

REPORT

OF THE COMMISSION ON THE CIVIL SERVICES  
OF NORTHERN RHODESIA AND NYASALAND. 1949

PART II

By

T. Fitzgerald

COLONIAL OFFICE

REPORT OF THE COMMISSION  
ON THE CIVIL SERVICES OF  
NORTHERN RHODESIA  
AND NYASALAND

1947

by  
T. FITZGERALD  
C.M.G., O.B.E.

PART II

LONDON: HIS MAJESTY'S STATIONERY OFFICE

1948

*Part I of this Report, which deals with the salaries and conditions of African personnel, may be obtained from the Crown Agents for the Colonies, 4 Millbank, S.W.1. Price 1s. 0d. (by post 1s. 2d.)*

March 31st 1948

To :

The Right Honourable A. Creech Jones, M.P.  
*The Secretary of State for the Colonies*

Sir,

SALARIES AND CONDITIONS OF SERVICE OF THE  
CIVIL SERVICES IN NORTHERN RHODESIA AND NYASALAND

In a letter from the Colonial Office dated the 1st January, 1947, I was appointed a Commission to conduct an enquiry into the salaries and conditions of service of the Civil Services in Northern Rhodesia and Nyasaland.

Circumstances made it desirable that I should submit my report in two parts. Part I was submitted with my letter of the 4th September, 1947. Part II is submitted herewith.

I am, Sir,  
Your most obedient servant,

T. FITZGERALD

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## Appendix II

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<i>Department</i>	<i>Post</i>	<i>Present basic salary or salary scale</i>	<i>Proposed consolidated salary</i>
		£	£
<b>SECRETARIAT</b>			
(N. Rhodesia)	Chief Secretary	1,800	2,200
	Financial Secretary	1,600	1,950
	Secretary for Native Affairs	1,600	1,950
	Administrative Secretary	1,600	1,950
	Economic Secretary	1,600	1,950
	Assistant Chief Secretary	1,100	1,435
	Registrar of Co-operative Societies	1,100	1,435
	Secretary for Civil Aviation	1,000	1,335
	Adviser on Industrial Relations	1,000	1,335
	Joint Adviser on Development	1,650	2,000
	Commissioner for Native Development	1,200	1,535
	Director of Development Secretary, Development Authority	1,600	1,950
		1,100	1,435
(Nyasaland)	Chief Secretary	1,600	2,000
	Financial Secretary	1,450	1,800
	Secretary for African Affairs	1,400	1,750
	Assistant Chief Secretary	1,100	1,435
	Development Secretary	1,100	1,435
	Public Relations Officer	1,100	1,435
<b>ACCOUNTANT GENERAL</b>			
(N. Rhodesia)	Accountant General	1,100	1,435
(Nyasaland)	Deputy Accountant General	840 × 40 - 920	1,250
	Chief Accountant	1,000	1,335
<b>AGRICULTURE</b>			
(N. Rhodesia)	Director	1,350	1,685
	Assistant Director	1,100	1,435
(Nyasaland)	Director	1,350	1,685
	Deputy Director	1,100	1,435
<b>AUDIT</b>			
(N. Rhodesia)	Auditor	1,200	1,535
(Nyasaland)	Auditor	1,100	1,435
<b>CIVIL AVIATION</b>			
(N. Rhodesia)	Director	1,200	1,535
<b>CUSTOMS</b>			
(N. Rhodesia)	Comptroller	1,200	1,535
	Deputy Controller	960	1,275
<b>CUSTOMS AND INCOME TAX</b>			
(Nyasaland)	Comptroller	1,100	1,435
<b>EDUCATION</b>			
(N. Rhodesia)			
(European)	Director	1,350	1,685
(African)	Director	1,350	1,685
	Deputy Director	1,100	1,435
(Nyasaland)	Director	1,350	1,685
	Deputy Director	1,100	1,435

APPENDIX II *continued*

<i>Department</i>	<i>Post</i>	<i>Present basic salary or salary scale</i>	<i>Proposed consolidated salary</i>
		£	£
FORESTRY			
(N. Rhodesia)	Conservator	1,100	1,500
(Nyasaland)	Conservator	1,100	1,435
GAME AND TSETSE CONTROL			
(N. Rhodesia)	Director	1,200	1,535
	Assistant Director	960	1,275
HEALTH (OR MEDICAL)			
(N. Rhodesia)	Director	1,600	1,950
	Deputy Director	1,200	1,635
	Director, Silicosis Medical Bureau	1,200	1,635
(Nyasaland)	Director	1,400	1,750
	Deputy Director	1,200	1,535
INCOME TAX			
(N. Rhodesia)	Commissioner	1,200	1,535
	Assistant Commissioner	960	1,275
(Nyasaland)	Commissioner	1,000	1,335
JUDICIAL			
(N. Rhodesia)	Chief Justice	1,800	2,350
	Puisne Judge	1,350	1,750
(Nyasaland)	Chief Justice	1,600	2,100
	Assistant Judge	1,200	1,535
LABOUR			
(N. Rhodesia)	Commissioner	1,350	1,750
(Nyasaland)	Commissioner	1,200	1,600
LOCAL GOVERNMENT AND AFRICAN HOUSING			
(N. Rhodesia)	Commissioner	1,350	1,750
	Chief Engineer	1,100	1,435
PRINTING AND STATIONERY			
(N. Rhodesia)	Government Printer	840 × 40—920	1,175
PRISONS			
(N. Rhodesia)	Commissioner	1,000	1,335
(Nyasaland)	Commissioner of Prisons and Lunatic Asylum	920	1,200
PROVINCIAL ADMINISTRATION			
(N. Rhodesia)	Senior Provincial Commissioner	1,450	1,850
	Provincial Commissioner	1,350	1,775
	Provincial Commissioner	1,200	1,535
(Nyasaland)	Provincial Commissioner	1,350	1,775
	Deputy Provincial Commissioner	1,100	1,435
	Judicial Adviser (Native Courts Adviser)	1,100	1,435
	Registrar (Co-Op. Development)	1,100	1,435
PUBLIC WORKS			
(N. Rhodesia)	Director	1,350	1,685
	Deputy Director	1,100	1,435
	Senior Executive Engineer	1,050	1,385
(Nyasaland)	Director	1,250	1,585
	Deputy Director	1,050	1,385

APPENDIX II *continued*

<i>Department</i>	<i>Post</i>	<i>Present basic salary or salary scale</i>	<i>Proposed consolidated salary</i>
		£	£
<b>VETERINARY</b>			
(N. Rhodesia)	Director	1,350	1,685
	Deputy Director	1,100	1,435
(Nyasaland)	Chief Veterinary Officer	1,100	1,475
<b>WATER DEVELOPMENT AND IRRIGATION</b>			
(N. Rhodesia)	Director	1,200	1,535
<b>LANDS AND SURVEYS</b>			
(N. Rhodesia)	Commissioner	1,200	1,535
	Assistant Commissioner	960	1,385
(Nyasaland)	Lands Officer and Registrar General	1,000	1,335
<b>LEGAL</b>			
(N. Rhodesia)	Attorney General	1,600	1,950
	Solicitor General	1,100	1,500
(Nyasaland)	Attorney General	1,450	1,800
<b>MEDICAL</b>			
(Nyasaland)	(See under Health)		
<b>MINES</b>			
(N. Rhodesia)	Chief Inspector	1,100	1,435
<b>POLICE</b>			
(N. Rhodesia)	Commissioner	1,350	1,685
	Deputy Commissioner	1,100	1,435
(Nyasaland)	Commissioner	1,100	1,500
	Assistant Commissioner	840 × 40—920	1,275
<b>POSTS AND TELEGRAPHS</b>			
(N. Rhodesia)	Postmaster General	1,200	1,535
	Deputy Postmaster General	960	1,275
	Engineer in Chief	720 × 30—840	
		× 40—920	1,250
(Nyasaland)	Postmaster General	1,100	1,435

**Appendix III**  
**NORTHERN RHODESIA**

## Appendix III

### NORTHERN RHODESIA

<i>Department</i>	<i>Post</i>	<i>Present Salary or Salary Scale</i>	<i>Proposed Salary or Salary Scale</i>	<i>Conversion table</i>	
ACCOUNTANT GENERAL	Senior Accountant	£ 720 × 30—840	£ 1,000 × 45—1,135	G.(1)	
	Accountants	600 × 30—720 } 440 × 20—660 }	650 × 20—690 × 35—900 × 35—1,005	G.(2)	
	Assistant Accountant				
ADMINISTRATOR GENERAL, OFFICIAL RECEIVER AND CUSTODIAN OF ENEMY PROPERTY	Administrator General etc.	550, 550, 575, × 25—600 × 30—720 × 30—840	760, 760, 830, × 35—1,005 × 45—1,140	G.(3)	
42 AFRICAN EDUCATION	Education Officers and Adult Education Officers	{ 400, 400, 475 × 25—600 × 30—840 } × 40—920 { 350, 350, 400 × 50—500 × 25—600 } 660 × 30—840	550, 550, 620 × 35—760 : 830 × 35—1,005 × 45—1,140	A.2	
	Principal, Jeanes School	600, 600, 660 × 30—840	865, 865, 935 × 35—1,005 × 45—1,140	A.2 (Max. 1,140)	
	Head Master	600 × 30—720	870 × 30—960 × 40—1,000	E.4	
	Woman Education Officer	390 × 18—480 × 20—600	496, 496, 552 × 28—608; 664 × 28—804 × 36—912	A.3	
	Masters, Secondary School	{ 300 × 15—380 × 30—450 × 15—480 } × 15—600 × 20—660	550 × 20—690 × 25—840 × 30—900	G.8	
	School Welfare Officers	480 × 20—600	690 × 25—840	E.14	
	Note : Scales of pay proposed for European Clerical Service are shown at the end of this Appendix.				
	Sr. Industrial Instructor	390 × 18—480 × 20—600	610 × 20—690 × 25—870	E.3 (Max. 870)	
Industrial Instructor	300 × 15—390 × 30—450 × 15—540	550 × 20—690 × 25—790	E.1 (Max. 790)		
Principal, Girls' Boarding School	300 × 18—480	490 × 20—690	E.1		
AGRICULTURE	Senior Agricultural Officers	720 × 30—840	{ 620, 620 : 690 × 35—760 × 70—830 × 35—1,005 × 45—1,140 × 45 } —1,320	A.1	
	Agricultural Officers	400, 400, 450 × 25—600 ; 660 × 30—840			

DEVELOPMENT AND WELFARE	Agricultural Chemist	400, 400, 450 × 25—600 ; 660 × 30—840	} 620, 620, 690 × 35—760 × 70—830 × 35—1,005 × 45—1,140 × 45—1,320	A.1	
	Plant Breeder Entomologist	" " "			
	Ecologist	600 × 30—720 × 30—840	} 900 × 35—1,005 × 45—1,140 × 45—1,320	A.1	
	Senior Agricultural Supervisor	480 × 20—600			
	Agricultural Supervisors	1 at 300 × 18—390 × 18—480 ; 8 at 300 × 15—390 × 30—450 × 15—480			550 × 20—690 × 25—865
AUDIT	Senior Assistant Auditor	810, 840 × 40—920	1,095 × 45—1,230	C.	
	Assistant Auditors	350, 350, 400 × 50—500 × 25—600 ; 660 × 30—780	550, 550 : 620 × 35—760 ; 830 × 35—1,005 × 45—1,050	C(1)	
CUSTOMS	Collectors Grade I	600 × 30—720	} 650 × 20—690 × 35—900 × 35—970 × 30—1,000	G(2)	
	Collectors Grade II	440 × 20—660			
EUROPEAN EDUCATION	Inspector of Schools	600 × 30—720 × 30—840 × 40—920	1,000 × 45—1,230	H(3)	
	Supervisor of Technical Education	720 × 30—840	1,000 × 45—1,135	G(1)	
	Principals (Male—Grade A)	720 × 30—840	1,000 × 45—1,135	G(1)	
	" (Male—Grade B)	600 × 30—720	870 × 30—960 × 40—1,000	E.4	
	" (Female)	480 × 20—660	765 × 20—840 × 30—930	E.11	
	Assistant Accountant	440 × 20—660	650 × 20—690 × 35—900	G.2	
	Masters	246 × 18—300 × 18—390 × 18—480 × 20—600	450 × 20—690 × 25—840	G.7	
		or			
		300 × 15—390 × 30—450 × 15—480 × 15—600 × 20—660	550 × 20—690 × 25—840 × 30—900	G.8	
	Mistresses	186 × 15—246 × 18—300 × 18—390 × 18—480	370 × 20—690 × 10—700	F.2.	
		or			
	Caretaker	228 × 12—300 × 15—390 × 15—480	430 × 20—610 × 20—690 × 10—700	F.1	
	Matrons	300 × 15—380	610 × 20—650	F.4	
Assistant Matrons	180 × 12—300	430 × 20—550	F.3		
	120 × 10—180	325 × 15—430	F.3		
GAME AND CONTROL	Entomologist	400, 400, 450 × 25—600 × 40—840 × 40—1,000	620, 620 : 690 × 35—760 × 70—830 × 35—1,005 × 45—1,140 × 45—1,320	D.2	
	Fisheries Officers	400, 400, 450 × 25—600 ; 660 × 30—840	620, 620, 690 × 35—760 ; 830 × 35—1,005 × 45—1,140	D.3	

NORTHERN RHODESIA: APPENDIX III *continued*

Department	Post	Present Salary or Salary Scale	Proposed Salary or Salary Scale	Conversion table
GAME AND TSETSE CONTROL—(cont.)	Assistant Game Warden Rangers	£ 600×30—720 300×15—390×30—450×15—480 and 400, 400, 450×25—600 600	£ 990×30—1,050 550×20—690×25—715  620, 620 : 690×25—840 840	D. D.4  D.5
	Elephant Control Officer			
HEALTH	Surgical Specialist	1,000×50—1100	1385×50—1485	B.2
	Senior Medical Officers	1000×50—1100	1335×50—1435	B.3
	Medical Officers	600×30—720×30—920 600, 600, 630×30—840×40—1000 }	865, 865 ; 935×35—1005×45—1140 ×45—1320	B
	Medical Officers of Health			
	Chief Pharmacist	600×30—720	870×30—960×40—1000	E.4
	Senior Health Inspector	600×30—720	870×30—960×40—1000	E.4
	Matron in Chief	600	850	
	Assistant Medical Storekeeper	390×18—480×20—600	610×20—690×25—870	E.3
	Pharmacists & Hospital Secretaries	390×18—480×20—600×30—720 and 300×15—390×30—450×15—480×15 —600	610×20—690×25—840×30—960×40 —1000 550×20—690×25—865	E.3  E.2
	Health Inspectors	372×18—480×20—600 and 300×15—390×30—450×15— 480×15—600 }	570×20—690×25—740×25—840	E.8
	Medical Inspector	300×15 (etc. as above)		
	Physiotherapist	300×15—350×30—450×15—480×15 —600	490×20—690×25—740×25—865	E.
	Nutrition Officer	400, 400, 450×25—550	600, 600, 660×30—780	B.6
	Matrons (Grade II)	500	730	
	Senior Nursing Sisters & Nursing Sisters	300×15—420×15—480	460×20—600×25—625×25—700	F.
	Health Visitors			
	Radiographer (Female)	228×12—300×15—390×15—480	430×20—610×20—690×10—700	F.1
Clerk Dispenser	300×10—370	490×20—590	E.1	



<i>Training School</i>				
Medical Superintendent	600, 600 : 630 × 30—840 × 40—1000	865, 865 ; 935 × 35—1005 × 45—1140 × 45—1320	B.	
Pharmacist & School Secretary	390 × 18—480 × 20—600	610 × 20—690 × 25—870	E.3	
Superintendent Tutor	300 × 15—390 × 30—450 × 15—480 × 15 —600	490 × 70—690 × 25—740 × 25—865	E.1	
Sister Tutors	300 × 15—420 × 20—480	460 × 20—600 × 25—625 × 25—700	F.	
<i>Pathological Laboratory</i>				
Pathologist	600, 600 ; 630 × 30—840 × 40—1000	865, 865 ; 935 × 35—1005 × 45—1140 × 45—1320	B.	
Laboratory Superintendents	300 × 15—390 × 30—450 × 15—480 × 15 —600	550 × 20—690 × 25—740 × 25—865	E.2	
Laboratory Assistants (Male)	as above			
Laboratory Assistant (Female)	228 × 12—300 × 15—390 × 15—480	430 × 20—610 × 20—690 × 10—700	F.1	
<i>Entomological Laboratory</i>				
Medical Entomologist	400 ; 400, 450 × 25—600 × 30—840 × 40—1000	620, 620, 690 × 35—760 ; 830 × 35—1005 × 45—1140 × 45—1320	A.1	
Entomological Field Assistant	300 × 15—390 × 30—450 × 15—480 × 15 —600	550 × 20—690 × 25—740 × 25—865	E.2	
<i>Dental Services</i>				
Dental Surgeon	600, 600, 630 × 30—840 × 40—1000	865, 865, 935 × 35—1005 × 45—1140 × 45—1320	B.	
Dental Mechanic	300 × 15—390 × 30—450 × 15—480 × 15 —600	550 × 20—690 × 25—840	E.2 (Max. 840)	
<i>Leprosy Work</i>				
Superintendent	300 × 15—350 × 30—450 × 15—480 × 15 —600	550 × 20—690 × 25—865	E.2	
<i>Silicosis Medical Bureau</i>				
Medical Specialist (Radiologist)	1000 × 50—1100	1385 × 50—1485	B.2	
Radiographer	300 × 15—390 × 30—450 × 15—480 × 15 —600	550 × 20—690 × 25—865	E.2	
Secretary	390 × 15—480	590 × 20—690 × 25—715	E.5 (Max. 715)	
Processing Assistant	300 × 15—390 × 30—450 × 15—480	490 × 20—690	E.1 (Max. 690)	
Bureau Assistant	" " "	" " "	" "	
<hr/>				
HEALTH (GENERAL)	Secretary	600 × 30—720	870 × 30—960 × 40—1000	E.4
	Assistant Secretary	440 × 20—600	650 × 20—690 × 35—900	B.7 (Max. 900)
	Accountant	600 × 30—720	650 × 20—690 × 35—900 × 35—970 × 30 —1000	G.2
	Assistant Accountant	440 × 20—660		

NORTHERN RHODESIA: APPENDIX III *continued*

<i>Department</i>	<i>Post</i>	<i>Present Salary or Salary Scale</i>	<i>Proposed Salary or Salary Scale</i>	<i>Conversion table</i>
		£	£	
INCOME TAX	Senior Assessor Assessors	720 × 30—840 440 × 20—600 × 30—720	1000 × 45—1135 650 × 20—690 × 35—970 × 30—1000	G(1) B.7
JUDICIAL	Resident Magistrate	600 ; 600 ; 630 × 30—840 × 40—1000	865 ; 865 ; 935 × 35—1005 × 45— 1140 × 45—1320	B.
	Registrar	550 × 25—600 × 30—750 × 30—840	760 ; 760 ; 830 × 35—1005 × 45—1140	G.3
LABOUR	Labour Officers	475 × 25—600 × 30—720 × 30—840 × 40—920 or 400 ; 400 ; 450 × 50—500 × 25—600 × 60—660 × 30—840 × 40—1000 or 720 × 30—840 440 × 20—600 × 30—720	550 ; 550 ; 620 × 35—760 ; 830 × 35 —1005 × 45—1140 × 45—1320	A.
			1000 × 45—1135 650 × 20—690 × 35—970 × 30—1000	G.1 B.7
46 LAND AND SURVEYS	Senior Surveyors	720 × 30—840 × 40—920 480 × 20—600 × 30—720 (× 30—840)	620 ; 620 ; 690 × 35—760 ; 830 × 35 —1005 × 45—1140 × 45—1320	B.5
	Surveyors	400 ; 400 ; 450 × 25—600 ; 660 × 30—840		
	Registrar of Lands and Deeds	550 ; 550 ; 575 × 25—600 × 30—750 × 30—840	760 ; 760 ; 830 × 35—1005 × 45—1140	G.3
	Computer Secretary (Lands)	440 × 20—600 × 30—720 600 × 30—720	650 × 20—690 × 35—970 × 30—1000 870 × 30—960 × 40—1000	B.7 E.4
	Chief Draughtsman		870 × 30—960 × 40—1000	E.4
	Deputy Registrar of Lands and Deeds	440 × 20—660	650 × 20—690 × 35—900	G.2 (Max. 900)
	Assistant Accountant	440 × 20—660	650 × 20—690 × 35—900	G.2 (Max. 900)
	Survey Assistants	300 × 15—390 × 30—450 × 15—480 × 15 —600	490 × 20—690 × 25—740 × 25—865	E.1
	Draughtsman	300 × 15—390 × 30—450 × 15—480 × 15 —600	" " "	E.1
	Supervisor and Welfare (Training)	300 × 15—390 × 30—450 × 15—540	550 × 20—690 × 25—740 × 25—815	E.2 (Max. 815)
LEGAL	Crown Counsel	600 ; 600 ; 630 × 30—840 × 40—1000	865 ; 865 ; 935 × 35—1005 × 45—1140 × 45—1320	B.

LUSAKA ELECTRICITY AND WATER UNDERTAKINGS	Engineer-in-Chief	720 × 30—840	1000 × 45—1135	G.1
	Engineering Assistant	390 × 15—480 × 15—540	590 × 20—690 × 25—815	E.7 (Max. 815)
	Fitter	390 × 15—480	590 × 20—690 × 25—715	E.5
	Shiftmen	300 × 15—390	510 × 20—630	F.4
MISCELLANEOUS SERVICES	Workmen's Compensation Commissioner	600 × 30—840 × 40—1000	865 × 35—1005 × 45—1140 × 45—1320	G.9
	Secretary (Land Board)	600 × 30—720 × 30—840	865 × 35—1005 × 45—1140	H.3
	Secretary (Road Service Board)	440 × 20—600 × 30—720	650 × 20—690 × 35—970 × 30—1000	B.7
	Secretary-Assistant (Silicosis Comp. Board)	" "	" " " "	B.7
	Land Settlement Officer (Land Board)	" "	" " " "	B.7
	Typewriter Mechanic	480 × 15—540 × 15—600	690 × 25—840	E.19 (Max. 840)
	Curator Victoria Falls	390 × 18—480 × 20—600	610 × 20—690 × 25—870	E.3 (Max. 870)
	Conservancy Inspectors (Road Service Board)	390 × 15—480 × 20—600	590 × 20—690 × 25—865	E.7
	Secretary (Civil Service Board)	390 × 15—480	590 × 20—690 × 25—715	E.5
	Secretary-Superintendent Ndola Home	450	660	
	MINES	Senior Inspector of Mines	840 × 40—920	655 ; 655 ; 725 × 35—760 ; 830 × 35 —1005 × 45—1140 × 45—1320
Inspector of Mines (Old)		600 × 30—720 × 30—840		
Inspector of Mines (New)		450 ; 450 ; 475 × 20—600 × 30—840		
Senior Inspector of Machinery		480 × 20—600 × 30—720 × 30—840	865 × 35—1005 × 45—1140	G.9 (Max. 1140)
Inspector of Machinery		480 × 20—600 × 30—720	715 × 25—840 × 30—960 × 40—1000	E.12
POLICE	Superintendent	720 × 30—840	1000 × 45—1135	G.1
	Senior Assistant Superintendent and Assistant Superintendents	360 ; 425 × 25—600 × 30—720	740 × 25—840 × 30—960 × 40—1000	G.10
	Inspectors and Assistant Inspectors	300 × 15—390 × 30—450 × 15—480 × 15 —600	490 × 20—690 × 25—740 × 25—840	E.1 (Max. 840)
	Inspector of Weights and Measures	" " "	550 × 20—690 × 25—740 × 25—840	E.2

NORTHERN RHODESIA: APPENDIX III *continued*

<i>Department</i>	<i>Post</i>	<i>Present Salary or Salary Scale</i>	<i>Proposed Salary, or Salary Scale</i>	<i>Conversion table</i>
		£	£	
POSTS AND TELEGRAPHS	Assistant Engineer	450 ; 450 ; 475 × 25—600 × 30—840	655 ; 655 ; 725 × 35—760 ; 830 × 35—1005 × 45—1140	A.4 (Max. 1140)
	Postal Surveyor	720 × 30—840	1000 × 45—1135	G.1
	Assistant Accountants	440 × 20—660	650 × 20—690 × 35—900 × 35—970 × 30—1000	G.2
	Accountant	600 × 30—720		
	Senior Postmasters	600 × 30—720	870 × 30—960 × 40—1000	E.4
	Senior Telegraph Inspector	"	870 × 30—960 × 40—1000	E.4
	Telegraph Inspectors	480 × 20—600	715 × 25—840	E.12 (Max. 840)
	Postal Assistants (Male)	300 × 15—390 × 30—450 × 15—480 × 15—600	490 × 20—690 × 25—740 × 25—840	E.1 (Max. 840)
	Mechanicians	300 × 15—390 × 30—450 × 15—480 × 15—540	510 × 20—690 × 25—815	F.4 (Max. 815)
	Telegraph and Telephone Foremen	" " "	" "	"
	Postal Assistants and Telephonists (Female)	216 ; 228 × 12—300 × 15—390	360 ; 400 × 15—490 × 20—590	F.1 (Max. 590)
	" "	186 × 15—246 × 18—300 or 216 at 17 ; 228 at 18 ; 240 at 19 ;	370 × 20—510	F.2 (Max. 510)
Learners (Male)	{	330 ; 360 ; 390		
PRINTING AND STATIONERY	Government Printer	840 × 40—920	1140 × 45—1320	A.
	Assistant Government Printer	600 × 30—720	870 × 30—960 × 40—1000	E.4
	Officer-in-Charge Monotype	440 × 20—660	670 × 20—690 × 25—840 × 30—900	E.13 (Max. 900)
	Proof Reader	300 × 15—390 × 30—450 × 15—480 × 15—600	490 × 20—690 × 25—740 × 25—840	E.1 (Max. 840)
	Printers	300 × 15—390 × 30—450 × 15—480 × 15—600	490 × 20—690 × 25—740 × 25—840	E.1 (Max. 840)
PRISONS	Deputy Commissioner	600 × 30—720	900 × 30—1020	G.4
	Superintendent	480 × 20—600	715 × 25—840 × 30—870	E.12 (Max. 870)
	Technical Instructor	300 × 15—390 × 15—480 × 15—540	550 × 20—690 × 25—790	E.1 (Max. 790)
	Officers	300 × 15—390 × 30—450 × 15—480	510 × 20—690 × 25—715	F.4 (Max. 715)

PROVINCIAL ADMINISTRATION	District Officers and Cadets (Old)	400 ; 400 ; 475 × 25—600 × 30—720 × 30—840 × 40—920	} 550 ; 550 ; 620 × 35—760 ; 830 × 35— 1005 × 45—1140 × 45—1320	A.	
	District Officers and Cadets (New)	350 ; 350 ; 400 × 25—500 × 50—600 ; 660 × 30—840 × 40—1000			
	District Assistants	400 × 20—600 × 30—720			650 × 20—690 × 35—970 × 30—1000
PUBLIC WORKS	Architect	880 × 40—1000	} 1185 × 45—1320	A.	
	Assistant Engineers	450, 450, 475 × 25—600 × 30—840		655 ; 655 ; 725 × 35—760 ; 830 × 35	A.4
	Executive Engineer	880 × 40—1000		—1005 × 45—1140 × 45—1320	
	Mechanical Engineer	450, 450, 475 × 25—600 × 30—840		655 ; 655 ; 725 × 35—760 ; 830 × 35	A.4
	Assistant Architect	600 × 30—720 × 30—840	—1005 × 45—1140 × 45—1320		
	Quantity Surveyor		865 × 35—1005 × 45—1140	H.3	
	Senior Accountants	720 " 30—840 "	" "	H.3	
	Assistant Quantity Surveyor	480 × 20—600 × 30—720	1000 × 45—1135 "	G.11	
	Office Superintendent	440 × 20—600 × 30—720	715 × 25—840 × 30—960 × 40—1000	E.12	
	Accountant	600 × 30—720	650 × 20—690 × 35—970 × 30—1000	G.2	
	Assistant Accountants	440 × 20—660	} 650 × 20—690 × 35—900 × 35—970 × 30— —1000	G.2	
	Senior Storekeeper	440 × 20—660		670 × 20—690 × 25—840 × 30—900	E.13 (Max. 900)
	Senior Inspector of Works	480 × 20—600	590 × 20—690 × 25—765 × 25—865	E.7	
	Inspector of Works	390 × 15—480 × 15—540	} 590 × 20—690 × 25—765 × 25—865		
	Senior Road Superintendents	480 × 20—600		E.6	
	Road Superintendents	390 × 15—480			
	Mechanical Plant Superintendent	480 × 20—600	715 × 25—865	E.7	
	Mechanics	390 × 15—480	590 × 20—690 × 25—715	E.5	
	SECRETARIAT	Assistant Secretaries	(Administration Scale)	(As for the Administration)	A.
Establishment Officers		720 × 30—840 × 40—920	1,005 × 45—1,230	J.	
Personal Assistant (Chief Secretary)		600 × 20—840	865 × 35—1,005 × 45—1,140	H.3	
Assistant Establishment Officer		440 × 20—600 × 30—720	650 × 25—690 × 35—970 × 30—1,000	G.2	
Registry Supervisor (formerly Office Supt.)		" " "	" " " "	G.2	
Supervisors (Co-Operative Society)		" " "	" " " "	G.2	
Clerical Instructor		300 × 15—390 × 30—450 × 15—480 × 15 —600	490 × 20—690 × 25—740 × 25—840	E.1 (Max. 840)	
Woman Administrative Assistants		400 ; 400 ; 450 × 25—550	600 ; 600 ; 660 × 30—780	B.6	

NORTHERN RHODESIA: APPENDIX III *continued*

Department	Post	Present Salary or Salary Scale	Proposed Salary or Salary Scale	Conversion table
STORES AND TRANSPORT	Controller	£ 720 × 30—840 × 40—920	£ 1005 × 45—1230	J.
	Accountant	600 × 30—720	865 × 35—970 × 30—1000	G.2
	Senior Storekeepers	440 × 20—660	670 × 20—690 × 25—840 × 30—900	E.13 (Max. 900)
VETERINARY	Senior Veterinary Research & Veterinary Research Officers & Senior Veterinary & Veterinary Officers	(Old) 600 ; 600 × 30—720 × 30—840 (New)	865 ; 865 ; 935 × 35—1005 × 45—1140 × 45—1320	B.4
	Dairy and Poultry Officer	600 × 30—720 × 30—840	865 × 35—1005 × 45—1140	H.3
	Assistant Lecturer and Demonstrator	600	840	
	Senior Livestock Officer	480 × 20—600	} 550 × 20—690 × 25—740 × 25—840	E.2
	Livestock Officers	300 × 15—390 × 30—450 × 15—480		
	Meat Inspector	390 × 15—480 × 15—540		
	Inspector of Works	300 × 15—390 × 30—450 × 15—480	590 × 20—690 × 25—815	E.7
Research Assistants		550 × 20—690 × 25—740	E.2 (Max. 740)	
LOCAL GOVERNMENT AND AFRICAN HOUSING	Architectural Draughtsman	300 × 15—390 × 30—450 × 15—480 × 15 —600	550 × 20—690 × 25—865	E.2
	Senior Inspector of Works	480 × 20—600	715 × 25—840	E.7
	Secretary-Accountant	300 × 15—390 × 30—450 × 15—480 × 15 —600	550 × 20—690 × 25—840	E.2 (Max. 840)
WATER DEVELOPMENT AND IRRIGATION	Senior Geologist	880 × 40—1000	1185 × 45—1320	A.
	Assistant Water Engineer	450 ; 450 ; 475 × 25—600 × 30—840	690 ; 690 ; 760 × 70—830 × 35—1005 × 45—1140 × 45—1320	A.4
	Geophysicist	500 ; 500 ; 550 × 25—600 × 30—840	690 ; 690 ; 760 × 70—830 × 35—1005 × 45—1140	J.1 (Max. 114)
	Geologist (Formerly P.W.D.)	" " " "	" " " "	"
	Assistant Accountant	440 × 20—660	650 × 20—690 × 35—900	G.2 (Max. 900)
	Senior Water Supply Superintendents	480 × 20—600	715 × 25—870	E.3 (Max. 870)
	Engineer Assistants	300 × 15—390 × 30—450 × 15—480 × 15 —600	550 × 20—690 × 25—840	E.2
	Water Supply Superintendents Drillers	390 × 15—480	590 × 20—690 × 25—715	E.5
	"	"	E.5	

<b>WATER DEVELOPMENT AND IRRIGATION</b>	Water Supply Foreman Mechanic	300×15—390 "	510×20—630 "	F.4 (Max. 630) "
<b>CIVIL AVIATION</b>	Airfield Superintendents	600×30—720	870×30—960×40—1000	E.4
	Aeradio Technical Officers Aeradio Operators	300×15—390×30—450×15—480×15 —600	510×20—690×25—840	E.4 F.4
	Airfield Control Officers Mechanicians	390×15—480×15—540 300×15—390×30—450×15—540	590×20—690×25—815 510×20—690×25—815	E.7 (Max. 815) F.4 (Max. 815)
<b>FORESTRY</b>	Senior Conservator	720×30—840 (3 years) ×40—920	585 ; 585 ; 655×35—760 ; 830×35 —1140×45—1320 550×20—690×25—840	A.5
	Assistant Conservators	400 ; 400 ; 450×25—600×30—840		E.2 (Max. 840)
	Senior Forestor	480×20—600		
	Foresters	300×15—390×30—450×15—480		
<b>INFORMATION</b>	Assistant Director	600×30—720×30—840	865×35—1005×45—1140	H.3
	Broadcasting Officer	850	1150	
	Broadcasting Engineer	850	1150	
	Assistant Broadcasting Officer	720	1000	
	Assistant Broadcasting Engineer	720	1000	
	Editor Mutende	600	865	
	Mechanicians	300×15—390×30—450×15—480×15 —540	510×20—690×25—765	F.4 (Max. 765)
	Recording Engineers	500	715	
	Inspector Receiver Maintenance	500	715	
	Photographer	500	715	
	Cinema Officer	300×15—390×30—450×15—480	490×20—690×25—715	E.1 (Max. 715)
<b>EMERGENCY ECONOMIC CONTROL</b>	Director of Civil Supplies	1200	1535	
	Building Controller	1000	1335	
	Controller (Price Control)	1000	1335	
	Deputy Controller (Price Control)	840	1110	
	Import Controller	750	990	
	Control Officers	1 at 840 ; 1 at 750 ; 1 at 600	1 at 1110 ; 1 at 990 ; 1 at 840	
	Book-keeper	600	840	
Price Control Inspectors	600	840		

NORTHERN RHODESIA: APPENDIX III *continued*

<i>Department</i>	<i>Post</i>	<i>Present Salary or Salary Scale</i>	<i>Proposed Salary or Salary Scale</i>	<i>Conversion table</i>
MAN-POWER	Director	1000	1335	
LOCAL GOVERNMENT AND AFRICAN HOUSING	Executive Engineer	880×40—1000	1185×45—1320	A.
	Local Government Officer	350 ; 350 ; 400×50—500×25—600 ;	550 ; 550 ; 620×35—760 ; 830×35	A.
	Local Government Inspector	660×30—780	—1005×45—1050	A. (Max. 1050)
EUROPEAN CLERICAL GRADES	Scale 1 (Male)	300×15—390×30—450×15—480×15—600	490×20—690×25—740×25—840	E.1 (Max. 840)
	Scale 2 (Male Learners)	216 at 17 ; 228 at 18 ; 240 at 19	330 ; 360 ; 390	
	Scale 3 (Female Stenographers)	216 ; 228 ; 240×12—300×15—390	360 ; 400×15—490×20—550×20—610	F.1 (Max. 610)
	Scale 4 (Female General Clerks)	216 ; 228×12—300	360 ; 400×15—490	F.1 (Max. 490)
	Scale 5 (Female General Clerks Promotion Posts)	300×15—390	490×20—610	F.1 (Max. 610)



## Appendix IV NYASALAND

Scales of pay proposed for the various non-super-scale posts.

NOTE : (1) The salaries proposed for super-scale posts are shown in Appendix II.  
(2) The scales of pay proposed for the European Clerical Service and for Asian officers are shown at the end of this Appendix.

<i>Department</i>	<i>Post</i>	<i>Present Salary or Salary Scale</i>	<i>Proposed Salary or Salary Scale</i>	<i>Conversion table</i>
		£	£	
AGRICULTURE	Agricultural Officer	400 ; 400 ; 450 × 25—600 ; 660 × 30—840	620 ; 620 ; 690 × 35—760 × 70—830 × 35—1005 × 45—1140 × 45—1320	A(1)
	Senior Agricultural Officer	880 × 40—1000		
	Chief Soil Conservation Officer	880 × 40—1000	1185 × 45—1320	A.
	Entomologist	400 ; 400 ; 450 × 25—600 ; 660 × 30 —840 × 40—1000	620 ; 620 ; 690 × 35—760 × 70—830 × 35—1005 × 45—1140 × 45—1320	A(1)
	Analytical Chemist (Tung Exp. Station)	" " "	620 ; 620 ; 690 × 35—760 ; 830 × 35 —1005 × 45—1140 × 45—1320	A(1)
	Chemist	600 × 30—720 × 30—840	865 × 35—1005 × 45—1140 × 45—1320	A(1)
	Plant Breeder	400 ; 400 ; 450 × 25—600 ; 660 × 30 —840	620 ; 620 ; 690 × 35—760 ; 830 × 35 —1005 × 45—1140 × 45—1320	A(1)
	Plant Pathologist (Lilongwe Station)	400 ; 400 ; 450 × 25—600 ; 660 × 30 —840	620 ; 620 ; 690 × 35 × 760 × 70—830 × 35—1005 × 45—1140 × 45—1320	A(1)
	Plant Pathologist	400 ; 400 ; 450 × 25—600 ; 660 × 30 —840 × 40—1000	" " "	A(1)
	Assistant Chemist	400 ; 400 ; 450 × 25—600 ; 660 × 30 —840	620 ; 620 ; 690 × 35—760 ; 830 × 35 —1005 × 45—1140	A(1) (Max. 1140)
	Senior Agricultural Assistants	480 × 20—600	550 × 20—690 × 25—865	E(15)
	Agricultural Assistants	372 × 18—480		
	Assistant Accountant	350 ; 350 ; 400 × 25—600	550 ; 550 ; 610 × 30—820 × 35—855	G (Max. 855)
Horticulturist	372 × 18—480	570 × 20—690 × 25—715	E(8) (Max. 715)	
Farm Manager (Lilongwe Station)	418	640		
Probationary Agricultural Assistants	240 × 15—300	640 × 20—490	H (Max. 490)	
AUDIT	Senior Assistant Auditor	810 × 30—840 × 40—920	1095 × 45—1230	C.
	Assistant Auditor	350 ; 350 ; 400 × 50—500 × 25—600 ; 660 × 30—780.	550 ; 550 ; 620 × 35—760 ; 830 × 35— 1005 × 45—1050	C(1) (Max. 1050)

**NYASALAND: APPENDIX IV *continued***

<i>Department</i>	<i>Post</i>	<i>Present Salary or Salary Scale</i>	<i>Proposed Salary or Salary Scale</i>	<i>Conversion table</i>
		£	£	
CENTRAL ACCOUNTS	Senior Accountant	720 × 30—840	1000 × 45—1135	G(1)
	Accountants	600 × 30—720	550 ; 550 ; 610 × 30—820 × 35—855 × 35—960 × 40—1000	G.
	Assistant Accountants	350 ; 350 ; 400 × 25—600		
AVIATION	Civil Aviation Officer	720 × 30—840 × 40—1000	970 × 35—1005 × 45—1320	A.
	Aerodrome Control Officer	462 × 22—550 × 27½—660	690 × 25—840 × 30—900	H(1)
CUSTOMS AND INCOME TAX (See also under Income Tax)	Assistant Comptroller	720 × 30—840	1000 × 45—1135	G(1)
	Assistant Commissioner of Income Tax	600 × 30—720 × 30—840	865 × 35—1005 × 45—1140	C(5)
	Collectors	400 ; 400 ; 425 × 25—550 ; 600 × 30 —780	620 ; 620 ; 690 × 35—760 ; 830 × 35 —1005 × 45—1050	C(6)
54 EDUCATION	Education Officers	400 ; 400 ; 425 × 25—600 × 30—840 × 40—920	550 ; 550 ; 620 × 35—760 ; 830 × 35 —1005 × 45—1140	A(2)
		350 ; 350 ; 400 × 50—500 × 25— 600 ; 660 × 30—840		
	Education Officers (Women)	350 ; 350 ; 400 × 50—500 × 25—600 × 30—720	496 ; 496 ; 552 × 28—608 ; 664 × 28 —804 × 36—912	A(3)
	Mass Education Officer	390 × 18—480 × 20—600 350 ; 350 ; 400 × 50—500 × 25—600 ; 660 × 30—840	550 ; 550 ; 620 × 35—760 ; 830 × 35 —1005 × 45—1140	C(1)
	Principal (Jeanes Training)	800 × 40—920	1095 × 45—1230	G(9) (Max. 1230)
	Masters (Jeanes Training)	480 × 20—600 × 30—720	715 × 25—840 × 30—900 × 30—960 × 40 —1000	E(12) (Max. 1000)
	Assistant Mistresses (Jeanes Training)	300 × 18—390 × 20—450	490 × 20—670	E(10) (Max. 670)
	Mass Education Assistant (Female)	" "	"	"
	Principal (Zomba School)	" "	"	"
	Principal (St. Andrew's School)	" "	"	"
	Assistant Mistress (St. Andrew's School)	240 × 15—300	410 × 20—490	H (Max. 490)
	Assistant Accountant	400 × 25—600	620 × 25—720 × 30—840	G(5)

FORESTRY	Assistant Conservators	480 × 20—600 × 30—720 × 30—840 ; 400 ; 400 ; 450 × 25—600 ; 660 × 30—840	} 585 ; 585 ; 655 × 35—760 ; 830 × 35 —1005 × 45—1140 × 45—1320	A(5)
	Foresters	300 × 18—480 × 20—500		550 × 20—690 × 25—790
GEOLOGICAL SURVEYS	Director (Senior Geologist)	880 × 40—1000	1185 × 45—1320	A.
	Water Supplies Geologist	600 × 30—720 × 30—840	865 × 35—1005 × 45—1140	A (Max. 1185)
INCOME TAX	Assessor	350 ; 350 ; 400 × 25—600 × 30—840	550 ; 550 ; 620 × 35—760 ; 830 × 35 —1005 × 45—1140	D(6)
JUDICIAL	Resident Magistrate	600 ; 600 ; 630 × 30—840 × 40—1000	865 ; 865 ; 935—35—1005 × 45—1140 × 45—1320	B.
	Registrar High Court	550 ; 550 ; 575 × 25—600 × 30—840	760 ; 760 ; 830 × 35—1005 × 45—1140	G(3)
LABOUR	Provincial Labour Officer	350 ; 350 ; 400 × 50—500 × 25—600 ; 660 × 30—840 × 40—1000	550 ; 550 ; 620 × 35—760 ; 830 × 35 —1005 × 45—1140 × 45—1320	A.
LANDS AND SURVEYS	Surveyors	400 ; 400 ; 450 × 25—600 ; 660 × 30 —840	620 ; 620 ; 690 × 35—760 ; 830 × 35 —1005 × 45—1140 × 45—1320	B(5)
	Assistant Lands Officer	550 ; 550 ; 575 × 25—600 × 30—750 × 30—840	760 ; 760 ; 830 × 35—1005 × 45—1140	G(3)
	Lands Assistant	480 × 20—600	715 × 25—870	E(3) (Max. 870)
LEGAL	Crown Counsel	600 × 30—840 × 40—1000	865 ; 865 ; 935 × 35—1005 × 45—1140 × 45—1320	B.
MEDICAL	Surgical Specialist	1000 × 50—1100	1385 × 50—1485	B(2)
	Senior Medical Officers		1335 × 50—1435	B(3)
	Pathologist	600 ; 600 ; 630 × 30—840 × 40—1000	865 ; 865 ; 935 × 35—1005 × 45—1140 × 45—1320	B.
	Medical Officers	600 × 30—840 × 40—1000	" " "	B.
	Dentist	600 ; 600 ; 630 × 30—840 × 40—1000	" " "	B.
	Secretary	600 × 30—720	" " "	B.
	Pharmacist & Storekeeper	372 × 18—480 × 20—600	870 × 30—960 × 40—1000	E(4)
	Pharmacist-Secretary		570 × 20—690 × 25—765 × 25—840	E(8) (Max. 840)
	Senior Health Inspector	540 × 30—600	" " "	"
	Health Inspectors	372 × 18—480 × 20—540	" " "	"
	Assistant Accountant	350 ; 350 ; 400 × 25—600	550 ; 550 ; 610 × 30—820 × 35—855	G (Max. 855)
Dental Mechanic	372 × 18—480	570 × 20—690 × 25—715	E(8) (Max. 715)	
Nursing Sisters	300 × 15—420 × 20—480	460 × 20—600 × 25—625 × 25—700	F.	
Matron	500	730		

NYASALAND: APPENDIX IV *continued*

<i>Department</i>	<i>Post</i>	<i>Present Salary or Salary Scale</i>	<i>Proposed Salary or Salary Scale</i>	<i>Conversion table</i>
POLICE	Secretary Motor Traffic Control Board	880 × 40—1000	1185 × 45—1320	A.
	Assistant Secretary Motor Traffic Control Board Superintendents	600 × 30—720 × 30—840	865 × 35—1005 × 45—1185	G(9) (Max. 1185)
	Assistant Superintendents	720 × 30—840 360 ; 360 ; 425 × 25—600 × 30—720 350 ; 350 ; 400 × 25—550 ; 600 × 30—780	1000 × 45—1135 740 × 25—840 × 30—960 × 40—1000	G(1) G(10)
	Examiners	300 × 18—372 × 18—480	550 × 20—690 × 25—740 × 25—765	E(15) (Max. 765)
	Inspectors and Assistant Inspectors	300 × 18—372 × 18—480	490 × 20—690 × 25—740 × 25—840	E(1)
	POSTS AND TELEGRAPHS	Assistant Postmaster General	600 × 30—720 × 30—840	1000 × 45—1135
	Telegraph Engineer	600 × 30—720		H(2)
	Accountant		855 × 35—960 × 40—1000	G.
	Postal Surveyor	425 × 25—600 × 30—720	690 × 25—840 × 30—960 × 40—1000	E(16)
	Wireless and Telegraph Inspector	400 × 20—600	620 × 25—720 × 30—750 × 30—840	G(6)
	Telegraph Inspectors	400 × 20—500		G(6)
	Assistant Accountant	350 ; 350 ; 400 × 25—600	550 ; 550 ; 610 × 30—820 × 35—855	G (Max. 855)
	Senior Postmasters	480 × 20—600	715 × 25—870	E(3) (Max. 870)
	Postmasters and Assistant Postmasters	372 × 18—426 × 18—480	570 × 20—690 × 25—715	E(8) (Max. 715)
PRINTING AND STATIONERY	Government Printer	720 × 30—840	1000 × 45—1135	G(1)
	Press Superintendent	600 × 30—720	870 × 30—960 × 40—1000	E(4)
	Assistant Press Superintendent	426 × 18—480 × 20—500 × 20—600	630 × 20—690 × 25—840	E(17)
	Monotype Operator	390 × 18—480 × 20—500	590 × 20—690 × 25—715	E(18)
	Mechanic			
	Typewriter Mechanic	240 × 15—300	410 × 20—490	E(18)
	Copy-Holder/Clerk			H.
PRISONS AND LUNATIC ASYLUM	Superintendent	500 × 20—600	740 × 25—865	E(6)
	Assistant Superintendent (i)	426 × 18—500	570 × 20—630 × 20—690 × 25—740	E(8) (Max. 740)
	" " (ii)	372 × 18—426		

PROVINCIAL AND DISTRICT ADMINISTRATION	Administration Officers (Old)	400 ; 400 ; 475 × 25—600 × 30—720 × 30—840 × 40—920	550 ; 550 ; 620 × 35—760 ; 830 × 35— 1005 × 45—1140 × 45—1320	A.
	" " (New)	350 ; 350 ; 400 × 50—500 × 25— 600 ; 660 × 30—840 × 40—1000		
	Entomologist (Tsetse Control)	400 ; 400 ; 450 × 25—600 ; 660 × 30 —720 × 30—840 × 40—1000	620 ; 620 ; 690 × 35—760 ; 830 × 35 —1005 × 45—1140 × 45—1320	A(1)
	Fisheries Officer	400 ; 400 ; 450 × 25—600 ; 660 × 30 —840	620 ; 620 ; 690 × 35—760 ; 830 × 35 —1005 × 45—1140	A(1) (Max. 1140)
	Tsetse Fly Ranger	372 × 18—480	570 × 20—690 × 25—740	E(8) (Max. 740)
PUBLIC WORKS	Executive Engineers (i)	880 × 40—1000	655 ; 655 ; 725 × 35—760 × 70 × 830 × 35—1005 × 45—1140 × 45—1320	A(4)
	Executive Engineers (ii)	450 ; 450 ; 475 × 25—600 × 30—630 × 30—840		
	Assistant Engineers	600 × 30—720 × 30—840	865 × 35—1005 × 45—1140	H(3)
	Factories Inspector, Wells Maintenance Officer and Surveyor of Ships	" " " "	" " " "	" " " "
	Electrical Engineer	450 ; 450 ; 475 × 25—600 × 30—840	655 ; 655 ; 725 × 35—760 × 70—830 × 35—1005 × 45—1140 × 45—1320	A(4)
	Architect & Surveyor	450 ; 450 ; 475 × 25—630 × 30—840	655 ; 655 ; 725 × 35—760 ; 830 × 35 —1005 × 45—1140 × 45—1320	A(4)
	Accountant	600 × 30—720	855 × 35—960 × 40—1000	G.
	Workshops Manager	480 × 20—540	715 × 25—840	E(9)
	Senior Works Supervisors	" " " "	" " " "	E(9)
	Assistant Wells Maintenance Officer and Well Borer	480 × 20—600	715 × 25—870.	E(3) (Max. 870)
	Storekeeper	" " " "	" " " "	" " " "
	Mechanical Plant	" " " "	" " " "	" " " "
	Superintendent (Transport)	" " " "	" " " "	" " " "
	Well Borer	440 × 20—500	670 × 25—740	E(13) (Max. 740)
	Electrical Fitter	372 × 18—480	570 × 20—690 × 25—740	E(8) (Max. 740)
	Works Supervisors	" " " "	" " " "	E(8)
Assistant Wells Maintenance Officer	" " " "	570 × 20—690 × 25—715	E(8) (Max. 715)	
Road Plant Mechanics	" " " "	" " " "	" " " "	
Mechanics (Transport)	" " " "	" " " "	" " " "	
PUBLIC RELATIONS	Mobile Cinema Operator	327 × 18—480	570 × 20—690 × 25—740	E(8)
SECRETARIAT	Assistant Secretaries	425 × 25—600 × 30—720 × 30—840	550 ; 550 ; 620 × 35—760 ; 830 × 35— —1005 × 45—1140 × 45—1320	A.
	Establishment Officer	600 × 30—720 × 30—840	865 × 35—1005 × 45—1140	H(3)

**NYASALAND: APPENDIX IV *continued***

<i>Department</i>	<i>Post</i>	<i>Present Salary or Salary Scale</i>	<i>Proposed Salary or Salary Scale</i>	<i>Conversion table</i>
SECRETARIAT— <i>cont.</i>	Assistant Establishment Officer	£ 600×30—720	£ 870×30—960×40—1000	E(4)
	Office Superintendent	500×20—600	740×25—865	E(6)
VETERINARY	Veterinary Officers	600 ; 600 ; 630×30—720×30—840	865 ; 865 ; 935×35—1005×45—1140 ×45—1320	B(4)
	Livestock Officers Stock Inspectors	480×20—540	715×25—840	E(9) (Max. 840)
	Assistant Stock Inspectors	300×18—372×18—480	490×20—690×25—715	E(10) "
GENERAL AND CLERICAL	Clerk	300×18—390×18—480	490×20—740	E(1) (Max. 740)
SERVICE (EUROPEAN)	Clerk/Stenographer Grade I	300×18—390×20—450	410×20—570	E(10)
	Clerk/Stenographer Grade II	240×15—300×15—360		H.
AGRICULTURE	Clerk (Vipya Tung. Exp.)	300×15—390	450×15—510×20—550	J(2)
INCOME TAX	Clerk	300—15—390	450×15—510×20—550	J(2)
CENTRAL ACCOUNTS	Clerk	210×15—300	325×15—370×20—450	J(3)
POLICE	Clerk	144×9—200	220×10—240×15—315	J(4)
PUBLIC WORKS	Fitter	210×15—300	325×15—370×20—450	J(3)

## Appendix V

### CONVERSION TABLES

TABLE A	Existing Scales	Revised Scale	£ 550	£ 550	£ 620	£ 655	£ 690	£ 725	£ 760	£ 830	£ 865	£ 900	£ 935	£ 970	£ 1005	£ 1050	£ 1095	£ 1140	£ 1185	£ 1230	£ 1275	£ 1320	
		Pre-1935	400	400	475	500	525	550	575	600	630	660	690	720	750	780	810	840	880	920	920	920	920
		Present	350	350	400	450	500	525	550	575	600	660	690	720	750	780	810	840	880	920	920	960	1000
										600	630	660	720	750	780	810	840	880	920	920	960	1000	
TABLE A (1)	Existing Scales	Revised Scale	620	620	690	725	760	830	865	900	935	970	1005	1050	1095	1140	1185	1230	1275	1320	1320	1320	
		Pre-1935	480	500	520	540	560	580	600	630	660	690	720	720	720	720	720	750	780	810	840	(880	-920)
		Present	400	400	450	475	500	525	550	575	600	660	690	720	750	780	810	840	880	920	960	1000	
								600	630	660	690	720	750	780	810	840	840	840	840	840	840	840	
TABLE A (2)	Existing Scales	Revised Scale	550	550	620	655	690	725	760	830	865	900	935	970	1005	1050	1095	1140	1185	1230	1275	1320	
		Pre-1935	400	400	475	500	525	550	575	600	630	660	690	720	750	780	810	840	880	920	920	920	920
		Present	350	350	400	450	500	525	550	575	600	660	690	720	750	780	810	840					
								(600—600)		660	690	720	750	780	810	840							
TABLE A (3)	Revised Scale	496	496	552	580	608	664	692	720	748	776	804	840	876	912								
	Existing Scales	390	408	426	444	462	480	500	520	540	560	580	600	600	600								
		350	350	400	450	500	525	550	575	600	630	660	690	720	720								
TABLE A (4)	Revised Scale	655	655	725	760	830	865	900	935	970	1005	1050	1095	1140	1185	1230	1275	1320					
	Existing Scales	450	450	475	500	525	550	575	600	630	660	690	720	750	780	810	840	840	840	840	840	840	
															880	920	960	1000					





<b>TABLE C</b>		£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£
	Revised Scale	1095	1140	1185	1230																
	Existing Scale	810	840	880	920																

<b>TABLE C (1)</b>	Revised Scale	550	550	620	655	690	725	760	830	865	900	935	970	1005	1050	1095	1140
	Existing Scales	350	350	400	450	500	525	550	575	600	660	690	720	750	780		
		350	350	400	450	500	525	550	575	600	660	690	720	750	780	810	840

<b>TABLE C (5)</b>	Revised Scale	865	900	935	970	1005	1050	1095	1140	1140
	Existing Scale	600	630	660	690	720	750	780	810	840

<b>TABLE C (6)</b>	Revised Scale	620	620	690	725	760	830	865	900	935	970	1005	1050	1050	1050	1050
	Existing Scale	400	400	425	450	475	500	525	550	600	630	660	690	720	750	780

<b>TABLE D</b>	Revised Scale	900	930	960	990	1020	1050
	Existing Scale	600	630	660	690	720	720

<b>TABLE D (2)</b>	Revised Scale	620	620	690	725	760	830	865	900	935	970	1005	1050	1095	1140	1185	1230	1275	1320	1320	1320
	Existing Scale	400	400	450	475	500	525	550	575	600	630	660	690	720	750	780	810	840	880	920	(960-1000)

<b>TABLE D (3)</b>	Revised Scale	620	620	690	725	760	830	865	900	935	970	1005	1050	1095	1140	1185	1230
	Existing Scale	400	400	450	475	500	525	550	575	600	660	690	720	750	780	810	840

<b>TABLE D (4)</b>	Revised Scale	550	570	590	610	630	650	670	690	715	715	715
	Existing Scale	300	315	330	345	360	375	390	420	450	465	480

CONVERSION TABLES: APPENDIX V *continued*

TABLE D (5)	Revised Scale	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£
	Existing Scale	620	620	690	715	740	765	790	815	840										
		400	400	450	475	500	525	550	575	600										

TABLE D (6)	Revised Scale	550	550	620	655	690	725	760	830	865	900	935	970	1005	1050	1095	1140	1140	1140	1140
	Existing Scale	350	350	400	425	450	475	500	525	550	575	600	630	660	690	720	750	780	810	840

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Present Scales

	Revised Scale	490	510	530	550	570	590	610	630	650	670	690	715	740	765	790	815	840	865	865	865	865	
E (1)		300	315	330	345	360	375	390	420	450	465	480	495	510	525	540	555	570	585	600	600	600	
E (2)		300	318	336	354	372	390	408	426	444	462	480	480	480	480	480	480	480	480	480	555	555	
E (5)					300	315	330	345	360	375	390	420	450	465	480	495	510	520	540	560	580	600	
E (6)						390	405	420	435	450	465	480									-600	-600	
E (7)						390	405	420	435	450	465	480	495	510	525	540	560	580	600				
E (8)						372	390	408	426	444	462	480	500	520	540								
E (10)		300	318	336	354	372	390	408	426	444	462	480	480		540	570	600	600					
E (15)		300	318	336	354	372	390	410	430	450	450												
E (17)					300	315	330	345	360	375	390	420	450	465	480								
E (18)					300	318	336	354	372	390	408	426	444	462	480	480	480	480	480	500	520	540	560
					372	390	408	426	444	462	480	480	480	480	480	480	480	500	520	540	560	580	600
						390	408	426	444	462	480	500	520	540	560	580	600						

NOTE: For missing numbers in this E series see next page.

	Revised Scale	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£
E (3)		610	630	650	670	690	715	740	765	790	815	840	870	900	930	960	1000
E (4)		390	408	426	444	462	480	500	520	540	560	580	600	630	660	690	720
E (9)							480	500	520	540	540	540	600	630	660	690	720
E (11)									480	500	520	540	560	580	600		
E (12)							480	500	520	540	560	580	600	630	660	690	720
E (13)				440	460	480	500	520	540	560	580	600	620	640	660		
E (14)						480	500	520	540	560	580	600					
E (16)				425	450	475	500	525	550	575	600	630	660	690	720	720	
E (19)						480	495	510	525	540	555	570	585	600			

NOTE : For missing numbers in this E series see previous page.

TABLE F	Revised Scale	460	480	500	520	540	560	580	600	625	650	675	700	700
	Existing Scale	300	315	330	345	360	375	390	405	420	435	450	465	480

TABLE F (1)	Revised Scale	430	450	470	490	510	530	550	570	590	610	630	650	670	690	700	700	700	700	700	700
	Existing Scale	228	240	252	264	276	288	300	315	330	345	360	375	390	405	420	435	450	465	480	

TABLE F (2)	Revised Scale	370	390	410	430	450	470	490	510	530	550	570	590	610	630	650	670	690	700
	Existing Scale	186	201	216	231	246	264	282	300	318	336	354	372	390	408	426	444	462	480

TABLE F (3)	Revised Scale	325	340	355	370	385	400	415	430	450	470	490	510	530	550	550	550	550	
	Existing Scale	120	130	140	150	160	170	180	180	192	204	216	228	240	252	264	276	280	300

CONVERSION TABLES: APPENDIX V *continued*

TABLE F (4)	Revised Scale	£ 510	£ 550	£ 550	£ 570	£ 590	£ 610	£ 630	£ 650	£ 670	£ 690	£ 715	£ 740	£ 765	£ 790	£ 815	£ 840	£ 840	£ 840	£ 840	£
	Existing Scale	{ 300	315	330	345	360	375	390	420	450	465	480	495	510	525	540	555	570	585	600	

TABLE F (5)	Revised Scale	400	415	430	445	460	475	490	510	530	550	570	590
	Existing Scale	228	240	252	264	278	300	315	330	345	360	375	390

TABLE G	Revised Scale	550	550	610	640	670	700	730	760	790	820	855	890	925	960	1000
	Existing Scales	{ 350	350	400	425	450	475	500	525	550	575	600	600	600	600	600

TABLE G (1)	Revised Scale	1000	1045	1090	1135	1135
	Existing Scale	720	750	780	810	840

TABLE G (2)	Revised Scale	650	670	690	725	760	795	830	865	900	935	970	1000	1000
	Existing Scale	{ 440	460	480	500	520	540	560	580	600	620	640	660	660

TABLE G (3)	Revised Scale	760	760	830	865	900	935	970	1005	1050	1095	1140	1140
	Existing Scale	550	550	575	600	630	660	690	720	750	780	810	840

TABLE G (4)	Revised Scale	900	930	960	990	1020
	Existing Scale	600	630	660	690	720

TABLE G (5)	Revised Scale	£ 620	£ 645	£ 670	£ 695	£ 720	£ 750	£ 780	£ 810	£ 840	£	£	£	£	£	£	£	£	£	£	£
	Existing Scale	400	425	450	475	500	525	550	575	600											

TABLE G (6)	Revised Scale	620	645	670	695	720	750	780	810	840	840	840
	Existing Scales	400	420	440	460	480	500	520	540	560	580	600
		400	420	440	460	480	500	500	500	500	500	500

TABLE G (7)	Revised Scale	450	470	490	510	530	550	570	590	610	630	650	670	690	715	740	765	790	815	840	840
	Existing Scale	246	264	282	300	318	336	354	372	390	408	426	444	462	480	500	520	540	560	580	600

TABLE G (8)	Revised Scale	550	570	590	610	630	650	670	690	715	740	765	790	815	840	870	900	900	900	900	900
	Existing Scale	300	315	330	345	360	375	390	420	450	465	480	495	510	525	540	555	570	585	600	620

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TABLE G(9)	Revised Scale	865	900	935	970	1005	1050	1095	1140	1185	1230	1275	1320	1320	1320	1320
	Existing Scales	480	500	520	540	560	580	600	630	660	690	720	750	780	810	840
		600	630	660	690	720	750	800	840	880	920	960	1000			

TABLE G(10)	Revised Scale	740	765	790	815	840	870	900	930	960	1000	1000	1000	1000	1000	1000
	Existing Scales	360	360	425	450	475	500	525	550	575	600	630	660	690	720	720
		350	350	400	425	450	475	500	525	550	600	630	660	690	720	750

TABLE H	Revised Scale	410	436	450	470	490	510	530	550	570
	Existing Scales	240	255	270	285	300				
		240	255	270	285	300	315	330	345	360

CONVERSION TABLES: APPENDIX V *continued*

TABLE H(1)	Revised Scale	£ 690	£ 715	£ 740	£ 765	£ 790	£ 815	£ 840	£ 870	£ 900	£	£	£	£	£	£	£	£	£	£
	Existing Scale	462	484	506	528	550	577½	605	632½	660										
TABLE H(2)	Revised Scale	1000	1045	1090	1135	1135	1135	1135	1135	1135										
	Existing Scale	600	630	660	690	720	750	780	810	840										
TABLE H(3)	Revised Scale	865	900	935	970	1005	1050	1095	1140	1140										
	Existing Scales	{ 600	620	640	660	680	700	720	740	760-840										
		{ 600	630	660	690	720	750	780	810	840										
TABLE H(4)	Revised Scale	1000	1045	1090	1135	1185	1230	1230	1230	1230	1230	1230								
	Existing Scale	600	630	660	690	720	750	780	810	840	880	920								
TABLE J	Revised Scale	1005	1050	1095	1140	1185	1230	1230												
	Existing Scale	720	750	780	810	840	880	920												
TABLE J(1)	Revised Scale	690	690	760	830	865	900	935	970	1005	1050	1095	1140	1185	1230	1275	1320			
	Existing Scales	{ 500	500	550	575	600	630	660	690	720	750	780	810-840							
		{ 500	500	550	575	600	630	660	690	720	750	780	810	840	840	840	840			
TABLE J(2)	Revised Scale	450	465	480	495	510	530	550												
	Existing Scale	300	315	330	345	360	375	390												
TABLE J(3)	Revised Scale	325	340	355	370	390	410	430	450											
	Existing Scale	210	225	240	255	270	285	300	300											
TABLE J(4)	Revised Scale	220	230	240	255	270	285	300	315											
	Existing Scale	144	153	162	171	180	189	198	200											