

REPORT OF THE COMMISSION :
ON THE CIVIL SERVICES OF
BRITISH WEST AFRICA, 1945-46.



COLONIAL OFFICE

351.1

REPORT
OF THE COMMISSION ON THE
CIVIL SERVICES
OF
BRITISH WEST AFRICA
1945-46

BY

SIR WALTER HARRAGIN, Kt., C.M.G.
Chief Justice, Gold Coast

PUBLISHED BY HIS MAJESTY'S STATIONERY OFFICE
(PRINTED IN ACCRA, GOLD COAST)

1947

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ERRATA

1. Page 20. Delete the fourth line and substitute:—
“ The outfit allowance should remain at £60. In cases however where an officer is required to ”.
2. Page 140, paragraph 2, Example (a):—
Insert £475 between £450 and £500 in the salary scale quoted in the first line.
3. Page 140, paragraph 2, Example (c):—
Delete £680 and £700 at (4) and (5) in this example and substitute £660 and £680.
4. Page 140, paragraph 3. Immediately after the first sentence in this paragraph add:—
“ Where the new scale provides for a fixed minimum salary for three years no officer shall proceed to the next point in the scale until he has completed three years service in his present post.”
5. Page 146, Appendix VII Scale C, Part I:—
Insert “ £540 ” in the blank spaces which occur after “ £525 ” in Section I of the Revised Scale.
Insert “ £720 ” in the blank spaces which occur after “ £700 ” in Section I of the Revised Scale plus expatriation pay.
6. Page 147, Appendix VII Scale C, Part II:—
Insert “ £540 ” in the blank spaces which occur after “ £540 ” in Section I of the Revised Scale.
Insert “ £720 ” in the blank spaces which occur after “ £720 ” in Section I of the Revised Scale.

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TABLE OF CONTENTS

		<i>Paragraph No.</i>
CHAPTER I.	PROCEDURE	1-4
	Scope of Enquiry	5
CHAPTER II.	GENERAL	6-25
	Discontent in the Service	10-13
	Married Officers	14-15
	Supply and Demand—Junior Service	16-18
	Information regarding Conditions of Service	19
	Allowances	20
	Increases on Promotion	21
	Disciplinary Procedure	22
	Conversion to the new Terms of Service	23-24
	Date from which the Commission's Recommendations should take effect	25
CHAPTER III.	THE STRUCTURE AND REMUNERATION OF THE WEST AFRICAN CIVIL SERVICES	26-92
	Structure	26-27
	The Relationship of the Salaries and Conditions of Service	28-31
	The General Standards of Remuneration	32-34
	Super-scale Posts	35-42
	Time Scales (Senior). Promotion, Probation, Efficiency Bar	43-50
	Entry point of certain Classes of Officer	51-52
	Increments for Experience	53-56
	Officers and Candidates with Special Qualifications	57
	The Clerical and Technical Services (including African Salary Scales, Civil Service Examinations and Special Grades in the Junior Service)	58-69
	Hidden Emoluments : Private Practice	70-74
	Special Allowances and Fees	75-76
	Medical Examination in the United Kingdom : Payment of Railway Fares	77
	Pilotage Fees	78-79
	Family and Children's Allowances	80
	Entertainment Allowance	81
	Uniform and Outfit Allowance	82-83
	Marriage Gratuities for Women Officers	84
	Equal Pay for Men and Women	85
	Foreman of Works	86-87
	African Technical Staff	88-89
	Travelling Allowance	90-91
	Departmental Offences	92
CHAPTER IV.	HOUSING	93-102
	Free Quarters	97-98
	Housing of African Officers holding appointments in the Senior Service	99
	Junior African Housing	100
	Rest-houses	101-102
CHAPTER V.	PENSIONS	103-110
	Pension Constant	103
	Age of Retirement	105-106
	Award of Pension on Retirement on Grounds of Ill-Health	107
	Exercise of Option between full Pension and reduced Pension plus Gratuity	108
	European Officers' Widows' and Orphans' Pensions Scheme	109
	African Widows' and Orphans' Pensions Scheme	110

TABLE OF CONTENTS—*contd.*

	<i>Paragraph</i>
CHAPTER VI. LEAVE AND PASSAGES	111-122
Length of Tour and Leave	111-113
Leave Rates—Senior Service	114
Leave Rates—Junior Service	115
Study Leave	116
Senior Service—Leave of Officers domiciled in another West African Colony	117
Senior Service—Leave in the United Kingdom for Officers ordinarily domiciled in West Africa	118
Sick Leave—African Officers	119-120
Expatriate Officers—Medical expenses in the United Kingdom	121-122
Children's and Wives' Passages	123
 CHAPTER VII. WHITLEY COUNCILS	 124-131
CHAPTER VIII. COST OF LIVING	132-137
Machinery for adjusting Remuneration to variations in the Cost of Living	134-137
CHAPTER IX. PUBLIC SERVICE COMMISSIONS	138-146
Civil Service Commissioner	146
CHAPTER X. THE DEPARTMENTS	147-168
CHAPTER XI. SUMMARY OF RECOMMENDATIONS	169
CHAPTER XII. CONCLUSION	170-171

APPENDICES

	<i>Page-No.</i>
I. List of Salary Scales recommended in the Report	45
II. List of Super-scale Salaries recommended in the Report	51
III. Schedule of Posts in Group 1 with salary scales recommended	57
Nigeria	57
Gold Coast	74
Sierra Leone	85
Gambia	91
IV. Schedule of Posts in Group 2, with salary scales recommended	95
Nigeria	95
Gold Coast	113
Sierra Leone	123
Gambia	132
V. Schedule of Posts in Group 2 and common to more than one Department, with salary scales recommended	139
VI. Conversion Rules	140
VII. Conversion Tables	143
VIII. Cost-of-living Schedules, Nigeria	159
IX. Cost-of-living Schedules, Gold Coast	162
X. Cost-of-living Schedules, Sierra Leone	167
XI. Cost-of-living Schedules, Gambia	169
XII. Extract from the Report of the Cost-of-living Committee, Lagos	170
XIII. Commissioner's Itinerary	171
XIV. List of Witnesses who submitted Written Evidence	172
XV. List of Witnesses who gave Oral Evidence	177

COMMISSION ON THE CIVIL SERVICES OF BRITISH WEST AFRICA

1945-46

REPORT

TO THE SECRETARY OF STATE FOR THE COLONIES.

SIR,

I, the undersigned, having been appointed by you to conduct an enquiry with terms of reference as follows—

“To review and to make recommendations upon the structure and remuneration of the Civil Services (with the exception of unestablished and daily-paid staff) of the four West African Colonies, with special reference to the following points—

- (i) the general standards of remuneration and superannuation payments;
- (ii) the relationship of the salaries and conditions of service of locally recruited and externally recruited officers;
- (iii) the machinery for adjusting remuneration to variations in the cost of living;
- (iv) the provision of suitable arrangements for consultation between the Governments and organisations representing the interests of the staff on matters relating to salaries and conditions of service;
- (v) the provision, by means of Public Services Commissions or otherwise, of suitable machinery, where this is not already in existence, for regulating the selection and promotion of candidates for posts, the filling of which is not subject to the approval of the Secretary of State”.

have the honour to submit to you my report.

CHAPTER I

PROCEDURE.

1. In the letter from the Colonial Office dated the 23rd November, 1945, addressed to me in the Gold Coast, I was informed of the appointment of Mr. C. E. Lambert and Mr. J. E. King to be respectively my Secretary and Assistant Secretary. These officers carried out in the Colonial Office certain preliminary work connected with the enquiry and were so employed until their departure for Accra. They, accompanied by Miss O. A. Harrop, a most efficient stenographer, whose services had been kindly placed at my disposal by the Lords Commissioners of the Admiralty, left by air for West Africa on the 1st December, 1945, arriving at Accra on the 3rd December, 1945. I had previously discussed with the Governor of the Gold Coast the lines on which the enquiry should proceed in that Territory, and information explaining the arrangements decided upon for the Gold Coast was communicated to the other West African Governments. They agreed that a similar procedure should be followed in their Territories. This procedure was as follows—notification of the appointment of the Commission and of its terms of reference had already been published in the United Kingdom and in the four West African Territories. In the light of this information, Governments addressed communications to (a) Heads of Departments informing them that any officer holding an appointment which came within the terms of reference of the Commission would, with the permission of his Head of Department, be allowed to give evidence to the Commission if he so desired, (b) Associations of Civil Servants and (c) all Unofficial Members of Legislative Councils inviting them to submit memoranda setting out their views on the matters referred to in my terms of reference and to give oral evidence before the Commission if they so desired. The period 4th-31st December, 1945, was spent by the staff of the Commission in the collation of material for which Governments had been asked and, so far as concerned the Gold Coast, of the memoranda which were furnished in response to the invitations mentioned above. During this period, the Secretary paid a short visit to Lagos to discuss with officers of the Nigeria Government the general plan of campaign. On the 1st January, 1946, I was relieved by the Gold Coast Government of my duties as Chief Justice and assumed active control of the investigations which continued in West Africa until the 31st May, 1946, when I left Lagos for Accra in order to have a further interview with the Governor of the Gold Coast in the light of the information obtained during my enquiries in Nigeria. My staff left Lagos for the United Kingdom on the 5th June, 1946, on the M.S. *Mary Kingsley* and I joined the ship at Takoradi on the 7th June, 1946. The ship also called at Freetown and further discussions were held there with the Governor of Sierra Leone. We arrived in the United Kingdom on the 26th June, 1946. Preparation of this report was commenced on board the *Mary Kingsley* and it was completed in the Colonial Office.

2. During the period in West Africa, 49 days were spent in the Gold Coast, 12 days in the Gambia, 24 days in Sierra Leone and 70 days in Nigeria. A statement showing the Commission's itinerary appears as Appendix XIII from which it will be seen that a tour of each Territory was made. In the Gold Coast, the tour included visits to Koforidua, Kumasi, Tamale, Pong-Tamale, Tarkwa (where accommodation was kindly provided by Mr. Hugh Thomas, c.m.g., Secretary, Gold Coast Chamber of Mines), Sekondi/Takoradi and Cape Coast. In the Gambia, a tour was made of the Protectorate as far as Bansang, some 180 miles up the River Gambia, the outward journey being made by river in H.M.C.S. *Prince of Wales* and the return journey to Bathurst by road. Similarly, in Sierra Leone, a visit was made to the Protectorate, with stops at Port Loko, Makeni, Njala and Bo. In Nigeria, Ibadan, Benin, Kaduna, Zaria, Jos, Bauchi, and Enugu were visited. Opportunities were taken in all four Territories to inspect houses, both European and African.

3. In all, 240 memoranda or letters were submitted to me and oral evidence was taken from 256 witnesses (Nigeria 74, Gold Coast 114, Sierra Leone 38, Gambia 21, London 9). A list of written statements submitted to the Commission appears as Appendix XIV whilst a list of witnesses who gave oral evidence will be found in Appendix XV. No evidence was taken in public and witnesses were assured that their evidence would be regarded as given in confidence.

4. This section would be incomplete without a reference to the assistance afforded to me in my enquiries by the West African Governments. All Government officers from whom assistance was sought readily did all in their power to supply what was asked of them and my demands were by no means small. Every possible facility, travelling, accommodation, etc., was granted to myself and my staff, and I wish to express my sincere thanks for this assistance. I should like to pay a special tribute to the work of the liaison officers who were appointed by each Government. These officers were: the Gold Coast; Mr. D. A. Anderson; the Gambia; Mr. P. C. Hodgson; Sierra Leone; Mr. F. W. Essex; Nigeria; Mr. C. J. Williams. They were of the greatest assistance to the Commission, not only in arranging for the supply of information, but in organising tours and making arrangements for accommodation, etc. The hospitality provided by Government officers, often I am sure at considerable inconvenience to themselves, was generous and kind, and the staff of the Commission have asked to be associated with me in an expression of grateful thanks for their kindness. I also wish to thank the Associations of Civil Servants (European and African) for the full and frank way in which they expressed their views; and the representatives of commercial firms and banks and Unofficial Members of Legislative Councils for the information which they gave to the Commission.

Scope of Enquiry.

5. My terms of reference were comprehensive and I decided at the outset of my enquiry that the interpretation which should be put on the term "To review and make recommendations upon the structure and remuneration of the Civil Services . . ." was as follows:—

It was not my duty to reorganise or determine the staff of a Department. It was my duty to inform the Secretary of State what changes, if any, I considered should be made in the general structure of the four West African Civil Services and what the remuneration and conditions of service should be.

The term ". . . the Civil Services (with the exception of unestablished and daily-paid staff) of the four West African Colonies . . ." I interpreted as follows:—

My enquiry would cover all permanent or pensionable staff (excluding unestablished and daily-paid staff) for whose salaries provision was included under "Personal emoluments" in the Estimates of Expenditure, and not in an open or block vote.

This latter interpretation has had the result that in some Territories certain posts fall outside the scope of my enquiry while elsewhere they have been treated as coming within its purview. For example, Constables in Nigeria are on salary scales and are pensionable. I therefore took them into consideration. In the Gold Coast, Constables are non-pensionable and daily paid while in the Gambia they are non-pensionable but are on salary scales. In Sierra Leone they are daily paid but are pensionable. The posts of Constable in the Gold Coast, Sierra Leone and the Gambia were therefore excluded from my enquiry. It is recommended that the Governments of the Gold Coast, Sierra Leone and the Gambia should consider whether they should not adopt the salary scales recommended for corresponding police posts in Nigeria.

CHAPTER II

GENERAL.

6. When considering the exact function of a Salary Commission it might not be inappropriate to quote and respectfully adopt the conclusion reached by the *Royal Commission on the Civil Service 1929/31, which states:—

“Many of the proposals put before us involved a considerable increase in expenditure. It is clear that the cost of any proposal is a factor which must be taken into account in considering whether the proposal is one which should be recommended for adoption. In some cases the cost of the proposal may obviously be prohibitive; in others its advantages may clearly outweigh the cost proposed; in others again the advantages and the cost may be more evenly balanced. In all cases, however, it must remain for the Government of the day to decide whether the general financial position will permit of the adoption of proposals which, in themselves, may be regarded as desirable. In these circumstances, we wish it to be understood that all our recommendations are subject to the over-riding condition that the financial position, of which we cannot be the final judges, admits of their adoption”.

It is with this “over-riding condition” in mind that the recommendations are made in this report.

7. In paragraph 27 will be found a recommendation to the effect that the Service should be a two-group Service, and references hereinafter to the Senior Service and Junior Service should be interpreted as meaning group 1 and group 2 respectively.

8. Whilst the Commission was conducting its enquiries in Nigeria a White Paper† concerning the organisation of the Colonial Service was issued. In this Paper several matters were dealt with that might have been thought to have come within the terms of reference of this Commission, and the principles laid down therein have been adhered to in this report as far as local conditions permit.

9. There has been some misunderstanding as to the scope and object of this enquiry. Some witnesses imagined that it was some sort of charity commission charged with the task of dispensing bounties to the needy: for example, more than one officer proposed that his post should be upgraded as he had so many children. Other officers thought that the terms of reference included the reorganisation of their department with the creation of many superior grades as a corollary. It was no concern of the Commission to consider the private affairs of individual officers or the number of Deputies or Superintendents a department should employ. Its enquiry was confined to the matters prescribed in the terms of reference. The interpretation which was placed on these terms is explained in paragraph 5.

Discontent in the Service.

10. The Service generally is in an unhappy state. Officers believe themselves to have been unjustly treated. They allege that for years their just demands for a cost-of-living allowance were rejected and that they were told that their privations represented their contribution to the war effort; that they were warned of the dangers inherent in the creation of a sharp spiral of inflation and were told that any addition to their salaries would assist the general inflationary tendencies which had already made their appearance. They state that in deference to these arguments they ceased to agitate, only to find that inflation continued and that prices soared; that the Government, commercial firms and primary producers received incomes never before believed possible, but that the Civil Service salaries remained static, with the protests of its members stifled by appeals to their patriotism. It is a fact that up to 1944 no cost-of-living allowance was given save to junior African officers and even that was not over-generous. It was stated that when representatives of the Senior Service again pointed out that they could see no valid reason why they alone, of the many communities in the Empire, should be called upon to make such heavy financial sacrifice, Government reluctantly granted them as an act of charity the present cost-of-living allowance. This the Service stigmatised as being “too little and too late”.

11. It is no part of the duty of this Commission to delve into the past and attempt to allocate praise or blame for Government's action in this matter, but it is right to mention it as showing the background to the somewhat extravagant demands made by certain individual officers and groups of Civil Servants in the course of this enquiry. The majority of those volunteering evidence, other than those invited, were suffering from strain brought on by overwork, long tours and ill-health, all of which are directly due to war conditions, and the fact is that many of them are very pressed for money and have genuine grievances with regard to their terms of service. These grievances have been exploited by the malcontents. The recommendations in paragraph 105 of this report will, however, give officers who feel that their terms of service are unbearable, an early opportunity to leave the Service if they wish to do so. It should be emphasised that the great majority of the members of the Service are loyal and hard-working. They are interested in the tasks which they are required to perform, devoted to their duty and desire to render the service which the State demands of them; but they naturally ask that they should be given a fair remuneration for their services with prospects of obtaining advancement commensurate with ensuring that they and their families will enjoy a reasonable standard of living.

12. Even with regard to this Commission certain witnesses were most critical and there was some force in their comment that the Commission had come either too late or too early. Too late because the Service claims should have been met years ago, before its members had been reduced

* Command 3909. † Colonial 197.

to semi-bankruptcy, and too early because at this juncture it was quite impossible for any Commission to assess such vital matters as the cost-of-living index in the post-war period. It was interesting to note that the blame was placed upon the Secretary of State and not the local Government for the failure to redress their grievances earlier.

13. It should, therefore be made clear that the findings in this report have been based on conditions as they are to-day and no attempt has been made to prognosticate the future trend of prices save to reject the possibility of a further rise. Matters relating to the cost of living and item (iii) of the terms of reference are dealt with more fully in Chapter VIII.

Married Officers.

14. In framing the recommendations with regard to salary scales for posts in the Senior Service, it has been assumed that an officer will not marry until he has been confirmed in his appointment in the Service. If young people insist on marrying at an early age, they must be prepared to face privations and make sacrifices, for no Government can be expected to make provision for a wife in the salary of an officer during his first two tours (i.e. probation period). Many of the candidates now coming into the Colonial Service from the armed forces are older than the pre-war entrant and are married, but this eventuality has already been provided for by an arrangement under which the candidate is given incremental credits for war service. The number of increments to be granted is calculated by reference to the age of the candidate and his period of service with the forces. The salaries suggested in the report contain an amount based on the cost-of-living factor and also the probability of marriage when an officer is between 26 and 28 years of age.

15. The claim made by African officers that in assessing the initial salary an amount should be allowed for the support of their families has been rejected. It may well be that it is a custom of the West Coast African for a young man to start making a contribution to the family coffers from the day he receives his first month's salary but it is not a practice which Government can take into account when deciding the salary that any particular post should carry. Used in this sense the word "family" may be taken to mean not only a wife and children but every near relative.

Supply and Demand—Junior Service.

16. To a great extent, salaries are controlled by the dictates of supply and demand. The Clerical Service looms large in the West African Civil Services and its officers are, in the main, the most vociferous regarding their claims. While the following remarks refer to the Clerical Service, they also apply, although perhaps to a lesser extent, to other branches of the Service.

17. In most places in West Africa the supply of efficient clerks is limited even if the supply of would-be clerks is great and this alone is a justification for making the clerks' terms of service so much more attractive in comparison with those of the manual worker. West Africa is still at the stage when an extra bonus has to be paid for an education little higher than literacy. This paradise for the black-coated worker will soon pass, but he is entitled to make what he can of it while it lasts.

18. Should the salaries vote appear high in the budget, the reason is not that the individual salaries are too high but that there are too many individuals being employed who are inefficient. It is not understood by the Chief Clerks the harm that they are doing themselves and the country by failing to report passengers in their department. In the natural course of events only a certain amount of money can be allotted each year for clerks in any given department and if that amount has to be divided amongst twelve instead of six clerks it can only mean that the competent clerk will be underpaid while his incompetent co-worker is overpaid. Quality is being sacrificed to quantity because of the intense fear that one clerk has of incurring the enmity of his fellows (and his fellows' families) by pointing out incompetency. It is not easy for the Head of a Department to assess the ability of each individual clerk in a large office and he is entirely dependent on the reports of his senior-grade officers, who are the only people *au fait* with the real position. There is a marked tendency in West Africa to regard Government Service as a haven of rest which once reached renders further effort unnecessary. The hard-working and studious way young Africans take their entrance examinations is a credit to them but the moment this difficulty has been overcome their interest in work all too often disappears.

Information regarding Conditions of Service.

19. In this report no attempt has been made to deal with every matter raised by witnesses. The report in the main is confined to those questions upon which definite recommendations are being made. No useful purpose would be served by setting out every grievance that has been submitted and then disposing of it or attempting to explain it away if no recommendation is to be made. But there is one general complaint of the Senior Service which should be considered even though no recommendation is being made. Officers complain that the conditions of service ruling in West Africa are misrepresented to them by the Colonial Office or the Crown Agents at the time of their appointment. This point has been examined with the greatest care and the conclusion reached is that there is no substance in it. The pamphlets sent to officers when they are offered employment give a fair representation of the conditions as they exist to-day. For example, they make it abundantly clear that West Africa is not considered a suitable place for European children, a fact which officers allege they never discover until they have arrived in the Colony. It can only be concluded that officers fail to read carefully the pamphlets supplied to them. This general finding should be qualified, however, in one particular instance. Advertisements emanating from the Colonial Office have indicated that doctors on coming to West Africa will have every opportunity to pursue any specialist work in which they are interested and will also have opportunities for research. This is not correct, save in very isolated cases and certainly does not apply to many bush stations to which a doctor might be posted. It is understood that steps have been taken to prevent misunderstandings of this kind arising in future.

Allowances.

20. Where in this report no reference is made to any existing allowance or privilege it is assumed that these will be continued at existing rates.

Increases on Promotion.

21. The rules at present governing the fixing of an officer's salary on promotion are contained in Colonial Regulation No. 44. It is, however, recommended that in cases of promotion where the lower scale of salary overlaps the higher scale, or where the lower scale of salary touches the higher scale, officers who have served for not less than one year at their old maximum shall, on promotion, receive an immediate increment on the higher scale; and that promoted officers who have been less than a year at their old maximum shall receive an increment on completion of 12 months' service from the date of their last increment, retaining their existing incremental date.

Disciplinary Procedure.

22. In Colonial Regulation No. 66 an officer who is in receipt of pensionable emoluments not exceeding £200 a year may be dismissed by the Governor in accordance with the prescribed rules. As a temporary war-time measure he may dismiss any officer who is in receipt of emoluments not exceeding £600 a year. It is recommended that the Governor should be given the power to dismiss any officer whose appointment is not subject to the approval of the Secretary of State.

Conversion to the new Terms of Service.

23. Every officer in the West African Civil Services should be required to opt between converting to the new terms of service or remaining on his present terms. It should be made clear that officers cannot elect in favour of any particular part or parts of the new conditions but must accept all the new conditions or remain on their existing terms.

24. The Commission has been much exercised as to the period which should be allowed for the exercise of the option. It is thought that the number of officers who will wish to remain on their present terms will be few, but there are some officers on the lower scales of pay who are married and have children in the United Kingdom and who, if they were to convert at once to the new conditions of service, would receive a salary less than their present substantive salary plus cost-of-living and separation allowances. This class of officer deserves sympathetic consideration and it is felt that to require them to exercise their option within a comparatively short period might necessitate their having to sacrifice the long-term advantages of conversion for the immediate advantage of retaining their present higher total emoluments which they cannot, in their present circumstances afford to lose. It is therefore recommended that there should be two classes of option as follows:—

- (a) An officer may exercise his option within a period which shall not exceed six months from a date to be fixed by the four Governments in consultation. If he elects to convert to the new terms of service, the effective date of conversion will be the 1st January, 1946 (see paragraph 25);
- (b) an officer who does not wish to convert to the new terms of service as provided in (a) above, may exercise the option to convert to the new terms at any time during his service up to a date not less than one year before the date of his retirement. Provided that where an officer is retired on medical grounds he may, unless the invaliding takes place at a date less than one year from the date on which he would normally retire, elect to convert to the new terms at any time up to the date of retirement.

It should be emphasised that the recommendations in this paragraph in no way prejudice the right of Governments to vary or abolish the cost-of-living and separation allowances.

Date from which the Recommendations should take effect.

25. The Civil Service Associations have urged that any benefits which may result from the recommendations of this Commission should be given retrospective effect, and it was decided that this request should be considered by the Commission. As is evident from this report, the Commission feels that the Civil Services are, and have been for some time past, inadequately paid even when the cost-of-living and other allowances are taken into account. It must be remembered, moreover, that the proposal to hold a salaries enquiry was announced a long time before this Commission was appointed and commenced its investigations. The Commission is fully satisfied that there is a strong case for the grant of retrospective benefits. It is recommended that the improvements in terms of service proposed in this report should be introduced with effect from 1st January, 1946.

CHAPTER III

THE STRUCTURE AND REMUNERATION OF THE WEST AFRICAN CIVIL SERVICES

Structure.

26. Broadly speaking, the Civil Services are at present divided into four main groups as follows:—

Group 1 to which are appointed administrative, professional and other classes of officers, the nature of whose training and duties renders them eligible for appointment to this group, e.g. accountants, commissioned police officers, customs officers, etc.

Group 2 to which are appointed technicians such as Inspectors of Works, Foremen of Works, railwaymen and others who are required to supervise and train their African subordinates.

Group 3 includes African officers holding senior posts in the Junior Service. These are Office Assistants, Secretariat Assistants, Chief Clerks, etc.

Group 4 includes all subordinate posts in the Junior Service.

27. It can be said that the great bulk of the holders of posts in groups 1 and 2 are Europeans, while groups 3 and 4 are wholly African. While it is recognised that this grouping conforms to the terms of service at present prescribed for the various classes of appointment (for example, officers in group 1 are eligible for first-class passages while officers in group 2 are eligible for second-class passages), it is recommended that the Service should in future be a two-group Service, that the present groups 1 and 2 should form group 1 and that groups 3 and 4 should form group 2. Appendices III and IV contain in respect of each Territory schedules showing in detail the proposed distribution of the posts as between the two groups.

The Relationship of the Salaries and Conditions of Service of Locally Recruited and Externally Recruited Officers.

28. All African Associations have argued with force that there should be equal pay for equal work; an excellent precept but not one which can be accepted entirely in this enquiry. So long as it is necessary for the West African Governments to employ persons from overseas, so long will they have to pay an extra amount to induce them to leave their homes and families and spend their lives in less healthy and less congenial surroundings. At first sight, it may appear unjust that an expatriate officer is paid a better salary than an inhabitant of the Colony who is ostensibly carrying out exactly similar duties, but in fact on closer examination it will be found that the expatriate is not as well off as his local confreres, if it is agreed that it will be necessary for the expatriate to keep another home elsewhere and educate his children out of the Colony. Local appointees must realise that working as they do in their own country among their own people and families and with their children educated in the Colony is a very different proposition from that of expatriates who have none of these advantages. If a comparison of terms of service is to be made at all, it would be more correct to compare the terms of service offered to the Britisher in the United Kingdom with those of the Nigerian in Nigeria than to compare the Nigerian in Nigeria with a Britisher in Nigeria. In any event it is the avowed policy of His Majesty's Government to Africanise the Service as soon as suitable African candidates can be found; and to burden the Colonies' finances with a scale of basic salaries designed to attract expatriates would be economically unsound. It should also be pointed out that it has been necessary, in endeavouring to estimate the salary which should be paid to the expatriate, to consider the wage-levels ruling in the country from which the expatriate is to be drawn. Assuming, therefore, that the United Kingdom be taken as the country of origin of the expatriate, it may not be out of place to mention that the wage of the unskilled labourer in the United Kingdom is in the vicinity of £5 per week, whereas the same type of labourer in West Africa is extremely fortunate if he receives half this amount per month. With that picture before one, the salaries offered to the Junior Service in West Africa compare very favourably with their more highly educated counterparts in England.

29. It now becomes necessary to define exactly what is meant by the word "expatriate" and for this purpose it is suggested that the definition which appears in the Palestine General Orders might be well adapted as follows: Expatriation pay is granted to the holders for the time being of all posts in the West African Services, provided that no such allowance shall be granted to a person who—

- (a) was born of parents who at the time of his birth were habitually resident in, and not established for temporary purposes only, in Nigeria, the Gold Coast, Sierra Leone, the Gambia and adjacent territories in Africa, or
- (b) was on the first occasion on which he was appointed to any of the aforesaid posts domiciled in any of the countries set out in paragraph (a), or
- (c) was on the first occasion that he was appointed habitually resident in and not established for temporary purposes only, in any of the countries set out in paragraph (a).

If at any time any question shall arise (a) as to whether any person is entitled to expatriation pay or (b) as to the amount of such pay to which any person is entitled, such question shall be decided by the Governor of the Colony concerned whose decision shall be final.

30. In view of the above considerations, it is recommended that West African Civil Service salaries should be fixed at rates (to be called "basic salary") necessary to attract the right type of African candidate and to offer him a fair and reasonable return for efficient service. Where it is necessary to appoint an officer from overseas, he should be paid in addition to the basic salary of the post expatriation pay at the rate of one-third of the basic salary. Expatriation pay must, of

course, be regarded as a pensionable emolument. The West African Governments are at one in supporting the introduction of the expatriation pay principle. It is also laid down in the Paper* regarding the organisation of the Colonial Service as one of the objectives to be aimed at by the various Colonial Governments in connection with the structure of their Civil Services.

31. In certain Colonies, a number of Africans have been engaged on terms equivalent or approximately equivalent to European terms of service. An example is to be found in the Gold Coast where African Judges are paid at the same rate as European Judges. These officers should continue on these terms and if necessary draw expatriation pay, and be given the benefit of any improvement in other terms of service recommended in this report. There are also cases where members of the Medical Service who are of African or partly African descent have been granted European terms. They, too, should be given privileges as recommended above, but cases of this nature—they will no doubt occur but seldom—should in the future be dealt with in accordance with the definition prescribed in paragraph 29.

The General Standards of Remuneration.

32. In his evidence before the Royal Commission† on the Home Civil Service 1929/31, the view of the Controller of the Establishments Department of the Treasury with regard to remuneration was expressed as follows:—

“The principles on which successive Governments have acted in regard to the remuneration of the Civil Service might, I think, quite briefly be summarised as follows: the first principle is that remuneration is only one of a number of factors in the conditions of service of Civil Servants, and that in fixing remuneration due regard must be had to these other factors in the conditions of employment of Civil Servants, notably security of tenure, prospects of promotion, leave and sick leave privileges, and pensionability. Subject to that, it has been held to be essential that the remuneration and other conditions of employment of Civil Servants shall be adequate to ensure the recruitment to the Civil Service of a fully qualified staff, and the maintenance of an efficient and healthy Public Service. It has followed from this principle that the rates of remuneration and other conditions of employment in the Public Service must be such as to compare well with the rates of remuneration and other conditions of service normally available outside the Public Service in competing occupations. Beyond that, it has been held that in order to achieve the main object to which I have referred, the recruitment of a fully qualified staff and the maintenance of a healthy and efficient Public Service, it would not be right to prescribe for Civil Servants rates of remuneration and other conditions of service which were out of scale with the standards normally obtaining amongst good employers outside the Public Service. For the reasons I have given already, they must not be out of scale in the sense of their being on this comparison too low; nor in the same comparison ought they to be unduly high, because any such disparity between the conditions of service of Civil Servants and the conditions of service outside the Civil Service would have the effect of elevating Civil Servants into a privileged class, and so doing an injustice to the community which *ex hypothesi* would be worse off, and has always to foot the bill. More than that, it has been held, if I may for a moment leave out of account the temporary expedient of bonus, that the remuneration of Civil Servants should, as far as possible, be so fixed as to endure for a considerable period of time. The result is that remuneration in the Civil Service is apt to fluctuate less from year to year than the remuneration in certain branches of outside industry where the terms of employment of the staff are subject to a more or less frequent variation according as that particular branch of industry is faring well or ill”.

33. In considering the rates of remuneration which should be recommended for the West African Civil Services, regard has been had, in the case of expatriate officers, to the conditions of employment obtaining in the United Kingdom both in commerce and industry and in the Home Civil Service. In particular, note has been taken of the Papers‡ recently issued with regard to the salaries of the Administrative Class and Scientific Officers in the Home Civil Service, Treasury Circular No. 1/45 of the 2nd January, 1946, regarding the consolidation of war bonus, the Reports of the Inter-Departmental Committee on Remuneration of General Practitioners and the reports of the Burnham Committee on the scales of salary for teachers. For all posts, whether filled by an expatriate or locally-recruited officer, a full examination has been made of the local factors which affect the scales of salary and conditions of service which must be offered if an efficient and healthy Public Service is to be maintained. These include the maintenance of a reasonable standard of comfort for the Civil Servant, in the case of the European officer a standard which will enable him to maintain his health in a climate which still renders it necessary for him to return home at regular intervals on recuperative leave, and to make suitable provision for his family since his children must, generally speaking, remain in the United Kingdom both for health reasons and for their education. The standard of comfort which Government should be called upon to enable the African officer to attain is not easy to assess. There is no doubt that the African Civil Servant is at present far better off than the peasant farmer and the recommendation in this report will certainly not lessen the gap between Civil Servants' incomes and those of the peasant community, rather will they widen it. One witness put the view that it is essential to create a class of African which would correspond to the Middle Class in England. He maintained that until this was done by means of better facilities for education and better salaries there could be no hope of raising the general standard of living in West Africa. In his view the best medium through which a Middle Class could be established was the Civil Service. Much could be written on the question of the relationship which should exist between Civil Service salaries and those of the general community. For the purposes of this report, it must suffice to say that the present substantive salaries paid to African officers whose posts appear in the proposed group 2 are inadequate to maintain a reasonable standard of living, that the addition of cost-of-living bonus at the present rates does little more than enable these officers to live at a subsistence level and that there should be a considerable improvement in the substantive rates. The fact that this would widen the gap between the pay of the Civil Servant and his peasant brother should not be allowed to prevent this. Any lessening of the gap should be by way of an improvement in the lot of the farmer, and it is

* Colonial No. 197. † Command 3909. ‡ Commands 6679 and 6680. § Command 6816.

understood that in certain of the West African Territories better prices for produce are likely to operate to this end. The salaries which are recommended for the posts in the proposed group 2 provide a fair and reasonable return for efficient service and should result in a small but definite raising of the standard of living. In assessing these salaries, account has also been taken of the rates operating in respect of African commercial employees.

34. With regard to the posts scheduled in group 1, it is considered that a basic salary of £400 (£535 in the case of an expatriate officer) is the minimum which should be offered to officers with the qualifications necessary to carry out the responsibilities attached to them and to maintain a reasonable standard of living. Here, also, the salaries paid to commercial firms in West Africa have been taken into account in arriving at this minimum figure. In certain classes of appointment, it will be found that a starting salary above the minimum is recommended. The reasons for this will be found in paragraph 51.

Super-scale Posts.

35. A variety of arguments has been advanced by Heads of Departments in support of their representations that there should be large increases in the salaries attached to super-scale posts. Many of these arguments have substance, but there is one to which little sympathy can be given. This argument is that when super-scale salaries were revised in 1935 one of the results was that certain posts which up to that time had been assessed at the same salary were treated differently, and that where the effect of the revision was, as it were, to down-grade the post, the present Commission should review the salary of the post as if no down-grading had taken place. There would not appear to have been any hard and fast formula for the fixing of super-scale salaries in 1935, and it must be assumed that in arriving at the salary to be attached to each post, consideration was given not only to the existing salary and allowances but to other considerations such as the work and responsibilities attached to it. This is exactly what the present Commission has endeavoured to do. There is no force in the argument that because in 1935 the salaries of two posts were identical, the salary of the post which was then assessed at a rate lower than the other should now be assessed as if it had been fixed at the same rate. The only consideration by which any Commission should be guided is the relative importance, responsibility and work attached to the post as it exists at the time of assessment. The fact that in 1935 two posts which at that time carried the same remuneration were assessed at different rates is as strong an argument against returning to the *status quo ante* as it is in favour unless it can be shown that conditions have altered since that assessment. It must not be overlooked that the present holder of the post accepted it at the salary he is now receiving and the fact that some holder in the past was more fortunate as compared with the holder of a somewhat similar post in another department is of small value when considering present-day conditions.

36. No clear-cut rule can be laid down for the assessing of super-scale posts. Every Commission must be guided by the evidence of those in touch with the department in question, the market value of the qualifications necessary for the holder of the post and, to some extent, by its own knowledge of the importance of the post in the Government machine. It is possible to put forward an argument for the up-grading of almost any post in the Service. An officer who has beneath him a hundred subordinates may argue that he should be paid a higher salary than another officer who has none, whereas the latter may reply that on the contrary his value is the greater because he is forced to do the whole work of the department himself instead of being able to distribute it among a hundred assistants. There is, however, one snare that should be studiously avoided, which is the assessing of the salary to be attached to a post by the capabilities of its holder. It is clear that this very human consideration has played a great part in settling existing super-scale salaries. Many anomalies exist to-day and it is hoped that the grouping recommended will remove them. One of these anomalies is to be found if the salaries of the Chief Secretary and Chief Justice, Nigeria, and the Colonial Secretary and Chief Justice, Gold Coast, are examined. In Nigeria, the Chief Secretary is paid £2,700 per annum while the Chief Justice receives £2,300 per annum. In the Gold Coast, the Chief Justice's salary is £2,300 per annum but the Colonial Secretary is paid £2,000 per annum. This particular anomaly should be removed and a definite policy declared as to whether a Chief Justice should receive more than a Chief Secretary or the same or less. From a perusal of the Colonial Office list, Nigeria would appear to be one of the few Colonies where the salary of the Chief Secretary exceeds that of the Chief Justice.

37. Reference has been made earlier to market values which are, of course, closely related to the problem of recruitment. These are as important when considering super-scale posts as they are when considering the junior posts. The wisdom of attracting the best man cannot be over-emphasised. The employment of second-raters may save the Colony a few hundreds a year on salaries but may well cost it millions in the result. The assessment of super-scale salaries is a matter of some difficulty and any Commission whose task it is to make such an assessment must be guided to a large extent by the advice which it receives from Governments as to the relative responsibilities of each post; and this advice has been generally followed in the recommendations made in this report.

38. Particular difficulty lies in assessing the salaries of senior officials in the Gambia which is dignified in name by being classed as a Colony and Protectorate, whereas its status, financially and otherwise, approximates more closely to one of the smaller provinces in the larger colonies. That this is realised by the Government of the Gambia is obvious from the fact that several of its services have been amalgamated with those of Sierra Leone, but many remain in splendid isolation. The most glaring example is that of the Judge who with great respect has not enough judicial work to keep him occupied for three months in a year, though naturally his jurisdiction is as great as that of any other Judge in the Empire. His salary must bear some relation to the dignity of his office and his powers on the rare occasions when he is called upon to exercise them. It is clear that if extended powers were given to the Magistrate in the Gambia, a Judge from Sierra Leone could dispose of all the Supreme Court work in a very few weeks every quarter. There are presumably political reasons why this reorganisation has not been adopted and it is to be feared that while these remain the Gambia will have to pay for salaries out of all proportion to the services required. This must not be taken as a reflection on the present holder of the post of Judge in the Gambia or his predecessors. The fact that there is so little judicial work to do in return for what must be

regarded as an adequate salary is not the fault of the individual officer and no doubt value for money is given in other ways which may result in the production of a history of the Gambia, but it is the duty of this Commission to assess the salary of a Judge and not that of an historian.

39. A few super-scale posts carry certain extra amenities such as a free motor car, chauffeur, petrol and repairs, linen, crockery, carpets, gardeners, etc. It is not suggested that these amenities should be removed. Under existing circumstances, their retention can be justified but their pecuniary value to the occupant of the post has not been overlooked.

40. Certain specialist posts which at the moment are filled by Administrative Officers have been graded by reference to the salary which the officer filling the post would have received had he remained in the Administration, e.g. Public Relations Officer, Registrar of Co-operative Societies and, in a lesser degree, the Commissioner of Labour.

41. While experience in the Administration may be of some help to a Registrar of Co-operative Societies or a Public Relations Officer, these departments would appear to call for experts to administer them. If Governments should in the future decide to appoint such experts, it may be necessary to reconsider the salaries provided for these specialist posts.

42. It is recommended that the super-scale posts in the West African Services should be grouped in accordance with the responsibilities attached to them, that the groups should cover the four Territories and that each should not have its own individual grouping. The groups and rate of salary recommended to be attached to each group are shown in the table which forms Appendix II. Every post in each Colony is allotted to a group. Naturally, the larger the Colony the more responsible will be the headship or deputy headship of a particular department, so that the post of head of one department in a small Colony may well appear in the same group as the deputy in a large Territory: it may even appear in a lower group.

Time Scales (Senior). Promotion, Probation and Efficiency Bar.

43. The time scale for administrative and some professional officers is at the moment fixed at from £400-£1,000 with efficiency bars at certain points in the scale—in the case of Administrative Officers between £630 and £690 and between £840 and £880. In the confidential despatch of the 24th December, 1934, from the then Secretary of State to the four West African Governors, it was stated that the passing of an efficiency bar would be regarded as definite promotion requiring his approval in each case. It is clear, therefore that it was expected that the operation of efficiency bars would not only halt the inefficient at certain points in the scale but would also serve as an indication that an officer was worthy of promotion. It is the view of the Commission that neither of these expectations has been fulfilled. In this connection, the following quotations from the Report of the Royal Commission and that of the Playfair Commission may well be set out as they represent the principles by which this Commission has been guided in considering promotion matters. In the *Report of the Royal Commission on the Civil Service 1929-31 it is stated as follows:—

“It is in the interests of the Service to attract good men into the administrative class and one of the best inducements that can be held out is to offer opportunities of obtaining promotion at an early age. But the fact that the prospects of advancement are favourable makes it all the more necessary that recruits to the administrative class who do not show promise of being fit for promotion should not be retained in the Service”.

In the first report of the Playfair Commission (1874-5) it is stated that—

“In the Public Service, promotions should depend solely upon merit. . . . It is the practice in several Public Offices to take the list of clerks in order of seniority and to promote the first man who is stated to be not unfit for promotion. Although this plan is, undoubtedly, an improvement upon promotion by mere seniority, it is, nevertheless, in our opinion, open to serious objection. Promotion should be a stimulus to merit. A man should be promoted, not because those above him are unfit, but because he is the best man for the place. If this course be pursued, no man is branded as unfit, and it would not at all follow that the senior man, passed over for one promotion, might not be the fittest man for the next”.

In the MacDonnell Report† a similar recommendation occurs.

44. In the Colonial Service the necessity to follow the principles outlined above is even more important. It is essential that those responsible for promotions should be strong and even ruthless if the best interests of the Service are to be served.

45. There is a further point which may be mentioned here. All officers are appointed on probation for three years, at the end of which they may be confirmed in their appointments or discharged. Governments should consider carefully whether the probation provisions are being administered as strictly as they should be. The following quotation from a circular‡ recently issued by the Lords Commissioners of the Treasury with regard to recruitment to the administrative class of the Home Civil Service is of interest in this connection:—

“As in the past, Assistant Principals will be required to serve a probationary period of two years; and in future confirmation of appointment will be subject to centralised scrutiny. A report on the probationer's work should in any event be made to the Civil Service Commissioners at the end of the probationary period; and if at any time during the probationary period the Head of the Department considers that a probationer is unsuitable for the administrative class a report to that effect should be made forthwith. If there is doubt about the probationer's suitability, every endeavour should in fact be made to report on him before the end of the probationary period, in time for him to have a period of trial in another Department if that should be thought advisable. Reports on probationers will be considered by a Central Probation Board under the chairmanship of the First Civil Service Commissioner, on which the Head of the Department concerned will be invited to serve or to be represented; and the Board, after interviewing the probationer if they think fit, will recommend to Their

* Command 3900.

† Report of the Royal Commission on the Civil Service (1912-15).

‡ Treasury No. 19,46—6th June 1946.

Lordships whether or not the appointment should be confirmed (or, in the case of a report of unsuitability made during the probationary period, whether the probationer should be tried in another Department). Any Assistant Principal who plainly appears at the end of the probationary period to be unsuitable for eventual promotion to the rank of Principal should either be discharged (if he is a direct entrant) or reverted (if he is a promotee)".

Merit alone must be the guide to success. The fact that Mr. X is a pleasant companion and easy to work with may quite rightly be a point in his favour but it must not be the deciding factor.

46. In this report, the basic time scale for all administrative and professional officers has been fixed at from £400-£900 with a promotion bar at £600. It is proposed that the number of appointments above the bar and in the upper segment of the scale should be approximately half as many as those in the lower segment, and that every candidate should be considered for promotion on his merit alone when a vacancy occurs above the bar. It may well be that an officer who has not yet reached the £600 point in the salary scale will be selected to fill the vacancy, but this should not mean that when the next vacancy occurs, a candidate who has been passed over for one promotion would not be selected out of those remaining. Further, the Governor should be empowered to create supernumerary posts in the upper segment whenever efficient officers who fully merit promotion are being held up for lack of vacancies beyond the bar. In the Administrative Service, the proportion of 1:2 as between posts in the upper and lower segments of the scale would appear from a perusal of the staff lists to work out equitably but in professional and technical departments (particularly small departments) hardships will be caused if supernumerary posts are not created to meet deserving cases. Government must keep under constant review the proportion of posts as between the upper and lower segments of the scale. The object of the promotion bar is to stop the progress of the incompetent and for no other purpose. The competent officer must have an assured prospect of reaching the maximum of the scale. Examples of establishments which do not fulfil requirements and which readily come to mind are:—

Nigeria.

- 7 Architects: £475-£840.
- 1 Senior Architect: £1,050.
- 13 Inspectors of Mines £475-£840.
- 3 Senior Inspectors of Mines: £880-£1,000.

Gold Coast.

- 31 Education Officers: £400-£840.
- 8 Senior Education Officers: £880-£1,000.
- 25 Assistant Conservators of Forests: £450-£840.
- 9 Senior Assistant Conservators of Forests: £880-£1,000.

47. It is felt that the incremental certificate which is necessary from year to year should also be considered as a proof of efficiency. In other words, no officer should receive an increment unless his Head of Department certifies that he is in fact efficient. There is a feeling at the moment that an incremental certificate is given by a Head of Department in every case except when an officer has been actually discovered committing some misdemeanour amounting to almost a crime. If the question of granting an increment is dealt with conscientiously in each case, and the promotion bar becomes, as is recommended in this report, a real promotion bar, there is no need for the retention of efficiency bars. It is recommended that for appointments in the Senior Service efficiency bars should be abolished.

48. If the scales recommended for group 1 are approved, an officer who enters the Service at £400 p.a. would reach his maximum in his eighteenth year of service provided that he is not held up at any point, but certain professional officers will take a shorter period for, as is explained in paragraphs 51 and 52, some will come into the scale above the minimum.

49. The object of granting an increase of salary when the promotion bar is crossed is not only to provide for an early and real promotion. It will be noticed that in the case of the normal entrant starting at £400, the promotion bar is reached in the ninth year of service when it may be expected that the officer will be married with probably a child or children who will be at an age when they will begin to play a large part on the expenditure side of the officer's budget. As a specific children's allowance is not to be recommended, it would appear reasonable to make some provision for them at this stage in the salary scales.

50. No further comment is required with regard to administrative and professional officers so far as the time scale is concerned, but there is yet another type of officer to be provided for, viz. non-administrative and non-professional officers, such as the Police, Senior Prison Officers, Senior Accountants, Customs, etc. It will be noted that although it is recommended that they also should start at a basic salary of £400 p.a., the top of the scale proposed for this type of officer ends at £825. A gallant effort was made by the Heads of the Departments concerned to show that their officers were, or should be, as highly qualified as those in the administrative and professional services. This argument cannot be accepted. It might add to the efficiency of these departments if every officer held an honours degree or the equivalent, but the fact is that for the most part they do not, nor is it necessary, nor can Government afford such a luxury. To take one example, the Accounts Branch at the Colonial Office to-day handles £31,000,000 per annum and is staffed by clerical officials and as far as can be ascertained there is not a single officer with an honours degree in the whole branch. It is understood that the British Post Office with its enormous ramifications has hardly a professional man in its Accountant-General's Department. Why it should be stated that these grandiose degrees are necessary in West Africa is not understood. Similar arguments could be advanced to dispose of the claims of the other departments. In short, a degree, though desirable, is not necessary for the carrying out of the duties imposed on officers holding the class of appointment discussed in this paragraph and the Colonies cannot afford the luxury of introducing officers with this qualification to carry out duties which are being carried out satisfactorily at the moment by staff who, for the most part, are not graduates or chartered accountants.

Entry Point of Certain Classes of Officer.

51. It was the intention originally to recommend a basic starting salary common to all administrative and professional officers. It was appreciated that in certain professions the period necessary to become qualified was longer than in others and it would have been proposed that where the period necessary to become qualified was recognised to be longer than a basic period to be defined, e.g. the time normally required to obtain a university degree, the time in excess should be allowed to count for increments. But the position established over a period of years is that doctors start at £660, lawyers £630, geologists at £550, etc., whereas the administrative officer starts at £400. It is felt that although the original intention of the Commission would have rested on a sound logical basis and would have been fair to all administrative and professional officers, its recommendations will have to be so framed as to permit at any rate a partial continuation of some of these differences, since its information is that they have been brought about by the state of the recruitment market: all the evidence is that market conditions are considerably worse to-day than when the different starting points were fixed. It is the view of the Commission, however, that the raising of the minimum of the time scale for administrative officers should not necessitate exactly corresponding increases in cases where the present starting salary exceeds £400 so as to preserve the present relationship between the administrative minimum and the various starting salaries mentioned above: it is considered that the gap should be narrowed.

52. It is recommended that, subject to the provisions contained in paragraphs 53 to 56 only in the following posts should an officer be permitted to enter the scale above the minimum:—

<i>Post</i>	<i>Point of entry recommended</i>	
Engineer Postal Engineer Architect.	} £450 for three years.	
Crown Counsel Magistrate.		} £480 for three years.
Medical Officer Veterinary Officer Dentist.			} £510 for three years.

Increments for Experience.

53. It has been the practice in the past in many appointments for Crown Counsel and Magistrate to grant a barrister on first appointment an increment in the salary scale attached to the post for each year of professional experience after call to the Bar by which his age exceeds 25 years, subject to a maximum of four increments in all. Somewhat similar arrangements have recently been introduced for engineers and are under consideration for solicitors. It is considered that in all cases where an officer has had approved experience after acquiring the minimum qualifications laid down for entry into the Colonial Service incremental credit should be granted. It is accordingly recommended that with regard to all appointments for which a professional qualification is required, the following arrangements should apply:—

A candidate should be granted one increment in the salary scale attached to the post to which he is appointed for each year of approved* professional experience after acquiring the minimum qualifications necessary for appointment to the post, provided that—

- (a) not more than four such increments may be granted in any individual case;
- (b) no account should be taken of any period of experience which is war service and is taken into account in applying the war service credit.

54. It has been usual to provide that experience below a stated age should not be taken into account in assessing the number of increments to be granted. It will be seen that this provision is not included in the arrangements recommended above. A bright candidate may qualify early and gain experience which would be of value in his new appointment but which, under the present provisions, would not count for incremental purposes. Another candidate may qualify at a later age and obtain credit for such experience. No good reason is seen for the retention of the age provision.

Engineers.

55. It is understood that cases arise in which candidates for engineering posts have obtained experience prior to obtaining the minimum qualifications for appointment to the Colonial Engineering Service which is of equal value to that gained after qualifying, and that incremental credit has been granted for such experience. These candidates are usually older than the normal candidate and no objection is seen to the continuation of this practice in cases where a candidate has approved experience, subject, of course, to an over-riding maximum of four increments in the aggregate in respect of experience obtained both before and after qualifying.

Accountants.

56. Candidates who are qualified Chartered Accountants should also be given incremental credit in accordance with the arrangement proposed above in respect of experience gained after qualifying. Incremental credit should also be granted in other approved cases, but in respect only of experience obtained after the age of 23. The reason for the provision of an age limit in these cases is that it is assumed that, in the absence of a chartered accountant's qualification, experience up to the age of 23 will be regarded as experience qualifying the candidate for first appointment to the Colonial Service.

* It will be for the appropriate authority to prescribe what may be regarded as approved experience for the purpose of this recommendation.

Officers and Candidates with Special Qualifications.

57. Much consideration has been given to the practicability of having a special time scale for officers and candidates with special qualifications, in particular, in the medical profession. *Prima facie* there would appear to be no reason why such a special scale should apply only to the medical profession. As will be seen from paragraph 52, it is recommended that medical officers should enter the scale at £510, and they would also be eligible for the award of incremental credit for experience as recommended in paragraph 53. It is not altogether clear why the officer with special qualifications should not only enter the scale at a higher point than other members of his profession but also proceed to a higher maximum without further proof of his capabilities. There are in all departments a number of super-scale posts. In the Medical Department there are posts such as Specialists, Senior Health Officers and Senior Medical Officers, which would presumably be filled by those who hold the best academic qualifications, other things being equal. It is, however, understood that a proposal is under consideration in the Colonial Office, the result of which, if adopted, would be to abolish the post of Senior Medical Officer and to create a special grade for officers in possession of superior qualifications such as the F.R.C.S. It is recommended that if it should be decided to create this grade, the salary scale to be attached to it should be £600 for three years, then by annual increments of £30 to £1,050. Where an officer has had experience as prescribed in paragraph 53, he should be granted increment credits in accordance with that paragraph.

THE CLERICAL AND TECHNICAL SERVICES.

African Salary Scales.

58. As is stated elsewhere in this report, it is the view of the Commission that, broadly speaking, the cost of living in the four West African Territories is such that the introduction of common salary scales can be justified. The recommendations have been made with this in mind, though there will be exceptions where it has not been possible to adhere to the common salary rate.

59. The Commission was fortunate in having before it, in addition to the material taken in evidence, the report* by Mr. Tudor-Davies regarding the cost of living of certain classes of employees in Nigeria and the amount of the cost-of-living bonus which should be paid to them. This report has helped this Commission to arrive at what it considers to be the appropriate salaries which should be paid at the bottom of the juniors' scale though certain readjustments were necessary in the higher ranges. The cost-of-living bonus was granted on a sliding scale decreasing as the substantive pay of the officer increased. This principle which may have been equitable when the object was to relieve actual want (though there are many who would dispute this), is not suitable when assessing permanent salaries and it will be found that the salaries recommended in this report have been increased throughout the grades, though not at such a high percentage in the senior ranks as in the junior.

60. The greatest difficulty which has arisen in devising new salary scales for African appointments has been due as much to the present multiplicity of scales as to the differences in scales among the four Colonies concerned. Excluding senior posts, there are at present over two hundred different scales of salary in use throughout West Africa. These scales are attached to appointments which may roughly be divided into six groups as follows:—

- (a) Appointments for which Higher College or equivalent qualifications are normally required.
- (b) Clerical.
- (c) Technical.
- (d) Police.
- (e) Uniformed grades other than Police.
- (f) Subordinate or menial, i.e. posts which are normally filled by unskilled artisans or individuals having no particular qualification.

Such a diversity of scales is not easy to justify, as in many cases the differences in the scales of salary attached to similar types of appointment, especially among some of the subordinate posts, are unaccountably small. In the report now submitted, a scale has been devised for each of the above groups and each scale has itself been sub-divided into sections to provide scales which it is hoped will be found suitable for the various grades within each group. By this means, the number of scales has been reduced to less than fifty.

61. Factors which affect the increases which the new scales will entail are—

- (a) the conversion of existing scales to new scales of different length, or carrying different rates of increments;
- (b) higher rates of increments;
- (c) higher starting salaries for technical officers.

(a) will result in some officers receiving greater increases on conversion to the new scales than others, even though in some cases their salaries are at present the same. This cannot be avoided, however, and arises partly on account of the large number of different scales which have been fitted into the new scales and partly on account of the application of the principle that an officer shall enter the new scale at a point corresponding to his length of service in his present grade.

62. It may appear at first sight that the salary scales recommended for certain posts in one Colony are not identical with those recommended for similar posts in another Colony. This is not so. The apparent discrepancy is due to the use of the same titles to describe posts having different responsibilities and filled by officers with different qualifications, differences which are reflected in both the existing and proposed salary scales.

* Report by Mr. W. Tudor-Davies, November 1945 / March, 1946.

63. The arrangements under which officers will convert to the new scales are set out in Appendices VI and VII. For various reasons (*see* (a), (b) and (c) above) it has not been found practicable to provide for the conversion of all officers on the same salary at precisely the same point in the new scales.

Civil Service Examinations.

64. At first sight the substantial salary increases recommended may require justification in view of the present standard of the work in most offices to which reference is made in paragraph 18. This criticism has substance, but until officers are properly paid, Governments will not obtain the most desirable men; nor is the present method of recruitment satisfactory. Having, therefore, recommended improvements in salaries, it is now further recommended that entry into the Junior Service should be by way of competitive examinations which should be administered by the proposed Public Service Commission. The examinations should be held as often as it is necessary, due notice being given to candidates. A fee should be charged each examinee or much time will be taken up by correcting papers of the over-enthusiastic. Not only should the examination be competitive but there should be a qualifying mark which, subject to what follows, a candidate must obtain before he is admitted to the permanent Service. Thus a candidate who fails to reach this standard would not become a member of the permanent staff even though he may have obtained the highest marks returned in the examination. It is realised that the examinations may produce a number of candidates who though unsuccessful in passing the test prescribed, appear to have promise. For them it is recommended that there should be a supernumerary non-pensionable and non-permanent grade below the recognised permanent and pensionable junior clerks' grade, with a fixed salary of £60 p.a. Into this supernumerary grade should be recruited—

- (a) those candidates who, although they have failed to obtain the necessary qualifying marks in the examination, nevertheless show promise, and
- (b) suitable demobilised members of the forces who cannot be expected to compete academically with boys who will be taking the examination straight from school.

This supernumerary grade should be regarded in the light of an apprenticeship pool from which, if satisfactory progress is shown, men may be drafted into the permanent Service. No officer should be permitted to remain longer than four years in this pool, by which time he should have made good or have shown that he is unsuitable. In the latter event, his appointment should be terminated either at the end of the four-year period or earlier if it becomes clear that he will not become an efficient officer. It should be emphasised that this training ground must not be used by Governments to provide cheap clerks for the Service. In this connection, it should be noted that the creation of this grade would make it possible to absorb into Government suitable clerks from the Northern Territories in Nigeria and the Gold Coast and also the Protectorate in Sierra Leone who at the moment have little chance of successfully competing academically with their compatriots on the coast.

The Public Service Commission, the establishment of which is recommended in paragraph 142, should arrange that, before entry into the permanent Service, whether as the result of the examination or, in case of a supernumerary clerk, on the recommendation of the Head of the Department for whom he has been working, every candidate should be interviewed by an officer or officers specially chosen for this purpose with a view to testing further his suitability. When an officer is absorbed into the Clerical Service from the supernumerary grade, his temporary service should count as pensionable service.

65. Grades I and II in the Clerical Service are what is known as overlapping grades, the object of the overlap being twofold. In the first place, it will be possible for outstanding clerks in Grade II to be promoted at an early date without immediately receiving more actual cash than their senior but less brilliant officers in Grade II. In the second place, it will enable young men with rather better qualifications to enter the Service at a point more commensurate with their qualifications, e.g. at Fourah Bay College, from which some candidates enter the Service, the pass degree of Durham University, can be obtained. There are also many candidates who have passed intermediate examinations for a degree at Achimota College but, for various reasons, have been unable to proceed further with their studies. To make these candidates enter the Service at the same point as a boy who has passed his School Certificate examination would be unfair. The examiners and the Public Service Commission will be able to judge whether an examinee should enter the higher grade or not.

66. No comment is necessary on the other clerical scales in the Junior Service. They have all been improved on the principles already laid down in this report. In some departments an examination is held in order to determine which officers should be promoted from one grade to another. To make this a general practice throughout the Service would be too great an undertaking. Certain departments lend themselves particularly to this test of efficiency and it should be continued or inaugurated. One department in which promotion examinations might well be held is the Customs Department and there are others which lend themselves to this type of test.

67. It has been urged that the cost of living for officers in the Junior Service, as in the Senior Service, varies from Colony to Colony. This is true to a limited extent, but then so does it vary from district to district. It would be quite impracticable to work out a special rate for each district. Again, the African is very conservative with regard to his feeding and thus often fails to take advantage of cheaper living conditions. An example of this can be found in Northern Nigeria where local foodstuffs are undoubtedly cheaper than in the South, but the vast majority of the clerks are southerners who refuse to eat the food of the district, importing most of their food hundreds of miles. Thus, in theory, these clerks are living under much cheaper conditions than their brothers in Lagos, but in practice they are at a financial disadvantage.

68. While the matters referred to in the paragraphs above have been discussed in relation to the Clerical Service, the recommendations and suggestions which they contain should be applied, where possible, and with suitable modifications, to other branches of the Junior Service.

Special Grades in the Junior Service.

69. Mention has been made of the ordinary time scale, clerical and technical grades, but there are others in the Junior Service for whom provision must be made. These are men who have passed out of colleges such as Yaba in Nigeria, Achimota in the Gold Coast, Fourah Bay in Sierra Leone and the various Survey and Agricultural Schools. From Yaba, for example, the following qualifications are obtainable: a diploma in medicine, veterinary science, engineering, surveying, forestry, agriculture and teacher-training, the courses varying from 4-7 years in duration. To take the position of a man in Nigeria who passes out of the medical school at Yaba. Under the existing law, he has all the rights (in Nigeria only) of practice possessed by a doctor with a qualification obtained in the United Kingdom who enters the Service at £400 p.a. rising to £720 p.a. The Yaba doctor, however, enters the Service as an Assistant Medical Officer at £120 p.a., eventually reaching a salary of £400 after about 15 years' service. It is impossible to justify such a sharp distinction between officers who are called upon to perform exactly similar duties and the medical authorities in Nigeria strongly recommended that there should be a considerable improvement in the terms of service of doctors possessing the Yaba qualification. It is recommended that a doctor with this qualification should for the first year of his service, while holding appointment as House Surgeon or House Physician, receive £150, then £300 p.a. for the next two years whilst he is still on probation and, if confirmed, rise by annual increments to £600 p.a. At any time in the officer's service he should be eligible, on the recommendation of the Director of Medical Services, for promotion to the Senior Service and be given the same terms as his colleague with qualifications obtained in the United Kingdom. The Yaba Veterinary Officer should receive terms similar to those with medical diplomas. A special scale has been suggested in this report for other somewhat similar classes of men with diplomas or advanced training which is more commensurate with their qualifications.

Hidden Emoluments: Private Practice.

70. Another matter which is of general interest to all Colonies is the question of hidden emoluments. These words sound sinister and appear to impute some degree of dishonesty but in fact they represent certain legitimate perquisites which have been attached to various posts for many years.

71. The most obvious examples of hidden emoluments are such additions to salary as can be obtained from private practice by doctors and lawyers. The taking of fees by an officer for private practice should be forbidden in the future: and in assessing the salaries recommended in this report it has been assumed that the taking of fees for private practice will be abolished. In the case of doctors, it is true that a few of the future entrants into the Service will be deprived of the prospect of several thousands per annum but the vast majority of doctors to-day make little or nothing out of private practice, it being entirely a matter of luck whether a man is posted to a wealthy district or not and nothing in the Service causes more jealousy and heartburning than the question of postings in the Medical Department. In the interests of the Service, private practice should be abolished, but the wisdom of suddenly closing down a time-honoured custom before the public have been able to make suitable arrangements to meet the new conditions is a matter for the consideration of each Government. In theory, of course, the same service will be given by the doctors and lawyers, though the fees will be paid to Government, but will the patients be satisfied that they are getting the same attention? In the course of time, Town Councils and the larger firms will presumably employ their own men, and professional men will no doubt set up in private practice, which will solve the problem but the shortage generally of professional men in the Empire to-day may hold up this change-over for some years.

72. It is recommended that in the case of officers in the Medical Service who are at present entitled to private practice they should be offered the choice between being allowed to continue to possess this right and of receiving by way of compensation in lieu an annual pensionable allowance at the rate of £100. It is also recommended that Medical Officers of Health who are in receipt of staff pay at the rate of £150 p.a. non-pensionable in lieu of private practice should be given the opportunity to convert to a pensionable allowance of £100 p.a.

73. It is realised that an *ex cathedra* recommendation of this sort may be open to criticism, but, as mentioned above, comparatively few doctors make large sums in private practice. On the information before the Commission, it would not appear that more than seventeen doctors (excluding those in the Health Department) out of every fifty earn more than £100 p.a. in private practice, and on the Gold Coast in 1945 an approximate total of £10,000 was earned in private practice by Government medical officers.

74. This assessment of compensation for the loss of private practice has been made at the request of the Governors' Conference but it is by no means certain that the matter is one which comes within the terms of reference of this Commission. In any event, it is a matter which will presumably have to be determined with reference to the whole Colonial Medical Service and it may not be possible to deal with it separately for West Africa.

Special Allowances and Fees.

75. Certain special allowances are given to some officers for no very apparent reason. A typical example of the type of extra bonus to which this paragraph refers is to be found in the Gold Coast where the Superintendent of Police, who happens to be in charge of the Criminal Investigation Department, is given a special allowance, even though he may have no special qualifications for this work. This officer is stationed at headquarters and is thus in close touch with the Commissioner of Police or the Deputy Commissioner of Police and it is difficult to imagine why his responsibilities are greater than those of a Superintendent in charge of a province. Governments are invited to reconsider his type of allowance when new appointments are being made.

76. Officers should no longer be allowed to accept payment from private persons, bodies of persons, or quasi-Government bodies for work done for them, save where it can be clearly demonstrated to the satisfaction of Government that the work carried out is additional to the normal duties of the office and is not done in office hours.

Governments should not, for instance, accept the argument that Currency Board work is executed out of office hours by members of the Accountant-General's Department. It is recommended that all fees of this nature at present paid to Government officers should be paid into the Government Treasury. It would, however, be quite reasonable to continue to allow overtime to Customs officers when working on ships after normal office hours.

Medical Examination in the United Kingdom: Payment of Railway Fares.

77. Under present procedure a second-class officer who is required to present himself for medical examination by one of the Consulting Physicians to the Colonial Office, may be refunded the cost, at third-class rates, of the return journey from his home to the place of examination. It is recommended that this arrangement should be extended to all officers.

Pilotage Fees.

78. The practice with regard to the payment of "footage" to marine pilots varies in each Colony. In Nigeria, a percentage of the footage charge is paid to the pilot though this is not the case in the Gold Coast.

79. As with Customs overtime, so with charges for "footage". It is thought that it is in the interest of the public and shipowners that a percentage of the footage charges should be given to the pilot concerned, and it is recommended that 50 per cent of the "footage" charged to the shipping companies should be paid to the pilots.

Family and Children's Allowances.

80. Many witnesses have advocated the retention of the present temporary arrangement under which family and children's allowances are paid, but this proposal cannot be accepted. The raising of a family is the normal and natural function of human beings and every salary scale must visualise and make some sort of provision for such a contingency. Thus, in the case of the expatriate officer, one of the chief considerations justifying a grant of expatriation pay is the necessity to provide for children who must live in temperate climates. It should also be noted that in fixing the various scales of salaries a double increment has been provided at the point in an officer's service when it is to be expected that his family expenses will be on the increase. Generous local income tax rebates with respect to married persons with families have also been granted under the income tax legislation. Even with these concessions, fathers of families will inevitably feel the pinch at any rate in the middle stage of their career. This has been the fate of fathers and mothers from time immemorial and those who decide to have a family must be prepared to make sacrifices. Parents who desire to give to their children a far higher and more expensive education than they themselves received must do so by their own endeavour and cannot demand as a right that the cost be met by Government. Another argument against the granting of children's allowances applies particularly to the Junior Service. In a country such as West Africa, where polygamy is freely practised, marriage is easy and divorce simple, a children's allowance is not a practicable proposition if applied to the whole Service and is invidious if only applied to a portion.

Entertainment Allowance.

81. To certain posts, usually the super-scale posts, it has been found necessary to attach an entertainment allowance. No exception can be taken to this form of remuneration in places removed from headquarters where the Governor's representative is called upon to expend large sums on public occasions such as the King's Birthday and also to accommodate and entertain official visitors, including Heads of Departments. The payment of entertainment allowances to selected officers at headquarters cannot be justified. It is common knowledge that senior officers must do a certain amount of official entertaining and provision is made in their salaries for this item of expense. There is, however, one exception to this general rule. The Colonial Secretary, Gambia, lives at Fajara, near the airport, which is some twelve miles out of Bathurst, and is therefore called upon to provide a certain amount of hospitality which cannot be undertaken by the Governor. In this case, the payment of an entertainment allowance at the rate of £100 per annum is recommended. In this report, the amount of the entertainment allowance has been suggested for a few of the posts, e.g. Chief Commissioners at £240 p.a., but it is realised that certain more junior posts may be entitled to consideration in this respect. It has been found impossible to assess the amounts which should be attached to such posts as the expenditure on entertaining may well vary from year to year as conditions change. Governments should keep such allowances under constant review. The Commission is aware of at least one case where the substantial allowance paid is out of all proportion to the entertainment necessary or undertaken and there are others where the allowance appears to be too small, but as there may be some posts which the Commission has not been able to investigate adequately, it would be invidious to call attention to the few within its knowledge, and local Governments should review these allowances and make the necessary adjustments. Where an officer who is not in receipt of an allowance is requested by Government to entertain a guest of Government, he should be given an allowance of £1 a night for every night spent under his roof by the guest. He should not be required to submit a claim for this allowance: it should be paid automatically.

Uniform and Outfit Allowance.

82. Although the payment of outfit allowance was suspended for some time, it has now been restored at the original amount of £60. It was represented to the Commission that this amount was inadequate. This may be true if the allowance is supposed to cover every item of kit and clothing that a young man starting in the Service will require, but in fact this is not the intention. It is only intended to be a help towards its purchase. There would not appear to be any logical reason why an officer should have all his clothes paid for during his first tour though it is right that he should be assisted to pay for any unusual articles of clothing or equipment required by reason of his appointment to West Africa. In the branches of the Service where uniform is required, every

effort should be made to reduce the necessity for expensive full-dress uniforms. During the post-war period and until clothes are in free supply, officers required to wear uniforms, such as the Police, should not be required to supply themselves with ceremonial kit. It is recommended dress sword, and also camp equipment in addition to other clothes which might be expected to purchase ceremonial kit a further £40 should be added.

83. Outfit allowance is not at present granted to African officers. The reason for this is presumably that as they are living in their own country, no special new clothes are necessary for them. This is, however, only partially true of Africans in the Senior Service. To take as an example an Administrative Officer. An African appointee must provide himself with uniform and a dress sword, and also camp equipment in addition to other clothes which might be expected to be in his possession already. On a rough average, these additional requirements must cost him at least £30 and this sum should be granted by way of an outfit allowance to all African appointees to the Senior Service. Certain officers in the Junior Service are also worthy of consideration where they are required by virtue of their office to invest in a special outfit. An example of this can be found in the post of a junior surveyor who, unlike a clerk, is obliged to buy camp kit for the performance of his duties. In this and similar cases an outfit allowance of £15 should be granted to an officer on confirmation in his appointment.

Marriage Gratuities for Women Officers.

84. It is recommended that women officers holding pensionable posts should on resigning on marriage after service of not less than six years prior to their marriage be granted a gratuity at the rate of three-quarters of a month's pensionable emoluments for each complete six months of established service, up to a maximum of one year's pensionable emoluments. It is a perfectly reasonable and probable event that a woman should get married. She will have loyally served Government for over six years. Government is discharged of its liability to pay a pension and the least that it should do is to pay her a small gratuity in return for her services.

Equal Pay for Men and Women.

85. The question of equal pay for men and women was raised, but in view of the fact that neither the MacDonald Commission nor the Royal Commission on the Civil Service 1929/31 was able to reach agreement on this thorny subject, this Commission has not presumed to make any recommendation. It is understood, however, that this matter is being considered in England by a Royal Commission and it is suggested that it might be wise to await their report before making a decision with regard to the Colonial Service. The recommendations in this report observe the practice which obtains in the Home Civil Service in which the salaries of women officers are somewhat less than those of their male colleagues.

Foremen of Works.

86. There is one class of officer whose appropriate salary and conditions of service it is difficult to assess, i.e. the type of officer known as Foreman of Works. These men are not in possession of professional qualifications though some of them acquire useful diplomas. For the most part they have served a four- or five-year apprenticeship followed by between five and ten years' experience in their trade, with the result that in normal times they come into the Service at a later age than other officers and are often by that time married with children. Their chances of promotion are small and they have less time in which to earn an adequate pension.

87. In due course the places of these officers will be taken by Africans, but for the present the African with the necessary experience does not exist and European foremen must be found for the purpose of training their African successors. For serving officers, a salary scale has been recommended, but it would appear more appropriate in this class of appointment that any future entrants should be employed on contract and given a gratuity at the end of their service. Should they obtain promotion to one of the few senior posts for which they are qualified, they should then be placed on the pensionable staff and their previous service on contract taken into consideration.

African Technical Staff.

88. When dealing with the junior technical staff, the considerations are to some extent similar to those described when dealing with Foremen of Works. These technical officers are very necessary in the Colony and are very useful members of society, but they should never have become part of a salaried organisation. They are experts in their trade, but they do not normally become more expert as time passes. Once a carpenter, always a carpenter, and the man should be paid either by the day or the hour or by results, i.e. at piecework rates. This procedure is followed by commercial firms and no reason was advanced in the evidence brought before the Commission to indicate that it was impossible of introduction into the Service. It would be both in the interests of Governments and the hard-working technician if this course were adopted; but the practice of engaging these men on terms similar to those obtaining in other spheres of Government employment is well established in West Africa and it may be difficult, for political and other reasons, to make a change. This report therefore provides for a continuance of the present practice.

89. As a class of public servants, technicians are to be encouraged in view of the many development schemes that Governments have in hand and the apparent unpopularity of work with the hands as compared with clerical work. This Commission shares the views expressed by the Governor of Uganda in a recent address to the Education Association, Kampala, with regard to the training of men for non-clerical work. The following extract from the address is quoted:—

“Uganda can never go ahead if you and your colleagues continue to turn out hosts of young Africans who believe that to use their hands as God meant them to be used is socially degrading, and that to work on the land or on the waters, to draw from those elements of God's bounty is derogatory to some supposed sense of dignity. That belief, if it is allowed to persist will spell the end of development in Uganda and thus the end of education. The wealth of

England was not founded on ink and paper; it was built on the industry and honesty and manual skill of its people. Wealth, and all the educational and other amenities which go with wealth, were not handed to the people of Britain on a platter, as the Africans in Uganda seem to expect will be done for them: it was painfully won through the centuries by the toil and sweat and enterprise of the common people of Britain”.

This encouragement is reflected in the scales that have been recommended. To compare the salaries of technicians with those of the clerical service is misleading. The technician's standard of education is lower than that of a clerk but on emerging from his apprenticeship he is probably of greater value to the community than a clerk after a similar number of years service in an office, but the technician's value does not necessarily increase with advancing years as it does in the case of the clerk, and it is, therefore, necessary to fix for the technicians somewhat higher starting and intermediate scales but of necessity the number of senior posts open to them is more restricted.

Travelling Allowance.

90. Under existing conditions, an allowance is paid to every officer travelling on duty and sleeping a night away from home. There are in West Africa very few hotels and the possibility of an officer being able to find hotel accommodation when travelling may be dismissed. If the officer sleeps in the rest-house provided, he more than deserves his allowance but, in practice, in the majority of cases, he feeds and sleeps at the house of some officer living in the station visited. Thus the only person out of pocket is the resident and not the traveller. It might be thought that the resident would in due course travel and stay with the residents in other stations and that the amounts expended would, over a period, cancel each other, but this is not the case. The principal sufferers are the dwellers of towns on the main routes to and from the coast who are being constantly called upon to entertain officers passing through. It is true that there is usually a rest-house of some sort available but it would be a strange friend or even acquaintance who permitted a brother officer to camp in it. It is, therefore, recommended that in the case of an officer travelling on duty (travelling to the coast to catch a boat or aeroplane is deemed to be on duty) he should be ineligible to claim travelling allowance in respect of any nights on which he is provided with accommodation by private arrangement with another officer. His host should, however, be eligible to receive payment of the allowance on submitting a claim to Government.

91. This recommendation has purposely been worded in this way as the host would never draw the money if he felt that he was depriving his guest of it, but he would not hesitate to claim it if it was going to swell the surplus balances of Government. There is a theory that part of the travelling allowance represents fair wear and tear to an officer's kit and that he is, therefore, entitled to part of the allowance wherever he may sleep. This may be correct, but the amount is so small that it is not worth considering.

Departmental Offences Ordinance.

92. In certain Colonies the Departmental Offences Ordinance remains on the Statute Book. This relic of the past should be repealed. It is a constant source of irritation to those who come within its purview and of little practical use to the few Heads of Departments who realise that it is still in being. In any event there can be no justification for its existence in one of the West Coast Colonies and not in another.

CHAPTER IV

HOUSING.

93. There can be no gainsaying the fact that European housing amenities on the whole in West Africa are poor and the Commission is in agreement with the general findings of Sir Charles Jeffries in his memorandum on the subject prepared after his visit to West Africa in 1945. A copy of the memorandum was forwarded to all Governments. To recommend the rebuilding of half the houses in West Africa might be justified in theory but it would be ridiculous to expect that such a recommendation could be implemented in practice. There is, however, much that can and should be done to alleviate matters as soon as man-power and materials are available. Although full allowance has been made for the present shortage of man-power and material, there is no doubt that the amenities in many houses could be improved considerably by the presence of a Public Works Department carpenter for a few days. It is hardly conducive to a contented Service that on an officer complaining that during the rains his living room was flooded, the Public Works Department should send a carpenter to bore holes in the floor in order that the water should drain away more quickly.

94. Houses are often badly sited and unsuitably designed and it is the duty of Governments to make a special effort to make these habitable. Thus where a house is so designed that one or both of the living rooms are cut off entirely from the prevailing breeze, extra windows or doors should be improvised and fans installed wherever possible. Where a one-storeyed house is built in the midst of a forest or in the vicinity of a swamp, it should not be occupied until at least one room has been mosquito-proofed. Recommendations have been made, particularly by the medical authorities, that all Government houses should be mosquito-proofed, though the majority of the householders living in the more healthy parts of the country are opposed to such action. It is, however, recommended that all houses in a recognised malaria area should be mosquito-proofed as early as possible. This suggestion may appear at first sight inept as there are few if any areas in West Africa that a medical man would not declare to be malarial, but to the man on the spot the meaning will be clear. Thus in the residential quarter of Accra few occupants of houses would ask for mosquito proofing, but in Korle Bu, a suburb not four miles away, most householders should welcome it. Great play was made of the fact that few Government officers below the rank of Head of a Department occupied the same houses for two years in succession and that the incentive to improve a house and its surroundings was thus lessened. There is much substance in this complaint but no useful purpose would be served by making a recommendation to meet it. All Governments agree that it is most desirable that officers should retain the occupation of one house for as long as possible but the exigencies of the Service do not always permit of this. A further amenity in every Government house should be a refrigerator, which should be installed and maintained by Government free of charge to the officer, who should, however, be required to meet the cost of the current or fuel required to run it. This is not a luxury in West Africa but a necessity. It is not a question of having one's drinks cool: most food in the absence of a frigidaire has to be thrown or given away every night. Comment on the position if a child happens to be in the house is unnecessary. It is also recommended that, wherever possible, fans should be installed by Government free of charge to the officer. Water-borne sanitation should be installed wherever possible.

95. Another small matter, but one of importance pending the mosquito-proofing of houses is provision of mosquito nets in every house where these are not already provided. There are difficulties to be overcome in giving effect to this suggestion as careless officers or their boys will cause damage to these flimsy necessities, but these difficulties can be surmounted. Mosquito nets should be renewed once each year; they should be included in the inventory of house furnishings belonging to Government, and should be handed over in good order when an officer vacates his house. He should be surcharged with the cost of repairing any damage not the result of fair wear. The cost to Government of the provision of nets will not be very heavy and it will be more than repaid by the improved health of the officers. At present although in theory every officer should provide himself with a net, young men are proverbially thoughtless and indifferent to health precautions particularly if few mosquitoes are to be seen during the day. Nets are often forgotten or holes in old nets remain unattended or inadequately pinned together.

96. Governments admitted that their housing left a great deal to be desired but they made it clear that it was a matter ever before them and that further improvements would be effected when men, money and materials were available. There is no necessity to convince Governments of the need of more and better houses and no useful purpose will be served by discussing the question of Government's responsibilities further except to state that the Commission is sure that the housing programmes will not be forgotten in the frenzy of post-war development.

So much for the responsibility of Government. There is also the responsibility of the officer. Too many officers regard their houses as a rest-house to be occupied between leaves and make not the slightest effort to help themselves or improve conditions. The greatest grumblers are those whose houses are infinitely superior to anything that they occupied in England or in other Colonies. If and when the recommendations made herein are implemented by Governments, housing conditions for the Service will be as satisfactory as can be expected in West Africa and will compare very favourably with the housing in other Colonies of the Empire. On many other suggestions which have been made no comment is necessary as they are for the supply of what must at present be regarded as luxuries, e.g. air-conditioned houses or rooms would be very pleasant but they are not necessities at the moment.

Free Quarters.

97. In the Paper Colonial No. 197 it is stated that the policy of Government is to charge rent for every Government house. It is assumed that this declaration refers to future policy to be brought in as and when circumstances permit. At the moment West Africa is not ready for this innovation. When more suitable houses have been built it may be possible to introduce the system. At present its introduction would cause even more difficulty and complaints than exist at the moment. In support of the argument that rent should be paid for all Government houses, a point was made of the fact that officers on the same grade occupied very different houses. It is not clear how the charging of rent would remove this anomaly. Is it proposed to assess an appropriate rent for every house so that those in the poorer houses will obtain some pecuniary advantage? Should this difficult task be undertaken, it would soon be found (quite apart from the innumerable complaints of unfair assessments which would inevitably arise), that parsimonious senior officers were being housed in the cheapest houses while the juniors were being put into the large houses. The principle of renting houses and including a rent element in salary is sound when it is possible to rent houses built by private landlords or their agents. But for Government quarters either a token rent must be charged, which is then only a subterfuge for a free house, or an economic rent must be demanded. There would no doubt be constant dissatisfaction in the Service at what could be regarded as an economic rent and Governments would be considered to be rapacious and unfair landlords. If, as is more usual, rent were assessed having regard to the salary of the officer, the difficulties would arise where officers on the same salary would pay the same rent for houses greatly differing in value and amenities. There is, of course, all the difference in the world between the standards of housing in the larger towns and houses in the districts. How would this be equitably adjusted?

98. When the time arrives for the abolition of free quarters in West Africa, it will be necessary to increase the salaries of all officers in the proposed group 1 by an amount equivalent to the proposed rental. This will in the case of senior officers mean a financial loss (offset to some extent by the fact that the increase would also be drawn by an officer while on leave) as the increase of salary will, of course, be subject to income tax, but presumably this point will be given consideration at the appropriate time.

Housing of African Officers holding Appointments in the proposed Group 1.

99. Africans in this group come into a different category from those whose housing is discussed in the next paragraph. It cannot be expected, nor is it desirable, that the African Judge or Doctor should live in either his family house or in any type of house that he is fortunate enough to obtain in the African quarter. His standard of living must be presumed to have risen owing to his European associations and he should live amongst his official equals. Every African officer holding a post in group 1 should be supplied with a house on the same terms as his European confrere. The salaries recommended for African officers in this group assume that this will be done. Where houses are not available for African officers and they are able to provide their own accommodation, an appropriate allowance should be paid to them.

Junior African Housing.

100. The African Civil Servants' Associations put forward two criticisms on the subject of housing. The first was that Government should provide all its officers with houses. At present they are provided only in exceptional circumstances and in some cases where they are provided a rent is charged which varies according to the salary of the officer: in others a rent is charged based on the value of the house; and, second, that the houses supplied are not adequate. With regard to the first point, no recommendation is made. With regard to the rental charged, it will suffice to say that even the highest rent obtained does not provide Government with an economic return for its capital expenditure. There are few, if any, places in the world where every Civil Servant is supplied with a house at Government expense. It certainly is not the case in Great Britain although a Public Servant may be moved at a moment's notice from London to Manchester. Quite apart from this point, a recommendation that houses should be provided for every Civil Servant in West Africa is beyond the bounds of practical politics. In fixing the salaries of the Junior Service, the fact that rent charged by African landlords is extremely high and that this is paid by the individual officer has been taken into account. With regard to the point that the houses provided are inadequate, there is some cause for criticism. It is the avowed policy of Government to raise the standard of living of the African and to expect a man with his wife to eat and sleep in one room 12' x 10' together with four or five children is indefensible. With regard to actual structure of the houses, there is little to say. In fact on the whole, though of course there are certain definitely bad houses, the houses are well built. In particular, the later models such as those at Ibadan and on the estate at Adiembra in the Gold Coast, appear to be well built and to be supplied adequately with the necessary amenities. But more than one room must be allotted to a family man.

Rest-houses.

101. Much was made of the disrepair of the rest-houses and it is recommended that those requiring attention (and there are many) should be immediately made at least weather-proof and vermin-proof. It was alleged that one rest-house which was visited by the Commission usually housed goats in the absence of travellers. From its condition, this was quite believable though there were in fact no goats in evidence when it was inspected. It was, however, in poor repair and in places one could see the sky through the roof:

102. Under no circumstances should a rest-house be considered as a permanent residence for an officer. It is designed only for purposes of very temporary occupation and officers ordered for weeks or months to a district should not be expected to live in it unless further amenities are provided. In the event of Governments accepting these recommendations with regard to improving rest-houses which are at the moment in bad repair, they will have discharged their

liabilities. An officer travelling on duty is presumed to be in possession of his camp kit and to be accompanied by his personal servants and to be able to look after himself; and the suggestion that fully furnished rest-houses should be provided at every small station is too ambitious to be considered. The real trouble rests in the fact that certain officers travel round the country with their wives (and even on occasions family) and are demanding for them a degree of comfort which they would not have expected for themselves and which Governments cannot be expected to provide. In a few centres the Government of Nigeria is already providing "Catering Rest-houses" and an extension of this system will do much to dispel criticism. In fairness to Governments, it is true to say that the worst rest-houses visited were the responsibility of the local native authority. Those provided by Government, though bare, ugly and depressing were at least weather-proof and sanitary.

CHAPTER V

PENSIONS.

Pension Constant.

103. The European Civil Servants' Associations urged that the pension constant should be restored to the 1/480ths which existed before the 1935 revision. They alleged that the cost of living was so high in the United Kingdom to-day that they could not live reasonably on their pensions when they retired. The fact that a pensioner finds it difficult to live on his pension is attributable as much to the high taxation as to the high cost of living in the United Kingdom and it would be most unreasonable to ask the West African Governments to provide extra money with which to pay the heavy United Kingdom tax. The African Civil Servants have, however, a very different complaint. They state bluntly that it is an injustice and without reason that African Civil Servants should be paid pensions on a pension constant of 1/960ths whereas the European pension is calculated at 1/600ths. It is not quite correct to state that the African is paid a pension calculated in 1/960ths, for in this calculation the fact that the officer is given one year's pay on retirement in addition to a pension calculated in 1/960ths is omitted. The real pension constant is 1/720ths. No justification can be seen for this differentiation between the African and the European pension constant. It is difficult to discover the principle upon which this differentiation is based. The African in the Junior Service receives comparatively small pay. He enters the Service as a rule as late as 22 or 23 years of age and his prospects of life on retirement are no longer than those of a European. Why then should he be pensioned on a smaller pension constant? Again, although in theory if an officer works long enough he is eligible to draw a maximum pension not exceeding two-thirds of his salary on retiring, in practice it is quite impossible for him to serve long enough to earn a two-thirds pension. It is recommended that the pension constant for the whole Service be fixed at 1/600ths and that the method of assessing gratuities in cases where an officer has not qualified for a pension should be the same for all grades. This recommendation for equal treatment is in accordance with the principles laid down in Colonial No. 197.

104. It is noted that under the West African Non-European Officers Pensions law service before the age of 20 does not count as pensionable service; the reason for this is not clear and in view of the improved facilities for education and the expectation that younger candidates for the Service will be forthcoming, it is recommended that Governments should be invited to consider the advisability of reducing the age limit to 18.

Age of Retirement.

105. The age of retirement is a matter of great importance to the whole Service. The Associations, European and African, urged that the age at which an officer may be allowed to retire should be reduced to 45. Naturally, it is suggested on behalf of the officer that he should have the option of retiring at this age without a reciprocal right being given to Government. This proposal is not accepted, but it is recommended that the age of retirement should be fixed at 45 at the option of either the officer or Government. This should not however abrogate the present provision that an officer may continue in the Service until he is 55 if he is agreeable and Government wishes to retain his services. But both parties may exercise the retirement option at any time between the time when an officer reaches the age of 45 and 55. At the age of 45 an officer should be able to calculate his chances of promotion and if he feels that they are good, quite naturally he will not exercise his option of retiring, whereas Government, if they are considering promoting him, will not consider exercising their right. If, however, the officer is well aware that there is no hope of promotion he may still have sufficient life and energy to make good in some other sphere of life, assisted as he will be by a pension, while Government, by retiring him, will be dispensing with the services of a possibly disgruntled and therefore unsatisfactory servant. It is undeniable that in West Africa officers of all races after 45 years of age tend to deteriorate rapidly unless they are living under ideal circumstances. This is particularly noticeable amongst African officers though it is hoped that with an improved standard of living this premature ageing will tend to disappear. It is not without interest to mention that this proposal to reduce the retiring age has received the wholehearted support of all witnesses who were questioned on the subject when they appeared before the Commission. In this connection, it is also recommended that every officer be given the right to retire and be eligible to receive a gratuity after ten years' service. (A similar right is at present enjoyed by officers in the Medical Service who are permitted to retire with a gratuity at the end of 9 or 12 years' service of which a certain period must have been residential.) The reason for this recommendation is that at the end of ten years' service an officer would know whether he has found his *metier* in Government service or not and whether he is likely to pass his promotion bar. Many find that life in West Africa becomes unbearable either for reasons of health not sufficient to justify retirement on medical grounds or because they are obliged to live apart from their family, or because they feel that they are inadequately

paid. It is in the officer's interests and in the interests of the Service that he should be allowed to go. It is not suggested that Government should have the right to dispense with an officer's services after 10 years. That should be solely at the officer's option. It is expected that Government will have been able to make up its mind as to the suitability or otherwise of an officer during his three years' probation. It is recommended that the gratuity should be calculated at the rate of one month's pensionable emoluments for each completed year of service.

106. The question whether officers should be allowed to avail themselves of the recommendation in the previous paragraph in the immediate future is one which will require careful consideration. The man-power position amongst the professional classes is so acute that most professional men could retire at 45 and find an adequate stipend awaiting them in England, and other parts of the Empire situated in temperate zones, with which to supplement their pension. It may be necessary, until recruitment is sufficient to provide replacements, to guard against an exodus which would inevitably restrict and possibly postpone the development plans which Governments have in view for the immediate future. It may, of course, be that the salary recommendations contained in this report will, if approved, themselves be sufficient to cause many of the officers who are at present discontented with their terms of service to remain.

Award of Pension on Retirement on Grounds of Ill-health.

107. Under the European Officers' Pensions legislation an officer who is retired on the grounds of ill-health is eligible in certain circumstances to receive an addition to his pension. It is recommended that similar provisions should be made on behalf of non-European officers.

Exercise of Option between full Pension and reduced Pension plus Gratuity.

108. Under the provisions of the pensions legislation, an officer appointed after the 31st December, 1929, is required to accept a reduced pension and gratuity. It is recommended that the legislation should be so amended as to provide that he may be granted, at his option exercisable at the date of retirement, either the full pension for which he is eligible or a reduced pension and gratuity.

European Officers' Widows' and Orphans' Pensions Scheme.

109. It was represented that the present rates of contribution are high compared with the benefits payable and that the Scheme is making high profits. This Commission is not competent to express an opinion on the Scheme, but it does recommend that it should be examined with a view to ascertaining whether any changes in the rates of contributions and benefits should be introduced.

Widows' and Orphans' Pensions Scheme for African Officers.

110. Many African officers in the Service are anxious that a Widows' and Orphans' Pensions Scheme should be inaugurated of which they would become compulsorily members. There are, of course, difficulties in dealing with polygamous people and also with people who by no means always register marriages, births and deaths, but it should be possible to overcome these difficulties. Some of them might be disposed of by the following means. Each officer on joining the scheme should be made to declare the name of his wife (if unmarried at the time of joining the name to be registered within one month of marriage) and for all purposes connected with the scheme this woman and her child or children only should be recognised. Her death or divorce should be proved in the usual way and those operating the scheme should refuse to recognise any birth, death or marriage unless certificates from an approved source are produced. It is realised that there are many other questions for consideration before a scheme could be established, but a thorough investigation of the possibilities should be made as soon as possible. It is understood that a committee has been set up in Sierra Leone to consider this matter, but its report was not ready for submission as evidence before this Commission. These proposals were discussed with several African witnesses and it is worthy of note that they could see no objection to them. It is recommended that an African Widows' and Orphans' Pensions Scheme on the lines of the present European Widows' and Orphans' Pensions Scheme should be started as soon as the necessary investigations have been made and the necessary legislation passed.

CHAPTER VI

LEAVE AND PASSAGES

Length of Tour and Leave.

111. On the question of the length of tour for expatriate officers, the majority of witnesses were opposed to the recent proposal that officers should take two months leave each year with return passages by air. The first objection was naturally the possibility of becoming liable to United Kingdom income tax. It is understood, however, that this difficulty has been overcome. Next, it was argued that a young officer could not afford to go home so frequently. This objection applies particularly in the case of an officer with a wife and perhaps a young family in the Colony. Accommodation in England to-day is difficult to obtain and very expensive. A two months' holiday in every year would mean in all probability staying in an hotel or boarding house at prohibitive rates. This is a cogent argument against the introduction of shorter tours for the younger officer.

112. It has, however, been urged with great force that from a recruiting point of view the grant of leave annually would be a great attraction, indeed one witness went so far as to state that its introduction might well convert the West African Service into the most popular instead of the most unpopular branch of the Colonial Service. These recruits are undoubtedly influenced by the natural desires of their relatives, who, with no idea of the real conditions of service in West Africa, welcome the idea of a yearly return to the United Kingdom. There is, however, little doubt that after the first leave or two these very recruits whose final decision to enter the West African Service might have been taken in the light of a provision for the grant of annual leave, would apply to come under the present leave arrangements. If, however, this provision is essential for recruitment, and Governments consider it to be a practicable proposition, it might be introduced for new entrants with a proviso that on application they would be permitted to come under the present terms.

113. This Commission does not recommend the introduction of annual leave for officers with less than 10 years' service, except, possibly, in the cases referred to in the preceding paragraph, and their length of tour should remain as at present. The reasons which operate against the grant of annual leave to officers of less than ten years' service are not however present in the case of more senior men. For officers of between ten and twenty years' service a tour of fifteen months is recommended, and for those with over twenty years' service twelve months.

Leave Rates: Senior Service.

114. The Association also pointed out that the proposals with regard to annual leave would have the effect of reducing the number of days leave granted for each month of service. No cogent arguments, medical or otherwise, were adduced before the Commission to support this reduction. It is recommended that officers holding posts scheduled in the proposed group 1 should be granted five days' leave for each completed month of service. An expatriate officer requires longer leave, much of which is necessary for recuperative purposes in a temperate climate, and should receive more leave than an inhabitant of West Africa. He should be granted expatriation leave of two days for each completed month of service in addition to that recommended above.

Leave Rates: Junior Service.

115. For the Junior Service, leave appears to be granted at different rates in each Colony. It is recommended that leave in all four Colonies should be granted on the following basis:—

Class	Leave Rate*
Salaries up to £120 (inclusive)	1 day for each month of service.
Salaries over £120 and up to £170 (inclusive).	1½ days for each month of service, or 2 days for each month of service after 15 years' service.
Salaries over £170 and up to £360 (inclusive).	2 days for each month of service.
Salaries over £360 and up to £550 (inclusive).	3 days for each month of service.
Salaries over £550	4 days for each month of service.

Officers should be permitted to accumulate their leave over a period of two years if they so desire.

Where an officer in the Junior Service is ordinarily resident in one of the other Colonies of West Africa and he decides to spend his leave in his home country, his return fares, together with those of his wife and family, should be paid to the railway station nearest to his home once every five years. The period necessarily taken on the journey from one Colony to another should not count against the leave period.

Study Leave.

116. Study leave should be encouraged, but no detailed recommendations can be made as so much will depend on the exigencies of the Service in the particular Colony at any particular time. Study leave must not be confused with leave granted to an officer when he obtains a scholarship to enable him to qualify in some profession.

* Excluding public holidays and Sundays falling within the leave period.

Officers in the Senior Service.

117. Officers in the Senior Service who are ordinarily resident in another Colony of West Africa, and who decide to spend their leave in their home country, should have their return fares and those of their wives and families paid once every two years.

Officers ordinarily resident in West Africa: Leave in the United Kingdom.

118. It is recommended that with the permission of the Governor, an officer in the Senior Service, who is ordinarily resident in West Africa, should be permitted to spend his leave in the United Kingdom once every five years where the Governor is satisfied that it is in the interests of the Service that he should do so. In approved cases, the officer should be eligible to receive a free return passage. It is a matter of some importance that an officer trained in the United Kingdom should renew his associations from time to time and, if a professional man, attend a refresher course. An extension of this concession to officers recruited locally to the Senior Service, e.g. Yaba doctors, should also be considered.

Sick Leave for African Officers.

119. It is recommended that established African officers should be granted sick leave at the same rates as apply to the Home Civil Service, viz. (a) provided there is a reasonable prospect supported by medical certificates of eventual recovery, sick leave on full pay may be allowed for a period not exceeding six months in the aggregate during any period of twelve months, and thereafter sick leave on half pay, subject always to a maximum of twelve months' sick leave in any period of four years or less. Where sick leave is not continuous, six months' and twelve months' sick leave should be taken for this purpose as 183 and 365 days respectively, including Sundays and public holidays occurring within a period of sick leave; (b) sick leave in excess of twelve months during any period of four years or less will not be reckoned for purposes of increment or pension.

120. Government will, of course, take such precautions as may be necessary to ensure that the cases of sickness are genuine. Sick leave should be granted only on the certificate of a Government doctor.

Medical Expenses of Expatriate Officers.

121. Expatriate officers represented that their medical expenses whilst on sick leave in the United Kingdom suffering from diseases contracted on duty were often extremely heavy. This is undoubtedly true but it is difficult to find a suitable solution. Clearly Governments cannot be expected to pay the fees of a local doctor called in to attend to an officer suffering from malaria probably contracted whilst on duty. In cases of more serious illness, necessitating admission to hospital, there is an arrangement under which Governments make an annual payment to the Seamen's Hospital in return for which Government officers are granted reduced terms. It is suggested that an extension of this arrangement to other hospitals should be considered. The possibility of officers joining in the new health scheme in the United Kingdom might also be explored.

122. It is worth recording in this connection that it is understood that the Nigerian Civil Servants' Association entered into negotiations with a United Kingdom insurance company with regard to a scheme of insurance against sickness, but unfortunately these failed to achieve results through lack of support from the Service generally. The exact reason for this apathy was not made clear to the Commission and it might have been thought that in a matter on which it was alleged the Service felt strongly, self-help negotiations of this sort would have been successful where others failed. But it might be in the interests of the West African Governments and of the Service if negotiations were reopened; and if Governments are satisfied that there is a sincere desire among members of the Service to help themselves in this matter they might perhaps consider whether they should give some assistance towards meeting the cost of the premiums.

Children's and Wives' Passages.

123. It is recommended that in addition to the grant of free passages to an officer and his wife, Government should provide free passages for children on the same conditions as they are granted to wives. It is recalled that the cost of wives' passages was originally granted on the assumption that married officers would endeavour to have their wives with them for the whole or part of every tour. Cases have occurred where wives have gone out to a Colony and returned home again at Government expense a few weeks or months later. The possibility of making regulations which would provide that an officer would not be eligible for the cost of his wife's passage unless she resides in the Colony for a minimum part (to be prescribed by Government) of a tour, subject to the grant being made in special cases approved by Government, might be considered by Governments. But it is recognised that the matter was considered in 1935 and that it is one which is not free from difficulty.

CHAPTER VII

WHITLEY COUNCILS

124. By item (iv) of its terms of reference the Commission is required to make recommendations upon "the provision of suitable arrangements for consultation between the Governments and organisations representing the interests of the staff on matters relating to salaries and conditions of service".

125. Some evidence was led by the various Associations and individual officers, expressing dissatisfaction with the present arrangements for consultation with Governments on matters relating to conditions of service. This dissatisfaction was not only with the absence of machinery which would be of assistance in discussing matters of major importance, such as, for example, the operation of the present cost-of-living allowance system, but also with the present methods of dealing with petitions and complaints of individual officers. While, of course, no Council would deal with the complaints of individuals, it would be concerned to see that they were dealt with in accordance with well-defined principles. It is not necessary to determine the merits of any of these complaints. The fact is that there is a feeling in the Service that officers' petitions sometimes receive scant attention, or at any rate less attention than they deserve, and are possibly disposed of by a junior secretariat officer. This charge has not been substantiated, but not only must justice be done but it must appear to be done. It is considered that the establishment in each Territory of an Advisory Council on the lines of a Whitley Council is desirable and that it would prove an invaluable means through which Service grievances, proposals in connection with conditions of service, and so on could be ventilated and discussed with Government. It must be explained that the use of the word "advisory" to describe the proposed West African Councils is deliberate. In the United Kingdom, decisions taken by the National Whitley Council after agreement between the staff and official sides become operative after they have been reported to the Cabinet, but it is felt that the structure of Government in the West African Colonies does not permit of the setting up of a body capable of committing Government to the expenditure of large sums of money, or to a course which might result in political repercussions, without the approval of the person responsible for the finances and good government of the Colony concerned.

126. It is recommended, therefore, that a Council should be set up in each Colony to advise Government on all matters of general interest concerning the salaries and conditions of service of Civil Servants in West Africa which are either referred to it by the Governor or forwarded to it through the usual channels by the Civil Service Associations. As in England, the Councils will not be concerned with individual cases but will confine their deliberations to matters affecting the whole Service or a particular class of public officer.

127. Two Councils will be necessary in each Colony, one to deal with matters concerning the Junior Service and the other with matters concerning the Senior Service. The staff side should be represented by three members nominated by a properly recognised Civil Service Association or Associations (Governments will no doubt consider it desirable to prescribe the conditions which an Association must fulfil before it is recognised for this purpose) and the official side by an equal number of persons. The Councils should consider such matters as are referred to them and if agreement is reached between the staff and official sides a report should be sent to the Governor.

128. In any case of disagreement, the matter should be referred to a Committee of three who, in addition to giving consideration to the Council's report, would be at liberty to call members of the Council before them and to attempt to reconcile opposing views. If this failed, the Committee would decide the issue themselves and forward their decision to the Governor. Great care will have to be taken in the selection of the members of this Committee. Wherever possible, it should consist of a senior Government official, an African of standing such as a Judge and a senior member of the commercial community accustomed to handling staff matters who should also, if possible, be a Member of Legislative Council.

129. It should be emphasised that the setting up of these Councils and Committees should not involve a derogation from the authority or responsibility of Governments and no decision of a Council or Committee should become operative until the approval of the Governor, and where necessary, the Legislative Council, has been obtained.

130. It would have been more satisfactory if one council could have been formed to deal with all Civil Service matters, but the interests of the Junior and Senior Services are so divergent that, except on the widest of problems such as a general cost-of-living allowance, it is essential that there should be separate organisations for each branch of the Service.

131. If the Councils are to become efficient and useful bodies, Associations must be encouraged to organise themselves on businesslike and representative lines and then to elect the most responsible members to represent them. If Associations allow themselves to drift, the malcontents and hotheads will invariably come to the top and do more harm than good to the cause of their members when presenting their case. It is assumed in the above recommendation that the Senior Service Association will not be restricted to Europeans but that every officer of the Senior Service will be eligible for membership. With the exception of expatriation pay and leave and passages, European and African interests should not differ materially. The Junior Service in every Colony should take immediate steps to organise itself into an Association capable of nominating and instructing nominees who are able to speak with authority. Certain of them have already done so, as is the case in Nigeria where the Supreme Council of Workers claims, with some justification, to have authority to act on behalf of many of the Associations, but even this body will require some reorganisation if it is to be treated as the body from which nominees to the staff side are to be appointed.

CHAPTER VIII

COST OF LIVING

132. Various measures designed to keep down the cost of living and to prevent inflation have been introduced by the West African Governments. These have taken the form of price control, enforced under Defence Regulations, the subsidisation of the purchase of local foodstuffs, the abolition or reduction of duties on imported foodstuffs and, as an anti-inflation measure, the maintenance of prices paid for export produce at levels consistent with a fair return to the producer. Increase in the income tax rates have also served to assist in the campaign against inflation. But as in other countries, it has proved impossible in practice to prevent a steep rise in the cost of living in the West African Territories. Evidence of this was provided to the Commission by many officers who furnished family budgets comparing their present-day expenditure with that of a few years ago. These budgets have been of considerable assistance in enabling the Commission to frame recommendations as to what are the salaries which should be paid to Civil Servants in West Africa, but reliance has been placed, in the main, on the evidence of the fluctuation of the cost of commodities, local and imported, supplied by the West African Governments. This is reproduced as Appendices VIII to XI. As a matter of interest, however, and as a contrast to some of the extravagant sample diet sheets submitted to the Commission by some witnesses, there is attached as Appendix XII an extract from the Report of the Cost-of-living Committee, Lagos, 1942. It will be seen that the European and African experts who drew up for the Committee a diet appropriate to the attainment of good health and maximum physical efficiency by an African manual labourer under local conditions, together with an estimate of its cost per diem, advised that the daily cost in 1942 of food and firewood for a labourer was 1/2½d.

133. The figures in Appendices VIII to XI speak for themselves. It is obvious that the purchasing power of the pound in West Africa is far less than it was in 1939. It must also be remembered that in the case of the expatriate officer, who is usually recruited from the United Kingdom, expenses which he necessarily has to incur at home have also increased considerably owing to the rise in prices. In the report* of the Commission appointed by you to examine questions concerned with the cost-of-living allowance paid by the Nigerian Government to certain classes of its African employees, the view is expressed that the price-level in Nigeria has approximately doubled since 1939. No reason is seen to differ from this view and it can be said with certainty that, with the possible exception of the Gambia, the rise has been as steep, or even steeper, in the other West African Territories. There is a strong case for an all-round increase in salaries. The salaries and scales recommended are shown in Appendices I to V. Comments on these salaries and scales will be found elsewhere in this report.

Machinery for adjusting Remuneration to variations in the Cost of Living.

134. The Commission is required by item (iii) of its terms of reference to review the machinery for adjusting remuneration to variations in the cost of living. It would be a bold man who would claim to be able to forecast with any degree of certainty what course prices will take in the next few years; certainly this Commission is not able to do more than make certain assumptions as recorded below. It is to be noted that in the report referred to in paragraph 133 the view is expressed that the cost-of-living allowance system should be continued for the present, one of the reasons for this being that the Government of Nigeria should not be placed in a position, should the cost of living fall, in which it would have to continue to pay rates out of alignment with the commercial and financial position of the Territory. These may be regarded as arguments in favour of the present arrangements under which a cost-of-living allowance or bonus is paid within certain salary ranges. It has also been suggested that it would be reasonable to expect a considerable drop in price-levels over the next few years. No evidence was produced to support this suggestion and the Commission has based its recommendations on the assumption that the cost of living in West Africa will remain for some time to come at its present level. The recent action taken by the Treasury in regard to the salaries of Home Civil Servants, to which reference is made in paragraph 135 lends some support to this assumption, at any rate in so far as imported commodities are concerned. On the other hand, the fact that the Empire has just emerged from a great war which has to be paid for (and, indeed, may be said to be still recovering from the effects of the 1914-18 war) has not been forgotten. The Civil Service must be prepared to bear its share of this burden. This is mentioned as even if the recommendations in this report are accepted, the standard of living in West Africa may still fall below the standard obtaining in the pre-war period. Whether the high pre-war standards were justified or not is hardly a matter for the Commission to investigate.

135. There are other factors affecting this matter. As has been stated elsewhere in this report, there exists among the members, European and African alike, of the West African Civil Services profound discontent with their present conditions of service. One of the reasons for this is the way in which the system of granting cost-of-living allowances, bonuses and separation allowances has operated in practice. It is true that alterations might be made in the present system which would remedy many of the defects which it now possesses, but such alterations would not remove the anxiety which exists as to what is to happen in the future. The Service wants to know where it stands on this important question of salaries and it wants a period of stability during which it will know that there will be no alterations in the salaries paid to its members. In the view of the Commission the Service is right in this matter. A periodical review of the cost-of-living payments with possible consequential adjustments would serve only to keep alive the present uncertainty as to what the future holds for the Civil Servant and thus to impede a return to a state of reasonable contentment with conditions of service. It is noted that

* Report by Mr. W. Tudor-Davies—November, 1945/March, 1946.

it has been arranged with regard to the Home Civil Service* that war bonus should cease to be paid and that, pending the introduction of new scales on a consolidated basis, there should be paid inclusive amounts made up of the basic rates plus the "appropriate consolidation additions". The "appropriate consolidation additions" considerably exceed the war bonus payments which they replace. The abolition of the war bonus and the addition of consolidated payments at rates higher than the war bonus rates lead to the conclusion that the view in the United Kingdom is that the cost of living is unlikely to fall appreciably in the next few years.

136. There is a further point. In countries such as Nigeria, which cover a vast area, the cost of living varies considerably as between province and province and, indeed, district and district. As Mr. Tudor-Davies puts it, "In the first place there is not one cost-of-living problem but many: for example, cost-of-living movements since 1939 or even since 1942, have been different in Lagos from what they have been in Jos . . . the Commission has no evidence that the cost of living has in fact increased by the same amount in Adamawa as in Benin and by the same amount in Makurdi as in Ibadan. . . ." Similar conditions obtain in the Gold Coast where the cost of living in the Colony differs from that in Ashanti, while both differ considerably from that in the Northern Territories. No useful purpose would be served by attempting to differentiate in pay and allowances as between province and province. Some officers consider they are at present worse off than others stationed elsewhere, but it is more than likely that they too, will at some time serve in the places where they consider more favourable conditions exist.

137. The advice received in evidence from senior officers was to the effect that the establishment of machinery to adjust variations in remuneration to variations in the cost of living would not serve any useful purpose and that, as stated above, what was wanted was a period of stability. Their general recommendation was that there should be consolidation which should extend over a period of at least five years. The Commission agrees with this view and recommends that it should be accepted. It follows that it is not considered necessary that, in so far as concerns Civil Service salaries, any special machinery for the adjustment of remuneration to variations in the cost of living should be established. Governments will no doubt continue to keep records of price fluctuations.

CHAPTER IX

PUBLIC SERVICE COMMISSIONS.

138. By item (v) of its terms of reference, the Commission is requested to consider the provision, by means of Public Services Commissions or otherwise, of suitable machinery, where this is not already in existence, for regulating the selection and promotion of candidates for posts, the filling of which is not subject to the approval of the Secretary of State.

139. It may be as well, in order that the extent to which the activities of a Public Service Commission, if such a body were set up in West Africa, would be limited, to quote the Colonial Regulations relating to the appointment of officers to the Colonial Service. These are as follows:—

"23. Public Offices in a Colony are divided for the purpose of appointments into three classes:—

Class I—Offices for the time being included in the schedules of posts normally filled by members of the Colonial Administrative Service, the Colonial Agricultural Service, the Colonial Audit Service, the Colonial Chemical Service, the Colonial Customs Service, the Colonial Education Service, the Colonial Forest Service, the Colonial Geological Survey Service, the Colonial Legal Service, the Colonial Medical Service, the Colonial Mines Service, the Colonial Nursing Service, the Colonial Police Service, the Colonial Postal Service, the Colonial Survey Service, or the Colonial Veterinary Service.

Class II—Other offices the initial emoluments of which are not less than £600 a year.

Class III—Other offices the initial emoluments of which are less than £600 a year".

"24. When a vacancy occurs in Class I or Class II the Governor shall report it to the Secretary of State. The Governor may recommend a candidate to fill the vacancy, but it must be clearly understood that the Secretary of State may select another candidate. Any person who is appointed to act in the vacant office shall be distinctly informed that he holds the office only until his appointment is confirmed or superseded under directions from the Secretary of State.

"26. Subject to any special directions which may have been given by the Secretary of State in relation to any particular office or offices, the Governor may at his discretion appoint suitably qualified persons resident or serving in the Colony to vacancies in Class III. If, however, the Governor is of opinion that there is no suitable local candidate, or that it is in the public interest that candidates from outside the Colony should be considered, he shall report the vacancy to the Secretary of State in the manner prescribed in the two preceding Regulations".

140. It is evident from these regulations that on a strict interpretation of the terms of reference, any Public Service Commissions that might be established in West Africa would deal, in the main, with promotions in and selection for, the Junior Service. Very few European promotions and appointments would come within its purview.

* Treasury Circular T.C. No. 1/46—3rd January, 1946.

141. The arrangements which already exist in the West African Territories for dealing with the matters referred to in this item of the terms of reference are set out below:—

NIGERIA

It is convenient to differentiate between the following types of posts:—

- A. Standard clerical and technical grade posts.
- B. Other subordinate established posts.
- C. Superior appointments as defined in General Order 155 and such other posts, not included under A or B, the power of appointment to which is delegated to the Governor under Colonial Regulations.

In regard to A, the selection of candidates for appointment to these posts is subject to defined minimum educational qualifications and to minimum and maximum ages. The process of selection is as follows:—

- (1) In the Colony, candidates register in the Juvenile Employment Exchange, Lagos, and are assessed and graded according to the type of appointment they seek. Heads of Departments apply to the Exchange for recommended applicants who are then interviewed by the Head of the Department concerned, final selection being at his discretion.
- (2) In the Provinces, a similar process is in operation, the only difference being that applicants are listed and graded by Selection Committees operating under the direction of the Chief Commissioners.

Promotion from the lower to the higher clerical and technical grades is approved, up to the maximum of the first-class grade, on the recommendation of the Head of Department concerned. In the case of technical grades, Departments are regarded as "closed" for the purposes of promotion. Promotions are made on the recommendation of the Head of Department. In the clerical grades promotion above the rank of first-class clerk is controlled by a Promotions Board, the membership of which is as follows:—

Director of Education
Administrative Secretary
Deputy Financial Secretary
Establishment Officer (African).

Before the Promotions Board advises the Governor with regard to a promotion, the vacancy is advertised and all applications are reported on by the Head of Department concerned. A permanent list of clerical officers suitable for promotion above the first-class grade is kept in the Secretariat and this list is considered by the Promotions Board along with any specific applications. As with the technical grades, certain Departments are regarded as "closed" for promotion purposes and vacancies in the senior clerical grades are filled by the promotion of officers already serving in the Department. The closed departments are: Audit, Accountant-General, Marine, Posts and Telegraphs, and Public Works.

In Group B, selection is delegated to Heads of Departments. The field of selection is provided either from Employment Exchange records or from direct applications.

Appointments to Group C may be made as first appointments or as promotions from among serving officers. They are the subject of a recommendation to the Chief Secretary by the Head of Department concerned. Where there can be presumed to be persons other than those serving in the Department in which the vacancy exists or outside the Service having the necessary qualifications for appointment, the post is usually advertised in the *Gazette*. Applications are considered by the Promotions Board in consultation with the Head of Department.

GOLD COAST.

1. Class III Appointments.

Vacancies are reported to the Secretariat by the Head of Department concerned. In the event of there being no local candidate available, Government reports the vacancy to the Crown Agents or the Secretary of State and sends particulars of the office in the form given in Appendix I to Colonial Regulations, Part I, with a request that a suitable candidate may be selected and appointed. Such appointments are generally on agreement in the first instance.

In the event of a local candidate being available for appointment, if he is European he is appointed direct by the Governor after due consideration of his qualifications, etc.; if he is an African, he appears before the Selection Board on the recommendation of the Head of Department concerned, or on application in response to public advertisement. The recommendations of the Board are placed before the Governor, who if he approves, forwards them to the Secretary of State for approval in accordance with the Secretary of State's instructions regarding the appointment of Africans to senior posts. If the selected officer is already confirmed in the Service, he is regarded as having been promoted and does not serve a probationary period in his new post. In such cases however the officer concerned is generally tried out in the senior post, in an acting capacity before appointment.

If the candidate is not already confirmed in the Service, he appears before the Selection Board and goes through the same procedure as for an African already in the Service except that his appointment is subject to the usual probationary period.

2. Class III Promotions.

Promotions from one senior post to another within the Class III grade are made direct by the Governor on the recommendation of the Head of Department concerned, and after full consideration of the claims of other candidates. The procedure is the same for African and European.

3. Junior Clerical Service.

Candidates make application to the Director of Education and appear for interview before the Junior Civil Service Selection Board. Promotion within the Junior Clerical Service is made by the Governor on the recommendation of the Heads of Departments concerned after full consideration of the claims of other candidates.

Junior Service other than Clerical.

Appointments are approved by the Colonial Secretary on the recommendation of the Head of Department concerned. Promotions are approved in the Secretariat on the recommendation of the Head of Department concerned after full consideration of the claims of other candidates.

Railway Administration.

The General Manager of the Railway may appoint and promote officers clerical or non-clerical up to the Senior Division grade.

SIERRA LEONE.

European Appointments.

These are rarely made locally. There were a few cases of local appointment during the war years but normally candidates are not available locally. Appointments are made by Government on the recommendation of Heads of Departments.

Almost all appointments to the non-unified services are made by the Crown Agents for the Colonies on Government's behalf.

Promotions within the Colony are also made by Government on the recommendation of departmental heads. There are no Appointments or Promotions Boards for European appointments.

African Appointments.

The scope of an Appointments Board, originally constituted in 1935 to assist in the selection of candidates for the graded clerical service, was widened in 1937 to include the selection of candidates for pensionable appointments in the Agricultural, Education and Medical Departments. The present procedure is that after advertisement of the vacancies in the *Gazette*, candidates make their applications direct to the Chairman of the Appointments Committee, who is responsible for summoning a Selection Committee normally consisting of—

- The Director of Education or an officer detailed by him;
- The Head of Department concerned or his representative;
- The Chief Assistant Colonial Secretary or his representative;
- An African Member.

The Selection Committee prepares short lists, interviews candidates, and makes recommendations to Government for filling the vacancies. A waiting list of suitable candidates is kept for use in case a similar vacancy should occur within a reasonable period. Candidates for courses of training in the departments named are selected in a similar way. From these selected candidates, officers are chosen to fill pensionable appointments. In every case except that of the Railway Department, pensionable clerical staff is appointed by the Appointments Committee. Generally speaking, however, appointments to technical grades except in the Medical, Agricultural, and Forestry Departments, are made by the departments concerned.

Promotions Committee.

The Promotions Committee came into being in 1932 to deal with promotions of members of the Clerical Service from Third to Second and Second to First Grade. It consisted of:—

- The Attorney-General
- The Colonial Treasurer
- The General Manager, Railway
- The Comptroller of Customs
- The Postmaster-General
- The Chief Assistant Colonial Secretary.

In 1936, its composition was changed to:—

- The Chief Assistant Colonial Secretary (Chairman)
- The Deputy Treasurer, and a third member to be appointed *ad hoc* as occasion arose in accordance with the nature of the vacancy to be filled.

In 1937, the principle of having an *ad hoc* member changed and the Director of Education became the third permanent member. In 1944 an African Assistant Colonial Secretary was added to the Committee which now consists of:—

The Chief Assistant Colonial Secretary (Chairman)
 The Director of Education
 The Deputy Treasurer
 An Assistant Colonial Secretary, Sierra Leone.

Until the past few years, the Committee dealt only with promotions in the clerical service, including staff and higher staff appointments. There were until recently comparatively few posts over £150 p.a. which were not in the clerical service. There have been however an increasing number of technical posts carrying higher salary scales and now, in difficult cases, the advice of the Committee is sought by Government when a promotion to such a post is to be made.

The Committee is guided by the following main rules in dealing with promotions in the clerical Departments:—

- (a) There should be approximately one special promotion, that is promotion on grounds other than seniority, to three ordinary promotions;
- (b) no clerk should be considered for ordinary promotion, that is on seniority, unless he has received recommendations for ordinary promotion for the two preceding years at least.

There are three departments which are regarded as "closed" departments in view of the special qualifications acquired during service in them, Customs, Post Office, Legal (1st Grade only). Promotion is, in almost all cases, made within the department concerned and Government endeavours to preserve comparable ratios of promotion chances in the closed departments and the graded service. All appointments and promotions to the closed departments are also made by the Appointments and Promotions Committees, but in dealing with promotions in closed departments and with the promotions of technical officers, the Committee invariably invites the Head of the Department concerned to attend its deliberations if it disagrees with his recommendation.

GAMBIA.

Selection.

Candidates are selected by a Public Appointments Committee composed of three officials and one unofficial member.

Promotions.

Promotions are dealt with by a board composed of the Colonial Secretary, the Head of the Department in which the vacancy occurs and one other official.

142. Enquiries revealed that there exists among the staffs of the West African Governments a lack of confidence in the local arrangements for the selection and promotion of candidates for posts in the Junior Service. The establishment of Public Service Commissions would not only effect a desirable consolidation and extension of the present arrangements but would go far to secure the confidence of the general public and of those who already hold Government appointments that the arrangements made are fair and impartial. It is, therefore, recommended that a Public Service Commission should be established in each of the four West African Territories. The composition and functions of similar bodies already set up within the Colonial Empire have been studied and it is recommended that in West Africa they should be composed as follows:—

Composition.

- (1) If the recommendation in paragraph 146 is accepted by West African Governments and by the Secretary of State, the officer for the time being holding the appointment of Civil Service Commissioner. Pending the appointment of such an officer, or in the event of the recommendation not being accepted, a senior Civil Servant (e.g. a Member of Executive Council)—Chairman.
- (2) Two senior Civil Servants (one of whom should be of the status of a Head of a Department).
- (3) One Unofficial Member of the Legislative Council.
- (4) A Secretary.

The Colonial Secretary should not be regarded as eligible for membership of the Commission. As regards (2), it might be desirable that the Director of Education should be a member and that the second member should be an African. It will be seen that provision is made for the inclusion of an Unofficial Member of Legislative Council. It is felt that a member with experience outside Government employment, especially one with experience with the large trading, banking or commercial firms, could make a valuable contribution to the deliberations of a Commission of this kind.

143. It has been suggested that representatives of the Associations should be appointed to be members of the Commission. There are practical difficulties in the way of the European and African Associations being represented on a Commission of this nature, but it should be the duty of the Commissions to consider any representations that Associations may make to them with regard to the filling of particular vacancies. It is recommended that where this is not already done, the existence of vacancies in the Public Service should be published in the *Government Gazette*.

Functions.

(1) To make all arrangements connected with the local recruitment of candidates to what are described in Colonial Regulations as Class III offices, in particular to—

- (a) prescribe the manner in which applications for employment should be made, to arrange for such examinations as may be considered necessary to be held before any candidate is admitted to the Service and to recommend to the Governor, or to such officer as he may designate, the appointment of suitable candidates to vacancies;
- (b) to advise the Governor, or such officer as he may designate, regarding the appointment of officers to fill promotion posts;
- (c) to advise the Governor, or such officer as he may designate, in cases where the Commission is of the opinion that a candidate should be given direct entry into a grade superior to the initial grade of the class of appointment for which he is an applicant.

(2) To consider any recommendations by Heads of Departments for the retirement of officers on reaching the age limit stated in paragraph 105 of the report and to advise the Governor thereon.

(3) To advise the Governor upon such other matters as he may specifically refer to the Commission.

Appointments and promotions subject to the approval of the Secretary of State.

144. As is explained above, the terms of reference require recommendations to be made with regard to appointments and promotions not subject to the approval of the Secretary of State. It does appear, however, that a Public Service Commission could fulfil certain functions with regard to appointments and promotions which are subject to the approval of the Secretary of State, provided, of course, that those functions were advisory only.

145. It is recommended that the Public Service Commission should be given authority to advise the Governor on the following matters when called upon by him to do so:—

- (1) Confirmation of officers (attention is invited, in this connection, to paragraph 45);
- (2) with regard to the promotion of officers from the lower segment of a salary scale to the upper segment, where a promotion bar has been recommended in this report;
- (3) with regard to any recommendations by Heads of Departments for the retirement of officers on reaching the age limit stated in paragraph 105 of the report.

Civil Service Commissioner.

146. In view of the fact that in this report various recommendations have been made which will involve extra work in connection with Service matters, it becomes essential to place personnel matters under the exclusive care of some high-ranking officer who might be called "Civil Service Commissioner". It will be impossible for either the Chief Secretary or the Administrative Secretary to carry out this work. It will be a full-time task in the larger Colonies and cannot be left to a Senior Assistant Secretary. The officer in charge of personnel matters should be sufficiently senior to be able to deal on terms of equality with the heads of other departments as it will be necessary for him to co-ordinate staff matters as between departments as well as, to some extent, within departments. The necessity for this appointment is exemplified in Nigeria where there are two Senior Assistant Secretaries dealing with personnel matters, one for the European staff and the other for the African. As every department now contains both European and African officers, it can hardly be suggested that such a division of labour is practicable, and the Government of Nigeria has in fact recommended to you that a post should be created the holder of which should perform the duties referred to above. Lastly, it will be necessary, if the recommendations with regard to competitive examinations are accepted, for the officer in charge of personnel matters to organise them, supervise the standard set and manner of marking, and generally to control junior appointments and promotions. He might be Chairman of the proposed Public Service Commission. It is recommended that the Nigeria post should have a status corresponding to that of an Administrative Officer, Staff Grade, and be placed in Group 5 of the super-scale posts. Where a similar post is created in any of the other West African Colonies, its status could be determined in relation to that established in Nigeria, e.g. in the Gold Coast the post might be of Provincial Commissioner status. In the smaller Colonies where it will be unnecessary to create a new senior post for the purposes discussed in this paragraph, the Colonial Secretary will no doubt keep this subject under his own umbrella, but he will find it necessary to delegate much of the detailed work connected with examinations, etc., and an additional post at the Assistant Colonial Secretary level may be required.

CHAPTER X

THE DEPARTMENTS

Accountant-General and Treasury.

147. **Accounting Assistant and Assistant Accountant.**—It will be noticed that in Nigeria there are posts of Accounting Assistant, Grade I, at £310-£400, and Accounting Assistant, Grade II, at £240-£300. The scales recommended are Grade I, £375-£450, Grade II, £265-£350. In the Gold Coast, there are posts of Assistant Accountant, Grade I, at £300-£500, and Assistant Accountant, Grade II, at £300-£396. A scale £375-£550 is recommended for the former and £375-£450 for the latter. It is understood that the duties performed by officers in these grades in Nigeria and the Gold Coast are approximately similar, but this Commission does not feel able to make a definite recommendation that there should be an upgrading of the posts in Nigeria so as to correspond, so far as salaries are concerned, to those in the Gold Coast. It is recommended that, while the salaries proposed should be adopted for present holders in Nigeria and the Gold Coast, the two Governments should consult together with a view to the adoption of similar scales for new entrants.

Administrator-General.

148. **Assistant Administrator-General, Nigeria.**—It is assumed that this post will be filled by an officer possessing legal qualifications.

Agriculture.

149. **Assistant Agricultural Officers.**—In Nigeria, the scales attached to these posts are: Senior Assistants £400-£500; Grade I £240-£375; Grades II and III £88-£220. In the Gold Coast, there is a through scale of £225-£460. The holders of these posts are all trained at Ibadan and there is no justification for different scales being paid in the two Territories. Uniform scales are recommended in this report. It is further recommended that in the Gold Coast the posts, so far as future entrants are concerned, should be so graded as to correspond to the sections of Scale D, and that in both Nigeria and the Gold Coast the ratio between the grades should be so arranged as to provide an efficient and meritorious officer with a prospect of reaching the top of Scale D2.

Agricultural Officer (Sierra Leone).—It is stated that the qualifications required in the holder of this post are a degree in agriculture or natural science or a diploma in agriculture of a British university and the associateship or diploma of the Imperial College of Tropical Agriculture, Trinidad. Scale D has been provided for this post in the appropriate schedule, but if an African officer is appointed who holds the qualifications mentioned he should be appointed to the scale provided for professional officers, viz. Scale A.

West African Cacao Research Institute.—The posts held by individual officers have not been dealt with separately since they fit into the general framework of the salary scheme set out in this report: nor has any recommendation been made with regard to the salary of the Director. It is understood that the salary of this post was placed on a consolidated basis comparatively recently and it is assumed that it is considered to be appropriate in present circumstances.

Commerce and Industries (Nigeria).

150. The Government of Nigeria informed the Commission that it was not possible to foresee how this new department would develop or what relative importance it would acquire. It was stated that in Government's view there was no need to ask the Commission to recommend revised salaries for the Director, the Economist, the Textile Expert or the Statistician. This view has been accepted except with regard to the post of Director where the salary recommended is slightly less than that at present provided.

Co-operation.

151. **Registrar of Co-operative Societies.**—As is stated in paragraph 41 the salary recommended for the post of Registrar has been assessed with regard to its responsibilities as compared with those of an officer of corresponding status in the Administration.

Deputy Registrar, Nigeria.—It is understood that the future organisation of the department will depend upon a revision of co-operative policy which is at present under consideration. The Commission was however, invited to make its recommendations on the basis of the establishment shown in the 1946/47 Estimates. It was also asked to provide for the salary of a Deputy Registrar against the possibility that such a post would be created. This has been done.

Assistant Registrars.—It is understood that the Government of Nigeria does not propose, save in exceptional circumstances, to continue to staff these posts by the secondment of administrative officers, and that it is hoped to recruit directly men with the commercial experience and personal qualities necessary for the work. Government considers that there is room for the more highly as well as the modestly educated man, and suggests that it would be convenient to establish a long-grade broken into two sections by a promotion bar at an appropriate point over which promotion would be by merit, though direct appointment or transfer to the upper section would not be precluded. It also suggests that the posts in the two sections should be styled Assistant Registrar, Grade I, and Assistant Registrar, Grade II. The Commission accepts the view of the Government of Nigeria as to the manner in which these posts should be dealt with but it has provided that the

full Scale B should be applied to them. If it should be definitely decided by the Government that the posts should be graded as proposed, the lower segment of the scale would be appropriate for the officer in Grade II and the upper segment for Grade I. The ratio of Grade I posts to Grade II need not necessarily be fixed so as to ensure that all efficient officers in Grade II will proceed to Grade I, since the standard required for appointment to Grade II would permit of the appointment of officers with differing qualifications and it would normally be the officer with the higher qualifications who would be promoted to Grade I.

Inspectors, Nigeria.—African Inspectors are required on first appointment at £54 p.a. to purchase a motor-cycle costing £96. Government advances the purchase money, but the repayments—£32 a year for 3 years—are out of all proportion to the present salary, and would still be so if the increases recommended in this report are taken into account. It is understood that Government is now itself providing some motor-cycles for the department, but it is recommended that in any case where an Inspector is required on first appointment to provide himself with a motor-cycle, the repayments should be spread over a period of at least four years.

Customs and Excise.

152. The Government of Nigeria has agreed with the recommendation of the Comptroller of Customs that the post of Assistant Comptroller should be abolished and replaced by a new post of Principal Collector, and that the post of Chief Inspector should be regraded to become senior to the new post of Principal Collector. Provision has therefore been made for the post of Principal Collector and it has been placed in Group 12. The post of Chief Inspector will be found in Group 11.

Collector of Customs (Sierra Leone).—The Scale D 2, 3 has been allotted to this post, but if the officer holding it is fully qualified and is performing all the duties usually carried out by a European officer, he should be placed on Scale B.

Education.

153. **Assistant Education Officer (Sierra Leone). Education Officer (Sierra Leone).**—The Scale D 2, 3 has been allotted to these posts, but if the officers holding them are fully qualified they should be placed on Scale A.

Assistant Education Officer (Gold Coast).—The present salary scale is £225-£460. It is considered that the scale recommended, viz. D 1, 2 (£150; 160-300; 320-£450) is sufficient for these posts, and it is recommended that they should be so graded as to correspond to these sections of the scale.

Ex-Servicemen's Training School, Enugu.—The posts shown in this section of the Education Department are temporary and no recommendation is made with regard to them. It is assumed that where it is found necessary to engage expatriate officers, they will be appointed at *ad hoc* rates.

Geological Survey.

154. In the report* of the Committee on Colonial Geology, the view is expressed that it is important that geological staff should be assured of a status comparable with that of other technical officers of Colonial Governments and that the Service should offer them both adequate salaries and reasonable prospects of advancement. It is considered that the recommendations contained in this report will ensure that the geologist does not suffer financially or in status by comparison with other officers having comparable qualifications, but they do, of course, make provision for the establishments as they stand at present and not as envisaged in the report of the Committee.

Inland Revenue, West Africa.

155. The West African establishment, with the salaries recommended, is shown below:—

	<i>Present Salary</i>	<i>Basic Salary recommended</i>	<i>Expatriation Pay</i>	<i>Group</i>
Commissioner of Income Tax ...	£1,400	£1,350	£450	5
Deputy Commissioner ...	£1,200	£1,150	£385	8
Assistant Commissioner ...	£750-£920	£400-£900	£135-£300	Scale A.
Assessment Officer ...	£400-£720			

This Commission feels that the importance and complexity of the work of the Department are such as fully to justify the considerable improvements in salaries as recommended above. Similar considerations apply to the posts in the territorial establishments.

Deputy Commissioner of Income Tax, Sierra Leone.—It will be observed that this post has been placed in the same group as the post of Deputy Commissioner of Income Tax, Gold Coast. The Commissioner represented that it was not possible for him to devote as much attention to the administration of the Department in Sierra Leone as he was able to do in the Gold Coast and in Nigeria, and that for this reason it was necessary to devolve additional responsibility on to the holder of the Sierra Leone post. He recommended that it should be regarded as carrying responsibilities equivalent to those carried by the Deputy Commissioner, Gold Coast. The Commission accepts this recommendation and has acted on it.

Judicial.

156. **Master and Registrar of the Supreme Court, Sierra Leone.**—Normally the holder of this post is required to possess a legal qualification. The present Master is not, however, a qualified officer and the Scale D 2, 3 is recommended. It is understood that he is discharging the full duties of the post most satisfactorily and the Government of Sierra Leone is invited to consider whether he should be granted a personal allowance in addition to salary.

Senior Puisne Judge, Nigeria.—This post has been placed in Group 4. In view of the upgrading of salaries recommended for the other Puisne Judges, it is recommended that when the post of Senior Puisne Judge falls vacant, it should be placed in Group 5.

Lands Department, Gold Coast.

157. **Commissioner of Lands.**—This post has been placed in group 10. It is understood that a comprehensive system of registration of land titles will be introduced into the Gold Coast. When this is done, the post should be raised to Group 9.

Land and Survey Department, Nigeria.—The Commissioner of Lands and Director of Surveys submitted a memorandum in which it was recommended that the Land and Survey sections of the Department should become two distinct and separate departments. The Governor approved this recommendation in principle and the scheme was under detailed examination by his advisers. The review of the scheme was not advanced sufficiently to enable Government to invite the Commission to make its recommendations on the basis of separate departments.

Labour.

158. **Assistant Labour Officer, Grade II, Nigeria.**—A starting salary of £120 p.a. for new entrants is considered to be sufficient for this grade.

Legal.

159. **Senior Crown Counsel, Nigeria.**—The present establishment includes six posts of Senior Crown Counsel. In a despatch from the Governor it is stated that as appointments to this grade must often be from outside Nigeria the designation "Senior Crown Counsel" with its implication that it is a senior grade of a service of Crown Counsel is not altogether appropriate in that it may give a misleading impression that promotions in the ordinary course will be made from Crown Counsel in Nigeria. It will be observed that in this report the time scale A has been attached to both the post of Crown Counsel and Senior Crown Counsel.

Marine Department, Nigeria.

160. The Commission was asked by the Government of Nigeria to consider the salaries to be allotted to the posts of Assistant Director, Principal Engineer, and Principal Marine Officer in the event of their being created. Recommendations with regard to the posts have accordingly been included in this report.

Engineers.—The status of these Marine Engineers was considered in the Colonial Office a few years ago as the result of representations which they made through the Governor of Nigeria. As a result, their posts were upgraded to the scale £450-£840. This Commission is not satisfied that the engineering qualifications which these officers are required to possess are on a par with those required in an officer appointed as an executive engineer in the Public Works Department. In view, however, of the ruling referred to above, Scale A is recommended for these posts.

Medical Department.

161. **Nursing Sisters with special qualifications.**—It is recommended that Nursing Sisters who possess the qualification of Health Visitor, Radiographer or a tutorial qualification should be paid a pensionable allowance of £50 per annum. Sister Tutors in the Gold Coast are paid the same scale of salary as a Senior Nursing Sister and receive in addition tutorial allowance of £20 p.a. In Nigeria, the Sister Tutors are on the Nursing Sister scale and receive a teaching allowance of £40 p.a. It is not, however, suggested that the salary scales attached to these posts must necessarily be uniform as so much will depend on the type of teaching work to be undertaken: the duties and responsibilities of the Sister Tutors at the new Nurses Training School in the Gold Coast certainly justify the allocation of the Senior Nursing Sister salary scale to the post.

African Nurses.—The salary scales for African nurses differ considerably as between territory and territory. It is understood that the reason for this is that more advanced training is given in some territories than in others. In view of this, although in theory nurses should be performing similar duties whether they be in the Gold Coast or Nigeria, Sierra Leone or the Gambia, and should therefore receive similar salaries, complete uniformity throughout West Africa for these posts has not been achieved. It is understood that there is under consideration a proposal to introduce a training curriculum common throughout West Africa. When this has been done, it should be possible to introduce common salary scales for those who enter after completion of the new curriculum.

Meteorological Services.

162. The Chief Meteorological Officer represented strongly to the Commission that it should make recommendations with regard to the posts in his department. It is understood, however, that a decision has not yet been taken as to whether the department will be the responsibility of the Air Ministry or of Colonial Governments. No recommendations are made with regard to the department in this report, but, if it should be decided that the responsibility for the staff lies with Colonial Governments, there should be no difficulty in applying appropriate scales of salary selected from those recommended in this report.

Mines.

163. **Assistant Inspector of Mines (Sierra Leone).**—If this officer is fully qualified and is performing all the duties usually carried out by a European officer, he should be placed on Scale A.

Police.

164. The improvements recommended in the salary scales for non-commissioned officers and the rank and file in the Nigerian Police Force are substantial. Recruits to the Force must be men of fair education, intelligent, of good physique and of high moral character. They have been underpaid in the past and it is time that the loyal and high standard of service which they render to Government and the general community were recognised by the payment of adequate salaries. It is recommended in paragraph 5 that the Governments of the Gold Coast, Sierra Leone and the Gambia should consider introducing similar improvements.

Political and Provincial Administrations.

165. **Chief Commissioner, Nigeria.**—It is understood that consideration is being given to a proposal that the Northern Provinces should be divided into two for administrative purposes with a Chief Commissioner in charge of each division. It is recommended that if effect is given to this proposal, the four posts of Chief Commissioner should be placed in Group 2.

Printing.

166. **Government Printer, Gold Coast and Nigeria.**—The duties and responsibilities attached to these posts have grown considerably in recent years and they are now underpaid. It is no longer appropriate that these Heads of Departments should be on incremental rates of pay, and salaries at fixed rates are recommended.

Public Works Department.

167. **Assistant Engineers.**—These posts are held by African officers on the scale £300-£600, and the Scale D 2,3 is recommended for them in this report. The officers at present concerned are believed to be partially qualified men who, however, may require further training in the United Kingdom—in at least one instance this has already been arranged. It is recommended that as in the case of Yaba doctors, officers holding these posts who become fully qualified should be eligible on the recommendation of the Head of Department, for appointment to the professional time scale, viz. Scale A.

Secretariat.

168. **Secretariat Assistants, Nigeria.**—A salary scale has been provided for these posts, but it is understood that it is unlikely that there will be any further appointments to the grade.

CHAPTER XI

SUMMARY OF RECOMMENDATIONS.

169.

1. Police Department posts in the Gold Coast, Sierra Leone and the Gambia excluded from the scope of the enquiry. Governments to consider adopting the scales recommended for Nigeria (paragraph 5).
2. Salary on promotion. Award of immediate increment (paragraph 21).
3. Disciplinary Procedure. Governor to have the power to dismiss officers whom he is empowered to appoint (paragraph 22).
4. Conversion to the new Terms of Service. Exercise of option (paragraph 24).
5. Recommendations to take effect from 1st January, 1946 (paragraph 25).
6. Structure of the Service. Two-group Service recommended (paragraph 26).
7. Expatriation—
 - (a) Definition of an expatriate (paragraph 29).
 - (b) Expatriation pay to be one-third of the basic salary (paragraph 30).
 - (c) African officers at present engaged on European terms to continue to receive these terms (paragraph 31).
8. Relationship between the salaries attached to the posts of Chief Justice and Chief or Colonial Secretary to be decided (paragraph 36).
9. Heads of Specialist Departments, e.g. Co-operation, Public Relations. Salaries to be reviewed if experts are appointed (paragraph 41).
10. Super-scale post grouping to cover the four Territories (paragraph 42).
11. Probationary period—Governments to consider whether the probation provisions are being strictly administered (paragraph 45).
12. Promotion Posts (Senior Time Scale)—
 - (a) Ratio between the number of posts above the senior time-scale promotion bar to those below it to be 1 : 2 (paragraph 46).
 - (b) Promotion to be on merit alone when a vacancy occurs above the bar (paragraph 46).
 - (c) Governor to be empowered to create supernumerary posts whenever efficient officers who fully merit promotion are being held up for lack of vacancies beyond the bar (paragraph 46).
 - (d) Proportion of posts as between the upper and lower segments of the scale to be kept under constant review (paragraph 46).
13. Efficiency Bars. To be abolished for appointments in the Senior Service (paragraph 47).
14. Point of entry into the senior time-scale. Certain classes of posts to be given a point of entry above the minimum (paragraph 52).
15. Increments for approved experience to be granted in certain classes of appointment (paragraphs 53-56).
16. Medical Officer (Special Grade). Salary scale recommended if the creation of this grade is approved (paragraph 57).
17. Civil Service Examinations. Introduction recommended for the Junior Service (paragraph 64).
18. Supernumerary non-pensionable and non-permanent junior grade of clerks to be created (paragraph 64).
19. Yaba Doctors. Special salary scale recommended (paragraph 69).
20. Private Practice. Taking of fees to be abolished (paragraph 71).
21. Private Practice. Payment of compensation at the rate of £100 p.a. recommended (paragraph 72).
22. Special Allowances. Allowances to be reviewed when new appointments are made (paragraph 75).
23. Fees paid to officers by private bodies to be paid into revenue (paragraph 76).
24. Medical examinations in the United Kingdom. Fares of all officers to place of examination to be paid (paragraph 77).
25. Pilotage Fees. Pilots to receive 50 per cent of pilotage fees (paragraph 79).
26. Entertainment Allowances—
 - (a) Rates to be kept under review (paragraph 81).
 - (b) £1 a night to be paid to officers who put up a guest at the request of Government (paragraph 81).

27. **Outfit allowance—**
- (a) To remain at £60. An additional £40 to be paid where the purchase of ceremonial kit is necessary (paragraph 82).
 - (b) Allowances of £30 or £15 to be paid to certain African officers (paragraph 83).
28. Marriage gratuities recommended for women officers holding pensionable posts (paragraph 84).
29. Equal pay for Men and Women. Decision with regard to the West African Civil Services to await the report of the Royal Commission (paragraph 85).
30. Foremen of Works to be recruited on contract in future (paragraph 87).
31. **Travelling Allowance.** Officer to be ineligible to claim travelling allowance in respect of any nights on which he is provided with accommodation by private arrangement with another officer, but his host to be eligible to receive payment of the allowance on submitting a claim to Government (paragraph 90).
32. Departmental Offences Ordinance to be repealed (paragraph 92).
33. **Housing—**
- (a) Special efforts to be made to improve present houses where this is necessary (paragraph 94).
 - (b) Mosquito-proofing to be provided in certain areas (paragraph 94).
 - (c) Refrigerators and fans to be installed and maintained by Government free of charge to the officer (paragraph 94).
 - (d) Mosquito nets to be provided to officers free of charge (paragraph 95).
34. **Free Quarters—**
- (a) Time not yet ripe for the abolition of free quarters in West Africa (paragraphs 97 and 98).
 - (b) African officers in the Senior Service to be supplied with free quarters or an allowance in lieu (paragraph 99).
35. **Rest-houses—**
- (a) To be made weather- and vermin-proof (paragraph 101).
 - (b) Not to be regarded as permanent quarters (paragraph 102).
36. Pension constant for the whole Service to be fixed at 1/600ths (paragraph 103).
37. Pensionable service to count from the age of 18 in the case of non-European officers (paragraph 104).
38. **Age of retirement.** Officers to be allowed to retire—
- (a) after 10 years' service.
 - (b) at the age of 45 (paragraph 105).
39. Retirement on grounds of ill-health. Provision for addition to pension to be extended to non-European officers (paragraph 107).
40. Exercise of option between full pension and reduced pension plus gratuity. Officers appointed after the 31st January, 1929, to be allowed to opt at the date of retirement for either a full pension or a reduced pension and gratuity (paragraph 108).
41. **Widows' and Orphans' Pension Scheme—**
- (a) Scheme for European officers to be examined with a view to ascertaining whether any changes in the rates of contributions and benefits should be introduced (paragraph 109).
 - (b) Scheme for African officers to be established (paragraph 110).
42. **Length of Tour—**
- (a) Annual leave not recommended for officers with less than ten years' service: length of tour to remain as at present (paragraph 113).
 - (b) Fifteen months' tour recommended for officers of between ten and twenty years' service; twelve months' tour for those with over twenty years' service (paragraph 113).
43. **Leave—**
- (a) Officers in the Senior Service to be granted five days' leave for each completed month of service. Expatriate officers to be granted in addition expatriation leave of two days for each completed month of service (paragraph 114).
 - (b) Leave rates for the Junior Service (paragraph 115).
 - (c) Officers in the Junior Service ordinarily resident in one of the other West African Territories who spend their leave in their home country to be granted return fares for themselves and their families to the station nearest their home once every five years. Time necessarily taken on the journey not to count against leave (paragraph 115).
 - (d) Study leave to be encouraged (paragraph 116).
 - (e) Officers in the Senior Service who are ordinarily resident in one of the other West African territories and who decide to spend their leave in their home country to be granted return fares for themselves and their families once every two years (paragraph 117).

- (f) Officers in the Senior Service who are ordinarily resident in West Africa to be permitted to spend their leave in the United Kingdom once every five years where the Governor is satisfied that it is in the interests of the Service that they should do so. In approved cases, officers to be eligible to receive a free return passage (paragraph 118).
44. Sick leave for African officers. Six months on full pay followed by six months on half pay to be granted (paragraph 119).
 45. Medical expenses of expatriate officers. Following to be considered:—
 - (a) Extension of arrangements with the Seamen's Hospital to other hospitals (paragraph 121).
 - (b) Possibility of officers joining in the new United Kingdom health scheme (paragraph 121).
 - (c) Possibility of opening negotiations with United Kingdom Insurance Company (paragraph 122).
 46. Children's passages to be granted on the same conditions as they are granted to wives. Possibility to be considered of prescribing that wives must reside in the Colony for a minimum part of tour in order to be eligible for a free passage (paragraph 123).
 47. Whitley Councils. Councils to be established on the lines of Whitley Councils (paragraphs 126-131).
 48. Cost-of-Living and separation allowances. Consolidation recommended (paragraph 137).
 49. Machinery for the adjustment of remuneration to variations in the cost of living. No special machinery to be set up, but records of price fluctuations to be kept (paragraph 137).
 50. Public Service Commissions to be established (paragraph 142).
 51. Civil Service Commissioner. Post to be created (paragraph 146).
 52. Accounting Assistant (Nigeria) and Assistant Accountant (Gold Coast). Governments to consider adopting similar salary scales for new entrants (paragraph 147).
 53. Assistant Agricultural Officers. Posts to be suitably graded (paragraph 149).
 54. Agricultural Officer (Sierra Leone). If the holder of this post is fully qualified, he should be placed on Scale A (paragraph 149).
 55. Co-operation. African Inspectors in Nigeria required to purchase motor-cycles. Recovery of advance to be spread over a period of at least four years (paragraph 151).
 56. Collector of Customs (Sierra Leone). Holder to be placed on Scale B if he is performing all the duties usually carried out by a European officer (paragraph 152).
 57. Assistant Education Officer (Sierra Leone). Education Officer (Sierra Leone). If the officers holding these posts are fully qualified, they should be placed on Scale A (paragraph 153).
 58. Assistant Education Officer, Gold Coast. Posts to be so graded as to correspond to the sections of the new scale (paragraph 153).
 59. Master and Registrar, Supreme Court, Sierra Leone. Government invited to consider whether the present holder should be granted a personal allowance (paragraph 156).
 60. Senior Puisne Judge, Nigeria. To be placed in group 5 when the post falls vacant (paragraph 156).
 61. Commissioner of Lands, Gold Coast. To be placed in Group 9 when a comprehensive system of registration of land titles is introduced (paragraph 157).
 62. Nursing Sisters with special qualifications. Allowances to be paid (paragraph 161).
 63. Assistant Inspector of Mines (Sierra Leone). If the holder is fully qualified and is performing all the duties usually carried out by a European officer, he should be placed on Scale A (paragraph 163).
 64. Chief Commissioner, Northern Provinces, Nigeria. If the Northern Provinces are divided into two for administrative purposes with a Chief Commissioner in charge of each division, posts to be placed in group 2 (paragraph 165).
 65. African Assistant Engineers. Should be eligible, on becoming fully qualified, for admission to Scale A (paragraph 167).

Conclusion.

170. It is realised that if these recommendations are accepted, the wage bill of Government will be increased considerably but it is hoped that the increases will not be out of proportion to the general rise in price-levels throughout the world, a rise which is reflected as clearly in wages as it is in every-day commodities.

171. Before concluding this report, I would like to express my appreciation and gratitude for the services rendered to me by Mr. C. E. Lambert, the Secretary of the Commission and by Mr. J. E. King, the Assistant Secretary. There can be no disguising the fact that but for their knowledge and industry this report would not have been concluded until well into 1947.

WALTER HARRAGIN

12th September, 1946.

C. E. LAMBERT (*Secretary*).

J. E. KING (*Assistant Secretary*).

APPENDICES

APPENDIX I

LIST OF SALARY SCALES RECOMMENDED IN THE REPORT

SCALE A

	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£
Salary	400	400	400	450	480	510	540	570	600	660	690	720	750	780	810	840	870	900
Expatriation Pay	135	135	135	150	160	170	180	190	200	220	230	240	250	260	270	280	290	300

Promotion Bar between £600 and £660.

Scale A will apply to posts in the following departments for which professional or administrative or comparable qualifications are required. An exception will be made in the case of women education officers who will be placed on Scale C.

Administration.
Agriculture.
Education.

Engineers.
Forests.
Geological Survey.

Income Tax.
Legal.
Marine.

Medical.
Survey.
Veterinary.

SCALE B

	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£
Salary	400	400	400	450	470	490	510	530	550	600	630	660	690	720	750	780	810	825
Expatriation Pay	135	135	135	150	155	160	170	180	190	200	210	220	230	240	250	260	270	275

Promotion Bar between £550 and £600.

Scale B will apply to posts carrying administrative responsibilities in the Audit, Customs, Police, Posts and Telegraphs and Lands Department. The upper segment will also apply to Senior Accountants, Senior Storekeepers, Nigerian Railway, and Assistant Commissioners of Income Tax.

APPENDIX I—*contd.*

SCALE C

	SECTION 1										A1			
	£	£	£	£	£	£	£	£	£	£	£	£	£	
Salary	400	400	400	450	465	480	495	510	525	540			560	
Expatriation Pay	135	135	135	150	155	160	165	170	175	180			185	
	SECTION 2					SECTION 3								
	£	£	£	£	£	£	£	£	£	£	£	£	£	£
Salary	570	590	610	630		645	675	705	735					
Expatriation Pay	190	200	210	210		215	225	235	245					

This scale is divided into three distinct sections. It will apply to posts which are at present mainly filled by external recruitment and are of a supervisory, executive, and purely technical nature rather than administrative. The scale will also apply in its entirety to women education officers. Section 1A is intended for posts which have hitherto been on a fixed salary of £600.

APPENDIX I—*contd.*

SCALE D

		SECTION 1														
		£	£	£	£	£	£	£	£	£	£	£	£	£	£	
Salary	150	150	150	160	170	180	190	200	210*	225	240	255	270	285	300
		SECTION 2							SECTION 3							
Salary	320	340	360	380	400	425	450		500	525	550	575	600		

This scale will normally apply to posts for which Africans with higher educational qualifications are required, e.g. Yaba Higher College or Achimota College. An officer (e.g. Surveyor) with the B.Sc. or equivalent qualification should proceed direct to Section II of the scale and, provided that the Head of his Department is satisfied as to his abilities, should be promoted to the professional time scale (Scale A) after 5 or more years' service in Scale D.

* Efficiency Bar at £210.

SCALE E

		£	£	£	£	£	£	£	£	£	£	£	£	£
Salary	... ..	150	300	300	350	400	425	450	475*	500	525	550	575	600

This scale will apply to posts for which African Graduates with Medical or Veterinary qualifications from Yaba Higher College are required.

* Efficiency Bar at £475.

SCALE F

		£	£	£	£	£	£	£	£	£	£	£	£	£			
Section F 1		84	84	84	90	96	112	120*	128	136	144	152	160				
		SECTION A							SECTION B								
Section F 2		120	120	120	130	140	150	160	170	180	190*	200	210	220	230	240	250
Section F 3		265	280	295	310	325	350										
Section F 4		375	390	405	420	435	450										
Section F 5		375	390	405	420	435	450	465	480	500	525	550					

* Efficiency Bar at £120 in Scale F 1 and at £190 in Scale F 2.

Section F 2C (£120 for three years then £130 x 10-£280) and Section F 3C (£300 x 10-£400) are applicable in the Gambia only.

Scale F will apply to posts in the clerical service or other posts which are of a clerical nature.

Section 2 will apply in part only to certain posts as indicated in Appendix IV.

APPENDIX I—contd.

SCALE G

	£	£	£	£	£	£	£	£	£	£	£	£
	SECTION A							SECTION B				
Section G 1	96	96	96	112	120	128	136*	144	152	160	170	
	SECTION A				SECTION B							
Section G 2	180	190	200	210*	220	230	240	250				
Section G 2C	180	190	200	210*	220	230	240	250	260	270	280	
Section G 3	260	275	290	305	320	340	360					
Section G 3C	300	310	320	330	340	350	360	370	380	390	400	
Section G 4	375	390	405	420	435	450	465	480				

Scale G will apply to the technical service and certain other grades not within the clerical service. The first two sections of this scale will apply only in part to certain posts as indicated in Appendix IV.

*Efficiency bar at £136 in Scale G 1 and at £210 in Scales G 2 and G 2C.

SCALE H

THIS SCALE IS APPLICABLE TO POLICE GRADES

	£	£	£	£	£	£	£	£	£	£	£	£
Recruits	50											
	Class III				Class II				Class I			
Constables, Classes I, II and III.	60	63	66	69	72	75	78	84	87	90	93	96
Lance-Corporal ...	100											
Corporal	112	118	124									
Sergeant	130	136	142	148								
Sergeant-Major ...	160											
Inspectors, etc. ...	170	180	190	200	210	220						
(Scale according to grade).	230	240	250	260	270	280						
Chief Inspector ...	290	305	320	335	350	365	380	400				
	420	435	450	465	480	500						

SCALE J.

THIS SCALE IS APPLICABLE MAINLY TO UNIFORMED GRADES OTHER THAN POLICE

	£	£	£	£	£	£	£	£	£	£	£
Section 1 (scale according to grade or appointment).	42	45	48	52	56	60	64	72	76	80	
" 2	84	88	92	96							
" 3	100	104	108	112							
" 4	116	120	124	128							
" 4a	96	102	108	114	120	128	132				
" 5	132	140	150								
" 5a	140	150	160	170							
" 6	160	170	180	190	200						
" 6a	190	200	210	220	230						
" 7	210	220	230	240	250						

APPENDIX I—*contd.*

SCALE K

	£	£	£	£	£	£	£
Section K 1	42	45	48				
Section K 2	52	56	60	64			
Section K 3	72	76	80	84			
Section K 4	88	92	96	100	104	108	
Section K 5	112	116	120				

SCALE L

	£	£	£	£	£	£	£
Section L 1	72	78	84	90	96	102	
Section L 2	108	114	120				
Section L 3	126	132	138	144	150		

Scales K and L will apply to subordinate clerical, technical and menial staff.

MISCELLANEOUS SCALES

SCALE M 1

	£	£	£	£	£	£	£	£	£	£	£
Revised Scale	375	375	375	390	405	420	435	450	465	480	500
Expatriation Pay ...	125	125	125	130	135	140	145	150	155	160	160

The above scale is applicable to women secretary-typists, etc.

SCALE M 3

	£	£	£	£	£	£	£	£	£	£	£
Grade A and B ...	72	78	84	90	96	102	108	114	120		
Grade C	84	84	84	96	112	120	136*	144	152	160	170*
	180	190	200	210							
Grade D	120	120	120	130	140	150	160	170	180	190	200†
	210	220	230	240	250	260	270	280			
Grade E	150	150	150	160	170	180	190	200	210‡	225	240
	255	270	285	300‡	320	340	360	380	400	425	450

Scale M 3 is applicable to Teachers in the Gambia.

* Efficiency Bars at £136 and £170.

† Efficiency Bar at £200.

‡ Efficiency Bars at £210 and £300.

APPENDIX I—*contd.*MISCELLANEOUS SCALES—*contd.*

SCALE N

SCALE N WILL APPLY TO NURSING APPOINTMENTS

						SENIOR POSTS												
						£	£	£	£	£	£	£	£	£				
Scale N 1	...	...	...	...	...	320	320	320	360	375	390	405	420	
Expatriation Pay	...	...	...	...	...	105	105	105	120	125	130	135	140	
Scale N 2	...	...	...	...	...	450	465	480	495	510	525	540		
Expatriation Pay	...	...	...	...	...	150	155	160	165	170	175	180		
Matron	...	...	...	...	...	600	SUBORDINATE POSTS							
Expatriation Pay	...	...	...	...	...	200								
						A						B						
						£	£	£	£	£	£	£	£	£	£	£	£	£
Scale N 3	...					84	84	84	90	96	112	120	128	136	144	152	160	
						A						B						
Scale N 4	...					170	180	190	200	210	220	230	240	250				
Scale N 5	...					260	275	290	305	320								
Scale N 6	...					340	355	370	385	400	420							

APPENDIX II

SUPER-SCALE SALARIES

	Present Salary	Proposed Salary	Expatriation Pay
GROUP 1			
<i>Nigeria</i>	£	£	£
Chief Justice	2,300	2,025	675
Chief Secretary	2,700	2,025	675
General Manager—Railways	2,000	1,800	600
Chief Commissioner, N.P.	2,700	2,025	675
<i>Gold Coast</i>			
Chief Justice	2,300	—	—
Colonial Secretary	2,000	1,800	600
GROUP 2			
<i>Nigeria</i>			
Attorney-General	1,900	1,650	550
Chief Commissioners—Western and Eastern Provinces	2,000	"	"
Director of Medical Services	2,000	"	"
Financial Secretary	2,000	"	"
GROUP 3			
<i>Nigeria</i>			
Agriculture—Director	1,750	1,500	500
Development Secretary	1,850	"	"
Education—Director	1,750	"	"
Public Works—Director	1,800	"	"
<i>Gold Coast</i>			
Attorney-General	1,700 (plus fees)	"	"
Chief Commissioners	1,700 or 1,800	"	"
Director of Medical Services	1,800	"	"
General Manager—Railway	1,700	"	"
<i>Sierra Leone</i>			
Chief Justice	1,800	"	"
GROUP 4			
<i>Nigeria</i>			
Administrative Secretary	1,700	1,425	475
Deputy Chief Secretary	1,700	"	"
Judge—Senior Puisne	1,750	"	"
Medical—Deputy Director (Headquarters)	1,700	"	"
<i>Sierra Leone</i>			
Colonial Secretary	1,600	"	"
GROUP 5			
<i>West Africa</i>			
Commissioner of Income Tax	1,400	1,350	450
<i>Nigeria</i>			
Administrative Officer (Staff Grade)	1,600	"	"
Forests—Chief Conservator	1,600	"	"
Judge—Puisne	1,600	"	"
Labour—Commissioner	1,400	"	"
Lands and Surveys—Director	1,600	"	"
Marine—Director	1,600	"	"
Medical—Deputy Director (Regional)	1,600	"	"
Police—Commissioner	1,500	"	"
Veterinary—Director	1,600	"	"
<i>Gold Coast</i>			
Financial Secretary	1,550	"	"
Judge—Puisne	1,600	"	"
Medical—Deputy Director	1,600	"	"
Public Works—Director	1,500	"	"
<i>Sierra Leone</i>			
Director of Medical Services	1,600	"	"

APPENDIX II—contd.

SUPER-SCALE SALARIES—contd.

	Present Salary	Proposed Salary	Expatriation Pay
GROUP 6			
<i>Nigeria</i>			
Agriculture—Deputy Director (HQ)	£ 1,450	£ 1,275	£ 425
Auditor	1,400+150	"	"
Customs—Comptroller	1,500	"	"
Commerce & Industries—Director	1,750	"	"
Deputy Financial Secretary	1,500	"	"
Education—Deputy Director (HQ)	1,450	"	"
Electrical Engineer-in-Chief	1,400	"	"
Medical—Assistant Director	1,500	"	"
Medical—Assistant Director (Laboratory)	1,500	"	"
Medical—Senior Specialist	1,500	"	"
Postmaster-General	1,450	"	"
Public Works—Deputy Director (HQ)	1,450	"	"
Supplies—Director	1,450	"	"
<i>Gold Coast</i>			
Administration—Under Secretary	1,500	"	"
Agriculture—Director	1,400	"	"
Education—Director	1,500	"	"
Medical—Assistant Director	1,500	"	"
Medical—Senior Specialist	1,500	"	"
Supplies—Director	1,500	"	"
GROUP 7			
<i>Nigeria</i>			
Accountant-General	1,300+200*	1,200	400
Administrative Officer, Class I	1,400	"	"
Agriculture—Deputy Director (Regional)	1,400	"	"
Co-operative Societies—Registrar	1,200	"	"
Education—Deputy Director (Regional)	1,400	"	"
Education—Assistant Director (Technical)	1,400	"	"
Geological Survey—Director	1,400	"	"
Mines—Chief Inspector	1,400	"	"
Public Relations Officer	1,400	"	"
Public Works—Deputy Director (Regional)	1,400	"	"
Railways—Chief Mechanical Engineer	1,400	"	"
Railways—Chief Engineer	1,400	"	"
Railways—Traffic Manager	1,400	"	"
Solicitor-General	1,400	"	"
Transport and Oil Control—Controller	1,400	"	"
<i>Gold Coast</i>			
Administrative Officer, Class I	1,400	"	"
Forests—Chief Conservator	1,400	"	"
Labour—Commissioner	1,400	"	"
Police—Commissioner	1,350	"	"
Social Welfare and Housing	1,400	"	"
Veterinary—Director	1,100	"	"
<i>Sierra Leone</i>			
Attorney-General	1,400	"	"
Chief Commissioner	1,500	"	"
Medical—Assistant Director	1,400	"	"
Railways—General Manager	1,400	"	"
GROUP 8			
<i>West Africa</i>			
Income Tax—Deputy Commissioner	1,200	1,150	385
<i>Nigeria</i>			
Colliery Manager	1,000 x 50 -1,300	"	"
Forests—Deputy Chief Conservator	1,300	"	"
Medical—Specialist	1,300	"	"
Police—Deputy Commissioner	1,200	"	"
Prisons—Director	1,400	"	"
Veterinary—Deputy Director	1,300	"	"

* Allowance to lapse.

APPENDIX II—*contd.*SUPER-SCALE SALARIES—*contd.*

	Present Salary	Proposed Salary	Expatriation Pay
GROUP 8—<i>contd.</i>			
<i>Gold Coast</i>	£	£	£
Accountant-General	1,300*	1,150	385
Auditor	1,250†	"	"
Customs—Comptroller	1,350	"	"
Geological Survey—Director	1,400	"	"
Medical—Specialist	1,300	"	"
Mines—Chief Inspector	1,400	"	"
Postmaster-General	1,300	"	"
<i>Sierra Leone</i>			
Judge	1,350	"	"
Medical—Specialist	1,300	"	"
Treasurer	1,300*	"	"
GROUP 9			
<i>Nigeria</i>			
Administrative Officer, Class II	1,200	1,075	360
Agriculture—Assistant Director	1,200	"	"
Customs—Deputy Comptroller	1,200	"	"
Education—Chief Inspector	1,200	"	"
Education—Lecturer in Arabic Studies	1,200	"	"
Electricity—Deputy Electrical Engineer	1,200	"	"
Forests—Assistant Chief Conservator	1,200	"	"
Income Tax—Deputy Commissioner	1,200	"	"
Labour—Deputy Commissioner	1,200	"	"
Lands and Surveys—Deputy Commissioner	1,300	"	"
Medical—Senior Medical Officer	1,200/1,400	"	"
Medical—Senior Health Officer	1,200	"	"
Medical—Senior Pathologist	1,200	"	"
Medical—Principal Medical School	1,200	"	"
Posts and Telegraphs—Deputy Director and Engineer-in-Chief.	New post	"	"
Posts and Telegraphs—Deputy Director, Posts and Accounts	"	"	"
Public Works—Assistant Director	1,200	"	"
Railways—Staff Manager	1,300	"	"
Railways—Chief Accountant	1,300	"	"
Railways—Assistant Chief Mechanical Engineer	1,200	"	"
Railways—Assistant Chief Engineer... ..	1,200	"	"
Railways—Assistant Traffic Manager	1,100	"	"
Veterinary—Assistant Director	1,200	"	"
<i>Gold Coast</i>			
Administrative Officer, Class II	1,200	"	"
Administration—Deputy Financial Secretary	1,200	"	"
Agriculture—Deputy Director	1,100	"	"
Co-operative Societies—Registrar	1,200	"	"
Education—Deputy Director	1,200	"	"
Medical—Senior Medical Officer	1,200	"	"
Medical—Senior Health Officer	1,200	"	"
Medical—Senior Pathologist	1,200	"	"
Public Relations Officer	1,200	"	"
Public Works—Deputy Director	1,200	"	"
Railways—Chief Engineer	1,200	"	"
Railways—Chief Mechanical Engineer	1,200	"	"
Railways—Traffic Manager	1,100	"	"
Surveys—Director	1,250	"	"
Solicitor-General	1,250	"	"
<i>Sierra Leone</i>			
Administrative Officer, Staff Grade	1,200 and 1,300	"	"
Agriculture—Director	1,200	"	"
Development and Planning Officer	New post	"	"
Education—Director	1,300	"	"
Labour—Commissioner	1,200	"	"
Medical—Senior Medical Officer	1,200	"	"
Medical—Senior Health Officer	1,200	"	"
Public Works—Director	1,200	"	"

* Allowance as Currency Officer to lapse.

† Allowance for auditing enemy property accounts to lapse.

APPENDIX II—contd.

SUPER-SCALE SALARIES—contd.

	Present Salary	Proposed Salary	Expatriation Pay
GROUP 9—contd.			
<i>Gambia</i>	£	£	£
Administration—Colonial Secretary	1,200	1,075	360
Administration—Senior Commissioners	1,200	"	"
Judge	1,200	"	"
Medical—Senior Medical Officer	1,200	"	"
GROUP 10			
<i>Nigeria</i>			
Audit—Deputy Auditor	1,100	1,000	335
Commerce and Industries—Deputy Director	1,200	"	"
Education—Principal, Technical Institute	1,200	"	"
Geological Survey—Deputy Director	1,050	"	"
Lands and Surveys—Assistant Director of Surveys	1,100	"	"
Lands and Surveys—Assistant Commissioner of Lands	1,100	"	"
Marine—Deputy Director	1,100	"	"
Marine—Superintending Engineer	1,100	"	"
Mines—Deputy Chief Inspector	1,050	"	"
Posts and Telegraphs—Controller of Posts	1,150	"	"
Posts and Telegraphs—Assistant Engineer-in-Chief (Wireless)	New post	"	"
Posts and Telegraphs—Assistant Engineer-in-Chief (General)	"	"	"
Posts and Telegraphs—Assistant Engineer-in-Chief (Development).	"	"	"
Railways—Stores Superintendent	1,100	"	"
Railways—Superintendent of Motive Power	1,100	"	"
Railways—Works Manager	1,100	"	"
Veterinary—Pathologist... ..	1,100	"	"
Veterinary—Principal Veterinary School	1,100	"	"
<i>Gold Coast</i>			
Income Tax—Deputy Commissioner	1,100	"	"
Lands—Commissioner*	1,100	"	"
Posts and Telegraphs—Deputy Postmaster-General	1,100	"	"
Posts and Telegraphs—Engineer-in-Chief	1,100	"	"
Public Works—Assistant Director	1,100	"	"
Public Works—Chief Mechanical and Electrical Engineer	1,050	"	"
<i>Sierra Leone</i>			
Forests—Conservator	1,100	"	"
Income Tax—Deputy Commissioner	1,050	"	"
GROUP 11			
<i>West Africa</i>			
Assistant Commissioner of Income Tax	New post	960	320
<i>Nigeria</i>			
Accountant-General—Deputy	1,050+100†	"	"
Administrator-General	880/1,000	"	"
Agriculture—Principal Agricultural Officer	1,050	"	"
Chemist—Government Chemist	1,050	"	"
Colliery—Deputy Colliery Manager	880/1,000	"	"
Co-operative Societies—Deputy Registrar... ..	New post	"	"
Customs—Chief Inspector	1,000	"	"
Economist—Statistical Bureau	1,200	"	"
Education—Deputy Director (Women)	1,100	"	"
Education—Principals of Schools	1,050	"	"
Education—Research and Development Officer	1,200	"	"
Fisheries Development Officer	1,200	"	"
Forests—Conservator	1,050	"	"
Geological—Senior Geologist	New post	"	"
Judicial—Chief Registrar	880/1,000	"	"
Labour—Senior Labour Officer	1,050	"	"
Marine—Naval Architect	1,050	"	"
Marine—Assistant Director	1,100	"	"
Mines—Assistant Chief Inspector	New post	"	"
Police—Assistant Commissioner	1,100	"	"
Posts and Telegraphs—Divisional Engineer	1,050	"	"
Prisons—Deputy Director	1,100	"	"
Public Relations—Assistant Public Relations Officer	New post	"	"

* If Registration of Lands is included in duties, this post should be placed in Group 9.

† Allowance as Currency Officer to lapse.

APPENDIX II—contd.

SUPER-SCALE SALARIES—contd.

	Present Salary	Proposed Salary	Expatriation Pay
GROUP 11—contd.			
<i>Nigeria—contd.</i>			
Public Works—Chief Accountant	1,050	960	320
Public Works—Senior Executive Engineer	1,050	"	"
Public Works—Senior Electrical Engineer	1,050	"	"
Public Works—Senior Architect	1,050	"	"
Railways—District Engineer	1,000	"	"
Railways—District Traffic Superintendent	1,000	"	"
Railways—District Locomotive Superintendent	1,000	"	"
Railways—Carriage and Wagon Superintendent	1,000	"	"
Veterinary—Principal Veterinary Research Officer	New post	"	"
Veterinary—Principal Veterinary Officer	"	"	"
<i>Gold Coast</i>			
Accountant-General—Chief Assistant	1,050	"	"
Agriculture—Assistant Director	1,050	"	"
Agriculture—Chief Agricultural Survey Officer	1,100	"	"
Audit—Deputy Auditor	1,000	"	"
Co-operative Societies—Deputy Registrar	1,000	"	"
Customs—Deputy Comptroller	1,100	"	"
Education—Assistant Director	1,100	"	"
Education—Mass Education Officer	1,050	"	"
Education—Principal, Government Technical School	1,050	"	"
Education—Principal, Teacher-training College	1,050	"	"
Forests—Conservator	1,050	"	"
Geological Survey—Deputy Director	1,050	"	"
Judicial—Chief Registrar and Sheriff	1,050	"	"
Police—Deputy Commissioner	1,050	"	"
Prisons—Director	1,050	"	"
Public Works—Chief Architect	New post	"	"
Public Works—Senior Executive Engineer	1,050	"	"
Public Works—Senior Public Health Engineer	1,050	"	"
Railways—Chief Accountant	1,100	"	"
Railways—Chief Electrical Engineer	1,000	"	"
Statistician	900/1,050	"	"
Surveys—Deputy Director	1,050	"	"
Town and Country Planning Board—Secretary and Executive Officer	1,100	"	"
Water Supply—Director	1,100	"	"
<i>Sierra Leone</i>			
Agriculture—Principal Agricultural Officer	1,050	"	"
Auditor	1,100	"	"
Customs—Comptroller	1,100	"	"
Geologist	1,000	"	"
Mines—Chief Inspector	1,000	"	"
Police—Commissioner	1,100	"	"
Postmaster-General	1,000	"	"
Public Works—Assistant Director	1,050	"	"
Public Works—Mechanical and Electrical Engineer	880/1,000	"	"
Railways—Chief Mechanical Engineer	1,000	"	"
Railways—Chief Engineer	1,000	"	"
Railways—Traffic Manager	1,000	"	"
Solicitor-General	1,050	"	"
Supplies—Director	1,100	"	"
Surveys and Lands—Director	1,050	"	"
Treasury—Deputy Treasurer	1,050	"	"
Veterinary—Director	1,050	"	"
<i>Gambia</i>			
Attorney-General	1,050	"	"
Public Utilities—Receiver-General	1,050	"	"
Receiver-General	1,050	"	"
GROUP 12			
<i>Nigeria</i>			
Accountant-General—Principal Accountant, Grade I	1,000	885	295
Agriculture—Principal Produce Officer	1,050	"	"
Audit—Principal Assistant Auditor	1,000	"	"
Commerce and Industries—Assistant Director	1,100	"	"
Commerce and Industries—Chief Marketing Officer	1,050	"	"

APPENDIX II—*contd.*SUPER-SCALE SALARIES—*contd.*

	Present Salary	Proposed Salary	Expatriation Pay
	£	£	£
GROUP 12—<i>contd.</i>			
<i>Nigeria—contd.</i>			
Customs—Chief Inspector (Preventive Service)	1,000	885	295
Customs—Principal Collector	1,050	"	"
Electricity—Chief Accountant	1,050	"	"
Marine—Chief Accountant	1,000	"	"
Marine—Principal Marine Officer	New post	"	"
Marine—Principal Marine Engineer	"	"	"
Posts and Telegraphs—Chief Accountant	1,050	"	"
Posts and Telegraphs—Divisional Surveyor	1,050	"	"
Printing—Government Printer	750/900	"	"
Railways—Assistant Chief Accountant	1,050	"	"
Railways—Assistant Staff Manager	1,050	"	"
Railways—Principal Assistant to General Manager	1,050	"	"
<i>Gold Coast</i>			
Broadcasting—Superintendent	880/1000	"	"
Customs—Assistant Comptroller	1,050	"	"
Police—Assistant Commissioner	1,050	"	"
Transport—Chief Transport Officer	880/1000	"	"
<i>Miscellaneous</i>			
Adviser on Rural Development, Nigeria	1,000	900	300
Government Printer, Gold Coast	660/840	825	275
Harbour-master, Sierra Leone	750/920	"	"
Chief Accountant, Railways, Sierra Leone	750/920	"	"
Assistant Commissioner of Police, Sierra Leone	840/920	"	"
Auditor, Gambia	810	750	250
Government Printer, Sierra Leone	600/780	675	225
Superintendent of Prisons, Sierra Leone	550/720	630	210

APPENDIX III

NIGERIA

LIST OF POSTS TO BE INCLUDED IN GROUP I

(Note.—Posts included in the Development and Welfare Expenditure Section of the Estimates are included under Departmental Heads)

Department	Post	Present Salary or Salary Scale	Proposed Basic Salary or Basic Salary Scale	
ACCOUNTANT-GENERAL*	Accountant-General	£1,300	Group 7.	
	Deputy Accountant-General	£1,050	Group 11.	
	Principal Accountant	£1,000	Group 12.	
	Senior Accountant	£750 x 30-810 ; 840 x 40-920	Scale B.	
	Accountant	£400 ; 400 ; 450 ; 475 x 25-600 ; 630 x 30-720	(Upper segment). Scale C 1, 2.	
ADMINISTRATOR-GENERAL	Administrator-General	£880 x 40-£1,000	Group 11.	
	Assistant Administrator-General	£630 ; 630 x 30-840	Scale A.	
AGRICULTURE	Director of Agriculture	£1,750	Group 3.	
	Deputy Director of Agriculture (Headquarters)	£1,450	Group 6.	
	Deputy Director of Agriculture (Regional)	£1,400	Group 7.	
	Assistant Director of Agriculture	£1,200	Group 9.	
	Chief Marketing Officer	£1,050	Group 12.	
	Principal Agricultural Officer	£1,050	Group 11.	
	Senior Agricultural Officer	£880 x 40-£1,000	} Scale A.	
	Agricultural Officer	£450, 450, 475 ; 500 x 25-600 x 30-630 ; 690 x 30-840		
	Entomologist	£450, 450, 475 ; 500 x 25-600 x 30-630 ; 690 x 30-840		
	Senior Chemist	£880 x 40-£1,000		
	Chemist	£450, 450, 475 ; 500 x 25-600 x 30-630 ; 690 x 30-£840		
	Senior Botanist	£880 x 40-£1,000		
	Botanist	£450, 450, 475 ; 500 x 25-600 x 30-630 ; 690 x 30-£840		
	Principal Produce Officer	£1,050		Group 12.
	Marketing Officer	£400, 400, 450 x 25-600 x 30-720		Scale C 1, 2.
	Senior Inspector of Produce	£750 x 30-£810		Scale C 3.
	Inspector of Produce	£400, 400, 450 x 25-600 x 30-£720	Scale C 1, 2.	
Agricultural Engineer	£1,100	Group 11.		
Agricultural Superintendent	£400, 400, 450 x 25-600 x 30-£720	Scale C 1, 2.		
Economist	£450, 450, 475 ; 500 x 25-600 x 30-630 ; 690 x 30-£840	Scale A.		

* Payment of currency fees to officers in the Accountant-General's Department should be discontinued, *vide* paragraph 76.

APPENDIX III—contd.

Department	Post	Present Salary or Salary Scale	Proposed Basic Salary or Basic Salary Scale
AGRICULTURE—contd.	Specialist Officer	£450, 450, 475 ; 500 x 25-600 x 30-630 ; 690 x 30-£840	Scale A.
	Secretary (Agricultural Development Scheme D) ...	£450, 450, 475 ; 500 x 25-600 x 30-630 ; 690 x 30-£840	Scale A.
	Statistician (Agricultural Development Scheme D) ...	£450, 450, 475 ; 500 x 25-600 x 30-630 ; 690 x 30-£840	Scale A.
	Agricultural Engineer (Agricultural Development Scheme D).	£450, 450, 475 ; 500 x 25-600 x 30-630 ; 690 x 30-£840	Scale A.
AUDITOR	Auditor	£1,400 plus pensionable allowance £150	*Group 6.
	Deputy Auditor	£1,100	Group 10.
	Principal Assistant Auditor	£1,000	Group 12.
	Senior Assistant Auditor	£840 x 40-£920	} Scale B.
	Assistant Auditor	£400, 400, 450 ; 500 x 25-600 ; 630 ; 690 x 30-£810	
CHEMISTRY	Government Chemist	£1,050	Group 11.
	Assistant Government Chemist	£550, 550, 575 ; 600 x £30-£840	Scale A.
COLLIERY	Colliery Manager	£1,100 x 50-£1,300	Group 8.
	Deputy Colliery Manager	£880 x 40-£1,000	Group 11.
	Colliery Engineer	£475, 475, 500 x 25-600 x 30-840 ; 880 x 40-£1,000	Scale A.
	Chief Underground Manager	£750 x 30-840 x 40-£920	Scale A.
	Colliery Electrical Engineer	£750 x 30-840 x 40-£920	(Upper segment) †Scale A.
	Colliery Surveyor	£475, 475, 500 x 25-600 x 30-£840	Scale B.
	Senior Accountant	£750 x 30-810 ; 840 x 40-£920	Scale B.
	Inspector of Plant	£630 x 30-£720	(Upper segment) Scale C 2.
	Underground Manager	£600 x 30-£720	Scale C 2.
	Overman	£400 x 12-496 ; 508 x 12-544 x 16-£560	} Scale C 1.
	Mechanic	£400 x 12-496 ; 508 x 12-544 x 16-£560	
Electrician	£400 x 12-496 ; 508 x 12-544 x 16-£560		
Inspector of Works	£400 x 12-496 ; 508 x 12-544 x 16-£560		
COMMERCE AND INDUSTRIES	Director	£1,750	Group 6.
	Deputy Director	£1,200	Group 10.
	Fisheries Development Officer	£1,200	Group 11.
	Economist	£1,200	Group 11.
	Assistant Director	£1,100	Group 12.

* Pensionable allowance to lapse.

† Point of entry for new entrant £450 for three years.

APPENDIX III—contd.

Department	Post	Present Salary or Salary Scale	Proposed Basic Salary or Basic Salary Scale
COMMERCE AND INDUSTRIES—contd.	Textile Expert	£1,000	£750.
	Statistician	£1,000	£750.
	Senior Accountant	£750 x 30-810 ; 840 x 40-£920	Scale B. (Upper segment).
	Senior Marketing Officer	£750 x 30-£810	Scale C 3.
	Accountant	£400, 400, 450 ; 475 x 25-600 ; 630 x 30-£720	Scale C 1, 2.
	Chief Inspector of Works	£600	£560.
	Fish Farmer	£450, 450, 475 ; 500 x 25-600 x 30-630 ; 690 x 30-£840	Scale A.
	Master Fisherman	£650	No recommendation
	Fisheries Officer	£450, 450 475 x 25-600 ; 630 ; 690 x 30-£840	Scale A.
Secretary Typist	£400, 400, 415, 430 x 20-£600	Scale M 1.	
CO-OPERATIVE SOCIETIES	Registrar of Co-operative Societies	£1,200	Group 7.
	Deputy Registrar of Co-operative Societies	New Post	Group 11.
	Assistant Registrar and Co-operative Officer	Various rates	*Scale B.
CUSTOMS AND EXCISE	Comptroller of Customs and Excise	£1,500	Group 6.
	Deputy Comptroller of Customs and Excise	£1,200	Group 9.
	Principal Collector (Assistant Comptroller) of Customs and Excise	£1,050	Group 12.
	Chief Inspector of Customs and Excise	£1,000	Group 11.
	Senior Collectors of Customs and Excise	£840 x £40-£920	Scale B.
	Chief Inspector, Preventive Service	£1,000	Group 12.
	Collector of Customs and Excise	£400, 400, 450, 475 x 25-600 ; 660 x 30-810	Scale B.
EDUCATION	Director of Education	£1,750	Group 3.
	Deputy Director of Education		
	(Headquarters) 1 at	£1,450	Group 6.
	(Regional) 3 at	£1,400	Group 7.
	(Female) 1 at	£1,100	Group 11.
	Assistant Director of Education (Technical)	£1,400	Group 7.
	Lecturer in Arabic Studies	£1,200	Group 9.
	Chief Inspector of Education	£1,200	Group 9.
Principals, Primary Schools and Higher Training Institute	£1,050	Group 11.	

Paragraph 151.

APPENDIX III—contd.

Department	Post	Present Salary or Salary Scale	Proposed Basic Salary or Basic Salary Scale
EDUCATION—contd.	Principal, Queen's College, Lagos	£600 x 30-£720	} Scale C 2. Scale A. (Upper Segment). Scale C 3. Scale A. (Upper Segment). Scale A. Scale A. Scale A. Scale C 1. Scale C 1. Scale C 1, 2. Group 9. Group 11. Group 10. Scale A. Scale C 1, 2. Group 11. Scale A. (Upper Segment). Scale C 1, 2. Scale C 2, 3.
	Principal, Women's Training Centre, Sokoto	£600 x 30-£720	
	Senior Education Officer (Male)	£880 x 40-£1,000	
	Senior Education Officer (Female)	£720 x 30-£840	
	Senior Agricultural Education Officer	£880 x 40-£1,000	
	Education Officer	£400, £400, £450 ; £500 x 25-600, 630 ; 690 x 30-£840	
	Agricultural Education Officer	£450, 450, 475 ; 500 x 25-600 ; 630 ; 690 x 30-840 ; 880 x 40-£1,000	
	Lecturer	£400 ; 400 ; 450 ; 500 x 25-600 ; 630 ; 690 x 30-840 ; 880 x 40-£1,000	
	Education Officer (Domestic Science) Mistress	£400 ; 415 ; 430 x 20-£600	
	Accountant	£400 ; 415 ; 430 x 20-£600	
	Chief Inspector of Education (Technical)	£400 ; 400 ; 450 ; 475 x 25-600 ; 630 x 30-£720	
	Research and Development Officer	£1,200	
	Principal, Technical Institute	£1,050	
	Assistant Lecturer	£1,200	
	Welfare Officer	£400 ; 400 ; 450 x 25-600 x 30-£720	
	Principal, Trade Centre	£400 ; 400 ; 450 x 25-600 x 30-£720	
	Senior Education Officer (Technical)	£1,050	
	Technical Instructor	£880 x 40-£1,000	
	Principal, Women's Training Centre	£400 ; 400 ; 450 x 25-600 x 30-£720	
	ELECTRICITY	Electrical Engineer-in-Chief		£600 x 30-£840	} Group 6. Group 9. Group 11. * †Scale A. *Scale A. Scale C 1, 2. Scale C 1, 2.
Deputy Electrical Engineer-in-Chief		£1,400	
Senior Electrical Engineer		£1,200	
*Electrical Engineer, Grade I		£1,050	
†Electrical Engineer, Grade II, and Cadet Engineer		£880 x 40-£1,000	
Mechanical Engineer, Grade I		£475 ; 475 ; 500 ; 525 x 25-600 x 30-660 ; 690 x 30-£840	
*Mechanical Engineer, Grade II		£880 x 40-£1,000	
Assistant Electrical Engineer		£475, 475, 500 ; 525 x 25-600 x 30-660 ; 690 x 30-£840	
Assistant Mechanical Engineer		£475 ; 475 ; 500 ; 525 x 25-600 x 30-660	
Assistant Mechanical Engineer		£475, 475, 500 ; 525 x 25-600 x 30-£660	

* Point of entry for new entrants £450 for 3 years.

† Point of entry for Cadet Engineers £400 for 3 years.

APPENDIX III—contd.

Department	Post	Present Salary or Salary Scale	Proposed Basic Salary or Basic Salary Scale
ELECTRICITY—contd.	Chief Accountant	£1,050	Group 12. Scale B. (Upper Segment). Scale C 1, 2. Scale C 1. Scale C 2.
	Senior Accountant	£750 x 30-£840 x 40-£920	
	Accountant	£400, 400, 450 ; 475 x 25-600 ; 630 x 30-£720	
	Cable Jointer	£400 x 12-496 ; 508 x 12-544 x 16-560	
	Electrical Mechanic	£400 x 12-496 ; 508 x 12-544 x 16-560	
	Meter Superintendent	£630 x 30-£720	
FORESTRY	Chief Conservator of Forests	£1,600	Group 5. Group 8. Group 9. Group 11. Scale A. *Scale A. Scale C 1, 2. Scale A. (Upper Segment). Scale A.
	Deputy Chief Conservator of Forests	£1,300	
	Assistant Chief Conservator of Forests	£1,200	
	Conservator of Forests	£1,050	
	Senior Assistant Conservator of Forests	£880 x 40-£1,000	
	Assistant Conservator of Forests	£450 ; 450 ; 475 ; 500 x 25-600 x 30-630 ; 690 x 30-£840	
	Forest Engineer	£475 ; 475 ; 475 ; 500 x 25-600 x 30-630 ; 690 x 30-£840	
	Forest Technician	£400 ; 425 ; 450 ; 500 x 25-600 x 30-£720	
	Utilisation Officer	£880 x 40-£1,000	
	Specialist	£450 ; 450 ; 475 ; 500 x 25-600 x 30-630 ; 690 x 30-£840	
GEOLOGICAL SURVEY	Director of Geological Survey	£1,400	Group 7. Group 10. *Scale A. Scale C 1.
	Deputy Director of Geological Survey	£1,050	
	Senior Geologist	£880 x 40-£1,000	
	Geologist	£550 ; 550 x 25-600 x 30-£840	
	Mineralogist	£550 ; 550 x 25-600 x 30-840 ; 880 x 40-£1,000	
	Mining Geologist	£550 ; 550 x 25-600 x 30-840 ; 880 x 40-£1,000	
	*Water Supply Engineer	£475 ; 475 ; 500 x 25-600 x 30-£840	
	Inspector, Grade I and II	£400 x 12-496 ; 508 x 12-544 x 16-£560	
GOVERNOR	Confidential Stenographer and Office Assistant	£400 x 15-430 x 20-£600	Scale M 1.
INLAND REVENUE	Deputy Commissioner	£1,200	Group 9. Group 11. Scale A. Scale M 1.
	Assistant Commissioner	New post	
	Senior Assessment Officer (formerly Assistant Commissioner).	£750 x 30-840 x 40-£920	
	Assessment Officer (formerly Tax Officer)	£400, 400, 450 x 25-600 x 30-£720	
	Secretary-Typist	£400, 400, 415 ; 430 x 20-£600	

* Point of entry for new entrants £450 for 3 years.

APPENDIX III—contd.

Department	Post	Present Salary or Salary Scale	Proposed Basic Salary or Basic Salary Scale
JUDICIAL	Chief Justice	£2,300	Group I (£2,025). Group 4. Group 5. Group 11. *Scale A.
	Senior Puisne Judge	£1,750	
	Second Puisne Judge	£1,600	
	Third Puisne Judge	£1,600	
	Fourth Puisne Judge	£1,600	
	Puisne Judge	£1,400	
	Chief Registrar	£880 x 40-£1,000	
	Magistrate	£630, 630 ; 660 x 30-840 ; 880 x 40-£1,000	
LABOUR	Commissioner of Labour	£1,400	Group 5. Group 9. Group 11. Scale A. Scale A. Scale A. Scale A. Scale A. Scale C 1, 2. Scale C 1, 2. Scale C 1, 2. Scale C 3. Scale C 1, 2.
	Deputy Commissioner of Labour	£1,200	
	Senior Labour Officer	£1,050	
	Labour Officer	£400, 400, 450 ; 500 x 25-600 x 30-630 ; 690 x 30-840 ; 880 x 40-£1,000.	
	Factory Inspector	£475, 475, 500 x 25-600 x 30-840 ; 880 x 40-£1,000	
	Industrial Relations Officer	£400, 400, 450, 500 x 25-600 x 30-630 ; 690 x 30-840 ; 880 x 40-£1,000	
	Industrial Welfare Officer	do.	
	Trades Union Officer	do.	
	Statistician	do.	
	Staff Instructor	£400, 400, 425 x 25-600 ; 630 x 30-£720	
	Labour Inspector	£400, 400, 450 ; 475 x 25-600 ; 630 x 30-£720	
	Trade Tester	£400, 400, 450 ; 475 x 25-600 ; 630 x 30-£720	
	Senior Exchange Manager	£750 x 30-£840	
	Exchange Manager	£400, 400, 450 ; 475 x 25-600 ; 630 x 30-£720	
LAND AND SURVEY	Commissioner of Lands and Director of Surveys	£1,600	Group 5. Group 9. Group 10. Group 10. *Scale A. Scale B. Scale B.
	Deputy Commissioner of Lands and Director of Surveys	£1,200	
	Assistant Director of Surveys	£1,100	
	Assistant Commissioner of Lands	£1,100	
	Legal Assistant	£600, 600, 630 x 30-840 x 40-£1,000	
	Deputy Registrar of Titles	£400, 400 ; 450 x 25-600 ; 660 x 30-£810	
	Senior Land Officer	£840 x 40-£920	
	Land Officer	£400, 400, 450 x 25-600 ; 660 x 30-£810	

* Point of entry for new entrants £480 for three years.

APPENDIX III—contd.

Department	Post	Present Salary or Salary Scale	Proposed Basic Salary or Basic Salary Scale
LAND AND SURVEY—contd.	Town Planning Officer	£450, 450 x 25-600 ; 630 ; 690 x 30-840 ; 880 x 40-£1,000	Scale A.
	Senior Surveyor	£880 x 40-£1,000	
	Surveyor	£450, 450 x 25-600 ; 630 ; 690 x 30-£840	Scale C 3. Scale C 1, 2. Scale C 2. Scale C 1.
	Chief Draughtsman	£660 x 30-£810	
	Assistant Chief Draughtsman	£420 x 15-£600	
	Chief Lithographer	£630 x 30-£720	
	Assistant Lithographer	£420 x 15-£600	
LEGAL	Attorney-General	£1,900	Group 2.
	Solicitor-General	£1,400	Group 7.
	Senior Crown Counsel	£1,050 x 50-£1,150	*Scale A.
	Crown Counsel	£630 ; 630 x 30-840 x 40-£1,000	
MARINE	Director of Marine	£1,600	Group 5.
	Deputy Director of Marine	£1,100	Group 9.
	Assistant Director of Marine	New post	Group 10.
	Principal Engineer	New post	Group 11.
	Principal Marine Officer	New post	Group 11.
	Senior Marine Officer	£880 x 40-£1,000	Scale A.
	Marine Officer	£450 ; 450 ; 450 x 25-600 ; 660 x 30-£840	
	Superintendent Engineer	£1,100	Group 10.
	Senior Executive Engineer (Port)	£1,050	Group 11.
	Senior Engineer	£880 x 40-£1,000	Scale A.
	Executive Engineer (Port)	£475 ; 475 ; 500 ; 525 x 25-600 x 30-£840	†Scale A.
	Engineer	£450 ; 450 ; 450 x 25-600 ; 660 x 30-£840	‡Scale A.
	Naval Architect	£1,050	Group 11.
	Assistant Naval Architect	£400 ; 400 ; 450 x 25-600 ; 660 x 30-£840	Scale A.
	Senior Accountant	£750 x 30-840 x 40-£920	Scale B.
	Accountant	£400 ; 400 ; 450 x 25-600 x 30-£720	(Upper segment). Scale C 1, 2.
	Senior Storekeeper	£750 x 30-£840	Scale C 3.
Storekeeper	£400 ; 400 ; 450 x 25-600 x 30-£720	Scale C 1, 2.	
Tugmaster	£400 x 15-550 x 10-£560	Scale C 1.	

* Point of entry for new entrants £480 for three years. † Point of entry for new entrants £450 for three years. ‡ See paragraph 160.

APPENDIX III—contd.

Department	Post	Present Salary or Salary Scale	Proposed Basic Salary or Basic Salary Scale
MARINE—contd.	Chief Foreman	£600	£560.
	Beachmaster	£400 x 12-496 ; 508 x 12-544 x 16-£560	Scale C 1.
	Foreman, Grades I and II	£400 x 12-496 ; 508 x 12-544 x 16-£560	Scale C 1.
MEDICAL SERVICES	Director of Medical Services	£2,000	Group 2.
	Deputy Director of Medical Services (Headquarters)	£1,700	Group 4.
	Deputy Director of Medical Services (Regional)	£1,600	Group 5.
	Assistant Director of Medical Services	£1,500	Group 6.
	Assistant Director of Laboratory Service	£1,500	Group 6.
	Senior Specialist	£1,500	Group 6.
	Specialist	£1,300	Group 8.
	Alienist	£1,300	Group 8.
	Senior Medical Officer	£1,200 x 50-£1,400	Scale A.
	Medical Officer	£660 ; 660 ; 660 x 30-840 x 40-1,000 ; 1,050 x 50-£1,200	*†Scale A.
	Dentist	£660 ; 660 ; 660 x 30-840 x 40-£1,000	†Scale A.
	Dental Mechanic	£400 x 12-496 ; 508 x 12-580 x 20-£600	Scale C 1.
	Senior Health Officer	£1,200	Group 9.
	Medical Officer of Health	£660 ; 660 ; 660 x 30-840 x 40-1,000 ; 1,050 x 50-£1,200	*†Scale A.
	Venereologist	£840 x 40-1,000 ; 1,050 x 50-£1,200	*†Scale A.
	Tuberculosis Officer	£1,300	Group 8.
	Malariologist	£660 ; 660 ; 660 x 30-840 x 40-£1,000	*†Scale A.
	Entomologist	£450 ; 450 ; 475 ; 500 x 25-600 x 30-630 ; 690 x 30-840 x 40-£1,000	Scale A.
	Engineer Surveyor	£475 ; 475 ; 500 x 25-600 x 30-840	‡Scale A.
	Chief Sanitary Superintendent	£600 x 30-£720	Scale C 2.
	Sanitary Superintendent	£400 x 12-496 ; 508 x 12-580 x 20-£600	Scale C 1.
	Senior Pathologist	£1,200 x 50-£1,400	Group 9.
Pathologist	£660 ; 660 ; 660 x 30-840 x 40-1,000 ; 1,050 x 50-£1,200	*†Scale A.	
Principal, Medical School	£1,200	Group 9.	
Assistant Principal and Lecturer in Physiology	£660 ; 660 ; 660 x 30-840 x 40-1,000 ; 1,050 x 50-£1,200	*†Scale A.	
Lecturer in Bio-chemistry	£660 ; 660 ; 660 x 30-840 x 40-1,000 ; 1,050 x 50-£1,200	*†Scale A.	

* Serving officers who elect for the new conditions of service to be allowed to proceed to £1,400 by annual increments of £50. Where such officers have not already remained for 3 years at £1,000 in their present scale, they should remain at £1,200 in the new scale for 3 years or such period as may be necessary to complete the waiting period of 3 years, before proceeding further in the scale. (See conversion table M 2).

† Point of entry for new entrants £510 for 3 years.

‡ Point of entry for new entrants £450 for three years.

APPENDIX III—contd.

Department	Post	Present Salary or Salary Scale	Proposed Basic Salary or Basic Salary Scale
MEDICAL SERVICES—contd.	Bio-chemist	£550 ; 550 ; 575 ; 600 x 30-£840	Scale A.
	Matron	£720	£600.
	Head Mental Nurse	£400 ; 400 ; 450 x 25-600 ; 630 x 30-£720	Scale C 1, 2.
	Senior Nursing Sister	£520 x 20-600 ; £630	Scale N 2.
	Nursing Sister	£350 ; 350 ; 400 x 20-£480	Scale N 1.
	Dietician	£350 ; 350 ; 400 x 20-£480	Scale N 1.
	Propaganda Officer	£400 x 25-600 x 30-£720	Scale C 1, 2.
	Fumigation Officer	£600 x 30-£720	Scale C 2.
	Mosquito Control Officer	£600 x 30-£720	Scale C 2.
	Sister Tutor	£350, 350, 400 x 20-£480 + £40 teaching allowance	*Scale N 1 + £50.
	Senior Laboratory Superintendent	£600 x 30-£720	Scale C 2.
	Laboratory Superintendent	£400 x 12-496 ; 508 x 12-580 x 20-£600	Scale C 1.
	Physiological Laboratory Superintendent	£400 x 12-496 ; 508 x 12-580 x 20-£600	Scale C 1.
	Superintendent, School of Pharmacy	£475, 475 x 25-600 x 30-£720	Scale C 1, 2.
	Radiographer	£400 x 12-496 ; 508 x 12-580 x 20-£600	Scale C 1.
	Sister Radiographer	£350 ; 350 ; 400 x 20-£480	*Scale N 1 + £50.
	Physio-therapist	£400 ; 400 ; 450 x 25-600 ; 630 x 30-£720	Scale C 1, 2.
	Senior Leprosy Officer	£1,200 x 50-£1,400	Group 9.
	Senior Leprosy Control Officer	£400, 400, 450 x 25-£600, 630 x 30-£720	Scale C 2.
	Limb Fitter	£400, 400, 450 x 25-600, 630 x 30-£720	Scale C 1, 2.
	Leprosy Control Officer	£400 x 12-496 ; 508 x 12-580 x 20-£600	Scale C 1.
	Nutrition Officer	£450 ; 450 ; 500 x 25-£600	Scale C 1.
	Accountant	£400 ; 400 ; 450 ; 475 x 25-600 ; 630 x 30-£720	Scale C 1, 2.
	Senior Storekeeper	£600 x 30-£720	Scale C 2.
	Medical Storekeeper and Inspecting Pharmacist	£400 ; 400 ; 450 x 25-600 ; 630 x 30-£720	Scale C 1, 2.
	Secretary-Typist	£400 ; 400 ; 415 ; 430 x 20-£600	Scale M 1.
Sleeping Sickness Control Officer	£400, £415, £430 ; 450 x 30-£720	Scale C 1, 2.	
MINES	Chief Inspector of Mines	£1,400	Group 7.
	Deputy Chief Inspector of Mines	£1,050	Group 10.
	Assistant Chief Inspector of Mines	New post	Group 11.
	Senior Inspector of Mines	£880 x 40-£1,000	} Scale A.
	Inspector of Mines	£475 ; 475 ; 500 ; 525 x 25-600 x 30-660 ; 690 x 30-£840	
	Administrative Assistant	£400, 400, 425 x 25-600, 630 x 30-£720	Scale C 1, 2.

* See paragraph 161.

APPENDIX III—contd.

Department	Post	Present Salary or Salary Scale	Proposed Basic Salary or Basic Salary Scale
POLICE	Commissioner	£1,500	Group 5.
	Deputy Commissioner	£1,200	Group 8.
	Assistant Commissioner	£1,100	Group 11.
	Superintendent	£840 x 40-£920	} Scale B.
	Senior Assistant Superintendents, Assistant Superintendents and Cadets.	£400, 400, 450 ; 475 x 25-600 ; 660 x 30-£810	
	Bandmaster	£400 x 12-496 ; 508 x 12-580 x 20-£600	Scale C 1.
	Chief Officer, Fire Brigade	£400 x 12-496 ; 508 x 12-580 x 20-£600	Scale C 1.
POSTS AND TELEGRAPHS	Director of Posts and Telegraphs	£1,450	Group 6.
	Deputy Director and Engineer-in-Chief	Engineer-in-Chief : £1,150	Group 9.
	Deputy Director, Posts and Accounts	—	Group 9.
	Assistant Engineer-in-Chief (Wireless)	} Assistant Engineer-in-Chief : £1,100	Group 10.
	Assistant Engineer-in-Chief (General)		
	Assistant Engineer-in-Chief (Development)		
	Controller of Posts	£1,150	Group 10.
	Chief Accountant	£1,050	Group 12.
	Divisional Engineer	£1,050	Group 11.
	Divisional Surveyor	£1,050	Group 12.
	Senior Surveyor	£840 x 40-£920	} Scale B.
	Surveyors and Accountants	£400 ; 400 ; 450 x 25-600 ; 660 x 30-£810	
	Surveyors and Assistant Surveyors	£400 ; 400 ; 450 x 25-600 ; 660 x 30-£810	
	Wireless Engineer	£880 x 40-£1,000	} *Scale A.
	Senior Engineer	£880 x 40-£1,000	
	Engineer	£475, 475, 500 x 25-600 x 30-£840	
	Administrative Assistant	£400, 400, 425 x 25-600 x 30-£720	Scale C 1, 2.
	Superintendent of Workshops	£880 x 40-£1,000	} Scale B.
	Senior Assistant Superintendent of Workshops	£475, 475, 500 x 25-600 x 30-£840	
	Assistant Superintendent of Workshops	£400 ; 400 ; 450 ; 475 x 25-600 ; 630 x 30-£720	Scale C 1, 2.
	Telephone Exchange Superintendent	£350 ; 350 ; 400 x 25-£550	Scale C 1.
	Postal Inspector	£400 x 12-496 ; 508 x 12-580 x 20-£600	Scale C 1.
	Storekeeper	£400, 400, 450 x 25-600 x 30-£720	Scale C 1, 2.
Engine Fitter	£600	£560	
Chief Inspector	£600	£560	

* Point of entry for new entrants £450 for three years.

APPENDIX III—contd.

Department	Post	Present Salary or Salary Scale	Proposed Basic Salary or Basic Salary Scale
POSTS AND TELEGRAPHS—contd.	Telegraph Inspector, Grades I and II	£400 x 12-496 ; 508 x 12-544 x 16-£560	} Scale C 1.
	Teleprinter Mechanic	£400 x 12-496 ; 508 x 12-544 x 16-£560	
	Radio Officer	£400 x 12-544 x 16-£560	} £560
	Radio Telegraph Inspector	£600	
	Senior Wireless Station Superintendent	£600 x 30-£720	Scale C 2.
	Wireless Station Superintendent	£400 x 12-496, 508 x 12-580 x 20-£600	Scale C 1.
PRINTING	Government Printer	£750 x 30-£900	Group 12.
	Deputy Government Printer	New post	Scale C 3.
	Superintendent of Press	£600 x 30-£720	Scale C 2.
	Assistant Superintendent of Press	£400 x 15-£600	Scale C 1.
	Press Engineer	£400 x 15-£600	Scale C 1.
PRISONS	Director of Prisons	£1,400	Group 8.
	Deputy Director of Prisons	£1,100	Group 11.
	Inspector of Prisons	£750 x 30-840 x 40-£920	Scale B. (Upper Segment).
	Superintendent of Prisons	£600 x 30-£720	Scale C 2.
	Assistant Superintendent of Prisons	£400 x 12-520 x 20-£600	Scale C 1.
PROVINCIAL ADMINISTRATION	Chief Commissioner, N.P.	£2,700	*Group 1.
	Chief Commissioner, W.P.	£2,000	} *Group 2.
	Chief Commissioner, E.P.	£2,000	
	Administrative Officer, Staff Grade ; Senior Resident	£1,600	Group 5.
	Administrative Officer, Class I ; Resident ; Commissioner of the Colony ; Principal Assistant Secretary ; Secretary, N.P.	£1,400	Group 7.
	Administrative Officer, Class II ; Senior District Officer ; Senior Assistant Secretary, Eastern and Western Provinces.	£1,200	Group 9.
	Administrative Officer, Classes III and IV	£400, 400, 450 ; 500 x 25-600 x 30-630 ; 690 x 30-840 ; 880 x 40-£1,000.	Scale A.
	Confidential Clerk, N.P.	£400, 415 ; 430 ; 450 x 30-£600	Scale M 1.

* Plus £240 p.a. entertainment allowance (non-pensionable).

APPENDIX III—contd.

Department	Post	Present Salary or Salary Scale	Proposed Basic Salary or Basic Salary Scale
PROVINCIAL ADMINISTRATION—contd.	Secretary-Typist	£400, 400, 415, 430 x 20-£600	Scale M 1.
	Catering Manager	£400, 400, 450 x 25-600 x 30-£660	Scale C 1, 2.
	Control Officer	£750	£660
PUBLIC RELATIONS	Public Relations Officer	£1,400	Group 7.
	Assistant Public Relations Officer	£400, 400, 450 ; 500 x 25-600 ; 630 ; 690 x 30-840 x 40-£1,000	Scale A.
	Press Officer	£800 x 40-£960	Scale B. (Upper Segment).
PUBLIC WORKS	Director of Public Works	£1,800	Group 3.
	Deputy Director of Public Works (Headquarters)	£1,450	Group 6.
	Deputy Director of Public Works (Regional)	£1,400	Group 7.
	Assistant Director of Public Works	£1,200	Group 9.
	Senior Executive Engineer	£1,050	Group 11.
	Executive Engineer, Grade I	£880 x 40-£1,000	} *Scale A.
	Executive Engineer, Grades II, III and IV	£475 ; 475 ; 500 x 25-600 x 30-£840	
	Waterworks Engineer	£690 x 30-840 ; 880 x 40-£1,000	
	Mechanical Engineer	£475 ; 475 ; 500 x 25-600 x 30-£840	} *Scale A.
	Senior Architect	£1,050	
	Architect	£475 ; 475 ; 500 x 25-600 x 30-£840	Group 11.
	Chief Inspector	£600	*Scale A.
	Driller	£600	£560.
	Inspector, Grades I and II	£400 x 12-496 ; 508 x 12-544 x 16-£560	Scale C 1.
	Works Manager	£800 x 40-£1,000	Scale A. (Upper Segment).
	Assistant Works Manager, Yard, Workshop and Waterworks Superintendent.	£630 x 30-£720	Scale C 2.
	Chief Accountant	£1,050	Group 11.
Senior Accountant	£750 x 30-840 x 40-£920	Scale B. (Upper Segment).	
Accountant	£400 ; 400 ; 450 x 25-600 ; 630 x 30-£720	Scale C 1, 2.	
Chief Storekeeper	£750 x 30-840 x 40-£920	Scale B. (Upper Segment).	
Storekeeper and Assistant Storekeeper	£400, 400, 450 x 25-600 ; 630 x 30-£720	Scale C 1, 2.	

* Point of entry for new entrants £450 for three years.

APPENDIX III—contd.

Department	Post	Present Salary or Salary Scale	Proposed Basic Salary or Basic Salary Scale	
RAILWAY	<i>Management.</i>			
	General Manager	£2,000	Group 1.	
	Principal Assistant to General Manager	£1,050	Group 12.	
	Administrative Assistant, Grade I	£750 x 30-840 x 40-£920	Scale B.	
	Administrative Assistant, Grade II	£400 ; 400 ; 450 x 25-600 ; 630 x 30-£720	(Upper Segment). Scale C 1, 2.	
	<i>Accounts and Statistics.</i>			
	Chief Accountant	£1,300	Group 9.	
	Assistant Chief Accountant	£1,050	Group 12.	
	Senior Accountant	£750 x 30 -840 x 40-£920	Scale B.	
	Accountant and Assistant Accountant	£400 ; 400 ; 450 x 25-600 ; 630 x 30-£720	(Upper Segment). Scale C 1, 2.	
	Stock Verifier and Assistant Stock Verifier	£400 ; 400 ; 450 x 25-600 ; 630 x 30-£720	Scale C 1, 2.	
	<i>Civil Engineering.</i>			
	Chief Engineer	£1,400	Group 7.	
	Assistant Chief Engineer	£1,200	Group 9.	
	District Engineer	£1,000	Group 11.	
	Senior Assistant Engineer	£880 x 40-£920	} *Scale A.	
	Assistant Engineer	£475 ; 475 ; 500 x 25-600, 630 ; 660 x 30-£840		
	Chief Draughtsman and Technical Instructor	£660 x 30-£840	Scale C 3.	
	Permanent Way Inspector, Grades I and II	£400 x 12-496 ; 508 x 12-544-£560	Scale C 1.	
	Inspector of Works, Welding	£400 x 12-496 ; 508 x 12-544-£560	Scale C 1.	
	Chief Signal Inspector	£630 x 30-£720	Scale C 2.	
	Signal Inspector, Grades I and II	£400 x 12-496 ; 508 x 12-544-£560	Scale C 1.	
	Clerk of Works	£630 x 30-£720	Scale C 2.	
	Chief Inspector of Works	£600	£560	
	Inspector of Works, Grades I and II	£400 x 12-496 ; 508 x 12-544-£560	Scale C 1.	
	Senior Workshop Foreman	£600	£560.	
	Permanent Way Instructor	£600	£560.	

* Point of entry for new entrants £450 for three years.

APPENDIX III—contd.

Department	Post	Present Salary or Salary Scale	Proposed Basic Salary or Basic Salary Scale
RAILWAY—contd.	<i>Mechanical Engineering Department.</i>		
	Chief Mechanical Engineer	£1,400	Group 7.
	Assistant Chief Mechanical Engineer	£1,200	Group 9.
	Chief Draughtsman	£660 x 30-£840	Scale C 3.
	Draughtsman and Instructor	£400, 415, 430, 450 x 25-600 ; 630 x 30-£720	Scale C 1, 2.
	Works Manager	£1,100	Group 10.
	Senior Assistant Works Manager	£880 x 40-£920	} *Scale A.
	Assistant Works Manager	£475, 475, 500 x 25-600 ; 630 ; 660 x 30-£840	
	Workshop Progress Officer	£630 x 30-£720	Scale C 2.
	Boiler Inspector	£600	£560.
	Senior Workshop Foreman	£600	£560.
	Workshop Foreman, Grades I and II	£400 x 12-496 ; 508 x 12-544-£560	Scale C 1.
	Foreman Electrician	£400 x 12-496 ; 508 x 12-544-£560	Scale C 1.
	Superintendent of Motive Power	£1,100	Group 10.
	District Locomotive Superintendent	£1,000	Group 11.
	Senior Assistant Locomotive Superintendent	£880 x 40-£920	} *Scale A.
	Assistant Locomotive Superintendent	£475, 475, 500 x 25-600 ; 630 ; 660 x 30-£840	
	Outdoor Machinery and Weighbridge Inspector	£600	£560.
	Chief Locomotive Inspector	£600	£560
	Senior Foreman Electrician	£600	£560.
	Locomotive Inspector	£500 x 12-£560	Scale C 1.
	Locomotive Driver	£400 x 12-£520	Scale C 1.
	Senior Running Shed Foreman	£600	£560.
	Running Shed Foreman, Grades I and II	£400 x 12-496 ; 508 x 12-544-£560	Scale C 1.
	District Boilermaker, Grades I and II	£400 x 12-496 ; 508 x 12-544-£560	Scale C 1.
	Weighbridge Foreman	£400 x 12-496 ; 508 x 12-544-£560	Scale C 1.
	Carriage and Wagon Superintendent	£1,000	Group 11.
	Assistant Carriage and Wagon Superintendent	£475 ; 475 ; 500 x 25-600, 630 ; 660 x 30-£840	Scale A.
	Chief Carriage and Wagon Inspector	£600	£560.
	Carriage and Wagon Inspector, Grades I and II	£400 x 12-496 ; 508 x 12-544-£560	Scale C 1.
	Technical Instructor	£600	£560.

* Point of entry for new entrants £450 for three years.

APPENDIX III—contd.

Department	Post	Present Salary or Salary Scale	Proposed Basic Salary or Basic Salary Scale
RAILWAY—contd.	<i>Traffic and Commercial Department.</i>		
	Traffic Manager	£1,400	Group 7.
	Assistant Traffic Manager	£1,100	Group 9.
	District Traffic Superintendent	£1,000	Group 11.
	Senior Assistant Traffic Officer	£880 x 40-£920	} Scale B.
	Assistant Traffic Officer	£400, 400, 450 x 25-600 ; 660 x 30-£840	
	Chief Traffic Inspector	£600	£560.
	Traffic Inspector, Grades I and II	£400 x 12-496 ; 508 x 12-544-£560	Scale C 1.
	Train Inspector	£400 x 12-496 ; 508 x 12-544-£560	Scale C 1.
	Wharf Superintendent	£880 x 40-£1,000	} Scale B.
	Assistant Wharf Superintendent	£400, 400, 450 x 25-600, 660 x 30-£840	
	Wharf Foreman, Grades I and II	£400 x 12-496 ; 508 x 12-544-£560	Scale C 1.
	Road Transport Superintendent	£720 x 30-840 x 40-£920	Scale B.
	Assistant Road Transport Officer	£400, 400, 450 x 25-600 x 30-£660	(Upper Segment).
	Road Transport Foreman, Grades I and II	£400 x 12-496 ; 508 x 12-544-£560	Scale C 1, 2.
			Scale C 1.
	<i>Administration—Stores.</i>		
	Stores Superintendent	£1,100	Group 10.
	Senior Storekeeper	£750 x 30-£840	Scale B.
	Storekeeper and Assistant Storekeeper	£400 ; 400 ; 450 x 25-600 ; 630 x 30-£720	(Upper Segment).
			Scale C 1, 2.
	<i>Printing.</i>		
	Railway Printer	£600 x 30-£720	Scale C 2.
	Assistant Railway Printer	£400 x 15-£600	Scale C 1.
	<i>Staff and Labour.</i>		
	Staff Manager	£1,300	Group 9.
	Assistant Staff Manager	£1,050	Group 12.
	Railway Labour Officer	£400 ; 400 ; 450 ; 500 x 25-600, 690 x 30-840 x 40-£1,000	Scale A.

APPENDIX III—contd.

Department	Post	Present Salary or Salary Scale	Proposed Basic Salary or Basic Salary Scale	
SECRETARIAT	Chief Secretary	£2,700	Group 1 (£2,025).	
	Financial Secretary	£2,000	Group 2.	
	Development Secretary	£1,850	Group 3.	
	Deputy Chief Secretary	£1,700	Group 4.	
	Administrative Secretary	£1,700	Group 4.	
	Deputy Financial Secretary	£1,500	Group 6	
	Principal Assistant Secretary	£1,400	Group 7.	
	Senior Assistant Secretary	£1,200	Group 9.	
	Assistant Secretary	£400 ; 400 ; £450 ; 500 x 25-600 x 30-630 ; 690 x 30-840 ; 880 x 40-£1,000.	Scale A. (Women Officers Scale C 1).	
	Adviser on Rural Development	£1,000	£900.	
	Office Manager	£750 x 30-840 x 40-£1,000	Scale B. (Upper Segment).	
	Assistant Office Manager	£400, 400, 450 ; 475 x 25-600 x 30-£720	Scale C 1, 2.	
	Officer-in-Charge, Confidential and Coding Branch	£400	£375.	
	Secretary-Typist and Official Reporter	£400 ; 400 ; 415 ; 430 x 20-£600	Scale M 1.	
	<i>Supply Branch.</i>			
	Director of Supplies	£1,500	Group 6.	
	Head of Section, Supplies Branch	£1,200	Group 10.	
	Commercial Executive	£1,200	Group 10.	
	Distribution Officer	£720	£630.	
	Assistant Distribution Officer	£600	£540.	
<i>Antiquities and Cultural Relations.</i>				
Editor of <i>Nigeria</i> and Organiser of Exhibitions	£1,000	£900.		
Surveyor of Antiquities	Scale (£920) plus £200 duty pay	£900.		
SOCIAL WELFARE	Colony Welfare Officer	£400, 400, 450 ; 500 x 25-600 x 30-630 ; 690 x 30-840, 880 x 40-£1,000.	Scale A.	
	Port Welfare Officer	£400 x 12-496 ; 508 x 12-544 x 16-£560	Scale C 1.	

APPENDIX III—contd.

Department	Post	Present Salary or Salary Scale	Proposed Basic Salary or Basic Salary Scale
TRANSPORT AND OIL CONTROL	Controller	£1,400	Group 7.
	Deputy Controller	£400, 400, 450 ; 500 x 25-600 x 30-630 ; 690 x 30-840 ; 880 x 40-£1,000.	Scale A.
	Transport and Oil Control Officers	do.	Scale A.
VETERINARY	Director of Veterinary Services	£1,600	Group 5.
	Deputy Director of Veterinary Services	£1,300	Group 8.
	Administrative Assistant	£400 ; 400 ; 425 x 25-600 ; 630 x 30-£720	Scale C 1, 2.
		Female Officer : £400 ; 400 ; 415 ; 430 x 20-£600	Scale M 1.
	Assistant Director of Veterinary Services	£1,200	Group 9.
	Principal Veterinary Officer	New post	Group 11.
	Senior Veterinary Officer	£880 x 40-£1,000	} *Scale A.
	Veterinary Officer	£630 ; 630 ; 630 x 30-840 x 40-£1,000	
	Livestock Education Officer	£600 x 30-£720	Scale C 2.
	Hides and Skins Inspector	£500 x 25-600 x 30-£720	Scale C 1, 2.
	Veterinary Pathologist	£1,100	Group 10.
	Principal Veterinary Research Officer	New post	Group 11.
	Senior Veterinary Research Officer	£880 x 40-£1,000	} *Scale A.
	Veterinary Research Officer	£630 ; 630 ; 630 x 30-£840	
	Veterinary Research Officer Development Scheme D.	£630 ; 630 ; 630 x 30-840 x 40-£1,000	
	Senior Laboratory Superintendent	£600 x 30-£720	Scale C 2.
	Laboratory Superintendent	£400 x 12-496 ; 508 x 12-580 x 20-£600	Scale C 1.
	Principal, Veterinary School	£1,100	Group 10.
	Veterinary Education Officer	£630 ; 630 ; 630 x 30-840 x 40-£1,000	*Scale A.
	Senior Livestock Superintendent	£600	£560.
	Livestock Superintendent	£400 x 12-496 ; 508 x 12-544 x 16-£560	} Scale C 1.
Abattoir Manager and Meat Inspector	do.		
Mechanic	do.		
Laboratory Technician	£400 x 12-500 x 20-£600	Scale C 1.	

* Point of entry for new entrants £510 for three years.

APPENDIX III—*contd.*

GOLD COAST

LIST OF POSTS TO BE INCLUDED IN GROUP I

Department	Post	Present Salary or Salary Scale	Proposed Basic Salary or Basic Salary Scale
ACCOUNTANT-GENERAL	Accountant-General	£1,300	*Group 8. Group 11. Scale B. (Upper Segment). Scale C 1, 2.
	Chief Assistant Accountant-General	£1,050	
	Senior Accountant	£750 x 30-840 x 40-£920	
	Accountant	£400, 400, 450 x 25-600, 630 x 30-£720	
AGRICULTURE	Director of Agriculture	£1,400	} Group 6. Group 9. Group 11. Scale C 1. Scale A. Scale C 1, 2. Scale C 1, 2. Scale C 1, 2. Scale A. Scale B. (Upper Segment). Scale C 3. Group 11. Scale A.
	Deputy Director of Agriculture	£1,100	
	Assistant Director of Agriculture	£1,050	
	Administrative Assistant	£450, 450, 500 x 25-£600	
	Senior Agricultural Officer	£880 x 40-£1,000	
	Agricultural Officer	£450, 450 x 25-600 x 30-630, 690 x 30-£840	
	Inspector of Plants and Produce	£400, 400, 450 x 25-600 x 30-£720	
	Horticulturist	£400, 400, 450 x 25-600 x 30-£720	
	Production Officer	£660	
	Senior Specialist	£880 x 40-£1,000	
	Specialist	£450, 450 x 25-600 x 30-630, 690 x 30-£840	
	Chief Inspector of Plants and Produce	£840 x 40-£920	
	Senior Inspector of Plants and Produce	£750 x 30-£810	
	Chief Agricultural Survey Officer	£1,100	
Agricultural Survey Officer	£450, 450 x 25-600 x 30-630 ; 690 x 30-£840		
ANIMAL HEALTH	Director of Veterinary Services	£1,100	} Group 7. †Scale A. Scale C 1.
	Veterinary Pathologist	£630, 630, 630, 660 x 30-840, 880 x 40-£1,000	
	Senior Veterinary Officer	£880 x 40-£1,000	
	Veterinary Officer	£630 ; 630 ; 630 x 30-840 x 40-£1,000	
	Laboratory Assistant	£440 x 12-£500	

*Payment of currency fees to officers in the Accountant-General's Department should be discontinued, *vide* paragraph 76.

†Point of entry for new entrants £510 for 3 years.

APPENDIX III—contd.

Department	Post	Present Salary or Salary Scale	Proposed Basic Salary or Basic Salary Scale
AUDIT	Auditor	£1,250 + £50 allowance* for audit of accounts of Custodian of Enemy Property.	Group 8
	Deputy Auditor	£1,000	Group 11.
	Senior Assistant Auditor	£840 x 40-£920	} Scale B.
	Assistant Auditor	£400, 400, 450, 500 x 25-600 x 30-630, 690 x 30-£810	
BROADCASTING	Superintendent of Broadcasting	£880 x 40-£1,000	Group 12.
	Senior Broadcast Officer	£450, 450, 475 x 25-600 x 30-630 ; 690 x 30-£840	Scale B.
	Programme Officer	£450, 450, 475 x 25-600 x 30-630 ; 690 x 30-£840	Scale B.
	Broadcast Officer	£450, 450, 475 x 25-600 x 30-630, 690 x 30-£720	Scale C 1, 2.
CO-OPERATION	Registrar of Co-operative Societies	£1,200	Group 9.
	Deputy Registrar of Co-operative Societies	£1,000	Group 11.
	Assistant Registrar of Co-operative Societies	£400, 400, 450 x 50-500 x 25-600 x 30-630, 690 x 30-840, 880 x 40-£1,000.	Scale B.
CUSTOMS	Comptroller	£1,350	Group 8.
	Deputy Comptroller	£1,100	Group 11.
	Assistant Comptroller	£1,050	Group 12.
	Senior Collector	£840 x 40-£920	} Scale B.
	Collector	£400, 400, 450 x 25-600, 660 x 30-£810	
EDUCATION	Director of Education	£1,500	Group 6.
	Deputy Director of Education	£1,200	Group 9.
	Assistant Director of Education	£1,100	Group 11.
	Principal, Teacher-training College	£1,050	Group 11.
	Mass Education Officer	£1,050	Group 11.
	Senior Education Officer	£880 x 40-£1,000	} Scale A. Woman Officer : Scale C 1, 2, 3.
	Education Officer	£400, 400, 450, 500 x 25-600 x 30-630, 690 x 30-£840	

* £50 should be discontinued *vide* paragraph 76.

APPENDIX III—contd.

Department	Post	Present Salary or Salary Scale	Proposed Basic Salary or Basic Salary Scale
EDUCATION—contd.	Principal, Government Technical School	£1,000	Group 11.
	Master, Technical School	£400, 400, 450 x 25-600 x 30-£720	Scale C 1, 2.
	Master, Training Centre	£400, 400, 450 x 25-600 x 30-£720	Scale C 1, 2.
	Master, Trade Training Centre	£400, 400, 450 x 25-600 x 30-£720	Scale C 1, 2.
	Headmistress	£400 x 25-£600	Scale C 1.
FORESTRY	Chief Conservator of Forests	£1,400	Group 7.
	Conservator of Forests	£1,050	Group 11.
	Senior Assistant Conservator of Forests	£880 x 40-£1,000	} Scale A.
	Assistant Conservator of Forests	£450, 450, 475 x 25-600 x 30-630, 690 x 30-£840	
	Forest Engineer	£720 x 30-£840	*Scale A.
	Mill Superintendent	£400 x 12-£560	Scale C 1.
	Mill Foreman	£400 x 12-£500	Scale C 1.
GEOLOGICAL SURVEY	Director of Geological Survey	£1,400	Group 8.
	Deputy Director of Geological Survey	£1,050	Group 11.
	Senior Geologist	£880 x 40-£1,000	} Scale A.
	Geologist	£550, 550, 575 x 25-600 x 30-£840	
	Superintendent of Records (London Office)	£400 x 15-430, 450 x 25-£600	† —
INCOME TAX	Deputy Commissioner	£1,100	Group 10.
	Assistant Commissioner	New post	Group 11.
	Senior Assessment Officer (formerly Assistant Commissioner).	£750 x 30-840 x 40-£920	} Scale A.
	Assessment Officer	£400, 400, 450 x 25-600 x 30-£720	
LABOUR	Commissioner of Labour	£1,400	Group 7.
	Deputy Commissioner of Labour	£400, 400 x 50-500 x 25-600 x 30-630; 690 x 30-840, 880 x 40-£1,000.	Scale A.
	Chief Resettlement Officer	£880 x 40-£1,000	Scale A.
	Labour Officer	£400, 400 x 50-500 x 25-600 x 30-630; 690 x 30-840; 880 x 40-£1,000.	(Upper Segment). Scale A.

* Point of entry for new entrants £450 for 3 years.

† It is suggested that the salary of this post should be consolidated in accordance with the principles laid down for Home Civil Service Salaries.

APPENDIX III—*contd.*

Department	Post	Present Salary or Salary Scale	Proposed Basic Salary or Basic Salary Scale
LANDS	Commissioner of Lands	£1,100	*Group 10.
	Assistant Commissioner of Lands	£600, 600, 600, 630 x 30-£840	Scale B.
	Valuer	£600 x 30-£840	Scale B.
	Officer-in-Charge, Records	£400, 415, 430, 450 x 25-600 x 30-£720	Scale C 1, 2.
	Record Draughtsman	£400, 400, 450 x 25-600, 660 x 30-£810	Scale C 1, 2, 3.
LAW OFFICERS	Attorney-General	£1,700	†Group 3.
	Solicitor-General	£1,250	Group 9.
	Crown Counsel	£630, 630, 660, 690 x 30-840 x 40-£1,000	†Scale A.
MEDICAL	Director of Medical Services	£1,800	Group 3.
	Deputy Director of Medical Services	£1,600	Group 5.
	Assistant Director of Medical Services	£1,500	Group 6.
	Senior Specialist	£1,500	Group 6.
	Specialist	£1,300	Group 8.
	Senior Medical Officer	£1,200	Group 9.
	Medical Officer	£660, 660, 660, 690 x 30-840, 880 x 40-£1,000, 1,050 x 50-£1,200	§¶Scale A.
	Alienist Officer	£660, 660, 660, 690 x 30-840, 880 x 40-£1,000, 1,050 x 50-£1,200	§¶Scale A.
	Radiographer	£400 x 15-430, 450 x 25-600 x 30-£720	Scale C 1, 2.
	Government Chemist	£550, 550, 575, 600 x 30-£840	Scale A.
	Government Pharmacist	£475, 475 x 25-600 x 30-£720	Scale C 1, 2.
	Chief Accountant and Executive Officer	£750 x 30-840 x 40-£920	Scale B. (Upper Segment).
	Medical Storekeeper	£475, 475 x 25-600 x 30-£720	Scale C 1, 2.
	Medical Stock Verifier	£400 x 12-£500	Scale C 1.
	Secretary, Gold Coast Hospital	£400 x 15-430, 450 x 25-600 x 30-£720	Scale C 1, 2.
Matron, European Nursing Staff	£700	£600.	
Senior Nursing Sister	£520 x 20-600 x 30-£630	Scale N 2.	
Nursing Sister	£350, 350, 400 x 20-£480	Scale N 1.	

* See paragraph 157. † Payment of fees to this officer in respect of services rendered to certain Town Councils should be discontinued *vide* paragraph 76. ‡ Point of entry for new entrants £480 for three years.

§ Serving officers who elect for the new conditions of service to be allowed to proceed to £1,400 by annual increments of £50. Where such officers have not already remained for three years at £1,000 in their present scale, they should remain at £1,200 in the new scale for three years, or such period as may be necessary to complete the waiting period of three years before proceeding further in the scale. (See Conversion table M 2).

¶ Point of entry for new entrants £510 for three years.

APPENDIX III—contd.

Department	Post	Present Salary or Salary Scale	Proposed Basic Salary or Basic Salary Scale
MEDICAL—contd.	Dental Surgeon	£660, 660, 660, 690 x 30-840, 880 x 40-£1,000	*Scale A.
	Superintendent, Limb Fitting Centre	£600 x 30-720	Scale C 2.
	Senior Health Officer	£1,200	Group 9.
	Medical Officer of Health	£660, 660, 660, 690 x 30-840, 880 x 40-£1,000, 1,050 x 50-£1,200	*†Scale A.
	Chief Sanitary Superintendent	600 x 30-£720	Scale C 2.
	Training Officer	600 x 30-£720	Scale C 2.
	Sanitary Superintendent, Grade I	£500 x 12-£600	} Scale C 1.
	Sanitary Superintendent, Grade II	£400 x 12-£500	
	Senior Pathologist	£1,200	Group 9.
	Pathologist	£660, 660, 660, 690 x 30-840, 880 x 40-£1,000, 1,050 x 50-£1,200	*†Scale A.
	English Mistress, Nurses' Training School and Hostel	£400, 400, 450 x 25-600 x 30-£720	Scale C 1, 2.
	Science Mistress, Nurses' Training School and Hostel	£400, 400, 450 x 25-600 x 30-£720	Scale C 1, 2.
	Sister Tutor	£520 x 20-600 x 30-£630	†Scale N 2 + £50.
	Entomologist	£450, 450, 475 x 25-600, 630 ; 690 x 30-840 x 40-£1,000	Scale A.
	Laboratory Assistant, Grade I	£500 x 12-£560	} Scale C 1.
	Laboratory Assistant, Grade II	£400 x 12-£500	
MINES	Chief Inspector of Mines	£1,400	Group 8.
	Senior Inspector of Mines	£880 x 40-£1,000	} Scale A.
	Inspector of Mines	£475, 475, 500 x 25-600 x 30-£840	
	Inspector of Machinery	£475, 475, 500 x 25-600 x 30-840, 880 x 40-£1,000	Scale A.
POLICE	Commissioner of Police	£1,350	Group 7.
	Deputy Commissioner of Police	£1,050	Group 11.
	Assistant Commissioner of Police	£1,050	Group 12.
	Superintendent of Police	£840 x 40-£920	} Scale B.
	Senior Assistant Superintendent, Assistant Superintendent and Cadet.	£400, 400, 450 x 25-600, 660 x 30-£810	
	Bandmaster	£400x 12-500, 512 x 12-£560	Scale C 1.

* Point of entry for new entrants £510 for three years.

† Serving officers who elect for the new conditions of service to be allowed to proceed to £1,400 by annual increments of £50. Where such officers have not already remained for three years at £1,000 in their present scale, they should remain at £1,200 in the new scale for three years or such period as may be necessary to complete the waiting period of three years, before proceeding further in the scale. (See Conversion table M 2).

‡ See paragraph 161.

APPENDIX III—contd.

Department	Post	Present Salary or Salary Scale	Proposed Basic Salary or Basic Salary Scale
POLITICAL ADMINISTRATION	Chief Commissioner	£1,800 or £1,700	*Group 2.
	Administrative Officer, Class I	£1,400	Group 7.
	Administrative Officer, Class II	£1,200	Group 9.
	Administrative Officer, Classes III and IV	£400, 400, 450 x 50-500 x 25-600 x 30-630 ; 690 x 30-840, 880 x 40-£1,000.	Scale A.
POSTS AND TELEGRAPHS	Postmaster-General	£1,300	Group 8.
	Deputy Postmaster-General	£1,100	Group 10.
	Engineer-in-Chief	£1,100	Group 10.
	Senior Engineer	£880 x 40-£1,000	} †Scale A.
	Engineer	£475, 475, 500 x 25-600 x 30-£840	
	Principal, Posts and Telegraphs Technical School	£880 x 40-£1,000	Scale A.
	Master, Posts and Telegraphs Technical School	£475, 475, 500 x 25-600 x 30-£840	Scale A.
	Instructor, Posts and Telegraphs Technical School	£400, 400, 450 x 25-600 x 30-£720	Scale C 1, 2.
	Wireless Engineer	£475, 475, 500 x 25-600 x 30-£840	†Scale A.
	Workshops Superintendent	£475, 475, 500 x 25-600 x 30-£840	Scale B.
	Assistant Workshops Superintendent	£400, 400, 450 x 25-600 x 30-£720	Scale C 1, 2.
	Senior Inspector	£500 x 12-£560	} Scale C 1.
	Inspector	£400 x 12-£500	
	Senior Assistant Controller of Posts	£840 x 40-£920	} Scale B.
	Assistant Controller of Posts	£400, 400, 450 x 25-600, 660 x 30-£810	
	Wireless Traffic Superintendent	£400 x 12-£500	Scale C 1.
	Telephone Traffic Superintendent	£600 x 30-£720	Scale C 2.
	Telephone Exchange Superintendent	£400 x 15-430, 450 x 25-£600	Scale C 1.
	Chief Accountant	£750 x 30-840 x 40-£920	Scale B.
Controller, Post Office Savings Bank	£750 x 30-840 x 40-£920	(Upper Segment). Scale B.	
Assistant Controller, Post Office Savings Bank	£400, 400, 450 x 25-600, 630 x 30-£720	(Upper Segment). Scale C 1, 2.	
Accountant	£400, 400, 450 x 25-600, 630 x 30-£720	Scale C 1, 2.	
Superintendent of Stores	do.	Scale C 2.	
Assistant Superintendent of Stores	do.	Scale C 1.	

* Plus entertainment allowances to be reviewed by Government *vide* paragraph 81.

† Point of entry for new entrants £450 for three years.

APPENDIX III—contd.

Department	Post	Present Salary or Salary Scale	Proposed Basic Salary or Basic Salary Scale
PRINTING	Government Printer	£660 x 30-£840	£325.
	Superintendent, Government Press	£540 x 15-£600	Scale C 2.
	Assistant Superintendent, Government Press	£420 x 15-£600	Scale C 1.
PRISONS	Director of Prisons	£1,050	Group 11.
	Senior Prison Superintendent	£600 x 30-£720	Scale C 2.
	Prison Superintendent	£400 x 12-520 x 20-£600	Scale C 1.
	Instructor of Industries	£540 x 20-£600	Scale C 1.
PUBLIC RELATIONS	Public Relations Officer	£1,200	*Group 9.
	Administrative Assistant	£450, 450, 500 x 25-£600	Scale C 1.
	Cinema Officer	£400, 400, 450 x 25-600, 630 x 30-£720	Scale C 1, 2.
	Assistant Cameraman	£400, 400, 450 x 25-600, 630 x 30-£720	Scale C 1, 2.
	Mechanician Instructor	£400, 400, 450 x 25-600, 630 x 30-£720	Scale C 1, 2.
PUBLIC WORKS	Director of Public Works	£1,500	Group 5.
	Deputy Director of Public Works	£1,200	Group 9.
	Assistant Director of Public Works	£1,100	Group 10.
	Senior Executive Engineer	£1,050	Group 11.
	Executive Engineer, Grade I	£880 x 40-£1,000	} †Scale A.
	Executive Engineer, Grade II	£475, 475, 500 x 25-600 x 30-£840	
	Chief Inspector of Works	£600	£560.
	Workshop Foreman	£600	£560.
	Inspector of Works, Grade I	£500 x 12-£560	} Scale C 1.
	Inspector of Works, Grade II	£400 x 12-£500	
	Senior Public Health Engineer	£1,050	Group 11
	Building Inspector, Grade I	£400 x 15-430, 450 x 25-600 x 30-£720	Scale C 1, 2.
Government Chemist	£475, 475, 500 x 25-600 x 30-840, 880 x 40-£1,000	Scale A.	
Chief Mechanical and Electrical Engineer	£1,050	Group 10.	

* This post is allocated to Group 9 on the assumption that a man specially trained in public relations will be appointed to fill it—see paragraph 41.

† Point of entry for new entrants £450 for 3 years.

APPENDIX III—contd.

Department	Post	Present Salary or Salary Scale	Proposed Basic Salary or Basic Salary Scale		
PUBLIC WORKS—contd.	Senior Mechanical and Electrical Engineer	£880 x 40-£1,000	} *Scale A. Scale C 1. Group 11. *Scale A. Scale B. Scale B. (Upper Segment). Scale C 3. Scale C 3. Scale C 1, 2. Scale C 1, 2.		
	Mechanical and Electrical Engineer	£475, 475, 500 x 25-600 x 30-£840			
	Station Engineer	£500 x 12-£600			
	Chief Architect	£1,050			
	Architect	£475, 475, 500 x 25-600 x 30-£840			
	Quantity Surveyor	£475, 475, 500 x 25-600 x 30-£840			
	Chief Accountant	£750 x 30-£840 x 40-£920			
	Assistant Chief Accountant	£750 x 30-£810			
	Chief Stores Accountant	do.			
	Accountant	£400, 400, 450 x 25-600, 630 x 30-£720			
	Mechanical Storekeeper	do.			
	RAILWAY	General Manager		£1,700	Group 3.
		Chief Engineer		£1,200	Group 9.
Chief Mechanical Engineer		£1,200	Group 9.		
Traffic Manager		£1,100	Group 9.		
Chief Accountant		£1,100	Group 11.		
Senior Locomotive Superintendent		£880 x 40-£1,000	} *Scale A.		
Assistant Locomotive Superintendent		£475, 475, 500 x 25-600 x 30-660, 690 x 30-£840			
Chief Electrical Engineer		£880 x 40-£1,000	Group 11.		
Works Manager		£880 x 40-£1,000	} *Scale A.		
Assistant Works Manager		£475, 475, 500 x 25-600 x 30-660, 690 x 30-£840			
Locomotive Foreman, Grade I.		£500 x 12-£560	Scale C 1.		
Outdoor Carriage and Wagon Foreman		do.	Scale C 1.		
Locomotive Inspector, Grade I.		do.	Scale C 1.		
Boiler Inspector		£600	£560.		
Senior Workshop Foreman		£500 x 12-£560	Scale C 1.		
Workshop Foreman, Grade I.		£480 x 12-£500	Scales C 1.		
Workshop Foreman, Grade II.		£380 x 12-£480	Scale C 1. (Max. £480).		
Senior Traffic Superintendent		£750 x 30-840 x 40-£920	} Scale B.		
Assistant Traffic Superintendent		£400, 400, 450 x 25-600 x 30-£720			

* Point of entry for new entrants £450 for three years.

APPENDIX III—contd.

Department	Post	Present Salary or Salary Scale	Proposed Basic Salary or Basic Salary Scale
RAILWAY—contd.	Assistant to the General Manager	£750 x 30-840 x 40-£920	Scale B. (Upper Segment).
	Administrative Assistant	£400, 400, 450 x 25-600, 630 x 30-£720	Scale C 1, 2.
	Staff Accountant	£750 x 30-840 x 40-£920	Scale B. (Upper Segment).
	Accountant	£400, 400, 450 x 25-600, 630 x 30-£720	*Scale C 1, 2.
	Chief Storekeeper	£750 x 30-840 x 40-£920	Scale B. (Upper Segment).
	Assistant Chief Storekeeper	£750 x 30-£810	Scale C 3.
	Assistant Storekeeper	£400, 400, 450 x 25-600 x 30-£720	Scale C 1, 2.
	Traffic Inspector, Grade I	£400 x 12-£560	Scale C 1.
	Senior Engineer	£880 x 40-£1,000	} †Scale A.
	Assistant Engineer	£475, 475, 500 x 25-600 x 30-660, 690 x 30-£840	
	Foreman of Works	£400 x 12-£560	Scale C 1.
	Foreman Platelayer, Grade I	£360 x 12-£560	Scale C 1.
	Senior Mechanical Foreman	£600	£560.
	Marine Superintendent	£840 x 40-£920	Scale B (Upper Segment).
	Pilot	£400, 415, 430, 450 x 25-600 x 30-£720	Scale C 1, 2.
	Tug Master	£400 x 12-£560	Scale C 1.
	Fire Officer	£475, 475, 500 x 25-600 x 30-660, 690 x 30-£840	†Scale C 1, 2, 3.
	Assistant Electrical Engineer	£475, 475, 500 x 25-600 x 30-660, 690 x 30-£840	†Scale A.
Shift Engineer	£500 x 12-£560	Scale C 1.	
Electrical Foreman	£400 x 12-544 x 16-£560	Scale C 1.	
SECRETARIAT	Colonial Secretary	£2,000	§Group 1 (£1,800).
	Financial Secretary	£1,500	Group 5.
	Under Secretary	£1,500	Group 6.
	Statistician	£900 x 30-£1,050	Group 11.

* The present scale for African holders of this post is £335 x 15-350 x 25-600 x 36-£780. African officers should, however, be required to elect as between their present terms and those recommended in the report.

† Point of entry for new entrants £450 for three years.

‡ It is assumed that a qualified engineer is not required for this post.

§ Payment of entertainment allowance to be discontinued.

APPENDIX III—contd.

Department	Post	Present Salary or Salary Scale	Proposed Basic Salary or Basic Salary Scale
SECRETARIAT—contd	Deputy Financial Secretary	£1,200	Group 9.
	Senior Assistant Colonial Secretary... ..	£1,200	Group 9.
	Assistant Colonial Secretary	£400, 400, 450 x 50-500 x 25-600 x 30-630, 690 x 30-840, 880 x 40-£1,000.	Scale A.
	Administrative Assistant	£450, 450, 500 x 25-£600	Scale C 1.
	Office Assistant	£400 x 12-484 x 16-£500	Scale C 1. Woman Officer, Scale M 1.
	Secretary and Executive Officer, Town and Country Planning Board.	£1,100	Group 11.
	Senior Town Planning Assistant	£600 x 30-£840	Scale C 2, 3.
	Secretary and Executive Officer, Industrial Development Board.	£800	* —
Instructor in Cabinet Work	£600	* —	
SOCIAL WELFARE AND HOUSING	Director of Social Welfare and Housing	£1,400	Group 7.
	Assistant to the Director	£400, 400, 450 x 50-500 x 25-600 x 30-630, 690 x 30-840, 880 x 40-£1,000.	Scale A.
	Senior Welfare Officer	£400, 400, 450 x 25-600 x 30-£720	Scale C 1, 2.
	Principal Probation Officer	£600 x 30-£720	Scale C 2.
	Woman Welfare Officer	£400 x 12-520 x 20-£600	Scale M 1.
	Principal, Approved School	£600 x 30-£720	Scale C 2.
	Senior Executive Engineer	£1,050	Group 11.
	Executive Engineer, Grade II	£475, 475, 500 x 25-600 x 30-£840	†Scale A.
Inspector of Works, Grade I	£500 x 12-£560	Scale C 1.	
SUPREME COURT	Chief Justice	£2,300	—
	Puisne Judge	£1,600	Group 5.
	Chief Registrar and Sheriff	£1,050	Group 11.
	District Magistrate	£630, 630, 660 x 30-840 x 40-£1,000	†Scale A.

*These are new posts not at present on the pensionable establishment and they appear for the first time in the 1946-47 Estimates. No evidence was taken in West Africa as to the qualifications which the holders will be required to possess, but if the posts become established, it would appear that the appropriate salaries would be Scales C 2, 3 for the Secretary and Executive Officer and £560 fixed for the Instructor in Cabinet Work.

† Point of entry for new entrants £450 for three years. ‡Point of entry for new entrants £480 for three years.

APPENDIX III—*contd.*

Department	Post	Present Salary or Salary Scale	Proposed Basic Salary or Basic Salary Scale
SURVEY	Director of Surveys Deputy Director of Surveys Cartographer... .. Chief Draughtsman Draughtsman Lithographic Prover and Vandyker Lithographic Printer Senior Surveyor Surveyor	£1,250 £1,050 £400, 400, 450 x 25-600, 660 x 30-£810 £400, 400, 450 x 25-600, 660 x 30-£810 £400 x 15-430, 450 x 25-600 x 30-£720 £500 x 12-£560 £500 x 12-£600 £880 x 40-£1,000 £450, 450, 475 x 25-600 x 30-630, 690 x 30-£840	Group 9. Group 11. Scale C 2, 3. Scale C 3. Scale C 1, 2. Scale C 1. Scale C 1. } Scale A.
TRANSPORT	Chief Transport Officer Engineer Transport Officer Workshop Foreman Accountant	£880 x 40-£1,000 £475, 475, 500 x 25-600 x 30-£840 £400 x 12-£500 £400, 400, 450 x 25-600 x 30-£720	Group 12. Scale B. Scale C 1. Scale C 1, 2.
SUPPLIES	Director	£1,500	Group 6.
WATER SUPPLY	Director	£1,100	Group 11.

APPENDIX III—*contd.*

SIERRA LEONE

LIST OF POSTS TO BE INCLUDED IN GROUP I

Department	Post	Present Salary or Salary Scale	Proposed Basic Salary or Basic Salary Scale
AGRICULTURE	Director of Agriculture	£1,200	*Group 9.
	Principal Agricultural Officer	£1,050	Group 11.
	Senior Agricultural Officer	£880 x 40-£1,000	} Scale A.
	Agricultural Officer	£450, 450, 475 x 25-600, 630, 690 x 30-£840	
	Livestock Officer	£450 x 25-600 x 30-£690	Scale C 1, 2.
	Plant Pathologist	£450, 450, 475 x 25-600, 630, 690 x 30-£840	} Scale A.
	Entomologist	do.	
	Agricultural Chemist	do.	
†Marketing Officer	do.	} Scale C 1, 2.	
Inspector of Plants and Produce	£400 x 15-430, 450 x 30-£690		
AUDIT	Auditor	£1,100	Group 11.
	Senior Assistant Auditor	£840 x 40-£920	} Scale B.
	Assistant Auditor	£400, 400, 450, 500 x 25-600, 630, 690 x 30-£810...	
CUSTOMS	Comptroller of Customs	£1,100	Group 11.
	Assistant Comptroller of Customs	£840 x 40-£920	} Scale B.
	Collector of Customs	£400, 400, 450 x 25-600, 660 x 30-£810	
EDUCATION	Director of Education	£1,300	Group 9
	Senior Education Officer	£880 x 40-£1,000	} Scale A.
	Education Officer	£400, 400, 450, 500 x 25-600, 630, 690 x 30-£840	
	Lady Education Officer	£400, 400, 450, 500 x 25-600, 630 x 30-£720	Scale C 1, 2.
	Principal, Prince of Wales School	£540 x 30-720 x 40-£920	Scale A.

* This grouping takes account of the fact that the Director also acts as Adviser to the Government of the Gambia on agricultural matters.

† It is assumed that in Sierra Leone the officer appointed to this post will have professional qualifications. If he has not the scale should be C 1, 2.

APPENDIX III—contd.

Department	Post	Present Salary or Salary Scale	Proposed Basic Salary or Basic Salary Scale
FORESTRY	Conservator of Forests	£1,100	Group 10. Scale A. *No recommendations
	Senior Assistant Conservator of Forests	£880 x 40-£1,000	
	Assistant Conservator of Forests	£450, 450, 475 x 25-600, 630, 690 x 30-£840	
	Forest Engineer	£600 x 30-£840	
	Technical Assistant	£600 x 30-£780	
	Chief Supervisor of Forest Works	£560 x 12-£600	
	Supervisor of Forest Works	£400 x 12-484 x 16-500 x 12-£560	
GEOLOGICAL SURVEY	Geologist	£1,000	Group 11.
INCOME TAX	Deputy Commissioner	£1,050	Group 10. Scale A. (Upper Segment).
	Assistant Commissioner (Assessment Officer)	£750 x 30-840 ; 880 x 40-£920	
JUDICIAL	Chief Justice	£1,800	Group 3. Group 8. Group 8. †Scale A.
	Puisne Judge...	£1,350	
	Puisne Judge (Supernumerary)	£1,050	
	Police Magistrate	£500, 500, 500, 525 x 25-600 x 30-£720	
	Assistant Police Magistrate	do.	
LABOUR	Commissioner of Labour	£1,200	Group 9. Scale A.
	Labour Officer	£400, 400 x 50-500 x 25-600 x 30-630 ; 690 x 30-840, 880 x 40-£1,000	
LAW OFFICERS	Attorney-General	£1,400	Group 7. Group 11. †Scale A.
	Solicitor-General	£1,050	
	Crown Counsel	£630, 630, 660, 690 x 30-840, 880 x 40-£1,000	

*These posts are not pensionable and officers will presumably be engaged at market rates.

†Point of entry for new entrants £480 for 3 years.

APPENDIX III—contd.

Department	Post	Present Salary or Salary Scale	Proposed Basic Salary or Basic Salary Scale
MEDICAL SERVICES	Director of Medical Services	£1,600	*Group 5.
	Assistant Director of Medical Services	£1,400	Group 7.
	Secretary, Medical Department	£500 x 25-600 x 30-£750	Scale C 1, 2.
	Specialist	£1,300	Group 8.
	Senior Medical Health Officer	£1,200	Group 9.
	Medical Officer	£660, 660, 660, 690 x 30-840, 880 x 40-1,000, 1,050 x 50-£1,200	††Scale A.
	Medical Officer and Medical Officer of Health (Sierra Leone)	£500 ; 500 ; 500 x 25-600 x 30-£720	
	Dentist	£660 x 30-840 x 40-£1,000	†Scale A.
	Senior Medical Officer and Senior Medical Officer of Health (Sierra Leone)	£740 x 25-790 x 30-£820	Group 9.
	Radiographer	£400 x 12-£600	Scale C 1.
	Senior Nursing Sister	£520 x 20-600, £630	Scale N 2.
	Nursing Sister	£350, 350, 400 x 20-£480	Scale N 1.
	Chief Sanitary Superintendent	£600 x 30-£660	£600.
	Sanitary Superintendent, Grade I	£560 x 12-£600	} Scale C 1.
	Sanitary Superintendent, Grade II	£400 x 12-500, 500 x 12-£600	
	Malaria Superintendent	£500 x 12-£600	Scale C 1.
	Senior Pathologist	£1,000, 1,000, 1,000 x 50-£1,200	} †Scale A.
	Pathologist	£660, 660, 660, 690 x 30-840, 880 x 40-£1,000	
Laboratory Superintendent	£500 x 12-£600	Scale C 1.	
MINES	Chief Inspector of Mines	£1,000	Group 11.
	Inspector of Mines	£475, 475, 500 x 25-600 x 30-£840 or £510 x 30-720 x 40-£920	Scale A.
POLICE	Commissioner	£1,100	Group 11.
	Assistant Commissioner	£840 x 40-£920	£825
	Superintendent	£840 x 40-£920	} Scale B.
	Senior Assistant Superintendent and Assistant Superintendent	£400, 400, 450 x 25-600, 660 x 30-£810	
Bandmaster, Assistant Superintendent	£660	Scale C 1.	

* It is recommended that if the D.M.S. assumes responsibility for the Medical Department of the Gambia, the salary of his post should not be increased on this account.

† Serving officers who are now eligible to proceed to £1,150 or £1,200 and who elect for the new conditions of service to be allowed to proceed to £1,400 by annual increments of £50. Where such officers have not already remained for 3 years at £1,000 in their present scale, they should remain at £1,200 in the new scale for 3 years or such period as may be necessary to complete the waiting period of 3 years before proceeding further in the scale.

‡ Point of entry for new entrants £510 for 3 years.

APPENDIX III—contd.

Department	Post	Present Salary or Salary Scale	Proposed Basic Salary or Basic Salary Scale
PORT AND MARINE	Harbour Master	£750 x 30-840 x 40-£920	£825.
	Pilot	£500 x 20-£600	Scale C 1, 2.
POST OFFICE	Postmaster-General	£1,000	Group 11.
	Assistant Postmaster-General	£660 x 30-£810	Scale B.
	Accountant	£400, 400, 450 x 25-600, 660 x 30-£810	(Upper Segment). Scale C 1, 2, 3.
	Engineer	£475, 475, 500 x 25-600 x 30-660 x 30-£840	*Scale A.
	Telegraph Inspector	£450 x 12-£560	Scale C 1.
	Senior Engineer, Wireless and Broadcasting	£600 x 30-£840	*Scale A.
PRINTING	Government Printer	£600 x 30-£780	£675.
PRISONS	Superintendent of Prisons	£550 x 25-600 x 30-£720	£630
	Assistant Superintendent of Prisons	£400 x 12-520 x 20-£600	Scale C 1.
PROVINCIAL ADMINISTRATION	Chief Commissioner	£1,500	†Group 7.
	Provincial Commissioner (a)	£1,300	Group 9.
	(b)	£1,200	Group 9.
	District Commissioner and Assistant District Commissioner.	£400, 400 x 50-500 x 25-600 x 30-630, 690 x 30-840, 880 x 40-£1,000	Scale A.
PUBLIC WORKS DEPARTMENT	Director of Public Works	£1,200	Group 9.
	Assistant Director of Public Works	£1,050	Group 11.
	Provincial Engineer	£880 x 40-£1,000	*Scale A.
	Senior Engineer	£880 x 40-£1,000	
	Executive Engineer	£475, 475, 500 x 25-600 x 30-£840	
	Chief Accountant	£600 x 30-£810	Scale C 3.
	Assistant Accountant	£400, 400, 450 x 25-600 x 30-£720	Scale C 1, 2.
	Chief Inspector of Works...	£560 x 12-£600	Scale C 1.
Stock Verifier	£400, 400, 450 x 25-£600	Scale C 1.	

* Point of entry for new entrants £450 for three years. † Plus entertainment allowance. Amount to be fixed by Government.

APPENDIX III—contd.

Department	Post	Present Salary or Salary Scale	Proposed Basic Salary or Basic Salary Scale
PUBLIC WORKS DEPARTMENT—contd.	Quantity Surveyor	£475, 500 x 25-600 x 30-£840	Scale B.
	Senior Architect	£880 x 40-£1,000	} *Scale A.
	Architect	£475, 475, 500 x 25-600 x 30-£840	
	Technical Assistant	£450 x 30-£840	Scale A.
	Surveyor	£450 x 30-£840	Scale A.
	Town Planning Officer	£475, 475, 500 x 25-600 x 30-£840	*Scale A.
	Inspector of Works, Grade I	£500 x 12-£560	} Scale C 1.
	Inspector of Works, Grade II	£400 x 12-£500	
	Storekeeper	£400, 400, 450 x 25-£600	Scale C 1.
	Chief Mechanical and Electrical Engineer	£880 x 40-£1,000	Group 11.
	Electrical Engineer	£475, 475, 500 x 25-600 x 30-£840	*Scale A.
	Station Superintendent	£500 x 12-584 x 16-£600	Scale C 1.
	Distribution Superintendent	£500 x 12-584 x 16-£600	Scale C 1.
	RAILWAY	General Manager	£1,400	Group 7.
Chief Engineer		£1,000	Group 11.
Chief Mechanical Engineer		£1,000	Group 11.
Traffic Manager		£1,000	Group 11.
Assistant to the General Manager		£400, 415, 430, 450 x 30-720 x 40-£920	Scale B.
Chief Accountant		£750 x 30-840 x 40-£920	£825.
Assistant Engineer		£475, 475, 500 x 25-600 x 30-660 x 30-£840	*Scale A.
Telegraph Engineer		£475, 475, 500 x 25-600 x 30-660 x 30-£840	*Scale A.
Assistant Locomotive Superintendent		£475, 475, 500 x 25-600 x 30-660 x 30-£840	*Scale A.
Assistant Traffic Superintendent		£400, 400, 450 x 25-600-660 x 30-£840	Scale B.
Works Manager		£475, 475, 500 x 25-600 x 30-660 x 30-£840	*Scale A.
Telegraph Inspector		£400 x 12-£500	Scale C 1.
Traffic Inspector		£400 x 12-£500	Scale C 1.
Chief Permanent Way Inspector		£500 x 12-£560	Scale C 1.
Permanent Way Inspector		£360 x 12-£460	Scale C 1. Max. £480.
Foreman of Works		£400 x 12-£500	Scale C 1.
Senior Locomotive Foreman		£560 x 12-£600	£560.
Locomotive Shed Foreman		£480 x 12-£540	Scale C 1.
Locomotive Inspector		£480 x 12-£540	Scale C 1.
Machine and Fitting Shop Foreman		£500 x 12-£560	Scale C 1.

* Point of entry for new entrants £450 for three years.

APPENDIX III—contd.

Department	Post	Present Salary or Salary Scale	Proposed Basic Salary or Basic Salary Scale
PORT AND MARINE	Harbour Master	£750 x 30-840 x 40-£920	£825.
	Pilot	£500 x 20-£600	Scale C 1, 2.
POST OFFICE	Postmaster-General	£1,000	Group 11.
	Assistant Postmaster-General	£660 x 30-£810	Scale B.
	Accountant	£400, 400, 450 x 25-600, 660 x 30-£810	(Upper Segment). Scale C 1, 2, 3.
	Engineer	£475, 475, 500 x 25-600 x 30-£840	*Scale A.
	Telegraph Inspector	£450 x 12-£560	Scale C 1.
	Senior Engineer, Wireless and Broadcasting	£600 x 30-£840	*Scale A.
PRINTING	Government Printer	£600 x 30-£780	£675.
PRISONS	Superintendent of Prisons	£550 x 25-600 x 30-£720	£630
	Assistant Superintendent of Prisons	£400 x 12-520 x 20-£600	Scale C 1.
PROVINCIAL ADMINISTRATION	Chief Commissioner	£1,500	†Group 7.
	Provincial Commissioner (a)	£1,300	Group 9.
	(b)	£1,200	Group 9.
	District Commissioner and Assistant District Commissioner.	£400, 400 x 50-500 x 25-600 x 30-630, 690 x 30-840, 880 x 40-£1,000	Scale A.
PUBLIC WORKS DEPARTMENT	Director of Public Works	£1,200	Group 9.
	Assistant Director of Public Works	£1,050	Group 11.
	Provincial Engineer	£880 x 40-£1,000	} *Scale A.
	Senior Engineer	£880 x 40-£1,000	
	Executive Engineer	£475, 475, 500 x 25-600 x 30-£840	
	Chief Accountant	£600 x 30-£810	Scale C 3.
	Assistant Accountant	£400, 400, 450 x 25-600 x 30-£720	Scale C 1, 2.
	Chief Inspector of Works... ..	£560 x 12-£600	Scale C 1.
	Stock Verifier	£400, 400, 450 x 25-£600	Scale C 1.

* Point of entry for new entrants £450 for three years. † Plus entertainment allowance. Amount to be fixed by Government.

APPENDIX III—contd.

Department	Post	Present Salary or Salary Scale	Proposed Basic Salary or Basic Salary Scale
PUBLIC WORKS DEPARTMENT—contd.	Quantity Surveyor	£475, 500 x 25-600 x 30-£840	Scale B.
	Senior Architect	£880 x 40-£1,000	} *Scale A.
	Architect	£475, 475, 500 x 25-600 x 30-£840	
	Technical Assistant	£450 x 30-£840	Scale A.
	Surveyor	£450 x 30-£840	Scale A.
	Town Planning Officer	£475, 475, 500 x 25-600 x 30-£840	*Scale A.
	Inspector of Works, Grade I	£500 x 12-£560	} Scale C 1.
	Inspector of Works, Grade II	£400 x 12-£500	
	Storekeeper	£400, 400, 450 x 25-£600	
	Chief Mechanical and Electrical Engineer	£880 x 40-£1,000	Scale C 1.
	Electrical Engineer	£475, 475, 500 x 25-600 x 30-£840	Group 11.
	Station Superintendent	£500 x 12-584 x 16-£600	*Scale A.
	Distribution Superintendent	£500 x 12-584 x 16-£600	Scale C 1.
	RAILWAY	General Manager	£1,400	Group 7.
Chief Engineer		£1,000	Group 11.
Chief Mechanical Engineer		£1,000	Group 11.
Traffic Manager		£1,000	Group 11.
Assistant to the General Manager		£400, 415, 430, 450 x 30-720 x 40-£920	Scale B.
Chief Accountant		£750 x 30-840 x 40-£920	£825.
Assistant Engineer		£475, 475, 500 x 25-600 x 30-660 x 30-£840	*Scale A.
Telegraph Engineer		£475, 475, 500 x 25-600 x 30-660 x 30-£840	*Scale A.
Assistant Locomotive Superintendent		£475, 475, 500 x 25-600 x 30-660 x 30-£840	*Scale A.
Assistant Traffic Superintendent		£400, 400, 450 x 25-600-660 x 30-£840	Scale B.
Works Manager		£475, 475, 500 x 25-600 x 30-660 x 30-£840	*Scale A.
Telegraph Inspector		£400 x 12-£500	Scale C 1.
Traffic Inspector		£400 x 12-£500	Scale C 1.
Chief Permanent Way Inspector		£500 x 12-£560	Scale C 1.
Permanent Way Inspector		£360 x 12-£460	Scale C 1. Max. £480.
Foreman of Works		£400 x 12-£500	Scale C 1.
Senior Locomotive Foreman		£560 x 12-£600	£560.
Locomotive Shed Foreman		£480 x 12-£540	Scale C 1.
Locomotive Inspector		£480 x 12-£540	Scale C 1.
Machine and Fitting Shop Foreman		£500 x 12-£560	Scale C 1.

* Point of entry for new entrants £450 for three years.

APPENDIX III—contd.

Department	Post	Present Salary or Salary Scale	Proposed Basic Salary or Basic Salary Scale
RAILWAY—contd.	Erecting Shop Foreman	£500 x 12-£560	Scale C 1.
	Carriage and Wagon Foreman	£500 x 12-£560	Scale C 1.
	Chargehand Fitter and Turner... ..	£380 x 12-£480	Scale C 1. Max. £480.
	Chargehand Carriage and Wagon Builder	£380 x 12-£480	Scale C 1. Max. £480.
	Boiler Inspector	£500 x 12-£560	Scale C 1.
	Chargehand Moulder	£380 x 12-£480	Scale C 1. Max. £480.
	Assistant Accountant	£400, 400, 450 x 25-600 x 30-£720	Scale C 1, 2.
	Stock Verifier	£400, 450 x 25-£600	Scale C 1.
	Stores Superintendent	£750 x 30-£810	Scale C 3.
	Wharf Superintendent	£700.	£630.
	Assistant Superintendent	£400 x 12-£600	Scale C 1.
Foreman Mechanic	£500 x 12-£560	Scale C 1.	
Chargehand Mechanic	£380 x 12-£480	Scale C 1. Max. £480.	
SECRETARIAT AND LEGISLATURE	Colonial Secretary	£1,600	Group 4.
	Chief Assistant Colonial Secretary	£1,200	Group 9.
	Assistant Colonial Secretary	£400, 400, 450, 500 x 25-600 x 30-630, 690 x 30-840, 880 x 40-£1,000.	Scale A.
	Development and Planning Officer	£1,200	Group 9.
SURVEYS	Director of Surveys and Lands	£1,050	Group 11.
	Land Officer and Senior Surveyor	£880 x 40-£1,000	} Scale A.
	Surveyor	£450, 450, 475 x 25-600, 630, 690 x 30-£840	
TREASURY	Colonial Treasurer	£1,300	*Group 8.
	Deputy Treasurer	£1,050	Group 11.
	Assistant Treasurer	£400, 400, 450 x 25-600, 660 x 30-£810	Scale B.
VETERINARY SERVICES (Joint Department for Sierra Leone and the Gambia).	Director of Veterinary Services	£1,050	Group 11.
	Veterinary Officer	£630, 630, 630, 660 x 30-£840	†Scale A.
	Veterinary Research Officer	£720 x 30-840 x 40-£1,000	†Scale A.
	Livestock Officer	£450 x 25-600 x 30-£690	Scale C 1, 2.
	Laboratory Superintendent	£450 x 25-600 x 30-£720	Scale C 1.

*Payment of currency fees to officers in the Treasury should be discontinued *vide* paragraph 76.

†Point of entry for new entrants £510 for three years.

APPENDIX III—contd.

GAMBIA

LIST OF POSTS TO BE INCLUDED IN GROUP I

Department	Post	Present Salary or Salary Scale	Proposed Basic Salary or Basic Salary Scale
AGRICULTURE	Agricultural Adviser	—	—
	Senior Agricultural Officer	£690 x 30-£840	*Scale A.
	Agricultural Officer	£450, 450, 475 x 25-600 x 30-£630	
AUDIT	Auditor	£810	£750.
BRICK AND TILE MANUFACTURE	Manager	£660 x 30-£720	Scale C 2.
CROWN LAW OFFICE	Attorney-General	£1,050	Group 11.
EDUCATION	Director of Education	£400, 400, 450 x 25-600 x 30-630, 690 x 30-£840	Scale A.
	Lady Education Officer	£500 x 25-600, 630 x 30-£720	Scale C 1, 2.
	Education Officer (Principal, Armitage School)	£500 x 25-600, 630 x 30-£720	Scale C 1, 2.
GAMBIA DEVELOPMENT	Architect and Town Planning Adviser	£1,000	£900.
	Land Officer	£600 x 30-£840	Scale B.
	Surveyor	£450, 450, 475 x 25-600, 630, 690 x 30-£840	Scale A.
JUDICIAL	Judge of the Supreme Court	£1,200	Group 9.
	Colonial Magistrate	£600	†Scale A.
LABOUR	Labour Officer	£400, 400 x 50-500 x 25-600 x 30-630, 690 x 30-840, 880 x 40-£1,000.	Scale A.
	Technical Training Officer	£600 x 30-£720	Scale C 2.

*Contribution towards salary of Director of Agriculture, Sierra Leone, to be settled by the two Governments concerned.

†Point of entry for new entrants £480 for three years.

APPENDIX III—contd.

Department	Post	Present Salary or Salary Scale	Proposed Basic Salary or Basic Salary Scale
MEDICAL AND HEALTH SERVICES	Senior Medical Officer	£1,200	Group 9.
	Medical Officer and Medical Officer of Health	£660, 660, 660, 690 x 30-840, 880 x 40-1,000; 1,050 x 50-£1,200.	*†Scale A.
	Medical Officer, Gambia	£500 x 25-600 x 30-£720	Scale A.
	Senior Nursing Sister	£520 x 20-600 x 30-£630	Scale N 2.
	Nursing Sister	£350, 350, 400 x 20-£480	Scale N 1.
	Senior Sanitary Superintendent Sanitary Superintendent	£500 x 12-£600 £400 x 12-£500	Scale C 1. Scale C 1.
POLICE	Superintendent of Police	£750 x 30-840 x 40-£920	Scale B. (Upper Segment).
	Assistant Superintendent of Police	£400, 400, 450 x 25-600, 660 x 30-£750	Scale B.
PROTECTORATE ADMINISTRATION	Senior Commissioner	£1,200	Group 9.
	Commissioner, etc.	£400, 400, 450, 500 x 25-600, 630, 690 x 30-840 x 40-£1,000	Scale A.
PUBLIC RELATIONS	Assistant Public Relations Officer	£450, 450, 465, 480 x 20-£600	Scale C 1.
PUBLIC UTILITIES	Director of Public Utilities	£1,050	Group 11.
	<i>Accounts and Stores Branch.</i>		
	Accountant and Storekeeper	£400, 400, 450 x 25-600 x 30-£720	Scale C 1, 2.
	<i>Mechanical and Marine Engineering.</i>		
	Mechanical Engineer	£400, 400, 450 x 25-600, 660 x 30-£840	Scale A.
	Assistant Mechanical Engineer	£400 x 12-496, 508 x 12-544 x 16-£560	Scale C 1.

* Serving officers who are now eligible to proceed to £1,150 or £1,200 and who elect for the new conditions of service to be allowed to proceed to £1,400 by annual increments of £50. Where such officers have not already remained for three years at £1,000 in their present scale, they should remain at £1,200 in the new scale for three years or such period as may be necessary to complete the waiting period of three years before proceeding further in the scale. (See conversion table M 2.)

† Point of entry for new entrants £680 for three years.

APPENDIX III—contd.

Department	Post	Present Salary or Salary Scale	Proposed Basic Salary or Basic Salary Scale
PUBLIC UTILITIES—contd.	<i>Electric Light and Power.</i>		
	Electrical Engineer	£475, 475, 500 x 25-600 x 30-£840	*Scale A.
	Electrical Foreman	£400 x 12-496, 508 x 12-544 x 16-£560	Scale C 1.
	<i>Marine Workshop and Garage.</i>		
	Mechanical Foreman	£400 x 12-496, 508 x 12-544 x 16-£560	Scale C 1.
	Workshop Foreman	£400	£400.
	<i>Waterworks.</i>		
	Waterworks and Transport Foreman	£508	£540.
	<i>Civil Engineering.</i>		
	Executive Engineer	£475, 475, 500 x 25-600 x 30-660 ; 690 x 30-£840	*Scale A.
	Clerk of Works	(a) £440 x 12-£560 (b) £600	Scale C 1. £560.
	Road Foreman	£400	£400.
	<i>River Transport and Marine.</i>		
	Harbour Master and Marine Superintendent	£630, 630, 660 x 30-£840	Scale C 2, 3.
Officer-in-Charge, River Steamers	£400, 400, 450 x 25-600, 660 x 30-£840	Scale C 1, 2, 3.	
RECEIVER-GENERAL	Receiver-General	£1,050	†Group 11.
	Assistant Receiver-General	£400, 400, 450 x 25-600, 660 x 30-£810	Scale C 1, 2, 3.
	<i>Customs.</i>		
Collector of Customs	£400, 400, 450 x 25-600, 660 x 30-£720	Scale C 1, 2, 3.	

* Point of entry for new entrants £450 for three years.

† Payment of currency fees to officers in the Receiver-General's Department should be discontinued *vide* paragraph 76.

APPENDIX III—*contd.*

Department	Post	Present Salary or Salary Scale	Proposed Basic Salary or Basic Salary Scale
SECRETARIAT	Colonial Secretary	£1,200 plus £100 duty allowance	*Group 9 plus £100 Entertainment Allowance.
	Assistant Colonial Secretary	£400, 400, 450, 500 x 25-600 x 30-630, 690 x 30-840, 880 x 40-£1,000.	Scale A.
	Office Assistant	£400, 400, 450 x 25-600, 660 x 30-£720	Woman Officers Scale C 1.
			Scale C 1, 2.
VETERINARY	Director of Veterinary Services	£1,050 (Gambia share £525)	†Group 11.
	Laboratory Superintendent	£450 x 25-600 x 30-£720	Scale C 1, 2.

* See paragraph 81.

† Joint Sierra Leone/Gambia Service.

APPENDIX IV.

NIGERIA

LIST OF POSTS TO BE INCLUDED IN GROUP II

Department	Post	Present Salary or Salary Scale	Proposed Basic Salary or Basic Salary Scale
ACCOUNTANT-GENERAL	Accounting Assistant, Grade I	£310 x 15-£400	Scale F 4.
	Accounting Assistant, Grade II	£240 x 12-£300	Scale F 3.
AGRICULTURE	Senior Assistant Agricultural Officer	£400 x 20-460 x 20-£500	Scale D 3.
	Assistant Agricultural Officer, Grade I	£240 x 15-£375	*Scale D 2.
	Assistant Agricultural Officer, Grades II and III	£88 x 8-128, 160 x 10-£220	*Scale D 1.
	Master	£88 x 8-128, 160 x 10-£220	Scale D 1.
	Agricultural Assistant, Grade I	£140 x 10-£220	Scale G 2.
	Agricultural Assistant, Grades II and III	£48 ; 48 ; 54 x 6-72 ; 80 x 8-£128	Scale G 1.
	Sub-Inspector of Produce, Grade I	£240 x 12-£300	Scale G 3.
	Sub-Inspector of Produce, Grade II	£140 x 10-£220	Scale G 2.
	Produce Examiner, Grades I and II	£48 ; 48 ; 54 x 6-72 ; 80 x 8-£128	Scale G 1.
	Artisan, Grades I and II	£36 x 6-66 ; 72 x 6-£120	Scale L 1, 2, 3.
	Field Overseer, Grade I	£72 x 6-£120	Scale L 2, 3.
	Field Overseer, Grade II	Not exceeding £66	Not exceeding £108.
	Interpreter	£48 x 3-£66	Scale L 2.
Laboratory Attendant	£18 x 3-£42	Scale K 1, 2, 3.	
Driver Mechanic and Motor Driver	(a) Not exceeding £72 (b) Not exceeding £48	(a) Not exceeding £108. (b) Not exceeding £84.	
AUDIT	Examiner, Grade I	£400 x 20-500, 500 x 25-£600	†Scale C 1, 2.
	Examiner, Grade II	£240 x 15-£375	Scale D 2.
CHEMISTRY	First Class Technical Assistant	£140 x 10-£220	Scale G 2.
	Second and Third Class Assistant	£48 ; 48 ; 54 x 6-72 ; 80 x 8-£128	Scale G 1.
	Laboratory Attendant	£18 x 3-£42	Scale K 1, 2, 3.

* See paragraph 149.

† Starting salary for new entrants £480.

APPENDIX IV—contd.

Department	Post	Present Salary or Salary Scale	Proposed Basic Salary or Basic Salary Scale	
COLLIERY	Senior Technical Staff, Grade II	£240 x 12-£300	Scale G 3.	
	Safety Officer	£240 x 12-£300	Scale G 3.	
	Inspector of Workshops	£240 x 12-£300	Scale G 3.	
	Underground Inspector	£240 x 12-£300	Scale G 3.	
	Junior Technical Staff, Grade I	£140 x 10-£220	Scale G 2.	
	Junior Technical Staff, Grades II and III	£48 ; 48 ; 54 x 6-72 ; 80 x 8-£128	Scale G 1.	
	Colliery Examiner in Training... ..	Not exceeding £72	Not exceeding £108.	
	Senior Surface Foreman	£140 x 10-£220	Scale G 2.	
	Senior Underground Foreman	£140 x 10-£220	Scale G 2.	
	Mechanician, Artisan and Foreman, Grades I and II	£36 x 6-66 ; 72 x 6-£120	Scale L 1, 2, 3.	
	Ganger	£18 x 3-36 ; 39 x 3-£66	Scale K 1, 2, 3, 4.	
	Underground Foreman, Grades I and II	£36 x 6-66 ; 72 x 6-£120	Scale L 1, 2, 3.	
	Coal Cutter Operator	£36 x 6-66 ; 72 x 6-£120	Scale L 1, 2, 3.	
	Electrical Motor Driver, Grades I and II	£18 x 3-36 ; 39 x 3-£66	Scale K 1, 2, 3, 4.	
	Conveyor and Drilling Machine Operator	£18 x 3-36 ; 39 x 3-£66	Scale K 1, 2, 3, 4.	
	COMMERCE AND INDUSTRIES	Pump and Fan Attendant	£33	£60.
		Timekeepers, Tally Clerks, etc.	£18 x 3-36 ; 39 x 3-£66	Scale K 1, 2, 3, 4.
Campmaster		£18 x 3-36 ; 39 x 3-£66	Scale K 1, 2, 3, 4.	
Dresser		£24 x 3-36 ; 39 x 3-£66	Scale K 2, 3, 4.	
Woman Welfare Worker		£30 ; 30 ; 36 x 6-48 ; 48 ; 54 x 6-£72	Scale K 2, 3, 4.	
CO-OPERATIVE SOCIETIES	Fisheries Assistant, Grades II and III	£48 ; 48 ; 54 x 6-72 ; 80 x 8-£128	Scale F 1.	
	Driver Mechanic	Not exceeding £72	Not exceeding £108.	
	Lorry Driver	Not exceeding £48	Not exceeding £84.	
	Textile Assistant	£60	£100.	
	Carpenter	£36 x 3-£66	Scale K 3, 4.	
CUSTOMS AND EXCISE	Inspector, Grade I	£140 x 10-£220	*Scale F 2.	
	Inspector, Grades II and III	£48 ; 48 ; 54 x 6-72 ; 80 x 8-£128	*Scale F 1.	
	Principal Officer and Supervisor of Customs	(a) £310 x 15-£400 (b) £200 x 15-275 ; 300 x 20-£400	Scale F 4. † Scale F 3, 4.	
	Senior Officer of Customs and Excise	£240 x 12-£300	Scale F 3.	
First Class Officer of Customs and Excise	£140 x 10-£220	Scale F 2.		

*See paragraph 151.

† Supervisors will in future be called Inspectors.

APPENDIX IV—contd.

Department	Post	Present Salary or Salary Scale	Proposed Basic Salary or Basic Salary Scale
CUSTOMS AND EXCISE—contd.	Second and Third Class Officers of Customs and Excise	£48 ; 48 ; 54 x 6-72 ; 80 x 8-£128 ...	Scale F 1.
	Operator of Statistics Machines	£36 x 6-66 ; 72 x 6-£120 ...	Scale L 1, 2, 3.
	Clerical Assistant	£36 x 6-66 ; 72 x 6-£120 ...	Scale L 1, 2, 3.
	Carpenter	£36 x 3-£66 ...	Scale K 3, 4.
	Coxswain	£27 x 3-£42 ...	Scale K 2, 3.
	Boatboy and Head Canoeboy	£15 x 3-£30 ...	Scale K 1, 2.
	Superintendent, First Class	£170 x 10-£220 ...	Scale J 7.
	Superintendent, Second Class	£96 x 8-£160 ...	Scale J 5, 6.
	Superintendent, Third Class	£84 x 3-£96 ...	Scale J 4.
	Drill Instructor	£84 x 3-£96 ...	Scale J 4.
	Chief Preventive Officer	£66 x 3-£78 ...	Scale J 3.
	Preventive Officer	£48 x 6-£60 ...	Scale J 2.
	Assistant Preventive Officer—		
	First Class	£42 ...	}
	Second Class	£36 x 3-£39 ...	Scale J 1.
	Third Class	£33 ...	}
	Fourth Class	£24 x 3-£30 ...	}
	Head Canoeboy and Canoeboy	£15 x 3-£30 ...	Scale K 1, 2.
EDUCATION	Master, Grade I	£240 x 15-£375 ...	Scale D 2.
	Supervising Teacher	£310 x 15-£400 ...	Scale F 4.
	Teacher, Grade I	£240 x 12-£300 ...	Scale F 3.
	Master, Grades II and III	£88 x 8-128 ; 160 x 10-£220 ...	Scale D 1.
	Assistant Agricultural Education Officer	£88 x 8-128 ; 160 x 10-£220 ...	Scale D 1.
	Agricultural Instructor	£140 x 10-£220 ...	Scale G 2.
	Assistant Agricultural Instructor	£48 ; 48 ; 54 x 6-72 ; 80 x 8-£128 ...	Scale G 1.
	Teacher, Grade II	£140 x 10-£220 ...	Scale F 2.
	Teacher, Grades III and IV	£36 ; 42 ; 48 x 6-72 ; 80 x 8-£128 ...	£72 for 3 years, then
	Librarian, Grades I and II	£88 x 8-£128 ; 160 x 10-£220 ...	Scale F 1.
	Ungraded Teacher	£18 x 3-36 ; 39 x 3-66 ; 69 x 3-£84 ...	Scale D 1.
	Laboratory Attendant	£18 x 3-36 ; 39 x 3-£66 ...	Scale K 1, 2, 3, 4, 5.
	Laboratory Workshop Attendant	do.	Scale K 1, 2, 3, 4.
	Matron, Queen's College	£66 ...	£108

APPENDIX IV—contd.

Department	Post	Present Salary or Salary Scale	Proposed Basic Salary or Basic Salary Scale
EDUCATION—contd.	Subordinate Office Staff	£18 x 3-36 ; 39 x 3-£66	Scale K 1, 2, 3, 4.
	Handwork Instructor	do.	Scale K 1, 2, 3, 4.
	Technical Assistant	£48 ; 48 ; 54 x 6-72 ; 80 x 8-£128	Scale G 1.
	Carpenter	£39	£72.
	Cook, Steward, Caretaker, etc.	Rates not exceeding £48	Rates not exceeding £84.
ELECTRICITY	Senior Technical Staff, Grade II	£240 x 12-£300	Scale G 3.
	Junior Technical Staff, Grade I	£140 x 10-£220	Scale G 2.
	Junior Technical Staff, Grades II and III	£48 ; 48 ; 54 x 6-72 and 80 x 8-£128	Scale G 1.
	Junior Draughtsman, Grade II	£80 x 8-£128	Scale G 1B.
	Assistant Foreman	£140 x 10-£220	Scale G 2.
	Mechanician and Artisan, Grade I	£72 x 6-£120	Scale L 2, 3.
	Mechanician and Artisan, Grade II	£36 x 6-£66	Scale L 1.
	Senior Power Station Attendant	£140 x 10-£220	Scale G 2.
	Power Station Attendant, Grade I	£72 x 6-£120	Scale L 2, 3.
	Power Station Attendant, Grade II	£36 x 6-£66	Scale L 1.
	Timekeeper, Store Attendant, etc., Grade I	£39 x 3-£66	Scale K 3, 4.
	Timekeeper, Store Attendant, etc., Grade II	£18 x 3-36	Scale K 1, 2.
	Bailliff	£36 x 6-66 ; 72 x 6-£120	Scale L 1, 2, 3.
	Store Clerk	do.	Scale L 1, 2, 3.
Show Room Attendant	£39 x 3-£66	Scale K 3, 4.	
Engineer, Grades III and IV	£88 x 8-128 ; 160 x 10-£220	Scale D 1.	
FORESTRY	Senior Plantation Clerk	£72 x 6-£120	Scale L 2, 3.
	Plantation Clerk	£36 x 3-£66	Scale L 1.
	Forest Supervisor	£88 x 8-128 ; 160 x 10-£220	Scale D 1.
	Forest Assistant, Grades II and III	£48 ; 48 ; 54 x 6-72 ; 80 x 8-£128	Scale G 1.
	Ranger	£140 x 10-£220	Scale G 2.
	Assistant Ranger	£80 x 8-£128	Scale G 1B.
	Master, Forest School	£88 x 8-128 ; 160 x 10-£220	Scale D 1.
	Instructor Surveyor and Draughtsman, Forest School	£88 x 8-£128	Scale G 1B.
	Forest Surveyor	£48 ; 48 ; 54 x 6-72 ; 80 x 8-£128	Scale G 1.
	Forest Draughtsman	do.	Scale G 1.
Assistant Draughtsman	£36 x 3-£66	Scale K 3, 4.	

APPENDIX IV—contd.

Department	Post	Present Salary or Salary Scale	Proposed Basic Salary or Basic Salary Scale
FORESTRY—contd.	Forester	£48 x 6-£66	Scale K 4.
	Forest Guard...	£24 x 3-£42	Scale K 2, 3.
	Carpenter	£36 x 3-£66	Scale K 3, 4.
	Collector of Specimens	£18 x 3-£42	Scale K 1, 2, 3.
GEOLOGICAL SURVEY	Field Assistant	£48 ; 48 ; 54 x 6-£72 ; 80 x 8-£128	} Scale G 1
	Technical Assistant	£48 ; 48 ; 54 x 6-72 ; 80 x 8-£128	
	Draughtsman	£48 ; 48 ; 54 x 6- 72 ; 80 x 8-£128	
	Artisan, Grades I and II	£36 x 6-66 ; 72 x 6-£120	} Scale L 1 2, 3.
	Laboratory Attendant	£18 x 3-£42	} Scale K 1, 2, 3.
	Driver Mechanic	Rates not exceeding £72	} Rates not exceeding £108.
	Motor Driver	Rates not exceeding £48	} Rates not exceeding £84.
	Leading Sinkers	Rates not exceeding £48	} Rates not exceeding £84.
	Drill Hands	Rates not exceeding £30	} Rates not exceeding £56.
	Interpreters	Rates not exceeding £42	} Rates not exceeding £76.
Watchmen	Rates not exceeding £24	} Rates not exceeding £48.	
GOVERNOR	Chauffeur (a)	£72	£108
	(b)	£30 x 3-£48	} Scale K 2, 3.
	Caretaker	£48	} £84.
	Houseboy (a)	£39	} Prevailing rates.
	(b)	£33	
	Washerwoman (a)	£33	
	(b)	£30	} £102.
Head Gardener	£66		

APPENDIX IV—contd.

Department	Post	Present Salary or Salary Scale	Proposed Basic Salary or Basic Salary Scale
INLAND REVENUE	Chief Tax Recorder and Collector	£140 x 10-£180	Scale F 2. Max. £220.
	Tax Recorder and Collector, Grades I and II	£48 ; 48 ; 54 x 6-72 ; 80 x 8-£128	Scale F 1.
	Inland Revenue Assistant	New post	Scale F 5.
	Assistant Assessment Officer (formerly Assistant Tax Officer)	£240 x 12-£300	Scale F 3.
	Assessment Clerk (1st Class Clerk)	£140 x 10-£220	Scale F 2.
JUDICIAL	Senior Registrar	£300 x 20-400 x 25-£475	Scale F 5.
	Registrar, Grade I and Assistant Chief Clerk	£240 x 12-£300	Scale F 3.
	Registrar, Grade II and 1st Class Clerk	£140 x 10-£220	Scale F 2.
	Interpreter	£30 x 3-48 x 6-£66	Scale L 1, 2.
LABOUR	Assistant Labour Officer, Grade I	£240 x 12-£300	Scale F 3.
	" " " " Grade II	£160 x 10-£220	Scale F 2.
	Assistant Exchange Manager, Grade I	£240 x 12-£300	Scale F 3.
	Assistant Exchange Manager, Grade II	£160 x 10-£220	Scale F 2.
	Fingerprint Classifier	£36 x 6-£66	Scale L 1.
LAND AND SURVEY	Surveyor Grade II	£240 x 15-£375	Scale D 2.
	Senior Draughtsman	£240 x 12-£300	Scale G 3.
	Senior Inspector of Lands	£240 x 12-£300	Scale G 3.
	Lithographic Photographer and Draughtsman	£240 x 12-£300	Scale G 3.
	Surveyor, Grades III and IV	£88 x 8-128 ; 160 x 10-£220	Scale D 1.
	Junior Draughtsman, Grade I	£140 x 10-£220	Scale G 2.
	Junior Draughtsman, Grades II and III	£48 ; 48 ; 54 x 6-72 ; 80 x 8-£128	Scale G 1.
	Computer, Grade I	£140 x 10-£220	Scale G 2.
	Computer, Grades II and III	£48 ; 48 ; 54 x 6-72 ; 80 x 8-£128	Scale G 1.
	Inspector of Lands	£140 x 10-£220	Scale G 2.
	Sub-Inspector of Lands, Grades I and II	£48 ; 48 ; 54 x 6-72 ; 80 x 8-£128	Scale G 1.
	Lithographer, Grade I	£140 x 10-£220	Scale G 2.
	Lithographer, Grades II and III	£48 ; 48 ; 54 x 6-72 ; 80 x 8-£128	Scale G 1.
	Typeprinter, Grades I and II	£36 x 6-66 ; 72 x 6-£96	Scale L 1, 2, 3. Max. £132.
	Sunprinter, Grades I and II	£18 x 3-36 ; 39 x 3-£66	Scale K 1, 2, 3, 4.

APPENDIX IV—contd.

Department	Post	Present Salary or Salary Scale	Proposed Basic Salary or Basic Salary Scale
LAND AND SURVEY—contd.	Chainman, Grade I	£39 x 3-£66	Scale K 3, 4.
	Chainman, Grade II	£18 x 3-£36	Scale K 1, 2.
	Litho Pressman and Plategrainer, Grade II	£18 x 3-£36	Scale K 1, 2.
	Carpenter	£36 x 3-£66	Scale K 3, 4.
MARINE	Senior Technical Staff, Grade II	£240 x 12-£300	Scale G 3.
	Turnstile Clerk, Timekeeper, Store Issuer, Checker, Tally Clerk	£18 x 3-36 ; 39 x 3-£66	Scale K 1, 2, 3, 4.
	Junior Technical Staff, Grade I	£140 x 10-£220	Scale G 2.
	Junior Technical Staff, Grades II and III	£48 ; 48 ; 54 x 6-72 ; 80 x 8-£128	Scale G 1.
	First Class Signalman	£140 x 10-£180	Scale J 6.
	Signalman, Grade I	£102 x 6-£120	Scale J 5.
	Signalman, Grades II and III	£18 x 3-48 ; 54 x 6-£96	Scale J.1, 2, 3, 4.
	Chief Lighthouse Keeper	£140 x 10-£220	Scale G 2.
	Lighthouse Keeper	£80 x 8-£128	Scale G 1B.
	Assistant Lighthouse Keeper	£36 x 6-£66	Scale L 1.
	Lighthouse Attendant	£18 x 3-£36	Scale K 1, 2.
	Wireless Operator	£48 ; 48 ; 54 x 6-72 ; 80 x 8-£128	Scale G 1.
	Boatswain, Grade I	£102 x 6-£120	Scale J 5.
	Boatswain, Grade II	£54 x 6-£96	Scale J 3, 4.
	Foreman, Assistant Foreman and Senior Driver	£140 x 10-£220	Scale G 2.
	Mechanician, Tradesman, Driver, Grades I and II	£36 x 6-66 ; 72 x 6-£120	Scale L 1, 2, 3.
	Mechanician and Tradesman, Grade III	£18 x 3-£36	Scale K 1, 2.
	Quartermaster and Pilot	£54 x 6-£96	Scale J 3, 4.
	Deckhand	£24 x 3-£48	Scale K 2, 3.
	Deckhand, Apprentice and Winchman	£18 x 3-£48	Scale K 1, 2, 3.
	Other Tradesmen	£36 x 6-£66	Scale L 1.
	Donkeyman, Senior Greaser, Fireman	£54 x 6-£96	Scale J 3, 4.
	Greaser, Fireman, Turner, Hopper Boy	£18 x 3-£48	Scale K 1, 2, 3.
	Coxswain	£27 x 3-£42	Scale K 2, 3.
	Headman, Canoe Boy, Boat Boy	£15 x 3-£30	Scale K 1, 2.
	Chief Steward	£36 x 3-£48	Scale K 3.
Steward	£24 x 3-£36	Scale K 2.	
Cook	£36 x 3-£42	Scale K 3.	
Lineman, Pipeman, Pumpman	£18 x 3-£36	Scale K 1, 2.	
Watchman, etc.	Rates not exceeding £24	Rates not exceeding £48.	

APPENDIX IV—contd.

Department	Post	Present Salary or Salary Scale	Proposed Basic Salary or Basic Salary Scale
MEDICAL SERVICES	Chief Dispenser	£310 x 15-£400	Scale G 4.
	Senior Dispenser	£240 x 12-£300	Scale G 3.
	Senior Sanitary Inspector	£240 x 12-£300	Scale G 3.
	Medical Assistant	£112 x 8-£128	£160
	Assistant Medical Officer	£120 ; 128 ; 160 x 20-300 ; 320 x 20-£400	*Scale E.
	Assistant Pathologist	do.	*Scale E.
	Senior Technical Assistant	£240 x 12-£300	Scale G 3.
	Sanitary Superintendent	£310 x 15-£400	Scale G 4.
	Dental Assistant	£48 ; 48 ; 54 x 6-72 ; 80 x 8-£128	Scale G 1.
	First Class Dispenser	£140 x 10-£220	Scale G 2.
	Second and Third Class Dispenser	£66 x 6-72 ; 80 x 8-£128	Scale G 1.
	Senior Nurse	£190 x 10-£220	Scale N 4B.
	First Class Nurse	£140 x 10-£180	Scale N 4A.
	Second and Third Class Nurse	£30 ; 30 ; 36 x 6-48 ; 48 ; 48 ; 54 x 6-72 ; 80 x 8-£128	£60 for 4 years, then Scale N 3.
	Assistant Tutor	£140 x 10-£180	Scale N 4A.
	Nursing Orderly	£30 ; 30 ; 36 x 6-£48	Scale K 2, 3.
	First Class Midwife	£140 x 10-£180	Scale N 4A.
	Second and Third Class Midwife	£30 ; 30 ; 36 x 6-48 ; 48 ; 48 ; 54 x 6-72 ; 80 x 8-£128	£60 for 4 years, then Scale N 3.
	First Class Lunatic Asylum Attendant	£140 x 10-£180	Scale N 4A.
	Second and Third Class Lunatic Asylum Attendant	£30 ; 30 ; 36 x 6-48 ; 48 ; 48 ; 54 x 6-72 ; 80 x 8-£128	£60 for 4 years, then Scale N 3.
	Second and Third Class Leper Asylum Attendant	do.	do.
	Fitter, Carpenter, etc., Grade I	£72 x 6-£120	Scale L 2, 3.
	Cook, Washerman, Carpenter, Grade II	£36 x 6-£66	Scale L 1.
	Timekeeper, Attendant, Issuer, Checker, Grade I	£39 x 3-£66	Scale K 3, 4.
	Timekeeper, Attendant, Issuer, Checker, Grade II	£18 x 3-£36	Scale K 1, 2.
	Almoner	£60	£100.
	First Class Sanitary Inspector	£140 x 10-£220	Scale G 2.
	Second and Third Class Sanitary Inspector	£48 ; 48 ; 54 x 6-72 ; 80 x 8-£128	Scale G 1.
Health Visitor	£30 ; 30 ; 36 x 6-48 ; 48 ; 48 ; 54 x 6-£72	£60 for 4 years, then Scale N 3A.	
Draughtsman	£48 ; 48 ; 54 x 6-72 ; 80 x 8-£128	Scale G 1.	

* See paragraph 69.

APPENDIX IV—contd.

Department	Post	Present Salary or Salary Scale	Proposed Basic Salary or Basic Salary Scale
MEDICAL SERVICES (contd.)	Chainman	£18 x 3-£36	Scale K 1, 2.
	First Class Technical Assistant	£140 x 10-£220	Scale G 2.
	Second and Third Class Technical Assistant	£48 ; 48 ; 54 x 6-72 ; 80 x 8-£128	Scale G 1.
	Master	£88 x 8-128 ; 160 x 10-£220	Scale D 1.
	Masseur	£30 ; 30 ; 36 x 6-48 ; 48 ; 48 ; 54 x 6-72 ; 80 x 8-£128	£60 for 4 years, then Scale N 3.
	Attendant, Assistant Cook, Assistant Washerman, etc., Grade II.	£18 x 3-£36	Scale K 1, 2.
	Animal Attendant	£18 x 3-£36	Scale K 1, 2.
	Animal Supervisor	£36 x 6-£66	Scale L 1.
	Carpenter	£36 x 6-£66	Scale L 1.
	Sleeping Sickness Assistant	£36 x 6-66 ; 72 x 6-£120	Scale L 1, 2, 3.
	Senior Dispensary Attendant	£39 x 3-£66	Scale K 3, 4.
	Dispensary Attendant	£18 x 3-£36	Scale K 1, 2.
	Tutor (Leprosy)	£80 x 8-£128	Scale N 3B.
	Dresser	£30 ; 30 ; 36 x 6-£48	Scale K 3.
	Scribe	£18 x 3-£36	Scale K 1, 2.
	Assistant Tutor	£140 x 10-£180	Scale N 4A.
	Artisan	£36 x 6-£66	Scale L 1.
	Entomological or Control Assistant	£36 x 6-66 ; 72 x 6-£120	Scale L 1, 2, 3.
Senior Fly Boy	£39 x 3-£66	Scale K 3, 4.	
Fly Boy	£18 x 3-£36	Scale K 1, 2.	
MINES	Beacon Inspector, Grade I	£140 x 10-£220	Scale G 2.
	Beacon Inspector, Grades II and III	£48 ; 48 ; 54 x 6-72 ; 80 x 8-£128	Scale G 1.
	Mines Ranger	£30 ; 30 ; 36 x 6-48 ; 48 ; 54 x 6-£72	Scale L 1.
	Driver Mechanic, Motor Driver	£36 x 3-48 ; 48 x 6-£66	Scale K 3, 4.
	Store Issuer	£18 x 3-36 ; 39 x 3-£66	Scale K 1, 2, 3, 4.
POLICE	Chief Inspector	£310 x 15-£400	Scale H 12.
	Inspector, Grade I	£240 x 12-£300	Scale H 11.
	Inspector, Grade II	£170 x 10-£220	Scale H 10.
	Sub-Inspector	£96 x 8-£160	Scale H 9.
	Sergeant-Major	£84 x 3-£96	*Scale H 8.
	Sergeant	£66 x 3-£78	*Scale H 7.

*Station allowance of 2s. 6d. a month at present paid to personnel of the regular Force of and below the rank of Sergeant-Major within Lagos Town Council limits to be abolished.

APPENDIX IV—contd.

Department	Post	Present Salary or Salary Scale	Proposed Basic Salary or Basic Salary Scale
POLICE—contd.	Corporal	£48 x 3-£60	Scale H 6.
	Lance-Corporal	£42	Scale H 5.
	First Class Constable	£36 x 3-£39	Scale H 4.
	Second Class Constable	£33	Scale H 3.
	Third Class Constable	£27 x 3-£30	Scale H 2.
	Recruit... ..	£24	£50.
	Bandboy	(a) £18 5s.	No recommendation.
		(b) £9 2s. 6d.	No recommendation.
	Tailor	£36 x 6-66 ; 72 x 6-£120	Scale L 1, 2, 3.
	Armourer	£36 x 6-66 ; 72 x 6-£120	Scale L 1, 2, 3.
	Bailiff	£36 x 6-66 ; 72 x 6-£120	Scale L 1, 2, 3.
	Hangman	£36	£64.
	Assistant Hangman	£18	£42.
	Engineer, Launch crew	£72 x 6-£120	Scale L 2, 3.
	<i>Fire Brigade.</i>		
	Assistant Chief Officer, Grade I	£300 x 10-£420	Scale F 4.
	Assistant Chief Officer, Grade II	£120 x 10-£170	Scale J 6.
	Motor Mechanic	£72 x 6-£120	Scale L 2, 3.
	Assistant Motor Mechanic	£48 x 3-£60	Scale K 4.
	Driver Mechanic	£42	£76.
	Senior Station Keeper	£84 x 3-£96	Scale J 4.
	Station Keeper	£66 x 3-£78	Scale J 3.
	Assistant Station Keeper	£48 x 3-£60	Scale J 2.
	Headman	£42	£76.
	First Class Fireman	£36 x 3-£39	£72.
	Second Class Fireman	£33	£60.
	Third Class Fireman	£27 x 3-£30	£56.
POSTS AND TELEGRAPHS	Assistant Storekeeper	£310 x 15-£400	Scale F 4.
	Chief Superintendent	£310 x 15-£400	Scale F 4.
	Superintendent	£240 x 12-£300	Scale F 3.
	Inspector, Grade I	£310 x 15-£400	Scale G 4.
	Inspector, Grade II	£240 x 12-£300	Scale G 3.
	First Class Postal Clerk and Telegraphist	£140 x 10-£220	Scale F 2.

APPENDIX IV—contd.

Department	Post	Present Salary or Salary Scale	Proposed Basic Salary or Basic Salary Scale
POSTS AND TELEGRAPHS (contd.)	Second and Third Class Postal Clerk and Telegraphist	£48 ; 48 ; 54 x 6-72 ; 80 x 8-£128	Scale F 1.
	Mail Guard	£36 x 2-£48	Scale K 3.
	Head Postman	£80 x 8-£128	Scale L 3.
	Postman	£48 x 4-£72	Scale L 1, 2.
	Telegraph Messenger	£18 x 2-24 ; 27 x 3-£36	Scale K 1, 2.
	Sub-Inspector and Mechanician, Grade I	£140 x 10-£220	Scale G 2.
	Sub-Inspector and Mechanician, Grades II and III	£48 ; 48 ; 54 x 6-72 ; 80 x 8-£128	Scale G 1.
	Workshop Mechanician and Artisan, Grades I and II	£36 x 6-66 ; 72 x 6-£120	Scale L 1, 2, 3.
	Store Attendant	£18 x 3-36 ; 39 x 3-£66	Scale K 1, 2, 3, 4.
	Draughtsman, Grade I	£140 x 10-£220	Scale G 2.
	Draughtsman, Grades II and III	£48 ; 48 ; 54 x 6-72 ; 80 x 8-£128	Scale G 1.
	Chief Lineman	£140 x 10-£220	Scale G 2.
	Lineman, Grade I	£72 x 6-£120	Scale L 2, 3.
	Lineman, Grade II	£36 x 6-£66	Scale L 1.
	Lineman, Grade III	Rates not exceeding £36	Rates not exceeding £64.
	Telephone Supervisor	£140 x 10-£220	Scale F 2.
	Senior Telephone Operator and Telephone Operator	£36 x 6-72 ; 80 x 8-£128	Scale L 1, 2, 3.
	Telephone Attendant	£24 x 3-£36	Scale K 2.
	Senior Wireless Monitor and Announcer	£140 x 10-£220	Scale F 2.
	Wireless Monitor and Announcer	£48 ; 48 ; 54 x 6-72 ; 80 x 8-£128	Scale F 1.
Wireless Operator	£48 ; 48 ; 54 x 6-72 ; 80 x 8-£128	Scale G 1.	
Clearing Ganger	£18	£42.	
PRINTING	Senior Technical Staff, Grade I	£310 x 15-£400	Scale G 4.
	Senior Technical Staff, Grade II	£240 x 12-£300	Scale G 3.
	Junior Technical Staff, Grade I	£140 x 10-£220	Scale G 2.
	Junior Technical Staff, Grades II and III	£48 ; 48 ; 54 x 6-72 ; 80 x 8-£128	Scale G 1.
	Artisan, Grades I and II	£36 x 6-66 ; 72 x 6-£120	Scale L 1, 2, 3.
	Bookbinding Assistant, Grades I and II	£36 x 6-66 ; 72 x 6-£120	
	Technical Assistant	£36 x 6-66 ; 72 x 6-£120	
	Mechanician	£36 x 6-66 ; 72 x 6-£120	Scale K 1, 2.
	Press Attendant	£18 x 2-24 ; 27 x 3-£36	

APPENDIX IV—contd.

Department	Post	Present Salary or Salary Scale	Proposed Basic Salary or Basic Salary Scale
PRISONS	Chief Warder, Grade I	£190 x 10-£220	Scale J 7.
	Chief Warder, Grade II	£140 x 10-£180	Scale J 6.
	Assistant Chief Warder	£80 x 8-£128	Scale J 4, 5.
	Senior Warder	£66 x 3-£72	Scale J 3.
	First Class Warder	£51 x 3-£60	Scale J 2.
	Second Class Warder	£39 x 3-£48	Scale J 1 (£72-£84).
	Third Class Warder	£24 x 3-£36	Scale J 1 (£48-£64).
	Wardress	£24 x 3-£36	Scale J 1 (£48-£64).
	Senior Trade Instructor	£140 x 10-£180	Scale J 6.
	Trade Instructor, Grade I	£80 x 8-£128	Scale J 4, 5.
	Trade Instructor, Grade II	Rates not exceeding £66	Rates not exceeding £108.
	Headmaster	£190 x 10-£220	Scale J 7.
	Assistant Headmaster	£80 x 8-£128	Scale J 4, 5.
	Teacher	£51 x 3-£60	Scale J 2.
	Teacher	£39 x 3-£48	Scale J 1 (£72-£84).
	Trade Instructor, Industrial School	£39 x 3-£48	Scale J 1 (£72-£84).
Matron	£24 x 3-£36	Scale J 1 (£48-£64).	
Physical Instructor	£39 x 3-£48	Scale J 1 (£72-£84).	
PROVINCIAL ADMINISTRATION	Secretariat Assistant	£200 x 15-275 ; 300 x 20-£400	*Scale F 3, 4.
	Sub-Inspector of Lands and Draughtsman, Grade I	£140 x 10-£220	Scale G 2.
	Land Ranger	£30 ; 30 ; 36 x 6-48 ; 48 ; 48 ; 54 x 6-£72	Scale L 1.
	Arabic Writer, Grades I and II	£18 x 2-24 ; 27 x 3-£36	Scale K 1, 2.
	Interpreter	(a) £36 x 6-£66 (b) £30 x 3-48 x 6-£66	} Scale L 1, 2.
	Boundaryman	£36 x 6-66 ; 72 x 6-£120	Scale L 1, 2, 3.
	Motor Driver	Rates not exceeding £48	Rates not exceeding £84.
PUBLIC RELATIONS	Editor, <i>Children's Own Paper</i>	£240	£265.

* See paragraph 168.

APPENDIX IV—contd.

Department	Post	Present Salary or Salary Scale	Proposed Basic Salary or Basic Salary Scale
PUBLIC WORKS	Engineer, Grade II	£240 x 15-£375	Scale D 2.
	Senior Technical Staff, Grade I	£310 x 15-£400	Scale G 4.
	Senior Technical Staff, Grade II	£240 x 12-£300	Scale G 3.
	Engineer, Grades III and IV	£88 x 8-128 ; 160 x 10-£220	Scale D 1.
	Junior Technical Staff, Grade I	£140 x 10-£220	Scale G 2.
	Junior Technical Staff, Grades II and III	£48 ; 48 ; 54 x 6-72 ; 80 x 8-£128	Scale G 1.
	Technical Assistant	Rates not exceeding £72	Rates not exceeding £108.
	Foreman and Assistant Foreman	£140 x 10-£220	Scale G 2.
	Mechanician; Artisan, etc., Grades I and II	£36 x 6-66 ; 72 x 6-£120	Scale L 1, 2, 3.
	Senior Timekeeper	£36 x 6-66 ; 72 x 6-£120	Scale L 1, 2, 3.
	Timekeeper, Grades I and II	£18 x 3-36 ; 39 x 3-£66	Scale K 1, 2, 3, 4.
	Trade Instructor	£36 x 6-66 ; 72 x 6-£120	Scale L 1, 2, 3.
	Road Overseer, Grades I and II	£36 x 6-66 ; 72 x 6-£120	Scale L 1, 2, 3.
	Store Attendant, Issuer and Checker, Grades I and II	£18 x 3-36 ; 39 x 3-£66	Scale K 1, 2, 3, 4.
	Store Clerk	£36 x 6-66 ; 72 x 6-£120	Scale L 1, 2, 3.
	Transport Clerk	£36 x 6-66 ; 72 x 6-£120	Scale L 1, 2, 3.
	Baggage Foreman	£140 x 10-£220	Scale F 2.
	Driver Mechanic and Motor Driver	3 on personal rates in excess of £72. Rates not exceeding £72 and rates not exceeding £48.	Rates not exceeding £108 or £84.
Watchman and Gatekeeper	Rates not exceeding £24	Rates not exceeding £48.	
RAILWAY	Chainman, Grades I and II	£18 x 3-36 ; 39 x 3-£66	Scale K 1, 2, 3, 4.
	Senior Technical Staff, Grade I	£310 x 15-£400	Scale G 4.
	Senior Technical Staff, Grade II	£240 x 12-£300	Scale G 3.
	Junior Technical Staff, Grade I	£140 x 10-£220	Scale G 2.
	Junior Technical Staff, Grades II and III	£48 ; 48 ; 54 x 6-72 ; 80 x 8-£128	Scale G 1.
	Register Clerk	£48 ; 48 ; 54 x 6-72 ; 80 x 8-£128	Scale F 1.
	Sun Printer	£48	£84.
	Sub-Permanent Way Inspector, Grade I	£140 x 10-£220	Scale G 2.
	Sub-Permanent Way Inspector, Grade II	£80 x 8-£128	Scale G 1B.
	Sub-Permanent Way Inspector, Grade III	£48 x 6-£72	Scale G 1A.
Headman	(a) £30 x 3-£48 (b) £24 x 3-£48	} Scale K 2, 3.	

APPENDIX IV—contd.

Department	Post	Present Salary or Salary Scale	Proposed Basic Salary or Basic Salary Scale
RAILWAY—contd.	Artisan, Grades I and II	£36 x 6-66 ; 72 x 6-£120	Scale L 1, 2, 3.
	Permanent Way Apprentice	£18 x 3-24 x 6-£36	Scale K 1, 2.
	Permanent Way Timekeeper	£18 x 3-36 ; 39 x 3-£66	Scale K 1, 2, 3, 4.
	Sub-Inspector, Signals, Grade II	£88 x 8-£128	Scale G 1B.
	Apprentice Signal Artisan	£18 x 3-24 x 6-£36	Scale K 1, 2.
	Sub-Inspector of Works, Grade I	£240 x 12-£300	Scale G 3.
	Sub-Inspector of Works, Grade II	£140 x 10-£220	Scale G 2.
	Sub-Inspector of Works, Grade III	£88 x 8-£128	Scale G 1B.
	Assistant Shop Foreman, Grade I	£240 x 12-£300	Scale G 3.
	Assistant Shop Foreman, Grade II	£140 x 10-£220	Scale G 2.
	Chargeman	£88 x 8-£128	Scale G 1B.
	Overseer, Sanitation	£48 x 6-£72	Scale K 4.
	Anti-Mosquito Inspector	£36 x 6-£48	Scale K 3.
	Motor Lorry and Motor Trolley Driver	£24 x 3-£54	Scale K 2, 3.
	Timekeeper	£18 x 3-36 ; 39 x 3-£66	Scale K 1, 2, 3, 4.
	Stores Clerk	£72 x 6-£120	Scale L 2, 3.
	Storeman, Grades I and II	£18 x 3-36 ; 39 x 3-£66	Scale K 1, 2, 3, 4.
	School Clerk and Timekeeper	£36 x 6-66 ; 72 x 6-£120	Scale L 1, 2, 3.
	Technical Assistants in Training	£48 x 6-£78	Scale K 4.
	Mechanical Assistant, Grade II	£240 x 12-£300	Scale G 3.
	Draughtsman, Grade I	£140 x 10-£220	Scale G 2.
	Draughtsman, Grade II	£88 x 8-£128	Scale G 1B.
	Tracer	£48 x 6-£78	Scale G 1A.
	Female Tracer	£36 x 3-£66	Scale K 3.
	Printer	£18 x 3-36 ; 39 x 3-£66	Scale K 1, 2, 3, 4.
	Register Clerk	£36 x 6-£78	Scale L 1, 2.
	Head Timekeeper	£140 x 10-£180	Scale F 2 (Max. £210)
	Timekeeper, Grades I and II	£36 x 6-72 ; 80 x 8-128 or 36 x 6-66 ; 72 x 6-£120	Scale L 1, 2, 3.
	Worktaker	£36 x 6-66 ; 72 x 6-£120	Scale L 1, 2, 3.
	Shop Clerk	£36 x 6-66 ; 72 x 6-£120	Scale L 1, 2, 3.
	Shop Messenger	£18 x 2-24 ; 27 x 3-£36	Scale K 1, 2.
	Senior Trial Driver	£240 x 12-£300	Scale G 3.
	Trial Driver	£140 x 10-£220	Scale G 2.
	Apprentice	£18, 21, 24, 30, £36	Scale K 1, 2.
	Chargeman	£88 x 8-£128	Scale G 1B.
	Yard Master	£140 x 10-£220	Scale G 2.

APPENDIX IV—contd.

Department	Post	Present Salary or Salary Scale	Proposed Basic Salary or Basic Salary Scale
RAILWAY—contd.	Assistant Yard Master	£88 x 8-£128	Scale G 1B.
	Other Tradesmen	£33 x 3-48 ; 24 x 3-£54	Scale K 2, 3.
	Timekeeper, Grades I and II	£36 x 6-66 ; 72 x 6-£120	Scale L 1, 2, 3.
	Shed Clerk	£36 x 6-66 ; 72 x 6-£120	Scale L 1, 2, 3.
	Store Issuer	£36 x 6-£66	Scale L 1.
	Shed Messenger	£18 x 2-24 ; 27 x 3-£36	Scale K 1, 2.
	Locomotive Driver, Special Grade	£240 x 12-£300	Scale G 3.
	Locomotive Driver, Grade I	£140 x 10-£220	Scale G 2.
	Locomotive Driver, Grade II	£80 x 8-£128	Scale G 1B.
	Locomotive Driver, Grade III	£60 x 6-£72	Scale G 1A (Min. £112).
	Fireman (Passed Driver)	£54, 54, 54, 60 x 6-£72	Scale G 1A.
	Fireman, Grades I and II... ..	Rates not exceeding £48	Rates not exceeding £84.
	Assistant District Boilermaker, Grade I	£240 x 12-£300	Scale G 3.
	Assistant Running Shed Foreman, Grade I	£240 x 12-£300	Scale G 3.
	Assistant Running Shed Foreman, Grade II	£140 x 10-£220	Scale G 2.
	Crane Driver	£36 x 6-66 ; 72 x 6-£120	Scale L 1, 2, 3.
	Head Coalman	£33 x 3-£48	Scale K 3.
	Pump Driver	£33 x 3-£66	Scale K 3, 4.
	Assistant Foreman Electrician, Grade I	£240 x 12-£300	Scale G 3.
	Assistant Foreman Electrician, Grade II	£140 x 10-£220	Scale G 2.
	Assistant Weighbridge Foreman, Grade II	£140 x 10-£220	Scale G 2.
	Assistant Carriage and Wagon Inspector, Grade I	£240 x 12-£300	Scale G 3.
	Assistant Carriage and Wagon Inspector, Grade II	£140 x 10-£220	Scale G 2.
	Electrical Chargeman	£88 x 8-£128	Scale G 1B.
	Wharf Clerk	£36 x 6-66 ; 72 x 6-£120	Scale L 1, 2, 3.
	Assistant Technical Instructor	£140 x 10-£220	Scale G 2.
	Welfare Assistant	£36 x 6-£66	Scale L 1.
	Apprentice (Higher Course)	£48 x 6-£72	Scale K 4.
	Traffic Inspector (HQ)	£310 x 15-£400	Scale G 4.
	Ticket Sorter	£36 x 3-£66	Scale K 3, 4.
	Senior Station-master (Instructor)	£240 x 12-£300	Scale G 3.
	First Class Station Staff (Instructor)	£140 x 10-£220	Scale G 2.
	Second and Third Class Station Staff (Instructor)	£48 x 6-72 ; 80 x 8-£128	Scale G 1.
	Senior Station-master	£240 x 12-£300	Scale G 3.
	First Class Station Staff	£140 x 10-£220	Scale G 2.

APPENDIX IV—contd.

Department	Post	Present Salary or Salary Scale	Proposed Basic Salary or Basic Salary Scale
RAILWAY—contd.	Second and Third Class Station Staff	£48 x 6-72 ; 80 x 8-£128	Scale G 1.
	Inspecting Telegraphist	£240 x 12-£300	Scale G 3.
	Chief and Assistant Chief Telegraphist	£140 x 10-£220	Scale G 2.
	Second and Third Class Telegraphist	£48 x 6-72 ; 80 x 8-£128	Scale G 1.
	Telegraph Assistant	£48 x 6-£66	Scale K 4.
	Clock and Watch Repairer	£36 x 6-66 ; 72 x 6-£120	Scale L 1, 2, 3.
	First Class Subordinate Station Staff	£72 x 6-£120	Scale L 2, 3.
	Second Class Subordinate Station Staff, Grade I	£60 x 6-£66	£100.
	Second Class Subordinate Station Staff, Grade II	£42 x 6-£54	£84.
	Third Class Subordinate Station Staff	£27 x 3-£36	Scale K 2.
	Head Guard	£240 x 12-£300	Scale G 3.
	First Class Guard	£140 x 10-£220	Scale G 2.
	Second and Third Class Guard	£48 x 6-72 ; 80 x 8-£128	Scale G 1.
	Subordinate Train Staff (Goods Guards), Grades I and II	£42 x 6-54 ; 60 x 6-£66	Grade I—£100. II—£84.
	Assistant Wharf Foreman	£240 x 12-£300	Scale G 3.
	First Class Wharf Staff	£140 x 10-£220	Scale G 2.
	Second and Third Class Wharf Staff	£48 x 6-72 ; 80 x 8-£128	Scale G 1.
	Driver Instructor	£80 x 8-£128	Scale G 1B.
	Motor Driver, Grade I	£60 x 6-£72	Scale L 2.
	Motor Driver, Grade II	£36 x 6-£54	Scale L 1.
	Van Boy	Rates not exceeding £36	Rates not exceeding £72.
	Assistant Foreman, Grade I	£240 x 12-£300	Scale G 3.
	Assistant Foreman, Grade II	£140 x 10-£220	Scale G 2.
	Storeman	£18 x 3-36 ; 39 x 3-£66	Scale K 1, 2, 3, 4.
	Apprentice Artisans	Rates not exceeding £36	Rates not exceeding £72.
	Punch Operator	£36 x 3-£66	Scale K 3, 4.
	Ticket Checker	£36 x 3-£66	Scale K 3, 4.
	Cashier and Paymaster	£300 x 20-400 x 25-475, 500 x 25-£600	Scale C 1, 2.
	Senior Pay Clerk	£240 x 12-£300	Scale F 3.
	Pay Clerk	£140 x 10-£220	Scale F 2.
	Assistant Pay Clerk and Teller	£48, 48, 54 x 6-72 ; 80 x 8-£128	Scale F 1.
	Truck Driver	£24 x 3-£36	Scale K 2.

APPENDIX IV—contd.

Department	Post	Present Salary or Salary Scale	Proposed Basic Salary or Basic Salary Scale
RAILWAY—contd.	Ticket Printer	£48 x 6-£78	Scale L 1.
	Ticket Recorder	£36 x 6-£72	Scale L 1.
	Ticket Counter	£36 x 3-£66	Scale L 1.
	Roller Caster	£36 x 6-£66	Scale L 1.
	Machine Attendant	£24 x 3-£48	Scale K 2, 3.
	Selected Staff in Training	£80 x 8-128 ; 140 x 10-£220	Scale G 1B, G 2.
	Reliefs for Staff in Training	£48 x 6-72 ; 80 x 8-£128	Scale G 1.
	Assistant Labour Officer	£160 x 10-£220	Scale F 2.
	Assistant Welfare Officer	£160 x 10-£220	Scale F 2.
SECRETARIAT	Deputy Officer-in-Charge	£300	£400
	Second or Third Class Technical Assistant	£48 ; 48 ; 54 x 6-72 ; 80 x 8-£128	Scale F 1.
	Hall Porter	£36 x 3-£66	Scale K 3, 4.
	Typewriter Repairer and Machine Attendant	£36 x 6-66 ; 72 x 6-£120	Scale L 1, 2, 3.
SOCIAL WELFARE	Assistant Welfare Officer, Grade I	£240 x 12-£300	Scale F 3.
	Assistant Welfare Officer, Grade II	£160 x 10-£220	Scale F 2.
	Supervision Officer	£80 x 8-£128	Scale F 1. Min. £120.
	Matron	£36 x 6-66 ; 72 x 6-£120	Scale L 1, 2, 3.
	Assistant Matron	£36 x 6-£66	Scale L 1.
	Assistant Supervision Officer	£36 x 3-£48	Scale K 3.
TRANSPORT AND OIL CONTROL	Air Compressor Attendant	£36	£72.
VETERINARY	Store Clerk	£36 x 6-66 ; 72 x 6-£120	Scale L 1, 2, 3.
	Artisan, Grades I and II	£18 x 3-36 ; 39 x 3-£66	Scale K 1, 2, 3, 4
	Caretaker Vom Reading Room	Rates not exceeding £24	Rates not exceeding £48.
	Second and Third Class Veterinary Assistant	£48 ; 48 ; 54 x 6-72 ; 80 x 8-£128	Scale G 1.
	Sub-Inspector of Hides and Skins	£36 x 6-66 ; 72 x 6-£120	Scale L 1, 2, 3.
	Veterinary Inoculator	£18 x 3-36 ; 39 x 3-£66	Scale K 1, 2, 3, 4.

APPENDIX IV—*contd.*

Department	Post	Present Salary or Salary Scale	Proposed Basic Salary or Basic Salary Scale
VETERINARY— <i>contd.</i>	First Class Technical Assistant	£140 x 10-£220	Scale G 2.
	Second and Third Class Technical Assistant	£48 ; 48 ; 54 x 6-72 ; 80 x 8-£128	Scale G 1.
	Third Class Sanitary Inspector	£48 ; 48 ; 54 x 6-£72	Scale G 1A.
	Mechanician	£36 x 6-66 ; 72 x 6-£120	Scale L 1, 2, 3.
	Cattle and Laboratory Attendant, Grades I and II	£18 x 3-36 ; 39 x 3-£66	Scale K 1, 2, 3, 4.
	Housemaster	£80 x 8-£128	Scale F 1.
	Microscopists	Rates not exceeding £72	Min. £120.
Veterinary Inoculators	Rates not exceeding £36	Rates not exceeding £108.	
			Rates not exceeding £64.

APPENDIX IV—contd.

GOLD COAST
LIST OF POSTS TO BE INCLUDED IN GROUP II

Department	Post	Present Salary or Salary Scale	Proposed Basic Salary or Basic Salary Scale
ACCOUNTANT-GENERAL	Assistant Accountant, Grade I	£300 x 12-384, 400 x 20-£500	Scale F 5.
	Assistant Accountant, Grade II	£300 x 12-£396	Scale F 4.
AGRICULTURE	Assistant Agricultural Officer	£225, 225, 225, 240 x 15-360, 380 x 20-£460	*Scale D 1, 2.
	Senior Division Officer	£300 x 12-£396	Scale G 4.
	First Division Officer	£222 x 12-£282	Scale G 3.
	Second Division Officer	£60 x 6-84, 98 x 8-138, 154 x 10-£208	Scale G 1, 2.
	Assistant Inspector of Plants and Produce	£60 x 6-84, 98 x 8-138, 154 x 10-208, 222 x 12-£282	Scale G 1, 2, 3.
	Laboratory Attendant	£48, 54 x 6-84, 98 x 8-138, 154 x 10-£208	†Scale G 1, 2.
	Second Division Draughtsman and Computer Office Assistant and Accountant	£48, 54 x 6-84, 110 x 8-158, 174 x 10-£224 £300 x 12-384, 400 x 20-£500	Scale G 1, 2. Scale F 5.
ANIMAL HEALTH	Veterinary Superintendent	£300 x 12-£396	Scale G 4.
	First Division Veterinary Assistant	£222 x 12-£282	Scale G 3.
	Second Division Veterinary Assistant	£60 x 6-84, 98 x 8-138, 154 x 10-£208	Scale G 1, 2.
	Laboratory Servants	£27, 27, 27, 30 x 3-£48	Scale K 2, 3.
AUDIT	Chief Audit Clerk	£335 x 15-350 x 25-600 x 36-£780	†Scale C 1, 2.
	Examiner of Accounts	£300 x 12-£396	Scale D 2.

* See paragraph 149.

† Qualifications required higher than those for the corresponding post in Nigeria.

‡ It is noted that the maximum of Scale C 2 is £630 as compared with the present maximum of £780. No special recommendation is made with regard to present holders in view of this, and officers should be required to elect as between their present terms and those recommended in the report. According to the current staff list, the present holders are 54 and 51 years old and are respectively at £525 and £425 in the scale.

APPENDIX IV—contd.

Department	Post	Present Salary or Salary Scale	Proposed Basic Salary or Basic Salary Scale
BROADCASTING	Second Division Storekeeper	£48, 54 x 6-84, 98 x 8-138, 154 x 10-£208	Scale F 1, 2.
	Station Assistant	£48, 54 x 6-84, 110 x 8-158, 174 x 10-£224	Scale G 1, 2.
	Studio Operator	£48, 54 x 6-£84	Scale L 1, 2.
	Learner Studio Operator	£36	£64.
	Senior Electrician	£78 x 6-£108	Scale L 2, 3.
	Outside Foreman	£48, 54 x 6-£84	Scale L 1, 2.
CO-OPERATION	First Division Inspector of Co-operative Societies	£222 x 12-£282	Scale F 3.
	Second Division Inspector of Co-operative Societies	£60 x 6-84, 98 x 8-138, 154 x 10-£208	Scale F 1, 2.
CUSTOMS	Senior Customs Officer	£300 x 12-£396	Scale F 4.
	First Division Officer	£222 x 12-£282	Scale F 3.
	Second Division Officer	£48, 54 x 6-84, 98 x 8-138, 154 x 10-£208	Scale F 1, 2.
	First Class Superintendent	£150 x 10-£220	Scale J 6, 7.
	Second Class Superintendent	£100 x £7 10s.-£130	Scale J 5.
	Third Class Superintendent	£70 x 5-£90	Scale J 4.
EDUCATION	Assistant Education Officer	£225, 225, 225, 240 x 15-360, 380 x 20-£460	*Scale D 1, 2.
	Headmaster and Headmistress	£300 x 12-£396	Scale F 4.
	First Division Teacher	£222 x 12-£282	Scale F 3.
	Second Division Teacher...	£48, 54 x 6-84, 98 x 8-138, 154 x 10-£208	Scale F 1, 2.
	Probationer	£48	£60.
FORESTRY	Senior Forest Ranger	£222 x 12-£282	Scale G 3.
	Forest Ranger	£60 x 6-84, 98 x 8-138, 154 x 10-£208	Scale G 1, 2.
	Forest Guard, Grade I	£36 x 3-£42	Scale K 3.
	Forest Guard, Grade II	£24 x 3-£36	Scale K 2.
	Forest Guard...	£18 x £1 10s.-£24	Scale K 1.

* See paragraph 153.

APPENDIX IV—contd.

Department							Post							Present Salary or Salary Scale							Proposed Basic Salary or Basic Salary Scale	
GEOLOGICAL	...	...	...	...	...	...	Second Division Draughtsman and Storekeeper							£48, 54 x 6-84, 110 x 8-158, 174 x 10-£224	...	...	...	Scale G 1, 2.	
							Caretaker, Geological Depot							£42	£76.		
							Field Assistant							£48 x 6-84, 98 x 8-£138	Scale G 1.		
INCOME TAX	...	...	...	...	...	...	Tax Officer							£300 x 12-384, 400 x 20-£500	...	...	...	Scale F 5.	
							Assistant Tax Officer							£300 x 12-£396	...	...	...	...	Scale F 4.
							Tax Collector							£222 x 12-£282	...	...	...	...	Scale F 3.
							Assistant Tax Collector							£48, 54 x 6-84, 98 x 8-138, 154 x 10-£208	...	...	...	...	Scale F 1, 2.
LABOUR	...	...	...	...	...	...	Labour Inspector							£120 x 10-200 x 15-£245	...	...	...	Scale F 2.	
							Resettlement Assistant							£48, 54 x 6-84, 98 x 8-£138	...	...	...	...	Scale F 1.
							Interpreter							£48	...	...	...	...	Scale L 2.
LANDS	...	...	...	...	...	...	Executive Officer							£300 x 12-384, 400 x 20-£500	...	...	...	Scale F 5.	
							Rent Collector, Takoradi							£72 x 6-84, 98 x 8-138, 154 x 10-£208	...	...	...	...	Scale F 2.
							First Division Draughtsman							£230 x 12-£302	...	...	...	...	Scale G 3.
							Second Division Draughtsman							£48, 54 x 6-84, 110 x 8-158, 174 x 10-£224	...	...	...	...	Scale G 1, 2.
							Photostat Operator and Sunprinter							£48, 54 x 6-84, 98 x 8-£138	...	...	...	...	Scale G 1.
MEDICAL	...	...	...	...	...	...	Chief Dispenser							£300 x 12-£396	...	...	...	Scale G 4.	
							Office Assistant and Accountant							£300 x 12-384, 400 x 20-£500	...	...	...	...	Scale F 5.
							Chief Nurse							£300 x 12-£396	...	...	...	...	Scale N 6.
							First Division Dispenser							£222 x 12-£282	...	...	...	...	Scale G 3.
							Assistant Dispensers' Instructor							£222 x 12-£282	...	...	...	...	Scale G 3.
							Second Division Dispenser							(a) £60 x 6-84, 98 x 8-138, 154 x 10-£208	...	...	...	...	} Scale G 1, 2.
														(b) £54 x 6-84, 110 x 8-158, 74 x 10-£224	...	...	...	...
							Pupil Dispenser							£48	...	...	...	...	£60.
							First Division Nurse							£222 x 12-£282	...	...	...	...	Scale N 5.
							Second Division Nurse							£54 x 6-84, 98 x 8-138, 154 x 10-£208	...	...	...	...	*Scale N 3 or N 4.
Pupil Nurse							£48	...	...	...	...	£60.							

* Present holders who have not passed £138 in the present scale should be placed in Scale N 3 ; those who have passed £138 should be placed in Scale N 4.

APPENDIX IV—contd.

Department	Post	Present Salary or Salary Scale	Proposed Basic Salary or Basic Salary Scale
MEDICAL—contd.	X-ray Attendant	£48, 54 x 6-84, 98 x 8-138, 154 x 10-£208	Scale G 1, 2.
	Midwife	£84, 98 x 8-138, 154 x 10-£208	*Scale N 3B or N 4.
	Resident Housekeeper, Midwives' Hostel	£48 x 6-£84	Scale L 2.
	Assistant Resident Housekeeper, Midwives' Hostel	£48 x 6-£72	Scale L 1.
	Lodgekeeper	£48, 54 x 6-£84	Scale L 1, 2.
	Head Attendant, Lunatic Asylum	£222 x 12-£282	Scale N 5.
	Assistant Attendant, Lunatic Asylum	£174 x 10-£224	Scale N 4.
	Senior Mental Nurse	£154 x 10-£208	Scale N 4.
	Mental Nurse	£48, 54 x 6-84, 98 x 8-£138	Scale N 3.
	Matron	£98 x 8-£138, 154 x 10-£208	Scale N 3B, N 4.
	Gatekeeper	£42	£76.
	Artificial Limb Fitter	£110 x 8-158, 174 x 10-£224	Scale G 1B, G 2.
	Ward Attendant	£48, 54 x 6-84, 98 x 8-£138	Scale N 3.
	Superintendent Ho Leper Settlement	£48, 54 x 6-£84	Scale L 1, 2.
	Senior Division Sanitary Inspector	£300 x 12-£396	Scale G 4.
	First Division Sanitary Inspector	£222 x 12-£282	Scale G 3.
	Second Division Sanitary Inspector	(a) £60 x 6-72, 78 x 6-84, 98 x 8-138, 154 x 10-£208	Scale G 1, 2.
	Storekeeper	(b) £54 x 6-84, 110 x 8-158, 174 x 10-£224	Scale F 1, 2.
	Disinfector Mechanic	£48, 54 x 6 84, 98 x 8-138, 154 x 10-£208...	Scale G 1B, G 2.
	Assistant Mechanic	£110 x 8-158, 174 x 10-£224	Scale L 1, 2.
	Vaccinator	£48, 54 x 6-£84	Scale G 1.
	Market Clerk	£48, 54 x 6-84, 98 x 8-£138	Scale L 1.
	Senior Village Overseer	£48 x 6-£72	£150.
	Village Overseer	£110 x 5-£120	(a) £114.
	Attendant	(a) £80	(b) Scale L 1, 2.
	Nurse Midwife	(b) £48, 54 x 6-£84	Scale L 1, 2.
	Health Visitor	£48, 54 x 6-£84	*Scale N 3B, N 4.
	Assistant Visitor	£84, 98 x 8-138, 154 x 10-£208	*Scale N 3B, N 4.
	Pupil Sanitary Inspector	£48, 54 x 6-£84	Scale N 3A.
	Engineering Fitter	£48	£60.
	First Division Laboratory Attendant	£48, 54 x 6-£84	Scale L 1, 2.
		£222 x 12-£282	Scale G 3.

* Present holders who have not passed £138 in the present scale should be placed in Scale N 3B : those who have passed £138 should be placed in Scale N 4.

APPENDIX IV—contd.

Department	Post	Present Salary or Salary Scale	Proposed Basic Salary or Basic Salary Scale
MEDICAL—contd.	Laboratory Attendant	£48, 54 x 6-84, 98 x 8-138, 154 x 10-£208	Scale G 1, 2.
	Microscopist	£48, 54 x 6-84, 98 x 8-£138	Scale G 1.
	Resident Housekeeper, Nurses' Training School and Hostel.	£98 x 8-£138	Scale N 3B.
	Assistant do.	£48 x 6-£84	Scale N 3A.
	Gatekeeper	£42	£76.
	Field Superintendent	£222 x 12-£282	Scale G 3.
	Field Assistant	£48, 54 x 6-84, 98 x 8-138, 154 x 10-£208	Scale G 1, 2.
POLICE	Inspector of Police	£235 x 15-£340	Scale H 11.
	Sub-Inspector of Police	(a) £170 x 10-£220 (b) £120 x 8-£160	Scale H 10. Scale H 9.
POLITICAL ADMINISTRATION	Station Foreman	£72	£108.
	Rent Collector, Tamale	£72 x 6-84, 98 x 8-130-£150	Scale F 1.
	Kola Tax Collector	£72 x 6-84, 98 x 8-130-£150	Scale F 1.
	Water Rate Collector	£48, 54 x 6-£84	Scale L 1, 2.
POSTS AND TELEGRAPHS	First Grade Sub-Inspector	£230 x 12-£302	Scale G 3.
	Second Grade Sub-Inspector	£66 x 6-84, 110 x 8-158, 174 x 10-£224	Scale G 1, 2.
	Draughtsman	£48, 54 x 6-84, 110 x 8-154, 174 x 10-£224	Scale G 1, 2.
	Leading Artisan	£118 x 10-138, 154 x 10-£174	Scale G 1B, G 2A.
	Pupil Engineer	£150	£190.
	Pupil Assistant Controller of Posts	£150	£190.
	Senior Supervisor, Telephone Exchange	£154 x 10-£208	Scale F 2.
	Supervisor, Telephone Exchange	£114 x 8-£138	Scale F 1 (£144-£160).
	Supervising Telephonist	£90 x 8-£106	Scale F 1 (£120-£136).
	Telephonist	£48, 54 x 6-£84	Scale F 1 (£84-£120).
	Operator	£30 x 3-£48	Scale K 2, 3.
	Inspector of Messengers	£90 x 6-£120	Scale L 3.
	Postman	£48, 54 x 6-£84	Scale L 1, 2.

APPENDIX IV—contd.

Department	Post	Present Salary or Salary Scale	Proposed Basic Salary or Basic Salary Scale
PRINTING	Assistant Government Printer	£335 x 15-£480	Scale C 1.
	Superintendent	£300 x 12-£396	Scale G 4.
	Proof Reader	£300 x 12-£396	Scale F 4.
	Assistant Proof Reader	£48, 54 x 6-84, 98 x 8-138, 154 x 10-£208	Scale F 1, 2.
	First Division Storekeeper	£222 x 12-£282	Scale F 3.
	First Division Officer	£222 x 12-£282	Scale G 3.
	Second Division Officer	£54 x 6-84, 98 x 8-138, 154 x 10-£208	Scale G 1, 2.
	Junior Technical Officer	£36, 36, 42, 48, 54 x 6-84, 98 x 8-£138	£72 for three years then Scale G 1.
	Senior Female Assistant	£90 x 8-£106	Scale L 3.
	Female Assistant	£36 x 6-48, 54 x 6-£84	Scale L 1, 2.
	First Division Officer, Engineering	£222 x 12-£282	Scale G 3.
	Second Division Officer, Engineering	£54 x 6-84, 98 x 8-138, 154 x 10-£208	Scale G 1, 2.
	Second Division Mechanical Storekeeper	£48, 54 x 6-84, 98 x 8-138, 154 x 10-£208	Scale F 1, 2.
	PRISONS	Chief Warder	£170 x 10-£220	Scale J 7.
Principal Warder		£120 x 8-£160	Scale J 6.
Second Class Staff Warder		£90 x 8-£114	Scale J 5.
Third Class Staff Warder		£60, 66 x 6-£84	Scale J 3, 4.
First Class Escort Warder		£90 x 8-£114	Scale J 5.
Second Class Escort Warder		£60 x 6-£84	Scale J 3, 4.
Third Class Escort Warder		£48, 51 x 3-£60	Scale J 2.
Fourth Class Escort Warder		£33	£60.
Recruit... ..		£33	£60.
First Class Trade Instructor		£160 x 10-£200	Scale J 6A.
Second Class Trade Instructor		£96 x 8-£136	Scale J 5A.
Third Class Trade Instructor		(a) £60 x 6-£108 (b) £60 x 6-£96	Scale J 4A.
First Class Matron		£90 x 8-£114	Scale J 5.
Second Class Matron		£60 x 6-£84	Scale J 3, 4.
Third Class Matron	£48 x 6-£60	Scale J 2.	
PUBLIC RELATIONS	Second Division Storekeeper	£48, 54 x 6-84, 98 x 8-138, 154 x 10-£208	Scale F 1, 2.
	Cinema Interpreter	£48, 54 x 6-84, 98 x 8-138, 154 x 10-£208	Scale F 1, 2.
	Assistant Publications Officer	£300 x 20-400 x 25-£600	Scale C 1, 2.

APPENDIX IV—contd.

Department	Post	Present Salary or Salary Scale	Proposed Basic Salary or Basic Salary Scale
PUBLIC WORKS	Assistant Engineer	£300 x 20-400 x 25-600	*Scale D 2, 3
	Pupil Engineer	£150	£190.
	Estate Officer	£350 x 20-£450	Scale G 4.
	Surveyor	£300 x 12-£396	Scale G 4.
	Road Surveyor	£48, 54 x 6-84, 110 x 8-158, 174 x 10-£224	Scale G 1, 2.
	Road Overseer	£98 x 10-138, 154 x 10-£174	Scale G 1B, G 2A.
	Leading Artisan	£118 x 10-138, 154 x 10-174	Scale G 1B, G 2A.
	Machinist	£84 x 3-96, 118 x 10-138, 154 x 10-£174	Scale G 1B, G 2A.
	Furniture Overseer	£60 x 6-£120	Scale L 1, 2, 3.
	Building Inspector, Grade II	£60 x 6-84, 110 x 8-158, 174 x 10-£224	Scale G 1, 2.
	Head Fitter, Waterworks	£118 x 10-138, 154 x 10-£174	Scale G 1B, G 2A.
	Laboratory Attendant	£48, 54 x 6-84, 98 x 8-138, 154 x 10-£208	Scale G 1, 2.
	Leading Artisan	£118 x 10-138, 154 x 10-£174	Scale G 1B, G 2A.
	Artisan	£90 x 6-£108	Scale L 3.
	Power House Attendant	£90 x 6-£108	Scale L 3.
	Head Engine Room Fitter	£90 x 6-£120	Scale L 3.
	Meter Reader	£48, 54 x 6-84, 98 x 8-£138	Scale F 1.
	Chief Draughtsman	£300 x 12-£396	Scale G 4.
	First Division Draughtsman	£230 x 12-£302	Scale G 3.
	Second Division Draughtsman	£48, 54 x 6-84, 110 x 8-158, 174 x 10-£224	Scale G 1, 2.
	Assistant Accountant	£300 x 12-£396	Scale F 4.
	First Division Storekeeper	£222 x 12-£282	Scale F 3.
	Second Division Storekeeper	£48, 54 x 6-84, 98 x 8-138, 154 x 10-£208	Scale F 1, 2.
RAILWAY	First Division Draughtsman	£230 x 12-£302	Scale G 3.
	Second Division Draughtsman	£48, 54 x 6-84, 110 x 8-158, 174 x 10-£224	Scale G 1, 2.
	Locomotive Foreman, Grade II	£240 x 10-£400	Scale G 3, 4.
	Locomotive Inspector, Grade II	£240 x 10-£400	Scale G 3, 4.
	Locomotive Driver, Grade I	£114 x 8-138, 154 x 10-174, 184 x 10-£208	Scale G 1, G 2.
	Locomotive Driver, Grade II	£60 x 6-£108	Min. £152.
	Locomotive Driver, Grade II	£60 x 6-£108	Scale G 1.
	Chargeman, Grade I	£240 x 10-£400	Max. £144.
	Chargeman, Grade I	£240 x 10-£400	Scale G 3, 4.

*See paragraph 167.

APPENDIX IV—contd.

Department	Post	Present Salary or Salary Scale	Proposed Basic Salary or Basic Salary Scale
RAILWAY—contd.	Chargeman, Grade II	£174 x 10-£208	Scale G 2.
	Leading Artisan	£118 x 10-138, 154 x 10-£174	Scale G 1B, G 2A.
	Artisan	£90 x 6-£108	Scale L 3.
	Traffic Inspector, Grade II	£300 x 12-£396	Scale G 4.
	First Division Station Staff	£222 x 12-£282	Scale G 3.
	Second Division Station Staff	£48, 54 x 6-84, 98 x 8-138, 154 x 10-£208	Scale G 1, 2.
	Yard Foreman	£48, 54 x 6-84, 98 x 8-138, 154 x 10-£208	Scale G 1, 2.
	Guard, Class I	£114 x 6-£132	Scale G 1.
	Guard, Class II	£48, 54 x 6-£108	Min. £152. Scale G 1. Max. £144.
	Head Shunter	£60 x 6-£108	Scale G 1. Max. £144.
	Travelling Inspector of Stores and Accounts	£222 x 12-£282	Scale F 3.
	Foreman Platelayer, Grade II	£174 x 10-£208	Scale G 2.
	Foreman Platelayer, Grade III	£114 x 8-138, 154 x 10-£174	Scale G 1B, G 2A.
	Chief Draughtsman	£300 x 12-£396	Scale G 4.
	Second Division Draughtsman	£48, 54 x 6-84, 110 x 8-158, 174 x 10-£224	Scale G 1, 2.
	Pupil Electrical Engineer and Pupil Mechanical Engineer.	£150	£190.
	Marine Engineer Chargeman	£174 x 10-£208	Scale G 2.
	Marine Engineer	£118 x 10-138, 154 x 10-£174	Scale G 1B, G 2A.
	Signalman (Marine)	£48, 54 x 6-84, 98 x 8-138, 154 x 10-£208	Scale G 1, 2.
	Foreman (Marine)	£90 x 6-108, 118 x 10-£138	Scale G 1B.
Electrical Chargeman	£174 x 10-£208	Scale G 2.	
SECRETARIAT	Caretaker, Public Offices	£60 x 6-£84	Scale L 1, 2.
	Second Division Draughtsman	£48, 54 x 6-84, 110 x 8-158, 174 x 10-£224	Scale G 1, 2.
	Secretariat Assistant	£335 x 15-350 x 25-£600	Scale C 1, 2.
	Superintendent of Branch	£300 x 12-£396	Scale F 4.
	Town Planning Assistant	£300 x 20-400 x 25-£600	Scale C 1, 2.

APPENDIX IV—contd.

Department	Post	Present Salary or Salary Scale	Proposed Basic Salary or Basic Salary Scale
SOCIAL WELFARE AND HOUSING	*Assistant Welfare Officer	£120 x 10-200 x 15-£245	Scale F 2.
	Cashier	£48, 54 x 6-84, 98 x 8-138, 154 x 10-£208	Scale F 1, 2.
	Sergeant Instructor	£84	£120.
	Sergeant Instructor, Remand Home	£84	£120.
SUPREME COURT	Divisional Court Registrar	£300 x 12-£396	Scale F 4.
	Assistant Registrar	£222 x 12-£282	Scale F 3.
	Bailiff, Grade I	£98 x 8-£138	Scale F 1. (£128-£160).
	Bailiff, Grade II	£48, 54 x 6-£84	Scale F 1. (£84-£120).
SURVEY	Assistant Surveyor	£300 x 20-400 x 25-£600	Scale D 2, 3.
	First Division Draughtsman	£242 x 12-£302	Scale G 3
	Second Division Draughtsman	£48, 54 x 6-84, 110 x 8-158, 174 x 10-£224	Scale G 1, 2.
	First Division Printer	£242 x 12-£302	Scale G 3.
	Printer	£48, 54 x 6-84, 110 x 8-158, 174 x 10-£224	Scale G 1, 2.
	Lithographer	£242 x 12-£302	Scale G 3.
	Assistant Lithographic Printer	£48, 54 x 6-84, 98 x 8-£138	Scale G 1.
	Map Mounter	£48, 54 x 6-84, 98 x 8-138, 154 x 10-£208	Scale F 1, 2.
	Process Worker	£48, 54 x 6-84, 110 x 8-158, 174 x 10-£224	Scale G 1, 2.
	Inspector of Beacons	£48, 54 x 6-84, 98 x 8-£138	Scale G 1.
	Senior Division Surveyor	£324 x 12-£396	Scale G 4.
	First Division Surveyor and Computer	£242 x 12-£302	Scale G 3.
	Second Division Surveyor and Computer	£60 x 6-84, 110 x 8-158, 174 x 10-£224	Scale G 1, 2.
	Probationer Surveyor	£150	£190.
	Second Division Storekeeper	£48, 54 x 6-84, 98 x 8-138, 154 x 10-£208	Scale F 1, 2.
	Compositor	£48, 54 x 6-84, 110 x 8-158, 174 x 10-£224	Scale G 1, 2.
Sun Printer	£48, 54 x 6-84, 98 x 8-£138	Scale G 1.	

* In Nigeria there are two grades of Assistant Welfare Officer for which Scales F 2, 3 have been recommended.

APPENDIX IV—contd.

Department	Post	Present Salary or Salary Scale	Proposed Basic Salary or Basic Salary Scale
TRANSPORT	Assistant Transport Officer	£300 x 12-£396	Scale G 4.
	Second Division Storekeeper	£48, 54 x 6-84, 98 x 8-138, 154 x 10-£208	Scale F 1, 2.
	Workshop Chargehand	£90 x 8-£138, 154 x 10-174, 184 x 10-£208	Scale G 1B, G2.
	Fitter	£48 x 6-£84	Scale L 1, 2.
	Leading Fitter	£90 x 6-£108	Scale L 3.
	Fitter Driver	£48, 54 x 6-£84	Scale L 1, 2.
	Probationer Engineer	£150	£190.
VITAL STATISTICS	Sexton	£48, 54 x 6-£84	Scale L 1, 2.

APPENDIX IV—contd.

SIERRA LEONE

LIST OF POSTS TO BE INCLUDED IN GROUP II

Department	Post	Present Salary or Salary Scale	Proposed Basic Salary or Basic Salary Scale
AGRICULTURE	Agricultural Officer (Sierra Leone)	£360 x 20-£500	*Scale D 2, 3.
	Agricultural Assistant, Grade I	£360 x 20-£400	Scale G 4.
	Agricultural Assistant, Grade III	£240 x 10-£300	Scale G 3.
	Agricultural Instructor, Grade I	£170 x 10-£220	Scale G 2B.
	Agricultural Instructor, Grade II	£136 x 8-£160	Scale G 2A.
	Agricultural Instructor, Grade III	£54 x 6-72, 80 x 8-96, 104 x 8-£128	Scale G 1.
	Junior Agricultural Instructor	£30 x 3-£45	Scale K 2, 3.
	Senior Laboratory Assistant (Entomology)	£240 x 10-£300	Scale G 3.
	Laboratory Assistant (Entomology), Grade I	£170 x 10-£220	Scale G 2B.
	Laboratory Assistant (Mycology), Grade III	£54 x 6-72, 80 x 8-96, 104 x 8-£128	Scale G 1.
	Assistant Inspector of Plants and Produce	£240 x 10-£300	Scale G 3.
	Sub-Inspector of Plants and Produce, Grade I	£170 x 10-£220	Scale G 2B.
	Sub-Inspector of Plants and Produce, Grade II	£136 x 8-£160	Scale G 2A.
	Sub-Inspector of Plants and Produce, Grade III	£54 x 6-72, 80 x 8-96, 104 x 8-£128	Scale G 1.
	Mill Manager	£300 x 15-£360	Scale G 4 Max. £435.
	Assistant Mill Manager	£80 x 8-128, 136 x 8-£160	Scale G 1B, G 2A.
	Mill Superintendent	£45 x 9-£144	Scale F 1.
	Storekeeper, Cline Town	£36 x 6-72, 80 x 8-£128	£72 for 3 years then Scale F 1.
	Mechanic	£54 x 6-72, 80 x 8-£128	Scale G 1.
	Driver Mechanic (a)	£66 x 3-£75	} Scale K 3, 4.
(b)	£48 x 3-£60		
Carpenter	£60	£100.	
Blacksmith	£24 x 3-£30	£56.	

* See Paragraph 149.

APPENDIX IV—contd.

Department	Post	Present Salary or Salary Scale	Proposed Basic Salary or Basic Salary Scale
CUSTOMS	Collector of Customs (Sierra Leone)	£360 x 20-£500	*Scale D 2, 3.
	Supervisor of Customs	£360 x 20-£500	Scale D 2, 3.
	Staff Superintendent	£310 x 20-£450	Scale F 5.
	First Class Officer	£210 x 10-£250	Scale F 3.
	Second Class Officer	£160 x 10-£200	Scale F 2.
	Third Class Officer	£45, 54 x 9-90, 99 x 9-£144	Scale F 1.
EDUCATION	Assistant Director of Education (Sierra Leone)	£360 x 20-£500	†Scale D 2, 3.
	Education Officer (Sierra Leone)	do.	†Scale D 2, 3.
	Inspector (a)	£300 x 15-£360, 380 x 20-£400	Scale D 2.
	(b)	£240 x 10-£300	Scale F 3.
	Domestic Science Assistant	£136 x 8-160, 170 x 10-£220	Scale F 2.
	Lady Supervising Teacher	£104 x 8-£160	Scale F 2A.
	Senior Mistress	£80 x 6-£120	Scale F 1. Min. £112.
	Carpenter Instructor	£54 x 6-72, 80 x 8-£96	Scale G 1A.
	Science Master	£300 x 15-360 x 20-£400	Scale D 2.
	Assistant Science and Technical Master	£170 x 10-£220	Scale F 2B.
	Senior Master	£240 x 10-£300	Scale F 3.
	Master	£170 x 10-£220	Scale F 2B.
	Junior Teacher and Laboratory Assistant	£45, 54 x 6-£72	Scale L 1.
	Headmaster, Government School	£240 x 10-£300	Scale F 3.
	Graded Teacher, Grade I.	£136 x 8-£160	Scale F 2A.
	Grade II.	£104 x 8-£128	Scale F 1 (£136-£160).
	Grade III.	£80 x 8-£96	Scale F 1 (£112-£128).
	Grade IV.	£54 x 6-£72	Scale F 1 (£84-£96).
	Junior Teacher	£45, 54 x 6-£72	Scale F 1 (£84-£96).
	Technical Instructor	£54 x 6-72, 80 x 8-£96	Scale F 1 (£84-£128).
Instructor in Agriculture	£54 x 6-72, 80 x 8-£96	Scale F 1 (£84-£128).	
Matron	£54	£84.	

* See paragraph 152.

† See paragraph 153.

APPENDIX IV—contd.

Department							Post					Present Salary or Salary Scale						Proposed Basic Salary or Basic Salary Scale	
FORESTRY	...	...	...	...	...	...	African Forest Supervisor, Grade II.					£120 x 10-£200						Scale G 2.	
							Ranger, Grade I					£136 x 8-£160						Scale G 2A.	
							Ranger, Grade II					£104 x 8-£128						Scale G 1B.	
							Ranger, Grade III (a)					£54 x 6-72, 80 x 8-£96						Scale G 1A.	
							(b)					£36 x 4-£60						£72 for 3 years then Scale L 1.	
							Forest Guard					£30 x 3-£45						Scale K 2, 3.	
							Plantation Rubber Overseer					£104 x 8-£128						Scale G 1B.	
GEOLOGICAL SURVEY	...	...	...	...	...	...	African Surveyor, Third Class					£54 x 6-72, 80 x 8-£128						Scale G 1.	
							Laboratory and Field Assistant					£36 x 3-£72						Scale K 3, 4.	
							Head Gardener					£45 x 9-£90						Scale K 4, 5.	
GOVERNOR	...	...	...	...	...	...	Tax Officer					£310 x 20-£450						Scale F 5.	
JUDICIAL	...	...	...	...	...	...	Master and Registrar of Supreme Court					£360 x 20-£500						*Scale D 2, 3.	
							Assistant Master of the Supreme Court					£264 x 12-£372						Scale F 4.	
							Interpreter					£60 x 6-£90						Scale L 1, 2.	
							Bailiff					£54 x 6-72, 80 x 8-£128						Scale F 1. (£128-£160).	
							Assistant Bailiff					£54 x 6-72, 80 x 8-£96						Scale F 1. (£84-£120).	
							Deputy Registrar-General					£264 x 12-£372						Scale F 4.	
LABOUR	...	...	...	...	...	...	Police Clerk					do.						Scale F 4.	
							Labour Assistant					£170 x 10-£220						Scale F 2B.	

* See paragraph 156.

APPENDIX IV—contd.

Department	Post	Present Salary or Salary Scale	Proposed Basic Salary or Basic Salary Scale
MEDICAL SERVICES	Storekeeper, Second Class	£80 x 8-£128	Scale F 1. (£112-£160).
	Storekeeper, Third Class	£54 x 6-£72	Scale F 1. (£84-£96).
	Chief Dispenser	£300 x 15-360 x 20-£400	Scale G 4.
	Senior Dispenser	£240 x 10-£300	Scale G 3.
	Dispenser, First Class	£136 x 8-160, 170 x 10-£220	Scale G 2.
	Dispenser, Second Class	£80 x 8-£128	Scale G 1B.
	Senior Staff Nurse	£136 x 8-160, 170 x 10-£220	Scale N 4.
	Staff Nurse and Nurse	£54 x 6-72, 80 x 8-£128	Scale N 3.
	Midwife, Second Class	£54 x 6-£72	Scale N 3A.
	X-ray Attendant	£45, 45, 45, 54 x 6-72, 80 x 8-£128	Scale G 1.
	Matron, Lunatic Asylum	£60 x 9-£87	£120.
	Female Attendant, Lunatic Asylum	£45 x 3-£72	Scale N 3A.
	Keeper, Lunatic Asylum	£136 x 8-160, 170 x 10-£220	Scale N 4.
	Senior Attendant, Lunatic Asylum	£80 x 8-£128	Scale N 3B.
	Attendant	£45 x 3-£72	Scale N 3A.
	Dental Mechanic	£45, 45, 45, 54 x 6-72, 80 x 8-£128	Scale G 1.
	Senior Sanitary Inspector	£240 x 10-£300	Scale G 3.
	Sanitary Inspector, First Class	£136 x 8-160, 170 x 10-£220	Scale G 2.
	Sanitary Inspector, Second and Third Class	£54 x 6-72, 80 x 8-£128	Scale G 1.
	Malaria Inspector and Inspector-in-Training	£45 ; 45 ; 45 ; 54 x 6-72, 80 x 8-£128	£72 for 3 years, then Scale G 1.
	Medical Entomological Assistant	£45, 45, 45, 54 x 6-72, 80 x 8-£128	£72 for 3 years, then Scale G 1.
	Senior Health Visitor	£136 x 8-160, 170 x 10-£220	Scale N 4.
	Health Visitor, First Class	£80 x 8-£128	Scale N 3B.
Health Visitor, Second Class	£54 x 6-£72	Scale N 3A.	
Laboratory Assistant, First Class	£136 x 8-160, 170 x 10-£220	Scale G 2.	
Laboratory Assistant, Second and Third Class	£54 x 6-72, 80 x 8-£128	Scale G 1.	
MINES	Assistant Inspector of Mines (Sierra Leone)	£300, 300, 300, 415 x 15-£450	*Scale D 2, 3.

*See paragraph 163.

APPENDIX IV—contd.

Department	Post	Present Salary or Salary Scale	Proposed Basic Salary or Basic Salary Scale
POLICE	Inspector	£240 x 10-£300	Scale H 11.
	Sub-Inspector	£170 x 10-£220	Scale 10.
	Sergeant-Major	£136 x 8-£160	Scale H 9.
	Female Turnkey	£36 x 3-£54	Scale K 3.
PORT AND MARINE	Deputy Harbour Master	£264 x 12-£372	Scale G 4.
	Lighthouse Keeper	£45 x 3-£60	Scale K 4.
	Assistant Keeper	£36 x 3-£45	Scale K 3.
	Signaller	£36 x 3-£48	Scale K 3.
POST OFFICE	Postmaster, Freetown	£360 x 20-£500	Scale D 2, 3.
	Assistant Accountant	£310 x 20-£450	Scale F 5.
	Travelling Mail Officer	£56 x 4-72 x 6-£90	Scale L 1, 2, 3. (£90 x 6-£126).
	Senior Postman	£56 x 4-£80	Scale L 2.
	Postman	£42 x 3-£54	Scale L 1.
	Telegraph Inspector, Second Class	£170 x 10-£220	Scale G 2B.
	Telegraph Inspector, Third Class	£136 x 8-£160	Scale G 2A.
	Telegraph Sub-Inspector	£80 x 8-£128	Scale G 1B.
	Apprentice Telegraph Inspector	£36, 45, 54 x 6-£72	£72 for 3 years, then Scale L 1.
	Telephone Exchange Clerk	£42 x 6-£90	Scale L 1, 2.
	Senior Lineman	£78 x 6-£96	Scale L 2.
	Lineman	£48 x 6-£72	Scale L 1.
	Relay Station Assistant	£136 x 8-£160	Scale G 2A.
	Relay Station Mechanic	£80 x 8-£128	Scale G 1B.
Apprentice Studio Mechanic	£36, 45, 54 x 6-£72	£72 for 3 years, then Scale L 1.	
PRINTING	Assistant Government Printer	£300 x 15-360 x 20-£400	Scale G 4.
	Superintendent of Works	£240 x 10-£300	Scale G 3.
	Senior Technical Staff	£170 x 10-£220	Scale G 2B.
	First Class Technical Staff	£136 x 8-£160	Scale G 2A.
	Second Class and Junior Technical Staff	£36 x 3-45, 54 x 6-72, 80 x 8-£128	£72 for 3 years, then Scale G 1.
	Stencil Typist and Bookbinding Assistant	£30 x 3-£51	Scale K 2, 3.

APPENDIX IV—contd.

Department	Post	Present Salary or Salary Scale	Proposed Basic Salary or Basic Salary Scale
PRISONS	Assistant Superintendent of Prisons (Sierra Leone) ...	£310 x 20-£450	Scale C 1.
	Deputy Assistant Superintendent of Prisons ...	£170 x 10-£220	Scale J 7.
	Chief Warder, Class I	£104 x 8-£136	Scale J 5.
	Chief Warder, Class II	£80 x 8-£104	Scale J 4.
	Clerk Warder... ..	£54 x 6-72, 80 x 8-£128	Scale L 1, 2, 3.
	Matron	£60 x 3-£72	Scale J 3.
	Matron, Juvenile Section	£48 x 3-£60	Scale J 2.
	Principal Warder	£63 x 3-£72	Scale J 3.
	Senior Warder	£60	£100.
	First Grade Warder	£54 x 3-£60	Scale J 2.
	Second Grade Warder	£48 x 3-£54	
	Technical Instructor	£54 x 6-£84	Scale J 3.
Agent to Discharged Prisoners	£136, 136, 136 x 8-£160	Scale G 2A.	
PROVINCIAL ADMINISTRATION	Town Agent and Storekeeper, Protectorate Store ...	£42 x 6-£72	Scale L 1.
	Assistant Bailiff, Waterloo	£54 x 9-£90	Scale L 1, 2.
	Interpreter	£39 x 2-£49	Scale L 1.
PUBLIC RELATIONS	Assistant to Public Relations Officer	£170 x 10-£220	Scale F 2B.
PUBLIC WORKS	Assistant Storekeeper	£310 x 20-£450	Scale F 5.
	Office Assistant	£310 x 20-£450	Scale F 5.
	Assistant Accountant	£310 x 20-£450	Scale F 5.
	Engineering Assistant	£80 x 8-160, 170 x 10-£220	Scale G 1B, G 2.
	Road Foreman, Grade I	£136 x 8-160, 170 x 10-£220	Scale G 2.
	Road Foreman, Grade II	£80 x 8-£128	Scale G 1B.
	Overseer	£54 x 6-£72	Scale L 1. (Min. £90).
	Overseer in Training	£36 x 3-£45	£72.
	Senior Technical Staff, Grade I	£360 x 20-£400	Scale G 4. Min. £450.
Senior Technical Staff, Grade II	£300 x 15-£360	Scale G 4. Max. £435.	

APPENDIX IV—contd.

Department	Post	Present Salary or Salary Scale	Proposed Basic Salary or Basic Salary Scale
PUBLIC WORKS—contd.	Senior Technical Staff, Grade III	£240 x 10-£300	Scale G 3.
	Technical Staff, Grade I	£136 x 8-160, 170 x 10-£220	Scale G 2.
	Technical Staff, Grade II	£80 x 8-£128	Scale G 1B.
	Technical Staff, Grade III	£36 x 6-£72	£72 for 3 years, then
	Foreman	£136 x 8-160, 170 x 10-£220	Scale L 1.
	Leading Hand, Grade I	£96 x 6-£124	Scale G 2.
	Leading Hand, Grade II	£78 x 6-£96	Scale L 3.
	Leading Hand, Grade III	£60 x 4-£76	Scale L 2.
	Technical Assistant, Grade I	£54 x 6-£72	Scale L 1.
	Technical Assistant, Grade II	£36 x 4-£52	Scale L 1. Min. £90.
	Apprentice Overseer	£21 x 3-£36	Scale K 3.
	Apprentice Artisan	£36 x 3-£45	Scale K 1, 2.
	Time Checker	£80	Scale K 3.
	Works Clerk	£80	£120.
	Store Issuer (a)	£54 x 6-72 x 8-£80	Scale L 1, 2.
	Store Issuer (b)	£96 x 6-£124	Scale L 3.
	Artisan	£72 x 6-£90	Scale L 2.
	Apprentice	£48 x 6-£72	Scale L 1.
	Apprentice	£36 x 3-£45	Scale L 1. Scale K 3.
RAILWAY	Technical Staff, Grade I	£240 x 10-£300	Scale G 3.
	Technical Staff, Grade II	£170 x 10-£220	Scale G 2B.
	Technical Staff, Grade III	£136 x 8-£160	Scale G 2A.
	Technical Staff, Grade IV	£104 x 8-£128	Scale G 1B.
	Technical Staff, Grade IVa	£80 x 8-£128	Scale G 1B.
	Technical Staff, Grade V	£54 x 6-72, 80 x 8-£96	Scale G 1A.
	Learner Technical Staff	£36 x 3-45, 54 x 6-£72	£72 for 3 years, then
	Senior Lineman	£48 x 6-£96	Scale L 1.
	Lineman	£48 x 6-£72	Scale L 2.
	Foreman Platelayer, First Grade	£48 x 6-£72	Scale L 1.
	Foreman Platelayer, Second Grade	£240 x 10-£300	Scale G 3.
	Foreman Platelayer, Third Grade	£136 x 8-£160	Scale G 2A.
	Apprentice Foreman Platelayer	£104 x 8-£128	Scale G 1B.
	Apprentice Foreman Platelayer	£36 x 6-£48	Scale K 3.

APPENDIX IV—contd.

Department	Post	Present Salary or Salary Scale	Proposed Basic Salary or Basic Salary Scale
RAILWAY—contd.	Foreman of Works, Second Grade	£170 x 10-£220	Scale G 2B.
	Artisan	£170 x 10-£220	Scale G 2B.
	Draughtsman, First Class	£240 x 10-£300	Scale G 3.
	Draughtsman, Second Class	£170 x 10-£220	Scale G 2B.
	Draughtsman, Third Class	£80 x 8-£128	Scale G 1B.
	Telegraph Inspector, First Class	£240 x 10-£300	Scale G 3.
	Telegraph Inspector, Third Class	£136 x 8-£160	Scale G 2A.
	Telegraph Sub-Inspector	£80 x 8-£128	Scale G 1B.
	Apprentice Telegraph Inspector	£36 x 6-£60	Scale L 1.
	Technical Assistant	£380 x 20-£480	Scale C 1.
	Assistant Locomotive Inspector	£170 x 10-£220	Scale G 2B.
	Senior African Driver	£170 x 10-£220	Scale G 2B.
	Junior African Driver	£136 x 8-£160	Scale G 2A.
	Senior African Artisan	£240 x 10-£300	Scale G 3.
	West Indian Artisan (a)	£225 x 10-£275	Scale G 3.
	(b)	£275 x 10-295, £300	
	Senior Artisan (a)	£240 x 10-£300	Scale G 3.
	(b)	£170 x 10-£220	Scale G 2B.
	Artisan (a)	£170 x 10-£220	Scale G 2B.
	(b)	£136 x 8-£160	Scale G 2A.
	Station Clerk, First Class	£136 x 8-£160	Scale G 2A.
	Station Clerk, Second Class	£54 x 6-72 x 8-£96	Scale G 1A.
	Assistant Traffic Controller	£240 x 10-£300	Scale G 3.
	Traffic Inspector	£170 x 10-£220	Scale G 2B.
	Ticket Inspector	£136 x 8-£160	Scale G 2A.
	Learner Clerk	£32, 36 x 3-£45	Scale K 2, 3.
	Goods Inspector, Water Street Station	£240 x 10-£300	Scale G 3.
	Assistant Goods Inspector	£170 x 10-£220	Scale G 2B.
	Station-master, First Class	£170 x 10-£220	Scale G 2B.
	Station-master, Second Class and Relief Station-master	£136 x 8-£160	Scale G 2A.
	Station-master, Third Class	£104 x 8-£128	Scale G 1B.
	Officer-in-Charge of Station	£54 x 6-72, 80 x 8-£96	Scale G 1A.
	Senior Telegraph Clerk, Water Street	£136 x 8-£160	Scale G 2A.
	Senior Telegraph Clerk	£104 x 8-£128	Scale G 1B.
	Telegraph Clerk, First Class	£104 x 8-£128	Scale G 1B.
	Yard Foreman	£104 x 8-£128	Scale G 1B.

APPENDIX IV—contd.

Department	Post	Present Salary or Salary Scale	Proposed Basic Salary or Basic Salary Scale
RAILWAY—contd.	Guard, First Class	£104 x 8—£128	Scale G 1B.
	Guard, Second Class	£54 x 6-72, 80 x 8—£96	Scale G 1A.
	Assistant Stores Superintendent	£260 x 20-300 x 25—£350	Scale F 4.
	Storekeeper	£210 x 10—£250	Scale F 3.
	Assistant Storekeeper	£160 x 10—£200	Scale F 2.
SECRETARIAT AND LEGISLATURE	Assistant Colonial Secretary (Sierra Leone)	£360 x 20—£500	Scale D 2, 3.
	Secretariat Assistant	£170 x 10—£220	Scale F 2.
SURVEYS AND LANDS	Senior Technical Staff, Grade III	£240 x 10—£300	Scale G 3.
	Junior Technical Staff, Grade I	£170 x 10—£220	Scale G 2B.
	Junior Technical Staff, Grade II	£136 x 8—£160	Scale G 2A.
	Junior Technical Staff, Grade III	£36, 45, 54 x 6-72, 80 x 8—£128	£72 for 3 years, then Scale G 1.
TREASURY	Assistant Accountant	£310 x 20—£450	Scale F 5.
	Sub-Treasury Accountant	£264 x 12—£372	Scale F 4.
	Treasury Assistant	£170 x 10—£220	Scale F 2B.
VETERINARY	Livestock Assistant, Grade II ...	£45 x 9—£90	Scale L 1, 2.
	Veterinary Instructor, Grade III	£54 x 6-72, 80 x 8-96, 104 x 8—£128	Scale G 1.
	Veterinary Student	£36 x 3—£45	Scale K 2, 3.
	Watchman (a)	(a) £21	} £45.
	(b)	(b) £22 10s.	
	Motor Driver	£48 x 3—£60	Scale K 3, 4.
	Store and Record Keeper	£72 x 6-80 x 8-96, 104 x 8—£128	Scale F 1.

APPENDIX IV—contd.

GAMBIA

LIST OF POSTS TO BE INCLUDED IN GROUP II.

Department	Post	Present Salary or Salary Scale	Proposed Basic Salary or Basic Salary Scale
AGRICULTURE	Second Grade, Agricultural Assistant	£160 x 10-£230	Scale G 2C.
	Third Grade, Agricultural Assistant...	£50 x 8-82, 100 x 9-£136	Scale G 1.
	Third Grade Storekeeper	£50 x 8-82, 100 x 9-£136	Scale F 1.
	Agricultural Instructor	£36, 50 x 8-£82	£72 for 3 years then Scale G 1A.
	Agricultural Learner	£36 x 6-£60	Scale L 1.
EDUCATION	Second Grade Storekeeper and Attendance Officer	£160 x 10-£230	Scale F 2C.
	Primary School Teacher (a)	(a) £36-£60	} £72 x 6-£120.
	(b)	(b) £36-£84	
	(c)	(c) £42-£180	
	(d)	(d) £72-£250	
	(e)	(e) £150-£360	
	Teacher, Adult Literary Classes	£136	£84, 84, 84, 96, 112 x 8-160, 180 x 10-£210.
	Carpenter	£72	£120, 120, 120 x 10-190 x 10-£280.
	African Headmaster	£150 x 10-£200	£150, 150, 150 x 10-210 x 15-300, 320 x 20-400 x 25-£450.
	Assistant Teacher	£36 x 6-60 x 6-84, 96 x 8-£136	£160.
	Arabic Teacher and Woodwork Instructor	£36 x 6-60 x 6-£84	£108.
Cook	£24	Scale F 2B.	
Caretaker	£12	£72 for 3 years then Scale F 1.	
GOVERNOR	Third Grade Motor Driver	£50 x 8-82 ; 100 x 9-£136	Scale G 1.
	Motor Driver	£84	£136.

APPENDIX IV—contd.

Department	Post	Present Salary or Salary Scale	Proposed Basic Salary or Basic Salary Scale
JUDICIAL	Clerk of Courts, First Grade	£260 x 10-£360	Scale F 3C.
	Assistant Clerk of Courts, Second Grade	£160 x 10-£230	Scale F 2C.
	Third Grade Clerk and Interpreter	£50 x 8-82, 100 x 9-£136	Scale F 1.
	Cadi, Mohammedan Court	£100 x 9-£136	Scale F 1. Min. £128.
LABOUR	Assistant Instructor	£160	£200.
	Clerk Storekeeper	£50 x 8-82, 100 x 9-£136	Scale F 1.
LAND AND SURVEY	African Surveyor	£160 x 10-£230	Scale G 2C.
	Survey Assistant, Third Grade	£50 x 8-82, 100 x 9-£136	Scale G 1.
	Probationer Survey Student	£36	£60.
MEDICAL AND HEALTH	Chief Dispenser, First Grade	£260 x 10-£360	Scale G 3C.
	Storekeeper, Second Grade	£160 x 10-£230	Scale F 2C.
	Second Grade Dispenser and Dresser Dispenser	£160 x 10-£230	Scale G 2C.
	Third Grade Dispenser	£50 x 8-82, 100 x 9-£136	Scale G 1.
	Second Grade Dresser	£160 x 10-£230	Scale G 2C.
	Third Grade Dresser	£50 x 8-82, 100 x 9-£136	Scale G 1.
	Third Grade Dresser-Dispenser	£50 x 8-82, 100 x 9-£136	Scale G 1.
	Probationer Dresser-Dispenser	£36	£60.
	Dispensary Attendant	£27, 27, 36; 36, 42 x 8-£74	Scale K 2, 3, 4.
	Hospital Registrar, Second Grade	£160 x 10-£230	Scale F 2C.
	Third Grade Nurse	£50 x 8-82, 100 x 9-£136	Scale N 3.
	Probationer Nurse	£36	£60.
	Female Attendant, Infectious Diseases Hospital	£36 x 6-£60	Scale L 1.
	Chief Cook	£66 x 6-£84	Scale L 2.
	Cook	£36 x 6-£60	Scale L 1.
	Hospital Orderly, Charwoman and Interpreter (a)	£42	} Scale K 2.
	(b)	£27 x £1 10s-£36	
Attendant, Home for Infirm	£36 x 6-£60	Scale L 1.	
Female, Home for Infirm	£30	£60	
Third Grade Technical Assistant	£50 x 8-82, 100 x 9-£136	Scale G 1.	
Probationer	£36	£60	

APPENDIX IV—contd.

Department	Post	Present Salary or Salary Scale	Proposed Basic Salary or Basic Salary Scale
MEDICAL AND HEALTH—contd.	Seamstress	£36 x 6-£60	Scale L 1.
	Carpenter	£66 x 6-£84	Scale L 2.
	Female Lunatic Attendant	£36 x 6-£60	Scale L 1.
	Second Grade Sanitary Inspector	£160 x 10-£230	Scale G 2C.
	Third Grade Sanitary Inspector	£50 x 8-82, 100 x 9-£136	Scale G 1.
	Sanitary Overseer	£27, 27, 36, 36, 42 x 8-£74	Scale K 2, 3, 4.
	Sanitary Inspector-in-training	£36	£60.
	Third Grade Storekeeper	£50 x 8-82, 100 x 9-£136	Scale F 1.
POLICE	Pay Clerk and Quartermaster, Second Grade	£160 x 10-£230	Scale H 10.
	Chief Inspector	£260 x 10-£360	Scale H 11.
	Inspector	£160 x 10-£230	Scale H 10.
	Sub-Inspector	£82 x 9-£136	Scale H 7, 8.
	Lance-Corporal, Corporal and Sergeant (a)	£66	£100.
		(b)	£108.
		(c)	£116.
		(d)	£125.
	Third, Second and First Class Constable (a)	£36	£72
		(b)	£84
		(c)	£96.
	Fire Officer	£78	£116.
	Fireman (a)	£36	£72.
		(b)	£84.
		(c)	£96.
		(d)	£100.
Band Sergeant	£78	£116.	
Band Corporal	£72	£108.	
Band Lance-Corporal	£66	£100.	
PRISONS	Chief Warder, Second Grade	£160 x 10-£230	Scale J 7.
	First Class Warder	£84	£125.
	Second Class Warder (a)	£66	£100.
(b)		£108	

APPENDIX IV—contd.

Department	Post	Present Salary or Salary Scale	Proposed Basic Salary or Basic Salary Scale
PRISONS—contd.	Third Class Warder (a)	£36	£72.
	(b)	£48	£84.
	(c)	£60	£96.
PROTECTORATE ADMINISTRATION	Third Grade Interpreter	£50 x 8-82, 100 x 9-£136	Scale F 1.
	Probationer Interpreter	£36	£60.
	Office Scribe	£36 x 6-£60	Scale L 1.
	Works Overseer	£66 x 6-£84	Scale L 2.
PUBLIC RELATIONS	Interpreter-Announcer	£50 x 8-82, 100 x 9-£136	Scale F 1.
	Cinema Operator	£50 x 8-£82	Scale L 2.
	Information Bureau Clerk	£100	£128.
	Information Bureau Caretaker	£27	£52.
	Information Bureau Attendant, Bakau	£24 x 6-£48	Scale K 2, 3.
PUBLIC UTILITIES	<i>Accounts and Stores Branch</i>		
	Accounting Assistant, First Grade	£260 x 10-£360	Scale F 3C.
	Storekeeping Assistant, First Grade	£260 x 10-£360	Scale F 3C.
	Petroleum Magazine Keeper	£12	£25.
	<i>Electric Light and Power</i>		
	Third Grade Engine Driver	£50 x 8-82, 100 x 9-£136	Scale G 1.
	Third Grade Switchboard Attendant	£50 x 8-82, 100 x 9-£136	Scale G 1.
	Fitter	£66 x 6-£84	Scale G 1B.
	Assistant Fitter	£100 x 9-£136	Scale L 2.
	Third Grade Lineman	£50 x 8-82, 100 x 9-£136	Scale G 1.
	Third Grade Wireman	£50 x 8-82, 100 x 9-£136	Scale G 1.
	Engine Driver and Electrician	£50 x 8-82, 100 x 9-£136	Scale G 1.

APPENDIX IV—contd.

Department	Post	Present Salary or Salary Scale	Proposed Basic Salary or Basic Salary Scale
PUBLIC UTILITIES—contd.	<i>Wireless Services</i>		
	Second Grade Wireless Operator	£160 x 10-£230	Scale G 2C.
	Third Grade Wireless Operator	£50 x 8-82, 100 x 9-£136	Scale G 1.
	Probationer	£36	£60.
	Third Grade Mechanic	£50 x 8-82, 100 x 9-£136	Scale G 1.
	Engine Attendant	£66 x 6-£84	Scale L 2.
	<i>Marine Workshop and Garage</i>		
	First Grade Fitter and Motor Mechanic	£260 x 10-£360	Scale G 3C.
	Foreman Plater	£180	£210.
	Third Grade Joiner	£100 x 9-£136	Scale G 1B.
	Third Grade Shipwright	£100 x 9-£136	Scale G 1B.
	Apprentice Engineer	£18 x 6-£42	Scale K 1, 2.
	Leading Blacksmith	£96 x 9-£150	Scale G 1B.
	Foreman Fitter	£96 x 9-£150	Scale G 1B.
	Third Grade Head Fitter	£50 x 8-82, 100 x 9-£136	Scale G 1.
	Motor Driver (a)	£96 x 9-£150	Scale G 1B.
	(b)	£66 x 6-£84	Scale L 2.
	(c)	£36 x 6-£60	Scale L 1.
	<i>Telephones</i>		
	Second Grade Supervisor of Telephones	£160 x 10-£230	Scale G 2C.
	Third Grade Inspector of Telephones	£50 x 8-82, 100 x 9-£136	Scale G 1.
	Third Grade Telephone Operator	£50 x 8-82, 100 x 9-£136	Scale F 1.
	Telephone Operator (a)	£36 x 6-£60	Scale L 1.
	(b)	£66 x 6-£84	Scale L 2.
	Lineman	£66 x 6-£84	Scale L 2.
	<i>Waterworks</i>		
	Third Grade Engine Driver	£50 x 8-82, 100 x 9-£136	Scale G 1.
	Water Inspector	£66 x 6-£84	Scale L 2.
	Reservoir Keeper	£36 x 6-£60	Scale L 1.
	Water Mains Foreman Fitter	£50 x 8-82, 100 x 9-£136	Scale G 1.
	Water Mains Fitter	£66 x 6-£84	Scale L 2.

APPENDIX IV—contd.

Department	Post	Present Salary or Salary Scale	Proposed Basic Salary or Basic Salary Scale
PUBLIC UTILITIES—contd.	<i>Civil Engineering.</i>		
	African Engineer	£320 x 20-400 x 25-£600	*Scale D 2, 3.
	Clerk of Works	£160 x 10-£230	Scale G 2C.
	Senior Foreman of Works	£180	£210.
	Third Grade Foreman of Works	£50 x 8-82, 100 x 9-£136	Scale G 1.
	Third Grade Building Inspector	£50 x 8-82, 100 x 9-£136	Scale G 1.
	Road Overseer	£66 x 6-£84	Scale L 2.
	Junior Technical Staff	£50 x 8-82, 100 x 9-£136	Scale G 1.
	Office Worker	£66 x 6-£84	Scale L 2.
	Tradesmen	(a) £36 x 6-£60	Scale L 1.
		(b) £66 x 6-£84	Scale L 2.
		(c) £96 x 9-£150	Scale G 1B.
	Watchman	£27 x £1 10s.-£36	Scale K 2.
	Caretaker, Fajara Rest-house	£48	£84.
	<i>River Transport and Marine.</i>		
	Beach Master	£66 x 6-£84	Scale L 2.
	Second Grade Quartermaster	£160 x 10-£230	Scale G 2C.
	Transport Officer, Second Grade	£160 x 10-£230	Scale G 2C.
	Third Grade Quartermaster	£50 x 8-82, 100 x 9-£136	Scale G 1.
	Sailor	£36 x 6-£60	Scale L 1.
	Steward	£36 x 6-£60	Scale L 1.
	Second Grade Engineer	£160 x 10-£230	Scale G 2C.
	Third Grade Engineer	£50 x 8-82, 100 x 9-£136	Scale G 1.
	Third Grade Motor Driver, Class A	£50 x 8-82, 100 x 9-£136	Scale G 1.
	Greaser	£66 x 6-£84	Scale L 2.
	Fireman	(a) £66 x 6-£84	Scale L 2.
		(b) £36 x 6-£60	Scale L 1.
	Quartermaster	£66 x 6-£84	Scale L 2.
	Driver, Class B	£66 x 6-£84	Scale L 2.
	Marine Police	£36 x 6-£60	Scale L 1.

* If the officer at present holding this post is a fully qualified Engineer, he should be offered Scale A.

APPENDIX IV—contd.

Department	Post	Present Salary or Salary Scale	Proposed Basic Salary or Basic Salary Scale
RECEIVER-GENERAL	<i>Treasury.</i>		
	Accountant	£310 x 15-£400	Scale F 4.
	<i>Customs.</i>		
	Supervisor of Customs	£240 x 12-324, 350 x 15-440 x 20-£500	Scale F 3, F 5.
	Boatman	£36 x 6-£60	Scale L 1.
	<i>Post Office.</i>		
	Postmaster	£240 x 12-324, 350 x 15-440 x 20-£500	Scale F 3, F 5.
	Chief Sorter and Boarding Officer	£66 x 6-£84	Scale L 2.
	Postman	(a) £27 x £1 10s.-£42	} Scale K 2.
		(b) £27 x £1 10s.-£36	
SECRETARIAT	<i>Printing Branch.</i>		
	Government Printer	£310 x 15-£400	Scale G 4.
	Assistant Government Printer, Second Grade	£160 x 10-£230	Scale G 2C.
	Second Grade Technical Staff	£160 x 10-£230	Scale G 2C.
	Third Grade Technical Staff	£50 x 8-82, 100 x 9-£136	Scale G 1.
	Probationer	£36	£60.
	Roller Caster...	£36	£72.
VETERINARY	Senior African Veterinary Assistant, Grade II	£160 x 10-£230	Scale G 2C.
	African Veterinary Assistant, Grade III	£50 x 8-82, 100 x 9-£136	Scale G 1.
	African Laboratory Assistant, Grade III	£50 x 8-82, 100 x 9-£136	Scale G 1.
	Veterinary Inspector, Class II	£36, 50 x 8-£82	£72 for three years then Scale G 1A.
	Herdsman	£18 x 2-£24	Scale K 1.
	Watchman	£30	£56.
	Motor Driver	£50 x 8-£82	Scale L 2.
	Carpenter	£72	£108.

APPENDIX V

POSTS IN GROUP II WHICH ARE COMMON TO MORE THAN ONE DEPARTMENT

NIGERIA				GOLD COAST			
Appointment	Salary Scale (present)	Proposed Scale	Appointment	Salary Scale (present)	Proposed Scale		
Secretariat Assistant	£200 x 15-275 ; 300 x 20-£400 ...	F 3, 4.	Office Assistant and Office Assistant and Accountant.	£300 x 12-384 ; 400 x 20-£500 ...	F 5.		
Office Assistant	£300 x 20-400 x 25-£475	F 5.	Chief Clerk	} £300 x 12-£396	F 4.		
Chief Clerk or Office Assistant	£310 x 15-£400	F 4.	Senior Division Clerk		F 3.		
Assistant Chief Clerk	£240 x 12-£300	F 3.	1st Division Clerk	£222 x 12-£282	F 1.		
1st Class Clerk	£140 x 10-£220	F 2.	2nd Division Clerk	£48, 54 x 6-84 ; 98 x 8-£138	F 2.		
2nd or 3rd Class Clerk	£48, 48, 54 x 6-72 ; 80 x 8-£128	F 1.	do.	£154 x 10-£208	L 1, 2.		
Clerical Assistant or non-pensionable Clerk.	£36 x 6-66 ; 72 x 6-£120	L 1, 2, 3.	Telephonists	£48, 54 x 6-£84	L 1, 2.		
Typist	£36 x 6-66 ; 72 x 6-£120	L 1, 2, 3.	Caretakers	£60 x 6-£84	L 1, 2.		
Motor Drivers	} Various rates up to £72	Rates up to £108.	Telephone Operator	£30 x 3-£48	K 2, 3.		
Driver Mechanics			£36 x 3-£48	K 3.			
Messengers (Special Grade)	£18 x 2-24 ; 27 x 3-£36	K 1, 2.					
Messengers, Caretakers	£24 x 3-£36	K 2.					
Telephone Attendants	} Various rates up to £48	Rates up to £84.					
Watchmen							
Caretakers							
SIERRA LEONE				GAMBIA			
Chief Clerk	} £264 x 12-£372	F 4.	Chief Clerk or 1st Grade Clerk	£260 x 10-£360	F 3C.		
Principal Clerk			£310 x 20-£450	F 5.	2nd Grade Clerk	£160 x 10-£230	F 2C.
Office Assistant			£210 x 10-£250	F 3.	3rd Grade Clerk	£50 x 8-82 ; 100 x 9-£136	F 1.
1st Grade Clerk			£160 x 10-£200	F 2.	Office Scribe	£36 x 6-60	L 1.
2nd Grade Clerk			£45 for 3 years, £54 x 9-90 ; 99 x 9-£144.	F 1.	Messenger	£27-£30-£36	K 2.
3rd Grade Clerk							

APPENDIX VI

CONVERSION RULES.

Tables are attached from which officers will be able to ascertain the point at which they may convert to the new scales. The revised scales are given in the first line of each conversion table and the existing scales are given below.

The arrangements under which officers will be permitted to convert to the new scales have been designed to ensure, as far as possible, that an officer will enter the new scale at a point appropriate to his length of service in his present grade or appointment. It has not, however, been possible to follow this principle entirely in all cases, e.g. in cases where it has been necessary to regrade posts, or where it has been necessary to replace old scales by new scales of different incremental progression, or in the case of certain transferred officers. It is recommended that the following rules should be made:—

1. Every officer will be required to opt between—

(a) *converting to the new terms of service as from the 1st of January, 1946, in which case he must exercise his option for the new terms within 6 months of a date to be fixed by the West African Governments,*

OR

(b) *retaining his present terms of service (including salary, cost-of-living allowance and/or separation allowance).*

An officer who opts for (b) will, if he so desires, be permitted to convert to the new terms at any future date during his service. No officer will however be permitted to convert to the new terms under this arrangement within the last year of his service prior to retirement with the exception of an officer who is retired on medical grounds one year or more before he reaches the normal retiring age.

PROMOTED OFFICERS.

An officer who elects to retain his present conditions of service will on promotion be required to accept the new terms in full.

PENSIONS.

The arrangements for calculating the pensions of officers who convert to the new scales are set out in rule 7.

2. With the exceptions referred to in rules Nos. 3 and 4 or in notes appended to the conversion tables, an officer who elects to convert will enter the revised scale applicable to his post at the point given in the conversion table immediately above his present salary, i.e. the salary which he is receiving in his present scale at the date of conversion, and will proceed to the next point in the new scale on the date on which he would have qualified for a further increment in his old scale.

Examples.

(a) An officer who has reached £450 in the scale £400, 425, 450, 500 x 25-£600 on the date on which he converts will enter the new scale at (1) £535 and will proceed to the next point—(2) £600—in the new scale on his next incremental date;

(b) an officer who has reached £450 in the scale £400, 400, 425 x 25-£600 on the date on which he converts will enter the new scale at (2) £600 and will proceed to (3) £620 on his next incremental date;

(c) an officer who has reached £472 at the date of his conversion in the scale £400 x 12-496, 508 x 12-£560 will enter the scale at (4) £680 and will proceed to (5) £700 on his next incremental date;

(d) an officer in the Gold Coast who has reached £360 in scale £324 x 12-£396 and is allocated to scale G4 will enter the new scale at £420 but an officer who has reached £360 in scale £300-£396 and is allocated to scale G4 will enter the scale at £450.

3. In any case where two different incremental points in one of the present scales convert to the same point in the new scale the officer on the lower point in the old scale will wait one year from the date of conversion before proceeding to the next incremental point in the new scale and the date on which that officer converts will henceforth become the incremental date.

Note.—Where two officers at different points in one of the existing scales convert to the same point in one of the new scales, it would be possible, under regulation 2, for the officer on the lower point of the old scale to proceed to the next point in the new scale in advance of the officer on the higher point of the old scale, e.g. in any case in which the incremental date of the former falls earlier in the year than the incremental date of the latter. This rule is intended as a safeguard against this anomaly.

4. In cases where the minimum or maximum of the existing scales does not correspond with the point in the conversion tables at which the minimum or maximum of the new scale has been fixed, the arrangements set out below will apply:—

(a) If the minimum of the old scale falls below the point in the conversion table at which the minimum of the new scale is fixed, an officer who has not reached the point in the old scale at which the minimum of the new scale has been fixed will convert to the new scale at the minimum. He will proceed to the next incremental point in the new scale on the first anniversary after the date of his conversion and this date will henceforth be his incremental date.

APPENDIX VI—*contd.*
CONVERSION RULES—*contd.*

Example.

An officer on the minimum (£24) of the old scale £24 x 3-£36 will enter the new scale £52 x 4-£64 (K2) at £52 notwithstanding the fact that the corresponding point in the conversion table for this scale is £48. He will proceed to the next incremental point in the new scale (£56) one year after the effective date of his conversion.

(b) If the maximum of the old scale is above the point in the conversion table at which the maximum of the new scale is fixed, the officer will convert to the maximum of the new scale if he has already reached a point in the old scale which corresponds to or is above the maximum of the new scale.

Example.

An officer who has reached £72 in the old scale £36 x 6-£72 and is serving in a post which has been allocated to the new scale £72 x 6-£102 (L1) will convert to that scale at £102 notwithstanding the fact that the point in the conversion table for Scale L corresponding to £72 is £108.

(c) If the maximum of the old scale falls below the point in the conversion table at which the maximum of the new scale is fixed, an officer who has reached the maximum of the old scale will convert to the new scale at the point corresponding to his present salary in the conversion table. He will, however, be granted one additional increment in the new scale for each completed year of service on the maximum of the old scale.

5. Where an officer's salary in the present scale is fixed at the same rate for more than one year, he will remain at the corresponding point in the new scale until such time as he would have qualified to proceed to the next incremental point in the old scale.

Example.

A Veterinary Officer whose present salary is £630 will convert to the new scale at (1) £800 but will remain on that salary until such time as he would have qualified to proceed to £660 in the old scale.

6. An officer serving in a post to which Scale A or Scale B applies will be deemed to have passed the promotion bar in that scale if at the date of conversion he has reached a point in his present scale corresponding to that which would convert above the point at which the promotion bar in the new scale has been fixed.

PENSIONS.

7. When the salaries of the West African Civil Services were revised in 1935, European officers were allowed to choose between remaining on the existing salary scales and retaining the pension constant of 1/480ths or converting to the new scales and accepting the new pension constant 1/600ths. Officers serving on a "salary and duty allowance" basis in a super-scale post, for which a consolidated rate of salary had been approved, could at any time elect to receive the new consolidated salary: in that event their pensions on retirement would be calculated either in 1/600ths on the full consolidated pensionable emoluments (i.e. salary plus value of quarters) or in 1/480ths on salary without house allowance and less the difference, if any, between house allowance and 15 per cent of salary, whichever was the more favourable. Officers serving in West Africa, who were promoted to a super-scale post whether in the same or another West African Colony for which a new consolidated rate of salary had been approved were required to accept the new rate of salary. On their retirement (unless they had elected to accept the new pension conditions) their pensions would be calculated on the basis indicated in the preceding sentence. There are thus the following classes of officers to be considered:—

- A. officers serving in super-scale posts who are eligible to receive pensions on retirement calculated either in 1/600ths on full pensionable emoluments, or in 1/480ths on salary without house allowance and less the difference between house allowance and 15 per cent of salary;
- B. officers on salary scales or serving in super-scale posts who are eligible to receive pensions on retirement calculated in 1/480ths; and
- C. officers on salary scales or serving in super-scale posts who are eligible to receive pensions on retirement calculated in 1/600ths.

IT IS RECOMMENDED as follows:—

Class A.

Officers electing to convert to the salaries and conditions of service recommended in this report should be eligible to receive pensions on retirement calculated as follows:—

- (i) on the conditions which applied to them on 31st December, 1945, for service up to that date;
- (ii) service subsequent to the 31st December, 1945—in 1/600ths.

Class B.

Officers electing to convert to the salaries and conditions of service recommended in this report will be eligible to receive pensions calculated as follows:—

- (i) service up to the 31st December, 1945—in 1/480ths;
- (ii) service subsequent to the 31st December, 1945—in 1/600ths.

Class C.

No change from the present calculation in 1/600ths.

APPENDIX VI—*contd.*CONVERSION RULES—*contd.*

PROMOTED OFFICERS.

As stated in Rule 1, an officer who elects to retain his present terms of service will be required to convert to the new terms on promotion. If he is an officer serving on the 1/480ths pension conditions, as defined at A or B above, the 1/600ths pension constant will apply to him in respect of his services subsequent to the date of his promotion.

If the recommendation in this rule should be approved, it will be necessary to make a suitable provision in the Regulations made under section 3 of the European Officers' Pensions Ordinance.

APPENDIX VII
CONVERSION TABLE—SCALE A (1)

		£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	
Revised Scale	Basic Scale	400	400	400	450	480	510	540	570	600		660	690	720	750	780	810	840	870	900	900	900	
	Basic Scale plus Expa- triation	535	535	535	600	640	680	720	760	800		880	920	960	1,000	1,040	1,080	1,120	1,160	1,200	1,200	1,200	
Administrative ...	Present } African } Scale	Nigeria ...	300	320	340	360	380	400	425	450	475	500	525	550	575	600	630	660	690	720			
		Gold Coast	335	335	350	375	400	425	450	475	500	525	550	575	600	636	672	708	744	780			
Education	European } Scale	Present ...	400	400	450	500	525	550	575	600	630	690	720	750	780	810	840	880	920	960	1,000		
		Pre-1935 ...	450	450	450	510	540	570	600	630	660	690	720	760	800	840	880	920	960				
Forestry	European } Scale	Present ...	400	400	450	500	525	550	575	600	630	690	720	750	780	810	840	880	920	960	1,000		
		Pre-1935 ...	480	480	480	510	540	570	600	630	660	690	720	760	800	840	880	920	960				
Geological Survey and Chemist.	Present European Scale		480	480	480	510	540	570	600	630	660	690	720	760	800	840	880	920	960				
		Pre-1935 European Scale					540	570	600	630	660	690	720	760	800	840	880	920	960				
Medical	Present } African } Scale	Nigeria ...					400	425	450	475	500	525	550	575	600	630	660	690	720				
		Gold Coast									500	525	550	575	600	630	660	690	720				
	Present } European } Scale	Sierra Leone									500	525	550	575	600	630	660	690	720				
		Pre-1935 European Scale									*660	690	720	750	780	810	840	880	920	960	1,000		
Legal	Present } African } Scale	Nigeria ...					400	425	450	475	500	525	550	575	600	630	660	690	720				
		Gold Coast										525	550	575	600	630	660	690	720	750	780	800	840
	Present } European } Scale	Sierra Leone									500	525	550	575	600	630	660	690	720				
		Pre-1935 European Scale									630	*660	690	720	750	780	810	840	880	920	960	1,000	

* European Medical Officers, Legal Officers and Veterinary Officers who are at present on salaries of £660 per annum will convert at £840. European Legal Officers and Veterinary Officers at present on £630 will convert to £800 in the new scales and will proceed to £840 p.a. as from the date on which they would have qualified to proceed to £660 in the old scales had they remained in force.

† Officers at present receiving £660 p.a. in these scales will convert at £880 and will proceed to the next point in the new scale one year after the date of conversion which will henceforth be their incremental date.

APPENDIX VII—contd.

CONVERSION TABLE—SCALE A(ii)

		£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	
Revised Scale	Basic Scale	400	400	400	450	480	510	540	570	600		660	690	720	750	780	810	840	870	900		
	Basic Scale plus Expatriation	535	535	535	600	640	680	720	760	800		880	920	960	1,000	1,040	1,080	1,120	1,160	1,200		
Agricultural ...	Present African Scale { Nigeria ... Gold Coast	300	320	340	360	380	400	425	450	475		500	525	550	575	600	630	675	700			
						375	400	425	450	475		500	525	575	600	625	650	675	700			
Surveys	European Scale { Present ... Pre-1935 ...	450	450	475	500	525	550	575	600	630		690	720	750	780	810	840	880	920	960	1,000	
		480	480	480	510	540	570	600	630	660		690	720	760	800	840	880	920				
Engineering ...	Present African Scale, Nigeria	300	320	340	360	380	400	425	450	475		500	525	550	575	600	630					
Marine	European Scale { Present ... Nigeria Pre-1935 ...	450	450	475	500	525	550	575	600	630		660*	690	720	750	780	810	840	880	920	960	1,000
		400	420	440	460	480	510	540	570	600		630	660	690	720	760	800	840	880	920		
Veterinary ...	European Scale { Present ... Pre-1935 ...									630	660†	690	720	750	780	810	840	880	920	960	1,000	
										600	630	660	690	720	760	800	840	880	920			
Income Tax ...	European Scale	400	450	475	500	525	550	575	600	630		660*	690	720	750	780	810	840	880	920		

* Officers at present receiving £660 per annum in these scales will convert at £880 and will proceed to the next point in the new scale one year after the date of conversion which will henceforth be their incremental date.

† European Medical Officers, Legal Officers and Veterinary Officers who are at present on salaries of £660 per annum will convert at £840. European Legal Officers and Veterinary Officers at present on £630 will convert to £800 in the new scales and will proceed to £840 per annum as from the date on which they would have qualified to proceed to £660 per annum in the old scales had they remained in force.

APPENDIX VII—contd.

CONVERSION TABLE—SCALE B

		£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£
Revised Scale	Basic Scale	400	400	400	450	470	490	510	530	550		600	630	660	690	720	750	780	810	825
	Basic Scale plus Expatriation	535	535	535	600	625	650	680	710	740		800	840	880	920	960	1,000	1,040	1,080	1,100
Audit	European Scale { Present ...	400	400	450	500	525	550	575	600	630		690	720	750	780	810	840	880	920	
	{ Pre-1935 ...	400	415	430	450	480	510	540	570	600		630	660	690	720	760	800	840	880	920
Customs	Present African Scale { Nigeria ...	300	320	340	360	380	400	425	450	475		500	525	550	575	600				
	{ Gold Coast ...	335	335	350	375	400	425	450	475	500		525	550	575	600	636	672	708	744	780
	European Scale { Present ...	400	400	450	475	500	525	550	575	600		660	690	720	750	780	810	840	880	920
	{ Pre-1935 ...	400	415	430	450	480	510	540	570	600		630	660	690	720	760	800	840	880	920
Police	Present African Scale { Nigeria ...	300	320	340	360	380	400	425	450	475		500	525	550	575	600				
	{ Gold Coast ...	335	335	350	375	400	425	450	475	500		525	550	575	600	636	672	708	744	780
	{ Sierra Leone ...	360	380	400	420	440	460	480	500											
	European Scale { Present ...	400	400	450	475	500	525	550	575	600		660	690	720	750	780	810	840	880	920
	{ Pre-1935 ...	400	415	430	450	480	510	540	570	600		630	660	690	720	760	800	840	880	920
Posts and Telegraphs ...	Present African Scale { Nigeria ...	300	320	340	360	380	400	425	450	475		500	525	550	575	600				
	{ Gold Coast ...	335	335	350	375	400	425	450	475	500		525	550	575	600	636	672	708	744	780
	European Scale { Present ...	400	400	450	475	500	525	550	575	600		660	690	720	750	780	810	840	880	920
	{ Pre-1935 ...	400	415	430	450	480	510	540	570	600		630	660	690	720	760	800	840	880	920
Lands Officers	European Scale { Present ...	400	400	450	475	500	525	550	575	600		660	690	720	750	780	810	840	880	920
	{ Pre-1935 ...	400	415	430	450	480	510	540	570	600		630	660	690	720	760	800	840	880	920
Chief Storekeeper, P.W.D. Nigeria. Senior Storekeeper, Nigerian Railway. Inspector of Prisons, Nigeria. Senior Accountants. Administrative Assistant, Grade I, Nigerian Railway.	European Scale. Present ...													750	780	810	840	880	920	
Assistant Treasurers, Sierra Leone.	European Scale { Present ...	400	400	450	475	500	525	550	575	600		660	690	720	750	780	810	840	880	920
	{ Pre-1935 ...	400	415	430	450	480	510	540	570	600		630	660	690	720	760	800	840	880	920

APPENDIX VII—contd.

CONVERSION TABLE—SCALE C

PART I

	Section 1												Section 2				Section 3				Section 1A*					
	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£					
Revised Scale ...	400	400	400	450	465	480	495	510	525				540					570	590	610	630	645	675	705	735	560
Revised Scale plus Expatriation Pay.	535	535	535	600	620	640	660	680	700				720					760	790	820	840	860	900	940	980	745
Present European Scales.	400	400	450	475		500	525	550	575	600								630	660	690	720	750	780	810	840	600
	400	400	425	450	475	500	525	550	575	600																
	400	425	450	475	500	525	550	575	600																	
			450	475	500	525	550	575	600																	
				475	500	525	550	575	600																	
				450	475	500	525	550	575	600																
				475	500	525	550	575	600																	
	400	415	430	450	475	500	525	550	575	600																
	400	415	430	450	480	510	540	570	600																	
	400	415	430	450	470	490	510	530	550	570	600															
						500	520	540	560	580	600															
	400	412	424	436	448	460	472	484	496	508	520	532	544	556	568	580	600									
									500	512	524	536	548	560	572	584	600									
														532	544	556	568										580	600
				440	452	464	476	488	500	512	524	536	548	560	572	584	600									
				450	462	474	486	498	510	522	534	546	556	568	580	600										
400	412	424	436	448	460	472	484	496	508	520	532	544	556	568	580	600										
													540	560	580	600										
400	415	430	445	460	475	490	505	520	535	550	565	580	600													
													565	580	600											
		420	435	450	465	480	495	510	525	540	555	570	585	600												

*Section 1A applies to posts to which a salary of £600 per annum fixed has hitherto been attached.

APPENDIX VII—contd.

CONVERSION TABLE—SCALE C

PART II

	SECTION 1														SECTION 2				SECTION 3				
	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£
Revised Scale	400	400	400	450	465	480	495	510	525	540					570	590	610	630	645	675	705	735	
Revised Scale plus Expatriation Pay ...	535	535	535	600	620	640	660	680	700	720					760	790	820	840	860	900	940	980	
Present African Scales	336	336	350		375	400	425	450	475	500					} 525	550	575	600	636	672	708	744	780
	335	350	365	380	395	410	425	440	455	470	480												
	335	350			375	400	425	450	475	500													
	300	320	340	360	380	400	425	450	475	500													
	300	312	324	336	348	360	372	384	396	408	420	432	450										
	300	309	318	327	336	345	354	363	372	381	390	405	420	435									
														450									
Present European Scales	360*	372	384	396	408	420									}								
						432																	
						444																	
						460																	
						440																	
						452																	
						464																	
						480																	
	380*	392	404	416	428																		

*A maximum of £480 plus £160 Expatriation Allowance has been fixed for posts in these scales.

APPENDIX VII—contd.

CONVERSION TABLE—SCALE D AND E

		£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£		
Revised Scale	Scale D 1	150	150	150	160	170	180	190	200	210	225	240	255	270	285	300						
Present Scale, Nigeria		88	96	104	112	120	128	160	170	180	190	200	210	220								
Present Scale, Gold Coast												225 225 225	} 240	255	270	285	300					
Revised Scale	D 2	320	340	360	380	400	425	450	450	450	450	D 3			500	525	550	575	600	600	600	
Present Scale, Nigeria			240	255	270	285	300	315	330	345	360	375	Nigeria ...			400	420	440	460	480	500	
Present Scale, Gold Coast			315 300	330 312	345 324	360 336	380 348	400 360	420 372	440 384	460 396		Asst. Surveyor, Gold Coast.			450	475	500	525	550	575	600
Assistant Surveyor, Gold Coast		300	320	340	360	380	400	425				Sierra Leone ...			440	460	480	500				
Present Scale, Sierra Leone		300	300	300	345	360	400	420				Sierra Leone ...			405	420	445	450				
Present Scale, Assistant Inspector of Mines, Sierra Leone.																						
Present Scale, Gambia		312	324	336	348	360																

For the purpose of conversion of officers at present serving in the Gold Coast on the scale £225-£460, Scales D 1 and D 2 will be treated as a long scale not broken by a promotion bar.

CONVERSION TABLE—SCALE E

	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£
Revised Scale	150	300	300	350	400	425	450	475	500	525	550	575	600	600	600	600
Present Scale	120	128	160	180	200	220	240	260	280	300	320	340	360	380	400	

APPENDIX VII—contd.

CONVERSION TABLE—SCALE F

	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	
Revised Scale F 1	84	84	84	90	96	112	120	128	136	144	152	160	160	160						
Nigeria 2nd and 3rd Grade Clerks, etc.	48	48	54	60	66	72	80	88	96	104	112	120	128							
Gold Coast 2nd Division Clerks, etc.	48	54	60	66	72	78	84	98	106	114	{ 120 122 }	130	138							
Sierra Leone 3rd Grade Clerks, etc.	45	45	45	54	63	72	81	90	99	108	117	126	135	144						
Sierra Leone Grades on other scales	48	54	60	66	72	80	88	96	104	112	120	128								
Gambia 3rd Grade Clerks			50	58	66	74	82	100	109	118	127	136								
	A										B									
Revised Scale F 2	120	120	120	130	140	150	160	170	180	190	200	210	220	230	240	250				
Nigeria 1st Class Clerk								140	150	160	170	180	190	200	210	220				
Sierra Leone 2nd Grade Clerk, etc.							136	{ 140 144 }	{ 150 152 }	160	170	180	190	200	210	220				
Gold Coast 2nd Division Clerk									154	164	174	184	194	204	208					
Gold Coast Grades on other Scales						120	130	140	{ 150 156 }	160	170	180	190	200	215	{ 230 245 }				
Gambia											150	160	170	180	190	200				
Revised Scale F 2C	120	120	120	130	140	150	160	170	180	190	200	210	220	230	240	250	260	270	280	
Gambia 2nd Grade Clerk										160	170	180	190	200	210	220	230			

For conversion purposes officers at present serving in the Gold Coast on the scale £48-£208 who opt for the new scales will, if their salaries do not exceed £138 per annum at the date of conversion, be placed on Scale F 1. Officers whose salaries exceed that amount, will be placed on Scale F 2.

APPENDIX VII—*contd.*
CONVERSION TABLE—SCALE F—*contd.*

	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£
<i>Revised Scale F 3</i>	265	280	295	310	325	350	350									
Nigeria Assistant Chief Clerk	240	252	264	276	288	300										
Nigeria Secretariat Assistant	200	215	230	245	260	275										
Gold Coast 1st Division Clerk, etc.	222	234	246	258	270	282										
Sierra Leone 1st Grade Clerk, etc.	210	220	230	240	250											
Sierra Leone Grades on other scales	240	250	260	270	280	290	300									
<i>Revised Scale F 3C</i>	300	310	320	330	340	350	360	370	380	390	400					
Gambia 1st Grade Clerk	260	270	280	290	300	310	320	330	340	350	360					
<i>Revised Scale F 4</i>	375	390	405	420	435	450	450	450	450	450						
Nigeria Chief Clerk and Office Assistant	310	325	340	355	370	385	400									
Nigeria Secretariat Assistant	300	320	340	360	380	400										
Gold Coast Chief Clerk, etc.	300	312	324	336	348	360	372	384	396							
Sierra Leone Chief Clerk, etc.	264	276	298	310	322	334	346	358	360	372						
<i>Revised Scale F 5</i>	375	390	405	420	435	450	465	480	500	525	550	550	550	550	550	550
Nigeria Office Assistant	300	320	340	360	380	400	425	450	475							
Gold Coast Office Assistant	300	312	324	336	348	360	372	384	400	420	440	460	480	500		
Sierra Leone Office Assistant	310	330	350	370	390	410	430	450								

APPENDIX VII—contd.
CONVERSION TABLE—SCALE G

	SECTION A							SECTION B						
	£	£	£	£	£	£	£	£	£	£	£	£	£	£
Revised Scale G1	96	96	96	112	120	128	136	144	152	160	170	170	170	170
Nigeria 2nd and 3rd Class Technical Assistants	48	48	54	60	66	72	80	88	96	104	112	120	128	
*Gold Coast 2nd Division Technical Staff	48	54	60	66	72	78	84	110	118	126	134	142	150	158
Gold Coast Other Grades	48	54	60	66	72	78	84	98	106	114	122	130	138	
Sierra Leone Technical Staff, Grades II and III	54	60	66	72	80	88	96	104	112	120	128			
Gambia Technical Staff, Grade III, and other Grades	50	58	66	74	82	100	109	118	127	136				
	SECTION A							SECTION B						
Revised Scale G 2	180	190	200	210	220	230	240	250	250					
Nigeria 1st Class Technical Assistant	140	150	160	170	180	190	200	210	220					
*Gold Coast 2nd Division Technical Staff, etc.	154	164	174	184	194	204	208 214	224	210 220					
Sierra Leone Technical Staff, Grade I	136	144	152	160	170	180	190	200	220					
Revised Scale G 2C	180	190	200	210	220	230	240	250	260	270	280			
Gambia Technical Staff, Grade II		160	170	180	190	200	210	220	230					
Revised Scale G 3	260	275	290	305	320	340	360							
Nigeria Senior Technical Staff, Grade II	240	252	264	276	288	300								
Gold Coast 1st Division Technical Staff, etc.	230	242	254	266	278	290	302							
Gold Coast Other Grades	222 240	234 250	246 260	258 270	270 280	282 290	300							
Sierra Leone Senior Technical Staff, Grade III	240	250	260	270	280	290	300							
Revised Scale G 3C	300	310	320	330	340	350	360	370	380	390	400			
Gambia Technical Staff, Grade I	260	270	280	290	300	310	320	330	340	350	360			
Revised Scale G 4	375	390	405	420	435	450	465	480	480	480				
Nigeria Senior Technical Staff, Grade I	310	325	340	355	370	385	400							
Gold Coast Senior Division Technical Staff	324 310	336 320	348 330	360 340	372 350	384 360	396 370	380	390	400				
Gold Coast Other Grades	300	312	324	336	348	360	372	384	396					
Gold Coast Estate Officers			350	370	390	410	430	450						
Sierra Leone Senior Technical Staff, Grades I and II	300	315	330	345	360	380	400							
Gambia, Government Printer, etc.	310	325	340	355	370	385	400							

* For conversion purposes officers at present serving in the Gold Coast on the Scale (a) £48-£224 or (b) £48-£208 who opt for the new scales will, if their salaries do not exceed in the case of (a) £158 p.a. or in the case of (b) £138 p.a. at the date of conversion, be placed on Scale G 1. Officers whose salaries exceed those amounts will be placed on Scale G 2.

APPENDIX VII—contd.

CONVERSION TABLE—SCALE H

Scales H 1, 2, 3, 4, 5, 6	Recruits Nigeria (H 1)	3rd Class Constable Nigeria (H 2)				2nd Class Constable Nigeria (H 3)			1st Class Constable Nigeria (H 4)					Lance-Corporal Nigeria (H 5)	Corporal Nigeria (H 6)						
	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£			
<i>Revised Scales</i>	50	60	63	66	69	72	75	78	84	87	90	93	96	100	112	118	124				
<i>Present Scales</i>	24	27	30			33			36	39				42	48	51	54 57 60				
			£	£	£	£	£							£	£	£	£				
<i>Revised Scale H 7</i>			130	136	142	148	148							160	160	160	160	160			
Sergeant, Nigeria			66	69	72	75	78							84	87	90	93	96			
Sub-Inspector, Gambia			82	91	100	109								118	127	136					
	£	£	£	£	£	£	£	£	£					£	£	£	£	£			
<i>Revised Scale H 9</i>	170	180	190	200	210	220	220	220	220					230	240	250	260	270	280	280	280
Sub-Inspector, Nigeria	96	104	112	120	128	136	144	152	160					170	180	190	200	210	220		
Sub-Inspector, Grade II, Gold Coast	120	128	136	144	152	160								170	180	190	200	210	220		
Sergeant-Major, Sierra Leone ...	136	144	152	160										160	170	180	190	200	210	220	230
														170	180	190	200	210	220		
	£	£	£	£	£	£	£	£	£	£	£			£	£	£	£	£	£	£	£
<i>Revised Scale H 11</i>	290	305	320	335	350	365	380	400	400	400	400			420	435	450	465	480	500	500	
Inspector, Grade I, Nigeria	240	252	264	276	288	300								310	325	340	355	370	385	400	
Inspector, Gold Coast	235	250	265	280	295	310	325	340													
Inspector, Sierra Leone	240	250	260	270	280	290	300														
Chief Inspector, Gambia	260	270	280	290	300	310	320	330	340	350	360										

Note.—Station Allowance of 2s. 6d. a month at present paid to personnel of the Nigerian Police Force below the rank of Sergeant-Major resident within Lagos Town Council limits will not be payable to officers on the new scales.

APPENDIX VII—*contd.*

CONVERSION TABLE—SCALE J

	£	£	£	£	£	£	£	£	£	£	£
<i>Revised Scale J 1</i> ...	42	45	48	52	56	60	64	72	76	80	84
Present ...	18	21	24	27	30	33	36	39	42	45	48

The above scale will not apply in its entirety to posts to which it has been allocated, but only in part as indicated in Appendix IV. Example—A post which is at present on the scale £18 x 3—£24 will in future be on the scale £42 x 3—£48.

	£	£	£	£	£
<i>Revised Scale J 2</i> ...	84	88	92	96	96
Preventive Officers, Customs, Nigeria ...	48	54	60		
Assistant Station Keeper, Fire Brigade, Nigeria ...	51	54	57	60	
1st Class Warder, Prisons, Nigeria ...	51	54	57	60	
Teacher, Industrial School, Prisons, Nigeria ...	51	54	57	60	
3rd Class Matron, Prisons, Gold Coast ...	48	54	60		
3rd Class Escort Warder, Prisons, Gold Coast ...	48	51	54	57	60
Matron, Juvenile Section, Prisons, Sierra Leone ...	48	51	54	57	60
1st and 2nd Grade Warder, Prisons, Sierra Leone ...	48	51	54	57	60

<i>Revised Scale J 3</i> ...	100	104	108	112	112
Chief Preventive Officer, Customs, Nigeria ...	66	69	72	75	78
Station Keeper, Fire Brigade, Nigeria ...	66	69	72	75	78
Senior Warder, Prisons, Nigeria ...	66	69	72		
Matron, Prisons, Sierra Leone ...	60	63	66	69	72
Technical Instructor, Prisons, Sierra Leone ...	54	60	66	72	78/84
Principal Warder, Prisons, Sierra Leone ...		63	66	69	72

<i>Revised Scale J 4</i> ...	116	120	124	128	128
3rd Class Superintendent, Customs, Nigeria ...	84	87	90	93	96
Drill Instructor, Customs, Nigeria ...	84	87	90	93	96
Senior Station Keeper, Fire Brigade, Nigeria ...	84	87	90	93	96
Chief Warder, Class II, Prisons, Sierra Leone ...	80	88	96	104	
3rd Class Superintendent, Customs Preventive Service, Gold Coast ...	70	75	80	85	90

	£	£	£	£	£	£	£	£	£	£
<i>Revised Scale J 4A</i> ...	96	102	108	114	120	128	132	132	132	
3rd Class Trade Instructor, Gold Coast.	60	66	72	78	84	90	96	102	108	

<i>Revised Scale J 5</i> ...	132	140	150	150	150		
Signalman, Grade I, Marine Department, Nigeria ...	102	108	114	120			
Boatswain, Grade I, Marine Department, Nigeria ...	102	108	114	120			
2nd Class Superintendent, Preventive Service, Customs, Gold Coast.	100	107/10	115	122/10	130		
2nd Class Staff Warder, Prisons, Gold Coast ...	90	98	106	114			
1st Class Escort Warder, Prisons, Gold Coast ...	90	98	106	114			
1st Class Matron, Prisons, Gold Coast ...	90	98	106	114			
Chief Warder, Class I, Prisons, Sierra Leone ...	104	112	120	128	136		

<i>Revised Scale J 5A</i> ...	140	150	160	170	170	170	
2nd Class Trade Instructor, Prisons, Gold Coast ...	96	104	112	120	128	136	

<i>Revised Scale J 6</i> ...	160	170	180	190	200	210	
1st Class Signalman, Marine Department, Nigeria ...	140	150	160	170	180		
Assistant Chief Fire Officer, Nigeria ...	120	130	140	150	160	170	
Chief Warder, Grade II, Prisons, Nigeria ...	140	150	160	170	180		
Senior Trade Instructor, Prisons, Nigeria ...	140	150	160	170	180		
Principal Warder, Prisons, Gold Coast ...	120	128	136	144	152	160	
<i>Revised Scale J 6A</i> ...	190	200	210	220	230	230	230
1st Class Trade Instructor, Prisons, Gold Coast ...	160	170	180	190	200	210	220

APPENDIX VII—*contd.*CONVERSION TABLE J—*contd.*

	£	£	£	£	£	£	£			
<i>Revised Scale J 7</i>	210	220	230	240	250	250	250			
1st Class Superintendent of Customs, Preventive Service, Nigeria.	170	180	190	200	210	220				
Chief Warder, Grade I, Prisons, Nigeria	190	200	210	220						
Headmaster, Industrial School, Prisons, Nigeria	190	200	210	220						
Chief Warder, Prisons, Gold Coast	170	180	190	200	210	220				
Chief Warder, 2nd Grade, Prisons, Gambia ...	160 170	180	190	200	210	220	230			
Deputy Assistant Superintendent of Prisons, Sierra Leone.	170							180	190	200	210	220
	£	£	£	£	£	£	£	£	£	£
<i>Revised Scale J 6 and J 7</i>	160	170	180	190	200	210	220	230	240	250
1st Class Superintendent of Customs, Preventive Service, Gold Coast.			150	160	170	180	190	200	210	220
<i>Revised Scales J 5 and J 6</i>	132	140	150	160	170	180	190	200	200	
Superintendent of Customs, Preventive Service, Class II, Nigeria.	96	104	112	120	128	136	144	152	160	
<i>Revised Scales J 4 and J 5</i>	116	120	124	128	132	140	150			
Assistant Chief Warder, Nigeria	80	88	96	104	112	120	128			
Trade Instructor, Grade I, Prisons, Nigeria ...										
Assistant Headmaster, Prisons, Nigeria										
<i>Revised Scale J 3 and J 4</i>	100	104	108	112	116	120	124	128		
Boatswain, Grade II, Marine, Nigeria	54	60	66	72	78	84	90	96		
Quartermasters, Marine, Nigeria										
Pilots, Marine, Nigeria										
Donkeymen, Marine, Nigeria										
Senior Greasers, Marine, Nigeria										
Fireman, Marine, Nigeria	60	66	72	78	84					
Third Class Staff Warder, Gold Coast										
Second Class Escort Warder, Gold Coast										
Second Class Matron, Gold Coast										

APPENDIX VII—contd.

CONVERSION TABLE—SCALE K

	K 1			K 2				K 3				K 4						K 5		
	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	
	Revised Scales ...	42	45	48	52	56	60	64	72	76	80	84	88	92	96	100	104	108	112	116	120
Present Scales ...	18	21	24	27	30	33	36	39 40	42 44	45	48	51 52	54 56	57	60	63	66	72	78	84

CONVERSION TABLE—SCALE L

	L 1						L 2			L 3				
	£	£	£	£	£	£	£	£	£	£	£	£	£	£
	Revised Scales ...	72	78	84	90	96	102	108	114	120	126	132	138	144	150
Present Scales ...	30	42	48	54	60	66	69	75	82	90	96	102	108	120
	36	45	51	56	63	68	72	76	84			104	112	114
	39 *45	45	45	58	64			78	88					124 128

* Officers on scales which carry an initial salary of £45 for three years will convert to this scale at £72, £78 or £84, according to their length of service in the old scale.

Note.—Scales K and L are divided into segments as these scales will not apply in their entirety in the case of all appointments to which the scales are appropriate. The segment or segments of these scales to be attached to appointments within this group are indicated in Appendix IV.

APPENDIX VII—contd.

CONVERSION TABLE—SCALE M 1

	£	£	£	£	£	£	£	£	£	£	£
<i>Revised Scale M 1</i>	375	375	375	390	405	420	435	450	465	480	500
<i>Revised Scale plus Expatriation Pay</i> ...	500	500	500	520	540	560	580	600	620	640	660
Confidential Stenographer and Office Assistant, Nigeria. } ...	400	415	430	450	470	490	510	530	550	570	600
Secretary-Typist, Nigeria											
Woman Welfare Officer, Gold Coast ...	400	412	424	436	448	460	472	484	496	508	520/600
Office Assistant (Woman), Gold Coast ...	400	412	424	436	448	460	472	484	500		

SCALE M 2

Scale applicable to Medical Officers eligible for maximum of £1,200 or £1,150.

	£	£	£	£
<i>Revised Scale M 2</i>	1,250	1,300	1,350	1,400
<i>Present Scale</i>	1,050	1,100	1,150	1,200
<i>Pre-1935 Scale</i>	1,000	1,050	1,100	1,150

GAMBIA TEACHERS CONVERSION TABLE—SCALE M 3

	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	
Grades A and B {	<i>Revised Scale</i>	72	78	84	90	96	102	108	114	120													
	<i>Present Scales</i>	36	42	48	54	60	66	72	78	84													
Grade C {	<i>Revised Scale</i>	84	84	84	96	112	120	128	136	144	152	160	170	180	190	200	210	210	210				
	<i>Present Scale</i>	42	48	54	60	66	72	78	84	96	104	112	120	128	136	150	160	170	180				
Grade D {	<i>Revised Scale</i>	120	120	120	130	140	150	160	170	180	190	200	210	220	230	240	250	260	270	280	280	280	
	<i>Present Scale</i>	72	78	84	90	96	104	112	120	128	136	150	160	170	180	190	200	210	220	230	240	250	
Grade E {	<i>Revised Scale</i>	150	150	150	160	170	180	190	200	210	225	240	255	270	285	300	320	340	360	380	400	425	450
	<i>Present Scale</i>	150	160	170	180	190	200	210	220	230	240	250	260	270	280	290	300	312	324	336	348	350	360

APPENDIX VII—contd.

CONVERSION TABLE—NURSING SISTERS' SCALE N

	£	£	£	£	£	£	£	£		£	£	£	£	£	£	£
<i>Revised Scale N 1</i>	320	320	320	360	375	390	405	420	<i>Revised Scale N 2</i>	450	465	480	495	510	525	540
<i>Revised Scale N 1 plus Expatriation Pay</i> ...	425	425	425	480	500	520	540	560		<i>Revised Scale N 2 plus Expatriation Pay</i> ...	600	620	640	660	680	700	720
<i>European Scales</i> { Present Pre-1935	350	350	400	420	440	460	480	480	<i>Present Scale</i>	520	540	560	580	600	630	
	350	350	400	415	430	450	470			<i>Pre-1935 Scale</i>	500	520	540	560	580		600
<i>African Scales</i> { Nigeria and Sierra Leone Gold Coast	260	260	300	315	330	345	360	400	<i>Revised Scale, Matron</i>	£600 Expatriation £200.						
	295	310	325	340	355	370	385			<i>Present Scale, Matron</i>	£700					

PROPOSED SCALES FOR AFRICAN NURSES

NURSES, GRADES III AND II	N 3A						N 3B					
	£	£	£	£	£	£	£	£	£	£	£	
<i>Proposed Scale N 3</i>	84	84	84	90	96	112	120	128	136	144	152	160
<i>Present Scales and Grades</i>												
Nigeria, 2nd and 3rd Class Nurses	48	48	54	60	66	72	80	88	96	104	112	120/128
" " " " Midwives												
" " " " Lunatic Asylum Attendants												
" " " " Leper Asylum Attendants												
Gold Coast, Nurses, Midwives and Health Visitors							84	98	106	114	122	130/138
Gold Coast, 2nd Division Nurses		54	60	66	72	78	84	98	106	114	122	130/138
Gold Coast, Assistant Health Visitors	48	54	60	66	72	78/84						
Gold Coast, Midwives, 2nd Class		54	60	66	72							
Sierra Leone, Staff Nurses and Nurses		54	60	66	72	80	88	96	104	112	120	128
Sierra Leone, Senior Attendant, Lunatic Asylum							80	88	96	104	112	120/128
Sierra Leone, 2nd Class Midwives		54	60	66	72							
Sierra Leone, Health Visitors, Classes I and II		54	60	66	72		80	88	90	104	112	120/128
Gambia, 3rd Class Nurses		50	58	66	74	82	100	109	118	127	136	

APPENDIX VII—*contd.*

PROPOSED SCALES FOR AFRICAN NURSES—*contd.*

NURSES, GRADE I	N 4A					N 4B				
	£	£	£	£	£	£	£	£	£	£
<i>Proposed Scale N 4.</i>	170	180	190	200	210	220	230	240	250	250
Nigeria Senior Nurse						190	200	210	220	
Nigeria 1st Class Nurse	140	150	160	170	180					
Nigeria 1st Class Midwives										
Nigeria 1st Class Lunatic Asylum Attendants										
Nigeria Assistant Tutor										
Gold Coast Nurse Midwives	154	164	174	184	194	204	208			
Gold Coast Health Visitors										
Gold Coast 2nd Division Nurses										
Sierra Leone Senior Staff Nurses	136	144	152	160	170	180	190	200	210	220
Sierra Leone Senior Health Visitors										
Sierra Leone Keeper, Lunatic Asylum										
<i>Senior Nurses—Proposed Scale N 5</i>	260	275	290	305	320	320				
Gold Coast 1st Division Nurses	222	234	246	258	270	282				
<i>Chief Nurse—Proposed Scale N 6</i>	340	355	370	385	400	420	420	420		
Chief Nurse Gold Coast	300	312	324	336	360	372	384	396		

For conversion purposes officers at present serving in the Gold Coast on the scale £48—£208 who opt for the new scales will, if their salaries do not exceed £138 p.a. at the date of conversion, be placed on Scale N 3. Officers whose salaries exceed that amount will be placed on Scale N 4.

APPENDIX VIII

NIGERIA

LOCAL FOODSTUFFS—HOSPITAL CONTRACT PRICES

TABLE I

Commodity	Unit	1935	1939	1942	1945	%Increase 1945-1935
Beef without bone	lb.	3½d.	3d.	5½d.	7½d.	114%
Mutton	lb.	4d.	3½d.	7d.	—	75%*
Fish, dry, local	lb.	3½d.	3½d.	5d.	8d.	120%
Fish, fresh	lb.	—	3½d.	6d.	10d.	208%
Fowls, dressed	lb.	3d.	3½d.	5d.	9d.	200%
Eggs	each	½d.	½d.	½d.	½d.	50%
Farina (Gari)	lb.	½d.	½d.	½d.	½d.	50%
Yam	lb.	½d.	½d.	½d.	½d.	100%
Beans	lb.	½d.	½d.	½d.	½d.	100%
Akara	oz.	½d.	½d.	½d.	½d.	—
Egusi	lb.	1½d.	1d.	1½d.	2d.	33½%
Palm Oil	lb.	½d.	1½d.	1½d.	1½d.	100%
Onions	lb.	1½d.	1½d.	1½d.	1½d.	33½%
Pepper, Country	lb.	1½d.	1d.	2½d.	4½d.	200%
Groundnut	lb.	½d.	½d.	1d.	1½d.	100%

Note.—Hospital contract prices have been taken because these are the only figures available for 1935 and 1939. The 1945 contract was made at the beginning of the year and prices later increased considerably, especially during the short season, June to August inclusive.

* Increase 1942-1935.

APPENDIX VIII—*contd.*
IMPORTED FOODS AND BEVERAGES

TABLE II

Commodity	Unit	1935	1939	1942	1945	%Increase 1945-1935
Milk	Dozen tins	3/-	2/6	4/3	5/-	66%
Sardines	Dozen tins	2/2	2/2	—	5/6	154%
Corned Beef	Dozen 12 oz.	9/-	9/-	15/-	24/-	166%
Tea	lb.	4/-	4/11	U.K. 5/7 E.A. 3/4	3/4	31%*
Ovaltine	1 lb. tin	4/-	4/-	4/9	5/9	44%
Horlicks	Bottle	2/4	3/9	4/9	4/2‡	80%
Sugar (Castor)	4 lb. tin	1/8	1/8	—	2/8	60%
Cabin Biscuits	lb.	5d.	5d.	—	11½d.	130%
Flour	100 lb.	18/6	18/6	27/6	31/11	72%
Cerebos Salt	2 lb.	8d.	—	—	2/3	237½%
Salt (Trade)	cwt.	9/6	9/6	12/9	14/8	54%
Schnapps (Trade Gin)	Bottle	5/9	6/9	13/4	—	136%†
Beer	"	1/-	1/-	1/10	2/8	166%
Brandy	"	14/-	14/-	16/5	20/-	43%‡
Whisky	"	11/-	11/-	18/-	18/-	65%
Gin	"	7/3	7/9	17/-	19/-	162%§

* East Africa 1942-45.

† Increase 1942-35.

‡ South Africa 1945.

§ South Africa 1942-45.

APPENDIX VIII—contd.

IMPORTED MERCHANDISE

TABLE III

Commodity	Unit	1935	1939	1942	1945	%Increase 1945-35
Leaf Tobacco (Black Fat)	lb.	3/4	3/10	7/-	8/6	155%
Cigarettes, Capstan	Dozen tins of 50	21/6	21/-	26/6	53/6	149%
" Bicycle	Packet of 10	10½d.	10½d.	2/6	2/6	186%
Matches	Dozen pkts. of 12	9/-	11/-	17/-	19/3	115%
Soap (Yellow)...	Bar	6d.	6d.	7d.	8d.	33½%
Toilet Lux	Tablet	3d.	3d.	5d.	6d.	100%
Corrugated G.I. Sheets	6' x 26g each	3/6½d.	4/-	4/8-5/10	5/6*	57%
Cement, 94 lb. bag	each	2/6	4/6	9/-	8/3	230%
Bicycle (Raleigh Popular)	each	170/-	145/-	182/6	170/9†	—
" Tyre	each	4/6	4/6	5/10	7/9	72%
" Tube	each	1/-	1/-	2/9	3/6	250%
Car, Ford 8 h.p.	each	£160	£167 10s.	£235	£325	103%
650 x 16" Tyres (Dunlop)	each	£3 5s.	£3 0s. 5d.	£5 15s.	£6 2s. 1d.	88%‡
650 x 16" Tube (Dunlop)	each	8/-	10/-	16/6	28/9	260%‡
Rfrg. (Electrolux L 22)	each	£32 10s.	£32 10s.	£45	£59 3s.	85%
Lamps (Hurricane)	each	1/9	2/6	8/6	6/3	300%§
Lamps (Tilley)	each	40/-	40/-	—	70/-¶	75%
Petrol	gal.	2/2½d.	2/6	2/11	2/8	21%
Kerosene	4 gal. tin	8/9	8/9½	12/4	11/9½	23%
Grey Baft	10 yards	4/3	4/-	9/6	13/6	214%
Shirting	10 yards	4/6	5/-	11/6	14/6	222%
White Drill	6 yards	3/-	4/-	8/-	11/6	283%
Split Poplin		3/-	3/-	4/6	8/6	183%
Wovens	10 yards	3/-	3/-	7/6	11/-	266%
Real India Madras		6/6	6/6	15/-	20/-	208%

* 1945 inferior quality.

† 1945 poorer quality.

‡ 1945 synthetic.

§ In 1935 and 1939 cheap German lamps were available. Now only from U.S.A. and U.K.

¶ Poorer quality wartime model.

APPENDIX IX

GOLD COAST

TABLE I

Statement showing the movements of the average annual landed cost per statistical unit of certain imported articles during the last ten years, the corresponding cost for the year 1935 being taken as 100 :—

Item No.	Article	Unit	YEAR									
			1935	1936	1937	1938	1939	1940	1941	1942	1943	1944
CLASS I												
<i>Food, Drink and Tobacco</i>												
Butter and Butter substitutes :—												
10	Butter	cwt.	100	108	110	106	107	143	143	157	191	187
11	Butter substitutes	"	100	102	83	77	69	94	78	105	153	112
12	Cheese	"	100	84	79	84	86	117	119	146	198	195
16	Confectionery	"	100	82	78	110	106	131	196	166	186	199
Fish of all kinds :—												
17	Canned or preserved in jars or bottles	"	100	93	95	92	83	111	208	202	64	90*
24	Flour (wheaten)	"	100	103	133	118	99	134	129	156	177	208
Jams, Jellies and Preserved fruits :—												
30	Canned or bottled fruits	lb.	100	91	98	96	97	111	92	78	139	143
Meats :—												
33	Beef and Pork, pickled or salted	cwt.	100	111	114	111	116	182	240	373	476	407
34	Canned or bottled	"	100	108	123	134	124	173	292	280	406	541
38	Milk—Condensed, not sweetened (a)	"	100	100	100	99	109	153	193	198	212	211
48	Oil—Edible	gal.	100	102	100	68	80	128	111	148	126	130
60	Sugar	cwt.	100	103	108	102	119	196	216	240	206	209
61	Tea	lb.	100	97	94	94	94	107	117	117	102	110

*Prior to 1st January, 1937, there were no separate statistics for these articles, therefore particulars of that year were assumed for 1935 and 1936.

APPENDIX IX—contd.

Item No.	Article	Unit	YEAR											
			1935	1936	1937	1938	1939	1940	1941	1942	1943	1944		
	Tobacco :—													
62	Unmanufactured	lb.	100	103	113	118	135	160	168	206	231	260		
64	Manufactured—Cigarettes	"	100	77	83	76	76	88	95	89	87	90*		
68	Vegetables—Fresh—Potatoes (a)	cwt.	100	100	100	99	99	142	160	238	262	268		
	CLASS III													
	<i>Articles Wholly or Mainly Manufactured</i>													
	<i>A—Textiles</i>													
	Apparel :—													
86	Boots and shoes, wholly or mainly of leather	pair	100	87	95	95	109	149	129	183	270	285		
87	Boots and shoes, rubber, including rubber with canvas uppers	"	100	98	121	131	139	183	191	257	365	533		
90	Cardigans, Jerseys and Pullovers	No.	100	64	61	107	84	75	63	59	143	233		
93	Shirts	"	100	84	80	82	82	85	78	120	271	313		
94	Singlets	"	100	74	108	96	80	98	114	138	228	238		
95	Socks and stockings of cotton	doz. pair	100	92	108	138	117	134	136	163	229	243		
	Cotton Manufactures :—													
	Piece Goods :—													
102	Grey, unbleached	cwt.	100	96	115	102	93	121	149	178	244	270		
	White, bleached	"												
	Dyed in the piece	"												
104	Printed	"	100	104	116	106	102	131	147	181	231	239		
109	Blankets (a)	"	100	100	100	87	90	152	148	184	285	226		
	Artificial Silk Manufactures :													
	Wholly of Artificial Silk :—													
125	Piece Goods (a)	lb.	100	100	100	82	76	100	130	173	207	209		

* Item No. 64.—The selling price of a tin of 50 Players cigarettes in 1935 was 2s. 1d. and in 1945 3s. 6d., an increase of 68%.

APPENDIX IX—contd.

Item No.	Articles	Unit	YEAR									
			1935	1936	1937	1938	1939	1940	1941	1942	1943	1944
<i>CLASS III—contd.</i>												
<i>B—Metals</i>												
135	Clocks and watches—complete	No.	100	136	128	151	133	302	456	559	957	546
151	Machinery—Sewing	"	100	108	115	117	90	91	111	109	118	136
Iron and Steel Manufactures :—												
159	Buckets, pails and basins	doz.	100	76	105	159	162	139	293	377	527	399
Building and mining materials :—												
162	Corrugated iron sheets	ton	100	104	140	137	134	175	193	226	180	187
<i>C—Miscellaneous</i>												
214	Percussion Caps	thousand	100	97	103	114	119	147	149	157	—	—
217	Gunpowder	cwt.	100	102	104	94	101	112	118	120	147	168
227	Candles	"	100	95	95	92	102	152	150	157	244	248
228	Cement	ton	100	100	110	127	139	165	219	253	259	213
245	Lamps and Lanterns	doz.	100	87	110	108	116	260	244	260	332	398
249	Matches	gr. boxes	100	102	100	101	111	177	175	172	191	224
255	Oil—Illuminating	gal.	100	107	98	69	65	92	95	184	108	100
271	Soap—other kinds (common soap)	cwt.	100	104	121	115	112	143	139	153	153	166
279	Umbrellas and Parasols	No.	100	87	132	148	126	200	311	505	808	1,127

APPENDIX IX—contd.

GOLD COAST—TABLE II

LOCAL MARKET PRICES : ANNUAL MEANS OF TEN STATIONS

Produce	Unit	1935	1936	1937	1938	1939	1940	1941	1942	1943	1944	1945*
1. Bananas	Fingers for 3d. ...	48.0	44.0	32.0	32.0	44.3	42.6	40.7	48.2	31.3	22.9	18.1
2. Bambarra nuts	Cig. tins for 3d. ...	5.6	4.8	3.8	4.7	5.2	5.2	3.6	2.7	3.3	3.1	2.6
3. Cassava (fresh)	Tubers for 3d. ...	15.1	12.7	4.3	8.0	12.6	11.7	7.7	5.1	4.3	5.3	4.2
4. Cassava (Garri)	Cig. tins for 3d. ...	5.9	6.1	4.8	5.6	6.6	6.1	5.7	5.8	4.8	5.2	4.0
5. Cassava (Kokonte)... ..	Cig. tins for 3d. ...	10.0	10.2	7.1	9.9	10.0	10.5	9.0	7.4	7.9	6.4	5.7
7. Coconuts	No. for 3d. ...	4.7	4.7	3.9	4.1	4.5	4.8	4.6	3.8	3.7	3.4	3.8
8. Coconut Oil	Pence per bottle ...	6.6	8.1	7.2	8.1	7.8	7.8	7.6	9.3	10.8	12.2	13.1
9. Cocoyams	Tubers for 3d. ...	18.4	13.7	6.9	10.3	14.4	13.7	9.7	8.1	6.0	5.8	4.5
10. Cola	Nuts for 3d. ...	59.8	31.0	25.9	30.2	26.7	28.1	29.8	19.8	18.2	16.6	17.7
11. Cola (White)	Nuts for 3d. ...	12.6	10.1	9.4	9.9	10.9	11.8	13.0	16.0	13.4	13.0	13.2
12. Corn (Green)	Cobs for 3d. ...	16.6	13.9	8.8	11.2	13.3	11.7	13.7	10.5	6.3	8.8	6.7
13. Corn (Shelled)	Cig. tins for 3d. ...	12.8	11.9	8.1	10.2	16.3	14.4	9.5	8.4	5.4	6.5	4.9
14. Corn (Ground)	Cig. tins for 3d. ...	5.9	5.8	4.9	5.7	6.1	6.5	5.2	5.2	3.2	4.0	3.3
15. Cowpeas	Cig. tins for 3d. ...	4.6	4.3	4.0	4.2	4.8	4.5	4.0	2.8	2.5	2.5	2.2
16. Garden Eggs	Fruits for 3d. ...	51.4	49.4	34.6	30.0	52.6	46.2	33.9	36.2	33.1	22.1	17.6
17. Ginger	Roots for 3d. ...	32.4	23.9	19.1	19.2	20.0	20.4	20.2	20.0	16.0	15.8	14.9
18. Groundnuts (Shelled)	Cig. tins for 3d. ...	4.9	3.8	3.4	3.8	4.4	4.0	3.4	2.6	2.2	2.6	1.9
19. Groundnut Oil	Pence per bottle ...	7.8	8.8	8.7	9.7	7.8	9.3	11.4	14.7	18.0	20.5	22.0
20. Limes	Fruits for 3d. ...	84.1	54.5	55.8	59.2	55.8	65.0	58.6	52.8	45.4	36.4	29.5
21. Mangoes	Fruits for 3d. ...	14.9	17.6	14.9	15.5	15.6	15.1	21.2	12.9	9.1	11.9	9.1
22. Okros	Fruits for 3d. ...	71.8	62.0	57.9	50.6	55.1	65.4	55.9	38.1	68.5	40.4	29.4
23. Onions	Bulbs for 3d. ...	89.2	69.9	62.5	55.9	62.7	53.4	59.9	50.4	46.0	37.3	26.4
24. Oranges	Fruits for 3d. ...	18.7	18.2	15.0	19.4	19.9	16.9	16.1	14.8	12.4	9.8	10.3
25. Palm-fruit	Cig. tins for 3d. ...	11.7	10.8	8.8	11.2	13.1	11.8	12.2	10.8	8.7	7.9	6.3
26. Palm Oil	Pence per bottle ...	4.6	5.3	5.9	5.9	5.5	4.9	5.5	6.7	8.0	8.5	9.4
27. Palm-kernel Oil	Pence per bottle ...	4.1	4.9	6.1	5.9	5.4	5.2	5.8	6.1	10.6	11.6	11.5
28. Pawpaws	Fruits for 3d. ...	5.0	5.1	3.7	4.0	4.1	4.0	4.1	4.5	3.4	3.5	3.5
29. Pears (Avocado)	Fruits for 3d. ...	8.3	9.4	7.0	7.3	9.0	9.7	9.0	7.6	4.8	5.2	5.1
30. Pepper (Dried Chillies)	Cig. tins for 3d. ...	5.2	4.2	4.1	3.8	4.3	3.7	3.8	2.9	2.2	2.6	2.0
31. Pineapple	Fruits for 3d. ...	6.2	3.5	3.1	3.1	3.7	3.6	3.6	2.9	3.8	2.5	2.5
32. Plantains	Fingers for 3d. ...	27.2	21.0	12.7	14.5	18.7	20.1	16.8	14.4	8.9	8.6	6.3
33. Sweet Potatoes	Tubers for 3d. ...	21.1	16.6	10.7	11.3	12.7	11.6	10.1	9.7	6.2	5.4	6.3
34. Tigernuts	Cig. tins for 3d. ...	3.9	3.5	3.2	3.2	3.6	3.3	3.5	2.1	2.0	2.0	1.9
35. Tomatoes	Fruits for 3d. ...	26.3	21.6	13.1	18.0	21.2	18.6	14.5	13.8	11.5	9.4	9.0
36. Wateryams	Pence per tuber ...	6.4	6.1	9.9	10.8	6.9	6.0	7.2	8.9	11.3	10.0	14.7
37. Yams	Pence per tuber ...	8.3	7.9	10.8	10.6	9.1	8.9	9.4	12.6	14.0	14.8	16.3

* January to October, 1945.

APPENDIX IX—contd.

GOLD COAST—TABLE III

PRICE INDEX—1935 PRICES. BASIS 100

Produce	1935	1936	1937	1938	1939	1940	1941	1942	1943	1944	1945*
1. Bananas	100	109	150	150	108	113	118	100	153	210	265
2. Bambarra nuts	100	117	147	119	108	108	156	207	170	181	215
3. Cassava (Fresh)	100	119	351	189	120	129	196	296	351	285	360
4. Cassava (Garri)	100	97	123	105	89	97	104	102	123	113	148
5. Cassava (Kokonte)	100	98	141	101	100	95	111	135	130	156	175
6. Cassava (Starch)	100	103	118	118	105	108	100	118	138	138	167
7. Coconuts	100	100	121	115	104	98	102	124	127	138	124
8. Coconut Oil	100	123	109	123	118	118	115	141	164	185	198
9. Cocoyams	100	134	267	179	128	134	190	227	307	317	409
10. Cola	100	193	231	198	224	213	201	302	329	360	338
11. Cola (White)	100	125	134	127	116	107	97	79	94	97	95
12. Corn (Green)	100	119	188	148	125	142	121	158	263	189	247
13. Corn (Shelled)	100	108	158	125	79	89	134	152	237	197	261
14. Corn (Ground)	100	102	120	104	97	91	113	113	184	148	179
15. Cowpeas	100	107	115	110	96	102	115	164	184	184	209
16. Garden Eggs	100	104	149	171	98	111	152	142	155	233	292
17. Ginger	100	136	170	169	162	159	160	162	203	205	217
18. Groundnuts (Shelled)	100	129	144	129	111	123	144	188	223	188	258
19. Groundnut Oil	100	113	112	124	100	119	146	188	231	263	282
20. Limes	100	154	151	142	151	129	144	159	185	231	287
21. Mangoes	100	85	100	96	96	99	71	116	164	125	164
22. Okros	100	116	124	142	130	110	128	188	105	178	244
23. Onions	100	128	143	160	142	167	149	177	194	239	338
24. Oranges	100	103	125	96	94	111	116	126	151	191	182
25. Palm-fruit	100	108	141	104	89	99	96	108	134	148	186
26. Palm Oil	100	115	128	128	120	107	120	146	174	185	200
27. Palm-kernel Oil	100	120	149	144	132	127	141	149	259	283	280
28. Pawpaws	100	98	135	125	122	125	122	111	147	143	143
29. Pears (Avocado)	100	88	119	114	92	86	92	109	173	160	163
30. Pepper (Dried Chillies)	100	124	127	137	121	141	137	179	236	200	260
31. Pineapples	100	177	200	200	168	172	172	214	163	248	270
32. Plantains	100	130	214	186	145	135	162	189	306	316	432
33. Sweet Potatoes	100	127	197	187	166	182	209	218	340	391	335
34. Tigernuts	100	111	122	122	108	118	111	186	195	195	205
35. Tomatoes	100	122	201	146	124	141	180	191	229	280	292
36. Wateryams	100	95	155	169	108	94	113	139	177	156	233
37. Yams	100	95	130	128	110	107	113	152	169	178	196

* January to October, 1945.

APPENDIX X

SIERRA LEONE

DETAILED PRICES OF THE PRINCIPAL COMMODITIES FOR THE YEARS 1935 AND 1945,
SHOWING THE PERCENTAGE OF THE ACTUAL INCREASE IN THE PRICE-
LEVEL OF EACH ITEM

Item	1935	1945	% Increase
LOCAL FOODSTUFFS :			
Fowls	4d. (approx.) ...	1/3d. lb. ...	275
Ducks	4d. (approx.) ...	1/3d. lb. ...	275
Eggs	6d. doz. ...	3/- doz. ...	500
Rice	3/6 to 5/6d. bushel	13/- bushel ...	190
Spinach	2d. to 4d. lb. ...	4d. to 6d. lb. ...	66
Oranges	2d. to 3d. doz.	6d. dozen ...	140
Bananas	2d. to 3d. doz.	6d. dozen ...	140
Avocado Pears ...	1/2d. to 1 1/2d. each	4d. each ...	300
Pawpaw	1/2d. to 2d. each	6d. each ...	380
Groundnuts	1/- kettle ...	4/- kettle ...	300
Sweet Potatoes ...	1/2d. lb. ...	2d. lb. ...	300
Cocoa Nuts	1d. to 2d. each	2d. each ...	33
Cucumbers	1/2d. to 3d. each	7d. each ...	300
Lettuce	9d. to 1/- lb. ...	3/- lb. ...	243
Tomatoes, large ...	4d. to 6d. lb. ...	1/6d. lb. ...	260
Tomatoes, small ...	3d. to 4d. lb. ...	9d. lb. ...	157
Limes	1d. dozen ...	3d. dozen ...	200
Fish, fresh	6d. lb. ...	1/2d. lb. ...	133
Fish, other kinds ...	3d. lb. ...	4d. lb. ...	33
Bonga, dried	4d. dozen ...	9d. to 1/- dozen	162
Bonga, fresh	1/2d. each ...	1/2d. each ...	100
Beef	8d. lb. ...	1/3d. to 1/6d. lb.	106
Mutton	9d. lb. ...	2/- lb. ...	166
Pork	1/1 1/2d. lb. ...	2/- lb. ...	78
Palm-oil	2/6d. tin ...	16/- tin ...	540
IMPORTED COMMODITIES :			
Flour	2 1/2d. lb. ...	4 1/2d. lb. ...	80
Milk	3 1/2d. tin ...	6d. tin ...	71
Sugar	5d. lb. ...	8d. lb. ...	60
St. Bruno Tobacco ...	6/- tin ...	7/9d. tin ...	29
Cigarettes	2/3d. tin ...	3/8d. tin ...	63
Tea	2/9d. lb. ...	3/7d. lb. ...	30
Salmon	8d. tin ...	1/5d. tin ...	112
Sardines (small) ...	2d. tin ...	6d. tin ...	200
Butter, tinned	3/- lb. ...	4/7d. lb. ...	53
Butter, fresh	2/- lb. ...	2/9d. lb. ...	37 1/2
Margarine, tinned ...	1/1 lb. ...	1/6d. lb. ...	38
Potatoes	3d. lb. ...	6d. lb. ...	100
Cheese, tinned	1/6d. lb. ...	3/2d. lb. ...	111
Cheese, fresh	2/- lb. ...	3/10d. ...	92
Bacon, tinned	2/- lb. ...	4/6d. lb. ...	125
Bacon, fresh	2/2d. lb. ...	3/9d. lb. ...	73
Toilet Soap	3d. tablet ...	6d. tablet ...	100

APPENDIX X—*contd.*

<i>Item</i>	1935	1945	% Increase
Common Soap	1/- bar.	1/9d. bar	75
Vim	1/3d. tin	1/6d. tin	20
Brasso	1/9d. tin	2/6d. tin	43
Matches	9d. doz. pkt.	1/6d. doz pkt.	100
Salt	9d. tin	1/3d. tin	66
Pepper	9d. tin	1/6d. tin	100
Coffee (local)	10d. lb.	1/3d. lb.	50
Jellies	6d. pkt.	1/3d. pkt.	150
Corned Beef	9d. tin	1/6d. tin	100
Whisky	11/- bottle	14/6d. bottle	32
Gin	7/6d. bottle	13/- bottle	73
Beer	11d. bottle	3/6d. bottle	282
Squashes	2/3d. bottle	3/3d. bottle	44
Beef	1/6d. lb.	2/6d. lb.	66
Mutton	1/4d. lb.	2/3d. lb.	69
Pork	2/- lb.	2/9d. lb.	37½
Fish (local)	8d. lb.	1/2d. lb.	75
Onions	3d. lb.	6d. lb.	100
Fruit, dried	1/2d. lb.	2/- lb.	71

<i>Item</i>	1939	1945	% Increase
Tennis Shoes	4/6d. pair	10/6d. pair	133
Singlets	1/3d. each	4/6d. each	260
Shorts	2/6d. each	7/6d. each	200
Caps	9d. each	3/6d. each	366
Head-tie	1/3d. each	3/5d. each	173
Oku Lapper	8/6d. each	17/- each	100
Print, Dress	4/6d. each	10/6d. each	133
Petticoat	2/- each	7/- each	250
Shoes, men	15/- pair	50/- pair	233
Socks	9d. pair	3/6d. pair	366
Shorts	2/6d. pair	5/6d. pair	120
Tussore Suit	17/- each	51/- each	200
Woollen Suit	60/- each	150/- each	150
Shirts	7/6d. each	15/- each	100
Raincoats	20/- each	75/- each	275
Hats	5/- each	15/- each	200
Singlets	1/3d. each	4/6d. each	260
Hats, Ladies	5/- each	15/- each	200
Flannel, Dress	4/6d. each	9/6d. each	111
Rayon, Dress	6/- each	36/- each	500
Shoes, ladies	10/- pair	35/- pair	250

APPENDIX—XI

GAMBIA

Commodity	Measure	A Average Price 1938	B Average Price 1945	C Weight	D Per- centage Rise	E Product of C and D
1. Basic Ration	1 lb.	1½d.	2½d.	8	66	528
2. Bread	3 oz.	¾d.	1d.	3	33	99
3. Sugar	1 lb.	2½d.	6d.	2	118	236
4. Meat	1 lb.	6d.	7d.	2	17	34
5. Fish	1 lb.	3d.	2d.	3	-50	-150
6. Milk	6 oz. tin.	2½d.	6d.	1	118	118
7. Groundnut Oil	1 gal.	3½d.	8½d.	2	155	310
8. Cassava	1 lb.	1d.	1½d.	4	50	200
9. Vegetables and Condiments (Sweet Potatoes, Garden Eggs, Pumpkin, etc.).	Estimated average price	1d.	1½d.	2	75	150
10. Fruits—Oranges, Bananas, Man- goes, etc.	„	1d.	1d.	1	—	—
11. Firewood	80 lb.	1/-	1/-	2	—	—
12. Matches	Box	½d.	1½d.	1	200	200
13. Candles	Packet	5½d.	1½d.	1	136	136
14. Soap	3 oz.	½d.	1½d.	1	33	33
15. Cotton Piece Goods (Shirting, Prints, Bafts, etc.).	Yard	6d.	1½d.	5	218	1,090
16. Kerosene	Bottle	4½d.	9d.	1	100	100
17. Palm Oil	Gal.	1½d.	4½d.	1	175	175
				40	1,394	3,409

Basic Ration per :—

	Rice	Coos	Sugar
October ...	10	20	3
November ...	10	20	2
December ...	5	25	2

(1) Average weighted increase = $\frac{E}{C} = 85.2$ (2) Percentage rise, average = $\frac{D}{\text{No. of commodities}} = 82$

(3) Cost-of-living Index for December—1+100=185.2

APPENDIX XII

Extract from the Report of the Cost-of-Living Committee, Lagos, Nigeria, 1942.

"41. Expert advice was sought as to the diet appropriate to the attainment of good health and maximum physical efficiency by a manual labourer under local conditions, and as to the estimated cost at the present day of such a diet. The Sub-Committee had the benefit of the assistance of Dr. O. A. Ajose, Assistant Medical Officer of Health, Lagos, in this connection; and of the advice of Dr. J. Cauchi, Deputy Director of Health Services, and Miss T. O. A. Pearce, Mistress in charge of the Domestic Science Centre, Lagos, both of whom are members of the Cost-of-Living Committee. Dr. Ajose and Miss Pearce carried out an investigation regarding the present cost of a model minimum diet for a labourer, consisting of items selected on the basis of the recommendations for such a diet given in the official publication of the Government of Nigeria entitled *Food in Relation to Health*. The cost of such a diet had been assessed by Dr. Ajose in July, 1940, at 10d. per diem (including provision for fuel), while the cost of a modification thereof, including quantities of vegetables and other ingredients reduced to conform to local needs, had been assessed at 9d. per diem at the same date, with the concurrence of Dr. L. L. Oluwole, Medical Officer of Health, Lagos, who had directed the investigation. The cost of such a diet had been assessed by Dr. Ajose at 11½d. per diem in November, 1941. The present cost, as assessed by Miss Pearce and Dr. Ajose, is as follows:—

	Nov. 1941	To-day
1. Meat	3d.	} Average of 8d. for four alternative soups.
2. Vegetables (7 oz.)	1d.	
3. Small Pepper	½d.	
4. Large Pepper	½d.	
5. Onions	½d.	
6. Tomatoes }		
7. Egusi	½d.	
8. Ila	½d.	
9. Shrimps (dried)	½d.	
10. Oil	½d.	
11. Salt	½d.	
12. Garl	1d.		2d.*
	8½d.	10d.
	BREAKFAST	
13. Eko and Akara or Eko and Moyinmoyin or Beans and Corn, etc.	1d.	2d.
	9½d.	1/-
14. Fruit	½d.	1d.
15. Firewood	1d.	1½d.
	11½d.	1/2½d.
i.e. for food only	10½d.	1/1d."

* To allow for substitution of Yam, Rice, and other more suitable farinaceous food.

APPENDIX XIII

ITINERARY OF THE COMMISSION'S TOUR OF WEST AFRICA

THE GOLD COAST

1ST JANUARY, 1946-7TH FEBRUARY, 1946

Centres visited

1-1-46 } ... Accra.
9-1-46 }
10-1-46 ... Koforidua.
10-1-46 } ... Kumasi.
13-1-46 }
14-1-46 } ... Tamale.
17-1-46 }
17-1-46 } ... Kumasi.
18-1-46 }
18-1-46 } ... Takoradi-Sekondi (Visit to
26-1-46 } Tarkwa 22/23-1-46).
26-1-46 } ... Cape Coast.
28-1-46 }
28-1-46 } ... Accra.
8-2-46 }
16-3-46 } ... Accra.
27-3-46 }

SIERRA LEONE

20TH FEBRUARY, 1946-16TH MARCH, 1946

Centres visited

20-2-46 } ... Freetown.
6-3-46 }
6-3-46 } ... Port Loko.
7-3-46 }
7-3-46 } ... Makeni.
8-3-46 }
8-3-46 } ... Bo (including visit to Njala).
11-3-46 }
11-3-46 } ... Freetown.
16-3-46 }

THE GAMBIA

8TH FEBRUARY, 1946-20TH FEBRUARY, 1946

Centres visited

8-2-46 } ... Bathurst.
10-2-46 }
10-2-46 } ... Journey up the River Gambia
12-2-46 } (including calls at Kerewan,
Georgetown and Bansang).
12-2-46 } ... Bansang.
13-2-46 }
13-2-46 } ... Bathurst (including visit to
20-2-46 } Brikama).

NIGERIA

27TH MARCH, 1946-5TH JUNE, 1946

Centres visited

27-3-46 } ... Lagos.
12-4-46 }
12-4-46 } ... Ibadan.
16-4-46 }
16-4-46 } ... Benin.
18-4-46 }
18-4-46 } ... Ibadan.
19-4-46 }
20-4-46 } ... Kaduna (including visit to Zaria).
24-4-46 }
24-4-46 } ... Jos (including visit to Bauchi).
29-4-46 }
29-4-46 } ... Enugu.
1-5-46 }
1-5-46 } ... Lagos.
5-6-46 }

APPENDIX XIV

LIST OF WITNESSES WHO GAVE WRITTEN EVIDENCE.

NIGERIA

GOVERNMENT OFFICERS.

<i>Department.</i>	<i>Name.</i>
Accountant-General	Acting Accountant-General.
Administrative	Chief Commissioners and the Commissioner of the Colony. H. J. M. Harding. R. J. Hook. B. J. A. Matthews. W. F. H. Newington. G. R. Osborn.
Administrator-General	Acting Administrator-General.
Secretariat	S. Ade Ojo. S. O. Adebo. L. Ade Kuyinu. A. Fajumobi. D. O. Johnson.
Agriculture	Director of Agriculture. D. W. H. Baker. H. D. L. Corby. F. J. Harper. D. B. Murray. T. A. Phillips. H. Vine. D. H. Welch. A group of Agricultural Assistants. A group of Agricultural Field Overseers. A group of Assistant Agricultural Officers. A group of Scientists and Research Workers. European Produce Inspection Staff.
Audit	Auditor.
Aviation	Director of Public Works.
Chemistry	Government Chemist.
Colliery	Colliery Manager.
Co-operative	Registrar. Co-operative Department African Staff Union.
Customs and Excise	Comptroller.
Education	Acting Director of Education. W. B. Benton-Evans. H. G. Butler. G. Plummer.
Fisheries	W. B. Dowson.
Forestry	Chief Conservator. R. I. Gbinosun. Fred Luma.
Geological Survey	Director.
Inland Revenue	Deputy Commissioner of Income Tax. Tax Recording and Collecting Staff.
Judicial	Acting Chief Registrar. A. Ade Ademola. N. J. Brooke.
Labour	Commissioner. Group of Assistant Labour Officers and Assistant Labour Officers-in-training.
Land and Survey	Commissioner of Lands and Director of Surveys.
Legal	Former Attorney-General.
Marine	Group of Marine Department Foreman. Commander C. W. M. Turner.

APPENDIX XIV—*contd.*NIGERIA—*contd.*GOVERNMENT OFFICERS—*contd.*

Medical	...	...	...	...	Director. H. M. S. Boardman. R. M. Jones. N. F. Kind. D. C. Lorimer. S. L. A. Manuwa. African Staff, Oji River Leper Settlement. African Staff, Uzuakoli. African holders of appointment as Medical Officers. Association of Government Dispensers. Group of Laboratory Superintendents. Group of Sanitary Superintendents. Memorandum signed by 82 Medical Officers.
Mines	...	...	...	...	Acting Chief Inspector.
Police	...	...	...	...	Commissioner.
Posts and Telegraphs	...	...	...	...	Postmaster-General. T. R. Beckett. W. H. Large. E. R. Richardson. D. Sanderson.
Printing	...	...	...	...	Acting Government Printer.
Prisons	...	...	...	...	Director.
Public Works	...	...	...	...	A. D. Blue. J. G. Kehoe. F. C. Kup. W. J. Moxon. K. Sadler. Adeniyi Williams. Group of Assistant Electrical and Assistant Mechanical Engineers. Group of Civil Engineers.
Railway	...	...	...	...	General Manager. Group of Workshop Foremen, Mechanical Department.
Veterinary.	...	...	...	...	Director. R. W. M. Mettam.

ASSOCIATIONS.

Aro Quarry Workers' Union.
Association of African Medical Officers of Nigeria.
Association of European Civil Servants of Nigeria.
Higher College (Yaba) Ex-Students' Union.
Joint Committee of Professional and Allied Technical Workers.
Nigeria Medical Graduates' Association.
Station Staff Union, Nigeria Railway.
Supreme Council of Nigerian Workers.
Trades Union Congress of Nigeria.

INDIVIDUALS.

The Hon. J. Manga Williams, Member of Legislative Council for the
Cameroons Division.
Dr. O. A. Ajose, Lagos Town Council.
F. A. O. Shoga.

COMPANIES.

A. O. Nigeria, Ltd.
Bank of British West Africa, Ltd.
Barclays Bank (Dominion, Colonial & Overseas).
Elder Dempster Lines, Ltd.
John Holt & Co. (Liverpool), Ltd.
Nigerian Electricity Supply Corporation.
Shell Company of West Africa, Ltd.
The Bisichi Tin Company (Nigeria), Ltd.
The Ex-Lands Nigeria, Ltd.
The United Africa Co. Ltd.

APPENDIX XIV—*contd.*

THE GOLD COAST.

GOVERNMENT OFFICERS.

<i>Department.</i>	<i>Name.</i>
Air Services	D. E. Smith.
Accountant-General	Accountant-General.
Administrative	A. L. Adu. R. G. Cooper. T. J. Lennard. E. H. Roach.
Agriculture	L. J. Packham. C. L. Skidmore. D. H. Urquhart.
Animal Health	A. Fulton. W. Richter.
Broadcasting	F. A. W. Byron, O.B.E. S. J. Kilmister.
Clerical	H. T. Asiedu. J. W. Y. Brobby. D. G. Ewusi-Brookman. Junior Clerical Staff, Supreme Court. J. A. Quartey.
Co-operation	W. J. N. Cheesman, M.C.
Education	W. R. Allen. D. Stevenson. J. Wilson. Northern Territories Boarding School Teachers.
Forestry	Forest Guards.
Income Tax	W. B. Dare. African Staff.
Information	A. Campbell. H. E. Lironi.
Labour	L. C. Whitcombe
Lands	G. W. Stacpoole.
Law Officers	R. Browne.
Medical	V. K. Barnor. F. R. Johnson. D. H. Reindorf. G. Robinson.
Mines	F. B. Higgins.
Police	R. W. H. Ballantine.
Posts and Telegraphs	African Staff. C. L. P. Aryee. F. J. Buckle. N. S. Elliot. C. Entwistle. W. E. Goldspink. S. P. Greer. E. C. Grimmett. N. P. H. James, B.E.M. C. H. Tomkins.
Printing	G. Worthington.
Prisons	African Staff.
Public Works	W. A. Coveney. R. H. Jones.
Social Services	E. N. Jones.
Supreme Court	F. A. H. Botchey. John Darku. W. B. Van Lare. F. F. S. Williams.
Survey	Surveyors, Junior Service. C. L. M. Douet. S. R. Price. E. A. Sagoe. R. J. Simpson.

APPENDIX XIV—*contd.*THE GOLD COAST—*contd.*

ASSOCIATIONS.

Association of African Civil Servants (Gold Coast).
 Association of European Civil Servants (Gold Coast).
 Gold Coast Engineering Association (R. P. Baffour).
 Gold Coast Railway African Employees' Union.
 Kumasi Branch, Nursing Improvement Association.
 Railway African Employees' Union.

INDIVIDUALS.

The Hon. Rev. M. B. Taylor.
 The Hon. C. W. Tachie-Menson, Sekondi Municipal Member
 of Legislative Council.

COMPANIES.

Bank of British West Africa, Ltd.
 Barclays Bank (Dominion, Colonial and Overseas).
 John Holt & Company (Liverpool), Ltd.
 Societe Commerciale de l'Ouest Africain.
 United Africa Company, Ltd.

SIERRA LEONE.

GOVERNMENT OFFICERS.

<i>Department.</i>	<i>Name.</i>
Forestry	W. D. MacGregor.
Income Tax	H. R. Burnham.
Judicial	A. Alhadi. E. S. Beoku-Betts. I. L. Brace. E. J. MacCormack.
Law Officers	R. Hyne.
Medical	I. Benzzon. S. H. R. Coker. J. B. Davies. S. J. Hawtin. S. J. Smith.
Mines	A. Akiwumi.
Port and Marine	G. E. A. Tinnock.
Posts and Telegraphs	C. J. Tilt.
Prisons	O. V. Garratt.
Public Works	A. R. Smee. R. A. Bignell. I. D. MacLennan. Civil Engineers.
Railway	J. R. Best. G. S. Dick. W. Venner. W. G. Woods.
Secretariat	T. C. Luke.
Surveys and Lands	R. C. Burgess. D. T. Lloyd. C. E. K. Lemon-Thomas. African Technical Staff.

ASSOCIATIONS.

African Civil Servants' Association.
 Association of European Civil Servants.
 Sierra Leone Teachers' Union.

INDIVIDUALS.

Dr. M. C. F. Easmon.

APPENDIX XIV—*contd.*

THE GAMBIA.

GOVERNMENT OFFICERS.

<i>Department.</i>	<i>Name.</i>
Administrative	E. B. Bah. P. C. Hodgson. E. A. Waldock.
Clerical	H. Coker.
Education	R. C. Allen. A. S. C. Able Thomas. Armitage School Staff.
Land and Survey	D. F. Forster. B. O. S. Janneh. E. A. Small.
Marine	K. Bittaye. A. Jobe. First Quartermasters and First Engineers. Platers and Fitters.
Medical	C. W. F. Mackay.
Police	R. L. Hill. C. H. P. Roberts.
Printing	T. O. Bright. J. A. George.
Public Utilities	J. M. Sleigh.
Veterinary	J. Ford. S. W. Johnson. J. N. Okafor.

ASSOCIATIONS.

Association of African Civil Servants (Gambia).

APPENDIX XV
LIST OF WITNESSES WHO GAVE ORAL EVIDENCE
GOLD COAST

Date	Appointment	Name	Evidence Page No. Gold Coast Volume
ACCRA			
27-12-45	1. His Excellency the Governor	Sir Alan C. M. Burns, G.C.M.G.	1-12
	2. { Colonial Secretary	H. L. G. Gurney, C.M.G.	13-44
	{ Financial Secretary	G. M. Puckridge	217-241
	3. Accountant-General	R. S. Hector	45-51
	4. Auditor	H. V. Cusack	52-55
3-1-46	5. Director of Agriculture	D. H. Urquhart	56-60
	6. Superintendent of Broadcasting	F. A. W. Byron	61-64
4-1-46	7. Registrar of Co-operative Societies	W. J. W. Cheesman, M.C.	65-79
	8. Comptroller of Customs	W. E. Conway	80-94
	9. Conservator of Forests	D. Stevenson	95-105
	10. Director of Education	G. Power, C.M.G.	106-112
5-1-46	11. Chief Meteorological Officer	D. E. Smith	113-122
	12. Acting Commissioner of Labour	A. T. Kerr	123-134
	13. Commissioner of Lands	G. W. Stacpoole	135-140
7-1-46	14. Attorney-General	A. W. Lewey	141-149
	15. Commissioner of Police	R. W. H. Ballantine	150-159
	16. Director of Supplies	H. W. R. Chandler	160-164
	17. { Acting Director of Medical Services	Dr. J. G. S. Turner	165-171
	{ Deputy Director of Medical Services	In attendance Dr. W. H. Howells	
8-1-46	18. Secretary, Social Services	E. N. Jones	172-174
	19. Acting Director of Public Works	W. A. Coveney	175-183
	20. Postmaster-General	J. O. Reilly	184-200
	21. Government Printer	G. Worthington	201-208
	22. Director of Prisons	R. H. Dolan	209-212
	23. Chief Transport Officer	J. C. L. Taylor	213-216

APPENDIX XV—contd.

GOLD COAST—contd.

Date	Appointment	Name	Evidence Page No. Gold Coast Volume
KOFORIDUA			
10-1-46	24. Representatives of Koforidua Division, Association of European Civil Servants.	...	242-243
	25. Director, West African Cacao Research Institute	O. J. Voelcker	244
KUMASI			
11-1-46	26. Telephone Exchange Superintendent	Miss E. C. Grimmett	245
	27. District Magistrate	W. B. Van Lare	246-248
	28. Assistant District Commissioner	A. L. Adu	249-254
	29. Divisional Court Registrar	F. A. H. Botchey	255-256
	30. { Assistant District Commissioner	Mrs. P. F. C. du Sautoy	257-258
	31. Inspector of Works	P. F. C. du Sautoy	259
	32. Superintendent of Police	C. D. Jones	260-261
		E. M. Berkley-Barton	
12-1-46	33. Senior Inspector of Mines	D. M. McNair	262-264
	34. Kumasi Branch, Association of European Civil Servants	...	265-266
	35. African Civil Servants' Association	...	267-274
	36. { Male Nurse	E. W. Segbawu	275-276
	Nurse Midwife	Mrs. Dorothy Adams	
	Male Nurse	C. B. Tetebo	
	37. Sanitary Superintendent	H. C. Sutton	277-280
	38. Chief Commissioner, Ashanti	E. G. Hawkesworth, C.M.G., M.C.	281-283
TAMALE			
15-1-46	39. Director, Temporary Water Supply	J. H. F. Sharkie	284
	40. Assistant Surveyor	R. J. Simpson	285
	41. { Director of Veterinary Services	J. L. Stewart, M.C.	286-288
	Senior Veterinary Officer	In attendance	
	42. { Deputation of Northern Territories Teachers, accompanied by	A. Fulton	
	Provincial Education Officer	J. Wilson	289-292
	43. Representatives of Northern Territories Branch, Association of	...	293-296
	African Civil Servants	...	

APPENDIX XV—contd.

GOLD COAST—contd.

Date	Appointment	Name	Evidence Page No. Gold Coast Volume
TAMALE—contd.			
16-1-46	44. Veterinary Officer	W. Richter	297-298
	45. Representatives of Northern Territories Branch, Association of European Civil Servants		299-302
	46. { Chief Commissioner, Northern Territories	G. H. Gibbs, C.M.G., M.C.	303-304
	{ Assistant Chief Commissioner	C. O. Butler	
SEKONDI			
19-1-46	47. Foreman of Works, Railway	T. Lister	305-307
	48. Assistant Engineer, Railway	E. A. Sackey	308-310
	49. Legislative Council: Municipal Member for Sekondi	The Hon. C. W. Tachie-Menson	311-313
	50. Divisional Council, Association of African Civil Servants		314-318
	51. Registrar, District Magistrate's Court	Isaac Ibrahim	319-324
21-1-46	52. General Manager, Railway	C. R. Turner	325-339
	53. Telephone Exchange Superintendent	Miss C. Entwistle	340-343
	54. African Employees' Union, Gold Coast Railway		344-350
22-1-46	55. Shift Engineer, Railway	C. H. Major, M.B.E.	351-354
TARKWA			
22-1-46	56. Deputy Director, Geological Survey	T. Hirst	355-356
	57. Chief Inspector of Mines	F. B. Higgins	357-368
23-1-46	58. General Manager, Amalgamated Banket Areas, Limited	J.W. Park	359-360
—	59. Secretary, Gold Coast Chamber of Mines	Hugh Thomas, C.M.G.	361
SEKONDI			
24-1-46	60. Senior Assistant Superintendent of Police	H. P. Morris	362
	61. Divisional Council, Association of European Civil Servants		363-368
	62. Education Officer	H. I. Biggs	369-371
	63. Senior Education Officer	W. R. Allen	372-373
	64. Inspector of Works, Public Works Department	P. F. Flood	374-375
	65. Assistant Superintendent of Stores, Posts and Telegs. Dept.	C. H. Tomkins	376-378
	66. 2nd Division Clerk, Railway	S. B. Owu	379-381

APPENDIX XV—contd.

GOLD COAST—contd.

Date	Appointment	Name	Evidence Page No. Gold Coast Volume
SEKONDI—contd.			
25-1-46	67. Chargeman, Railway	H. E. Ashe	382-385
	68. Inspector of Works, Public Works Department	L. G. Watkins	386-388
	69. Broadcast Officer	G. W. Butcher	389-390
	70. Provincial Commissioner, Western Provinces	L. W. Judd	391-392
	71. Agricultural Officer	C. L. Skidmore	393
CAPE COAST			
26-1-46	72. African Surveyor	E. A. Sagoe	394-396
27-1-46	73. Chief Commissioner, Colony	T. R. O. Mangin, C.M.G.	397-399
ACCRA			
29-1-46	74. Deputy Commissioner of Income Tax	R. C. Gibbons	400-405
	75. Senior Surveyor	W. Harrison	406-407
	76. Chief Resettlement Officer	L. C. Whitcombe, E.D.	408-409
	77. Workshop Foreman	D. Manson	410-412
	78. Record Draughtsman	W. Robertson	413-414
	79. Nursing Sister	Miss M. Scannell	415-417
	80. Assistant District Commissioner	P. S. G. Smith	418-420
	81. Agricultural Officer	S. H. Crowdy	421-422
	82. Plant Pathologist	J. M. Todd	423-425
30-1-46	83. Cadbury's (also nominated Unofficial Member of Legislative Council)	The Hon. F. A. Reed	426-431
	84. Engineer-in-Chief, Posts and Telegraphs Department	S. P. Greer	432-433
	85. Accountant, Transport Department	J. M. Walker	434-436
	86. Assistant District Commissioner	N. Hope	437-440
	87. Lithographer, Survey	S. J. Price	441-442
	88. Telephone Exchange Superintendent	Miss N. P. H. James, B.E.M.	443-446
	89. Wireless Traffic Superintendent	W. E. Goldspink	447-448
	90. Cinema Officer	H. E. Lironi	449-450
	91. Broadcast Officer	S. J. Kilmister	451-453
31-1-46	92. Officer-in-Charge, Records, Lands Department	F. W. Rushforth	454-457
	93. Association of European Civil Servants		458-476

APPENDIX XV—*contd.*

GOLD COAST—*contd.*

<i>Date</i>	<i>Appointment</i>	<i>Name</i>	<i>Evidence Page No. Gold Coast Volume</i>
ACCRA—<i>contd.</i>			
1-2-46	94. Association of African Civil Servants ...		477-484 493-499 507
	Representatives of the above as follows :—		
	95. *Financial and 1st Division Clerk, Supreme Court	C. W. D. Narnor	485-487
	96. District Magistrate	S. O. Quashie-Idun	488-492
	97. *Assistant Government Printer	D. E. P. Green	500-503
	98. *Dispenser, Medical Department	D. H. Reindorf	504-506
2-2-46	99. *Senior Supervisor, Posts and Telegraphs Department	C. L. P. Aryee	508-509
	100. *Mental Nurse	E. K. Barnor	510-511
	101. *Bailiff, Supreme Court	Jacob Darku	512-513
	102. *2nd Division Teacher, Education Department	Otoo Adams	514-517
	103. *Chief Draughtsman, Public Works Department	A. G. Lokko	518-522
	104. *2nd Division Clerk, Medical Department	E. K. Akuetteh	523-525
4-2-46	105. *Surveyor	Theo Mensah	526-528
	106. *Nurses, Medical Department	{ Miss E. T. Macaulay E. Opoku }	529-532
	107. Public Relations Officer	A. Campbell	533-540
	108. Director of Surveys	S. C. Seward, M.C.	541-549
	109. General Manager, Bank of British West Africa	G. B. Kirk	550-556
	110. General Manager, United Africa Company	R. I. Edwards	557-564
5-2-46	111. Commissioner of Income Tax	W. B. Dare	565-573
	112. Acting Principal, Achimota	C. S. Deakin	574-578
7-2-46	113. Legislative Council, Provincial Member, Central Province	The Hon. Nana Tsibu Darku IX, O.B.E.	579-586
	114. Formerly Nursing Sister	Mrs. Anna Dobbin, nee Miss Sparrow	—

* Accompanied by the President of the Association, J. C. Addico.

APPENDIX XV

THE GAMBIA

Date	Appointment	Name	Evidence Page No. Gambia Volume
KEREWAN			
11-2-46	115. { Dispenser, Grade III Clerk, Grade III Interpreter, Grade III Agricultural Instructor, Grade III	{ A. L. Jones A. A. Jagne K. J. Kinti O. B. Joof	1
GEORGETOWN			
12-2-46	116. Administrative Assistant	E. B. Bah	2
	117. Commissioner	D. A. Murphy	3
	118. Agricultural Officer	T. F. Blood	4
	119. Veterinary Assistant, 2nd Grade	J. N. Okafor	5
	120. Electrical Foreman, Public Utilities Department	J. Armstrong	6
	121. { Representatives from Armitage School— Headmaster Assistant Teacher " " " " " " Arabic Teacher and Woodwork Instructor Certificated Teacher	{ N. B. Jagne A. N'Jie M. L. Drauch T. M. S. N'Jie S. B. Jobe I. S. Khan A. B. Sallah	7
KAIJAF			
13-2-46	122. Commissioner	E. A. Waldock	8
BATHURST			
14-2-46	123. Surveyor	W. A. Small	9-12
	124. African Civil Servants' Association		13-28
15-2-46	125. Assistant Superintendent of Police	C. H. P. Roberts	29-33
	126. Assistant Colonial Secretary	F. A. Evans	34-37
	127. Land Officer and Surveyor	B. A. McA. Davies	38-41
	128. Director of Education	R. C. Allen	42-43
	129. Superintendent of Police	R. L. Hill	44-46
	130. Interpreter	F. M. Singhatey	47-48
	131. Probationer Clerk	C. L. Fraser	49-52
	132. Director of Veterinary Services	Dr. G. N. A. Hall	53-55

APPENDIX XV—*contd.*

GAMBIA—*contd.*

<i>Date</i>	<i>Appointment</i>	<i>Name</i>	<i>Evidence Page No. Gambia Volume</i>
BATHURST—<i>contd.</i>			
18-2-46	133. { Colonial Secretary Receiver-General	{ E. R. Ward K. C. Jacobs }	56-84
	134. Controller of Supplies	J. C. Hill	85-86
	135. Survey Assistant, Grade III	B. O. Janneh	87-88
SIERRA LEONE			
			<i>Sierra Leone Volume</i>
FREETOWN			
25-2-46	136. African Civil Servants' Association	...	1-16
	137. Formerly Government Medical Officer...	Dr. M. C. F. Easmon	17
	138. Survey Department	C. E. K. Lemon-Thomas	18-19
26-2-46	139. European Civil Servants' Association	...	20-34
	140. Accountant	R. A. Bignell	35-36
	141. Chief Mechanical Engineer	I. D. MacLennan	37
27-2-46	142. Acting Auditor...	D. W. Lattimer	38-41
	143. Comptroller of Customs	H. W. Lucie-Smith	42-48
	144. Chief Inspector of Mines	E. W. Wright	49-50
	145. Geologist	J. D. Pollett	51
	146. Commissioner of Labour	E. Parry	51A
	147. Acting Attorney-General	R. Hyne	52
28-2-46	148. Conservator of Forests	W. D. MacGregor, C.B.E.	53-56
	149. Acting Director of Surveys and Lands	J. Stevenson	57-60
	150. Harbour Master	Commander H. G. Veale, R.N.	61-63
	151. Government Printer	G. M. Hardie	64-65
	152. Postmaster-General	C. J. Tilt	66-68
	153. Superintendent of Prisons	O. V. Garrat	69-70

APPENDIX XV—*contd.*

SIERRA LEONE—*contd.*

<i>Date</i>	<i>Appointment</i>	<i>Name</i>	<i>Evidence Page No. Sierra Leone Volume</i>
FREETOWN—<i>contd.</i>			
1-3-46	154. Treasurer	C. J. Hodgens	71-81
	155. Director of Supplies	F. G. Winward, M.B.E.	82-83
	156. Director of Public Works	A. R. Smee	84-87
	157. Manager, Bank of British West Africa	Mr. Patterson	88-89
	158. General Manager and Traffic Manager, Railway	W. H. Salkield	90-93
2-3-46	159. Director of Medical Services	W. P. H. Lightbody, C.B.E.	94-105
	160. Commissioner of Police	C. H. F. Apthorp	106-109
4-3-46	161. Colonial Secretary	R. O. Ramage, C.M.G.	110-138
	162. Deputy Commissioner of Income Tax	H. F. Burnham	139-141
	163. Members of Legislative Council	{ J. C. O. Crowther, J.P. Rev. I. E. C. Steady Dr. G. C. E. Reffell }	142-144
5-3-46	164. Acting Chief Justice	I. L. Brace	145-147
	165. H.E. The Governor	Sir Hubert Stevenson, K.C.M.G., O.B.E., M.C.	148-152
PORT LOKO			
6-3-46	166. Senior Medical Officer	Dr. F. S. Paterson	153
Bo			
9-3-46	167. Inspector of Works, Public Works Department	J. I. MacMillan	154
	168. Teacher, Grade II	A. R. O. Bassir	154
	169. Bo Branch, African Civil Servants' Association	...	154
19-3-46	170. Protectorate Branch, Association of European Civil Servants	...	155
	171. { Chief Commissioner Commissioner	{ J. S. Fenton, C.M.G., O.B.E. L. W. Wilson, O.B.E. }	156
NJALA			
10-3-46	172. { Director of Agriculture Plant Pathologist	{ R. R. Glanville, M.B.E. F. C. Deighton }	157
FREETOWN			
12-3-46	173. Acting Director of Education	C. P. Ellis	158-161

APPENDIX XV—contd.

NIGERIA

Date	Appointment	Name	Evidence Page No. Nigeria Volume
LAGOS			
8-4-46	174. Commissioner of Income Tax	W. B. Dare	1-5
	175. Third Lagos Member, Legislative Council	Dr. The Hon. I. Olorun-Nimbe	6-11
	176. Development Secretary	F. E. V. Smith, c.m.g.	12-19
9-4-46	177. Association of European Civil Servants of Nigeria		20-36
	178. Supreme Council of Nigerian Workers		37-47
10-4-46	179. Joint Committee of Professional and Allied Technical Workers		48-58
	180. Trades Union Congress of Nigeria		59-67
	181. Higher College (Yaba) Ex-Students' Union.		
11-4-46	182. { General Manager, Nigerian Railway Chief Traffic Superintendent Administrative Assistant	{ G. J. F. Bunning In attendance— D. C. Woodward H. F. P. Plumridge	73-83
	183. Auditor	H. W. Drake	84-97
IBADAN			
13-4-46	184. Divisional Committee, Association of European Civil Servants of Nigeria		98-108
	185. Co-operative Department African Staff Union		109-115
15-4-46	186. Supreme Council of Nigerian Workers		116-123
	187. Mechanical Engineer, Public Works Department	F. C. Kup	124-125
	188. Director of Agriculture	A. B. Beattie	126-134
	189. Chief Conservator of Forests	F. Collier	135-142
	190. Registrar of Co-operative Societies	E. F. G. Haig	143-146
BENIN			
17-4-46	191. { Resident, Benin Senior Resident, Warri	{ J. C. F. Pender, m.c. R. L. Bowen, m.c.	147
	192. { District Officer Education Officer	{ R. J. M. Curwen J. G. Speer	148-149
	193. Senior Assistant Superintendent of Police	F. S. Philip	150
	193. Supreme Council of Nigerian Workers		

APPENDIX XV—contd.

NIGERIA—contd.

Date	Appointment	Name	Evidence Page No. Nigeria Volume
IBADAN			
19-4-46	194. Chief Commissioner, W.P. ...	Sir Gerald Whiteley, C.M.G.	151-153
KADUNA			
22-4-46	195. Northern Provinces Divisional Committee, Association of European Civil Servants of Nigeria		154-162
	196. Supreme Council of Nigerian Workers		163-168
	197. Director, Geological Survey	Dr. F. Dixey, O.B.E.	169-175
	198. { Acting Chief Commissioner, N.P.	Commander J. H. Carrow, D.S.C., R.N. (Retd.)	176-177
	{ Secretariat, N.P. ...	In attendance H. S. Bridel	
ZARIA			
23-4-46	199. Supreme Council of Nigerian Workers		178-179
Jos			
25-4-46	200. { Director of Veterinary Services	R. J. Simmons, C.B.E.	180-191
	{ Deputy Director of Veterinary Services	In attendance W. G. Beaton	
	201. Veterinary Pathologist	R. W. M. Mettam	192-193
	202. { Chief Inspector of Mines	B. E. Frayling, O.B.E.	194-198
	{ Deputy Chief Inspector of Mines	In attendance H. A. Cochran	
	203. Jos Sub-Committee, Association of European Civil Servants of Nigeria		199-205
	204. Executive Engineer, Grade IV	C. E. Kehoe	206-210
	205. Supreme Council of Nigerian Workers		211
BAUCHI			
26-6-46	206. Nigerian Civil Service Union		212

APPENDIX XV—contd.

NIGERIA—contd.

Date	Appointment	Name	Evidence Page No. Nigeria Volume
ENUGU			
29-4-46	207. Deputy Colliery Manager	B. S. Passmore	213-219
	208. Assistant Mechanical Engineer	W. J. Moxon	220-222
	209. Laboratory Superintendent	D. C. Lorimer	223-224
	210. Supreme Council of Nigerian Workers	...	225-230
	211. Acting Director of Prisons	S. W. Brittain-Long	231-233
	212. Eastern Divisional Committee, Association of Civil Servants of Nigeria.	...	234-238
1-5-46	213. Chief Commissioner, Eastern Provinces	F. B. Carr, C.M.G.	239-240
LAGOS			
3-5-46	214. { Assistant Secretary Assistant Secretary Office Assistant	{ S. O. Adebo S. Ade Ojo A. Fajumobi	241-246
	215. { Foreman Moulder Foreman Boilermaker	{ G. R. Day S. L. Jeffrey	247-251
	216. Magistrate	A. Ade Ademola	252-253
	217. { Workshop Foreman Workshop Foreman	{ J. F. Kenny C. S. Green	254-258
	218. Station Staff Union, Nigerian Railway	...	259-262
4-5-46	219. { Assistant Director of Public Works Senior Executive Engineer Executive Engineer	{ E. Wall J. W. Tallentire W. D. Kingston	263-269
	220. { Sanitary Superintendent Sanitary Superintendent	{ J. D. Bunkal C. H. Foden	270
	221. Senior Executive Engineer	K. Sadler	271
	222. Director of Education	R. A. McL. Davidson	272-280
6-5-46	223. { Director of Public Works Electrical Engineer-in-Chief	{ H. E. Walker, C.B.E. J. O. Hall	281-292
	224. Nigerian Medical Graduates' Association	...	293

APPENDIX XV—*contd.*

NIGERIA—*contd.*

<i>Date</i>	<i>Appointment</i>	<i>Name</i>	<i>Evidence Page No. Nigeria Volume</i>
LAGOS—<i>contd.</i>			
7-5-46	225. Accountant-General ...	P. W. Adshead	294-303
	226. Administrator-General ...	A. Wells Palmer	304-305
	227. Government Chemist ...	R. K. Hardy	306-307
	228. Acting Chief Justice ...	F. H. Baker	308-310
8-5-46	229. The Association of African Medical Officers of Nigeria ...	...	311-318
	230. Comptroller of Customs ...	C. W. Hayward	319-324
9-5-46	231. Commissioner of Lands and Director of Surveys ...	N. S. Clouston, O.B.E.	325-331
	232. Attorney-General ...	G. L. Howe	332-334
	233. Director of Marine ...	Capt. A. V. P. Ivey, O.B.E., R.D., R.N.R.	335-341
10-5-46	234. Director of Medical Services ...	J. W. P. Harkness, C.M.G.	342-356
	235. Commissioner of Police ...	W. C. C. King, C.M.G.	357-365
	236. Elder Dempster Lines, Ltd. (also Member for Shipping, Legislative Council).	The Hon. G. H. Avezathe, C.M.G.	366-368
13-5-46	237. Acting Government Printer ...	S. S. Engeland	369-375
	238. John Holt (Liverpool) Limited ...	G. Cotgreave	376-384
13-5-46	239. Commissioner of Labour ...	E. A. Miller	385-393
	240. Postmaster-General ...	J. A. Gundry	394-403
15-5-46	241. Financial Secretary ...	S. Phillipson, C.M.G.	404-438
	242. Administrative Secretary ...	G. F. T. Colby	439-451
16-5-46	243. Assistant Director of Girls' Education ...	Miss G. Plummer, M.B.E.	452-455
	244. District Engineer, Railway ...	W. C. Bamford	456
17-5-46	245. United Africa Company ...	W. H. F. Porter	457-462
20-5-46 and 23-5-46	246. Chief Secretary ...	G. B. Stooke, C.M.G.	463-489
28-5-46	247. H.E. The Governor ...	Sir Arthur Richards, G.C.M.G.	490-498

APPENDIX XV—contd.

CONSULTATIONS WERE ALSO HELD IN LONDON WITH THE FOLLOWING OFFICERS AND ADVISERS

Date	Appointment	Name	Evidence Page No.
4-7-46 ...	248. Director of Recruitment	Major Sir Ralph Furse, K.C.M.G., D.S.O..	
5-7-46 ...	249. { Assistant Under Secretary of State, Colonial Office Head of Colonial Service Department " B ", Colonial Office ...	Sir Charles Jeffries, K.C.M.G., O.B.E. R. A. Whittle, M.C.	
8-7-46 ...	250. { Director of Colonial Audit Deputy Director of Colonial Audit	J. L. Worlledge, C.M.G. H. V. Cusack	
	251. { Appointments Department " B ", Colonial Office Appointments Department " A ", Colonial Office	F. J. Pedler (also on 15-7-46) A. D. Garson	
9-7-46 ...	252. Adviser on Animal Health	J. Smith, O.B.E.	
10-7-46 ...	253. Agricultural Adviser... ..	Sir Harold Tempany, C.M.G., C.B.E.	
11-7-46 ...	254. Deputy Medical Adviser	A. M. W. Rae, C.M.G., M.D., Ch.B.	
26-7-46 ...	255. Medical Adviser	W. H. Kauntze, C.M.G., M.B.E., M.D., F.R.C.P., D.P.H.	
9-7-46 ...	256. Adviser on Engineering	G. N. Loggin, C.M.G.	