

REPORT OF THE COMMISSION ON THE
CIVIL SERVICES OF KENYA,
TANGANYIKA, UGANDA
AND ZANZIBAR
1947-48:

**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

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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Appendix I

KENYA, UGANDA, TANGANYIKA AND ZANZIBAR
Schedule of Salary Scales Proposed for Heads of Departments and Super-scale Posts

PART I

<i>Department</i>		<i>Post</i>	<i>Present salary or salary scale</i>	<i>Proposed salary</i>
			£	£
ACCOUNTANT GENERAL			See under 'Secretariat'	
	<i>Kenya</i>	Member for Finance Accountant General	1,200	1,650
		Assistant Accountant General	920	1,300
	<i>Uganda</i>	Accountant General	1,100	1,535
	<i>Tanganyika</i>	Member for Finance, Trade and Economics Accountant General	1,650 1,150	2,000 1,585
		Assistant Accountant General	920	1,300
06	ADMINISTRATOR GENERAL			
	<i>Uganda</i>	Administrator General and Official Receiver	1,000	1,335
	<i>Zanzibar</i>	Administrator General	1,000	1,335
	AGRICULTURE			
	<i>Kenya</i>	Member for Agriculture, Animal Husbandry and Natural Resources	2,000	2,150
		Secretary to Member	1,100	1,435
		Director of Agriculture	1,500	1,850
		Deputy Director	1,200	1,535
		Chief Research Officer	1,000	1,335
	<i>Uganda</i>	Director of Agriculture	1,500	1,850
		Deputy Director	1,200	1,535
		Assistant Director and Registrar of Co-operative Societies	See under 'Regi- strar of Co-opera- tive Societies'	
		Assistant Director	1,000	1,335
	<i>Tanganyika</i>	Member for Agriculture and Natural Resources	1,600	2,000
		Director of Agriculture	1,500	1,850
		Deputy Director	1,200	1,535
	<i>Zanzibar</i>	Director of Agriculture	1,200	1,535

KENYA, UGANDA, TANGANYIKA AND ZANZIBAR—Continued

Department		Post	Present salary or salary scale	Proposed salary
			£	£
AUDIT	<i>Kenya</i>	Director of Audit	1,400	1,800
		Deputy Director	1,100	1,435
	<i>Uganda</i>	Director of Audit	1,200	1,535
	<i>Tanganyika</i>	Director of Audit	1,300	1,650
		Deputy Director	1,050	1,385
	<i>Zanzibar</i>	Principal Auditor	1,000	1,335
CUSTODIAN OF ENEMY PROPERTY				
	<i>Tanganyika</i>	Custodian of Enemy Property	1,350	1,685
CUSTOMS				
	<i>Kenya and Uganda</i>	Commissioner of Customs	1,400	1,750
		Deputy Commissioner	1,100	1,435
		Assistant Commissioner	1,000	1,335
16	<i>Tanganyika</i>	Comptroller of Customs	1,350	1,685
		Assistant Comptroller	920	1,335
	<i>Zanzibar</i>	Comptroller of Customs	1,100	1,435
DEBTS SETTLEMENT				
	<i>Zanzibar</i>	Commissioner of Debts	720	970
ECONOMIC CONTROL				
	<i>Tanganyika</i>	Member for Finance	See under 'General'	Accountant
		Director of Economic Control	1,200	1,535
		Assistant Director	1,100	1,435
EDUCATION				
	<i>Kenya</i>	Director of Education	1,500	1,850
		Deputy Director	1,200	1,535
		Chief Inspector of Schools	1,000	1,385
		Assistant Director	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—736 × 32—800	1,200

KENYA, UGANDA, TANGANYIKA AND ZANZIBAR—*Continued*

<i>Department</i>		<i>Post</i>	<i>Present salary or salary scale</i>	<i>Proposed salary</i>
			£	£
EDUCATION— <i>Continued</i>	<i>Uganda</i>	Director of Education	1,500	1,850
		Deputy Director	1,200	1,535
		Assistant Director	750 × 30—840 × 40	
			—920	1,335
		Chief Inspector of Schools	720 × 30—840 × 40	
	<i>Tanganyika</i>	Member for Education, Labour and Social Welfare	—920	1,335
		Director of Education	1,600	2,000
		Deputy Director	1,500	1,850
		Chief Inspector	1,200	1,535
	<i>Zanzibar</i>	Chief Inspector	1,000	1,335
Director of Education		1,200	1,535	
92 FORESTRY	<i>Kenya</i>	Member for Agriculture, Animal Health and Natural Resources	See under 'Agriculture'	
		Conservator of Forests	1,200	1,635
	<i>Uganda</i>	Conservator of Forests	1,200	1,635
	<i>Tanganyika</i>	Member for Agriculture and Natural Resources	See under 'Agriculture'	
		Conservator of Forests	1,200	1,635
GAME	<i>Kenya</i>	Member for Agriculture, etc.	See under 'Agriculture'	
		Game Warden	1,000	1,385
	<i>Uganda</i>	Game Warden	720 × 30—840 × 40	
			—920 × 40—1,000	1,385
	<i>Tanganyika</i>	Member for Agriculture, etc.	See under 'Agriculture'	
	Game Warden	840 × 40—920	1,385	
GEOLOGICAL SURVEY	<i>Uganda</i>	Director of Geological Survey	1,200	1,635
		Deputy Director	1,050	1,485
GOVERNMENT CHEMIST	<i>Kenya</i>	Member for Health and Local Government	See under 'Medical'	
		Government Chemist	880 × 40—1,000	1,385

KENYA, UGANDA, TANGANYIKA AND ZANZIBAR—*Continued*

Department	Post	Present salary or	Proposed
		salary scale	salary
		£	£
GOVERNMENT CHEMIST— <i>Continued</i>			
<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>	Information Officer	1,000	1,335
<i>Tanganyika</i>	Information Officer	1,000	1,335
JUDICIAL			
<i>Kenya</i>	Chief Justice	2,300	
	Puisne Judge	1,450	
<i>Uganda</i>	Chief Justice	2,000	
	Puisne Judge	1,350	
<i>Tanganyika</i>	Chief Justice	2,200	
	Puisne Judge	1,400	
<i>Zanzibar</i>	Chief Justice	1,500	
LABOUR			
<i>Kenya</i>	Labour Commissioner	1,350	
	Deputy Commissioner	1,000	1,000
<i>Uganda</i>	Labour Commissioner	1,350	1,685
<i>Tanganyika</i>	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*

<i>Department</i>		<i>Post</i>	<i>Present salary or salary scale</i>	<i>Proposed salary</i>
			£	£
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 ^c
		Assistant Director (Surveys)	720 × 30—840	1,350 ^c
LEGAL	<i>Kenya</i>	Attorney General and Member for Law and Order	1,800	
		Solicitor General	1,200	
		Legal Draughtsman	1,100	
		Judicial Adviser	1,000	
	<i>Uganda</i>	Attorney General	1,600	
		Solicitor General	1,100	
	<i>Tanganyika</i>	Attorney General and Member for Law and Order	1,650	
		Solicitor General	1,200	
		Legal Draughtsman	1,100	
	<i>Zanzibar</i>	Attorney General	1,350	
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
	<i>Uganda</i>	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>Tanganyika</i>	Medical Superintendent, Mulago	1,150	1,485
		Director of Medical Services	1,600	1,950
		Deputy Director	1,200	1,635
		Assistant Director	1,150	1,485
		Senior Specialist	1,200	1,585

KENYA, UGANDA, TANGANYIKA AND ZANZIBAR—*Continued*

		<i>Department</i>	<i>Post</i>	<i>Present salary or salary scale</i>	<i>Proposed salary</i>
				£	£
POLICE					
		<i>Kenya</i>	Member for Law and Order	See under 'Legal'	
			Commissioner of Police	1,400	1,775
			Deputy Commissioner	1,100	1,485
		<i>Uganda</i>	Commissioner of Police	1,350	1,685
			Deputy Commissioner	1,100	1,435
			Assistant Commissioner	1,100	1,335
		<i>Tanganyika</i>	Member for Law and Order	See under 'Legal'	
			Commissioner of Police	1,350	1,685
			Deputy Commissioner	1,100	1,435
		<i>Zanzibar</i>	Commissioner of Police and Prisons	1,100	1,435
POSTS AND TELEGRAPHS					
95		<i>Kenya</i>	Regional Director	1,000	1,335
		<i>Uganda</i>	Regional Director	1,000	1,335
		<i>Tanganyika</i>	Regional Director	1,000	1,335
PRINTING					
		<i>Kenya</i>	Government Printer	1,050	1,450
		<i>Uganda</i>	Government Printer	840 × 40—920	1,250
		<i>Tanganyika</i>	Government Printer	840 × 40—920	1,250
		<i>Zanzibar</i>	Government Printer	600 × 30—720	975
PRISONS					
		<i>Kenya</i>	Commissioner of Prisons	1,000	1,435
		<i>Uganda</i>	Commissioner of Prisons	1,000	1,335
		<i>Tanganyika</i>	Commissioner of Prisons	1,000	1,335
		<i>Zanzibar</i>	Commissioner of Prisons	See under 'Police'	
PROVINCIAL ADMINISTRATION					
		<i>Kenya</i>	Provincial Commissioner	1,350	1,775
			Senior District Commissioner	1,200	1,535
			Deputy Provincial Commissioner	1,100	1,435
			Officer in Charge, Masai	1,000	1,435

KENYA, UGANDA, TANGANYIKA AND ZANZIBAR—*Continued*

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

KENYA, UGANDA, TANGANYIKA AND ZANZIBAR—Continued

Department	Post	Present salary or	Proposed
		salary scale	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>	Registrar of Co-operative Societies	1,100	1,385
<i>Uganda</i>	Registrar of Co-operative Societies	880 × 40—1,000	1,385
REGISTRAR GENERAL			
<i>Kenya</i>	Member for Law and Order Registrar General	See under 'Leg. 1,040	
SECRETARIAT			
<i>Kenya</i>	Chief Secretary and Member for Development and Reconstruction	2,200	
	Financial Secretary and Member for Finance	1,750	2,000
	Chief Native Commissioner	1,600	1,900
	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
<i>Uganda</i>	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

KENYA, UGANDA, TANGANYIKA AND ZANZIBAR—*Continued*

<i>Department</i>		<i>Post</i>	<i>Present salary or</i>	<i>Proposed</i>
			<i>salary scale</i>	<i>salary</i>
			£	£
SECRETARIAT— <i>Continued</i>	<i>Tanganyika</i>	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
		<i>Zanzibar</i>	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	
	SURVEYS, LANDS AND MINES	<i>Uganda</i>	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	<i>Zanzibar</i>	Chief Accountant	1,000	1,335
TSETSE CONTROL	<i>Uganda</i>	Director of Tsetse Control	1,200	1,535
TSETSE SURVEY AND RECLAMATION	<i>Tanganyika</i>	Director of Tsetse Survey and Reclamation	1,100	1,535

KENYA, UGANDA, TANGANYIKA AND ZANZIBAR—Continued

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

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	1,450	1,800
	Assistant Director	1,000	1,335
HIGH COMMISSION AND CENTRAL ASSEMBLY	Chief Secretary	3,000	3,150
	Economic Secretary	1,600	1,650
	Assistant Chief Secretary	1,350	1,800
	Member for Finance	New post	2,150
	Member for Transport	New post	3,350
	Legal Adviser	950 × 15—1,150	1,650
100 INCOME TAX	Commissioner of Income Tax	1,550	1,900
	Deputy Commissioner	1,200	1,535
	Regional Commissioner	1,100	1,435
	Investigating Accountant	1,100	1,435
POSTS AND TELEGRAPHS	Postmaster General	1,600	2,130
	Director of Traffic	1,250	1,585
	Chief Accountant	1,000	1,435
	Engineer-in-Chief	1,250	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

PART I

KENYA

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

<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	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
		880 × 40—1000	830 × 35—1005 × 45—1320	Ag.II
	Agriculture Officer	480 × 20—600 × 30		
		—630 × 30—720	do.	Ag.II
		400: 400: 450 × 25—600		
		660 × 30—840	do.	Ag.II
	Senior Entomologist	600 × 30—720 × 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— <i>Continued</i>	Assistant Chemist	£ 360 × 20—480 × 20—540 × 20—600	£ 550 × 20—690 × 25—790	G.X
	Horticulturist	do.	do.	G.X
	Laboratory Assistant	do.	do.	G.X
	Junior Laboratory Assistant	170 × 20—210 × 30—240 × 20—300 × 20—360	340 × 22.5—520	J.I
	Senior Assistant Agricultural Officer	600 × 20—720	} 550 × 20—690 × 25—840 × 30—900	G.XIV
	Assistant Agricultural Officer	360 × 20—480 × 20—540 × 20—600		do.	G.X
	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		do.	G.X
	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

Department	Post	Present salary or salary scale	Proposed salary or salary scale	Conversion table
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.	Cl.VI
		360 × 20—480 × 20—540	550 × 20—690 × 25—715	G.X
	450: 450: 475 × 25—600 × 30—840	655: 655: 725 × 35—760: 830 × 35—1005 × 45—1320	Eng.I	
AUDIT	Senior Auditor	810 × 30—840 × 40—920	1095 × 45—1230	AC.I
	Auditor	720 × 30—840 350: 350: 400 × 50—500 × 25—600: 660 × 30—780	do. 550: 550: 620 × 35—760: 830 × 35—1005 × 45—1050	AC.I AC.II
COAST AGENCY	*Government Coast Agent	720 × 30—840	970 × 35—1005 × 45—1140	Ad.I
	Assistant Government Coast Agent	500 × 20—600 × 20—660	715 × 25—840 × 30—900	G.XIV
103 CUSTOMS	Senior Collector	810 × 30—840 × 40—920	1095 × 45—1230	AC.I
	Collector	360: 360: 480 × 20—600 × 30—720 350: 350: 400 × 25—550: 600 × 30—780	550: 550: 620 × 35—760: 830 × 35—1005 × 45—1050 do.	AC.II AC.II
	Accountant and Statistical Officer	600 × 30—720 × 30—840	1000 × 45—1135	Acc.I
	Assistant Accountant	500 × 20—600	670 × 20—690 × 25—790	G I
	Office Superintendent	500 × 20—600 × 20—660	670 × 20—690 × 25—840	G.I
	Chief Preventive Officer	500 × 20—600	715 × 25—840	G.XIV
	Preventive Officer	360 × 20—480 × 20—540	550 × 20—690 × 25—715	G.X
	Invoice Inspector	440 × 20—540 × 20—660	610 × 20—690 × 25—840	G.I
	Senior Examining Officer	540 × 20—660	790 × 25—840	G.XX
	Examining Officer	360 × 20—480 × 20—540 × 20—600	550 × 20—690 × 25—790	G.X
	Junior Examining Officer	170 × 20—210 × 30—240 × 20—300 × 20—360	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 600 × 30—720 × 30—840 × 40—920	1135 × 45—1320 do.	E(1)I E(1)I
	Education Officer	350: 350: 400 × 50—500 × 25—600: 660 × 30—840 400: 400: 475 × 25—600 × 30—720 × 30—840 400. 400: 475 × 25—600 × 30—720 × 30—840 × 40—920	550: 550: 620 × 35—760: 830 × 35—1005 × 45—1140 do. do.	E(1)III E(1)III 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	JI
	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—720 420 × 20—520 × 10—600 369 × 20—520 × 10—600 240 × 20—360 246 × 18—390 × 18—480 × 20—600	(Personal: 815 × 25—840 × 30—930) 550 × 20—690 × 25—815 do. 410 × 20—550 do. (Personal extension: 550 × 20—690 × 25—815)	G.XIX E(2)I E(2)I E(2)IV 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	490 × 20—690	E(2)II
		400 × 10—520	do.	E(2)II
		360 × 20—420 × 10—500	do.	E(2)II
		315 × 15—360 × 20—380 × 10—420 × 10—500	do.	E(2)II
	Senior Instructor	225 × 15—315	390 × 20—490	E(2)V
		360 × 20—420 × 20—520 × 10—600	550 × 20—690 × 25—815	E(2)I
		246 × 18—300 × 18—390 × 18—480 × 20—600	410 × 20—550 (Personal extension 570 × 20—690 × 25—815)	E(2)III
	Physical Training Instructor	360 × 20—420 × 20—520 × 10—600	550 × 20—690 × 25—815	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	do.	Cl. VI
		400: 400: 475 × 25—600 × 30—720 × 30—840 × 40—920	550: 550: 620 × 35—760: 830 × 35—1005 × 45—1140	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
	Principal, Government Secondary School, African Education	do.	do.	E(1)III
	Principal, Training College for Indian Women	576 × 24—672 × 32—736 × 32—800	948 × 36—1056	E(1)II
	Principal, Training Centres for Women, African Education	480 × 16—576 × 24—672	496: 496: 552 × 28—608: 664 × 28—804 × 36—912	E(1)IV
	Health Workers (Female)	300 × 15—420 × 20—480	460 × 20—600 × 25—700	M IV
Principal, Indian Male Training Centre	660 × 30—840 × 40—1000	1185 × 45—1320	E(1)I	

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: 655 × 35—760: 830 × 35—1005 × 45—1320	F I
	Assistant Conservator	720 × 30—840 480 × 20—600 × 30—720 375: 375: 450 × 25—600: 600 × 30—840		do. do.	F I F I
	Entomologist	400: 400: 450 × 25—600. 660 × 30—840	620: 620: 690 × 35—760: 830 × 35—1005 × 45—1320	Ag II
	Mycologist	do.	do.	Ag.II
	Soil Chemist	do.	do.	Ag II
	Utilisation Officer	375: 375: 450 × 25—600: 660 × 30—840	585: 585: 655 × 35—760: 830 × 35—1005 × 45—1320	F.I
	Road Engineer	do.	do.	F I
	Staff Surveyor	400: 400: 450 × 25—600. 660 × 30—840	620: 620: 690 × 35—760: 830 × 35—1005 × 45—1320	Ag.II
	Accountant	500 × 20—540 × 20—600	670 × 20—690 × 25—790	G I
	Storekeeper	440 × 20—500 × 20—600	610 × 20—690 × 25—715	G I
	Senior Forester	500 × 20—600	550 × 20—830	F 2
	Forester, Grade I	360 × 20—480 × 20—540 × 20—600	do.	F.2
	Forester, Grade II	170 × 20—210 × 30—240 × 20—300 × 20—360	340 × 22.5—520	J.I
	Works Superintendent	360 × 20—480 × 20—540	550 × 20—690 × 25—715	G.X
	Junior Staff Surveyor	do.	do.	G X
GAME	Senior Assistant Game Warden	£720	945 × 35—1085	
	Assistant Game Warden	400 × 20—480 × 20—660	550: 550: 600 × 25—700 × 35—945	Ga II
	Control Officer	do.	do.	Ga.II
	Fish Warden	£720	945 × 35—1085	
	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: 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>
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
INLAND REVENUE	Statistical Clerk	440 × 20—540 × 10—600	580 × 20—720	Cl.II
	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
JUDICIAL	Inspector of Licenses and Taxes	400 × 20—600 440 × 20—480 × 20—600 × 20—660	570 × 20—690 × 25—790 610 × 20—690 × 25—840	G.I G.I
	Resident Magistrate	600: 600: 630 × 30—840 × 40—1000	865: 865: 935 × 35—1005 × 45—1320	M.III
	Registrar, Supreme Court Deputy Registrar	880 × 40—1000 550: 550: 575 × 25—675	1185 × 45—1320 760: 760: 865 × 35—1005 × 45—1140	Ad.I S.I
LABOUR	Shorthand Writer	400 × 20—480 × 20—660	570 × 20—690 × 25—840	G.I
	Process Server	240 × 20—360	385 × 22.5—520	Cl.III
	Principal Labour Officer	720 × 30—840 × 40—1000	1185 × 45—1320	Ag.II
LABOUR	Senior Labour Officer	500 × 25—600: 660 × 30—840	690 × 35—760: 830 × 35—1005 × 45—1140	Ad.I
	Statistician	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
	*Registrar of Natives	400 × 20—600 × 30—660 600 × 30—720	630 × 20—690 × 25—840 840 × 30—960	G XX G.XVI
	*Assistant Registrar Senior Medical Officer	440 × 20—480 × 20—660 1000 × 50—1100	610 × 20—690 × 25—840 1335 × 50—1435	G.I 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
	Office Superintendent and Accountant	do.	do.	G.I
LANDS, MINES AND SURVEYS	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 (Junior Land Asst.)	440 × 20—540 × 10—600	610 × 20—690 × 25—790	G I
	Senior Geologist	500 × 20—600 880 × 40—1000	670 × 20—690 × 25—790 690: 690: 760: 830 × 35—1005 × 45—1320	G I Geo I
	Geologist	500: 500: 550 × 25—600 × 30—720 × 30—840	do.	Geo I
	Mettalurgist	do.	do.	Geo I
	Chemist & Assayer	do.	do.	Geo.I
	Chemist & Assayer (F)	480 × 20—600 × 24—672	552: 552: 608: 664 × 28—804 × 36—1056	Geo. II
	Inspector of Mines	450: 450: 475 × 25—600 × 30—840	655: 655: 725 × 35—760: 830 × 35—1005 × 45—1320	Eng.I
	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

<i>Department</i>	<i>Post</i>	<i>Present salary or salary scale</i>	<i>Proposed salary or salary scale</i>	<i>Conversion table</i>
		£	£	
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
		500 × 20—600 × 30—720	715 × 25—840 × 30—900	G.XVI
MEDICAL (including HEALTH & LOCAL GOVERNMENT)	Executive Officer, Hospital Authority	720 × 30—840	970 × 35—1005 × 45—1140	Ad.I
	Local Government Inspector	500 × 20—600 × 30—720 × 30—840	830 × 35—1005 × 45—1320	Ad.I
	Accounting Adviser	500 × 20—600 × 20—720	670 × 20—690 × 25—840 × 30—900	G.I
	Assistant Local Government Inspector	440 × 20—540 × 20—600	610 × 20—690 × 25—790	G.I
	Local Government Officer (Settled Areas)	500 × 20—600 × 30—660	670 × 20—690 × 25—840	G.II
	Office Superintendent	500 × 20—600 × 20—660	do.	G.I
	Accountant	500 × 20—600 × 30—660	670 × 20—690 × 25—840 × 30—900	G.II
	Medical Storekeeper	500 × 20—600 × 20—720	do.	G.I
	Assistant Medical Storekeeper	360 × 20—480 × 20—540	530 × 20—670	G.I
	Officer in Charge, Records (Female)	380 × 10—420	480 × 15—540	Cl.V
	Senior Medical Officer	1000 × 50—1100	1335 × 50—1435	M.II
	Specialist	do.	1385 × 50—1485	M.I
	Medical Officer	600 × 30—840 × 40—920 × 40—1000	865: 865: 935 × 35—1005 × 45—1320	M.III
	600 × 30—840 × 40—920	do.	M.III	
	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—	Physiotherapist	540 × 20—600	715 × 30—840	G II
<i>Continued</i>	Physiotherapist (F)	432 × 16—528	572 × 24—672	
	Radiographer	360 × 20—540	510 × 20—690 × 25—715	G.XLII
	Wardmaster	360 × 20—480 × 20—540	530 × 20—690 × 25—715	G.I
	Matron-in-Chief	£600	£850	
	Matron, Grade I	£550	£780	
	Grade II	£500	£730	
	Housekeeper	150 × 15—210 × 30—240	295 × 15—370	CI 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
	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.XXV
	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
		400: 400: 450 × 25—600: 660 × 30—840	do.	Ag.II
	Senior Entomological Field Officer	540 × 20—660	715 × 25—840	G.I
	Entomological Field Officer	360 × 20—480 × 20—540	550 × 20—690 × 25—715	G.X
	Junior Entomological Field Officer	170 × 20—210: 240 × 20— 300 × 20—360	340 × 22.5—520	J.I
	Officer in Charge, Stores & Accounts	720 × 30—840 × 40—920	1095 × 45—1230	AC.I
	Senior Superintendent	840 × 40—920 880 × 40—1000	1185 × 45—1320 do.	P.I P.I
	Superintendent	600 × 30—720 × 30—840	550: 550: 610 × 30—760: 820 × 30—940 × 40—1140	P.II
Asst. Superintendent	810 × 30—840 × 40—920 600 × 30—720 × 30—840 600 × 30—780	do. do. do.	P II P.II P.II	
Chief Inspector	600 × 20—720 540 × 20—660	765 × 25—840 × 30—900 do.	G XIV G.XIV	
Inspector & Assistant Inspector	246: 282: 300: 318 × 18—372 × 18—480 × 20—600 240: 240: 260: 320 × 20—360 × 20—420 × 20—520 × 40—560 × 20—660	350: 375: 400: 490 × 20—690 × 25—840 do.	G.XXXVIII G.XXXIX	
Signals Officer	420 × 20—520 × 20—660	610 × 20—690 × 25—840	G.X	
Deputy Inspector of Weights & Measures	400 × 20—480 × 20—660	570 × 20—690 × 25—840	G.I	

III POLICE

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
		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
		360 × 20—480 × 20—540	do	G.X
	Postal Clerk and Telegraphist	372 × 18—426 × 18—480 × 20—500	550 × 20—690 × 25—715	G.XII
		360 × 20—480 × 20—540	do.	G X
		170 × 20—210: 240 × 20—300 × 20—360	317.5 × 22.5—520	CI III
	Technical Learner	72 × 18—144	150: 175. 200	
	Supervisor, Telephones (Female)	372 × 18—426 × 18—480 × 20—500	550 × 20—690 × 25—715	G.XII
		240 × 15—360	370 × 20—460	CI VI
	Telephonist (Female)	£180	£325	
	Learner	240 × 20—360		
	Night Telephone Operator (Male)	720 × 30—840 × 40—920	385 × 22.5—520	CI III
	Divisional Engineer		655: 655: 725 × 35—760: 830 × 35—1005 × 45—1320	Eng I
		Assistant Engineer	600 × 30—720	do.	Eng I
	Inspecting Technician	450: 450: 475 × 25—600 × 30—840	do.	Eng I
		540 × 20—660	740 × 25—840	G X
500 × 20—600		715 × 25—790	G XVI	
Technician, Grade I	400 × 20—500	570 × 20—670	G.I	
	360 × 20—480 × 20—540	550 × 20—690 × 25—715	G X	
Mechanical Plant Inspector	300 × 20—500	550 × 20—670	G.VI	
	Technician (Auto-Telephone)	400 × 20—500	570 × 20—670	G I
Supervising Technician	500 × 20—600 × 30—660	670 × 20—690 × 25—840	G.II	
Technician, Grade IA	500 × 20—540	670 × 20—690 × 25—715	G I	
	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— <i>Continued</i>	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 Cl.III	
	Technical Learner	72 × 18—144	150: 175: 200		
	Electrical Engineer	880 × 40—1000	655: 655: 725 × 35—760: 830 × 35—1005 × 45—1320	Eng.I	
	Assistant Electrical Engineer	450: 450: 475 × 25—600 × 30—840	do.	Eng I	
	Electrical Supervisor	600 × 20—720	790 × 25—840 × 30—900	G.I	
	Wireless Officer, Grade I	540 × 20—660	715 × 25—840	G.I	
	Grade II	360 × 20—480 × 20—540	550 × 20—690 × 25—715	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	
PRINTING	Linotype Operator	540 × 20—660	715 × 25—840	G.I	
	Assistant Linotype Operator	360 × 20—480 × 20—540 170 × 20—210 × 30—240 × 20—360	550 × 20—690 × 25—715 340 × 22.5—520	G.X	
	Monotype Operator	360 × 20—480 × 20—540	550 × 20—690 × 25—715	J.I	
	Readers	do.	do.	G.X	
	Apprentices	£120	150: 175: 200		
	Machinist	360 × 20—480 × 20—540	550 × 20—690 × 25—715	G.X	
	Superintendent	720 × 30—840	900 × 30—1020	G.II	
	Photo Operative	360 × 20—480 × 20—540	550 × 20—690 × 25—715	G.X	
	Machine Operator	do.	do.	G.X	
	Engraver and Prover	do.	do.	G.X	
	Litho Draughtsman (Female)	300 × 15—450	490 × 20—690	G.XXXIII	
	PRISONS	Assistant Commissioner	£840	£1140	
		Superintendent	600 × 30—720	550: 550: 600 × 25—725: 775 × 25—875 × 30—1025	P.III
		Assistant Superintendent	500 × 20—660 330 × 20—400 × 20—540	do. do.	P.III P.III
		Senior Instructor	360 × 20—420 × 20—520 × 20—660	550 × 20—690 × 25—840	G.X

KENYA—Continued

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

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>
		£	£	
PUBLIC WORKS— <i>Continued</i>	Superintendent of Works	540 × 20—660	740 × 25—840	G.X
	Assistant Architect	450: 450: 475 × 25—600 × 30—630 × 30—840	655: 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—600 500 × 20—600 × 20—720	590 × 20—690 × 25—790 670 × 20—690 × 25—840 × 30—900	G.II 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

<i>Department</i>	<i>Post</i>	<i>Present salary or salary scale</i>	<i>Proposed salary or salary scale</i>	<i>Conversion table</i>
		£	£	
PUBLIC WORKS— <i>Continued</i>	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.	G.I
	Engineer Hydrologist	880 × 40—1000	1185 × 45—1320	Ad.I
	Engineer Geologist	500: 500: 550 × 25—600 × 30—720 × 30—840	690: 690: 760: 830 × 35—1005 × 45—1320	Geo I
	Assistant Engineer (Hydrology)	450: 450: 475 × 25—600 × 30—630 × 30—840	655: 655: 725 × 35—760: 830 × 35—1005 × 45—1320	Eng.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
REGISTRAR GENERAL	Assistant Registrar General	550: 550: 575 × 25—600 × 30—750 × 30—840	760: 760: 830 × 35—1005 × 45—1140	S.I
	Trust Officer	500 × 20—600 × 20—660	670 × 20—690 × 25—840	G.I
	Accountant	do.	670 × 20—690 × 25—790	G.I
SECRETARIAT & LEGISLATIVE COUNCIL	Personal Assistant to Chief Native Commissioner	720 × 30—840 × 40—920	970 × 35—1005 × 45—1320	Ad I
	Assistant Secretary	720 × 30—840 × 40—1000	do.	Ad I
	Assistant Secretary (F)	576 × 24—672 × 32—736	776 × 28—804 × 36—1056	
	Establishment Officer	720 × 30—840 × 40—1000	970 × 35—1005 × 45—1320	Ad I
		720 × 30—840 × 40—920	do.	Ad.I
	Assistant Establishment Officer	600 × 20—720	790 × 25—840 × 30—900	G.I
	Office Superintendent	500 × 20—660	670 × 20—690 × 30—840	G.I
	Administrative Assistant (Female)	400: 400: 450 × 25—550	600: 600: 660 × 30—780	W.I
	Clerk to Legislative Council	720 × 30—840 × 40—1000	970 × 35—1005 × 45—1320	Ad I
	Reporter	400 × 20—480 × 20—660	570 × 20—690 × 25—840	G.I
	Reporter (Female)	440 × 10—500	456 × 16—552 × 20—672	

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	496: 496: 552 × 28—608: 664 × 28—804 × 36—1056 (Female)	G.XXV G.X
	Senior Laboratory Assistant	620 × 10—660	790 × 25—840	G.XLV
	Laboratory Assistant	360 × 20—480 × 20—540 × 20—600	550 × 20—690 × 25—790	G.X
	Librarian (Female)	360 × 15—480	550 × 20—670	G.XLV
	Farm Manager	360 × 20—480 × 20—540	550 × 20—690 × 25—715	G.X
	Junior Laboratory Assistant	372 × 18—480 × 20—540	do.	G.XIII
		170 × 20—210 × 30—240 × 20—300 × 20—360	340 × 22.5—520	J.I
	Senior Veterinary Officer	840 × 40—920	865: 865: 935 × 35—1005 × 45—1320	M.III
		880 × 40—1000	do.	M.III
Veterinary Officer	600: 600: 630 × 30—720 × 30—840 × 40—1000	do.	M.III	
Senior Stock Inspector	620 × 10—660	550 × 20—690 × 25—840	G.XXXI	
Stock Inspector	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— <i>Continued</i>	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	620 × 10—660	740 × 20—800	Cl.I
	Grade I	440 × 20—540 × 10—600	580 × 20—720	Cl.II
	Grade II	150 × 20—210: 240 × 20— 360 × 20—420	295 × 22.5—565	Cl.III
	Female: Special Grade	440 × 10—500	560 × 15—650	Cl.IV
	Grade I	380 × 10—420	480 × 15—540	Cl.V
	Grade II	150 × 15—210: 240 × 15—300 × 15—360	295 × 15—460	Cl.VI
	Learners	72 × 18—144	150: 175: 200	Cl.VII

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
AGRICULTURE	Principal Agricultural Officer	£920	1230 × 45—1320	
	Senior Agricultural Officer	720 × 30—840	620: 620: 690 × 35—760;	Ag II
	Agricultural Officer	880 × 40—1000	830 × 35—1005 × 45—1320	Ag II
		480 × 20—600 × 30—630 × 30—720	do.	Ag II
		400: 400: 450 × 25—600: 660 × 30—840	do.	Ag.II
	Senior Agricultural Assistant	540 × 20—600 × 30—660	550 × 20—690 × 25—840 × 30—900	G.XII
	Agricultural Assistant	360 × 20—840	do.	G.X
	Assistant to Director and Statistician	480 × 20—600 × 30—720 × 30—840	690 × 35—1080	G.XVI
	Office Superintendent Flax Officer	500 × 20—600	690 × 25—840	G.X
	Stenographer Secretary	450 × 15—480 × 20—540 × 30—750	630 × 20—690 × 25— 840 × 30—960	G.XX ^{II}
		180 × 15—300 × 18—318 × 18 × 426	370 × 15—540	St.I
Senior Entomologist	600 × 30—720 × 30—840	620: 620: 690 × 35—760; 830 × 35—1005 × 45— 1320	Ag II	
Entomologist	400: 400: 430 × 25—600: 660 × × 30—840	do.	Ag.II	
Senior Plant Pathologist	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— <i>Continued</i>	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.
	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			
	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	
	AUDIT	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
CUSTOMS	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	
		350: 350: 400 × 25—550: 600 × 30—780	do.	ACI	
	Accountant and Statistical Officers	600 × 30—720 × 30—840	1000 × 45—1135	Acc.I	
	Assistant Accountant	500 × 20—600	670 × 20—690 × 25—790	G IX	
	Office Superintendent	500 × 20—600 × 20—660	670 × 20—690 × 25—840	G.I	
	Chief Preventive Officer	500 × 20—600	715 × 25—840	G.XIV	
	Preventive Officer	360 × 20—480 × 20—540	550 × 20—690 × 25—715	G.X	
	Invoice Inspector	440 × 20—540 × 20—660	610 × 20—690 × 25—840	G I	
	Senior Examining Officer	540 × 20—660	790 × 25—840	G.XX	
Examining Officer	360 × 20—480 × 20—540 × 20—600	550 × 20—690 × 25—790	G.X		
Junior Examining Officer	240 × 20—300 × 20—360	385 × 22 5—520	CI III		

UGANDA—Continued

Department	Post	Present salary or salary scale	Proposed salary or salary scale	Conversion table
EDUCATION	Registrar	£ 350: 350: 400 × 25—600	£ 550 × 20—690 × 25—765	G.VII
	Education 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—1140	E(1)III
	Education Officer (Agriculture)	350: 350: 400 × 50—500 × 25—600: 660 × 30—840	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	W.I
	Stenographer	180 × 15—300 × 18—318 × 18—426	370 × 15—540	St.I
	Superintendent of Technical Education and Chief Instructor	720 × 30—840	970 × 35—1005 × 45—1140	E(1)III
	Senior Instructor	480 × 20—600	550 × 20—690 × 25—815	E(2)II
	Instructor	372 × 18—480 × 20—500	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
	Forest Engineer	450: 450: 475 × 25—600 × 30—840	655: 655: 725 × 35—760: 830 × 35—1005 × 45—1320	Eng.I
	Senior Forester	500 × 20—600	550 × 20—830 do.	F.II
	Forester	300 × 18—480 × 20—500		F.II
GAME	European Ranger	£600 } £700 }	550. 550. 600 × 25—700 × 35—945	
	Fisheries Inspector	600 × 30—720	815 × 25—840 × 30—930	G IX
GEOLOGICAL SURVEY	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	do.	do.	Geo.I
	Chemist and Petrologist	600 × 30—720 × 30—840	865:865: 900 × 35—1005 × 45—1320	M.III
	Prospector	372 × 18—480 × 20—500	550 × 20—690	G XII
	Office Assistant	372 × 18—480 × 20—600	550 × 20—690 × 25—815	G XII
	Laboratory Assistant	300 × 18—480 × 20—500	550 × 20—690 × 25—790	G V
	Driller	500 × 20—600	715 × 25—840	G.XVI
		372 × 18—480 × 20—500	550 × 20—690	G.XII
	Irrigation Engineer	450. 450: 475 × 25—600 × 30—630 × 30—840	655: 655: 725 × 35—760: 830 × 35—1005 × 45—1320	Eng.I
Topographer	£600	£840		
Drilling Engineer	500: 500: 550 × 25—600: 630 × 30—720 × 30—840	690: 690: 760: 830 × 35—1005 × 45—1320	Geo.I	
Erector	372 × 18—480 × 20—500	550 × 20—690	G.XII	
Overseer	do.	do.	G XII	

UGANDA—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>
		£	£	
INCOME TAX	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
	Tax Officer	440 × 20—560 × 20—660	610 × 20—690 × 25—840	G.I
JUDICIAL	Resident Magistrate	600 × 30—720 × 30—750 × 30—	865: 865: 935 × 35—1005 × 45	M.III
		840 × 40—880 × 40—920			—1320
		600 × 30—840 × 40—880 × 40—	do.	M.III
	1000			
	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	
Stenographer	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: 630 × 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—1320	M.III
		600 × 30—840 × 40—1000		M.III
	Office Superintendent	500 × 20—600	690 × 25—840	G.X
Hospital Superintendent	do.	do.	G.X	
Assistant Hospital	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 <i>Continued</i>	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—540 372 × 18—480 × 20—500	do. do.	G.XVI 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 <i>Continued</i>	Senior Entomologist (Medical)	£ 300 × 30—408 × 40—920	£ 620: 620: 690 × 35—760: 830 × 35—1005 × 45—1320 do.	Ag.II
	Entomologist (Medical)	400: 400: 450 × 25—600: 660 × 30—720 × 30—750 × 30 —840		Ag.II
	Bio-Chemist	600 × 30—840 × 40—880 × 40—1000	865: 865: 935 × 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: 935 × 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 do.	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—920 720 × 30—840	550: 550: 610 × 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
POSTS AND TELEGRAPHS	Senior Postmaster	600 × 30—720	840 × 30—960	G.XVI
	Postmaster Grade I	540 × 20—660	740 × 25—840	G.X
		500 × 20—600	715 × 25—790	G.XVI
	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
	Supervisor, Telephones, (Female)	360 × 15—480	550 × 20—670	G.XLV
	Telephonist (Female)	240 × 15—360	370 × 15—460	Cl.VI
	Learner	£180	£325	Cl.VI
	Junior Telephonist (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
		500 × 20—600	715 × 25—790	G.XVI
	Technician Grade I	400 × 20—500	570 × 20—670	G I
		360 × 20—480 × 20—540	550 × 20—690	G.XXXVI
Technician Grade IA	500 × 20—600	670 × 20—690 × 25—790	G.I	
Wireless Officer, Grade I	540 × 20—660	715 × 25—840	G.I	
Wireless Officer, Grade II	360 × 20—480 × 20—540 } 390 × 18—480 × 20—500 }	550 × 20—690 × 25—715	G.X G.XIV	
PRINTING	Assistant Government Printer	600 × 30—720	840 × 30—960	G.XVI
	Press Engineer	do.	815 × 25—840 × 30—960	GXXI

UGANDA—Continued

Department	Post	Present salary or salary scale	Proposed salary or salary scale	Conversion table
		£	£	
PRINTING— <i>Continued</i>	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
PRISONS	Assistant Commissioner of Prisons Superintendent	720 × 30—840 720 × 30—780	£1,100 550: 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
	Superintendent, Prison Farm	500 × 20—600	690 × 25—815	G.VIII
PROVINCIAL ADMINISTRATION	District Officer	400: 400: 475 × 25—600 × 30 630 × 30—720 × 30—750 × 30—840 × 40—880 × 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
	Stenographer	180 × 15—300 × 18—318 × 18—426	370 × 15—540	St.I
	Sleeping Sickness Inspector	300 × 18—480 × 20—600	490 × 20—690 × 25—815	G.XXXI
	Executive Officer, Entebbe Township Authority	408 × 18—480 × 20—600	610 × 20—690 × 25—840	G.XVI
	Executive Officer, Mbale Township Authority	480 × 20—600	690 × 25—840	G.XVI
	Superintendent of Inland Revenue, Jinja	500 × 20—600	690 × 25—815	G.XVI
	Administrative Assistant	400: 400: 450 × 25—550	600: 600: 660 × 30—780	W.I

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
PUBLIC WORKS	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 } 480 × 20—600 × 30—720 × 30—840	do.	Eng I
	Assistant Engineer	450: 450: 475 × 25—600 × 30—840	do.	Eng I
	Water and Drainage Engineer	720 × 30—840	1050 × 45—1320	Ag II
	Senior 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
	Mechanical and Electrical Engineer	450: 450: 475 × 25—600 × 30—840	do.	Eng.I
	Architect, Grade II	do.	do.	Arch.I
	Architectural Asst., Grade I	600 × 30—720	790 × 25—840 × 30—900	G.XXIII
	Grade II	480 × 20—600	690 × 25—790	G.XVI
	Grade III	372 × 18—480 × 20—500	550 × 20—690	G.XII
Quantity Surveyor	480 × 20—600 × 30—720 } 450: 450: 475 × 25—600 × 30—840	655: 655: 725 × 35—760: 830 × 35—1005 × 45—1140	QS.II	
Chief Accountant	720 × 30—840	1000 × 45—1135	QS.II Acc.I	

UGANDA—Continued

Department	Post	Present salary or salary scale	Proposed salary or salary scale	Conversion table
PUBLIC WORKS— <i>Continued</i>	Accountant	£ 425 × 25—600 × 30—720 350; 350; 400 × 25—600 × 3 —720	£ 550: 550: 610 × 30—760: 820 × 35—960 do.	Acc.II Acc.II
	Chief Storekeeper	600 × 30—720	840 × 30—960	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
REGISTRAR OF CO- OPERATIVE SOCIETIES	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
SECRETARIAT	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—920 400 × 50—500 × 25—600: 660 × 30—840 × 40—1000	550: 550: 620 × 35—760: 830 × 35—1005 × 45—1320 do.	Ad.I Ad.I
	Establishment Officer	600 × 30—840	865 × 35—1005 × 45—1140	Ad.I
	Office Supervisor	600 × 30—720	840 × 30—960	G.XVI
	Administrative Asst.	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
130 SURVEY, LANDS & MINES	Senior Surveyor	£ 880 × 40—1000	£ 620: 620: 690 × 35—760: 830 × 35—1005 × 45—1320	Ag.II
	Surveyor	720 × 30—840 } 400: 400: 450 × 25—600: 660 × 30—840 }		Ag.II
	Senior Inspector of Mines	880 × 40—1000	do.	Ag.II
	Registrar of Titles and Conveyances	do.	1185 × 45—1320	Ad.I
	Assistant Registrar	550: 550: 575 × 25—600 × 30—750 × 30—780 × 30—840	do.	Ad.I
	Administrative Assistant	400: 400: 450 × 25—550	760: 760: 830 × 35—1005 × 45—1140	S.I
	Lands and Mines Secretary	600 × 30—720	600: 600: 660 × 30—780	W.I
	Computer	480 × 20—600 × 30—720	840 × 30—960	G.XVI
	Chief Draughtsman	do.	620: 620: 690 × 35—1005 × 45—1140	Ag.II
	Draughtsman	300 × 18—480 × 20—500	740 × 25—840 × 30—960	G.XXIV
	Office Superintendent and Storekeeper	500 × 20—600	550 × 20—690 × 25—715	G.V
	European Clerk	300 × 18—480 × 20—500	670 × 20—690 × 25—840	G.II
	TOWNSHIP AUTHORITIES	Superintendent of Conservancy & Executive Officer, Jinja	480 × 20—600	475 × 22.5—565 × 15—580 × 20—640	J.I
Executive Officer, Kampala		600 × 30—720	690 × 25—840	G.XVI
Superintendent of Inland Revenue		500 × 20—600	840 × 30—960	G.XVI
Conservancy Officer		300 × 18—480 × 20—500	690 × 25—815	G.XII
Manager, African Garden		£500	550 × 20—600 × 25—715	G.V
Restaurant Stenographer		180 × 15—300 × 18—318 × 18—426	£700	370 × 15—540	St.I
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
		372 × 18—480 × 20— 500 × 20—520 × 20—600		G.XII
	Office Assistant	450 × 15—480 × 20—540 × 30—750	630 × 20—690 × 25—840 × 30—930	G.XXIII
	Stenographer	180 × 15—300 × 18—318 × 18—426	370 × 15—540	St.I
VETERINARY	Senior Veterinary Officer	600 × 30—840	865: 865: 935 × 35—1005 × 45—1320	M.III
	Veterinary Officer	600 × 30—720 × 30—750 × 30—840	do.	M.III
		600: 600: 630 × 30—720 × 30—750 × 30—840	do.	M.III
	Senior Veterinary Research Officer	£1,000	do.	
	Veterinary Research Officer	600 × 30—720 × 30—840	do.	M.III
	Senior Assistant Livestock Officer	600 × 30—720	550 × 20—690 × 25—840 × 30—960	G.XVI
	Assistant Livestock Officer	300 × 18—480 × 20—500	do.	G.V
	Laboratory Assistant	372 × 18—480 × 20—500 × 20—600	550 × 20—690 × 25—790	G.XII
	European Clerk	300 × 18—480 × 20—500	475 × 22.5—565 × 15—580 × 20—640	J.I

PART III

TANGANYIKA

<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	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
		600 × 30—720 × 30—840	do.	Ag.II
	Plant Physiologist	do.	do.	Ag.II
	Geneticist	do.	do.	Ag.II
	Tobacco Officer	600: 650 × 25—700	815 × 25—840 × 30—900	G.XXVI
	Agricultural Officer (Ginnery)	do.	do.	G.XXVI
	Beeswax Officer	400: 400: 450 × 25—600: 660 × 30—840	620: 620: 690 × 35—760: 830 × 35—1005 × 45—1320	Ag.II
	Fisheries Officer	do.	do.	Ag. II
Senior Agricultural Assistant	480 × 20—540	550 × 20—690 × 25—840 × 30—900	G.V	
Agricultural Assistant	300 × 18—390 × 18—480	do.	G.V	
Entomologist's Assistant	do.	550 × 20—690	G.V	
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	

TANGANYIKA—Continued

Department	Post	Present salary or salary scale	Proposed salary or salary scale	Conversion table
AUDIT	Senior Auditor	720 × 30—840	1095 × 45—1230	AC.I
	Auditor and Assistant Auditor	810 × 30—840 × 40—920	do.	AC.I
		350: 350: 400 × 50—500 × 25—600: 660 × 30—780	550: 550: 620 × 35—1005 × 45—1050	AC.II
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
		372 × 18—426 × 18—480	do.	G.XVI
	Office Superintendent	372 × 18—480 × 20—600	550 × 20—690 × 25—815	G.XII
	Bookkeeper	240 × 20—300 × 10—360 × 10—400	370 × 15—540	St.I
	Stenographer	do.	do.	St.I
	Inspector of Plantations	540 × 20—600	740 × 25—815	G.IX
CUSTOMS	Senior Collector of Custom	720 × 30—840	1095 × 45—1230	AC.I
	Collector of Custom	360: 360: 425 × 25—600 × 30—720	550: 550: 620 × 35—1005 × 45—1050	AC II
		350: 350: 400 × 25—550 × 50—600 × 30—780	do.	AC.II
	Stenographer	240 × 20—300 × 10—360 × 10—400	370 × 15—540	St.I
ECONOMIC CONTROL	Secretary	£840	£1140	
	Office Superintendent	480 × 20—600	670 × 20—690 × 25—840	G.X

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	do.	E(1)III
	Senior Woman Education Officer	600 × 30—720	948 × 36—1056	E(1)II
	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	
	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	do.	E(2)I
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: 655 × 35—760: 830 × 35—1005 × 45—1320 do. do. 585: 585: 655 × 35—760: 830 × 35—1005 × 45—1140 585: 585: 655 × 35—760: 830 × 35—1005 × 45—1320 550 × 20—830 do.	F.I F.I F.I F.I F.I F.II F.II
	Assistant Conservator	480 × 20—600 × 30—720 375: 375: 450 × 25—600: 660 × 30—840		
	Utilization Officer	480 × 20—600 × 30—720		
	Silviculturist	660 × 30—840		
	Working Plan Officer	do.		
	Senior Forester	480 × 20—600		
	Forester	300 × 18—390 × 18—480 × 20—500		
GAME	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	Ag II St.I
	Stenographer	240 × 20—300 × 10—360 × 10—400	370 × 15—540	
INFORMATION	Officer in Charge, Mobile Cinema and equipment	372 × 18—480 × 20—540	550 × 20—690 × 25—740	G.XII
	Stenographer	240 × 20—300 × 10—360 × 10—400	370 × 15—540	St.I
JUDICIAL	Resident Magistrate	600 × 30—720 × 30—840 × 40—920 × 40—1000 600: 600: 630 × 30—840 × 40—1000	865: 865: 900 × 35—1005 × 45—1320 do. 1185 × 45—1320 760: 760: 830 × 35—1005 × 45—1140	M III M III Ad I S I
	Registrar	880 × 40—1000		
	Deputy Registrar	550: 550 × 25—600 × 30—840		

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
	Stenographer	240 × 20—300 × 10—360 × 10—400	370 × 15—540	St.I
	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	480 × 20—600	670 × 20—690 × 25—815	G.XII
	Assistant Land Officer	550: 550: 575 × 25—600 × 30—840	760: 730: 830 × 35—1005 × 45—1140	S I
	Land Assistant	372 × 18—480 × 20—600	550 × 20—690 × 25—840	G.XIII
	Land Ranger	do.	do.	G.XIII
	Senior Surveyor	720 × 30—840	620: 620: 690 × 35—760: 830 × 35—1005 × 45—1320	Ag.II
	Surveyor	480 × 20—600 × 30—720 400: 400: 450 × 25—600: 660 × 30—840	do. do.	Ag.II Ag.II
	Junior Surveyor	180: 180: 240 × 15—300 × 15—360	340 × 22.5—520	J.I
	Chief Draughtsman	540 × 20—600 × 30—720	815 × 25—840 × 30—960	G.VIII
	Draughtsman	480 × 20—600	670 × 20—690 × 25—815	G.XII
	Junior Draughtsman	180: 180: 240 × 15—300 × 15—360	340 × 22.5—520	J.I
	Lithographer	480 × 20—540 × 20—600	670 × 20—690 × 25—815	G.XII
	Junior Lithographer	180: 180: 240 × 15—300 × 15—360	340 × 22.5—520	J.I
	Photographer	600 × 30—720	790 × 25—840 × 30—900	G II
	Junior Photographer	180: 180: 240 × 15—300 × 15—360	340 × 22.5—520	J I
	Chief Computer	720 × 30—840	620: 620: 690 × 35—760: 830 × 35—1005 × 45—1320	Ag II
	Computer	480 × 20—600 × 30—720 400: 400: 450 × 25—600: 660 × 30—840	do. do.	Ag II Ag II
	Junior Computer	180: 180: 240 × 15—300 × 15—360	340 × 22.5—520	J.I
Pilot Surveyor	600 × 30—840	840 × 30—1080	G.VI	
Assistant Registrar General	550: 550: 575 × 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
LANDS, MINES & CIVIL AVIATION— <i>Continued</i>	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
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	1000 × 50—1100	1335 × 50—1435	M.II
	Specialist	do.	1385 × 50—1485	M.I
	Medical Officer	600 × 30—720 × 30—840 × 40—920 × 40—1000	865: 865: 935 × 35—1005 × 45—1320	M.III
		600 × 30—720 × 30—840 × 40—920	do.	M.III
		600: 600: 630 × 30—840 × 40—1000	do.	M.III
	Woman Medical Officer	600 × 30—720 × 30—840 × 40—1000	do.	M.III
	Senior Pathologist	1000 × 50—1100	1335 × 50—1435	M.II
	Pathologist	600 × 30—720 × 30—840 × 40—1000	865: 865: 935 × 35—1005 × 45—1320	M.III
	Senior Dental Surgeon	1000 × 50—1100	1335 × 50—1435	M.II
	Dental Surgeon	600: 600 × 30—840 × 40—1000	865: 865: 935 × 35—1005 × 45—1320	M.III
	Biologist	400: 400: 450 × 25—600: 660 × 30—840	620: 620: 690 × 35—760: 830 × 35—1005 × 45—1320	Ag.II
Matron-in-Chief	£600	£850		

TANGANYIKA—Continued

Department	Post	Present salary or salary scale	Proposed salary or salary scale	Conversion table
		£	£	
MEDICAL		£550	£780	
Continued	Matron, Grade I	£500	£730	
	Matron, Grade II			
	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	
	Pharmacist	600 × 30—720	840 × 30—960	G.XVI
	Assistant Pharmacist	372 × 18—480 × 20—600	570 × 20—690 × 25—840	G.XVI
	Stores Accountant	do.	550 × 20—690 × 25—815	G.XII
	Medical Instructor	do.	570 × 20—690 × 25—840	G.XVI
	Chief Male Mental Nurse	480 × 20—600	650 × 20—690 × 25—790	G II
	Male Mental Nurse	372 × 18—480	550 × 20—670	G XII
	Female Mental Nurse	300 × 15—420 × 20—480	510 × 20—670	G.XL
	Chief Health Inspector	600 × 30—720	840 × 30—690	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
	Malarial Field Assistant	500 × 20—600	690 × 25—815	G XIII
		372 × 18—480 × 20—500	550 × 20—690	G.XII
	Dental Mechanic	do.	do.	G.XII
	Sleeping Sickness Officer	1000 × 50—1100	1385 × 50—1485	M I
	Industrial Instructor (T. B. Hospital)	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		
	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
		350: 350: 400 × 25—550: 600 × 30—780		do.	P.II
	Chief Inspector	480 × 20—540	715 × 25—840	G.XXXII	
	Inspector and Assistant Inspector	300 × 18—372 × 18—480	490 × 20—690 × 25—715	G.XXXIV	
	Inspector of Weights and Measures	372 × 18—480 × 20—600	570 × 20—690 × 25—840	G.XV	
	Stenographer	240 × 20—300 × 10—360 × 10—400	370 × 15—540	St.I	
	POSTS AND TELEGRAPHS	Senior Postmaster	600 × 30—720	840 × 30—960	G.XVI
Postmaster, Grade I		540 × 20—660	740 × 25—840	G.X	
		500 × 20—600	715 × 25—790	G.XVI	
Storekeeper		440 × 20—540 × 20—600	670 × 20—690 × 25—840	G.XX	
Wireless Officer, Grade I		540 × 20—660	715 × 25—840	G.I	
Wireless Officer		390 × 18—480 × 20—500	550 × 20—690 × 25—715	G.XVI	
		360 × 20—480 × 20—540	do.	G.X	
Postmaster, Grade II		372 × 18—426 × 18—480 × 20—500	550 × 20—690 × 25—715	G.XII	
		360 × 20—480 × 20—540	do.	G.X	
Postal Clerk and Telegraphist		372 × 18—426 × 18—480 × 20—500	do.	G.XII	
		360 × 20—480 × 20—540	do.	G.X	
Telephonist (Female)		240 × 15—360	370 × 15—460	Cl.VI	
Learner		£180	£325		
Junior Telephonist (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	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	Inspecting Technician	540 × 20—660	740 × 25—840	G.X
	<i>Continued</i> Technician, Grade I	500 × 20—600	715 × 25—790	G.XVI
		400 × 20—500	550 × 20—690 × 25—715	G.X
		360 × 20—480 × 20—540	do.	G.X
		600 × 20—720	790 × 25—840 × 30—900	G.I
	Supervising Technician	600 × 20—720	550 × 20—690 × 25—715	G.X
	Electrical Mechanician	360 × 20—480 × 20—540		G.I
PRINTING	Press Superintendent	600 × 30—720	840 × 30—960	G.XVI
	Assistant Superintendent	426 × 18—480 × 20—500 × 20—600	630 × 20—690 × 25—840	G.XVI
	Junior Assistant Superintendent	300 × 18—390 × 18—480	550 × 20—670	G.V
	Press Engineer	426 × 18—480 × 20—500 × 20—600	610 × 20—690 × 25—815	G.XII
	Monotype Attendent	426 × 18—480 × 20—500	610 × 20—690	G.XII
	European Apprentice	30 × 12—90	150: 175: 200	
PRISONS	Superintendent	600 × 30—720	550: 550: 600 × 25—725: 775 × 25—875 × 30—1025	P.III
	Assistant Superintendent, Class I	480 × 20—600	do.	P.III
		372 × 18—426 × 18—480	do.	P.III
	Superintendent, Approved School	480 × 20—600 × 30—720	875 × 30—1025	
PROVINCIAL ADMINISTRATION	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
	Settlement Officer	450 × 15—480 × 20—540 × 30—750	630 × 20—690 × 25—840 × 30—960	G.XXIII
	Woman Administrative Assistant	400: 400: 450 × 25—550	600: 600: 660 × 30—780	W I
	District Foreman	300 × 12—372	550 × 20—630	G.III
	Stenographer	240 × 20—300 × 10—360 × 10—400	370 × 18—540	St.I

TANGANYIKA—Continued

Department	Post	Present salary or salary scale	Proposed salary or salary scale	Conversion table
PROVINCIAL ADMINISTRATION <i>Continued</i>	Sleeping Sickness Surveyor	300 × 18—390 × 18—480 × 20—540 × 20—600	490 × 20—690 × 25—815	G.XXXIV
	Co-Operative Organiser	720 × 30—840	960 × 30—1080	G.XVI
	Probation Officer and Urban Welfare Officer	660 × 30—840	840 × 30—1080	G.XXIII
	Welfare Officer	480 × 20—600	do.	G.XXIX
	Woman Welfare Officer	400: 400: 450 × 25—550	672 × 24—864	We.I
PUBLIC WORKS	Executive Engineer, Grade I	840 × 40—920 } 880 × 40—1000 }	655: 655: 725 × 35—760: 830 × 35—1005 × 45—1320 do.	Eng.I
	Grade II and Assistant Engineer	450: 450: 475 × 25—600 × 30—630 × 30—840 }		Eng.I
	Mechanical Engineer	660 × 30—840	650: 650: 725 × 35—760: 830 × 35—1005 × 45—1320 do.	Eng.I
	Assistant Mechanical Engineer	450: 450: 475 × 25—600 × 30—630		Eng I
	Assistant Architect	660 × 30—720	655: 655: 725 × 35—1005 × 45—1320	Arch.I
	Architectural Assistant	408 × 18—480 × 20—600 × 30—630		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		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	370 × 15—540	St.I
	Workshop Superintendent	600 × 30—720	840 × 30—960	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 do.	G.XXII
	Grade II	426 × 18—480		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 do.	G.XXII
	Grade II	426 × 18—480		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 do.	G.XXII
	Grade II	426 × 18—480		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				
Maintenance of Ways and Works	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 do.	R.V
		450: 450: 475 × 25—600 × 30—840		R.V
	Office Superintendent	560 × 20—600	750 × 20—810	R.IV
	Permanent Way Inspector, Grade I	500 × 20—540	690 × 20—730	R.IV
	Grade II	300 × 18—372 × 18—426 × 18—480	450 × 18—630	R.IX
	Clerk of Works	£600	£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
	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
Locomotive Running	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	R.VII
	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
	Travelling Inspector of Accounts	do.	do.	R.IV
		426 × 18—480	576 × 18—630	R.IX
	Cashier	560 × 20—600	750 × 20—810	R.IV
	Accounting Assistant	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
		£	£	
Mangement, 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
		300 × 18—372 × 18—426 × 18—480	450 × 18—630	R.IX
Road Services	Assistant Traffic Supt.	480 × 20—600 × 30—720	590 × 30—780 × 35—885	R.VIII
	Assistant Mechanical Engineer	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	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
Marine Working	Senior Marine Officer	720 × 30—840	885 × 35—920 × 40—1040	R.VIII
	Marine Officer	426 × 18—480 × 20—600 × 30—720	590 × 30—780 × 35—885	R.VIII
	Senior Marine Engineer	720 × 30—840	885 × 35—920 × 40—1040	R.VIII
	Marine Engineer	372 × 18—480 × 20—600 × 30—720	590 × 30—780 × 35—885	R.VIII
	Dockyard Foreman	560 × 20—600	750 × 20—810	R.IV
Port Accounts	Foreman, Grade I	500 × 20—540	690 × 20—730	R.IV
	Port Accountant	560 × 20—600	750 × 20—810	R.IV
Shore Working	Wharfmaster	do.	do.	R.IV
Lighterage and Shore Handling	Manager, Port of Dar-es-Salaam	720 × 30—840 × 40—920	1000 × 40—1200	R.II
	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
	TOWNSHIP AUTHORITIES	Municipal Secretary, Dar-es-Salaam	750 × 30—840	990 × 30—1080	G.XVI
Municipal Engineer		660 × 30—840	900 × 30—1080	G.XVI
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
TSETSE SURVEY & RECLAMATION		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
	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

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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	do.	M.III
	Veterinary Officer	880 × 40—1000	do.	M.III
		600 × 30—720 × 30—840	do.	M.III
	Pasture Research Officer	600: 600: 630 × 30—720 × 30—840	do.	M.III
		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—	550 × 20—690 × 25—815	G.XII
		500 × 20—600		
	Hide Improvement Officer	480 × 20—600	670 × 20—690 × 25—815	G.XII
Ghee 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			
Research Assistant	£360	370 × 15—540 £550	St.I	

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 AGRICULTURE	Assistant Administrator General	£ 550: 550: 575 × 25—600 × 30—750 × 30—840	£ 760: 760: 830 × 35—1005 × 45—1140	I
	Senior Agricultural Officer	880 × 40—1000	620: 620: 690 × 35—760: 830 × 35—1005 × 45—1320	Ag.II
	Agricultural Officer	480 × 20—600 × 30—840		Ag.II
		480 × 20—600 × 30—720		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
	Manager of Plantations	480 × 20—600 × 30—720	690 × 25—840 × 30—960	G.XVI
	Assistant Conservator of Forests	400: 400: 450 × 25—600: 660 × 30—840	585: 585: 655 × 35—760: 830 × 35—1005 × 45—1320	F.I
Farm Manager	360 × 20—480 × 30—600	550 × 20—690 × 25—815	G.X	
AUDIT	Auditor	350: 350: 400 × 50—500 × 25—600: 660 × 30—780	550: 550: 620 × 35—760: 830 × 35—1005 × 45—1050	AC.II
CUSTOMS	Assistant Comptroller	350: 350: 400 × 25—550 × 50—600 × 30—780	970 × 40—1050 × 45—1140	Ag.II
DEVELOPMENT AUTHORITY	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	
	Supervisor of Works	480 × 20—600	670 × 20—690 × 25—815	G.XII
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(1)III
	Senior Woman Education Officer	720 × 30—840	948 × 36—1056 (Personal: 970 × 35—1005 × 45—1140)	Ad.I

ZANZIBAR—Continued

Department	Post	Present salary or salary scale	Proposed salary or salary scale	Conversion table
EDUCATION —Continued	Education Officer	£ 350: 350: 400 × 50—500 × 25—600: 660 × 30—840	} £ 550: 550: 620 × 35—760: 830 × 35—1005 × 45—1140 do.	E(1)III
		350: 350: 400 × 50—500 × 25—600 × 30—720		E(1)III
150 HEALTH	Specialist Officer	1000 × 50—1100	1385 × 50—1485	M I
	Mental Superintendent	500 × 20—600	715 × 25—840	G.XIV
	Medical Officer	600 × 30—840 × 40—920	} 865: 865: 935 × 35—1005 × 45—1320	M.III M III
		600: 600 630 × 30—840 × 40—1000			do.
	Dental Surgeon	do.	do.	M.III
	Matron	£550	£780	
	Nursing Sister	300 × 15—420 × 20—480	460 × 20—600 × 25—700	M.IV
	Nursing Sister Tutor	do.	do.	M.IV
	Sanitary Superintendent	390 × 18—480 × 20—540 × 20—600	} 590 × 20—690 × 25—840	G.XVI
		Sanitary Inspector Teacher			372 × 18—480 × 20—540
Pathologist	600 × 30—840 × 40—920	550 × 20—690 × 25—740 865: 865: 935 × 35—1005 × 45—1320	G.XIII	
JUDICIAL	Resident Magistrate	600: 600: 630 × 30—840 × 40—1000	do.	M.III M.III
LEGAL	Crown Counsel	do.	do.	M.III
POLICE	Superintendent	720 × 30—840	} 550. 550: 610 × 30—760: 820 × 30—940 × 40—1140 do.	P.II
	Assistant Superintendent	350: 350: 400 × 25—550: 600 × 30—780		P II
	Inspector	320 × 18—480	490 × 20—690 × 25—715	G.XXXVIII
PORT & MARINE	Port Officer	810 × 30—840 × 40—920	1095 × 45—1230	AC.I
	Assistant Port Officer	350: 350: 400 × 25—550: 600 × 30—780	655 × 35—1005 × 45—1050	AC.II

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: 600 × 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 × 30—840 × 40—880 × 40—1000	550: 550: 620 × 35—760 830 × 35—1005 × 45—1320 do.	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
	Welfare Officer	350: 350: 400 × 25—600 × 30—720	840 × 30—1080	Ad I G.XVIII
	Curator of Museum	350 × 25—600	550 × 20—690 × 25—840	G.VII
PUBLIC WORKS	Executive Engineer, Grade I	880 × 40—1000	655: 655: 725 × 35—760: 830 × 35—1005 × 45—1320 do.	Eng.I
	Executive Engineer, Grade II and Assistant Engineer	450: 450: 475 × 25—600 × 30—630 × 30—840		Eng I
	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 Engineer, 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

<i>Department</i>	<i>Post</i>	<i>Present salary or salary scale</i>	<i>Proposed salary or salary scale</i>	<i>Conversion table</i>
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

<i>Department</i>	<i>Post</i>	<i>Present salary or salary scale</i>	<i>Proposed salary or salary scale</i>	<i>Conversion table</i>
		£	£	
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
	Draughtsman	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
HIGH COMMISSION & CENTRAL ASSEMBLY	Second Assistant Chief 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
153 INCOME TAX	Assistant Commissioner	750 × 30—840 × 40—920	1095 × 45—1230	AC.I
	Assessor	350: 350: 400 × 25—600 × 30—720 280: 280: 320 × 20—480 × 24—576	550: 550: 620 × 35—1050 440: 440: 496 × 28—840 (F)	AC.II
	Tax Officer	440 × 20—540 × 20—660	610 × 20—690 × 25—840	G.I
	Statistical Clerk	440 × 20—540 × 10—600	580 × 20—720	Cl.II
POSTS & TELEGRAPHS	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
	Engineer	720 × 30—840	655: 655: 725 × 35—760: 830 × 35—1005 × 45—1320	Eng I
	Assistant Engineer	600 × 30—720	do.	Eng I
	Assistant Electrical Engineer	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— <i>Continued</i>	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	
	STATISTICAL	Statistician	400: 400: 450 × 25—600 660 × 30—840	550: 550: 620 × 35—760: 830 × 35—1005 × 45—1140	Stat.I
154 TSETSE RECLAMATION	Entomologist	475 × 25—600 × 30—720 × 30—840 × 40—1000	620: 620: 690 × 35—760: 830 × 35—1005 × 45—1320	Ag.II Ag.II	
	Botonist	do.	do.		
	Secretary	480 × 20—600 × 30—720	650 × 20—690 × 25—840 × 30—930	G.II	
	Stenographer	240 × 20—300 × 10—360 × 10—400	370 × 15—540	St.I	
	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.		
	TSETSE & TRYPAN- OSOMIASIS RESEARCH	Research Officer	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 Laboratory Steward	300 × 18—390 × 18—480 480 × 20—600	do. 650 × 20—690 × 25— 790	G.II G.XIII	
Scientific Assistant	372 × 18—480	550 × 20—670			

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.

PART I

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

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<i>Department</i>	<i>Post</i>	<i>Present salary or salary scale</i>	<i>Proposed salary</i>
		£	£
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.	
	Staff and Welfare Assistant	1,000	1,200
ENGINEERING	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	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*

<i>Department</i>	<i>Post</i>	<i>Present salary or salary scale</i>	<i>Proposed salary or salary scale</i>	<i>Conversion table</i>
		£	£	
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)	do.	do.	R.III
	Architect	480 × 20—600 × 30—720 × 30—840	590: 590: 650 × 30—680: 750 × 30—780 × 35—920 × 40—1040	R.VI
	Cadet Engineer	350	500	
	Building Superintendent	700	810 × 30—870	
	Superintending Draughtsman	700	do.	
	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 (Permanant Way Depot)	560 × 20—600	750 × 20—810	R.IV
	Permanent Way Inspector, Special Class	do.	do.	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
	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— <i>Continued</i>	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			
	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*

<i>Department</i>	<i>Post</i>	<i>Present salary or salary scale</i>	<i>Proposed salary or salary scale</i>	<i>Conversion table</i>
		£	£	
MECHANICAL— <i>Continued</i>	Assistant Technical Records Clerk	240 × 18—360 × 18—480	390 × 15—450: 462 × 18—570 × 20—630	R.XII XI & X
	Costing Clerk	420 × 20—480 × 20—540	570 × 20—690	R.X
	Progress Assistant	240 × 15—300	390 × 15—450	R.XII
ACCOUNTS	Accounting Officer (Port)	720 × 30—840	1000 × 40—1120	R.II
	Assistant Accountant	480 × 20—600 × 30—720	590 × 30—780 × 35—920	R.VIII
	Accounting 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
	Chief Cashier	480 × 20—600	690 × 20—810	R.IV
159 TRANSPORTATION	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
	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— <i>Continued</i>	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
	Catering Inspector, Class I	do.	do.	R.X
	Class II	390 × 18—480	570 × 20—630	R.X
	Class III	300 × 18—372	462 × 18—570	R.XI
	Guard	240 × 18—300	390 × 15—450	R.XII
	Ticket Examiner	do.	do.	R.XII
	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	
	Office Assistant	600 × 30—720	810 × 30—870	R.III
	Shore Assistant to Port Manager	720 × 30—840	885 × 35—920 × 40—1040	R.VIII

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	300 × 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
STORES	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 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
GENERAL	Staff and Works Assistant	700	810 × 30—870	
	Senior Clerk, Special Grade	560 × 20—600	750 × 20—810	R.IV
	Senior Clerk	500 × 20—540	690 × 20—730	R.IV
	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*

<i>Department</i>	<i>Post</i>	<i>Present salary or salary scale</i>	<i>Proposed salary or salary scale</i>	<i>Conversion table</i>
		£	£	
GENERAL—	Typist, Class I	195 × 15—250	325 × 15—370	R.XIII
<i>Continued</i>	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 :

	Present Salary Scale £	Proposed Salary Scale £
CLASS A. SPECIALIST AND EXECUTIVE CLASS		
PROFESSIONAL		
(a) Junior	135 × 9—270	215 × 10—285* × 10—365
(b) Senior	270 × 13½—351 × 9—360 × 12½—405	380 × 15—455* × 15—485
STAFF		
(a) Junior	270 × 13½—351 × 9—360	380 × 15—455
(b) Senior	270 × 13½—405	380 × 15—455* × 15—485
EDUCATIONAL		
Graduate Scale	175½ × 13½—270: 270: . . 270 × 13½—351 × 9—360	280 × 15—385* × 15—445
Education Officer	450 × 22½—540	550 × 25—650
MUDIRIAL		
Assistant Mudir & Mudir	60: 60 × 6—144: 156 × 12—240: 255 × 15—300	120: 120 × 10—200* × 15—290: 305 × 15—395
TECHNICAL & MECHANICAL		
(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
CLASS B. CLERICAL AND NON-CLERICAL TIME-SCALE POSTS		
(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*: 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

Rank	Proposed Salary Scale	
	£	
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

Rank	Present Salary Scale	Proposed Salary Scale
	£	£
Captain	(a) 432	580
	(b) 402	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	220
	(b) 102	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.

PART I

CONVERSION TABLES
Posts Contained in Appendices II and IV

		£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£			
ADMINISTRATION	Revised scale—Ad.I	550	550	620	655	690	725	760	830	865	900	935	970	1005	1050	1095	1140	1185	1230	1275	1320		
	Existing Scales	Pre-1935	400	400	475	500	525	550	575	600	630	660	690	720	750	780	810	840	880	920	920	920	
			Present	}	350	350	400	450	500	525	550	575	600	660	690	720	750	780	810	840	880	920	960	1000
												550	520	540	560	580	600	630	660	690	720	750	780	810	840
		Revised scale—Ag.I	1335	1385	1435	1485	1535																
	Existing scale	1000	1050	1100	1150	1200																	
AGRICULTURE	Revised scale—Ag.II	620	620	690	725	760	830	865	900	935	970	1005	1050	1095	1140	1185	1230	1275	1320	1320	1320		
	Existing scales	Pre-1935	}	480	500	520	540	560	580	600	630	660	690	720	720	720	720	750	780	810	840	840 (920-1000)	
																720	750	780	810	840	840	840	880	920
		Present	}	400	400	450	475	500	525	550	575	600	660	690	720	750	780	810	840	880	920	960	1000
	350			350	400	450	500	525	550	575	600	660	690	720	750	780	810	840	840	840			
ARCHITECTURE	Revised scale—Arch.I	655	655	725	760	830	865	900	935	970	1005	1050	1095	1140	1185	1230	1275	1320					
	Existing scale	450	450	475	500	525	550	575	600	630	660	690	720	750	780	810	840	840					

CONVERSION TABLES—Continued

		£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	
FORESTRY	<i>Revised scale—F.I</i>	585	585	655	690	725	760	830	865	900	935	970	1005	1050	1095	1140	1185	1230	1275	1320	1320
	Existing scales	Pre-1935	480	500	520	540	560	580	600	630	660	690	720	720	750	780	810	840	840	840	840
		Present	{ 375 (400)	{ 375 (400)	450	475	500	525	550	575	600	660	690	720	750	780	810	840	880	920	960	1000

691 GEOLOGY	<i>Revised scale—Geo.I</i>	690	690	760	830	865	900	935	970	1005	1050	1095	1140	1185	1230	1275	1320	1320
	Existing scales	Pre-1935	600	630	660	690	720	750	780	810	840	840	880	920	920	920	920	920
		Present	{ 500	{ 500	550	575	600	630	660	690	720	750	780	810	840	880	920	960	1000
	<i>Revised scale—Geo.II</i>	552	552	608	664	692	720	748	776	804	840	876	912	948	984	1020	1056	
	Existing scale	480	500	520	540	560	580	600	624	648	672	672	672	672	672	672	672	

MEDICAL	<i>Revised scale—M.I</i>	£	£	£	<i>Revised scale—M.II</i>	£	£	£
	Existing scale	1385	1435	1485	Existing scale	1000	1050	1100

CONVERSION TABLES—Continued

		£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£		
MEDICAL—Continued	Revised scale—M.III	865	865	935	970	1005	1050	1095	1140	1185	1230	1275	1320	1320	1320	1320	1320	1320		
	Existing scales	Pre-1935	600	630	660	690	720	750	780	810	840	880	920	960	1000					
			Present	600	600	630	660	690	720	750	780	810	840	880	920	960	1000			
		Pre-1935	600	630	660	690	720	750	780	810	840	840	880	920						
			Present	600	600	630	660	690	720	750	780	810	840	840	840	840	840	840	920	960	1000
	Revised scale—M.IV	460	480	500	520	540	560	580	600	625	650	675	700							
Existing Scale	300	315	330	345	360	375	390	405	420	440	460	480								
WOMEN ADMINISTRATIVE ASSISTANTS	Revised scale—W.I	600	600	660	690	720	750	780												
	Existing scale	400	400	450	475	500	525	550												
WELFARE (WOMEN OFFICERS)	Revised scale—We.I	672	696	720	744	768	792	816	840	864	864	864								
	Existing scales	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										

CONVERSION TABLES—Continued

		£	£	£	£	£	£	£	£	£	£	£	£	£	£	£			
AUDIT AND CUSTOMS	<i>Revised scale—AC.I</i>		1095	1140	1185	1230	1230	1230	1230										
	Existing scales	Pre-1935	720	750	780	810	840	880	920										
		Present		810	840	880	920												
				750	780	810	840	880	920										
	<i>Revised scale—AC.II</i>		550	550	620	655	690	725	760	830	865	900	935	970	1005	1050	1050		
	Existing scales	Present	350	350	400	450	500	525	550	575	600	660	690	720	750	780			
		Pre-1935	360	360	480	500	520	540	560	580	600	630	660	690	720	720			
		Present		350	350	400	425	450	475	500	525	550	600	630	660	690	720	750	780
				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		
SOLICITOR	<i>Revised scale—S.I</i>		760	760	830	865	900	935	970	1005	1050	1095	1140	1140					
	Existing scales		550	550	575	600	630	660	690	720	750	780	810	840					
			550	550	575	600	625	650	675	675	675	675	675	675					
	QUANTITY SURVEYOR	<i>Revised scale—QS.I</i>		1185	1230	1275	1320	1320	1320										
Existing scales			720	750	780	810	840	880	920										
			880	920	960	1000			(1000)										
<i>Revised scale—QS.II</i>		655	655	725	760	830	865	900	935	970	1005	1050	1095	1140	1140	1140	1140		
Existing scales		Pre-1935	480	500	520	540	560	580	600	630	660	690	720	720	720				
		Present	450	450	475	500	525	550	575	600	630	660	690	720	750	780	810	840	

CONVERSION TABLES—*Continued*

		£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	
STATISTICAL	<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															
ACCOUNTANCY	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							

*Kenya and Uganda

†Tanganyika

CONVERSION TABLES—Continued

		£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£				
174	FORESTRY	<i>Revised scale—F.II</i>	550	570	590	610	630	650	670	690	710	730	750	770	790	810	830	830	830			
		Existing scales	{ Kenya	{	360	380	400	420	440	460	480	500	520	540	560	580	600	600	600			
			{ Uganda		300	318	336	354	372	390	408	426	444	462	480	500	500	520	540	560	580	600
			{ Tanganyika		300	318	336	354	372	390	408	426	444	462	480	500	520	540	560	580	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				
			{ Tanganyika		360	360	425	450	475	500	525	550	575	600	630	660	690	720				
		* POLICE	<i>Revised scale—P.I</i>	1185	1230	1275	1320															
Existing scales	{ Pre-1935		{	840	880	920	920															
	{ 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	1140		
Existing scales	{ Pre-1935		{	360	360	425	450	475	500	525	550	575	600	630	660	690	720	720	750	780	810	840
	{ Present	350		350	400	425	450	475	500	525	550	600	630	660	690	720	750	780	810	840	880	920

*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.

CONVERSION TABLES—Continued

		£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£			
PRISONS	<i>Revised scale—P.III</i>	550	550	600	625	650	675	700	725	775	800	825	850	875	905	935	965	995	1025	1025	1025		
	Existing scales	Kenya	300	320	340	360	380	400	420	440	460	480	500	520	540	560	580	600	620	640	660	660	
		Uganda	372	390	408	426	444	462	480	500	500	525	550	575	600	600	630	660	690	(630)	(660)	(690)	(720)
		Tanganyika	372	390	408	426	444	462	480	480	500	520	540	560	580	600	600	630	660	690	720	720	720
		Zanzibar														480	500	520	540	560	580	600	600—720
CLERICAL SERVICE (K.E.C.S. terms)	MALE SPECIAL GRADE	<i>Revised scale—CI.I</i>				740	760	780	800	800													
		Existing scale				620	630	640	650	660													
	GRADE I	<i>Revised scale—CI.II</i>				580	600	620	640	660	680	700	720	720	720	720	720						
		Existing scale				440	460	480	500	520	540	550	560	570	580	590	600						
	GRADE II	<i>Revised scale—CI.III</i>				*295	317.5	340	362.5	385	407.5	430	452.5	475	497.5	520	542.5	565	565				
		Existing scale				150	170	190	210	240	260	280	300	320	340	360	380	400	420				
	FEMALE SPECIAL GRADE	<i>Revised scale—CI.IV</i>				560	575	590	605	620	635	650											
		Existing scale				440	450	460	470	480	490	500											
	GRADE I	<i>Revised scale—CI.V</i>				480	498	150	525	540													
		Existing scale				380	390	400	410	420													
	GRADE II	<i>Revised scale—CI.VI</i>				*295	310	325	340	355	370	385	400	415	430	445	460	460	460				
		Existing scale				150	165	180	195	210	240	255	270	285	300	315	330	345	360				
	LEARNER	<i>Revised salaries—CI.VII</i>				150	175	200	200	200													
		Existing salaries				72	90	108	126	144													

*A recruit entering Grade II under 20 years of age will receive £250 per annum until he or she attains that age.

CONVERSION TABLES—Continued

		£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£		
CLERICAL (Old Terms)	GRADE A	<i>Revised scale—Cl.VIII</i>	390	408	426	444	450	468	486	504	522	540	558	576	594	612	630	650	
		Existing scale	240	258	276	294	300	318	336	354	372	390	408	426	444	462	480	500	
	GRADES B AND C	<i>Revised scale—Cl.IX</i>	330	348	366	384	390	408	426	444	450	468	486	504	522	540			
		Existing scale	180	198	216	234	240	258	276	294	300	318	336	354	372	390			
971 STENOGRAPHY		<i>Revised scale—St.I</i>	370	385	400	415	430	445	460	475	490	510	525	540	560	580	600	620	
	Existing scales		180	195	210	225	240	255	270	285	300	318	336	354					
			240	252	264	278	290								(-426)				
			240	255	270	285	300												
			240	260	280	300	310	320	330	340	350	360	370	380					
			240	255	270	285	300	315							(-400)				
			264	282	300	318	336	354	372	390	408	426	444	462	480	480			
JUNIOR TECHNICAL		<i>Revised scale—J.I</i>	340	362.5	385	407.5	430	452.5	475	497.5	520	542.5	565	580	600	620	640		
	Existing scales		150	165	180	195	210	240	255	270	285								
			156	168	180	192	204	216	228	240	252	264	276	288	300				
			170	190	210	240	260	280	300	320	340								
			180	180	240	255	270	285	300	315	330								
			180	210	240	270	270	270	270	270	270	270	270	270					
							300	318	336	354	372	390	408	426	444				

(-500)

CONVERSION TABLES—Continued

	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£
<i>Revised scale</i>	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									(600)	(600)		(720)					
G.IV		300	315	330	345	360																	
G.V		300	318	336	354	372	390	408	426	444	462	480	480	500	520	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							
G.VIII		360	372	390	408	426	444	462	480	500	520	540	540	540	560	580	600	630	660	690	720		
G.IX		360	380	400	420	420	440	500	520	540	540	560	580	600	630	660	690	720					
G.X		360	380	400	420	440	460	480	500	520	540	560	580	600	600	620							
G.XI		372	389	406	423	440	457	474															
G.XII		372	390	408	426	444	462	480	500	520	540	560	580	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						

GENERAL CONVERSION TABLE

Existing scales

CONVERSION TABLES—Continued

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GENERAL CONVERSION TABLES—Continued

	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	
<i>Revised scale</i>	570	590	610	630	650	670	690	715	740	765	790	815	840	870	900	930	960	990	1020	1050	1080		
G.XV	360	380	400	420	440	460	480	500	520	540	540	540	540	560	580								
G.XVI	372	390	408	426	444	462	480	500	520	540	560	580	600	630	660	690	720	750	780	810	840		
G.XVII	372	390	408	426	444	462	480	500	520	540	(-600)	(600)	(-660)		(-720)			(780)					
G.XVIII			400	420	440	460	480	500	520	540	560	580	600	630	660	690	720	720	720	720	720	720	720
G.XIX			500	520	540	560	580	600	600	600	600	600	615	630	645	660	690	720	720	720	720	720	720
G.XX			400	420	440	460	480	500	520	540	560	580	600	620	640	660	680						
G.XXI			400	425	450	475	500	525	550	575	600	630	660	690	720	720							
G.XXII			426	444	462	480	480	500	520	540	560	580	600	620									
G.XXIII			450	465	480	500	520	540	570	600	630	660	690	720	750	780	810	840	840	840	840	840	180
G.XXIV			400	420	440	460	480	500	520	540	560	580	600	620	640	660	680						
G.XXV										620	630	640											
G.XXVI											600	650	675	700									
G.XXVII												400	420	440	460	480	500	520	540	560			
G.XXVIII												450	465	480	500	520	540	570	600	630			
G.XXIX												480	500	520	540	560	580	600	600	600			

Existing scales

CONVERSION TABLES—Continued

671
GENERAL CONVERSION TABLES—Continued

	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£
<i>Revised scale</i>	430	450	470	490	510	530	550	570	590	610	630	650	670	690	715	740	765	790	815	840		
G.XXX	240	255	270	285	300	315	330	345	360	375	390	405	420									
G.XXXI			300	318	336	354	(-360) 372	390	408	426	444	462	480	500	520	540	560	580	600	620		
G.XXXII			300	320	340	360	380	400	420	440	460	480	500	520	540	560	580	600	620	640		
G.XXXIII				300	315	330	345	360	375	390	405	420	435	450	475							
G.XXXIV				300	318	336	354	372	390	408	426	444	462	480	500	520	540	560	580	600	620	640
G.XXXV				300	318	336	354	372	390	410	430	450										
G.XXXVI				300	320	340	360	380	400	420	440	460	480	500	520							
G.XXXVII				318	336	354	372	390	408	426	444	462	480	500	520	540	560	580	600	600		
G.XXXVIII				320	338	356	374	392	410	428	446	464	480	480	480							
G.XXXIX				320	340	360	380	400	420	440	460	480	500	520	540	560	580	600	620	640	660	
G.XL					300	315	330	345	360	375	390	405	420									
G.XLI					360	375	390	405	420	435	450	465	480									
G.XLII					360	380	400	420	440	460	480	500	520	540	540							
G.XLIII					372	390	408	426	444	462	480	500	500									
G.XLIV					300	318	336	354	372	390	408	426	444	462								
G.XLV						360	375	390	405	420	435	450										

Existing scales

CONVERSION TABLES—Continued

081
RAILWAYS

	£	£	£	£	£		£	£	£	£	£	£	£	£	£	£				
<i>Revised scale—R I</i>	1080	1120	1160	1200	1200		<i>Revised scale—R II</i>	1000	1040	1080	1120	1160	1200	1200						
Existing scales	{ 840	880	920	920			Existing scale	{ 720	750	780	810	840	880	920						
	{ 720	750	780	810	840						(840)									
<i>Revised scale—R III</i>	810	840	870	870	870		<i>Revised scale—R IV</i>	690	710	730	750	770	790	810						
Existing scale	600	630	660	690	720		Existing scales	{ 480	500	520	540	560	580	600						
								{ 500	520	540	560	580	600	600	600	600				
								{ 540	560	580	600	600	600	600	600	600				
<i>Revised scale—R.V</i>	590	590	650	680	750	780	815	850	885	920	960	1000	1040	1040	1040					
Existing scales	{	Pre-1935	480	500	520	540	560	580	600	630	660	690	720	750	810	840				
		Present	450	450	475	500	525	550	575	600	630	660	690	720	750	780	810	840		
							600	630	660	690	720	720	720	720	720	720	720			
<i>Revised scale—R.VI</i>	590	590	650	680	750	780	815	850	885	920	960	1000	1040							
Existing scale	480	500	520	540	560	580	600	630	660	690	720	750	780							
<i>Revised scale—R.VII</i>	500	500	560	590	620	650	680	750	780	815	850	885	920	960	1000	1040	1080	1120	1160	1200
Existing scale	350	350	400	450	500	525	550	575	600	660	690	720	750	780	810	840	880	920	960	1000

CONVERSION TABLES—Continued

	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	
<i>Revised scale— R VIII</i>	590	620	650	690	710	745	780	815	850	885	920	960	1000	1040	1040	1040	1040	1040			
<i>Existing scales</i>	372	390	408	426	444	462	480	500	520	540	560	580	600	630	660	690	720				
	390	408	426	444	462	480	500			(-720)											
	426	444	462	480	500	520	540	560	580	600											
	480	500	520	540	560	580	600	630	660	690	720	750	780	810	840						
											(-720)	(720)	(720)	(720)							
										600	630	660	690	720	750	780	810	840			
										720	750	780	810	840							

<i>Revised scale— R IX</i>	450	468	486	504	522	540	558	576	594	612	630	650	670	690
<i>Existing scale</i>	300	318	336	354	372	390	408	426	444	462	480	500	520	540

<i>Revised scale—R X</i>	570	590	610	630	650	670	690	710	730												
<i>Existing scales</i>	390	408	426	444	462	480	480														
	420	440	460	480	500	520	540	540	540												
	444	462	480	480	480	480	480														
	444	462	480	500	520	540	560	580	600												
							(540)	(540)	(540)												

<i>Revised scale —R XI</i>	462	480	498	516	534	552	570
<i>Existing scales</i>	250	268	286	304	322	340	340
	300	315	330	345	360	380	400
	300	318	336	354	372	372	372
	315	333	351	369	387	405	405
	318	336	354	372	390	408	420
	330	348	366	384	402	420	440
							(420)

PART II

CONVERSION TABLES—*Continued*
KENYA, TANGANYIKA, UGANDA
Posts in the Clerical, Executive and Analogous Grades, including K.U.R. and H.
Asian Officers: Local Civil 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	375	375	
<i>Kenya Grade II (part)</i>	90	98	106	114	122	130	138	146	158	170	182	194	206	218	230	240			
<i>Tanganyika Grades II and I</i>	90	96	102	108	114	120	126	132	141	150	159	168	180	192	204	216	228	240	
<i>Uganda Grades III and II</i>	90	96	102	108	114	120	126	132	141	150	159	168	177	186	195	204			
REVISED SCALE—GRADE I £390×15—450	390	405	420	435	450	450													
<i>Kenya Grades II (part) & I</i>	252	264	276	288	300														
<i>Tanganyika Staff Grade</i>	240	270	285	300	300														
<i>Uganda Grade I</i>	216	228	240	252	264	276													
REVISED SCALE—SPECIAL £450×20—550	450	470	490	510	530	550													
<i>Kenya Special Grade</i>	318	336	354	372	390	408													
<i>Tanganyika Super-Scale</i>	300	315	330	345	360	360													
<i>Uganda Special</i>	276	288	300	315	330	330													

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

	£	£	£	£	£	£	£	£	£	£	£	£
REVISED SCALE £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	
REVISED SCALE £530×20—610	530	550	570	590	610							
<i>Senior Sub-Assistant Surgeon</i>	360	375	390	405	420							
REVISED SCALE £445×15—610	445	460	475	490	505	520	535	550	565	580	595	610
<i>Assistant Surgeon</i>	300	315	330	345	360	375	390	405	420	420	420	420
REVISED SCALE £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		
<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	
*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	{ 120 129 138 147 156 165 174 183 192 192 192 192 } { 124½ 133½ 142½ 151 160½ 169½ 178½ 187½ }																		
Supervisor, Mombasa Water Supply Artisan Operator, Mombasa Water Supply																			
Transport & Yard Supervisor, P.W.D.																			
Staff Artisan																			120
Artisan Supervisor										144	150	156	162	168	174	180	186	192	
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.	{ (a) (b)		300	312	324	336	336	336											
			300	312	324	336	348	360											
Senior Sub-Foreman, P.W.D. Senior Motor Mechanic, P.W.D.	}		300	312	324	336	336	336											
			300	312	324	336	336	336											

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*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
<i>Grade I</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					
<i>Grade II</i>	318	336	354	372	390	408					
REVISED SCALE £305 × 15—455	305	320	335	350	365	380	395	410	425	440	455
<i>Grade III</i>	182	194	206	218	230	240	252	264	276	288	300
REVISED SCALE £228 × 12—300	228	240	252	264	276	288	300				
<i>Grade IV</i>	130	138	146	158	170	182	182				
REVISED SCALE £180 × 10—220	180	190	200	210	220						
<i>Grade V</i>	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

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

	£	£	£	£	£	£	£	£	£	£	£	£	£	£
REVISED SCALE £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			
REVISED SCALE £255 × 15—450	255	270	285	300	315	330	345*	360	375	390	405	420	435	450
181 <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
REVISED SCALE £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											
<i>Constable</i>			72	78	84	90	96	102	108											
REVISED SCALE £220×10—260			220	230	240	250	260	260	260	260										
<i>Sergeant</i>			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	465
191 <i>Assistant Inspector and Inspector</i>	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											
<i>Chief Inspector</i>	}		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
<i>Clerical, 2nd Grade (old)</i>										150	162	174	186	198	210	216
<i>Clerical, 2nd Grade (new)</i>											168	177	186	195	204	216
REVISED SCALE—GRADE I £390 × 15—450: 450: 465	390	405	420	435	450	450	465									
<i>Clerical, 1st Grade (old)</i>	228	246	264	282	300	306										
<i>Clerical, 1st Grade (new)</i>	228	240	252	264	276	288	300									
<i>Establishment Assistants</i>		240	252	264	276	288	300									
REVISED SCALE—SPECIAL £450 × 20—550: 550: 570: 590:	450	470	490	510	530	550	550	570	590							
<i>Legal Clerk & Interpreter</i>																420
<i>Senior Laboratory Supervisor</i>																
<i>Examiner of Accounts, Audit</i>																
<i>Examining Officers, Customs</i>																
<i>Legal Office Assts., Judicial</i>																
<i>Asst. Sub-Accountants,</i>																
<i>Provincial Administration</i>																
<i>Asst. Superintendent</i>																
<i>Correspondence Branch,</i>																
<i>Secretariat</i>																
<i>Office Assistants</i>																
<i>Establishment Assts. : Legal Asst.</i>	300	315	330	345	360	375	390	405	420							
<i>Asst. Superintendent, Registration</i>																
<i>Branch, Secretariat</i>						360	378	396	414	420						
<i>Registry Asst., Registrar General</i>						360	375	390	405	420						
<i>Chief Bookkeeper</i>																
<i>Chief Cashier</i>																
<i>Accountant</i>																
<i>General's Dept.</i>																
	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	390	405	420	435	450	450	450									
<i>Senior Compounder, Medical Dept.</i>	240	255	270	285	300	300	300									
<i>Mechanic, Printing Dept.</i>	228	240	255	270	285	300	300									
REVISED SCALE—SPECIAL £450×20—550	450	470	490	510	530	550										
<i>Linotype Operator in Charge, Printing Dept.</i>	300	315	330	345	360	360										

TANGANYIKA

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

	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£
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>Firemaster, Township Authority, Dar-es-Salaam</i>																
<i>Overseer, Veterinary Dept.</i>													180	192	204	216
<i>Asian Mechanic, Township Authority, Dar-es-Salaam</i>								132	141	150	159	168				

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							
194 <i>Assistant Master</i> <i>(Secondary)</i>	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> <i>(Primary)</i>	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

	£	£	£	£	£	£	£	£	£
REVISED SCALE £255 × 15—330	255	270	285	300	315	330			
<i>Sub-Inspector, 3rd Grade</i>	132	141	150	159	168	180			
REVISED SCALE £330 × 15—405	330	345	360	375	390	405			
<i>Sub-Inspector, 2nd Grade</i>	180	192	204	216	228	240			
REVISED SCALE £405 × 15—465	405	420	435	450	465				
191 <i>Sub-Inspector, 1st Grade</i>	240	255	270	285	300				
REVISED SCALE £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
<i>Chief Warder, 1st Grade</i>	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
<i>Clerk, Grades III & II</i>	132	138	144	150	156	162	168	177	186	195	204	213	216	216	216	216
<i>Draughtsman, Survey Dept.</i>			150	162	174	186	198	210	222	222	222	222	222	222	222	222
<i>Nurse, Medical Dept.</i>					175	185	195	205	215	225						
<i>Linotype Operator and</i> <i>Compositor</i>						180	192	204	216	228	240					
<i>Compositor : Bookbinder</i>	132	138	144	150	156	162	168	174	180	186	192	198	204	204	204	204
<i>Sub-Overseer, P.W.D.</i>						180	195	205	220							
<i>Mechanic, Plumber, P.W.D.</i>	132	138	144	150	156	162	168	174	180	186	192	198	204	204	204	204
<i>Resthouse Keeper, P.W.D.</i>																
REVISED SCALE—GRADE I £390 × 15—450	390	405	420	435	450	450	450									
<i>Clerk, Grade I</i>	228	240	252	264	276	288	300									
<i>Draughtsman, Survey Dept.</i>	234	246	258	270	282	294	300									
<i>Sub-Overseer, P.W.D.</i>	235	250	265	280	295	300	300									
REVISED SCALE—SPECIAL £450 × 20—550	450	470	490	510	530	550	—	600								
<i>Clerk, Special Grade</i>	324	336	348	360	360	360										
<i>Senior Draughtsman, Survey Dept.</i>	324	336	348	360	360	360										
<i>Monotype Operator, Printing Dept.</i>	324	324	324	324	324	324										
<i>Senior Sub-Overseer, P.W.D.</i>	324	336	348	360	360	360										
<i>Examiner of Accounts,</i> <i>Administrator General's Dept.</i>																480

UGANDA

EDUCATION SCALES: ASIAN OFFICERS

	£	£	£	£	£	£	£	£	£	£	£	£	£
REVISED SCALE £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					
REVISED SCALE £540 × 20—620	540	560	580	600	620								
<i>Headmaster (Grade II)</i>	420	435	450	465	480								
REVISED SCALE £414 × 18—540	414	432	450	468	486	504	522	540					
<i>Headmaster (Grade III)</i>	315	330	345	360	375	390	405	420					
REVISED SCALE £414 × 18—486	414	432	450	468	486								
<i>Senior Master (Grade IV)</i>	315	330	345	360	375								
REVISED SCALE £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		
REVISED SCALE £220 × 15—400	220	235	250	265	280	295	310*	325	340	355	370	385	400
<i>Master (Grade VI)</i>	120	129	138	147	156	165	174	183	192	204	216	228	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
<i>Kenya Scales C & D (part)</i>	63	66	69	72	75	78	81	85½	90	94½	99	102	108	114	120
<i>Tanganyika Grades III & II (part)</i>	43.4	46.16	50.8	54	58.16	63.12	68.8	73.4	78	84	90	96	102	108	114
<i>Uganda Grades IV (part) & III (consolidated scale)</i>	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			
200 <i>Kenya Scale D (part)</i>	126	132	139½	147	154½	162	169½	177	184½	192	192				
<i>Tanganyika Grades II (part) & I</i>	126	132	141	150	159	168	180	192	204	216	228	240			
<i>Uganda Grade II (consolidated scale)</i>	141	150	159	168	177	186	195	204	204	204	204				
REVISED SCALE—SPECIAL £276×12—348	276	288	300	312	324	336	348	348	348	348	348				
<i>Kenya Scale E</i>	195	207	219	231	243	255	267	279	291	303	315				
<i>Tanganyika Staff Grade</i>	240	255	270	285	300	300	300								
<i>Uganda, Grade I & Special (consolidated scales)</i>	216	228	240	252	264	276	288	300	315	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> <i>(consolidated scale)</i>	50.8	54	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	255
<i>Kenya Scale D</i>	102	108	114	120	126	132	139½	147	154½	162	169½	177	184½	192
<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	255	265	275	285	295	305	315	325	335	345	355			
<i>Kenya Scale E</i>	195	207	219	231	243	255	267	279	291	303	315			
Uganda Grade I (professional)	228	240	252	264	276	288	300	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
<i>Grade I, Arab and African</i>	57	63	69	75	81	87	90	90	90	90	90	90	90		
<i>Clerk, Grade II, Customs,</i>	60	66	72	78	84	90	96	102	108	108	108	108	108		
<i>Posts and Telegraphs Dept. :</i>															
<i>Postal Clerk and Telegraphist, Grade II</i>	60	66	72	78	84	90	96	102	108	114	120	120	120		
<i>Telegraphist, Grade II</i>															
<i>Instructor, Grade II</i>					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				
<i>Postal Clerk and Telegraphist, Grade I</i>	126	135	144	153	162	162	162	162	162	162	162				
<i>Telegraphist, Grade I</i>															
<i>Instructor, Grade I</i>															
REVISED SCALE—SPECIAL £276×12—348	276	288	300	312	324	336	348	348	348	348	348	348			
<i>Postal Clerk and Telegraphist, Special Grade</i>	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
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
<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					
<i>Inspector</i>	102	108	114	120	126	132	139½	147	154½	162	169½	177	184½	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

	£	£	£	£	£	£	£	£	£	£	£	£	£
REVISED SCALE £40.16.0 : 43.4.0 × 24/- —56.8.0	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	
<i>Warder</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
REVISED SCALE £51.12.0 × 36/- —66	51.12	53.8	55.4	57	58.16*	60.12	62.8	64.4	66				
<i>Lance Corporal</i>	25.4	25.4	25.4	25.4	25.4	25.4	25.4	25.4	25.4				
REVISED SCALE £62.8.0 × 36/- —69	62.8	64.4	66*	67.16	69								
<i>Corporal</i>	31.4	31.4	31.4	31.4	31.4								
REVISED SCALE £72 × 48/- —90	72	74.8	76.16	79.4	81.12*	84	86.8	88.16	90				
<i>Sergeant</i>	45.12	45.12	45.12	45.12	45.12	45.12	45.12	45.12	45.12				
REVISED SCALE £93 × 3—111	93	96	99	102*	105	108	111						
<i>Chief Warder, Grade II</i>	54	57	60	63	66	69	72						
REVISED SCALE £114 × 4.10—132	114	118½	123	127½	132								
<i>Chief Warder, Grade I</i>	72	76½	81	85½	90								

*Efficiency Bar.

TANGANYIKA

AFRICAN OFFICERS: POLICE SALARY SCALES

	£	£	£	£	£	£	£	£	£	£	£	£	£
REVISED SCALE £118 × 6—172	118	124	130	136	142*	148	154	160	166	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
REVISED SCALE £190 × 9—235	190	199	208	217	226	235							
<i>Sub-Inspector 3rd Grade</i>	132	141	150	159	168	180							
REVISED SCALE £235 × 10—285	235	245	255	265	275	285							
206 <i>Sub-Inspector 2nd Grade</i>	180	192	204	216	228	240							
REVISED SCALE £285 × 12—333	285	297	309	321	333								
<i>Sub-Inspector 1st Grade</i>	240	255	270	285	300								
REVISED SCALE £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	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>																				
REVISED SCALE £54 × 36/- — 72	54	55.16	57.12	59.8	61.4	63*	64.16	66.12	68.8	70.4	72									
<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									
REVISED SCALE £66 × 3 — 90	66	69	72	75	78	81*	84	87	90											
‡ <i>Sergeant</i>																				
REVISED SCALE £105 × 3 — 120	105	108	111	114	117	120														
<i>Sergeant Major</i>	60	60	60	60	60	60														

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†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	Recruit																			
£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
† <i>Warder</i> (All grades)	19 4.0																			
REVISED SCALE																				
£84 × 7.4.0—120 × 9—183	84	91.4	98.8	105.12	112.16	120*	129	138	147	156	165	174	183							
<i>Chief Warder</i> <i>Grade III</i>	54	58.16	63.12	68.8	73.4	78	84	90	96	102	108	114	120							
REVISED SCALE																				
£198 × 9—234 < 6—240	198	207	216	225	234	240														
<i>Chief Warder</i> <i>Grade II</i>	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
†† <i>Constable</i>																				
REVISED SCALE £54 × 36/- — 72	54	55.16	57.12	59.8	61.4	63*	64.16	66.12	68.8	70.4	72									
‡ <i>Corporal</i>																				
REVISED SCALE £66 × 3 — 75			66	69	72	75														
209 <i>Sergeant</i>			34.16	34.16	34.16	34.16														
REVISED SCALE £78 × 3 — 90			78	81	84	87	90													
<i>Station Sergeant</i>			46.16	46.16	46.16	46.16	46.16													
REVISED SCALE £105 × 3 — 111			105	108	111															
<i>Head Constable</i>			58.16	58.16	58.16															
REVISED SCALE £114 × 3 — 120			114	117	120															
<i>Head Constable</i> <i>Major</i>			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*

	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£
REVISED SCALE £99 × 9—240	99	108	117	126	135	144	153	162	171	180*	189	198	207	216	225	234	240
<i>Sub-Inspector</i>	90	96	105	114	123	132	141	150	159	168	177	186	195	204	204	204	204

*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
†Warder	12 to 18												
REVISED SCALE £51.12.0 × 36/—58.16.0	51.12	53.8	55.4*	57	58.16								
Lance Corporal (consolidated scale)	39	39	39	39	39								
REVISED SCALE £55.4.0 × 36/—66	55.4	57	58.16	60.12*	62.8	64.4	66						
Corporal	30	30	30	30	30	30	30						
REVISED SCALE £62.8.0 × 36/—69	62.8	64.4	66*	67.16	69								
Sergeant	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				
Chief Warder, Class III	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.

UGANDA

AFRICAN OFFICERS: POLICE SALARY SCALES—*Continued*

	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	
REVISED SCALE £93×3—111	93	96	99	102*	105	108	111										
<i>Chief Warder, Class II</i>	63.12	63.12	63.12	63.12	63.12	63.12	63.12										
REVISED SCALE £114×4.10—132	114	118.10	123	127.10*	132	132											
<i>Chief Warder, Class I</i>	66	67.4	68.8	69.12	70.16	72											
REVISED SCALE £99×9—240	99	108	117	126	135	144*	153	162	171	180	189	198*	207	216	225	234	240
<i>Jailer</i>	90	96	105	114	123	132	141	150	159	168	177	186	195	204	204	204	204

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*Efficiency Bar.

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

	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£
REVISED SCALE £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	
REVISED SCALE £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							
REVISED SCALE £380 × 15—455	380	395	410	425	440	455*	455	455									
<i>Staff : Junior</i>	270	283½	297	310½	324	337½	351	360									
REVISED SCALE £380 × 15—485	380	395	410	425	440	455*	470	485	485	485	485						
<i>Staff : Senior</i>	270	283½	297	310½	324	337½	351	364½	378	391½	405						
REVISED SCALE £280 × 15—445	280	295	310	325	340	355	370	385*	400	415	430	445	445	455	445	445	445
<i>Education : Graduate</i>	175½	189	202½	216	229½	243	256½	270	270	270	283½	297	310½	324	337½	351	360
REVISED SCALE £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 Mudir and</i>	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>Mudir</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
<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	96¾	103½	110¼	117	123¾	130½	130½	130½	130½
	262	274	286	298	300	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				

215

*Efficiency Bar.

ZANZIBAR

CLASS C: MECHANICAL, ARTISAN AND OTHER POSTS

	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	
REVISED SCALE £72×3—111	72	75	78	81	84	87	90	93	96*	99	102	105	108	111							
<i>Female Teacher, Graded</i>	36	40½	45	49½	54	58½	63	67½	67½	67½	67½	67½	67½	67½							
REVISED SCALE £72×3—111	72	75	78	81	84	87	90	93	96*	99	102	105	108	111							
<i>Female Teacher, Graded</i>	36	38.8	40.16	43.4	45.12	48	50.8	52.16	55.4	57.12	60	62.8	64.16	67.4							
216 REVISED SCALE £60×3—96	60	63	66	69	72	75	78	81	84*	87	90	93	96								
<i>Matron</i>	27	29.14	32.8	35.2	37.16	40.10	43.4	45	45	45	45	45	45								
REVISED SCALE £42×3—72	42	45	48	51	54	57	60*	63	66	69	72										
<i>Assistant Matron</i>	18	19.16	21.12	23.8	25.4	27	28.16	30.12	32.8	34.4	36										
REVISED SCALE £81×3—96: 100×6—160	81	84	87	90	93	96*	100	106	112	118	124	130	136*	142	148	154	160	160	160	160	160
<i>Hospital Attendant and Nurse</i>	42	43.16	45.12	47.8	49.4	51	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

*Efficiency Bar.

ZANZIBAR

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

	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£
REVISED SCALE £65 × 3—95: 100 × 6—148	65	68	71	74	77	80*	83	86	89	92	95	100	106*	112	118	124	130	136	142	148
<i>Rural Dispensary Attendant</i>	24	27.12	31.4	34.16	38.8	42	48	54	60	66	72	72	72	72	72	72	72	72	72	72
REVISED SCALE £60 × 1.10.0—90	60	61.10	63	64.10	66	67.10	69	70.10	72	73.10	75*	76.10	78							
<i>Range V</i>	27	27.18	28.16	29.14	30.12	31.10	32.8	33.4	34.4	35.2	36	36	36							
	79.10	81	82.10	84	85.10	87	88.10	90	90	90	90	90	90							
217 <i>Range V (Contd.)</i>	37.16	37.16	37.16	39.12	39.12	39.12	41.8	41.8	41.8	43.4	43.4	43.4	45							
REVISED SCALE £90 × 1.10—102 × 2—120	90	91.10	93	94.10	96	97.10	99	100.10	102*	104	106	108	110	112	114	116	118			
	45	46.16	48.12	50.8	52.4	54	54	54	55.16	55.16	55.16	57.12	57.12	57.12	59.8	59.8	59.8			
	120	120	120	120																
<i>Range IV (Contd.)</i>	61.4	61.4	61.4	63																
REVISED SCALE £120 × 3—164	120	123	126	129	132	135	138	141	144*	147	150	153	156							
<i>Range III</i>	63	65.14	68.8	71.2	73.16	76.10	79.4	81.18	84.12	87.6	90	90	90							
<i>Range III (Contd.)</i>	158	161	164	164	164	164	164	164	164	164	164	164	164	164	164	164	164	164	164	164
	92.14	92.14	92.14	95.8	95.8	95.8	98.2	98.2	98.2	100.16	100.16	100.16	100.16	103.10						

*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
<i>Range II</i>	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				
<i>Range I</i>	144	148½	153	157½	162	166½	166½	166½	171	171	171	175½	175½	175½	180	180	180				
	280	280	280	280	280	280	280														
<i>Range I (Contd.)</i>	184½	184½	184½	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
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Corporal

	27.12	27.12	27.12	27.12	27.12	27.12	27.12	27.12	27.12	27.12	27.12
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REVISED SCALE
£66 × 3 —75

	66	69	72	75
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219

Sergeant

	34.16	34.16	34.16	34.16
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REVISED SCALE
£78 × 3 —84

	78	81	84
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Station Sergeant

	42	42	42
--	----	----	----

REVISED SCALE
£87 × 3 —90

	87	90
--	----	----

Sergeant Major

	48	48
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REVISED SCALE
£105 × 3 —120

	105	108	111	114	117	120
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Regimental

Sergeant-Major

	60	60	60	60	60	60
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*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	<i>Recruit</i>	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>														
<i>Revised Scale</i> £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						
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 £114 × 4.10—132		114	118.10	123	127.10*	132	132	132						
<i>Chief Warder</i>		67.10	74.5	81	87.15	94.10	101.5	108						

220

*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

REVISED SCALE

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

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

*Efficiency Bar.

KENYA AND UGANDA RAILWAYS AND HARBOURS

AFRICAN OFFICERS

	f	f	f	f	f	f	f	f	f	f	f	f
REVISED SCALE £48 : 54 : 60 : 66 : 72	48	54	60	66	72							
<i>Probationary Grade</i>	24	27	30	33	36							
REVISED SCALE £72 × 3—104	72	75	78	81	84*	87	90	93	96*	99	102	104
<i>Grade I</i>	36	39	42	45	48	51	54	54	54	54	54	54
REVISED SCALE £104 × 6—134	104	110	116	122	128*	134	134	134	134			
<i>Grade I</i>	54	58.10	63	67.10	72	76.10	81	85.10	90			
REVISED SCALE £134 × 6—158	134	140	146	152	158	158						
<i>Grade III</i>	90	96	102	108	114	120						
REVISED SCALE £158 × 9—230	158	167	176	185	194*	203	212	221	230			
<i>Grade IV</i>	120	127.10	135	142.10	150	157.10	165	172.10	180			
REVISED SCALE £230 × 12—290	230	242	254	266	278	290						
<i>Grade V</i>	180	192	204	216	228	240						
REVISED SCALE £290 × 12—350	290	302	314	326	338	350						
<i>Grade VI</i>	240	252	264	276	288	300						

*Efficiency Bar.

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) <i>Asian Pensionable Officers</i>	(b) <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

OFFICIALS

<i>Department</i>	<i>Name</i>	<i>Appointment</i>	<i>Form of evidence</i>
H.E. Sir Philip Mitchell, K.C.M.G., M.C., Governor and Commander-in-Chief.			
ACCOUNTANT GENERAL	H. J. Webster, C.B.E.	Accountant General	Written & Oral
AGRICULTURE	Major F. W. Cavendish Bentnck, C.M.G., M.C.	Member for Agriculture	do.
	R. P. Armitage, M.B.E.	Secretary to Member	Oral
	D. L. Blunt, C.M.G.	Director	Written & Oral
	M. D. Graham	Agricultural Education Officer	Oral
	C. Maher	Officer-in-Charge, Soil Conservation Service	Written
	J. T. Moon	Agricultural Officer	Oral
AUDIT	W. P. Nason	Auditor	Written & Oral
COAST AGENCY	G. F. Lapham	Govt. Coast Agent	Written
CUSTOMS	W. Johnston	Commissioner	Written & Oral
	E. E. Lord	Deputy	Oral
EDUCATION	R. Patrick, M.A.	Director	Written & Oral
	B. A. Astley	Chief Inspector of Schools	Oral
	N. Larby	Education Officer	Oral
	H. W. Stokes	Education Officer	Written
	P. Fletcher	Headmaster, Prince of Wales School	Written & Oral
		Teachers, Govt. African School, Kapenguria	Written
		do. Kabernet	do.
		do. Kakemega	do.
		Teachers' Arab Boys' School	do.
		Asian Staff, Govt. Indian Boys' High School	do.
		African Staff, Govt. Kikuyu School	do.
	J. Mbotela	Teacher, Kagumo School	Oral
FORESTRY	J. C. Rammell	Conservator	Written & Oral
		Assistant Foresters	Written
GAME	Capt. A. T. A. Ritchie, O.B.E., M.C.	Game Warden	Written & Oral
GOVERNMENT CHEMIST	H. M. Nefdt	Govt. Chemist	do.
INFORMATION OFFICE	G. G. C. Hutchinson	Information Officer	do.

<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 Oral	
	T. A. Dennison	Resident Magistrate		
	R. S. Thacker	Puisne Judges	Written	
	T. D. M. Bartley			
	Paget J. Bourke			
	W. K. Horne			
R. H. Keating	Resident Magistrates	Written		
M. C. Nageon de Lestang				
M. D. Lyon				
D. D. J. Coffey	Judges	Written		
R. A. Campbell				
Mark Wilson				
Will Stuart				
R. O. Sinclair				
LABOUR	E. M. Hyde-Clarke, M.B.E.	Labour Commissioner	Written & Oral Oral	
	Major F. W. Carpenter	Deputy Commissioner		
LANDS, MINES & SURVEYS	G. J. Robbins	Commissioner	Written & Oral Written Oral	
	R. H. Tyrwhitt-Drake	Director of Surveys		
	H. G. Stammers-Smith	Director of Surveys		
LEGAL	B. H. Hobson	Acting Attorney General	Written & Oral	
	S. W. D. Foster Sutton, O.B.E.	Attorney General Judicial Adviser		
MEDICAL	N. M. MacLennan	Director	Written & Oral Written	
	F. W. Vint	Senior Pathologist		
	C. E. Mortimer, C.B.E.	European Laboratory Technicians (unsigned)	Member for Health and Local Government	Written Written
		Deputy Director	Oral	
		A. J. Walker	Medical Officer	Oral
		W. Carter	Medical Officer	
		W. Wilkinson	Senior Medical Officer	Oral
		Miss I. M. Nicolson	Matron, European Hospital	
		J. L. Coombs	Health Officer	Oral
		A. N. Bowry		
		B. D. Neurgaonkar	Senior Sub-Assistant Surgeons & Sub-Assistant Surgeons	Written
		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 Oral Oral Oral Oral Oral	
	K. Cleland, M.B.E.	Superintendent		
	E. K. Laws	Superintendent		
	D. D. M. McGoun	Superintendent		
	A. P. J. L. Ross	Inspector		
	A. W. Riggs, M.B.E.	Superintendent		
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. Arna	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, Kisumu	Oral
J. S. Fernandes	Goan Community, Mombasa ..	Oral
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. Killtick E. F. Martin	Director Acting Director	Oral Written
AUDIT	F. S. Williams, O.B.E.	Auditor	Written & Oral
DEVELOPMENT	Sir D. Harris, K.B.E., C.S.I., C.I.E. F. J. Lattin	Commissioner Deputy Commissioner	Oral Oral
EDUCATION	J. R. Cullen R. A. Snoxall W. E. Fisher	Director Deputy Director Superintendent, Technical Education & Chief In- structor, Kampala Technical School	Written & Oral do. Oral
	B. D. Gupta D. P. Patel Miss S. Castelino	Assistant Masters Assistant Mistress	Written & Oral do.

<i>Department</i>	<i>Name</i>	<i>Appointment</i>	<i>Form of evidence</i>
FORESTRY	Dr. W. J. Egging	Conservator	do.
	G. Webster	Foresters	Written
	J. A. Fraser		
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	Chief Justice	do.
	A. M. Greenwood, M.C.	Registrar	Written
LABOUR	A. G. V. Jenkins	Acting Commissioner	Oral
LEGAL	J. R. Gregg, K.C.	Attorney General	Written & Oral
	H. M. Windsor Aubrey	Solicitor General	do.
MEDICAL	Dr. T. A. Austin	Director	do.
	J. Hetherington	Chief Pharmacist	do.
	M. Ritchie	Pharmacists	Written
	T. E. Thomas		
	J. C. Baird		
	Miss E. Dodsworth	Nursing Sister	Written
	F. E. Weaver	Senior Health Inspector	Written & Oral
	C. Baty	Superintendent, Mental Hospital	do.
	H. Lennox	Male Mental Nurse	do.
	Mrs. E. Lennox	Female Mental Nurse	do.
	Miss M. L. Lock	Matron	Oral
	W. A. H. Whittaker	Laboratory Assistants	Written
	H. Ford		
Dr. Nur Mohamed			
Dr. M. I. Bali			
S. K. Ndigwa	Senior Sub-Assistant Surgeons	Written & Oral	
	Assistant Medical Officer	Written	
POLICE	I. H. E. J. Stourton, O.B.E.	Commissioner	Written & Oral
	J. W. Deegan	Deputy Commissioner	Oral
	H. Brentall	Deputy Inspector of Weights & Measures	Written
	A. S. K. Cook	Assistant Superintendent of Police	Written
	E. S. Mukasa	Sub-Inspector	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.	Provincial Commissioner	Oral
	C. A. Williams	Acting Provincial Commissioner	Oral
	F. R. Kennedy, C M G, O.B.E.	Senior Provincial Commissioner	Oral
	L. M. Boyd	Acting Resident, Buganda	Oral
	J. V. Wild	Assistant District Officer	Written
	J. D. Kirwan	Judicial Adviser	do.
G. B. Byenkya	Clerk	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	Architectural Assistants, Grade III	do.
	C. G. Andrews		
L. H. S. Eitelberg			
	J. da Silva	Junior Technical Officers Kuraba Waterworks	Written do
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	Acting Financial Secretary	Oral
	Mrs. J. Beckett (and others)	Stenographer—Secretaries	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	Laboratory Assistants	Written
	S. G. Laws		

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.	.. ..	.. ..	Oral
Dr. Lamont .. ..	.. ..	Principal, Makerere College ..	Oral
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 .. ..	.. ..	Minimum Wages Advisory Board	Oral
F. Kibuka-Musoke .. ..	.. ..	Ex-Deputy Omuwanika, Buganda Kingdom	Written

TANGANYIKA

<i>Local Committee</i>	
H. W. Skinner	Chairman
M. H. Abdiel Shangani	Member
D. K. Patel	"
M. D. Pillar	"
G. Hadow	"
C. C. Kirk	"
A. R. M. Forest	Secretary

CIVIL SERVICE AND OTHER ASSOCIATIONS

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. Gilman	Agricultural Officer	Written & Oral
J. D. Hunter-Smith	"	do.	
R. B. Allnut	"	Oral	
Ukiriguru Agricultural Station	"	Written	

<i>Department</i>	<i>Name</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 Written & Oral Written 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 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. Vickers-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
	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

Local Committee

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.

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	Written & Oral	
	D. Lang	Headmaster	Written	
	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 Ajt 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.

EAST AFRICAN HIGH COMMISSION

<i>Department</i>	<i>Name</i>	<i>Appointment</i>	
CENTRAL ASSEMBLY	Sir George Sandford C. B. A. Darling	Chief Secretary Assistant Chief Secretary	Written Written
CIVIL AVIATION	Cdr. C. W. Phillips	Director	do.
INCOME TAX	J. C. Mundy	Commissioner	do
INDUSTRIAL RESEARCH BOARD	F. B. Stent	Acting Chairman	do.
METEOROLOGICAL SERVICES	Grp Capt. A. Walter, O.B.E. W. A. Grinstead	Director Assistant Director	do. Oral
POSTS AND TELEGRAPHS	H. C. Willbourn, M.C. G. P. Willoughby C. S. Moore G. W. Robins G. M. Nguma	Postmaster General Engineer-in-Chief Engineer " " Postal Clerk	Written & Oral do. Written Written Oral
STATISTICS	C. J. Martin	Chief Statistician	Written & Oral
TRAINING	P. E. W. Williams	Director	do.

KENYA AND UGANDA RAILWAYS AND HARBOURS

<i>Associations</i>	<i>Name</i>	<i>Appointment</i>	<i>Form of evidence</i>
ASSOCIATIONS:			
European Civil Servants' Association (Railways and Harbours Branch)			Written & Oral
Kenya and Uganda Railway Asian Union			do.
Railway African Staff Union			do
Railway African Employees, Kisumu Branch			do.
	Sir Reginald Robins, C.M.G., O.B.E.	General Manager	do.
	A Dalton	Acting General Manager	Oral
	F. H. Thornham	Running Shed Foreman	do.
	F. Craig	Marine Superintendent	do.
	R. N. Kaka	Clerk, Class I	Written
	J. K. Burete	Station Masters	do
	M. A. W. Amfam		
	N. R. Karue		
	C. W. Christopher		
	J. Kateregga		
	Nelson Wachiri		
	V. P. Asugo		do
	Amram Oyugi		

PERSONS INTERVIEWED IN LONDON

	..	Social Service Department, Colonial Office
Sir .. .. .	..	Assistant Labour Adviser, Colonial Office
J .. .. .	..	Communications Department, Colonial Office
Wray, C.M.G.	..	Legal Adviser, Colonial Office
.. .. .	..	Adviser on Social Welfare, Colonial Office
Hedge, C.M.G.	..	Director General, Colonial Audit
Sack .. .. .	..	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 Rae, 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 Surveys, 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

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