 × 25—715	G. XXXIV	

UGANDA—Continued

Department	Post	Present salary or salary scale	Proposed salary or salary scale	Conversion table
MEDICAL—Continued	Deputy Inspector of Weights and Measures	£ 372 × 18—480 × 20—540	£ 570 × 20—690 × 25—840	G. XVII
	Lady Registry	300 × 18—426	470 × 20—610	G. XXXI
	Superintendent European Clerk and Stenographer	180 × 15—300 × 18—318 × 18—426	370 × 15—540	St. I
	Superintendent, Weights and Measures	372 × 18—480 × 20—540	550 × 20—690 × 25—740	G. XII
	Senior Postmaster	600 × 30—720	840 × 30—960	G. XVI
	Postmaster Grade I	540 × 20—660	740 × 25—840	G. X
	Postmaster Grade II	500 × 20—600	715 × 25—790	G. XVI
	Postal Clerk and Telegraphist Supervisor, Telephones, (Female)	372 × 18—426 × 18—480 × 20—500	550 × 20—690 × 25—715	G. XII
	Telephonist (Female)	240 × 15—360	do.	G. X
	Learner	£ 180	370 × 15—460	Cl. VI
POSTS AND TELEGRAPHS	Junior Telegraphist (Female)	150 × 15—210 × 30—240	295 × 15—370	Cl. VI
	Divisional Engineer	720 × 30—840 × 40—920	655; 655; 725 × 35—760; 830 × 35—1005 × 45—1320	Eng. I
	Assistant Engineer	450; 450; 475 × 25—600 × 30—840	do.	Eng. I
	Inspecting Technician	540 × 20—660	740 × 20—840	G. X
	Technician Grade I	500 × 20—600	715 × 25—790	G. XVI
	Technician Grade IA	400 × 20—500	570 × 20—670	G. I
	Wireless Officer, Grade I	360 × 20—480 × 20—540	550 × 20—690	G. XXXVI
	Wireless Officer, Grade II	500 × 20—600	670 × 20—690 × 25—790	G. I
	Assistant Government Printer	540 × 20—660	715 × 25—840	G. I
	Press Engineer	360 × 20—480 × 20—540 } 390 × 18—480 × 20—500 }	550 × 20—690 × 25—715	G. X
PRINTING	Assistant Government Printer	600 × 30—720	840 × 30—960	G. XVI
	Press Engineer	do.	815 × 25—840 × 30—960	G. XXI

UGANDA—Continued

Department	Post	Present salary or salary scale	Proposed salary or salary scale	Conversion table
PRINTING— Continued	Press Superintendent	£ 500 × 20—600	£ 715 × 25—840	G.XVI
	Composing Section Superintendent	372 × 18—480 × 20—600	570 × 20—690 × 25—815	G.XVI
	Machine Section Superintendent	do.	do.	G.XVI
	Bookbinding Section Superintendent	do.	do.	G.XVI
	Proof Reader	372 × 18 480 × 20 500	550 × 20—690	G.XII
	Assistant Commissioner of Prisons	720 × 30—840	£1,100	
	Superintendent	720 × 30—780	550: 550: 600 × 25—725: 775 × 25—875 × 30—1025	P.III
	Senior Assistant Supt.	500 × 25—600	do.	P.III
	Assistant Superintendent	372 × 18—480 × 20—500	do.	P.III
	Superintendent, Approved School	425 × 25—600 × 30—660	610 × 20—690 × 25—840 × 30—870	G.VIII
PRISONS	Superintendent, Prison Farm	500 × 20—600	690 × 25—815	G.VIII
	District Officer	400: 400: 475 × 25—600 × 30 630 × 30—720 × 30—750 × 30—840 × 40—880 × 40—920	550: 550: 620 × 35—760: 830 × 35—1005 × 45—1320	Ad.I
	Stenographer	350: 350: 400 × 50—500 × 25 600: 660 × 30—840 × 40 880 × 40—1000	do.	Ad.I
	Sleeping Sickness Inspector	180 × 15—300 × 18—318 × 18—426	370 × 15—540	St.I
	Executive Officer, Entebbe Township Authority	300 × 18—480 × 20—600	490 × 20—690 × 25—815	G.XXXI
	Executive Officer, Mbale Township Authority	408 × 18—480 × 20—600	610 × 20—690 × 25—840	G.XVI
	Superintendent of Inland Revenue, Jinja	480 × 20—600	690 × 25—840	G.XVI
	Administrative Assistant	500 × 20—600	690 × 25—815	G.XVI
		400: 400: 450 × 25—550	600: 600: 660 × 30—780	W.I
	PROVINCIAL ADMINISTRATION			

UGANDA—Continued

Department	Post	Present salary or salary scale	Proposed salary or salary scale	Conversion table
PUBLIC RELATIONS & SOCIAL WELFARE	Public Relations Officer	720 × 30—840	960 × 30—1080	G.XVI
	Assistant Public Relations Officer	500 × 20—600	690 × 25—815	G.XII
	Welfare Officer	450 × 15—480 × 20—540 × 30—720	840 × 30—1080	G.XXVII
	Welfare Officer (Female)	350: 350: 400 × 50—500 × 25—600: 660 × 30—840	672 × 24—864 (Personal: 550: 550: 620 × 35—760: 830 × 35—1050 × 45—1140)	Ad.I
	Probation Officer	600 × 30—720	840 × 30—0180	G.XVIII
	Stenographer	180 × 15—300 × 18—318 × 18—426	370 × 15—540	St.I
	Administrative Asst.	400: 400: 450 × 25—550	600: 600: 660 × 30—780	W.I
	Personnel Officer	372 × 18—480 × 20—600	570 × 20—690 × 25—815	G.XVI
	Executive Engineer, Grade I	880 × 40—1000	655: 655: 725 × 35—760: 830 × 35—1005 × 45—1320	Eng.I
	Grade II	840 × 40—920	do.	Eng.I
PUBLIC WORKS	Assistant Engineer	480 × 20—600 × 30—720 × 30—840	do.	Eng.I
	Water and Drainage Engineer	450: 450: 475 × 25—600 × 30—840	do.	Eng.I
	Senior Mechanical and Electrical Engineer	720 × 30—840	1050 × 45—1320	Ag.II
	Mechanical and Electrical Engineer	450: 450: 475 × 25—600 × 30—840 × 40—1000	655: 655: 725 × 35—760: 830 × 35—1005 × 45—1320	Eng.I
	Architect, Grade II	450: 450: 475 × 25—600 × 30—840	do.	Eng.I
	Architectural Asst., Grade I	do.	do.	Arch.I
	Grade II	600 × 30—720	790 × 25—840 × 30—900	G.XXIII
	Grade III	480 × 20—600	690 × 25—790	G.XVI
	Quantity Surveyor	372 × 18—480 × 20—500	550 × 20—690	G.XII
	Chief Accountant	480 × 20—600 × 30—720	655: 655: 725 × 35—760: 830 × 35—1005 × 45—1140	QS.II
	450: 450: 475 × 25—600 × 30—840	do.	QS.II	
	720 × 30—840	1000 × 45—1135	Acc.I	

UGANDA—Continued

Department	Post	Present salary or salary scale	Proposed salary or salary scale	Conversion table	
PUBLIC WORKS— Continued	Accountant	£ 425 × 25—600 × 30—720 350 : 350 : 400 × 25—600 × 3—720	£ 550 : 550 : 610 × 30—760 : 820 × 35—960	Acc.II Acc.II	
	Chief Storekeeper	600 × 30—720	do.	G.XVI	
	Storekeeper	372 × 18—480 × 20—500	550 × 20—690 × 25—715	G.XII	
	Senior Instructor	372 × 18—480 × 20—600	550 × 20—690 × 25—815	G.XIII	
	Senior Supervisor,				
	Grade I	600 × 30—720	840 × 30—960	G.XVI	
	Grade II	500 × 20—600	690 × 25—815	G.XII	
	Grade III	372 × 18—480 × 20—500	550 × 20—690	G.XII	
	Road Overseer	do.	do.	G.XII	
	Road Maintenance Operator	do.	do.	G.XII	
	Stenographer Secretary	180 × 15—300 × 18—318 × 18—426	370 × 15—540	St.I	
	Assistant Registrar	400 : 400 : 450 × 25—600 : 660 × 30—840	620 : 620 : 690 × 35—760 : 830 × 35—1140	Ag.II	
	Stenographer Secretary	180 × 15—300 × 18—318 × 18—426	370 × 15—540	St.I	
	REGISTRAR OF CO- OPERATIVE SOCIETIES	Development Assistant	372 × 18—480 × 20—600 × 30— 720	550 × 20—690 × 25—840 × 30—930	G.XII
		Secretary	475 × 25—600 × 30—720 × 30—840 × 40—920	550 : 550 : 620 × 35—760 : 830 × 35—1005 × 45—1320	Ad.I Ad.I
Establishment Officer Office Supervisor		400 × 50—500 × 25—600 : 660 × 30—840 × 40—1000	do.		
		600 × 30—840	865 × 35—1005 × 45—1140	Ad.I	
		600 × 30—720	840 × 30—960	G.XVI	
		400 : 400 : 450 × 25—550	600 : 600 : 660 × 30—780	W.I	
Assistant Establishment Officer		372 × 18—480 × 20—600 × 30—720	550 × 20—690 × 25—840 × 30—930	G.XII	
		European Clerk	300 × 18—480 × 20—500	475 × 22.5—565 × 15—580 × 20— 640	J.I
Stenographer		180 × 15—300 × 18—426	370 × 15—540	St.I	

UGANDA — Continued

Department	Post	Present salary or salary scale	Proposed salary or salary scale	Conversion table
SURVEY, LANDS & MINES	Senior Surveyor	£ 880 × 40—1000 720 × 30—840	£ 620: 620: 690 × 35—760: 830 × 35—1005 × 45—1320	Ag. II Ag. II
	Surveyor	400: 400: 450 × 25—600: 660 × 30—840	do.	Ag. II Ad. I
	Senior Inspector of Mines	880 × 40—1000	1185 × 45—1320	Ad. I
	Registrar of Titles and Conveyances	do.	do.	S. I
	Assistant Registrar	550: 550: 575 × 25—600 × 30—750 × 30—780 × 30—840	760: 760: 830 × 35—1005 × 45—1140	W. I G. XVI
	Administrative Assistant	400: 400: 450 × 25—550	600: 600: 660 × 30—780	Ag. II
	Lands and Mines Secretary	600 × 30—720	840 × 30—960	G. XXIV G. V
	Computer	480 × 20—600 × 30—720	620: 620: 690 × 35—1005 × 45—1140	G. II
	Chief Draughtsman	do.	740 × 25—840 × 30—960	J. I
	Draughtsman	300 × 18—480 × 20—500	550 × 20—690 × 25—715	G. XVI G. XVI
	Office Superintendent and Storekeeper	500 × 20—600	670 × 20—690 × 25—840	G. XII G. V
	European Clerk	300 × 18—480 × 20—500	475 × 22.5—565 × 15—580 × 20—640	St. I
	Superintendent of Conservancy & Executive Officer, Jinja	480 × 20—600	690 × 25—840	Ag. II
	Executive Officer, Kampala	600 × 30—720	840 × 30—960	Ag. II
	Superintendent of Inland Revenue	500 × 20—600	690 × 25—815	
Conservancy Officer	300 × 18—480 × 20—500	550 × 20—600 × 25—715		
Manager, African Garden Restaurant	£ 500	£ 700		
Stenographer	180 × 15—300 × 18—318 × 18—426	370 × 15—540		
TSETSE CONTROL	Ecologist	400: 400: 450 × 25—600: 660 × 30—720 × 30—750 × 30—840	620: 620: 690 × 35—760: 830 × 35—1005 × 45—1320	Ag. II
	Entomologist	400: 400: 450 × 25—600: 660 × 30—840	do.	Ag. II

UGANDA—Continued

Department	Post	Present salary or salary scale	Proposed salary or salary scale	Conversion table
TSETSE CONTROL —Continued	Senior Field Officer	£ 600 × 30—720	£ 550 × 20—690 × 25—840 × 30—960	G.XVI
	Field Officer	450 × 15—480 × 20—540 × 30—750	do.	G.XXIII
	Office Assistant	372 × 18—480 × 20—500 × 20—520 × 20—600	630 × 20—690 × 25—840 × 30—930	G.XII
	Stenographer	450 × 15—480 × 20—540 × 30—750		G.XXIII
		180 × 15—300 × 18—318 × 18—426	370 × 15—540	St.I
		600 × 30—840	865: 865: 935 × 35—1005 × 45—1320	M.III
		600 × 30—720 × 30—750 × 30—840	do.	M.III
		600: 600: 630 × 30—720 × 30—750 × 30—840	do.	M.III
		£1,000	do.	M.III
		600 × 30—720 × 30—840	550 × 20—690 × 25—840 × 30—960	G.XVI
VETERINARY	Senior Veterinary Research Officer	600 × 30—720 × 30—840	550 × 20—690 × 25—790	G.V
	Veterinary Research Officer	372 × 18—480 × 20—500 × 20—600		G.XII
	Senior Assistant Livestock Officer	300 × 18—480 × 20—500	475 × 22.5—565 × 15—580 × 20—640	J.I
	Assistant Livestock Officer	372 × 18—480 × 20—500 × 20—600		
	Laboratory Assistant	300 × 18—480 × 20—500		
	European Clerk			

## PART III

## TANGANYIKA

Department	Post	Present salary or salary scale £	Proposed salary or salary scale £	Conversion table
ACCOUNTANT GENERAL	Senior Accountant	720 × 30—840	1000 × 45—1135	Acc. I
	Accountant	360: 360: 425 × 25—600 × 30—720	550: 550: 610 × 30—760: 820 × 35—960	Acc. II
	Assistant Accountant	372 × 18—480 × 20—600	do.	Acc. II
	Stenographer	240 × 20—300 × 10—360 × 10—400	370 × 15—540	St. I
AGRICULTURE	Chief Scientific Officer	1000 × 50—1200	1335 × 50—1535	Ag. I
	Entomologist	480 × 20—600 × 30—720 × 30—840	620: 620: 690 × 35—760: 830 × 35—1005 × 45—1320	Ag. II
	Plant Pathologist	600 × 30—720 × 30—840	do.	Ag. II
	Chemist	475 × 25—600 × 30—720 × 30—840	do.	Ag. II
	Botanist	600 × 30—720 × 30—840 × 40—920	do.	Ag. II
		400 × 20—600 × 30—720 × 30—840	do.	Ag. II
	Senior Agricultural Officer	880 × 40—1000 } 720 × 30—840 }	do.	Ag. II
	Agricultural Officer	480 × 20—600 × 30—720 } 400: 400: 450 × 25—600: 660 × 30—840 }	do.	Ag. II
	Plant Physiologist	600 × 30—720 × 30—840	do.	Ag. II
	Geneticist	do.	do.	Ag. II
AGRICULTURAL OFFICER (GINNERY)	Tobacco Officer	600: 650 × 25—700	815 × 25—840 × 30—900	G. XXVI
	Agricultural Officer (Ginnery)	400: 400: 450 × 25—600: 660 × 30—840	do.	G. XXVI
	Beeswax Officer	do.	do.	Ag. II
	Fisheries Officer	480 × 20—540	do.	Ag. II
AGRICULTURAL ASSISTANT	Senior Agricultural Assistant	300 × 18—390 × 18—480 } do.	550 × 20—690 × 25—840 × 30—900	G. V
	Agricultural Assistant	480 × 20—600	do.	G. V
	Entomologist's Assistant	240 × 20—300 × 10—360 × 10—400	670 × 20—690 × 25—840	G. X
	Office Superintendent	do.	370 × 15—540	St. I
	Stenographer	do.	do.	do.

TANGANYIKA—Continued

Department	Post	Present salary or salary scale	Proposed salary or salary scale	Conversion table
AUDIT	Senior Auditor	£ 720 × 30—840 810 × 30—840 × 40—920 350: 350: 400 × 50—500 × 25—600: 660 × 30—780	£ 1095 × 45—1230 do. 550: 550: 620 × 35—1005 × 45— 1050	AC.I AC.I AC.II
	Auditor and Assistant Auditor			
CUSTODIAN OF ENEMY PROPERTY	Deputy Custodian	840 × 40—920	1185 × 45—1320	F.I
	Senior Assistant Custodian	600 × 30—720 × 30—840	865 × 35—1005 × 45—1140	Ad.I
	Assistant Custodian	480 × 20—600	690 × 25—840	G.XVI
	Chief Accountant	720 × 30—840	1000 × 45—1135	Acc.I
	Assistant Chief Accountant	480 × 20—600 × 30—720	650 × 20—690 × 25—840 × 30—930	G.II
	Accountant	480 × 20—540	550 × 20—650(Personal: 690 × 25—765)	G.XV G.XII G.XII St.I
	Office Superintendent	372 × 18—426 × 18—480	do.	St.I
	Bookkeeper	372 × 18—480 × 20—600 240 × 20—300 × 10—360 × 10—400	550 × 20—690 × 25—815 370 × 15—540	G.IX
	Stenographer	do.	do.	
	Inspector of Plantations	540 × 20—600	740 × 25—815	
CUSTOMS	Senior Collector of Custom	720 × 30—840	1095 × 45—1230	AC.I
	Collector of Custom	360: 360: 425 × 25—600 × 30—720 350: 350: 400 × 25—550 × 50—600 × 30—780	550: 550: 620 × 35—1005 × 45—1050 do.	AC.II AC.II
	Stenographer	240 × 20—300 × 10—360 × 10—400	370 × 15—540	St.I
	Secretary	£840	£1140	G.X
ECONOMIC CONTROL	Office Superintendent	480 × 20—600	670 × 20—690 × 25—840	

TANGANYIKA—Continued

Department	Post	Present salary or salary scale	Proposed salary or salary scale	Conversion table
EDUCATION	Senior Education Officer	£960 880 × 40—1000	1185 × 45—1320 do.	E(1)I
	Education Officer	400: 400: 475 × 25—600 × 30—720 × 30—840 × 40—920	550: 550: 620 × 35—760: 830 × 35—1005 × 45—1140	E(1)III
		350: 350: 400 × 50—500 × 25—600 × 30—840		
	Senior Woman Education Officer	600 × 30—720	948 × 36—1056	E(1)III
	Headmaster, Mbeya School	350: 350: 400 × 50—500 × 25—600 × 30—840	550: 550: 620 × 35—760: 830 × 35—1005 × 45—1140	E(1)III
	Woman Education Officer	354 × 18—480 × 20—500	496: 496: 552 × 28—608: 664 × 28—804 × 36—912	E(1)IV
	Master	400 × 20—500 × 25—600	550 × 20—690 × 25—815	E(2)I
	Mistress	354 × 18 × 480—20—500	490 × 20—690	E(2)II
	Senior Matron	264 × 18—354	400 × 15—460	St. I
	Nurse	do.	do.	St. I
	Housekeeper	do.	do.	St. I
	Assistant Matron	240 × 12—300	370 × 15—430	St. I
	Secretary	£300	£490	St. I
	Headmaster, Arusha School	600 × 30—840	550 × 20—690 × 30—815 (Personal: 865 × 35—1005 × 45—1140)	E(1)III
Music Mistress	354 × 18—480 × 20—500	490 × 20—690	E(2)II	
Office Superintendent	480 × 20—600	670 × 20—690 × 25—840	G.X	
Senior Industrial Instructor	480 × 20—600	550 × 20—690 × 25—815	E(2)I	
Industrial Instructor	372 × 18—480			
Clerical Instructor	372 × 18—480	do.	E(2)I	
Stenographer	240 × 20—300 × 10—360 × 10—400	370 × 15—540	St. I	

TANGANYIKA—Continued

Department	Post	Present salary or salary scale	Proposed salary or salary scale	Conversion table
FORESTRY	Senior Assistant Conservator	£ 720 × 30—840	585: 585 × 35—760: 830 × 35—1005 × 45—1320 do.	F.I F.I
	Assistant Conservator	480 × 20—600 × 30—720 375: 375: 450 × 25—600: 660 × 30—840	585: 585 × 35—760: 830 × 35—1005 × 45—1140 do.	F.I
	Utilization Officer	480 × 20—600 × 30—720	585: 585 × 35—760: 830 × 35—1005 × 45—1320	F.I F.I F.I
	Silviculturist	660 × 30—840	550 × 20—830	F.II
	Working Plan Officer	do.	do.	F.II
	Senior Forester	480 × 20—600	do.	F.II
	Forester	300 × 18—390 × 18—480 × 20—500	do.	F.II
	Senior Game Ranger	720 × 30—840	945 × 35—1085	Ga.I
	Game Ranger	360: 360: 425 × 25—600 × 30—720	550: 550: 600 × 25—700 × 35—945	Ga.II
	GOVERNMENT CHEMIST	Chemist	475 × 25—600 × 30—720 × 30—840	620: 620: 690 × 35—760: 830 × 35—1005 × 45—1320
Stenographer		240 × 20—300 × 10—360 × 10—400	370 × 15—540	
Officer in Charge, Mobile Cinema and equipment		372 × 18—480 × 20—540	550 × 20—690 × 25—740	G.XII
INFORMATION	Stenographer	240 × 20—300 × 10—360 × 10—400	370 × 15—540	St.I
	Resident Magistrate	600 × 30—720 × 30—840 × 40—920 × 40—1000	865: 865: 900 × 35—1005 × 45—1320 do.	M.III M.III
JUDICIAL	Registrar	600: 600: 630 × 30—840 × 40—1000	1185 × 45—1320	Ad.I
	Deputy Registrar	880 × 40—1000 550: 550 × 25—600 × 30—840	760: 760: 830 × 35—1005 × 45—1140	S.I

TANGANYIKA—Continued

Department	Post	Present salary or salary scale	Proposed salary or salary scale	Conversion table
LABOUR	Office Superintendent	£ 480 × 20—600	£ 670 × 20—690 × 25—840	G.X St.I
	Stenographer	240 × 20—300 × 10—360 × 10—400	370 × 15—540	
	Chief Factory Inspector	880 × 40—1000	1185 × 45—1320	Ad.I
	Government Employees Welfare Officer	660 × 30—840 × 40—1000	840 × 30—1080 (Personal: 900 × 35—1005 × 45—1320)	Ad.I
	Labour Officer	350: 350: 400 × 50—500 × 25—600: 660 × 30—840 × 40—1000	550: 550: 620 × 35—760: 830 × 35—1005 × 45—1320	Ad.I
	Electrical Engineer	450: 450: 475 × 25—600 × 30—630 × 30—840	655: 655: 725 × 35—760: 830 × 35—1005 × 45—1320	Eng.I
	Factory Inspector	660 × 30—840	900 × 30—1080	G.XVI
	Secretary	720 × 30—840 × 40—920	970 × 35—1005 × 45—1230	Ad.I
	Office Superintendent	480 × 20—600	670 × 20—690 × 25—840	G.X
	Assistant Secretary	£400	£600	
LANDS, MINES & CIVIL AVIATION	Stenographer	240 × 20—300 × 10—360 × 10—400	370 × 15—540	St.I
	Senior Inspector of Mines	880 × 40—1000 } 720 × 30—840 }	655: 655: 725 × 35—760: 830 × 35—1005 × 45—1320	Eng.I Eng.I
	Inspector of Mines	480 × 20—600 × 30—720 } 450: 450: 475 × 25—600 × 30—840 }	do. do. do.	Eng.I Eng.I
	Senior Beacon Inspector	300 × 15—360 × 18—432	550 × 20—630	G.IV
	Beacon Inspector	156 × 12—180 × 12—240 × 12—300 } 120 × 12—156 }	340 × 22.5—520 } 150: 175: 200 }	J.I
	Geologist	600 × 30—720 × 30—840 } 500: 500: 550 × 25—600 × 30—720 × 30—840 }	690: 690: 760: 830 × 35—1005 × 45—1320 } do.	Geo.I Geo.I
	Metallurgist	do.	do.	Geo.I
	Geological Draughtsman	480 × 20—600	670 × 20—690 × 25—815	G.XII
	Apprentice Assayer	120 × 12—156	150: 175: 200	

TANGANYIKA—Continued

Department	Post	Present salary or salary scale £	Proposed salary or salary scale £	Conversion table
LANDS, MINES & CIVIL AVIATION—Continued	Laboratory Assistant and Mechanic	372 × 18—480	550 × 20—670	G.XII
	Storekeeper and Clerk Assistant Land Officer	480 × 20—600 550: 550: 575 × 25—600 × 30—840	670 × 20—690 × 25—815 760: 730: 830 × 35—1005 × 45—1140	G.XII
	Land Assistant Land Ranger	372 × 18—480 × 20—600 do.	550 × 20—690 × 25—840 do.	S.I G.XIII G.XIII
	Senior Surveyor	720 × 30—840	620: 620: 690 × 35—760: 830 × 35—1005 × 45—1320	Ag.II Ag.II Ag.II
	Surveyor	480 × 20—600 × 30—720 400: 400: 450 × 25—600: 660 × 30—840 180: 180: 240 × 15—300 × 15—360	340 × 22.5—520	J.I
	Junior Surveyor	540 × 20—600 × 30—720 480 × 20—600 180: 180: 240 × 15—300 × 15—360	815 × 25—840 × 30—960 670 × 20—690 × 25—815 340 × 22.5—520	G.VIII G.XII J.I
	Chief Draughtsman Draughtsman	180: 180: 240 × 15—300 × 15—360	670 × 20—690 × 25—815 340 × 22.5—520	G.XII J.I
	Junior Draughtsman	480 × 20—540 × 20—600 180: 180: 240 × 15—300 × 15—360	790 × 25—840 × 30—900 340 × 22.5—520	G.II J.I
	Lithographer Junior Lithographer	600 × 30—720 180: 180: 240 × 15—300 × 15—360	620: 620: 690 × 35—760: 830 × 35—1005 × 45—1320 do. do.	Ag.II Ag.II Ag.II
	Photographer Junior Photographer	720 × 30—840	340 × 22.5—520	J.I
	Chief Computer	480 × 20—600 × 30—720 400: 400: 450 × 25—600: 660 × 30—840 180: 180: 240 × 15—300 × 15—360	620: 620: 690 × 35—760: 830 × 35—1005 × 45—1320	J.I
	Computer	600 × 30—840	840 × 30—1080 760: 760: 830 × 35—1005 × 45—1140	G.VI S.I
	Junior Computer	600 × 30—840		
	Pilot Surveyor Assistant Registrar General	550: 550: 575 × 25—600 × 30—840		

TANGANYIKA—Continued

Department	Post	Present salary or salary scale	Proposed salary or salary scale	Conversion table
LANDS, MINES & CIVIL AVIATION—Continued	Registry Superintendent	£ 540 × 20—600 × 30—720	£ 765 × 25—840 × 30—960	G. XVI
	Assistant Registry Supt.	372 × 18—480 × 20—540	550 × 20—690 × 25—740	G. XIII
	Chief Aviation Officer	880 × 40—1000	1185 × 45—1320	Ad. I
	Senior Pilot	660 × 30—840	900 × 30—1080	G. XVI
	Pilot	£750	£990	
	Senior Engineer	600 × 30—720	840 × 30—960	G. XVI
	Engineer	480 × 20—600	670 × 20—690 × 25—815	G. XII
	Maintenance Officer	600 × 30—720	790 × 25—840 × 30—900	G. II
		480 × 20—600	670 × 20—690 × 25—790	G. X
		372 × 18—480	550 × 20—670	G. XII
		600; 600; 630 × 30—840 × 40—1000	865; 865; 935 × 35—1005 × 45—1320	M. III
		720 × 30—840 × 40—920	1185 × 45—1320	Ag. II
		1000 × 50—1100	1335 × 50—1435	M. II
	do.	1385 × 50—1485	M. I	
	600 × 30—720 × 30—840 × 40—920 × 40—1000	865; 865; 935 × 35—1005 × 46—1320	M. III	
	600 × 30—720 × 30—840 × 40—920	do.	M. III	
	600; 600; 630 × 30—840 × 40—1000	do.	M. III	
	600 × 30—720 × 30—840 × 40—1000	do.	M. III	
	1000 × 50—1100	1335 × 50—1435	M. II	
	600 × 30—720 × 30—840 × 40—1000	865; 865; 935 × 35—1005 × 45—1320	M. III	
	1000 × 50—1100	1335 × 50—1435	M. II	
	600; 600 × 30—840 × 40—1000	865; 865; 935 × 35—1005 × 45—1320	M. III	
	400; 400; 450 × 25—600; 660 × 30—840	620; 620; 690 × 35—760; 830 × 35—1005 × 45—1320	Ag. II	
	£600	£850		
LEGAL	Crown Counsel	600; 600; 630 × 30—840 × 40—1000	865; 865; 935 × 35—1005 × 45—1320	M. III
MEDICAL	Secretary	720 × 30—840 × 40—920	1185 × 45—1320	Ag. II
	Senior Medical Officer Specialist	1000 × 50—1100	1335 × 50—1435	M. II
	Medical Officer	600 × 30—720 × 30—840 × 40—920 × 40—1000	865; 865; 935 × 35—1005 × 46—1320	M. III
		600 × 30—720 × 30—840 × 40—920	do.	M. III
		600; 600; 630 × 30—840 × 40—1000	do.	M. III
		600 × 30—720 × 30—840 × 40—1000	do.	M. III
		1000 × 50—1100	1335 × 50—1435	M. II
		600 × 30—720 × 30—840 × 40—1000	865; 865; 935 × 35—1005 × 45—1320	M. III
		1000 × 50—1100	1335 × 50—1435	M. II
		600; 600 × 30—840 × 40—1000	865; 865; 935 × 35—1005 × 45—1320	M. III
	400; 400; 450 × 25—600; 660 × 30—840	620; 620; 690 × 35—760; 830 × 35—1005 × 45—1320	Ag. II	
	£600	£850		

TANGANYIKA—Continued

Department	Post	Present salary or salary scale £	Proposed salary or salary scale £	Conversion table
MEDICAL <i>Continued</i>	Matron, Grade I	£550	£780	
	Matron, Grade II	£500	£730	
	Senior Health Visitor and Health Visitor	300 × 15—420 × 20—480	460 × 20—600 × 25—700	M.IV
	Senior Nursing Sister, Nursing Sister and Sister Tutor	do.	do.	M.IV
	Sister Housekeeper	do.	do.	M.IV
	Physiotherapist	372 × 18—480 × 20—540	550 × 20—690 × 25—740 (F)	G.XII
	Radiological Technician	£500	£690	G.XXXI
	Night Superintendent	300 × 18—390 × 18—480	470 × 20—650	G.XII
	Steward	372 × 18—480	550 × 20—670	W.I
	Woman Nutrition Officer	400: 400: 450 × 25—550	600: 600: 660 × 30—780	G.XIII
	Laboratory Superintendent	372 × 18—480 × 20—540	550 × 20—690 × 25—790	G.XVI
	Chief Officer Superintendent	600 × 30—720	840 × 30—960	St.I
	Stenographer	240 × 20—300 × 10—360 × 10—400	370 × 15—540	
	Hospital Secretary	£300 (F)	£470	G.XVI
	Pharmacist	600 × 30—720	840 × 30—960	G.XVI
	Assistant Pharmacist	372 × 18—480 × 20—600	570 × 20—690 × 25—840	G.XII
	Stores Accountant	do.	550 × 20—690 × 25—815	G.XVI
	Medical Instructor	do.	570 × 20—690 × 25—840	G.II
	Chief Male Mental Nurse	480 × 20—600	650 × 20—690 × 25—790	G.XII
	Male Mental Nurse	372 × 18—480	550 × 20—670	G.XL
	Female Mental Nurse	300 × 15—420 × 20—480	510 × 20—670	G.XVI
	Chief Health Inspector	600 × 30—720	840 × 30—690	G.XX
	Senior Health Inspector	500 × 20—600	570 × 20—690 × 25—840	G.XVI
	Health Inspector	372 × 18—480 × 20—540	do.	G.XVI
	Malarial Field Assistant	372 × 18—480 × 20—500	do.	G.XVI
	Dental Mechanic	500 × 20—600	690 × 25—815	G.XIII
Sleeping Sickness Officer	372 × 18—480 × 20—500	550 × 20—690	G.XII	
Industrial Instructor (T. B. Hospital)	do.	do.	M.I	
	1000 × 50—1100	1385 × 50—1485		
	372 × 18—480	550 × 20—670	G.XII	

TANGANYIKA — Continued

Department	Post	Present scale or salary scale	Proposed salary or salary scale	Conversion table	
POLICE	Senior Superintendent	£920	£1185 × 45—1320	P.II	
	Superintendent	720 × 30—840	550: 550: 610 × 30—760: 820 × 30—940 × 40—1140	P.II	
	Assistant Superintendent	810 × 30—840 × 40—920	do.	P.II	
		360: 360: 425 × 25—600 × 30—720	do.	P.II	
	Chief Inspector Inspector and Assistant Inspector Inspector of Weights and Measures	350: 350: 400 × 25—550:	do.	P.II	
		600 × 30—780	715 × 25—840	G.XXII	
		480 × 20—540	490 × 20—690 × 25—715	G.XXXXIV	
	POSTS AND TELEGRAPHS	Stenographer	300 × 18—372 × 18—480	570 × 20—690 × 25—840	G.XV
		Senior Postmaster Postmaster, Grade I	372 × 18—480 × 20—600	do.	St.I
			240 × 20—300 × 10—360 × 10—400	370 × 15—540	G.XVI
Storekeeper Wireless Officer, Grade I		600 × 30—720	840 × 30—960	G.X	
		540 × 20—660	740 × 25—840	G.XVI	
Wireless Officer		500 × 20—600	715 × 25—790	G.XX	
		440 × 20—540 × 20—600	670 × 20—690 × 25—840	G.I	
Postmaster, Grade II		540 × 20—660	715 × 25—840	G.XVI	
		390 × 18—480 × 20—500	550 × 20—690 × 25—715	G.X	
Postal Clerk and Telegraphist		360 × 20—480 × 20—540	do.	G.XII	
	372 × 18—426 × 18—480 × 20—500	do.	G.X		
	Telephonist (Female)	240 × 15—360	do.	G.XII	
		360 × 20—480 × 20—540	do.	G.X	
	Leamer	£180	370 × 15—460	Cl.VI	
	Junior Telephonist (Female) Divisional Engineer	150 × 15—210 × 30—240	295 × 15—370	Cl.VI	
		720 × 30—840 × 40—920	655: 655: 725 × 35—760: 830 × 35—1005 × 45—1320	Eng.I	
	Assistant Engineer	600 × 30—720	do.	Eng.I	
		450: 450: 475 × 25—600 × 30—840	do.	Eng.I	

TANGANYIKA—Continued

Department	Post.	Present salary or salary scale	Proposed salary or salary scale	Conversion table
POSTS AND TELEGRAPHS <i>Continued</i>	Inspecting Technician	£ 540 × 20—660	740 × 25—840	G.X
	Technician, Grade I	500 × 20—600	715 × 25—790	G.XVI
		400 × 20—500	550 × 20—690 × 25—715	G.X
	Supervising Technician	360 × 20—480 × 20—540	do.	G.X
		600 × 20—720	790 × 25—840 × 30—900	G.I
	Electrical Mechanician	360 × 20—480 × 20—540	550 × 20—690 × 25—715	G.X
		600 × 30—720	840 × 30—960	G.XVI
	Press Superintendent	426 × 18—480 × 20—500 × 20—600	630 × 20—690 × 25—840	G.XVI
		300 × 18—390 × 18—480	550 × 20—670	G.V
	Junior Assistant Superintendent	426 × 18—480 × 20—500 × 20—600	610 × 20—690 × 25—815	G.XII
426 × 18—480 × 20—500 × 30—12—90		610 × 20—690	G.XII	
PRINTING	Monotype Attendant	30 × 12—90	150: 175: 200	
	European Apprentice	600 × 30—720	550: 550: 600 × 25—725: 775 × 25—875 × 30—1025	P.III
		480 × 20—600	do.	P.III
	Assistant Superintendent, Class I	372 × 18—426 × 18—480	do.	P.III
		480 × 20—600 × 30—720	875 × 30—1025	
	Superintendent, Approved School	400: 400: 475 × 25—600 × 30—720 × 30—840 × 40—920	550: 550: 620 × 35—760: 830 × 35—1005 × 45—1320	
		District Officer	350: 350: 400 × 50—500 × 25—600: 660 × 30—840 × 40—1000	
	Settlement Officer	450 × 15—480 × 20—540 × 30—750	do.	Ad.I
		Woman Administrative Assistant	400: 400: 450 × 25—550	630 × 20—690 × 25—840 × 30—960
	District Foreman	300 × 12—372	600: 600: 660 × 30—780	G.XXIII
Stenographer		240 × 20—300 × 10—360 × 10—400	550 × 20—630	W.I
PROVINCIAL ADMINISTRATION			370 × 18—540	G.III
				St.I

TANGANYIKA—Continued

Department	Post	Present salary or salary scale £	Proposed salary or salary scale £	Conversion table
PROVINCIAL ADMINISTRATION Continued	Sleeping Sickness Surveyor	300 × 18—390 × 18—480 × 20—540 × 20—600 720 × 30—840	490 × 20—690 × 25—815	G.XXXIV
	Co-Operative Organiser	660 × 30—840	960 × 30—1080	G.XVI
	Probation Officer and Urban Welfare Officer	480 × 20—600	840 × 30—1080	G.XXIII
	Woman Welfare Officer	400: 400: 450 × 25—550	do.	G.XXIX
			672 × 24—864	We.I
	Executive Engineer, Grade I	840 × 40—920 } 880 × 40—1000 }	655: 655: 725 × 35—760: 830 × 35—1005 × 45—1320 do.	Eng.I Eng.I
	Grade II and Assistant Engineer	450: 450: 475 × 25—600 × 30—630 × 30—840	650: 650: 725 × 35—760: 830 × 35—1005 × 45—1320	Eng.I
	Mechanical Engineer	660 × 30—840	do.	Eng.I
	Assistant Mechanical Engineer	450: 450: 475 × 25—600 × 30—630	655: 655: 725 × 35—1005 × 45—1320	Arch.I
	Assistant Architect	660 × 30—720		
PUBLIC WORKS	Architectural Assistant	408 × 18—480 × 20—600 × 30—630	590 × 20—690 × 25—840	G.XII
	Senior Quantity Surveyor	880 × 40—1000	1185 × 45—1320	QS.I
	Quantity Surveyor	450: 450: 475 × 25—600 × 30—630 × 30—840	655: 655: 725 × 35—1005 × 45—1140	QS.II
	Assistant Quantity Surveyor	408 × 18—480 × 20—600 × 30—630	590 × 20—690 × 25—840	G.XII
	Secretary	720 × 30—840	960 × 30—1080	G.XVI
	Office Superintendent	480 × 20—600	670 × 20—690 × 25—840	G.X
	Assistant Office Supt.	372 × 18—480	550 × 20—670	G.XII
	Stenographer	240 × 20—300 × 10—360 × 10—400		St.I
	Workshop Superintendent	600 × 30—720	370 × 15—540	G.XVI
	Workshop Inspector, Grade I	480 × 20—540	690 × 25—765	G.XVIII
	Water Supply Superintendent	540 × 20—600 × 30—630	765 × 25—790 × 30—870	G.XVIII

TANGANYIKA—Continued

Department	Post	Present salary or salary scale £	Proposed salary or salary scale £	Conversion table
PUBLIC WORKS— Continued	Water Supply Inspector, Grade I	480 × 20—540	690 × 25—765	G.XVIII
	Building Superintendent	540 × 20—600 × 30—630	765 × 25—790 × 30—870	G.XVIII
	Building Inspector, Grade I	480 × 20—540	630 × 20—690 × 25—765	G.XXII
	Grade II	426 × 18—480	do.	G.XXII
	Building Foreman	360 × 12—372 × 18—426	550 × 20—630	G.VIII
	Road Superintendent	540 × 20—600 × 30—630	765 × 25—790 × 30—870	G.XVIII
	Road Inspector, Grade I	480 × 20—540	630 × 20—690 × 30—765	G.XXII
	Grade II	426 × 18—480	do.	G.XXII
	Road Foreman	300 × 12—372 × 18—426	550 × 20—630	G.III
	Mechanical Superintendent	540 × 20—600 × 30—630	765 × 25—790 × 30—870	G.XVIII
	Mechanical Inspector, Grade I	480 × 20—540	630 × 20—690 × 30—765	G.XXII
	Grade II	426 × 18—480	do.	G.XXII
	Mechanical Foreman	360 × 12—372 × 18—426	550 × 20—630	G.VIII
	Motor Transport Supt.	600 × 30—720	840 × 30—960	G.XVI
	Asst. Motor Transport Supt.	480 × 20—600	670 × 20—690 × 25—815	G.X
Works Clerk	372 × 17—488	550 × 20—670	G.XI	
RAILWAYS & PORTS SERVICES	District Engineer	480 × 40—920	1080 × 40—1200	R.I
	Assistant Engineer	480 × 20—600 × 30—720	590: 590: 650 × 30—680: 750 × 30—780 × 35—920 × 40—1040	R.V
	Office Superintendent	450: 450: 475 × 25—600 × 30—840	do.	R.V
	Permanent Way Inspector, Grade I	560 × 20—600	750 × 20—810	R.IV
	Grade II	500 × 20—540	690 × 20—730	R.IV
Clerk of Works	426 × 18—480	450 × 18—630	R.IX	
		£750		

TANGANYIKA—Continued

Department	Post	Present salary or salary scale	Proposed salary or salary scale	Conversion table
		£	£	
Maintenance of Ways and Works <i>Continued</i>	Inspector of Works, Special Grade	560 × 20—600	750 × 20—810	R.IV
	Grade I	500 × 20—540	690 × 20—730	R.IV
	Grade II	300 × 18—372 × 18—426 × 18—480	450 × 18—630	R.IX
	Sawmill Foreman	do.	450 × 20—630	R.IX
Maintenance of Engines and Rolling Stock	District Mechanical Engineer	840 × 40—920	1080 × 40—1200	R.I
	Senior Assistant Mechanical Engineer	720 × 30—840	885 × 35—920 × 40—1040	R.VIII
	Assistant Mechanical Engineer	480 × 20—600 × 30—720	590: 590: 650 × 30—680: 750 × 30—780 × 35—920 × 40—1040	R.V
		450: 450: 475 × 25—600 × 30—840	do.	R.V
	Mechanical Inspector	560 × 20—600	750 × 20—810	R.IV
	Office Superintendent	do.	do.	R.IV
	Senior European Clerk	500 × 20—540	690 × 20—730	R.IV
	European Clerk	300 × 18—372 × 18—426 × 18—480	450 × 18—630	R.IX
	Foreman, Special Grade	560 × 20—600	750 × 20—810	R.IV
	Progress Inspector	do.	do.	R.IV
Locomotive Running	Foreman, Grade I	500 × 20—540	690 × 20—730	R.IV
	Grade II	300 × 18—372 × 18—426 × 18—480	450 × 18—630	R.IX
	Labour Overseer	do.	do.	R.IX
				R.IX
	Mechanical Inspector	560 × 20—600	750 × 20—810	R.IV
	Foreman, Grade I	500 × 20—540	690 × 20—730	R.IV
	Grade II	300 × 18—372 × 18—426 × 18—480	450 × 18—630	R.IX
	Boiler Inspector	560 × 20—600	750 × 20—810	R.IV
	Senior Locomotive Inspector	do.	do.	R.IV
	Carriage and Wagon Inspector	do.	do.	R.IV

TANGANYIKA—Continued

Department	Post	Present salary or salary scale	Proposed salary or salary scale	Conversion table
		£	£	
Locomotive Running— <i>Continued</i>	Locomotive Inspector	500 × 20—540	690 × 20—730	R.IV.
	Instructor Driver	426 × 18—480	576 × 18—630	R.IX
	Driver, Grade I	330 × 18—420	462 × 18—570	R.XI
	Supervisor, Wood Fuel	480 × 20—600	690 × 20—810	R.IV
Traffic	Traffic Superintendent	840 × 40—920	1080 × 40—1200	R.I
	Senior Assistant Traffic Superintendent	720 × 30—840	885 × 35—920 × 40—1040	R.VIII
	Assistant Traffic Supt.	480 × 20—600 × 30—720	590 × 30—780 × 35—885	R.VIII
	Office Superintendent	560 × 20—600	750 × 20—810	R.IV
	Establishment Officer	do.	do.	R.IV
	Traffic Inspector	do.	do.	R.IV
	Senior Clerk	500 × 20—540	690 × 20—730	R.IV
	Control Assistant	do.	do.	R.IV
	Senior Stationmaster	372 × 18—426 × 20—480	522 × 18—576 × 20—630	R.IX
	Stationmaster	500 × 20—540	690 × 20—730	R.IV
		300 × 18—372 × 18—426 × 18—480	450 × 18—630	R.IX
	Management, Accounts, Audit and Stores	Administrative Assistant	350: 350: 400 × 50—500 × 25—600 × 60—660 × 30—840 × 40 × 1000	500: 500: 560 × 30—680: 750 × 30—780 × 35—920 × 40—1200
Senior Assistant Accountant		720 × 30—840	885 × 35—920 × 40—1040	R.VIII
Assistant Accountant		480 × 20—600 × 30—720	590 × 30—780 × 35—885	R.VIII
Senior Storekeeper		720 × 30—840	885 × 35—920 × 40—1040	R.VIII
Storekeeper		480 × 20—600 × 30—720	590 × 30—780 × 35—885	R.VIII
Office Assistant		560 × 20—600	750 × 20—810	R.IV
Senior Clerk		500 × 20—540	690 × 20—730	R.IV
Traveling Inspector of Accounts		do.	do.	R.IV
Cashier		426 × 18—480	576 × 18—630	R.IX
Accounting Assistant		560 × 20—600	750 × 20—810	R.IV
		500 × 20—540	690 × 20—730	R.IV
		300 × 18—372 × 18—426 × 18—480	450 × 18—630	R.IX

TANGANYIKA—Continued

Department	Post	Present salary or salary scale £	Proposed salary or salary scale £	Conversion table
Management, Accounts, Audit, and Stores— <i>Continued</i>	Stores Accountant	480 × 20—600	610 × 20—730	R.X
	Senior Sub-Storekeeper	560 × 20—600	750 × 20—810	R.IV
	Sub-Storekeeper	300 × 18—480 × 20—540	450 × 18—630 × 20—690	R.IX
		560 × 20—600	750 × 20—810	R.IV
		500 × 20—540	690 × 20—730	R.IV
Road Services	Assistant Traffic Supt.	300 × 18—372 × 18—426 × 18—480	450 × 18—630	R.IX
	Assistant Mechanical Engineer	480 × 20—600 × 30—720	590 × 30—780 × 35—885	R.VIII
		450: 450: 475 × 20—600 × 30—630 × 30—840	590: 590: 650 × 30—680: 750 × 30—780 × 35—920 × 40—1040	R.V
	Inspector, Traffic	300 × 18—372 × 18—426 × 18—480	450 × 18—630	R.IX
	Inspector, Mechanical Foreman, Grade I	560 × 20—600	750 × 20—810	R.IV
Marine Working	Senior Marine Officer	500 × 20—540	690 × 20—730	R.IV
	Marine Officer	300 × 18—372 × 18—426 × 18—480	450 × 18—630	R.IX
	Senior Marine Engineer	720 × 30—840	885 × 35—920 × 40—1040	R.VIII
	Marine Engineer	426 × 18—480 × 20—600 × 30—720	590 × 30—780 × 35—885	R.VIII
	Dockyard Foreman	372 × 18—480 × 20—600 × 30—720	590 × 30—780 × 35—885	R.VIII
Port Accounts	Foreman, Grade I	560 × 20—600	750 × 20—810	R.IV
	Port Accountant	500 × 20—540	690 × 20—730	R.IV
	Wharfmaster	560 × 20—600	750 × 20—810	R.IV
	do.		do.	R.IV
	Manager, Port of Dar-es-Salaam	720 × 30—840 × 40—920	1000 × 40—1200	R.II
Shore Working Lighterage and Shore Handling	Manager, Port of Tanga	720 × 30—840	885 × 35—920 × 40—1040	R.VIII
	Secretary	480 × 20—600	610 × 20—730	R.X
	Senior Clerk	500 × 20—540	690 × 20—730	R.IV
	Senior Foreman	426 × 18—480 × 20—540	376 × 18—630 × 20—690	R.IX
	Foreman	300 × 18—372 × 18—426 × 18—480	450 × 18—630	R.IX

TANGANYIKA—Continued

Department	Post	Present salary or salary scale £	Proposed salary or salary scale £	Conversion table
SECRETARIAT	Establishment Officer	720 × 30—840 × 40—920	970 × 35—1005 × 45—1230	Ad.I
	Chief Office Supt.	600 × 30—720	840 × 30—960	G.XVI
	Office Superintendent	480 × 20—600	670 × 20—690 × 25—840	G.X
	Superintendent, Registration Branch	480 × 20—600	do.	G.X
	Stenographer	240 × 20—300 × 10— 360 × 10—400	370 × 15—540	St.I
	Assistant Establishment Officer	480 × 20—600	670 × 20—690 × 25—815	G.X
	Municipal Secretary, Dar-es-Salaam	750 × 30—840	990 × 30—1080	G.XVI
	Municipal Engineer	660 × 30—840	900 × 30—1080	G.XVI
TOWNSHIP AUTHORITIES	Building Inspector	480 × 20—660	690 × 25—840 × 30—900	G.XVI
	Stenographer	240 × 20—300 × 10— 360 × 10—400	370 × 15—540	St.I
	European Clerk	300 × 18—390 × 18—480	430 × 15—460: 480 × 15—540: 560 × 15—620	St.I
	Field Assistant	372 × 18—480 × 20—540	550 × 20—690 × 25—740	G.XII
	Municipal Secretary, Tanga	600 × 30—840	840 × 30—1080	G.XVI
	Assistant Accountant	480 × 20—600	670 × 20—690 × 25—815	G.XIII
	Township Foreman	300 × 12—372	550 × 20—630	G.III
	Executive Officer	600 × 30—720	815 × 25—840 × 30—930	G.XII
	Survey Entomologist	475 × 25—600 × 30— 720—30 × 840	620: 620: 690 × 35—760: 830 × 35—1005 × 45—1320	Ag.II
	Assistant Office Supt.	372 × 18—480	550 × 20—670	G.XII
TSETSE SURVEY & RECLAMATION	Provincial Tsetse Officer	400 × 25—600 × 30—720	550 × 20—690 × 25—840 × 30—930	G.XXI
	Provincial Tsetse Asst.	300 × 18—480	do.	G.V

TANGANYIKA—Continued

Department	Post	Present salary or salary scale	Proposed salary or salary scale	Conversion table
VETERINARY	Veterinary Research Officer	600: 600: 630 × 30—720 × 30—840	865: 865: 935 × 35—1005 × 45—1320	M.III
	Senior Veterinary Officer	720 × 30—840 } 880 × 40—1000 }	do.	M.III
	Veterinary Officer	600 × 30—720 × 30—840 } 600: 600: 630 × 30—720 × 30—840 }	do.	M.III
	Pasture Research Officer	500 × 25—600 × 30—720 × 30—840	690: 690: 760 × 35—1005 × 45—1320	Geo. I
	Chemist	600 × 30—720 × 30—840	865: 865: 935 × 35—1005 × 45—1320	M.III
	Senior Marketing Officer	600: 600: 630 × 30—720 × 30—840	do.	M.III
	Livestock Officer	600 × 30—720 }	840 × 30—960	G.XVI
	Senior Assistant Livestock Officer	480 × 20—600 }	do.	G.V
	Assistant Livestock Officer	300 × 18—390 × 18—480 }	550 × 20—690 × 25—815	G.V
	Livestock Marketing Officer	372 × 18—480 × 20—600 }	do.	G.XII
	Stock Inspector	300 × 18—390 × 18—480 }	550 × 20—690	G.V
	Junior Stock Inspector	180 × 30—210 × 30—270 }	340 × 22.5—520	J.I
	Laboratory Assistant	372 × 18—480 × 20—500 × 20—600 }	550 × 20—690 × 25—815	G.XII
	Hide Improvement Officer	480 × 20—600 }	670 × 20—690 × 25—815	G.XII
	Sheep Grading Officer	372 × 18—480 × 20—600 }	550 × 20—690 × 25—815	G.XII
	Office Superintendent	480 × 20—600 }	670 × 20—690 × 25—840	G.X
	Stenographer	240 × 20—300 × 10—360 × 10—400	370 × 15—540	St. I
Research Assistant	£360	£550		

## PART IV

## ZANZIBAR

<i>Department</i>	<i>Post</i>	<i>Present salary or salary scale</i>	<i>Proposed salary or salary scale</i>	<i>Conversion table</i>
ADMINISTRATOR GENERAL	Assistant Administrator General	£ 550: 550: 575 × 25—600 × 30—750 × 30—840	£ 760: 760: 830 × 35—1005 × 45—1140	I Ag.II
	Senior Agricultural Officer	880 × 40—1000	620: 620: 690 × 35—760: 830 × 35—1005 × 45—1320	Ag.II
		480 × 20—600 × 30—840		Ag.II
	Agricultural Officer	480 × 20—600 × 30—720	35—1005 × 45—1320	Ag.II
		400: 400: 450 × 25—600: 660 × 30—840		Ag.II
	Government Chemist	600 × 30—840	865: 865: 935 × 35—1005 × 45—1320	M.III
	Inspector of Produce	400 × 20—500 × 20—600	610 × 20—690 × 25—840	G.XVIII
	Veterinary and Livestock Officer	600: 600: 630 × 30—720 × 30—840	865: 865: 935 × 35—1005 × 45—1320	M.III G.XVI
	Manager of Plantations	480 × 20—600 × 30—720	690 × 25—840 × 30—960	F.I
	Assistant Conservator of Forests	400: 400: 450 × 25—600: 660 × 30—840	585: 585: 655 × 35—760: 830 × 35—1005 × 45—1320	G.X
Farm Manager	360 × 20—480 × 30—600	550 × 20—690 × 25—815		
AUDIT	Auditor	350: 350: 400 × 50—500 × 25—600: 660 × 30—780	550: 550: 620 × 35—760: 830 × 35—1005 × 45—1050	AC.II
	Assistant Comptroller	350: 350: 400 × 25—550 × 50—600 × 30—780	970 × 40—1050 × 45—1140	Ag.II
CUSTOMS	Development Secretary	400: 400: 475 × 25—600 × 30—840 × 40—920	550: 550: 620 × 35—760: 830 × 35—1005 × 45—1320	Ad.I
	Executive Engineer	880 × 40—1000	1185 × 45—1320	Ad.I
	Executive Officer	£600	£800	G.XII
	Supervisor of Works	480 × 20—600	670 × 20—690 × 25—815	
EDUCATION	Inspector of Schools	350: 350: 400 × 50—500 × 25—600: 660 × 30—840	550: 550: 620 × 35—760: 830 × 35—1005 × 45—1140	E(I)III
	Senior Woman Education Officer	720 × 30—840	948 × 36—1056	Ad.I
			(Personal: 970 × 35—1005 × 45—1140)	



ZANZIBAR—Continued

Department	Post	Present salary or salary scale	Proposed salary or salary scale	Conversion table
PRISONS	Superintendent	£ 480 × 20—600 × 30—720	£ 50: 550: 500 × 25—725: 75 × 25—75 × 0—1035	P.III
PROVINCIAL ADMINISTRATION	Administrative Officer	400: 400: 475 × 25—600 × 30—720 × 30—840 × 40—920 350: 350: 400 × 50—500 × 25— 600: 660 × 30—840 × 40—880 × 40—1000	550: 550: 620 × 35—760: 830 × 35—1005 × 45—1320 do.	Ad.I Ad.I
	Municipal Officer, Urban Local Government, Zanzibar Town	400: 400: 450 × 25—600: 660 × 30—840	550: 550: 620 × 35—760: 830 × 35—1005 × 45—1140	Ad.I G.XXVIII
	Welfare Officer	350: 350: 400 × 25—600 × 30—720	840 × 30—1080	G.VII
	Curator of Museum	350 × 25—600	550 × 20—690 × 25—840	G.VII
	Executive Engineer, Grade I Executive Engineer, Grade II and Assistant Engineer	880 × 40—1000 450: 450: 475 × 25—600 × 30—630 × 30—840	655: 655: 725 × 35—760: 830 × 35—1005 × 45—1320 do.	Eng.I Eng.I
PUBLIC WORKS	Works Superintendent	630 × 30—720	840 × 30—960	G.XXI
	Accountant and Storekeeper	600 × 30—720	do.	G.XXI
	Senior Clerk of Works	480 × 20—540 × 20—600	690 × 25—840	G.XVIII
	Inspector of Works	360 × 20—480 × 20—540	550 × 20—69 × 25—765	G.X
	Mechanical Superintendent	390 × 18—480 × 20—540 × 20—600	590 × 20—690 × 25—840	G.XVI
	Electrical and Mechanical En- gineer, Grade II	660 × 30—840	970 × 35—1005 × 45—1320	Eng.I
	Assistant Mechanical Engineer	480 × 20—540 × 30—600	655: 655: 725 × 35—760: 830 × 35—1005 × 45—1320	Eng.I
	Surveyor	400: 400: 450 × 25—600: 660 × 30—840	620: 620: 690 × 35—760: 830 × 35—1005 × 45—1320	Ag.II
	Assistant Director of Electricity and Wireless	600 × 30—840 × 40—920	900 × 35—1005 × 45—1320	Eng.I

ZANZIBAR — Continued

Department	Post	Present salary or salary scale £	Proposed salary or salary scale £	Conversion table
SECRETARIAT	Assistant Secretary	350: 350: 400 × 50—500 × 25—600 × 30—840 × 40—1000	550: 550: 620 × 30—760: 830 × 35—1005 × 45—1320	Ad.I
	Office Assistant and Confidential Clerk	300 × 18—390 × 20—450 300 × 18—390	490 × 20—650 490 × 20—590	G.XXXV G.XXXIV
TOWN IMPROVEMENT	Assistant Engineer	450: 450: 475 × 25—630 × 30—840	655: 655: 725 × 35—760: 830 × 35—1005 × 45—1320	Eng.I
TREASURY	Senior Accountant	750 × 30—840	1000 × 45—1135	Acc.I

PART V EAST AFRICAN HIGH COMMISSION

Department	Post	Present salary or salary scale	Proposed salary or salary scale	Conversion table
DIRECTORATE OF CIVIL AVIATION	Operations Officer	£ 720 × 30—840 × 40—920	£ 970 × 35—1005 × 45—1230	Ad.I
	Senior Flying Control Officer	do.	do.	Ad.I
	Senior Air Signals Officer	do.	do.	Ad.I
	Aviation Assistant	440 × 20—540 × 20—600	610 × 20—690 × 25—790	G.I
	Draftsman	360—600	550 × 20—690 × 25—790	G.X
	Secretary	150 × 15—360	295 × 15—460	Cl.VI
	Stenographer	do.	do.	Cl.VI
	Accounts Clerk	440 × 20—540 × 20—600	610 × 20—690 × 25—790	G.I
	Second Assistant Secretary and Secretary to High Commissioner for Transport	350: 350: 400 × 50—500 × 25—600: 660 × 30—840 × 40—1000	550: 550: 620 × 35—760: 830 × 35—1005 × 45—1320	Ad.I
	Establishment Officer	720 × 30—840 × 40—1000	1095 × 45—1320	Eng.I
HIGH COMMISSION & CENTRAL ASSEMBLY	Assistant Commissioner	750 × 30—840 × 40—920	1095 × 45—1230	Ac.I
	Assessor	350: 350: 400 × 25—600 × 30—720	550: 550: 620 × 35—1050	Ac.II
INCOME TAX	Tax Officer	280: 280: 320 × 20—480 × 24—576	440: 440: 496 × 28—840 (F)	G.I
	Statistical Clerk	440 × 20—540 × 20—660	610 × 20—690 × 25—840	Cl.II
	Traffic Superintendent	600 × 30—720	840 × 30—960	G.XVI
	Traffic Officer	420 × 20—600	610 × 20—690 × 25—840	G.X
	Telephonists (Female)	240 × 15—360	370 × 20—460	Cl.VI
	Deputy Chief Accountant	650 × 30—750	1000 × 45—1135	Acc.I
	Staff Officer	600 × 30—720	840 × 30—960	G.XVI
	Accountant	500 × 20—600 × 20—660	765 × 25—840	G.XXIV
	Assistant Accountant	440 × 20—540 × 20—600	610 × 20—690 × 25—765	G.I
	Engineer (Wireless)	880 × 40—1000	1185 × 45—1320	Ad.I
POSTS & TELEGRAPHS	Assistant Engineer	720 × 30—840	830 × 35—1005 × 45—1320	Eng.I
	Assistant Electrical Engineer	600 × 30—720	do.	Eng.I
		450: 450: 475 × 25—600 × 30—840	do.	Eng.I

EAST AFRICAN HIGH COMMISSION—Continued

Department	Post	Present salary or salary scale	Proposed salary or salary scale	Conversion table
POSTS & TELEGRAPHS— Continued	Technician, Grade I	£ 400 × 20—500	£ 570 × 20—670	G.I
	Chief Storekeeper	500 × 20—660	670 × 20—690 × 25—840	G.I
	Assistant Storekeeper	300 × 20—400 × 20—480	470 × 20—650	G.XXXII
	Superintendent, Dar-es-Salaam Training School	500 × 20—600	670 × 20—690 × 25—790	G.I
	Inspecting Technician, Auto-Telephone Training School, Nairobi	540 × 20—660 500 × 20—600	740 × 25—840 715 × 25—790	G.X G.XVI
	Inspecting Technician, Central Engineering School	540 × 20—660 500 × 20—600	740 × 25—840 715 × 25—790	G.X G.XVI
	Statistician	400: 400: 450 × 25—600 } 660 × 30—840 }	550: 550: 620 × 35—760: } 830 × 35—1005 × 45—1140 }	Stat.I
	Entomologist	475 × 25—600 × 30—720 × 30—840 × 40—1000 } do. }	620: 620: 690 × 35—760: } 830 × 35—1005 × 45—1320 }	Ag.II Ag.II
	Botanist	480 × 20—600 × 30—720	650 × 20—690 × 25—840 × 30—930	G.II
	Secretary	240 × 20—300 × 10—360 × 10—400 }	370 × 15—540 }	St.I
Stenographer	400 × 25—600 × 30—720	550 × 20—690 × 25—840 × 30—930	G.XXI G.V	
Field Officer	300 × 18—390 × 18—480	do.		
Field Assistant	475 × 25—600 × 30—720 × 30—840 × 40—1000 }	620: 620: 690 × 35—760: } 830 × 35—1005 × 45—1320 }	Ag.II	
Secretary	480 × 20—600 × 30—720	650 × 20—690 × 25—840 × 30—930	G.II	
Field Officer	400 × 25—600 × 30—720	550 × 20—690 × 25—840 × 30—930	G.XXI G.V	
Field Assistant	300 × 18—390 × 18—480	do.		
Laboratory Steward	480 × 20—600	650 × 20—690 × 25—790	G.II	
Scientific Assistant	372 × 18—480	550 × 20—670	G.XIII	

## Appendix III

*Schedule of Posts at present held by European Officers for which provision for Asian and African holders has been made*

1. All posts in the Clerical Service.
2. Assistant Accountant.
3. Assistant Agricultural Officer
4. Assistant Stock Inspector.
5. Draughtsman.
6. Forester.
7. Junior Laboratory Technician
8. Mechanic.
9. Pharmacist.

# Appendix IV

## PART I KENYA AND UGANDA RAILWAYS AND HARBOURS Schedule of Salary Scales Proposed for Heads of Departments and Super-scale Posts

Department	Post	Present salary or salary scale	Proposed salary
DIRECTION	General Manager	£ 2,500	£ 3,150
	Chief Assistant	1,250	1,550
	Legal Advisor	See Legal Advisor, Secretariat and Central Assembly, East African High Commission.	1,200
ENGINEERING	Staff and Welfare Assistant	1,000	1,200
	Chief Engineer	1,600	1,850
	Assistant Chief Engineer	1,250	1,550
	Senior District Engineer	1,000	1,300
MECHANICAL	Chief Mechanical Engineer	1,500	1,850
	Assistant Chief Mechanical Engineer	1,250	1,450
	Locomotive Superintendent	950 × 50—1,150	1,450
ACCOUNTS	Chief Accountant	1,500	1,850
	Expenditure Accountant	1,000	1,300
	Revenue Accountant	840 × 40—920	1,300
TRANSPORTATION	Superintendent of the Line	1,500	1,850
	Assistant Superintendent of the Line	1,000 × 50—1,200	1,550
	Assistant Superintendent	1,000	1,300
	Senior Marine Officer	920 × 40—1,000	1,300
PORT	Port Manager	1,150	1,550
	Stores Superintendent	1,150	1,450

## PART II

KENYA AND UGANDA RAILWAYS AND HARBOURS—Continued  
Schedule of Salary Scales proposed for Administrative, Professional, Technical and Executive Posts

Department	Post	Present salary or salary scale	Proposed salary or salary scale	Conversion table
DIRECTION	Private Secretary	315 × 18—405	462 × 18—570	R.XI
	Assistant Welfare Officer	480 × 20—540	630 × 20—690	R.X
ENGINEERING	District Engineer	840 × 40—920	1080 × 40—1200	R.I
	Assistant Engineer	480 × 20—600 × 30—720 × 30—840	590: 590: 650 × 30—680: 750 × 30—780 × 35—920 × 40—1040	R.IV
	Office Assistant	600 × 30—720	810 × 30—870	R.III
	Office Assistant (Land Architect)	do.	do.	R.III
	Cadet Engineer	480 × 20—600 × 30—720 × 30—840	590: 590: 650 × 30—680: 750 × 30—780 × 35—920 × 40—1040	R.VI
	Building Superintendent	700	500	
	Superintending Draughtsman	700	810 × 30—870	
	Inspector of Works, Special Class	560 × 20—600	750 × 20—810	R.IV
	Class I	500 × 20—540	690 × 20—730	R.IV
	Class II	390 × 18—480	570 × 20—690	R.X
	Class III	300 × 18—372	462 × 18—570	R.XII
	Learner	180 × 12—240	325 × 15—370	Cl.VI
	Senior Draughtsman	500 × 20—600	690 × 20—810	R.IV
Junior Draughtsman	180 × 12—240	390 × 15—450	R.XII	
Learner Draughtsman	48—120	150: 175: 200		
Senior Foreman (Permanent Way Depot)	560 × 20—600	750 × 20—810	R.IV	
Permanent Way Inspector, Special Class	do.	do.		
Class I	500 × 20—540	690 × 20—730	R.IV	
Class II	390 × 18—480	570 × 20—690	R.X	
Class III	300 × 18—372	462 × 18—570	R.XI	
Signal Foreman	500 × 20—540	690 × 20—730	R.IV	
Sub-Permanent Way Inspector	180 × 12—240	390 × 15—450	R.XII	

KENYA AND UGANDA RAILWAYS AND HARBOURS—Continued

Department	Post	Present salary or salary scale £	Proposed salary or salary scale £	Conversion table
ENGINEERING— Continued	Overseer, Class I	390 × 18—480	570 × 20—690	R.X
	Class II	300 × 18—372	462 × 18—570	R.XI
	Permanent Way Learner	60—120	150: 175: 200	
	Survey Learner	48—120	150: 175: 200	
	Junior Surveyor	180 × 12—240	390 × 15—450	R.XII
MECHANICAL	District Locomotive Supt.	720 × 30—840	1080 × 40—1200	R.I
	Assistant Works Superintendent	480 × 20—600 × 30—720 × 30—840	590 × 30—710 × 35—920 × 40—1040	R.VIII
	Assistant Locomotive Superintendent	do.	do.	R.VIII
	Assistant Electrical Engineer	do.	590: 590: 650 × 30—680: 750 × 30—780 × 35—920 × 40— 1040	R.V
	Works Accountant	480 × 20—600 × 30—720 × 30—840	590 × 30—710 × 35—920 × 40—1040	R.VIII
	Chief Locomotive Draughtsman	600 × 30—720	780 × 35—920	R.VIII
	Works Assistant	700	810 × 30—870	
	Inspector, Special Class	560 × 20—600	750 × 20—810	R.IV
	Class I	500 × 20—540	690 × 20—730	R.IV
	Class II	390 × 18—480	570 × 20—690	R.X
	Locomotive Instructor		570 × 20—690	R.X
	Class I	560 × 20—600	750 × 20—810	R.IV
	Class II	420 × 20—540	570 × 20—730	R.X
	Senior Foreman	560 × 20—600	750 × 20—810	R.IV
	Foreman, Class I	500 × 20—540	690 × 20—730	R.IV
Class II	444 × 18—480	570 × 20—690	R.X	
Locomotive Driver, Class I	330 × 18—420	462 × 18—570	R.XI	
Class II	240 × 18—312	390 × 15—450	R.XII	
Apprentice (Workshop)	48—150	150: 175: 200		
Foreman	444 × 18—480 × 20—540	570 × 20—730	R.X	
Chargehand	318 × 18—420	462 × 15—570	R.XI	
Locomotive Fireman	162 × 12—210	340 × 15—385	R.XV	
Progress Inspector	540 × 20—600	690 × 20—810	R.IV	

KENYA AND UGANDA RAILWAYS AND HARBOURS—Continued

Department	Post	Present salary or salary scale	Proposed salary or salary scale	Conversion table
		£	£	
MECHANICAL— Continued	Assistant Technical Clerk	240 × 18—360 × 18—480	390 × 15—450 : 462 × 18—570 × 20—630	R. XII XI & X R. X R. XII
	Costing Clerk	420 × 20—480 × 20—540	570 × 20—690	
	Progress Assistant	240 × 15—300	390 × 15—450	
	Accounting Officer (Port)	720 × 30—840	1000 × 40—1120	R. II
ACCOUNTS	Assistant Accountant	480 × 20—600 × 30—720	590 × 30—780 × 35—920	R. VIII
	Accounting Inspector, Special Class I	560 × 20—600	750 × 20—810	R. IV
	Class I	500 × 20—540	690 × 20—730	R. IV
	Class II	390 × 18—480	570 × 20—690	R. X
	Chief Cashier	480 × 20—600	690 × 20—810	R. IV
	Senior Marine Engineer	840 × 40—920	1080 × 40—1200	R. I
	District Traffic Superintendent	720 × 30—840	do.	R. I
	Commander	do.	885 × 35—920 × 40—1040	R. VIII
	Engineer-in-Charge, Lake Kioga	do.	do.	R. VIII
	Chief Engineer (Marine)	720 × 30—780	885 × 35—920 × 40—960	R. VIII
TRANSPORTATION	Assistant Superintendent (Catering)	600 × 30—720 × 30—840	885 × 35—920 × 40—1040	R. VIII
	Assistant Traffic Superintendent	480 × 20—600 × 30—840	590 × 30—710 × 35—920 × 40—1040	R. VIII
	Marine Officer	480 × 20—600 × 30—720	590 × 30—780 × 35—920 × 40—1040	R. VIII
	Marine Engineer	do.	do.	R. VIII
	Motor Transport Officer	do.	780 × 35—920 × 40—1040	R. VIII
	Assistant Traffic Superintendent	do.	780 × 30—920 × 40—1040	R. VIII
	Goods Agent	700	810 × 30—870	
	Assistant Goods Agent	420 × 20—480	570 × 20—690	R. X
	Goods Shed Foreman	300 × 18—420	462 × 20—570	R. XI
	Traffic Instructor, Class I	560 × 20—600	750 × 20—810	R. IV
Class II	420 × 20—540	570 × 20—690	R. X	

KENYA AND UGANDA RAILWAYS AND HARBOURS—Continued

Department	Post	Present salary or salary scale	£	Proposed salary or salary scale	£	Conversion table	
TRANSPORTATION— Continued	Traffic Inspector, Special Class	560 × 20—600		750 × 20—810		R.IV	
	Class I	500 × 20—540		690 × 20—730		R.IV	
	Class II	390 × 18—480		570 × 20—690		R.X	
	Class III	300 × 18—372		462 × 18—570		R.XI	
	Learner	180 × 12—240		325 × 15—370		R.XIII	
	Station Master, Class I		540 × 20—600		690 × 20—810		R.IV
		Class II	420 × 20—480 × 20—500 × 20—540		570 × 20—690		R.X
	Class III	360 × 20—400		534 × 18—570		R.XI	
	Class IV	300 × 15—345		462 × 18—516		R.XI	
	Assistant Station Master, Class I		240 × 15—300		390 × 15—450		R.XII
		Class II	180 × 15—240		325 × 15—370		R.XIII
	Train Controller	390 × 18—480		570 × 20—690		R.X	
	Assistant Train Controller	300 × 18—372		462 × 18—570		R.XI	
	Yard Foreman, Class I		420 × 20—480		570 × 20—690		R.X
		Class II	300 × 18—408		462 × 20—570		R.XI
	Weighing Machine Inspector, Class I		500 × 20—540		650 × 20—690		R.X
		Class II	do.		do.		R.X
	Catering Inspector, Class I		390 × 18—480		570 × 20—630		R.X
		Class II	300 × 18—372		462 × 18—570		R.XI
		Class III	240 × 18—300		390 × 15—450		R.XII
	Guard	do.		do.			
	Ticket Examiner Foreman, Class II (Mineral Water Factory)		444 × 18—480		570 × 20—690		R.X
		Foreman, (Marine Workshops)	444 × 18—480 × 20—540		do.		R.X
PORT	Shipping Master and Senior Pilot	840		920			
	Berthing Master and Pilot	840		885 × 35—920 × 40—1040		R.III	
	Office Assistant	600 × 30—720		810 × 30—870		R.VIII	
	Shore Assistant to Port Manager		720 × 30—840		885 × 35—920 × 40—1040		

KENYA AND UGANDA RAILWAYS AND HARBOURS—Continued

Department	Post	Present salary or salary scale £	Proposed salary or salary scale £	Conversion table
PORT—Continued	Pilot	600 × 30—720	780 × 35—920 × 40—960	R.VIII
	Tugmaster (Port)	390 × 18—480 × 20—600	590 × 30—780	R.VIII
	Tug Engineer (Port)	390 × 18—480 × 20—540	do.	R.VIII
	Shore Boatswain	do.	570 × 20—690	R.X
	Senior Harbour Foreman	420 × 20—480	do.	R.X
	Harbour Foreman	390 × 18—420	462 × 18—570	R.XI
	Firemaster	390 × 18—462 × 18—480 × 20—540	570 × 20—690	R.X
	Overseer, Class I	390 × 18—480	do.	R.X
	Assistant Stores Superintendent	720 × 30—840	1000 × 40—1120	R.II
	District Stores Superintendent	600 × 30—720	780 × 35—920 × 40—1040	R.VIII
STORES	Stores Accountant	480 × 20—600 × 30—720	590 × 30—780 × 35—920 × 40—1040	R.VIII
	Storekeeper, Special Grade	560 × 20—600	750 × 20—810	R.IV
	Senior Storekeeper	500 × 20—540	690 × 20—730	R.IV
	Storekeeper, Class I	420 × 20—480	570 × 20—690	R.X
	Class II	315 × 18—405	462 × 18—570	R.XI
	Class III	240 × 15—300	390 × 15—450	R.XII
	Class IV	180 × 15—225	325 × 15—370	R.XIII
	Staff and Works Assistant	700	810 × 30—870	R.IV
	Senior Clerk, Special Grade	560 × 20—600	750 × 20—810	R.IV
	Senior Clerk	500 × 20—540	690 × 20—730	R.X
GENERAL	Clerk, Class I	420 × 20—480	570 × 20—690	R.X
	Class II	315 × 18—405	462 × 18—570	R.XI
	Class III	240 × 15—300	390 × 15—450	R.XII
	Class IV	180 × 15—225	325 × 15—370	R.XIII
	Junior	Up to £180	Up to £325	
	Shorthand Typist, Special Grade	250 × 18—340	462 × 18—570	R.XI
	Shorthand Typist	144 × 12—240	390 × 15—450	R.XII
	Shorthand Typist (Learner, 1st year)	£96 consolidated	£150	
	(2nd year)	£108 consolidated	£175	

KENYA AND UGANDA RAILWAYS AND HARBOURS—Continued

Department	Post	Present salary or salary scale	Proposed salary or salary scale	Conversion table
GENERAL— Continued	Typist, Class I	£ 195 × 15—250	£ 325 × 15—370	R.XIII
	Class II	120 × 12—180	220 × 12—280	R.XIV
	Telephonist, Class I	192 × 12—240	325 × 15—370	R.XIII
	Class II	120 × 12—180	220 × 12—280	R.XIV
	Learner	£96 consolidated	£150	
	Yard Master	500 × 20—600	690 × 20—810	R.IV
	Assistant Yard Master	420 × 20—480	570 × 20—690	R.X
	Artisan, Class I	318 × 18—420	462 × 18—570	R.XI
	Class II	240 × 18—300	390 × 15—450	R.XII
	Senior Draughtsman	500 × 20—600	690 × 20—810	R.IV
	Draughtsman, Class I	390 × 18—480	570 × 20—690	R.X
	Class II	300 × 18—372	462 × 18—570	R.XI
	Apprentice	48—120	150: 175: 200	
	Location Superintendent	500 × 20—540	650 × 20—690	R.X
	Location Supervisor, Class I	390 × 18—480	570 × 20—630	R.X
	Class II	300 × 18—372	462 × 18—570	R.XI

## Appendix V

### *Salary Scales Proposed for the Clerical, Executive and Analogous Grades, Zanzibar*

In paragraph 117 we have stated the reasons for our decision not to make any recommendations which would interfere with the present structure of the Zanzibar Civil Service. But we should not wish it to be assumed that because we have not ourselves made any changes in structure that we are entirely happy about the present arrangements. We invite particular reference to the existence of two time scales, junior and senior, in the special and executive class (Class A), which run parallel with each other from £270 to £360 a year over a period of seven years, after which the senior scale continues for an additional three years to a maximum of £405 a year; and also to the fact that in Class C there are, in the range posts, no fewer than six grades. We assume that the question whether an officer enters the junior or senior grade of staff posts depends on the qualifications of the candidate, and, if this be correct, we suggest that the counterpart in Zanzibar of the Public Service Commission should be requested to consider whether the two existing scales should not be combined in a single scale with a promotion bar beyond which only an officer possessing the qualifications now necessary to enter the senior grade would be allowed to pass. The question whether the number of ranges in Class C could not with advantage be reduced might also be considered.

The salary scales recommended by us for adoption in Zanzibar are :

	<i>Present Salary Scale</i> £	<i>Proposed Salary Scale</i> £
<b>CLASS A. SPECIALIST AND EXECUTIVE CLASS</b>		
<b>PROFESSIONAL</b>		
(a) Junior	135 × 9—270	215 × 10—285* × 10—365
(b) Senior	270 × 13½—351 × 9—360 × 12½—405	380 × 15—455* × 15—485
<b>STAFF</b>		
(a) Junior	270 × 13½—351 × 9—360	380 × 15—455
(b) Senior	270 × 13½—405	380 × 15—455* × 15—485
<b>EDUCATIONAL</b>		
Graduate Scale	175½ × 13½—270: 270: 270 × 13½—351 × 9—360	280 × 15—385* × 15—445
Education Officer	450 × 22½—540	550 × 25—650
<b>MUDIRIAL</b>		
Assistant Mudir & Mudir	60: 60 × 6—144: 156 × 12—240: 255 × 15—300	120: 120 × 10—200* × 15—290: 305 × 15—395
<b>TECHNICAL &amp; MECHANICAL</b>		
(a) Junior	135 × 9—270	215 × 10—285* × 10—365
(b) Senior	270 × 13½—351 × 9—360	380 × 15—455
Special (Officers on pre-1945 Grades I and II only)	243 × 13½—288	345 × 15—390
<b>CLASS B. CLERICAL AND NON-CLERICAL TIME-SCALE POSTS</b>		
(a) Junior	29.8.0 × 36/- —51 × 54/- —78 × 72/- —96	60 × 3—96*: 106 × 6— 160
(b) Senior	54: 54 × 90/- —90 × 6.15.0 —130.10.0 (for 4 years): × 9—175.10.0 (for 4 years): 189 × 13.10.0—216, then 228.10.0: 243	100: 100: 109 × 9—190* 202 × 12—312

	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>
	£	£
CLASS C. MECHANICAL, ARTISAN AND OTHER POSTS		
Range V	27 × 18/- — 36 (for 3 years): 37.16.0 (for 3 years): 39.12.0 (for 3 years): 41.8.0 (for 3 years): 43.4.0 (for 3 years): 45.0.0	60 × 30/- — 75 × 30/- — 90.
Range I	45 × 36/- — 54 (for 3 years): 55.16.0 (for 3 years): 57.12.0 (for 3 years): 59.8.0 (for 3 years): 61.4.0 (for 3 years): 63.0.0	90 × 30/- — 102* × 2 — 120
Range III	63 × 54/- — 90 (for 3 years): 92.14.0 (for 3 years): 95.8.0 (for 3 years): 98.2.0 (for 3 years): 100.16.0 (for 3 years): 103.10.0	120 × 3 — 144* × 3 — 165
Range II	103.10.0 × 72/- — 121.10.0 (for 3 years): 126.0.0 (for 3 years): 130.10.0 (for 3 years): 135.0.0 (for 3 years): 139.10.0 (for 3 years): 144.0.0	165 × 3 — 186* × 3 — 225
Range I	144 × 90/- — 166.10.0 (for 3 years): 171.0.0 (for 3 years): 175.10.0 (for 3 years): 180.0.0 (for 3 years): 184.10.0 (for 3 years): 189.0.0 (for 3 years): 193.10.0	235 × 3 — 256* × 3 — 280
Female Teachers, Graded	(a) 36 × 90/- — 67.10.0 } (b) 36 × 48/- — 67.4.0 }	72 × 3 — 96* × 3 — 115
Matron	27 × 54/- — 45	60 × 3 — 84* × 3 — 96
Asst. Matron	18 × 36/- — 36	42 × 3 — 60* × 3 — 72
Hospital Attendants & Nurses	42 × 36/- — 51 × 54/- — 78 × 72/- — 96	81 × 3 — 96* × 3 — 100 × 6 — 136* × 6 — 160
Rural Dispensary Attendants	24 × 72/- — 42 × 6 — 72	65 × 3 — 80* × 3 — 95: 100 × 6 — 148
CLASS D. KATHIS		
Kathi	Between 135 and 405	Between 215 and 485

POLICE

<i>Rank</i>	<i>Proposed Salary Scale</i>
	£
Recruit	40.16.0: 42.0.0
Constable	43.4.0 × 24/- — 49.4.0* × 24/- — 56.8.0* × 24/- — 66
Corporal	54 × 36/- — 63* × 36/- — 72
Sergeant	66 × 3 — 75
Station Sergeant	78 × 3 — 84
Sergeant Major	87 × 3 — 90
Regimental Sergeant Major	105 × 3 — 120
PRISONS	
Recruit	40.16.0
Warder	43.4.0 × 24/- — 46.16.0* × 24/- — 52.16.0* × 24/- — 56.8.0
Corporal	54.4.0 × 36/- — 60.12.0* × 36/- — 66
Sergeant	62.8.0 × 36/- — 66* × 36/- — 69
Chief Warder	114 × 4.10.0 — 132

HIS HIGHNESS' VESSELS

<i>Rank</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>
	£	£
Captain	(a) 432 (b) 402	580 550
Chief Officer	270	380
Second Officer	174	270
Chief Engineer	390	520
Engineer-in-Charge	252 } 252 }	360
Second Engineer		
Third Engineer	180	270
Fourth Engineer	(a) 132 (b) 102	220 190

HIS HIGHNESS' ZANZIBAR SERVICE

250: 250: 300 × 15—	320: 320: 360 × 15—
390 × 20—550 ×	450 × 20—530 × 25—
25—600	680

\*Efficiency Bar.

We make the following observations with respect to these recommendations :

CLASS B

We understand that in order to qualify for entry into the junior time-scale, a candidate must have passed through Standard VIII ; and through Standard XII and have been successful in the prescribed examination, for entry into the senior time scale. It is in the light of these conditions that we have placed the starting point of the junior scale at £60 a year. In addition, incremental credits should be given in respect of extra years spent at school or in vocational training, in accordance with our recommendation in paragraph 105.

CLASS C

*Range Posts*

The salary scales attaching to Ranges I to V each extend over a period of not less than twenty years, while in two of the ranges it takes an officer a quarter of a century or more to reach the maximum of the scale. This is due to the practice of awarding increments triennially, a practice which we deprecate. We consider that the salary scales recommended by us for these posts should be applied on a basis of the award of increments annually, subject to the grant of the necessary certificate.

*Kathis*

As Kathis are not serving on an incremental scale, it will be for government to fix the revised salaries within the limits which we propose.

*Police and Prisons*

Our general recommendations in paragraph 112 and 114 to 116 should be applied with respect to the police and prisons departments' staffs in Zanzibar.

*His Highness' Vessels*

We are aware that the officers serving in His Highness' Ships receive various allowances, e.g. house allowance, messing allowance, war risks allowance, etc. The salaries which we propose absorb house allowance as well as cost of living allowance, and the salaries of the officers concerned should be subjected to the deduction for rent of quarters recommended by us in Chapter V. We have not, however, had regard to any other allowances in framing salary scales for ships' officers and it will be for government to consider whether or not they should be continued.

*His Highness' Zanzibar Service*

As we have mentioned in paragraph 61 and 62, there has recently been introduced a higher grade local civil service entitled "His Highness' Zanzibar Service". This service will ultimately consist of two classes of officers : first, those who have acquired at a university or other institution of higher education qualifications which justify their appointment to administrative, professional or technical posts, and secondly, those who, by a substantial period of meritorious service, have shown themselves deserving of officer status. As we have indicated in paragraph 62, the service will for some time to come consist almost entirely of the latter type of officer.

In so far as the former class of officer is concerned, their remuneration will, in accordance with the general principle set out in paragraph 92, be three-fifths of that of their European counterparts. As regards the latter class, it is to be noted that there are no posts specifically graded as posts in His Highness' Service ; in these circumstances we can do no more than prescribe a scale of salary based on the existing scale to be applied to all officers who are promoted to the service.

Owing to the wide differences in the ages and length of service of officers so promoted, special provision for determining the point of entry into the salary scale is necessary. At the request of the government when we were in Zanzibar, we have already recommended a formula for adoption in these cases.



CONVERSION TABLES—Continued

	Revised scale—E(I)		Revised scale—E(1)II		Revised scale—E(1)III		Revised scale—E(1)IV		Revised scale—Eng. I	
	£	£	£	£	£	£	£	£	£	£
	1185	1230	1275	1320	1320	1320	1320	1320	1320	1320
	600	630	660	690	720	(-920)				
Existing scales	660	690	720	750	780	(-1000)				
	880	920	960	1000						
	720	750	780	810	840	(-1000)				
	550	550	620	655	690	725	760	830	865	900
Existing scales	400	400	475	500	525	550	575	600	630	660
	350	350	400	450	500	525	550	575	600	660
	400	400	450	475	500	525	550	575	600	660
	350	350	400	450	500	525	550	575	600	630
	496	496	552	580	608	664	692	720	748	776
Existing scales	320	336	352	368	384	400	416	432	448	464
	354	372	390	408	426	444	462	480	500	500
	400	400	450	475	500	525	550	550	550	550
	655	655	725	760	830	865	900	935	970	1005
Existing scales	480	500	520	540	560	580	600	630	660	690
	450	450	475	500	525	550	575	600	630	660
	480	500	520	540	570	600	600	600	600	600

EDUCATION

ENGINEERING



CONVERSION TABLES—Continued

	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£
<i>Revised scale—M.III</i>	865	865	935	970	1005	1050	1095	1140	1185	1230	1275	1320	1320	1320	1320	1320	1320	1320	1320
{ <i>Pre-1935</i>	600	630	660	690	720	750	780	810	840	880	920	960	1000						
{ <i>Present</i>	600	600	630	660	690	720	750	780	810	840	880	920	960	1000					
<i>Existing scales</i>	600	630	660	690	720	750	780	810	840	880	920	960	1000						
{ <i>Pre-1935</i>	600	630	660	690	720	750	780	810	840	880	920	960	1000						
{ <i>Present</i>	600	600	630	660	690	720	750	780	810	840	880	920	960	1000					
<i>Revised scale—M.IV</i>	460	480	500	520	540	560	580	600	625	650	675	700							
<i>Existing Scale</i>	300	315	330	345	360	375	390	405	420	440	460	480							

MEDICAL (Continued)

	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£
<i>Revised scale—W.I</i>	600	600	660	690	720	750	780												
<i>Existing scale</i>	400	400	450	475	500	525	550												

	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£
<i>Revised scale—We.I</i>	672	696	720	744	768	792	816	840	864	864	864	864							
<i>Existing scales</i>	400	425	450	475	500	525	550	575	600										
{	400	420	440	460	480	500	520	540	560	580	600								
{	400	400	450	475	500	525	550	550	550	550	550								

WELFARE (WOMEN OFFICERS)



CONVERSION TABLES—Continued

	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£
<i>Revised scale—Stat. I</i>	550	550	620	655	690	725	760	830	865	900	935	970	1005	1050	1095	1140		
Existing scale	400	400	450	475	500	525	550	575	600	660	690	720	750	810	840	840		
<i>Revised scale—Acc. I</i>	1000	1045	1095	1135	1135													
Existing scales	Pre-1935	720	750	780	810	840												
		750	780	810	840													
	Present	600	630	660	690	720												
		650	680	710	740	750												
<i>Revised scale—Acc. II</i>	550	550	610	640	670	700	730	760	820	855	890	925	960	960	960			
Existing scales	Pre-1935	360	360	425	450	475	500	525	550	575	600	630	660	690	720			
		*350	350	400	425	450	475	500	525	550	575	600	630	660	690	720		
	Present	†372	390	408	426	444	462	480	500	520	540	560	580	600	600			

\*Kenya and Uganda

†Tanganyika

STATISTICAL

ACCOUNTANCY

CONVERSION TABLES—Continued

	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£
<i>Revised scale—E(2)I</i>	550	570	590	610	630	650	670	690	715	740	765	790	815	815	815	815	815	815	815
Existing scales	360	380	400	420	440	460	480	500	520	530	540	550	560	570	580	590	600	600	600
	372	390	408	426	444	462	480	500	520	540	560	580	600						
	372	390	408	426	444	462	480	500	500	500	500	500	500	500	500	500	500	500	500
<i>Revised scale—E(2)II</i>	400	420	440	460	480	500	525	550	575	600	600	600	600	600	600	600	600	600	600
	490	510	530	550	570	590	610	630	650	670	690	690	690	690	690	690	690	690	690
	315	330	345	360	380	390	400	410	420	430	440	450	450						
Existing scales	336	354	372	390	408	426	444	462	480	480	480	480	480						
	354	372	390	408	426	444	462	480	500	500	500	500	500						
	360	380	400	420	430	440	450	460	470	480	490	500	500						
<i>Revised scale—E(2)III</i>	400	410	420	430	440	450	460	470	480	490	500	510	520						
	410	430	450	470	490	510	530	550	570	590	610	630	650	670	690	715	740	765	790
	246	264	282	300	318	336	354	372	390	408	426	444	462	480	500	520	540	560	580
Existing scale	410	430	450	470	490	510	530	550											
	240	260	280	300	320	340	360	360											
<i>Revised scale—E(2)IV</i>	390	410	430	450	470	490	490	490	490	490	490	490	490						
Existing scale	225	240	255	270	285	300	315												

CONVERSION TABLES—Continued

	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£
<i>Revised scale—F.II</i>	550	570	590	610	630	650	670	690	710	730	750	770	790	810	830	830	830	830
Existing scales { Kenya	360	380	400	420	440	460	480	500	520	540	560	580	600	600	600	600	600	600
Existing scales { Uganda	300	318	336	354	372	390	408	426	444	462	480	500	500	520	540	560	580	600
Existing scales { Tanganyika	300	318	336	354	372	390	408	426	444	462	480	500	520	540	560	580	600	600
<i>Revised scale—Ga.I</i>	945	980	1015	1050	1085													
Existing scale	720	750	780	810	840													
<i>Revised scale—Ga.II</i>	550	550	600	625	650	675	700	735	770	805	840	875	910	945				
Existing scales { Kenya	400	420	440	460	480	500	520	540	560	580	600	620	640	660				
Existing scales { Tanganyika	360	360	425	450	475	500	525	550	575	600	630	660	690	720				
<i>Revised scale—P.I</i>	1185	1230	1275	1320														
Existing scales { Pre-1935	840	880	920	920														
Existing scales { Present	880	920	960	1000														
<i>Revised scale—P.II</i>	550	550	610	640	670	700	730	760	820	850	880	910	940	980	1020	1060	1100	1140
Existing scales { Pre-1935	360	360	425	450	475	500	525	550	575	600	630	660	690	720	720	750	780	810
Existing scales { Present	350	350	400	425	450	475	500	525	550	600	630	660	690	720	750	780	810	840

\*Owing to circumstances arising out of promotions from the inspectorate to commissioned rank, commissioned officers should convert at the point in the new salary scale corresponding to their present salary point.

FORESTRY

\* POLICE





GENERAL CONVERSION TABLE

Existing scales

CONVERSION TABLES—Continued

Revised scale	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£				
	530	550	570	590	610	630	650	670	690	715	740	765	790	815	840	870	900	930	960	990	1020	1050	
G.I	360	380	400	420	440	460	480	500	520	540	560	580	600	620	640	660	680						
G.II	372	390	408	426	444	462	480	500	520	540	560	580	600	630	660	690	720	750	780	810	840		
G.III	300	312	324	336	348																		
G.IV	300	315	330	345	360																		
G.V	300	318	336	354	372	390	408	426	444	462	480	480	500	500	520	540	540	540	540	540	540	540	540
G.VI	300	320	340	360	380	400	420																
G.VII	350	375	400	425	450	475	500	525	550	575	600	630	660	660	660	660							
G.VIII	360	372	390	408	426	444	462	480	500	520	540	540	540	540	580	600	600	630	660				
G.IX	360	380	400	420	440	460	480	500	520	540	540	560	580	600	630	660	690	720					
G.X	360	380	400	420	440	460	480	500	520	540	540	560	580	600	600	620							
G.XI	372	389	405	423	440	457	474																
G.XII	372	390	408	426	444	462	480	500	520	540	560	580	600	600	630	660	690	720	750	780	810	840	
G.XIII	372	390	408	426	444	462	480	500	520	540	560	580	600	620	640	660							
G.XIV	390	408	426	444	462	480	500	500	500	520	540	560	580	600	620	640							

Revised scale

Existing scales









CONVERSION TABLES—Continued

Revised scale— R XII	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£
	390	405	420	435	450	450													
Existing scales	144	156	168	180	192	204													
	180	192	204	216	228	240													
	240	255	270	285	300														
	240	258	276	294	312	(300)													

Revised scale— R XIV	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£
	220	232	244	256	268	280													
Existing scale	120	132	144	156	168	180													

Revised scale— R XIII	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£
	325	340	355	370	370														
Existing scales	180	195	210	225															
	192	204	216	228	240														
	195	210	225	240	250														



**KENYA, TANGANYIKA, UGANDA**  
**ASIAN OFFICERS. MEDICAL SCALES: PROFESSIONAL**

	£	£	£	£	£	£	£	£	£	£	£
<b>REVISED SCALE</b> £380 × 15—530	380	395	410	425	440	455	470	485	500	515	530
<i>Sub-Assistant Surgeon</i>	240	255	270	285	300	315	330	345	360	360	360
<b>REVISED SCALE</b> £530 × 20—610	530	550	570	590	610						
<i>Senior Sub-Assistant Surgeon</i>	360	375	390	405	420						
<b>REVISED SCALE</b> £445 × 15—610	445	460	475	490	505	520	535	550	565	580	595
<i>Assistant Surgeon</i>	300	315	330	345	360	375	390	405	420	420	420
<b>REVISED SCALE</b> £610 × 20—690	610	630	650	670	690						
<i>Senior Assistant Surgeon</i>	420	435	450	465	480						

# KENYA

## ASIAN PENSIONABLE OFFICERS: OLD TERMS

	£	£	£	£	£	£	£	£	£
REVISED SCALE—GRADE II (£180 × 10—240) × 15—375	300	315	330	345	360	375	375	375	
<i>Grades III and II</i>	168	177	186	195	204	213	216		
REVISED SCALE—GRADE I £390 × 15—450 : 450 × 15—495	390	405	420	435	450	450	465	480	495
<i>Grade I</i>	228	240	252	264	276	288	300	315	330
REVISED SCALE—SPECIAL £450 × 20—550 : 570 : 590	450	470	490	510	530	550	570	590	
<i>Special</i>				360	—	390	—	420	
<i>Examiner of Accounts, Registrar General's Department</i>	300	318	336	354	372	372			

KENYA

ASIAN OFFICERS. MISCELLANEOUS

	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£
REVISED SCALE—GRADE II £180 × 10—240 × 15—375	180	190	200	210	220	230	240	255	270	285	300	315	330	345	360	375	375	375	375
*Female Telephonist, Posts & Telegraphs	90	96	102	108	114	120	126	132	138	144	150	160	170	180	190	200	210	220	230
Road Supervisor, Grade II P.W.D. Artisan, Mombasa Water Supply																			
Supervisor, Mombasa Water Supply Artisan Operator, Mombasa Water Supply Transport & Yard Supervisor, P.W.D.																			
Staff Artisan																			
Artisan Supervisor																			
REVISED SCALE—GRADE I £390 × 15—450	390	405	420	435	450	450													
*†Social Welfare Officer, Female	240	255	270	285	300	315													
REVISED SCALE—SPECIAL £450 × 20—550	450	470	490	510	530	550													
Senior Sub-Draughtsman, P.W.D.	300	312	324	336	336	336													
Senior Sub-Foreman, P.W.D. Senior Motor Mechanic, P.W.D.	300	312	324	336	336	336													

{ 120 129 138 147 156 165 174 183 192 192 192 192 }  
{ 124½ 133½ 142½ 151 160½ 169½ 178½ 187½ }

\*Conversion in these cases should be to a scale amounting to four-fifths of the revised scale as shown above.  
†At the starting point (£225) of the scale an officer would convert to £375, the maximum of the revised scale for Grade I.

KENYA

EDUCATION SCALES: ASIAN OFFICERS

	£	£	£	£	£	£	£	£	£	£	£	£
REVISED SCALE £560 × 20—750	560	580	600	620	640	660	680	700	710	730	750	
Grade I { Inspector of Schools Principal, Secondary School	450	465	480	495	510	525	540	555	570	585	600	
REVISED SCALE £460 × 18—550	460	478	496	514	532	550						
Grade II	318	336	354	372	390	408						
REVISED SCALE £305 × 15—455	305	320	335	350	365	380	395	410	425	440	455	
Grade III	182	194	206	218	230	240	252	264	276	288	300	
REVISED SCALE £228 × 12—300	228	240	252	264	276	288	300					
Grade IV	130	138	146	158	170	182	182					
REVISED SCALE £180 × 10—220	180	190	200	210	220							
Grade V	90	98	106	114	122							

NOTE: Female officers should convert to a scale equivalent to four-fifths of the above revised scales.

## KENYA

### EDUCATION SCALES: ASIAN PENSIONABLE OFFICERS

	£	£	£	£	£	£	£	£	£	£
<b>REVISED SCALE</b> <b>£460 × 18—568</b>	460	478	496	514	532	550	568	568		
<i>Grade II</i>	300	318	336	354	372	390	408	420		
 <b>REVISED SCALE</b> <b>£320 × 15—460</b>	320	335	350	365	380	395	410	425	440	455
<i>Grade III</i>	180	192	204	216	228	240	252	264	276	288
 <b>REVISED SCALE</b> <b>£228 × 12—312</b>	228	240	252	264	276	288	300	312		
<i>Grade IV</i>	120	129	138	147	156	165	174	180		

**NOTE :** The present scale £250 × 15—400 for an Assistant Mistress, Grade II, should convert to the equivalent of four-fifths of the scale £460 × 18—568. Assistant Mistresses, Grade IV, now enjoy the same scale as their male counterparts and must therefore be allowed to convert to the new scale £228 × 12—312.

KENYA

LIWALI, MUDIRIAL, ETC. SALARY SCALES

	£	£	£	£	£	£	£	£	£	£	£	£	£
<b>REVISED SCALE</b> £420 × 15—480 × 20—600	420	435	450	465	480*	500	520	540	560	580	610		
<i>Liwali</i> (non-pensionable)	300	312	324	336	348	360	372	384	396	408	420		
<i>Liwali</i> (pensionable)		300	312	324	336	348	360	372	384	396	396		
<i>Assistant Liwali</i>	300	312	324	336	348	360	372	384	396	408	420		
<i>Chief Kathi</i>	300	312	324	336	348	360	372	384	396	408	420		
<b>REVISED SCALE</b> £255 × 15—450	255	270	285	300	315	330	345*	360	375	390	405	420	435 450
<i>Mudir</i> (non-pensionable)	146	158	170	182	194	206	218	230	240	252	264	276	288 300
<i>Mudir</i> (pensionable)		144	156	168	180	192	204	216	228	240	252	264	276 276
<i>Kathi</i> (non-pensionable)	146	158	170	182	194	206	218	230	240	252	264	276	288 300
<i>Kathi</i> (pensionable)		144	156	168	180	192	204	216	228	240	252	264	276 276

<b>REVISED SCALE</b> £180 : 200 : 220	180	200	220
<i>Arab Cadet</i>	90	105	120

\*Efficiency Bar.

KENYA

ASIAN OFFICERS: POLICE SALARY SCALES

	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£
REVISED SCALE £180 × 10—220	180	190	200	210	220	220	220												
Constable	72	78	84	90	96	102	108												
REVISED SCALE £220 × 10—260	220	230	240	250	260	260	260	260											
Sergeant	84	93	102	111	120	129	138	144											
REVISED SCALE £270 × 15—465	270	285	300	315	330	345	360*	375	390	405	420	435	450	465	465	465	465	465	465
Assistant Inspector and Inspector	90	98	122	130	138	146	158	170	182	194	206	218	230	240	252	264	276	288	300
									210	228	240	252	264	276	288	300			
REVISED SCALE £470 × 20—590	470	490	510	530*	550	570	590												
Chief Inspector	336	354	372	390	408	426	444												
	306	324	342	360	378	396	396												

\*Efficiency Bar.

# TANGANYIKA

## ASIAN PENSIONABLE OFFICERS

	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£
REVISED SCALE—GRADE II £180 × 10—240 × 15—375	180	190	200	210	220	230	240	255	270	285	300	315	330	345	360	375	
Clerical, 2nd Grade (old)										150	162	174	186	198	210	216	
Clerical, 2nd Grade (new)											168	177	186	195	204	216	
REVISED SCALE—GRADE I £390 × 15—450 : 450 : 465	390	405	420	435	450	450	450	465									
Clerical, 1st Grade (old)	228	246	264	282	300	306											
Clerical, 1st Grade (new)	228	240	252	264	276	288	300										
Establishment Assistants		240	252	264	276	288	300										
REVISED SCALE—SPECIAL £450 × 20—550 : 550 : 570 : 590:	450	470	490	510	530	550	550	570	590								
Legal Clerk & Interpreter									420								
Senior Laboratory Supervisor																	
Examiner of Accounts, Audit																	
Examining Officers, Customs																	
Legal Office Assis., Judicial																	
Asst. Sub-Accountants,	300	315	330	345	360	360											
Provincial Administration																	
Asst. Superintendent																	
Correspondence Branch,																	
Secretariat																	
Office Assistants																	
Establishment Assis. : Legal Asst.	300	315	330	345	360	375	390	405	420								
Asst. Superintendent, Registration Branch, Secretariat					360	378	396	414	420								
Registry Asst., Registrar General					360	375	390	405	420								
Chief Bookkeeper } Accountant } Chief Cashier } General's Dept.	300	315	330	345	360	375	390	405	420								

# TANGANYIKA

## ASIAN OFFICERS: NON-CLERICAL, NON-PENSIONABLE OVERSEAS SERVICE

	£	£	£	£	£	£	£	£	£	£	£	£	£			
REVISED SCALE—GRADE II £180 × 10—240 × 15—375	180	190	200	210	220	230	240	255	270	285	300	315	330	345	360	375
<i>Mechanic, Printing Dept.</i>													180	192	204	216
<i>Compounder, Medical Dept.</i>										150	162	174	180	180	180	180

REVISED SCALE—GRADE I  
£390 × 15—450

<i>Senior Compounder, Medical Dept.</i>	390	405	420	435	450	450	450	450	450	450	450	450	450
<i>Mechanic, Printing Dept.</i>	240	255	270	285	300	300	300	300	300	300	300	300	300

REVISED SCALE—SPECIAL  
£450 × 20—550

<i>Linotype Operator in Charge, Printing Dept.</i>	450	470	490	510	530	550	550	550	550	550	550	550	550
	300	315	330	345	360	360	360	360	360	360	360	360	360

Z.

TANGANYIKA

ASIAN OFFICERS: MISCELLANEOUS SCALES, L.C.S. CONDITIONS

	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£
REVISED SCALE—GRADE II	180	190	200	210	220	230	240	255	270	285	300	315	330	345	360	375	
£180 × 10—240 × 15—375																	
<i>Firemaster, Township Authority,</i>																	180
<i>Dar-es-Salaam</i>																	192
<i>Overseer, Veterinary Dept.</i>																	204
<i>Asian Mechanic, Township Authority,</i>								132	141	150	159	168					
<i>Dar-es-Salaam</i>																	216

# TANGANYIKA

## EDUCATION SCALES: ASIAN OFFICERS

	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£		
REVISED SCALE† £540 × 20—600	540	560	580	600	600													
<i>Headmaster, Grade A</i>	420	435	450	465	480													
REVISED SCALE† £460 × 18—532	460	478	496	514	532													
<i>Headmaster, Grade B</i> <i>Inspector</i>	360	375	390	405	420													
REVISED SCALE £300 × 15—450	300	315	330	345	360	375*	390	405	420	435	450							
<i>Assistant Master</i> (Secondary)	180	192	204	216	228	240	252	264	276	288	300							
REVISED SCALE £180 × 10—250 × 15— 400	180	190	200	210	220	230	240	250*	265	280	295	310	325	340	355	370	385	400
<i>Assistant Master</i> (Primary)	90	96	102	108	114	120	126	132	141	150	159	168	180	192	204	216	228	240

\*Efficiency Bar.

†These are scales appropriate to officers who may at present be employed on non-pensionable terms. Any holders of these posts at present employed on pensionable terms should convert at one incremental point above the point shown in the above scales and be given an extended personal maximum.

# TANGANYIKA

## ASIAN OFFICERS: POLICE SALARY SCALES

	£	£	£	£	£	£	£	£	£
<b>REVISED SCALE</b> £255 × 15—330	255	270	285	300	315	330			
<i>Sub-Inspector, 3rd Grade</i>	132	141	150	159	168	180			
<b>REVISED SCALE</b> £330 × 15—405	330	345	360	375	390	405			
<i>Sub-Inspector, 2nd Grade</i>	180	192	204	216	228	240			
<b>REVISED SCALE</b> £405 × 15—465	405	420	435	450	465				
<i>Sub-Inspector, 1st Grade</i>	240	255	270	285	300				
<b>REVISED SCALE</b> £470 × 20—590	470	490	510	530*	550	570	590	590	590
<i>Chief Sub-Inspector</i>	300	315	330	345	360	375	390	405	420

\*Efficiency Bar.

# TANGANYIKA

## ASIAN OFFICERS: PRISON SALARY SCALES

	£	£	£	£	£	£	£	£	£	
REVISED SCALE £330×15—465	330	345	360	375	390	405*	420	435	450	465
Chief Warden, 1st Grade	180	192	204	216	228	240	255	270	285	300

\*Efficiency Bar.

UGANDA

ASIAN OFFICERS: MISCELLANEOUS SCALES

	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£
REVISED SCALE—GRADE II £180 × 10—240 × 15—375	180	190	200	210	220	230	240	255	270	285	300	315	330	345	360	375		
Clerk, Grades III & II	132	138	144	150	156	162	168	177	186	195	204	213	216	216	216	216		
Draughtsman, Survey Dept.			150	162	174	186	198	210	222	222	222	222	222	222	222	222		
Nurse, Medical Dept.				175	185	195	205	205	215	225								
Linotype Operator and Compositor					180	192	204	204	216	228	240							
Compositor : Bookbinder	132	138	144	150	156	162.	168	174	180	186	192	198	204	204	204	204		
Sub-Overseer, P.W.D.					180	195	205	205	220									
Mechanic, Plumber, P.W.D.																		
Resthouse Keeper, P.W.D. } }	132	138	144	150	156	162	168	174	180	186	192	198	204	204	204	204		

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REVISED SCALE—GRADE I £390 × 15—450	£	£	£	£	£	£	£	£
Clerk, Grade I	390	405	420	435	450	450	450	450
Draughtsman, Survey Dept.	228	240	252	264	276	288	300	
Sub-Overseer, P.W.D.	234	246	258	270	282	294	300	
	235	250	265	280	295	300	300	

REVISED SCALE—SPECIAL £450 × 20—550	£	£	£	£	£	£	£	£
Clerk, Special Grade	450	470	490	510	530	550	600	
Senior Draughtsman, Survey Dept.	324	336	348	360	360	360		
Monotype Operator, Printing Dept.	324	336	348	360	360	360		
Senior Sub-Overseer, P.W.D.	324	324	324	324	324	324		
Examiner of Accounts, Administrator General's Dept.	324	336	348	360	360	360		

480

# UGANDA

## EDUCATION SCALES: ASIAN OFFICERS

	£	£	£	£	£	£	£	£	£	£	£	£
<b>REVISED SCALE</b> £540 × 20—680	540	560	580	600	620	640	660	680				
<i>Indian Education Officer—Grade I</i>	420	435	450	465	480	500	520	540				
<b>REVISED SCALE</b> £540 × 20—620	540	560	580	600	620							
<i>Headmaster (Grade II)</i>	420	435	450	465	480							
<b>REVISED SCALE</b> £414 × 18—540	414	432	450	468	486	504	522	540				
<i>Headmaster (Grade III)</i>	315	330	345	360	375	390	405	420				
<b>REVISED SCALE</b> £414 × 18—486	414	432	450	468	486							
<i>Senior Master (Grade IV)</i>	315	330	345	360	375							
<b>REVISED SCALE</b> £300 × 15—450	300	315	330	345	360	375*	390	405	420	435	450	
<i>Master (Grade V)</i>	180	192	204	216	228	240	252	264	276	288	300	
<b>REVISED SCALE</b> £220 × 15—400	220	235	250	265	280	295	310*	325	340	355	370	400
<i>Master (Grade VI)</i>	120	129	138	147	156	165	174	183	192	204	216	240

\*Efficiency Bar.

NOTE: Female officers should convert to a scale equivalent to four-fifths of the above revised scales.

UGANDA

ASIAN OFFICERS: POLICE SALARY SCALES

	£	£	£	£	£	£	£	£	£
REVISED SCALE £450×20—510	450	470	490	510					
<i>Chief Sub-Inspector</i>	324	336	348	360					
REVISED SCALE £300×15—420	300	315	330	345*	360	375	390†	405	420
<i>Assistant Sub-Inspector</i> <i>Sub-Inspector, Grade II</i> <i>Sub-Inspector, Grade I</i>	180	180	210	228	246	264	282	300	306

\*Efficiency Bar.

†Promotion Bar.

# KENYA, TANGANYIKA, UGANDA

## AFRICAN OFFICERS

	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	
REVISED SCALE—GRADE II £100 × 6—172	100	106	112	118	124	130	136*	142	148	154	160	166	172	172	172	172	172	172	172	172	172
Kenya Scales C & D (part)	63	66	69	72	75	78	81	85½	90	94½	99	102	108	114	120						
Tanganyika Grades III & II (part)	43.4	46.16	50.8	54	58.16	63.12	68.8	73.4	78	84	90	96	102	108	114	120	126	132			
Uganda Grades IV (part) & III (consolidated scale)	61.4	66	70.16	75.12	80.8	85.4	90	96	102	108	114	120	126	132							
REVISED SCALE—GRADE I £154 × 6—178 × 9—268	178	187	196	205	214	223*	232	241	250	259	268	268	268	268	268	268	268	268	268	268	268
Kenya Scale D (part)	126	132	139½	147	154½	162	169½	177	184½	192	192	192	192	192	192	192	192	192	192	192	192
Tanganyika Grades II (part) & I	126	132	141	150	159	168	180	192	204	216	228	240	240	240	240	240	240	240	240	240	240
Uganda Grade II (consolidated scale)	141	150	159	168	177	186	195	204	204	204	204	204	204	204	204	204	204	204	204	204	204
REVISED SCALE—SPECIAL £276 × 12—348	276	288	300	312	324	336	348	348	348	348	348	348	348	348	348	348	348	348	348	348	348
Kenya Scale E	195	207	219	231	243	255	267	279	291	303	315	315	315	315	315	315	315	315	315	315	315
Tanganyika Staff Grade	240	255	270	285	300	300	300	300	300	300	300	300	300	300	300	300	300	300	300	300	300
Uganda, Grade I & Special (consolidated scales)	216	228	240	252	264	276	288	300	315	330	330	330	330	330	330	330	330	330	330	330	330

KENYA, TANGANYIKA, UGANDA  
AFRICAN OFFICERS—Continued

	£	£	£	£	£	£	£	£	£	£	£	£	£
REVISED SCALE—GRADE IV £48 × 3—72	48	51	54	57	60*	63	66	69	72				
<i>Kenya Scale A</i>	24	25½	27	28½	30	31½	33	34½	36				
REVISED SCALE—GRADE III £75 × 3—108	75	78	81	84	87	90*	93	96	99	102	105	108	
<i>Kenya Scale B</i>	36	37.16	39.12	41.8	43.4	45	46.16	48.12	50.8	52.4	54	54	
<i>Tanganyika Grade IV</i>					43.4	45.12	48	50.8	52.16	55.4	57.12	60	
<i>Uganda Grade IV (part)</i> (consolidated scale)	50.8	54	57.12	57.12	57.12	57.12	57.12	57.12	57.12	57.12	57.12	57.12	57.12

\*Efficiency Bar.

KENYA, TANGANYIKA, UGANDA

MAKERERE GRADUATES

	£	£	£	£	£	£	£	£	£	£	£	£	£
REVISED GRADE II £165 × 10—255	165	175	185	195	205	215*	225	235	245	255	255	255	255
<i>Kenya Scale D</i>	102	108	114	120	126	132	139½	147	154½	162	169½	177	184½
<i>Tanganyika Grade II</i>	90	96	102	108	114	120	126	132	141	150	159	168	180
Uganda Grade II (professional)	102	111	120	129	138	147	156	165	174	183	192	201	210

REVISED GRADE I  
£255 × 10—355

<i>Kenya Scale E</i>	195	207	219	231	243	255	267	279	291	303	315	315	315
Uganda Grade I (professional)	228	240	252	264	276	288	300	312	312	312	312	312	312

KENYA

ARAB AND AFRICAN CLERICAL AND MEDICAL STAFF AND MISCELLANEOUS

	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£
REVISED SCALE—GRADE II £100×6—172	100	106	112	118	124	130	136	142	148	154	160	166	172	172	172	172	172
Grade I, Arab and African	57	63	69	75	81	87	90	90	90	90	90	90	90	90	90	90	90
Clerk, Grade II, Customs,	60	66	72	78	84	90	96	102	108	108	108	108	108	108	108	108	108
Posts and Telegraphs Dept.:																	
Postal Clerk and Telegraphist, Grade II	60	66	72	78	84	90	96	102	108	114	120	120	120	120	120	120	120
Telegraphist, Grade II																	
Instructor, Grade II					84	88½	93	97½	102	106½	111	115½	120				
REVISED SCALE—GRADE I £180×9—270	180	189	198	207	216	225	234	243	252	261	270						
Postal Clerk and Telegraphist, Grade I	126	135	144	153	162	162	162	162	162	162	162	162	162	162	162	162	162
Telegraphist, Grade I																	
Instructor, Grade I																	
REVISED SCALE—SPECIAL £276×12—348	276	288	300	312	324	336	348	348	348	348	348	348	348	348	348	348	348
Postal Clerk and Telegraphist, Special Grade	171	183	195	207	219	231	243	255	267	279	291	300					

# KENYA

## AFRICAN OFFICERS: POLICE SALARY SCALES

	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£			
REVISED SCALE £43.4 × 24/- — £66	43.4	44.8	45.12	46.16	48	49.4*	50.8	51.12	52.16	54	55.4	56.8*	57.12	58.16	60	61.4	62.8	63.12	64.16	66		
<i>Constable</i>	21.12	21.12	22.16	23.8	24	24.12	25.4	25.16	26.8	26.8	26.8	26.8	26.8	26.8	26.8	26.8	26.8	26.8	26.8	26.8	26.8	
REVISED SCALE £66 × 3—90	66	69	72	75	78	81*	84	87	90	90	90	90	90	90	90	90	90	90	90	90	90	
<i>Sergeant</i>	27	28½	30	31½	33	34½	36	37.16	39.12	41.8	43.4	45	46.16	48.12	50.8	52.4	54					
REVISED SCALE £105 × 3—120	105	108	111	114	117	120																
<i>Senior Sergeant</i>	66	69	72	75	78	81																
REVISED SCALE £100 × 6—160	100	106	112	118	124	130*	136	142	148	154	160											
<i>Asst. Inspector</i>	63	66	69	72	75	78	81	85½	90	94½	99											
REVISED SCALE £162 × 9—270	162	171	180	189	198	207*	216	225	234	243	252	261	270	270	270	270	270	270	270	270	270	270
<i>Inspector</i>	102	108	114	120	126	132	139½	147	154½	162	169½	177	184½	192	192	192	192	192	192	192	192	192

† Recruits in their first half-year should convert to £40 16s. 0d. and those in their second half, £42 0s. 0d.  
\*Efficiency Bar.

# KENYA

## AFRICAN OFFICERS: PRISON SALARY SCALES

	£	£	£	£	£	£	£	£	£	£	£	£	£	£
<b>REVISED SCALE</b> £40.16.0 : 43.4.0 × 24/- —56.8.0														
<i>Warder</i>	Recruit 40.16	43.4	44.8	45.12	46.16*	48	49.4	50.8	51.12	52.16* 54	55.4	56.8		
<b>REVISED SCALE</b> £51.12.0 × 36/- —66														
<i>Lance Corporal</i>	18	22.16	22.16	22.16	22.16	22.16	22.16	22.16	22.16	22.16	22.16	22.16	22.16	22.16
<b>REVISED SCALE</b> £62.8.0 × 36/- —69														
<i>Corporal</i>	62.8	64.4	66*	67.16	69									
<b>REVISED SCALE</b> £72 × 48/- —90														
<i>Sergeant</i>	31.4	31.4	31.4	31.4	31.4									
<b>REVISED SCALE</b> £93 × 3—111														
<i>Chief Warder, Grade II</i>	72	74.8	76.16	79.4	81.12*	84	86.8	88.16	90					
<b>REVISED SCALE</b> £114 × 4.10—132														
<i>Chief Warder, Grade I</i>	45.12	45.12	45.12	45.12	45.12	45.12	45.12	45.12	45.12	45.12	45.12	45.12	45.12	45.12
	93	96	99	102*	105	108	111							
	54	57	60	63	66	69	72							
	114	118½	123	127½	132									
	72	76½	81	85½	90									

\*Efficiency Bar.

# TANGANYIKA

## AFRICAN OFFICERS: POLICE SALARY SCALES

	£	£	£	£	£	£	£	£	£	£	£	£	£	£
<b>REVISED SCALE</b> £118 × 6—172	118	124	130	136	142*	148	154	160	166	172	172	172	172	172
<i>Sub-Inspector—4th Grade</i>	54	58.16	63.12	68.8	73.4	78	84	90	96	102	108	114	120	120
<b>REVISED SCALE</b> £190 × 9—235	190	199	208	217	226	235								
<i>Sub-Inspector 3rd Grade</i>	132	141	150	159	168	180								
<b>REVISED SCALE</b> £235 × 10—285	235	245	255	265	275	285								
<i>Sub-Inspector 2nd Grade</i>	180	192	204	216	228	240								
<b>REVISED SCALE</b> £285 × 12—333	285	297	309	321	333									
<i>Sub-Inspector 1st Grade</i>	240	255	270	285	300									
<b>REVISED SCALE</b> £333 × 12—381 × 15—441	333	345	357	369	381*	396	411	426	441					
<i>Chief Sub-Inspector</i>	300	315	330	345	360	375	390	405	420					

# TANGANYIKA

## AFRICAN OFFICERS: POLICE SALARY SCALES

	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£		
REVISED SCALE £43.4.0 × 24/- — 66	43.4	44.8	44.8	45.12	46.16	48	49.4*	50.8	51.12	52.16	54	55.4	56.8*	57.12	58.16	60	61.4	62.8	63.12	64.16	66

††Constable

REVISED SCALE  
£54 × 36/- — 72

Corporal

REVISED SCALE  
£66 × 3 — 90

†Sergeant

REVISED SCALE  
£105 × 3 — 120

Sergeant Major

†Recruits in their first year should convert to £40 16s. 0d. and those in their second year to £42 0s. 0d.  
 \*Efficiency Bar.  
 †No useful purpose would be served by inserting the present salaries which are fixed according to the grade of the officer and are not on an incremental basis. Officers should, of course, convert to the new scales according to their length of service.

# TANGANYIKA

## AFRICAN OFFICERS: PRISON SALARY SCALES

REVISED SCALE	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£			
<b>Recruit</b>																				
£40.16.0; 43.4.0 × 24/- —56.8.0 × 36/- —69	40.16	43.4	44.8	45.12	46.16*	48	49.4	50.8	51.12	52.16*	54	55.4	56.8	58.4	60	61.16	63.12	65.8	67.4	69
<b>†Warder (All grades)</b>	19.4.0																			
<b>REVISED SCALE</b> £84 × 7.4.0—120 × 9—183	84	91.4	98.8	105.12	112.16	120*	129	138	147	156	165	174	183							
<b>Chief Warder Grade III</b>	54	58.16	63.12	68.8	73.4	78	84	90	96	102	108	114	120							
<b>REVISED SCALE</b> £198 × 9—234 × 6—240	198	207	216	225	234	240														
<b>Chief Warder Grade II</b>	138	147	156	165	168	180														

\*Efficiency Bar.

†No useful purpose would be served by inserting the present salaries which are fixed according to the grade of the officer and are not on an incremental basis. Officers should, of course, convert to the new scales according to their length of service.

# UGANDA

## AFRICAN OFFICERS: POLICE SALARY SCALES

	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	
REVISED SCALE £43.4.0 × 24/- — 66	43.4	44.8	45.12	46.16	48	49.4*	50.8	51.12	52.16	54	55.4	56.8*	57.12	58.16	60	61.4	62.8	63.12	64.16	66
†: Constable																				
REVISED SCALE £54 × 36/- — 72	54	55.16	57.12	59.8	61.4	63*	64.16	66.12	68.8	70.4	72									
‡: Corporal																				
REVISED SCALE £66 × 3—75		66	69	72	75															
Sergeant		34.16	34.16	34.16	34.16	34.16														
REVISED SCALE £78 × 3—90		78	81	84	87	90														
Station Sergeant		46.16	46.16	46.16	46.16	46.16	46.16	46.16												
REVISED SCALE £105 × 3—111		105	108	111																
Head Constable		58.16	58.16	58.16																
REVISED SCALE £114 × 3—120		114	117	120																
Head Constable Major		66	69	72																

\*Efficiency Bar.

†Recruits in their first year should convert to £40 16s. 0d. and those in their second year to £42 0s. 0d.

‡See over.

# UGANDA

## AFRICAN OFFICERS: POLICE SALARY SCALES—Continued

	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£
99	108	117	126	135	144	153	162	171	180*	189	198	207	216	225	234	240		
90	96	105	114	123	132	141	150	159	168	177	186	195	204	204	204	204		

REVISED SCALE  
£99 × 9—240

*Sub-Inspector*

\*Efficiency Bar.  
 †No useful purpose would be served by inserting the present salaries, which are fixed according to the grade of the officer and are not on an incremental basis. Officers should, of course, convert according to their length of service.  
 NOTE: The present salary rates as shown in the table are the preconsolidated rate.

# UGANDA

## AFRICAN OFFICERS: PRISON SALARY SCALES

	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£
REVISED SCALE £40.16 : 43.4.0 × 24/—56.8.0	Recruit 40.16	43.4	44.8	45.10	46.16*	48	49.4	50.8	51.12	52.16*	54	55.4	56.8		
† <i>Warder</i>	12 to 18														
REVISED SCALE £51.12.0 × 36/—58.16.0	51.12	53.8	55.4*	57	58.16										
<i>Lance Corporal (consolidated scale)</i>	39	39	39	39	39										
REVISED SCALE £55.4.0 × 36/—66	55.4	57	58.16	60.12*	62.8	64.4	66								
<i>Corporal</i>	30	30	30	30	30	30	30								
REVISED SCALE £62.8.0 × 36/—69	62.8	64.4	66*	67.16	69										
<i>Sergeant</i>	34.16	34.16	34.16	34.16	34.16										
REVISED SCALE £72 × 48/—90	72	74.8	76.16	79.4	81.12*	84	86.8	88.16	90						
<i>Chief Warder, Class III</i>	45.12	45.12	45.12	45.12	45.12	45.12	45.12	45.12	45.12	45.12	45.12	45.12	45.12		

\*Efficiency Bar.

†No useful purpose would be served by inserting the present salaries which are fixed according to the grade of the officer and are not on an incremental basis. Officers should, of course, convert to the new scales according to their length of service.



**ZANZIBAR: NON-EUROPEAN OFFICERS**  
**CLASS A: SPECIALIST AND EXECUTIVE**

	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	
<b>REVISED SCALE</b> £215×10—365	215	225	235	245	255	265	275	285*	295	305	315	325	335	345	355	365				
<i>Professional : Junior</i>	135	144	153	162	171	180	189	198	207	216	225	234	243	252	261	270				
<b>REVISED SCALE</b> £380×15—485	380	395	410	425	440	455*	470	485	485	485										
<i>Professional : Senior</i>	270	283½	297	310½	324	337½	351	360	382½	405										
<b>REVISED SCALE</b> £380×15—455	380	395	410	425	440	455*	455	455												
<i>Staff : Junior</i>	270	283½	297	310½	324	337½	351	360												
<b>REVISED SCALE</b> £380×15—485	380	395	410	425	440	455*	470	485	485	485										
<i>Staff : Senior</i>	270	283½	297	310½	324	337½	351	364½	378	391½	405									
<b>REVISED SCALE</b> £280×15—445	280	295	310	325	340	355	370	385*	400	415	430	445	445	445	445	445				
<i>Education : Graduate</i>	175½	189	202½	216	229½	243	256½	270	270	270	283½	297	310½	324	337½	351	360			
<b>REVISED SCALE</b> £550×25—650	550	575	600	625	650															
<i>Education Officer</i>	450	472½	495	517½	540															

\*Efficiency Bar.

ZANZIBAR

CLASS A. SPECIALIST AND EXECUTIVE—Continued

	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£
REVISED SCALE £120 : 120 × 10—200 × 15—395	120	120	130	140	150	160	170	180	190	200*	215	230	245	260	275	290†		
<i>Assistant Muudir</i> and	60	60	66	72	78	84	90	96	102	108	114	120	126	132	138	144		
	305	320	335	350	365	380	395	395	395	395	395	395						
<i>Muudir</i>	156	168	180	192	204	216	228	240	255	270	285	300						
REVISED SCALE £215 × 10—365	215	225	235	245	255	265	275	285*	295	305	315	325	335	345	355	365		
<i>Technical and Mechanical, Junior</i>	135	144	155	162	171	180	189	198	207	216	225	234	243	252	261	270		
REVISED SCALE £380 × 15—455	380	395	410	525	440	455	455	455										
<i>Technical and Mechanical, Senior</i>	270	283½	297	310½	324	337½	351	360										
REVISED SCALE £345 × 15—390	345	360	375	390	390													
<i>Special</i>	243	256½	270	283½	288													

\*Efficiency Bar. †Promotion Bar.

# ZANZIBAR

## CLASS B: CLERICAL AND NON-CLERICAL TIME-SCALE POSTS

	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£
REVISED SCALE £60 × 3—96 : 106 × 6—160	60	63	66	69	72	75	78	81	84	87	90	93	96*					
<i>Junior</i>	29.8	31.4	33	34.16	36.12	38.8	40.4	42	43.16	45.12	47.8	49.4	51					
	106	112	118	124	130	136	142	148	154	160	160	160	160	160	160	160	160	160
<i>Junior (Contd.)</i>	53.14	56.8	59.2	61.16	64.10	67.4	69.18	72.12	75.6	78	81.12	85.4	88.16	92.8	96			
REVISED SCALE £100 : 100 × 9—190 × 12—312	100	100	109	118	127	136	145	154	163	172	181	190*	202	214	226	238	250	
<i>Senior</i>	54	54	67½	72	76½	81	85½	90	96½	103½	110½	117	123½	130½	130½	130½	130½	130½
	262	274	286	298	300	312	312	312	312	312	312	312	312	312	312	312	312	312
<i>Senior (Contd.)</i>	139½	148½	157½	166½	175½	175½	175½	175½	189	202½	216	228½	243					

\*Efficiency Bar.





## ZANZIBAR

### CLASS C: MECHANICAL, ARTISAN AND OTHER POSTS—Continued

	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£		
REVISED SCALE £165 × 3—225	165	168	171	174	177	180	183	186*	189	192	195	198	201	204	207	210	213	216	219	222	225
Range II	103½	107.2	110.14	114.6	117.18	121½	121½	121½	126	126	126	130½	130½	130½	135	135	135	139½	139½	139½	144
REVISED SCALE £235 × 3—256 × 3—280	235	238	241	244	247	250	253	256*	259	262	265	268	271	274	277	280	280	280	280	280	280
Range I	144	148½	153	157½	162	166½	166½	166½	171	171	171	175½	175½	175½	180	180	180	180	180	180	180
Range I (Contd.)	280	280	280	280	280	280	280	280	280	280	280	280	280	280	280	280	280	280	280	280	280
	184½	184½	184½	189	189	189	189	193½													

\*Efficiency Bar.

**ZANZIBAR  
POLICE**

	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	
REVISED SCALE £43.4.0 × 24/-—66	43.4	44.8	45.12	46.16	48	49.4*	50.8	51.12	52.16	54	55.4	56.8*	57.12	58.16	60	61.4	62.8	63.12	64.16	66
††Constable																				
REVISED SCALE £54 × 36/-—72	54	55.16	57.12	59.8	61.4	63*	64.16	66.12	68.8	70.4	72									
Corporal	27.12	27.12	27.12	27.12	27.12	27.12	27.12	27.12	27.12	27.12	27.12	27.12	27.12	27.12	27.12	27.12	27.12	27.12	27.12	27.12
REVISED SCALE £66 × 3—75	66	69	72	75																
Sergeant	34.16	34.16	34.16	34.16	34.16															
REVISED SCALE £78 × 3—84	78	81	84																	
Station Sergeant	42	42	42																	
REVISED SCALE £87 × 3—90	87	90																		
Sergeant Major	48	48																		
REVISED SCALE £105 × 3—120	105	108	111	114	117	120														
Regimental Sergeant-Major	60	60	60	60	60	60	60	60	60	60	60	60	60	60	60	60	60	60	60	60

\*Efficiency Bar.

†Recruits should convert to £40 16s. in their first year and to £42 in their second year.

‡No useful purpose would be served by inserting the present salaries which are fixed according to the grade of the officer and not on an incremental scale. Officers should, of course, convert according to their length of service.

# ZANZIBAR

## PRISONS

	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£
REVISED SCALE £43.4.0 × 24/—£56.8.0	40.16	43.4	44.8	45.12	46.16*	48	49.4	50.8	51.12	52.4	54	55.4	56.8		
† <i>Warder</i>															
Revised Scale £55.4.0 × 36/—£66	55.4	57	58.16	60.12*	62.8	64.4	66								
<i>Corporal</i>	27.12	27.12	27.12	27.12	27.12	27.12	27.12	27.12	27.12	27.12	27.12	27.12	27.12		
REVISED SCALE £62.8.0 × 36/—£69	62.8	64.4	66*	67.16	69										
<i>Sergeant</i>	34.16	34.16	34.16	34.16	34.16	34.16									
REVISED SCALE £114 × 4.10—132	114	118.10	123	127.10*	132	132	132	132							
<i>Chief Warder</i>	67.10	74.5	81	87.15	94.10	101.5	108								

\*Efficiency Bar.

†No useful purpose would be served by inserting the present salaries which are fixed according to the grade of the officer and are not on an incremental basis. Officers should, of course, convert to the new scales according to their length of service.

# ZANZIBAR

## HIS HIGHNESS' ZANZIBAR SERVICE

£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£
320	320	360	375	390	405	420	435	450*	470	490	510	530	555	580	605	630	655	680
250	250	300	315	330	345	360	375	390	410	430	450	470	490	510	530	550	575	600

REVISED SCALE  
 £320 : 320 : 360 × 15—450 × 20—530 × 25  
 —680

\*Efficiency Bar.

KENYA AND UGANDA RAILWAYS AND HARBOURS

AFRICAN OFFICERS

REVISED SCALE  
£48 : 54 : 60 : 66 : 72

*Probationary Grade*

REVISED SCALE  
£72 × 3—104

*Grade I*

REVISED SCALE  
£104 × 6—134

*Grade I*

REVISED SCALE  
£134 × 6—158

*Grade III*

REVISED SCALE  
£158 × 9—230

*Grade IV*

REVISED SCALE  
£230 × 12—290

*Grade V*

REVISED SCALE  
£290 × 12—350

*Grade VI*

	£	£	£	£	£	£	£	£	£	£	£	£
	48	54	60	66	72							
	24	27	30	33	36							
	72	75	78	81	84*	87	90	93	96*	99	102	104
	36	39	42	45	48	51	54	54	54	54	54	54
	104	110	116	122	128*	134	134	134	134			
	54	58.10	63	67.10	72	76.10	81	85.10	90			
	134	140	146	152	158	158						
	90	96	102	108	114	120						
	158	167	176	185	194*	203	212	221	230			
	120	127.10	135	142.10	150	157.10	165	172.10	180			
	230	242	254	266	278	290						
	180	192	204	216	228	240						
	290	302	314	326	338	350						
	240	252	264	276	288	300						

\*Efficiency Bar.

# Appendix VII

## Leave and Passage Rules.

### KENYA

#### ASIAN OFFICERS

	<i>Class (a)</i>	<i>Class (b)</i>	<i>Class (c)</i>
	Kenya Asian Local Civil Service : Pre-1935 terms.	Kenya Asian Local Civil Service.	Officers holding posts not scheduled in the Kenya Asian Local Civil Service.
Tour of Service	Senior Officers : 48 months. (11 years' service).  Junior officers : 60 months. (Less than 11 years' service).	72 months.	72 months.
Vacation Leave	Senior officers : 3½ days p.m. (exclusive of passage period).  Junior officers : 2½ days p.m. (exclusive of passage period).	1 5/6th days p.m. (inclusive of passage period).	1½ days p.m. (inclusive of passage period).
Period for Voyages.	Actual period of voyage or 10 days.	Nil.	Nil.
Local Leave	18 days a year.	18 days a year  Local leave may be added to vacation leave in any year in which vacation leave is taken.	10 days a year.
Local Sick Leave	Full pay up to a maximum period of 3 months in any one period of 12 months' residential service, and thereafter half pay for a further period of 3 months.	As for (a).	Full pay up to a maximum period of 1 month in any one period of 12 months' residential service, and thereafter half pay for a further period of 2 months.

## KENYA

ASIAN OFFICERS—*Continued**Passages*

<i>Class</i>		<i>Grade</i>	<i>Passage Fare</i>	<i>Family Passage Allowance</i>
(a)	Clerks and teachers in receipt of salary not less than Shs.160/- p.m. and members of the permanent staff on not less than Shs. 280/- p.m.	2nd Class with food	Shs.517/50	Shs.255/-
	All other officers.	Deck with food.	Shs.151/50	Shs.105/-
(b)	Clerks, education officers and others drawing not less than £146 p.a.	2nd Class with food.	Shs.517/50	Shs.255/-
	Others.	Deck with food.	Shs.151/50	Shs.105/-
(c)		Deck with food.	Shs.151/50	Shs.105/-

## AFRICAN OFFICERS

	African Civil Service : Pre-1943 terms.	African Civil Service.	Officers holding posts not scheduled in the A.C.S.
Vacation Leave	1½ days a month which may not be accumulated beyond 72 days.	1 day a month which may not be accumulated beyond 60 days.	10 days a year which may not be accumulated beyond 60 days.
Travelling Period	Up to 14 days where leave is not less than 54 days.	Nil.	Nil.
Local Leave	7 days.	6 days.	5 days.
Sick Leave	Full pay up to a maximum period of 3 months in any one period of 12 months, and thereafter half pay for such period as may be certified by a medical officer to be necessary.	Full pay up to a maximum period of 3 months in any one period of 12 months, and thereafter half pay for a further period of 3 months.	Full pay up to a maximum period of 3 months in any one period of 12 months, and thereafter half pay for such period as may be certified by a medical officer to be necessary.

TANGANYIKA

	(a)	(b)	(c)
	Asian Officers serving on pensionable and overseas terms.	Asian officers, non-pensionable and serving on overseas agreements.	Local Civil Service.
Vacation Leave	<p>(i) For the first 33 months—3 days a month.</p> <p>(ii) For next 10 months—5 days a month.</p> <p>(iii) If required to serve a further period to suit the convenience of government—5 days a month.</p>	3 days a month, with a tour of 48 months.	<p>2 days a month.</p> <p><i>Ungraded staff:</i> 14 days for 1 year's service. May be accumulated up to a maximum of 56 days.</p>
Local Leave	Asian officers may be granted 14 days local leave in respect of each year of service, which may be accumulated up to 28 days.		14 days a year which may be accumulated up to 28 days.
Local Sick Leave	3 months in any one period of 12 months. Payment of salary for any further period is at the discretion of the Governor.		<p>90 days in any period of 12 months with an extension of 90 days on half pay. Any extension beyond 180 days is for the consideration of government.</p> <p><i>Ungraded staff:</i> Not exceeding 28 days on full pay in any one period of 12 months, with an extension, if necessary, up to a further 28 days on half pay.</p>
Passages	2nd Class passages between Tanganyika and India or the country of domicile or engagement. Family passage assistance amounting to half the cost of a 2nd class passage is granted and officers are allowed to apply any savings on their own passages towards the cost of family passages.		

UGANDA

	(a)	(b)
	<i>Asian Pensionable Officers</i>	<i>Local Civil Service</i>
Vacation Leave	<p>(i) 1 month a year or 5 months after 43 months continuous service.</p> <p>(ii) If required to proceed on leave after 33 months' service but before completing 43 months, 5 days' leave for each completed month above 33 months.</p> <p>(iii) If specially retained after 43 months, 6 days' leave for each completed month above 43 months.</p> <p>(iv) If proceeding on retirement leave, on urgent private affairs, or on medical grounds before completing 33 months, 30 days for 11 months' service and proportionately for other periods.</p>	<p>(i) 2 days (exclusive of travelling time) in respect of each completed month of service.</p> <p>(ii) Normal tours of 3 years (Africans) and 4 years (Asians).</p>
Local Leave	14 days a year, subject to a maximum of 42 days in respect of a normal tour of 43 months.	10 days twice in a tour of 3 years, or three times in a tour of 4 years. An "employee" is not eligible for local leave.
Local Sick Leave	Sick leave with full salary up to 42 days in any period of 12 months may be granted at any time by a head of department to officers or employees, with an extension on half pay up to a maximum of 90 days, inclusive of the original period of 42 days in any period of 12 months. The grant of any additional sick leave is a matter for the consideration of the Chief Secretary. When an Asian officer is recommended by a medical officer to spend his sick leave overseas, then such sick leave is reckoned as if it were vacation leave.	
Passages	Free 2nd Class transport is granted to and from Mombasa for the officer and his family, together with 2nd Class ocean passages for the officer and a family passage allowance of Shs.255/- each way. Officers are allowed to apply any savings on their own passages towards the cost of family passages.	An officer proceeding on overseas leave is eligible for a free passage for his wife: otherwise the conditions are the same as those in column (a), except that an officer must serve for two tours in order to secure overseas passage privileges.

ZANZIBAR

	(a)	(b)	(c)
	Overseas Staff on Salaries not less than Shs.150/- p.m.	Locally domiciled Staff on Salaries not less than Shs.150/- p.m.	Officers (irrespective of domicile) on Salaries less than Shs.150/- p.m.
Vacation Leave	3 days leave on full pay for each completed calendar month of service, plus voyage time. Minimum tour 40 months.	(a) Salaries not less than Shs.217/50 p.m.—2½ days a month. (b) All others—2 days a month.	(a) Shs.75/- and under Shs.150/- p.m.—2 days a month. (b) Less than Shs.75/- p.m.—15 days a year.
Local Leave	An officer domiciled elsewhere than in East Africa and drawing a monthly salary of Shs.150/- p.m. or more may be granted local leave up to 14 days a year. Alternatively, he may be granted 28 days local leave once in each tour of service. Overseas officers drawing less than Shs.150/- p.m. and locally domiciled officers drawing not less than Shs.75/- p.m. are not eligible for local leave, but may be granted casual leave up to 8 working days a year.		
Overseas Sick Leave	An officer invalidated before completing a tour of service may be granted sick leave with full pay equivalent to the amount of leave he has earned by resident service plus a period not exceeding 3 months. The voyage periods are not counted as part of the sick leave. An extension of 6 months may be granted, the first three months of which is on half pay, it being for government to decide whether any pay should be allowed in respect of sick leave after the first 3 months have expired.		
Local Sick Leave	<i>All officers</i> : Full pay sick leave is ordinarily granted up to a period of 6 months in any one period of 12 months.		
Passages	<i>Overseas non-European staff</i> : Free return passages to and from India. Family passage allowance is paid to officers domiciled in India at the following rates. Officers entitled to 2nd Class passages Shs.225/-. Officers entitled to deck passages Shs.101/25. Family passage allowance is also paid to officers of other than East African or Indian domicile at the rate of half the cost of a single with food passage to their homes, subject to a limit of the sum payable in the case of officers domiciled in India.		

## Appendix VIII

### *List of Witnesses who gave Written and/or Oral Evidence*

#### KENYA

*Local Committee:*

C. H. Hartwell .. .. .	Chairman
A. R. Cocker .. .. .	Member
Sheik Mbarak Ali Hinawy .. .. .	..
Rev. J. Gillett .. .. .	..
Chanan Singh .. .. .	..
J. Jeremiah .. .. .	..
L. de Cruz .. .. .	..
Ayub Ali .. .. .	Secretary

#### CIVIL SERVICE AND OTHER ASSOCIATIONS

	<i>Form of evidence</i>
European Civil Servants' Association .. .. .	Written & Oral
Asian Civil Service Association .. .. .	do.
African Civil Service Association .. .. .	do.
Sanitary Inspectors' Association, (East African Branch) .. .. .	do.
Asian Civil Service Association, (Nyeri Branch) .. .. .	Oral
African Civil Service Association (Nyeri Branch) .. .. .	Oral
Kenya African Medical Staff Union, Central Province .. .. .	Oral
Kenya African Civil Service Association, (Nakuru Branch) .. .. .	Oral
Kenya African Civil Service Association, (Kisumu Branch) .. .. .	Oral
Kenya Asian Civil Service Association, (Kisumu Branch) .. .. .	Oral
Kenya African Civil Service Association, (Mombasa Branch) .. .. .	Oral
Uganda African Posts and Telegraph Welfare Association .. .. .	Written
Uganda Division of Engineering Branch .. .. .	Written
Kenya African Teachers' Union .. .. .	Written
Kiambu African Presbyterian Teachers' Union .. .. .	Oral
Meru African Teachers' Union .. .. .	Oral
Kenya British Medical Association .. .. .	Written & Oral
Kenya Veterinary Medical Association .. .. .	do.
Association of Chambers of Commerce and Industry of East Africa .. .. .	Oral
Federation of Indian Chambers of Commerce and Industry of East Africa .. .. .	Oral
Goan Overseas Association .. .. .	Oral
Kenya Farmers' Association .. .. .	Written & Oral
European Chamber of Commerce (Kisumu Branch) .. .. .	Oral
Mombasa Chamber of Commerce and Agriculture .. .. .	Oral
Indian Elected Members' Organisation .. .. .	Oral
Indian Association .. .. .	Oral
European Elected Members' Organisation .. .. .	Written & Oral
Veterinary Association of Eastern Africa .. .. .	do.
East African Women's League .. .. .	Written & Oral
Indian National Congress .. .. .	Oral



<i>Department</i>	<i>Name</i>	<i>Appointment</i>	<i>Form of evidence</i>	
JUDICIAL	J. H. B. Nihill, M.C.	Chief Justice	Written & Oral	
	T. A. Dennison	Resident Magistrate	Oral	
	R. S. Thacker	Puisne Judges	Written	
	T. D. M. Bartley			
	Paget J. Bourke			
	W. K. Horne			
	R. H. Keating			
	M. C. Nageon de Lestang	Resident Magistrates	Written	
	M. D. Lyon			
	D. D. J. Coffey			
R. A. Campbell				
Mark Wilson				
Will Stuart	Judges	Written		
R. O. Sinclair				
LABOUR	E. M. Hyde-Clarke, M.B.E.	Labour Commissioner	Written & Oral	
	Major F. W. Carpenter	Deputy Commissioner	Oral	
LANDS, MINES & SURVEYS	G. J. Robbins	Commissioner	Written & Oral	
	R. H. Tyrwhitt-Drake	Director of Surveys	Written	
	H. G. Stammers-Smith	Director of Surveys	Oral	
LEGAL	B. H. Hobson	Acting Attorney General	Written & Oral	
	S. W. D. Foster	Attorney General Judicial Adviser	Written	
	Sutton, O.B.E.		Written	
MEDICAL	N. M. MacLennan	Director	Written & Oral	
	F. W. Vint	Senior Pathologist	Written	
	C. E. Mortimer, C.B.E.	European Laboratory Technicians (unsigned)	Written	
		Member for Health and Local Government	Written	
		Deputy Director	Oral	
		Medical Officer	Oral	
		Medical Officer		
		Senior Medical Officer	Oral	
		Matron, European Hospital	Oral	
		Health Officer	Senior Sub-Assistant Surgeons & Sub-Assistant Surgeons	Written
		A. N. Bowry		
		B. D. Neurgaonkar		
		S. D. Bhardwaj		
		R. K. Dixit		
		L. Dixit (Mrs.)		
		B. Venkatachar		
		G. S. Sandhu		
Gur Bux Singh				
Asian Laboratory Technicians	Written			
POLICE	W. S. Gulloch	Commissioner	Written & Oral	
	K. Cleland, M.B.E.	Superintendent	Oral	
	E. K. Laws	Superintendent	Oral	
	D. D. M. McGoun	Superintendent	Oral	
	A. P. J. L. Ross	Inspector	Oral	
	A. W. Riggs, M.B.E.	Superintendent	Oral	
PRINTING	G. H. Braithwaite, O.B.E.	Government Printer	Written & Oral	

<i>Department</i>	<i>Name</i>	<i>Appointment</i>	<i>Form of evidence</i>
PRISONS	G. H. Heaton	Commissioner	Written
	B. B. Donald	Senior Superintendent (Acting Commissioner)	Written & Oral
	Cdr. W. R. Fenton	Assistant Superintendent	Oral
PROVINCIAL ADMINISTRATION	G. R. B. Brown	Provincial Commissioner	Written & Oral
	A. C. M. Mullins	Acting Provincial Commissioner	Written & Oral
	E. A. Sweatman	Officer-in-Charge, Masai	Written
	K. L. Hunter	Provincial Commissioner	Written
	J. H. Candler	District Officer	Written
	D. L. Morgan, M.B.E.	Provincial Commissioner	Oral
	M. N. Evans	District Officer	Oral
	E. R. St. A. Davies	Acting Provincial Commissioner	Oral
	W. H. Hale	District Commissioner	Oral
	Mbarak Ali Hinawy	Liwali of the Coast	Written & Oral
	C. Komo	Clerk	Written
	E. M. Wambico	Clerk	Written
	R. Arina	African Administrative Assistant	Oral
	I. Okwirry	African Administrative Assistant	Oral
	J. Okwirry	Chief	Oral
J. Baraza	Chief	Oral	
PUBLIC WORKS	Lt.-Col. S. R. Boyd	Director	Written & Oral
	H. H. Facey	Executive Engineer	Oral
REGISTRAR OF CO-OPERATIVE SOCIETIES	H. J. Clive, O.B.E.	Registrar	Written & Oral
REGISTRAR- GENERAL	W. B. Cumming	Registrar-General	Written & Oral
SECRETARIAT	Sir G. M. Rennie, C.M.G., M.C.	Acting Governor	Oral
	J. F. G. Troughton, M.B.E.	Financial Secretary	Oral
	C. H. Hartwell	Director of Establish- ments	Oral
	P. Wyn Harris, M.B.E.	Chief Native Commissioner	Written & Oral
	N. F. S. Andrews, O.B.E.	Deputy Financial Secretary	Oral
	C. H. Thornley	Acting Chief Secretary	Oral
	A. H. Edwards	Reporter Legislative Council	Written
VETERINARY	E. Beaumont	Director	Written & Oral
	W. B. C. Danks	Senior Veterinary Officer	Written

### NON-OFFICIALS

		<i>Form of evidence</i>
J. L. Riddoch .. .. .	European Unofficials, Kisumu ..	Oral
Captain T. Anderson, M.C. ..	Town Clerk, Kisumu .. ..	Oral
E. R. Wilson .. .. .	European Chamber of Commerce, Kisumu .. .. .	Oral
R. A. Thompson .. .. .	Provincial Commissioner (Retired) ..	Oral
Major F. de V. Joyce .. ..	Member of Legislative Council ..	Oral

### NON-OFFICIALS

		<i>Form of evidence</i>
S. V. Cooke .. .. .	Member of Legislative Council ..	Oral
S. L. Lloyd .. .. .	General Manager Shell Company ..	Oral
A. Nicholson .. .. .	Accountant National Bank of India ..	Oral
Sir Joseph Sheridan .. .. .	Chief Justice (Retired) .. .. .	Written
E. W. Mathu .. .. .	} Members of Legislative Council ..	Oral
A. Ohanga .. .. .		
J. M. Lobo .. .. .		
S. R. Freitas .. .. .	} Goan Community, Mombasa ..	Oral
J. S. Fernandes .. .. .		
Hon. Sherriff Abdulla Salim ..	Elected Member of Legislative Council	Oral

UGANDA

*Local Committee*

Hon. H. R. Fraser, O.B.E.	Chairman
Hon. A. N. Maini	Member
Hon. M. E. Kawalya-Kagwa	"
R. A. Snoxall	"
K. D. Gupta	"
P. Semakula	"
A. E. Wilson	Secretary

CIVIL SERVICE AND OTHER ASSOCIATIONS

	<i>Form of evidence</i>
Uganda European Civil Servants' Association	Written & Oral
Uganda Asian Civil Service Association	do.
Uganda African Civil Servants' Association	do.
Uganda African Medical Association	do.
African Health Inspectors' Association	do.
Asian Non-Clerical Staff	do.
Eurafrican Civil Servants	do.
Uganda Medical Assistants' Association	Written
Central Council of the Indian Associations in Uganda	Oral
Uganda Chamber of Commerce	Oral
Eastern Province Chamber of Commerce	Oral
Uganda Cotton Association	Oral
Uganda Goan Central Council	Oral
Uganda Veterinary Medical Association	Written & Oral

OFFICIALS

<i>Department</i>	<i>Name</i>	<i>Appointment</i>	<i>Form of evidence</i>
H.E. Sir John Hathorn Hall, K.C.M.G., D.S.O., O.B.E., M.C., <i>Governor and Commander-in-Chief</i>			
ACCOUNTANT GENERAL	H. D. D. Mackay	Accountant General	Written & Oral
ADMINISTRATOR GENERAL	C. G. Wrensch	Administrator General	do.
AGRICULTURE	A. B. Killick	Director	Oral
	E. F. Martin	Acting Director	Written
AUDIT	F. S. Williams, O.B.E.	Auditor	Written & Oral
DEVELOPMENT	Sir D. Harris, K.B.E., C.S.I., C.I.E.	Commissioner	Oral
	F. J. Lattin	Deputy Commissioner	Oral
EDUCATION	J. R. Cullen	Director	Written & Oral
	R. A. Snoxall	Deputy Director	do.
	W. E. Fisher	Superintendent, Technical Education & Chief Instructor, Kampala Technical School	Oral
	B. D. Gupta } D. P. Patel } Miss S. Castelino }	Assistant Masters	Written & Oral
		Assistant Mistress	do.

<i>Department</i>	<i>Name</i>	<i>Appointment</i>	<i>Form of evidence</i>
FORESTRY	Dr. W. J. Eggeling G. Webster J. A. Fraser }	Conservator Foresters	do. Written
GAME	Capt. C. R. S. Pitman, D.S.O., M.C.	Game Warden	Written & Oral
GEOLOGICAL SURVEY	Dr. K. A. Davies, O.B.E.	Director	do.
JUDICIAL	D. Edwards A. M. Greenwood, M.C.	Chief Justice Registrar	do. Written
LABOUR	A. G. V. Jenkins	Acting Commissioner	Oral
LEGAL	J. R. Gregg, K.C. H. M. Windsor Aubrey	Attorney General Solicitor General	Written & Oral do.
MEDICAL	Dr. T. A. Austin J. Hetherington M. Ritchie T. E. Thomas J. C. Baird Miss E. Dodsworth F. E. Weaver C. Baty	Director Chief Pharmacist Pharmacists Nursing Sister Senior Health Inspector Superintendent, Mental Hospital Male Mental Nurse Female Mental Nurse Matron	do. do. Written Written & Oral do. do. do. Oral
	H. Lennox Mrs. E. Lennox Miss M. L. Lock		
	W. A. H. Whittaker H. Ford Dr. Nur Mohamed Dr. M. I. Bali S. K. Nduywa }	Laboratory Assistants Senior Sub-Assistant Surgeons Assistant Medical Officer	Written Written & Oral Written
POLICE	I. H. E. J. Stourton, O.B.E. J. W. Deegan H. Brentail A. S. K. Cook E. S. Mukasa	Commissioner Deputy Commissioner Deputy Inspector of Weights & Measures Assistant Superintendent of Police Sub-Inspector	Written & Oral Oral Written Written & Oral
PRISONS	J. A. Foote	Commissioner of Prisons	do.
PRINTING	S. Foote	Government Printer	do.
PROVINCIAL ADMINISTRATION	J. R. Mc. D. Elliott, O.B.E. C. A. Williams F. R. Kennedy, C.M.G., O.B.E. L. M. Boyd J. V. Wild J. D. Kirwan G. B. Byenkya	Provincial Commissioner Acting Provincial Commissioner Senior Provincial Commissioner Acting Resident, Buganda Assistant District Officer Judicial Adviser Clerk	Oral Oral Oral Oral Written do. Oral

<i>Department</i>	<i>Name</i>	<i>Appointment</i>	<i>Form of evidence</i>	
PUBLIC RELATIONS AND SOCIAL WELFARE	C. M. A. Gayer	Director	Written & Oral	
PUBLIC WORKS	S. S. Tindall	Director	do.	
	S. Grey	Chief Accountant	Written	
	E. M. Bowick	Senior Supervisor, Grade I	Oral	
	J. L. Wykes	Senior Supervisor, Grade II	Oral	
	S. H. Schwartzel	Architectural Assistant, Grade II	Written & Oral	
	W. A. Schwartzel C. G. Andrews L. H. S. Eitelberg	Architectural Assistants, Grade III	do.	
	J. da Silva			Junior Technical Officers Kiraba Waterworks
REGISTRAR OF CO-OPERATIVE SOCIETIES	A. J. Kerr	Registrar	Written & Oral	
SECRETARIAT	D. W. Robertson, C.M.G., D.S.O., M.C.	Secretary for African Affairs	Oral	
	G. N. Farquhar, C.M.G., M.C.	Acting Governor	Oral	
	C. C. Spencer Mrs. J. Beckett (and others)	Acting Financial Secretary Stenographer—Secretaries	Oral Written	
SURVEY, LANDS & MINES	F. E. Taverner	Director of Surveys, Land Officer and Commissioner of Mines	Written & Oral	
TOWNSHIP AUTHORITIES	J. V. W. Hodson	Executive Officer	Written	
TSETSE CONTROL	B. I. Slaughter	Director	Written & Oral	
VETERINARY	W. L. S. Mackintosh	Director	do.	
	E. R. Jones S. G. Laws	Laboratory Assistants	Written	

#### NON-OFFICIALS

			<i>Form of evidence</i>
R. G. Dakin, M.L.C.	.. ..	Uganda Company .. ..	Oral
Rev. S. Moore . . . .	.. ..	Church Missionary Society .. ..	Oral
W. G. Atkinson . . . .	.. ..	Manager, Jinja Branch, British American Tobacco Company .. ..	Oral
D. N. Stafford, O.B.E.	.. ..	Principal, Makerere College .. ..	Oral
Dr. Lamont . . . . .	.. ..	Chairman, African Garden and Restaurant Sub-Committee .. ..	Oral
R. H. Kakembo . . . .	.. ..	Kawanawo Company .. ..	Oral
K. R. Patel . . . . .	.. ..	Manager, Uganda Sisal Estates .. ..	Oral
H. K. Jaffer, C.B.E.	.. ..	Member of Legislative Council .. ..	Oral
M. P. Modvhani . . . .	.. ..	Managing Director, Kakira Sugar Factory .. ..	Oral
J. Kyobe <sup>1</sup> . . . . .	.. ..	Minimum Wages Advisory Board .. ..	Oral
F. Kibuka-Musoke . . . .	.. ..	Ex-Deputy Omuwanika, Buganda Kingdom .. ..	Written

TANGANYIKA

*Local Committee*

H. W. Skinner	Chairman
M. H. Abdiel Shangali	Member
D. K. Patel .. .. .	"
M. D. Pillar .. .. .	"
G. Hadow .. .. .	"
C. C. Kirk .. .. .	"
A. R. M. Forest	Secretary

CIVIL SERVICE AND OTHER ASSOCIATIONS

	<i>Form of evidence</i>
European Civil Servants' Association .. .. .	Written & Oral
Asian Civil Service Association .. .. .	do.
African Government Servants' Association .. .. .	do.
Tanganyika Railways and Ports Services Asian Association .. .. .	do.
Arab Government Servants' Association .. .. .	do.
Tanganyika Territory Division of National Veterinary Medical Association .. .. .	do.
European Civil Servants' Association (Tanga Branch) .. .. .	Oral
European Civil Servants' Association (Moshi Branch) .. .. .	Written & Oral
African Government Servants' Association (Tabora Branch) .. .. .	do.
Tanganyika African Government Servants' Association (Mwanga Branch) .. .. .	Oral
Asian Government Staff, Bukoba .. .. .	Written
Asian Government Staff, Dodoma .. .. .	Written

OFFICIALS

<i>Department</i>	<i>Name</i>	<i>Appointment</i>	<i>Form of evidence</i>
H.E. E. R. E. SurrIDGE, C.M.G., Acting Governor			
ACCOUNTANT GENERAL	Colonel M. J. Stewart, O.B.E.	Accountant General	Written & Oral
AGRICULTURE	R. W. R. Miller, C.M.G.	Director	do.
	H. P. Smart	Senior Agricultural Officer	Written
	C. J. McGregor	"	Written
	G. W. Lock	"	Written
	J. V. R. Brown	"	Written
	A. H. Savile	"	Written
	N. V. Rounce	"	Written & Oral
	R. D. Linton	"	Written
	F. R. Sanders	"	Written & Oral
	J. G. M. King	Acting Senior Agricultural Officer	Written
	T. C. Cairns	Agricultural Officer	Written
	J. K. Robertson	"	Written
	N. R. Fuggles-Couchman	"	Written
	R. J. M. Swynnerton, M.C.	"	Written
	B. R. D. Eccles	Agricultural Assistant	Written & Oral
	G. B. Wallace	Plant Pathologist	Written
	F. B. Notley	Entomologist	Written
W. F. Jepson, O.B.E.	"	Written	
H. C. Gillman	Agricultural Officer	Written & Oral	
J. D. Hunter-Smith	"	do.	
R. B. Allnutt	"	Oral	
Ukiriguru Agricultural Station	"	Written	

<i>Department</i>	<i>Name<sup>s</sup></i>	<i>Appointment</i>	<i>Form of evidence</i>
AUDIT	H. W. Skinner	Auditor	Written & Oral
CUSTODIAN OF ENEMY PROPERTY	J. H. Webster	Deputy Custodian	do.
CUSTOMS	A. W. S. Hooper S. J. McWann A. Z. Patel N. S. Deshkar F. D'Cruz A. E. Pereira S. P. Pillai	Acting Comptroller  Asian Members of Staff	do.  Written
EDUCATION	C. J. Tyndale-Biscoe, M.C. Mrs. E. Low Miss M. F. S. Pelham-Johnson  G. N. Eeles Miss M. E. Hancock Miss V. K. Charman K. Mwamatandala Y. E. Balisidya A. P. Mwaipyana G. Mwaipopo J. H. Mungwira D. T. Owden Mwassengwe S. B. Patel  I. A. Talib  D. D. Patel D. M. Patel Sham Singh N. M. Rathod M. M. Amin S. M. S. Shah M. G. Patel & others	Director Mistress  Senior Woman Education Officer Chief Inspector Woman Education Officer "  Teachers, Government School  Indian Assistant Master, Government Indian Central School Inspector Of Indian Schools  Assistant Masters  Assistant Masters, Government Indian Central School Grade II Indian Assistant Masters	Written & Oral Written  Written Written Written & Oral Oral  Written  Written  Written & Oral  Written  Written  Written & Oral  Written  Written  Written & Oral
FORESTRY	W. M. Robertson R. R. Baldwin H. A. Lewis M. S. Parry L. G. T. Wigg	Conservator Senior Forester  Assistant Conservator Acting Conservator	Written Written Written Written Written & Oral
GOVERNMENT CHEMIST	L. D. Raymond	Government Chemist	do.
JUDICIAL	Sir G. Graham Paul, M.A. E. A. J. Edmonds B. R. Miles K. R. MacFee  N. S. Tacey E. T. Haywood G. M. Mahon H. Gulamoussein C. U. Patel H. Mgaya	Chief Justice Resident Magistrate  Deputy Registrar, High Court Resident Magistrate Registrar, High Court Resident Magistrate Legal Office Assistants High Court Legal Clerk and Interpreter	Written Written Written  Written Written Written Written Written Written & Oral

<i>Department</i>	<i>Name</i>	<i>Appointment</i>	<i>Form of evidence</i>
LABOUR	B. Leechman, O.B.E. T. Graham	Commissioner Chief Factory Inspector	Oral Written
LANDS AND MINES	G. Hutchinson J. W. Large B. P. Dave R. Russell  W. A. Erritt F. R. H. Adendorff A. F. M. Smith A. C. Tennent H. Brinkworth J. H. Harris V. R. Sharma	Acting Director Registrar General Registry Assistant Assistant Registry Superintendent Chief Computer Computer " " Junior Surveyor " " Metallurgist Assistant Registrar General	Written & Oral Written Written Written Written Written Written Written Oral Written
LEGAL	G. M. Paterson, O.B.E.	Acting Attorney General	Written & Oral
MEDICAL SERVICES	P. A. T. Sneath C. Marshall F. C. Lane R. C. Telling J. H. Russell C. W. Manton H. Mtahangaraa  J. B. Mahangarwe Eluter K. Luhanga	Director Laboratory Superintendent " " " " Senior Dental Surgeon Health Inspector African Assistant Medical Officer  African Assistant Medical Officer Hospital Assistant	Written & Oral Written Written Written & Oral Written Written & Oral Written  Written Written
POLICE	W. B. Bithrey A. G. Turnbull  H. O. Milne T. Edwards	Commissioner Headquarters Superintendent Assistant Superintendent Inspector of Weights and Measures	Oral  Oral Written Written
PRINTING	H. C. Kelly	Press Superintendent	Oral
PRISONS	F. H. C. Dawson C. D. Patel Teja Singh Jaimal Singh Sant Singh	Commissioner  Grade I Chief Warders Grade II Clerk	Written & Oral  Written Written
PROVINCIAL ADMINISTRATION	G. J. Partridge, O.B.E. J. Cheyne A. V. Hartnoll, M.C. O. A. Flynn J. Rooke-Johnston, O.B.E. R. W. Varian G. A. R. W. Ansdell  A. A. Oldaker P. Bleakley E. H. Risley T. O. Pike F. H. Page-Jones	Provincial Commissioner " " " " " " " " " " Acting Provincial Commissioner Provincial Commissioner District Officer Assistant District Officer District Officer Provincial Commissioner	Written Written Written & Oral Written Written Written & Oral Written & Oral Written Written Written & Oral Written & Oral Oral

<i>Department</i>	<i>Name</i>	<i>Appointment</i>	<i>Form of evidence</i>
PROVINCIAL ADMINISTRATION —Continued	T. M. Revington	Acting Provincial Commissioner	Oral
	A. W. Wyatt	Provincial Commissioner	Oral
	R. de Z. Hall	Provincial Commissioner	Oral
	C. F. Ellaby	District Officer	Oral
	A. H. Pike, O.B.E.	Deputy Provincial Commissioner	Written & Oral
	E. E. Hulley	Settlement Officer	Written
	C. Macquarie, M.B.E.	Sleeping Sickness Surveyor	Oral
	C. T. Varughese	Grade II Asian Clerk District Office	Written
	F. J. Mchauru	Assistant Welfare Officer}	Written
	A. J. Barnabas	"	Written
PUBLIC WORKS	W. H. McLuckie	Director	Written & Oral
	R. S. Smith	Building Inspector. Grade II	Oral
	K. N. Sukumaran	Architectural	Written
	R. S. Leesai	Draughtsman	Written
RAILWAYS AND PORTS SERVICES	J. R. Farquharson, O.B.E.	General Manager	Written
	R. G. Hudson	Marine Superintendent	Written
	G. Culshaw	Marine Engineer	Written
	G. Barns	"	Written
	L. E. Steventon	Acting General Manager	Oral
	C. C. Kirk	Accountant	Oral
REFUGEES	Lt.-Col. J. Minnery, M.C., D.C.M., M.M.	Camp Commandant	Written
SECRETARIAT	R. A. J. Maguire	Administrative Secretary	Written & Oral
	S. A. S. Leslie	Financial Secretary	Oral
	N. H. Vicars-Harris	Assistant Chief Secretary	Oral
	A. Mascarenhas	Clerk	Written
TOWNSHIP AUTHORITY	W. S. Young	Executive Officer	Written & Oral
TSETSE SURVEY & RECLAMATION	H. M. Lloyd	Director	Written & Oral
	W. H. Potts	Acting Director	Written & Oral
VETERINARY	N. R. Reid, M.B.E.	Acting Director	Oral
	W. A. Burns	Acting Director	Written & Oral
	I. F. Davenport	Assistant Livestock Officer	Written
	P. Dick	"	Written
	E. F. Peck	Senior Veterinary Officer	Written & Oral
	J. W. T. Holloway	Livestock Officer	Written & Oral
	C. J. Buckley	Written	Written
	J. K. H. Wilde	Acting Chief Veterinary Research Officer	Written
	H. J. Van Rensburg	Pasture Research Officer	Written
	G. E. Howe	Senior Assistant	Written
	H. M. Strawson	Livestock Officers	Written
	C. Thackrar	Assistant Livestock Officer	Written & Oral
	M. Gillett	Stock Inspector	Written
	C. M. Anderson	Livestock Officer	Written
	W. G. G. Pevie	Senior Veterinary Officer	Oral
	M. R. Masson	Grade II Clerk, Temeke Dairy Staff	Written

<i>Department</i>	<i>Name</i>	<i>Appointment</i>	<i>Form of evidence</i>
WATER DEVELOPMENT	L. L. R. Buckland W. P. Steele	Director Acting Director	Written Oral

NON-OFFICIALS

			<i>Form of evidence</i>	
Canon R. M. Gibbons, O.B.E.	Member of Legislative Council	..	Oral	
A. Hitchcock .. .. .	Manager, Sisal Estates	.. ..	Oral	
K. Horwood .. .. .	Manager, Standard Bank of South Africa .. .. .	.. .. .	Oral	
D. K. Patel .. .. .	Member of Legislative Council	..	Written & Oral	
G. Mhina W. B. K. Mwanjisi A. S. Z. Nsilo A. Mazula	} Makerere College Graduates	..	Oral	
Chief M. H. Abdiel Shangali		Member of Legislative Council	..	Oral
Abdulla Karinyee .. .. .		Sisal Growers Association	.. ..	Oral

## ZANZIBAR

<i>Local Committee</i>			
Hon. J. C. St. G. Earl	..	..	Chairman
Hon. T. M. Brodie	..	..	Member
Hon. H. Parnall	..	..	"
H. L. Renwick	..	..	"
Capt. D. C. le Poidevin	..	..	"
Hussein Rahim	..	..	"
S. F. Hann	..	..	Secretary

## CIVIL SERVICE ASSOCIATIONS

European Civil Servant's Association	..	..	..	..	<i>Form of evidence</i>
Zanzibar Non-European Civil Service Association	..	..	..	..	Written & Oral
Government Teachers' Association	..	..	..	..	do.
					do.

## OFFICIALS

<i>Department</i>	<i>Name</i>	<i>Appointment</i>	<i>Form of evidence</i>
H.E. Sir Vincent Glenday, K.C.M.G., O.B.E., M.A., British Resident.			
ADMINISTRATOR GENERAL	H. V. Anderson	Administrator General	Oral
AGRICULTURE	O. S. Swainson	Acting Director	Written & Oral
	A. C. E. Callan	Inspector of Produce	Written
AUDIT	C. H. G. Bradley	Auditor	Written & Oral
CUSTOMS	H. Langdon Renwick	Comptroller	do.
DEBTS SETTLEMENT	J. Parnall	Commissioner	Oral
EDUCATION	R. J. Harvey	Director Headmaster	Written & Oral Written
	D. Lang		
	S. A. M. Jahadhmi	Dole Government School	Written
	S. Issa		
	Ramadhan A. Himidi		
	S. N. Ali Barwani		
	A. Himidi Yahya		
	H. H. Hadad		
	H. Makame		
	O. Abdulla		
	A. Khatibu		
	Said Hilel		
	Saleh Abdulla		
	Seif Nassor		
	Omer Abdulla		
	Ramadhan Abdulla		
	Hussein Hassan		
Hasnu Makame			
M. A. Kureshi	Government Secondary School	Written	
M. N. Desai			
B. G. Naik			
R. Y. Sholapurkar			
HEALTH	J. C. St. G. Earl	Senior Medical Officer in Charge	Written & Oral
	E. H. Lavers	Sanitary Superintendent	Written

<i>Department</i>	<i>Name</i>	<i>Appointment</i>	<i>Form of evidence</i>
JUDICIAL	Sir J. M. Gray I. R. Greene J. F. Dastur	Chief Justice Resident Magistrate Registrar, High Court	Written Written & Oral Written
LEGAL	E. D. W. Crawshaw	Acting Attorney General	Oral
MUNICIPALITY	F. G. Ward	Municipal and Land Officer	Written & Oral
POLICE & PRISONS	E. G. Fish M. A. Bell A. H. M. Dryden J. A. Carnall	Commissioner Acting Commissioner Superintendent of Police Superintendent, Prisons	Written Oral Oral Oral
PORT & MARINE	R. W. Scotchman W. J. Waddington	Acting Port Officer Post Officer	Written & Oral do.
PORT & MARINE <i>Continued</i>	M. D. Jafferkhan (& others) Abbass Kasam Khan Abbass Mohamed Akbar Gulamhusein	Capt., H.M.S. <i>Al Said</i> Cranemen	Written Written
POST OFFICE	S. F. Darashaw Mohamed Ahmed Jaffer Ramtulla	Postmaster Postmen	Oral Written
PRINTING	J. H. Bowkett	Government Printer	Written & Oral
PROVINCIAL ADMINISTRATION	R. H. W. Pakenham	Acting Provincial Commissioner	Oral
PUBLIC WORKS	G. W. Hutchinson Ajit Singh E. Thakrar	Acting Director Architectural Draughtsman Clerk	Written & Oral Written Written
SECRETARIAT	J. J. Adie Hon. A. P. H. T. Cumming-Bruce Major E. A. T. Dutton, C.M.G., C.B.E.	Senior Assistant Secretary Assistant Secretary Chief Secretary	Written & Oral do. do.
TREASURY	W. Jesse F. X. de Goa (& others)	Chief Accountant Clerks	do. Written
WELFARE	Jaffer Rahim	Welfare Officer	Written

#### NON-OFFICIALS

J. O'Brien, C.M.G.	Commissioner (Retired!)	<i>Form of evidence</i> Written & Oral
C. A. Bartlett		do.



LIST OF WITNESSES INTERVIEWED IN LONDON

C. A. Grossmith .. .. .	Social Services Department, Colonial Office
Miss S. A. Ogilvie .. .. .	Assistant Labour Adviser, Colonial Office
W. J. Bigg .. .. .	Communications Department, Colonial Office
K. O. Roberts-Wray, C.M.G. .. .. .	Legal Adviser, Colonial Office
W. H. Chinn .. .. .	Adviser on Social Welfare, Colonial Office
J. L. Worledge, C.M.G. .. .. .	Director General, Colonial Audit
H. J. Cusack .. .. .	Deputy Director General, Colonial Audit
British Medical Association	
National Veterinary Medical Association of Great Britain and Northern Ireland	
G. F. Clay, C.M.G., O.B.E., M.C. .. .. .	Agricultural Adviser, Colonial Office
C. W. M. Cox, C.M.G. .. .. .	Education Adviser, Colonial Office
J. Smith, O.B.E. .. .. .	Adviser on Animal Health, Colonial Office
A. M. Wilson Rac, C.M.G. .. .. .	Deputy Medical Adviser, Colonial Office
Miss F. N. Udell, M.B.E. .. .. .	Chief Nursing Officer, Colonial Office
Brigadier H. Hotine, C.B.E. .. .. .	Surveys Adviser and Director of Colonial Survey, Colonial Office
C. F. Hickling .. .. .	Fisheries Adviser, Colonial Office
Major Sir Ralph Furse, K.C.M.G., D.S.O. .. .. .	Director of Recruitment, Colonial Office
Capt. A. F. Newbolt P. M. Renison A. D. Garson } .. .. .	Appointments Department, Colonial Office
W. Adams .. .. .	Secretary, Inter-University Council for Higher Education in the Colonies
W. A. Robertson, C.M.G. .. .. .	Forestry Adviser, Colonial Office