

NIGERIA

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SESSIONAL PAPER

No. 19 of 1935.

Paper laid on the Table of the Legislative Council.

SUBJECT:

Revision of Salaries African Staff

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1935.

## FOREWORD.

The sub-joined despatch, with its enclosures, has been addressed to the Secretary of State for the Colonies on the subject of revised salary scales for the African Clerical Service and the non-clerical branches of the Education, Medical, Posts and Telegraphs and Public Works Departments.

2. The Secretary of State in his despatch No. 1097 of the 20th of August, 1934, has notified his general approval of the draft schemes submitted to him, excepting that the proposal dealt with in paragraphs 11 and 17 of His Excellency's despatch (pages 4 and 6 herein), regarding the point in his career at which an African officer may attain pensionable status, has been reserved for further examination, and that a suggestion made by the Secretary of State for the amendment of paragraph 8 of the scheme for Medical Assistants and Assistant Medical Officers (page 11 herein) has been adopted.

3. Similar schemes for other technical branches of the Service will be prepared in due course.

4. The revised rates of salary for the African Clerical Service and for technical officials wholly trained within the departments mentioned in paragraph 1 above will have effect from the 1st of July, 1935, inclusive. The revised rates of salary for technical officials who have attended a full course at a Higher College and have gained a diploma making them eligible for entry into a department will have effect from the 1st of April, 1935, inclusive.

NIGERIA.

No. 740.

GOVERNMENT HOUSE,  
NIGERIA,

14th September, 1933.

SIR,

I have the honour to inform you that the question of the revision of the salary scales of the African Staff has for some time been engaging the attention of this Government. The matter had become urgent as the salaries of the existing posts had necessarily to be related in proper proportion to the salaries to be paid to the men who were being trained in the new Higher College for a new class of superior technical posts. Moreover, time has shown that there are various defects in the existing conditions prescribed for the recruitment of candidates for the African Staff and the provisions for their advancement.

2. The existing salary scales of the Clerical Service, which are substantially those introduced in 1921 with retrospective effect from the 1st of January, 1920, and on which all other scales of the African Staff are mainly based are as follows:—

Chief Clerks	... ..	£310-15-400
Assistant Chief Clerks	... ..	£240-12-300
First-class Clerks	... ..	£150-10-220
Second-class Clerks	... ..	£36; £42; £48-6-78; £88-8-128.

It has been felt that having regard to the qualifications required and the duties performed by those enjoying these scales they are unduly liberal when compared with the pay which it is possible to assign to the superior technical posts referred to in the preceding paragraph, having in view especially present economic conditions and the market value of similar services outside the Government. Experience has also shown that the scales and the provision for their application lacked proper balance and co-ordination. For instance, taking a few non-clerical appointments, whereas candidates for the posts of Surveyors and Draughtsmen in the Survey Department and Dispensers and Sanitary Inspectors in the Medical Department are now drawn from a source with practically the same educational attainments, after a period of

THE RIGHT HONOURABLE

SIR PHILIP CUNLIFFE-LISTER, P.C., C.B.E., M.C.,

SECRETARY OF STATE FOR THE COLONIES,

&c., &c., &c.



\*three years' training in each case the Surveyor and the Draughtsman are appointed at £72 in the scale of £72-8-160-10-220, the Dispenser at £68-8-128 and the Sanitary Inspector (save in exceptional circumstances) at £48-6-78.

3. The Higher College will be opened in its new buildings early next year and during the last two years' students of the College have been undergoing training elsewhere in Lagos. If the public are to be convinced that the long and expensive training at the College is justified it is only fair that they should know without further delay what emoluments may be expected by the products of the College who are to be employed in Government service. Such emoluments must be substantially higher than those paid to other employees of the Government without this Higher College training, and, as I have already inferred, unless modifications are made in the present scales of salary of African officials inflation of the salaries of Africans employed in Government service to an extent which it would be impossible to justify on any grounds and which in any case the country cannot afford, would be inevitable.

4. It has been found that the time and labour devoted to conducting the Clerical Service Examinations, which incidentally involved the payment of considerable fees to the examiners, are out of all proportion to the benefits accruing from these examinations. For instance, at the last Junior Clerical Service Examination held in April, 1931, out of a total number of 1,503 candidates only 23 were successful, and having regard to the large number of retrenchments and the reduction of departmental establishments necessitated by the economic situation only a small fraction could ever hope to secure Government appointments. In the case of the Senior Clerical Examination, which was last held in the same month and was competitive, seventeen candidates only were placed out of 557 who submitted to the examination. Doubts have arisen, moreover, whether the latter examination had achieved the object which the Government had in mind in instituting it, viz., the recognition of superior educational attainments and the encouragement of youths to take the fullest advantage of local educational facilities.

5. After considering certain criticisms furnished by the Lieutenant-Governors on a memorandum which contained a review of the position of the Director of Education, I appointed a Committee "to consider the proposals that have been made for a revision of the salary scales of the African staff and to suggest any modifications which the Committee consider should be made in the light of the views of the Lieutenant-Governors on the scheme, and of the Director of Education's comments thereon and to consider also the abolition of the Clerical Service Examinations." The committee consisted of:—

MR. F. R. J. HUSSEY, C.M.G., (Chairman).

*Director of Education.*

The Honourable

MR. A. A. DOHERTY,

*Third Elected Member for Lagos in the  
Legislative Council.*

MR. B. D. EVANS,

*Deputy Director of Public Works.*

MR. J. R. P. McEWEN,

*Assistant Secretary.*

MR. J. S. A. THOMAS,

*Assistant Accountant,  
Medical Department.*

DR. I. LADIPO OLUWOLE,

*Assistant Medical Officer of Health,  
Lagos Town Council.*

Representatives  
selected by the  
Nigeria Civil  
Service Union.

6. Although the proposals which I now submit to you are to a large extent based on the recommendations of the Committee it is unnecessary for me to forward a copy of their report since it

contains a number of suggestions regarding tests for advancement to the different grades as well as other matters which, after consultation with the Heads of Departments concerned, it has not been found possible to adopt.

7. The Committee recommended three sets of scales as follows:—

(i) CLERICAL SERVICE.

Normal Years.	Grade IV per annum. £	Grade III per annum. £	Grade II per annum. £	Grade I per annum. £
1.	36	140	240	310
2.	42	150	252	325
3.	48	160	264	340
4.	54	170	276	355
5.	60	180	288	370
6.	66	190	300	385
7.	72	200		400
8.	78	210		
9.	88	220		
10.	96			
11.	104			
12.	112			
13.	120			
14.	128			

(ii) TECHNICAL SERVICE.

(a) For technical officials wholly trained within the department.

Normal Years.	Grade IV per annum. £	Grade III per annum. £	Grade II per annum. £	Grade I per annum. £
1.	36	140	240	310
2.	42	150	252	325
3.	48	160	264	340
4.	54	170	276	355
5.	60	180	288	370
6.	66	190	300	385
7.	72	200		400
8.	80	210		
9.	88	220		
10.	96			
11.	104			
12.	112			
13.	120			
14.	128			

(b) For technical officials who have attended a full course at a Higher College and have gained a diploma making them eligible for entry into a department, the course being undertaken partly at the Yaba Higher College and partly at allied Higher Colleges, such as the Medical School and Agricultural College. The scale is for the full four-year course.

Normal Years.	Grade IV per annum. £	Grade III per annum. £	Grade II per annum. £	Grade I per annum. £
1.	96	160	240	400
2.	104	170	255	420
3.	112	180	270	440
4.	120	190	285	460
5.	128	200	300	480
		210	315	500
		220	330	520
			345	540
			360	560
			375	

These scales were suggested as standard scales and the Committee did not intend that they should be applied as a matter of course to all departments. They emphasised the importance of laying down definite educational standards for admission to the various branches of the service and the payment of initial salaries according to those standards. No oral evidence was taken

and the Committee did not consider the emoluments of artisans nor the salaries which should be paid to Africans appointed to superior posts or primarily held by Europeans.

8. Since the receipt of the Committee's report in May last year considerable correspondence and discussion with the Heads of Departments concerned has ensued in the endeavour to ascertain how the standard scales and the proposals put forward by the Committee could best be adapted to the particular needs of each department, especially as regards the scales for the Technical Services. It was desired to avoid taking any decision which might create the false impression that the scales were intended to be of universal application and to give every official an opportunity of rising to the emoluments attached to the highest posts.

9. I now transmit for your approval draft schemes which have been framed for the non-clerical branches of the Education (pages 7-10), Medical (pages 11-17), Posts and Telegraphs (pages 17-20) and Public Works Departments (pages 20-22). It is proposed that similar schemes for other technical departments should be prepared in due course. Where there are different types of non-clerical official in the same department separate schemes have been prepared for each. This will facilitate minor alterations as and when they are required. A draft scheme for the Clerical Service (pages 23-24) is also enclosed.

10. It will be observed in the first place that definite educational standards have been laid down for admission to the various branches of the African Staff, care being taken, as far as is possible, to adapt to those standards the salaries paid in the initial stages of Government service. The educational standards for admission to the various departments or branches of a department are the standards of the schools in the Southern Provinces. For the present, education in the Northern Provinces is less advanced and the standards of the Northern and Southern Provinces bear the following relation:—

<i>Northern Provinces.</i>		<i>Southern Provinces.</i>
Class I (Upper)	=	Class VI.
Class I (Lower)	=	Class V.
Class II	=	Class IV.
Class V	=	Class III.

As this difference in standard will decrease and eventually disappear it is not mentioned in the salary schemes.

11. The schemes are designed to afford adequate inducement for youths to remain at school as long as possible and to ensure that those who do so, and especially those who later successfully complete a course at the Higher College, are suitably rewarded. They also assure to the candidate entering the service uninterrupted progress up to a given stage without the necessity of having to depend on vacancies, provided of course reasonable industry and intelligence are shown. Every step from grade to grade is by promotion and selection and promotion may be obtained to the next grade without attaining to the top of the lower grade, thus giving opportunities to the man of outstanding ability. Perhaps the most revolutionary feature of the schemes is that officers will not become pensionable until they attain a salary of £120 per annum. They will, however, be placed on the permanent establishment after the usual probationary period of three years, except in the Inspectorate and Surveying branches of the Posts and Telegraphs Department and the Technical Staff of the Public Works Department whose schemes provide for a probationary period of six years. I shall revert to this matter in a later paragraph of this despatch.

12. With regard to the Clerical Service, it has been decided to abolish the junior and senior examinations and substitute departmental tests and certificates, etc., judged by the standard

of the actual duties performed by the various grades of clerks. A comparison of the proposed scales with those now in force will show that they are practically identical. There are however slight changes in the nomenclature of the grades, *i.e.*, the present Second-class grade has been divided into Third-class and Second-class Clerks and the present Assistant Chief Clerks and Chief Clerks have been replaced by Chief Clerks and Office Assistants. With the general improvement of educational facilities it is reasonable to expect a higher standard of work and efficiency in the various grades and to tighten the conditions for advancement from grade to grade.

13. Two sets of scales have been devised for the Technical Services, *viz.*:

- (a) Lower scales for departmentally trained officials which fall within the limits of the Clerical Service scales, and
- (b) Higher scales for officials who complete a successful course at a Higher College.

(a) is intended chiefly for officials of approximately the same standard as those now employed—a standard which should improve with the more systematic training now available. As at present, the highest of these scales is identical with the highest scale of the Clerical Service. It is distinctly laid down, however, that this scale is intended only for the exceptional official and promotion thereto will not be automatic. It seems only fitting that the outstanding men of the more highly qualified Technical services should have the same prospects as have their colleagues in the clerical service. The higher scales are designed for a new and superior service with definitely higher educational and professional qualifications.

14. In certain cases opportunities are provided for those on the lower scales to advance to the higher scales, *e.g.*, for example, in the schemes for Higher Elementary and Senior Teachers (men and women) of the Education Department, where teachers who have reached the maximum salary of Grade I may be considered for promotion to a post in the scheme for Masters or Mistresses, respectively, and the official who has been denied the initial advantage of a Higher College training will be able by exceptional application and character to gain admission to the higher service. Similarly, provision is made for officials in the early stages of the higher scales, who do not establish their fitness to be retained on those scales, to be transferred to the lower scales, as an alternative to the termination of their appointments.

15. As may have been expected there has been considerable divergence of views among Heads of Departments on several matters which have arisen in the course of the preparation of the schemes for the Technical Services. Some have been sceptical of the wisdom of drawing up conditions for the production of the Higher College before any experience has been gained of the standard which such products will attain. There has also been conflict of opinion as to the stage at which the training of candidates should be assumed by the College, the nature of the tests to be imposed for promotion, *i.e.*, whether they should be based wholly on the officials' actual work and departmental reports or to a large extent on examination results, and also as to the designation of the officers employed in the various grades. I am much indebted to the Chief Secretary, Mr. Hemmings, for the great personal interest and trouble he has taken in the production of these schemes. He has had numerous discussions regarding them with the Heads of Departments concerned and has endeavoured to meet their views wherever practicable. I consider that he has succeeded in achieving a sufficient measure of uniformity throughout the schemes to justify their being put into operation without further delay. Further modifications can be made as the necessity for them is disclosed by actual experience.

16. No useful purpose will be served, I think, by discussing the financial aspect of the various schemes. I have no doubt that they will ultimately result in material economy, first, by making it possible to employ Africans in increasing numbers, in more responsible positions now occupied by Europeans and, secondly, by the reduction in establishments which a better qualified African Service should make it possible to effect. Also, the prevailing conditions which have created a supply of candidates which is considerably in excess of requirements, coupled with increased educational facilities, make it possible to impose higher standards both for entrance to the service and for advancement from grade to grade. Moreover, the fact that European salary scales are also under consideration make the present time opportune for introducing the revision which forms the subject of this despatch.

17. The proposal to which reference is made in paragraph 11 above that pensionable status should be withheld until an officer reaches a salary of £120 is intended to counteract the tendency, of which complaint is widely made, of African officials to relax their efforts and ambitions when they acquire that security in their appointments which follows confirmation. It is believed that the proposal will have a most salutary effect if officials are retained on the permanent non-pensionable establishment for a considerable period on terms which permit of easy termination of their services. As Mr. Hemmant informed me, similar conditions obtain in Malaya for the staff recruited locally. No real hardship will be suffered by the deserving official as the whole of the period which under existing conditions qualifies for pension and gratuity will under the proposed schemes also be taken into account in the calculation of such pension and gratuity in the event of retirement or death after the acquisition of pensionable status. It is proposed that provision should be made in deserving cases for the award of some compensation from Government funds in the event of retirement or death before attaining pensionable status. I have not yet come to a definite conclusion as to the manner in which this provision should be made. Details of the necessary steps for giving effect to this proposal as well as the application of the new scales to officials already in the service will require further consideration. I may also mention in this connection that the question of introducing a Provident Fund for certain classes of officials who are not on the pensionable establishment has been receiving the attention of this Government.

18. The committee's report contains a paragraph in the following terms:

"In considering the training of clerical and technical staff the committee have kept constantly in mind the fact that some of the best products of the educational system may be expected to devote themselves to useful and profitable careers outside Government service."

There is, I fear, an only too popular tendency in West Africa to look to the Government as the best field for employment and it cannot be too strongly emphasised that given the necessary enterprise and initiative useful and lucrative careers are open to the educated youth of the country outside the Government service. This consideration was not overlooked in drawing up the various schemes.

19. I regard it as a matter of considerable importance that these new salary schemes and the object of the Government in introducing them should be given as wide publicity as possible and I should be glad to have your approval to publish this despatch and your reply thereto as a Sessional Paper.

I have the honour to be

Sir,

Your most obedient, humble servant,  
DONALD CAMERON,  
Governor.

## EDUCATION DEPARTMENT.

SALARY SCHEMES FOR  
MASTERS AND ASSISTANT SUPERINTENDENTS.

Masters will be paid at the following rates:—

Masters Grade III.	Masters Grade II.	Masters Grade I.	Assist. Superintendents Education.
£	£	£	£
88	160	240	400
96	170	255	420
104	180	270	440
112	190	285	460
120	200	300	
128	210	315	
	220	330	
		345	
		360	
		375	

2. Candidates for appointment as Masters, Grade III, must have attended a full course at a Higher College and have gained a diploma making them eligible for entry into the Education Department.

3. All candidates will be appointed on the minimum salary of the scale for Masters, Grade III and will be on probation for three years. An officer will not be eligible to receive his third increment until he has been placed on the permanent establishment.

4. Promotion from Master, Grade III to Master, Grade II, will be by selection and will not be dependent on vacancies in Grade II.

5. The number of posts of Master, Grade I will be fixed by Government. Promotion from Master, Grade II to Master, Grade I will be by selection. Masters, Grade I will have to pass an efficiency bar before they are eligible to receive salary in excess of £300 per annum.

6. The number of posts of Assistant Superintendent of Education will be fixed by Government and promotion from Master, Grade I to Assistant Superintendent of Education will be by selection only. These posts will be reserved for specially deserving Masters, Grade I and will not be filled unless candidates in every way qualified are available.

7. No candidate will be eligible for appointment or, after appointment, for promotion unless he possesses such teaching certificate under the Education Ordinance and Regulations as may be prescribed by the Director of Education for the grade which he desires to enter or to which he is otherwise eligible for promotion.

## MISTRESSES.

Mistresses will be paid at the following rates:—

Mistresses Grade III.	Mistresses Grade II.	Mistresses Grade I.
£	£	£
80	160	240
80	170	255
80	180	270
88	190	285
96	200	300
104	210	
112	220	
120		
128		

Candidates for appointment as Mistresses, Grade III must have attended a full course at a Higher College and have gained a diploma making them eligible for entry into the Education Department.



3. All appointments will be on the minimum of the scale and will be on probation for three years. A mistress will not be eligible to receive any increment until she has been placed on the permanent establishment.

4. Promotion from Mistress, Grade III to Mistress, Grade II will be by selection and will not be dependent on the number of vacancies in Grade II.

5. The number of posts of Mistress, Grade I will be fixed by Government and promotion from Mistress, Grade II to Mistress, Grade I will be by selection only. These posts will be reserved for specially deserving Mistresses, Grade II and will not be filled unless candidates in every way qualified are available.

6. No candidate will be eligible for appointment or, after appointment, for promotion unless she possesses such teaching certificate under the Education Ordinance and Regulations as may be prescribed by the Director of Education for the grade which she desires to enter or to which she is otherwise eligible for promotion.

#### HIGHER ELEMENTARY AND SENIOR TEACHERS (MEN)

Teachers who possess Higher Elementary or Senior Teachers certificates will be paid at the following rates:—

Teacher Grade IV	Teachers Grade III.	Teachers Grade II.	Teachers Grade I.
£	£	£	£
42			
48	80	140	240
54	88	150	252
60	96	160	264
66	104	170	276
72	112	180	288
	120	190	300
	128	200	
		210	
		220	

2. The minimum qualification for appointment as a Teacher, Grade IV will be possession of a "Teachers' Higher Elementary Certificate". Such candidates will be appointed at the minimum of the scale for Teachers, Grade IV. Candidates who do not hold a "Teachers' Higher Elementary Certificate" but who possess a certificate of satisfactory attendance at a Higher College (but have not taken the full Higher College course for entry into the Education Department) and have satisfied a standard to be prescribed may be granted a salary on first appointment in excess of the minimum, but each case will be considered on its merits.

3. In all cases candidates will be appointed on probation for three years and will not be eligible to receive any increments after the expiration of that period until they have been placed on the permanent establishment.

4. Promotion from Teacher, Grade IV to Teacher, Grade III will be by selection and will not be dependent upon vacancies in the grade of Teacher, Grade III.

5. The number of posts of Teacher, Grade II will be fixed by Government and promotion from Teacher, Grade III to Teacher, Grade II will be by selection. In order to be eligible for promotion to Teacher, Grade II candidates must hold the "Senior Teachers' Certificate." Teachers, Grade II will have to pass an efficiency bar before they are eligible to receive a salary in excess of £180.

6. The number of posts of Teacher, Grade I will be fixed by Government and promotion from Teacher, Grade II to Teacher, Grade I will be by selection.

7. In special cases teachers who have reached the maximum on the scale for Teachers, Grade I may be considered for promotion to a post in the Scheme for Masters.

8. The examinations to be passed and the standards to be satisfied for promotion or passing a bar will be laid down by the Director of Education subject to the approval of the Governor.

9. A Higher Elementary or Senior Teacher will not be pensionable until he reaches the salary of £120 per annum as a Teacher, Grade III.

## HIGHER ELEMENTARY AND SENIOR TEACHERS (WOMEN).

Women Teachers Grade III.	Women Teachers Grade II.	Women Teachers Grade I.	Teachers.
£	£	£	
36			
42	80	140	
48	88	150	
54	96	160	
60	104	170	
66	112	180	
72	120	190	
	128	200	
		210	
		220	

2. The minimum qualification for appointment as a Teacher, Grade III will be the possession of a "Teachers' Higher Elementary Certificate." Such candidates will enter the scale at the minimum of the scale for Teachers, Grade III. Candidates who possess a certificate of satisfactory attendance at a Higher College (but have not taken the full Higher College course for entry into the Education Department) and have satisfied a standard to be prescribed may be granted a salary on first appointment in excess of the minimum, but each case will be considered on its merits.

3. In all cases candidates will be appointed on probation for three years and will not be eligible to receive any increments after the expiration of that period until they have been placed on the permanent establishment.

4. Promotion from Teacher, Grade III to Teacher, Grade II will be by selection and will not be dependent upon vacancies in the grade of Teacher, Grade II.

5. The number of posts of Teacher, Grade I shall be fixed by Government and promotion from Teacher, Grade II to Teacher, Grade I will be by selection. Preference will be given to candidates who possess the "Senior Teachers' Certificate." Teachers, Grade I will have to pass an efficiency bar before they are eligible to receive a salary in excess of £180.

6. In special cases Teachers, Grade I who have reached the maximum of that Grade may be considered for promotion to a post in the Scheme for Mistresses.

7. The examinations to be passed and the standards to be satisfied for promotion or passing an efficiency bar will be laid down by the Director of Education subject to the approval of the Governor.

8. A Higher Elementary or Senior Teacher will not be pensionable until she reaches the salary of £120 per annum as a Woman Teacher, Grade II.

## ELEMENTARY TEACHERS (MEN).

Elementary teachers (men) will be paid the following rates:—

Elementary Teachers Grade IV.	Elementary Teachers Grade III.	Elementary Teachers Grade II.	Elementary Teachers Grade I.
£	£	£	£
36	63	90	fixed salary. 120
39	66	96	
42	69	102	
45	72	108	
48	75		
51	78		
54	81		
57	84		
60			

2. The minimum qualification for appointment as an Elementary Teacher, Grade IV will be the possession of a "Teachers' Elementary Certificate" issued under the provisions of the Regulations made under the Education Ordinance. All candidates will enter the scale at the minimum.

3. In all cases candidates will be appointed on probation for three years and will not be eligible to receive their third increment after the expiration of that period until they have been placed on the permanent establishment.

4. Promotion from Grade IV to Grade III and from Grade III to Grade II will be by selection and will not be dependent on vacancies in Grade III or Grade II respectively.

5. The number of Teachers, Grade I will be fixed by Government and promotion from Grade II to Grade I will be by selection. These posts will be reserved for specially deserving Headmasters in Grade II to whom are entrusted some of the duties of Visiting Teachers.

6. An Elementary Teacher will not be pensionable until he reaches the grade of Elementary Teacher, Grade I.

#### ELEMENTARY TEACHERS (WOMEN).

Elementary teachers (women) will be paid at the following rates:—

Elementary Teachers Grade IV.	Elementary Teachers Grade III.	Elementary Teachers Grade II.	Elementary Teachers Grade I.
£	£	£	£
3	63	90	120
3	66	96	
4	69	102	
4	72	108	
4	75		
5	78		
6	81		
6	84		

2. The minimum qualification for appointment as an Elementary Teacher, Grade IV will be the possession of a "Teachers' Elementary Certificate" issued under the provisions of the Regulations made under the Education Ordinance. All candidates will enter the scale at the minimum.

3. In all cases candidates will be appointed on probation for three years and will not be eligible to receive their third increment after the expiration of that period until they have been placed on the permanent establishment.

4. Promotion from Grade IV to Grade III and from Grade III to Grade II will be by selection and will not be dependent on vacancies in Grade III or Grade II respectively.

5. The number of Teachers, Grade I will be fixed by Government and promotion from Grade II to Grade I will be by selection. These posts will be reserved for specially deserving Headmistresses in Grade II to whom are entrusted some of the duties of Visiting Teachers.

6. An Elementary Teacher will not be pensionable until she reaches the grade of Elementary Teacher, Grade I.

## MEDICAL DEPARTMENT.

SALARY SCHEMES FOR  
MEDICAL ASSISTANTS AND ASSISTANT MEDICAL OFFICERS.

Medical Assistants and Assistant Medical Officers will be paid at the following rates:—

Medical Assistant.	Asst. Medical Officer, Grade II.	Asst. Medical Officer, Grade I.	Senior Asst. Medical Officer.
£	£	£	£
112	160	240	400
120	170	255	420
128	180	270	440
	190	285	460
	200	300	480
	210	315	500
	220	330	520
		345	540
		360	560
		375	

2. Candidates for appointment as Medical Assistants must have attended a full course at the Higher College and Medical School and have gained a certificate of proficiency at the final professional (medical) examination making them eligible for entry into the Medical Department.

3. All appointments will be on the minimum of the scale and will be on probation for three years. Medical Assistants will not be eligible for appointment to Grade II Assistant Medical Officer until they have performed one year's special post-graduate study and have gained a diploma in medicine. Specially efficient Medical Assistants may be selected to undergo this course of study two years after their first appointment but others may have to wait for another year before being permitted to undergo this course.

4. On gaining the diploma in medicine an Assistant Medical Officer will be eligible to be confirmed in his appointment and appointed Assistant Medical Officer, Grade II. Appointment to Grade I will not be dependent on the number of vacancies in that grade.

5. The number of posts of Assistant Medical Officer, Grade I will be fixed by Government. Promotion from Assistant Medical Officer, Grade II, to Assistant Medical Officer, Grade I, will be by selection following a refresher course and in special circumstances an officer may be so promoted before reaching the maximum of the scale for Assistant Medical Officer, Grade II. Assistant Medical Officers, Grade I, will have to pass an efficiency bar before they are eligible to receive a salary in excess of £300 per annum.

6. The number of posts of Senior Assistant Medical Officer will be fixed by Government. Promotion from Assistant Medical Officer, Grade I to Senior Assistant Medical Officer will be by selection and in special circumstances an officer may be so promoted before reaching the maximum salary for Grade I. These posts will be reserved for specially deserving Assistant Medical Officers, Grade I and will not be filled unless candidates in every way qualified are available. Senior Assistant Medical Officers will have to pass an efficiency bar before becoming eligible to receive a salary in excess of £460.

7. The examinations to be passed and the standards to be satisfied for promotion or passing a bar will be laid down by the Director of the Medical and Sanitary Service subject to the approval of the Governor.

8. Private practice will not be permitted, though in individual cases for special reasons it may be authorised by the Director of the Medical and Sanitary Service. In such cases the Director will prescribe the conditions under which it will be allowed. It is not contemplated that any officer below the rank of Senior Assistant Medical Officer should in any circumstances be allowed private practice.

## DISPENSERS.

Dispensers will be paid at the following rates:—

Third-class Dispensers.	Second-class Dispensers.	First-class Dispensers.	Senior Dispensers.	Chief Dispensers.
£	£	£	£	£
36 (a)	80	140	240	310
36 (b)	88	150	252	325
36 (c)	96	160	264	340
42	104	170	276	355
48 (d)	112	180	288	370
54 (e)	120	190	300	385
60 (f)	128	200		400
66		210		
72		220		

2. The minimum qualification for appointment as a Third-class Dispenser will be the possession of a Class IV Middle certificate countersigned by a Superintendent of Education. Such candidates will enter the scale for Third-class Dispensers at point (a). Candidates who have similar certificates showing that they have passed Class V or Class VI Middle may be appointed at points (b) and (c) respectively on the scale for Third-class Dispensers while those who possess a certificate of satisfactory attendance at a Higher College for one or two years and have satisfied a standard to be prescribed may be appointed at points (d) and (f) respectively on that scale.

3. Candidates who possess a Dispenser's certificate and have not been trained at Government expense may be appointed at point (e) on the scale for Third-class Dispensers.

4. In all cases candidates will be appointed on probation for three years and will not be eligible to receive any increments after the expiration of that period until they have obtained a Dispenser's certificate, (if they do not already possess such a certificate when appointed) and have been placed on the permanent establishment. A candidate who on appointment has not a Dispenser's certificate will be given a double increment when he obtains a Dispenser's certificate at the end of his third year.

5. Promotion from Third-class to Second-class Dispenser will be by selection and will not be dependent upon vacancies in the grade of Second-class Dispenser.

6. The number of posts of First-class Dispenser will be fixed by Government. Promotion from Second-class to First-class Dispenser will be by selection but Second-class Dispensers will be required to obtain the diploma of Chemists and Druggists before they become eligible for promotion to First-class Dispensers. First-class Dispensers will have to pass an efficiency bar before they are eligible to receive a salary in excess of £180.

7. The number of posts of Senior Dispenser will be fixed by Government and promotion from First-class to Senior Dispenser will be by selection.

8. The number of posts of Chief Dispenser will be fixed by Government and promotion from Senior to Chief Dispenser will be by selection only. These posts will be reserved for specially deserving Senior Dispensers and will not be filled unless a candidate ~~is available~~ is available.

9. A dispenser will not be pensionable until he reaches the salary of £120 per annum as a Second-class Dispenser.

10. The examinations to be passed are those for the Dispenser's certificate and the diploma of Chemists and Druggists as laid down in the Poisons and Pharmacy Ordinance, 1927.

## LABORATORY ATTENDANTS.

Laboratory Attendants will be paid at the following rates:—

	Third-class Laboratory Attendants.	Second-class Laboratory Attendants.	First-class Laboratory Attendants.	Senior Laboratory Attendants.
	£	£	£	£
(a) £30				
£30 or	36 (b)	80	140	240
£30	36 (c)	88	150	252
	36 (d)	96	160	264
	42	104	170	276
	48 (e)	112	180	288
	54	120	190	300
	60 (f)	128	200	
	66		210	
	72		220	

2. The minimum qualification for appointment as a Third-class Laboratory Attendant will be the possession of a Class II or Class III Middle certificate countersigned by a Superintendent of Education. Such candidates will enter the scale for Third-class Laboratory Attendants at point (a).

Candidates who have similar certificates showing that they have passed Class IV, Class V or Class VI Middle may be appointed at points (b), (c) and (d) respectively on the scale for Third-class Laboratory Attendants while those who possess a certificate of satisfactory attendance at a Higher College for one or two years and have satisfied a standard as prescribed may be appointed at points (e) and (f) respectively on that scale.

3. In all cases candidates will be appointed on probation for three years and will not be eligible to receive any increments after the expiration of that period until they have been placed on the permanent establishment.

4. Third-class Laboratory Attendants who are appointed at point (a) on the scale, when placed on the permanent establishment, will proceed to £36 for one year and thereafter will be eligible for increments as provided in the scale.

5. Promotion from Third-class to Second-class Laboratory Attendant will be by examination and selection and will not be dependent upon vacancies in the grade of Second-class Laboratory Attendants.

6. The number of posts of First-class Laboratory Attendant will be fixed by Government. Promotion from Second-class to First-class Laboratory Attendant will be by examination and selection. First-class Laboratory Attendants will have to pass an efficiency bar before they are eligible to receive a salary in excess of £180.

7. The number of posts of Senior Laboratory Attendant will be fixed by Government and promotion from First-class to Senior Laboratory Attendant will be by selection.

8. The examinations to be passed and the standards to be satisfied for promotion will be laid down by the Director of the Medical and Sanitary Service subject to the approval of the Governor.

9. A Laboratory Attendant will not be pensionable until he reaches the salary of £120 per annum as a Second-class Laboratory Attendant.

## SANITARY INSPECTORS.

Sanitary Inspectors will be paid at the following rates:—

Third-class Sanitary Inspectors.	Second-class Sanitary Inspectors.	First-class Sanitary Inspectors.	Senior Sanitary Inspectors.	Chief Sanitary Inspectors.
£	£	£	£	£
36 (a)	80	140	240	310
36 (b)	88	150	252	325
36 (c)	96	160	264	340
42	104	170	276	355
48 (d)	112	180	288	370
54	120	190	300	385
60 (e)	128	200		400
66		210		
72		220		

2. The minimum qualification for appointment as a Third-class Sanitary Inspector will be the possession of a Class IV Middle certificate conferred by a Superintendent of Education. Such candidates will enter the scale at point (a). Candidates who have similar certificates showing that they have passed Class V or Class VI Middle may be appointed at points (b) and (c) respectively on the scale for Third-class Sanitary Inspectors while those who possess a certificate of satisfactory attendance at a Higher College for one or two years and have satisfied a standard to be prescribed may be appointed at points (d) and (e) respectively on that scale.

3. In all cases candidates will be appointed on probation for three years and will not be eligible to receive any increments after the expiration of that period until they have passed the examination of the Sanitary Inspectors School and have been placed on the permanent establishment.

4. Promotion from Third-class to Second-class Sanitary Inspector will be by examination and selection and will not be dependent upon vacancies in the grade of Second-class Sanitary Inspector.

5. The number of posts of First-class Sanitary Inspector will be fixed by Government. Promotion from Second-class to First-class Sanitary Inspector will be by examination and selection. First-class Sanitary Inspectors will have to pass an efficiency bar before they are eligible to receive a salary in excess of £180.

6. The number of posts of Senior Sanitary Inspector will be fixed by Government and promotion from First-class to Senior Sanitary Inspector will be by selection.

7. The number of posts of Chief Sanitary Inspector will be fixed by Government and promotion from Senior to Chief Sanitary Inspector will be by selection only. These posts will be reserved for specially deserving Senior Sanitary Inspectors and will not be filled unless a candidate in every way qualified is available.

8. The examinations to be passed and the standards to be satisfied for promotion or passing a bar will be laid down by the Director of the Medical and Sanitary Service subject to the approval of the Government.

9. A Sanitary Inspector will not be pensionable until he reaches the salary of £120 per annum as a Second-class Sanitary Inspector.

## NURSES.

Nurses will be paid at the following rates:—

	Third-class Nurses.	Second-class Nurses.	First-class Nurses.	Senior Nurses.
	£	£	£	£
(a) £30		80	140	190
£30	36 (b)	88	150	200
£30	36 (c)	96	160	210
	36 (d)	104	170	220
	42	112	180	
	48 (e)	120		
	54	128		
	60 (f)			
	66			
	72			

2. The minimum qualification for appointment as a Third-class Nurse will be the possession of a Class II or Class III Middle certificate countersigned by a Superintendent of Education. Such candidates will enter the scale for Third-class Nurses at point (a). Candidates who have similar certificates showing that they have passed Class IV, Class V or Class VI Middle may be appointed at points (b), (c) and (d) respectively on the scale for Third-class Nurses, while those who possess a certificate of satisfactory attendance at a Higher College for one or two years and have satisfied a standard to be prescribed may be appointed at points (e) and (f) respectively on that scale.

3. In all cases candidates will be appointed on probation for three years and will not be eligible to receive any increments after the expiration of that period until they have been placed on the permanent establishment.

4. Third-class Nurses who are appointed at point (a) on the scale, when placed on the permanent establishment, will proceed to £36 for one year and thereafter will be eligible for increments as provided in the scale.

5. Promotion from Third-class to Second-class Nurse will be by examination and selection and will not be dependent upon vacancies in the grade of Second-class Nurse.

6. The number of posts of First-class Nurse will be fixed by Government. Promotion from Second-class to First-class Nurse will be by examination and selection.

7. The number of posts of Senior Nurse will be fixed by Government. Promotion from First-class Nurse to Senior Nurse will be by selection.

8. The examinations to be passed and the standards to be satisfied for promotion will be laid down by the Director of the Medical and Sanitary Service subject to the approval of the Governor.

9. A nurse will not be pensionable until he or she reaches the salary of £120 per annum as a Second-class Nurse.

#### MIDWIVES.

Midwives will be paid at the following rates:—

	Third-class Midwives.	Second-class Midwives.	First-class Midwives.
	£	£	£
(a) £30			
£30 or 36 (b)	36	80	140
£30	36 (c)	88	150
	36 (d)	96	160
	42	104	170
	48	112	180
	54	120	
	60	128	
	66		
	72		

2. The minimum qualification for appointment as a Third-class Midwife will be the possession of a Class II or Class III Middle certificate countersigned by a Superintendent of Education. Such candidates will enter the scale for Third-class Midwives at point (a). Candidates who have similar certificates showing that they have passed Class IV, Class V or Class VI Middle may be appointed at points (b), (c) and (d) respectively on that scale.

3. In all cases candidates will be appointed on probation for three years and will not be eligible to receive any increments after the expiration of that period until they have obtained the certificate of the Midwives Board and have been placed on the permanent establishment.

4. Third-class Midwives who are appointed at point (a) on the scale, when placed on the permanent establishment, will proceed to £36 for one year and thereafter will be eligible for increments as provided in the scale.

5. Promotion from Third-class to Second-class Midwife will be by examination and selection and will not be dependent upon vacancies in the grade of Second-class Midwife.

6. The number of posts of First-class Midwife will be fixed by Government. Promotion from Second-class to First-class Midwife will be by examination and selection.



7. The examinations to be passed and the standards to be satisfied for promotion will be laid down by the Director of the Medical and Sanitary Service subject to the approval of the Governor.

8. A midwife will not be pensionable until she reaches the salary of £120 per annum as a Second-class Midwife.

#### LUNATIC ASYLUM ATTENDANTS.

Lunatic Asylum Attendants will be paid at the following rates:—

	Third-class Lunatic Asylum Attendants.	Second-class Lunatic Asylum Attendants.	First-class Lunatic Asylum Attendants.
	£	£	£.
(a) £30			
£30 or 36 (b)	36 (b)	80	140
£30	36 (c)	88	150
	36 (d)	96	160
	42	104	170
	48	112	180
	54	120	
	60	128	
	66		
	72		

2. The minimum qualification for appointment as a Second-class Lunatic Asylum Attendant will be the possession of a \*Class III Middle certificate countersigned by a Superintendent of Education. Such candidates will enter the scale for Third-class Attendants at point (a). Candidates who have similar certificates showing that they have passed Class IV, Class V or Class VI Middle may be appointed at points (b), (c) and (d) respectively on that scale.

3. In all cases candidates will be appointed on probation for three years and will not be eligible to receive any increments after the expiration of that period until they have been placed on the permanent establishment.

4. Third-class Attendants who are appointed at point (a) on the scale, when placed on the permanent establishment, will proceed to £30 for one year and thereafter will be eligible for increments as provided in the scale.

5. Promotion from Third-class to Second-class Lunatic Asylum Attendant will be by examination and selection and will not be dependent upon vacancies in the grade of Second-class Lunatic Asylum Attendant.

6. The number of posts of First-class Attendants will be fixed by Government and promotion from Second-class Attendant to First-class Attendant will be by selection only.

7. The examinations to be passed and the standards to be satisfied for promotion will be laid down by the Director of the Medical and Sanitary Service subject to the approval of the Governor.

8. A Lunatic Asylum Attendant will not be pensionable until he reaches the salary of £120 per annum as a Second-class Lunatic Asylum Attendant.

#### LEPER ASYLUM ATTENDANTS.

Leper Asylum Attendants will be paid at the following rates:—

	Third-class Leper Asylum Attendants.	Second-class Leper Asylum Attendants.	First-class Leper Asylum Attendants.
	£	£	£
(a) £30			
£30 or 36 (b)	36 (b)	80	140
£30	36 (c)	88	150
	36 (d)	96	160
	42	104	170
	48	112	180
	54	120	
	60	128	
	66		
	72		

\* In the case of female candidates a Class II Middle certificate may be accepted.

2. The minimum qualification for appointment as a Second-class Leper Asylum Attendant will be the possession of a \*Class III Middle certificate countersigned by a Superintendent of Education. Such candidates will enter the scale for Third-class Attendants at point (a). Candidates who have similar certificates showing that they have passed Class IV, Class V or Class VI Middle may be appointed at points (b), (c) and (d) respectively on the scale for Third-class Leper Asylum Attendants.
3. In all cases candidates will be appointed on probation for three years and will not be eligible to receive any increments after the expiration of that period until they have been placed on the permanent establishment.
4. Third-class Leper Asylum Attendants who are appointed at point (a) on the scale, when placed on the permanent establishment, will proceed to £36 for one year and thereafter will be eligible for increments as provided in the scale.
5. Promotion from Third-class to Second-class Leper Asylum Attendant will be by examination and selection and will not be dependent upon vacancies in the grade of Second-class Leper Asylum Attendant.
6. The number of posts of First-class Leper Asylum Attendant will be fixed by Government and promotion from Second-class to First-class Attendant will be by examination and selection.
7. The examinations to be passed and the standards to be satisfied for promotion will be laid down by the Director of the Medical and Sanitary Service subject to the approval of the Governor.
8. A Leper Asylum Attendant will not be permanent until he reaches the salary of £120 per annum as a Second-class Leper Asylum Attendant.

## POSTS AND TELEGRAPHS DEPARTMENT.

### SALARY SCHEMES FOR AFRICAN ENGINEERING STAFF.

The African Engineering Staff of the Posts and Telegraphs Department will be paid at the following rates:—

Assistant Sub-Engineers, Grade II.	Assistant Sub-Engineers, Grade I.	Sub-Engineers, Grade II.	Sub-Engineers, Grade I.
£ 88	£ 160	£ 240	£ 300
96	170	255	320
104	180	270	340
112	190	285	360
120	200	300	and thereafter, with
128	210	315	a maximum not in
	220	330	any case exceeding
		345	£560 or as the
		360	merits of the officer
		375	may be deemed to
			justify.

2. Candidates for appointment must have attended a full course at a Higher College and have obtained a diploma making them eligible for entry into the Posts and Telegraphs Department.
3. All appointments will be on the minimum of the scale for Assistant Sub-Engineers and will be on probation for three years. An officer will not be eligible to receive his third increment until he has been placed on the permanent staff of his appointment. An officer who fails to be placed on a permanent staff may be offered a transfer to the scheme for Inspectors if the Postmaster-General considers him to be adequately qualified for that service. The conditions of transfer are the point at which he will enter the salary scale of the Sub-Inspectors will be determined by the Postmaster-General subject to the approval of the Governor.

\* In the case of female candidates a Class II Middle certificate may be accepted.

4. Promotion from Assistant Sub-Engineer, Grade II, to Assistant Sub-Engineer, Grade I, will be by examination and selection and will not be dependent on vacancies in Grade I.

5. The number of Sub-Engineers in Grade II will be fixed by the Postmaster-General subject to the approval of the Governor. Promotion from the grade of Assistant Sub-Engineer, Grade I, to the grade of Sub-Engineer, Grade II, will be by examination and selection. A Sub-Engineer, Grade II, will be required to pass an efficiency bar before he is eligible to receive salary in excess of £300 per annum.

6. The number of Sub-Engineers in Grade I will be fixed by the Postmaster-General subject to the approval of the Governor and promotion from Grade II to Grade I will be by selection only. Promotion to the grade of Sub-Engineer, Grade I, will not be approved unless an officer qualified in every way is available.

7. The examination to be passed and the standards to be satisfied for promotion or passing an efficiency bar will be laid down by the Postmaster-General subject to the approval of the Governor.

#### INSPECTORS.

Inspectors and Sub-Inspectors of the Posts and Telegraphs Department will be paid at the following rates:—

Sub-Inspectors, Grade III.	Sub-Inspectors, Grade II.	Sub-Inspectors, Grade I.	Inspectors, Grade II.	Inspectors, Grade I.
£	£	£	£	£
36 (a)	72	140	240	310
36 (b)	80	150	252	325
36 (c)	88	160	264	340
42 (d)	96	170	276	355
48 (e)	104	180	288	370
54	112	190	300	385
60	120	200		400
66	128	210		
72		220		

2. The minimum qualification for appointment will be the possession of a Class IV Middle certificate countersigned by a Superintendent of Education. A candidate with this qualification will enter Grade III of the Sub-Inspectors at point (a) on the scale. More highly qualified candidates who have similar certificates showing that they have passed Class V or Class VI Middle may be appointed at points (b) and (c). Those who possess a certificate of satisfactory attendance at a Higher College for one or two years and have satisfied a standard to be prescribed may be appointed at points (d) and (e) respectively on the scale.

3. The selected candidate will undergo a course of training and instruction which will normally extend to six years in the case of candidates appointed at points (a), (b) and (c) and five years and three years in the case of candidates appointed at points (d) and (e) respectively. During this period of instruction he will be on probation but, subject to good conduct and to passing such examinations as may be prescribed, he will be eligible to receive annual increments of salary until the termination of six years service or until he has reached a salary of £72 per annum. No further increment will be drawn until he is placed on the permanent staff.

4. When a selected candidate has completed four years training in the case of those appointed at points (a), (b), (c) and (d) on the scale and three years in the case of those appointed at point (e) and has passed all the prescribed examinations, he will be eligible to be placed on the permanent staff provided he obtains a certificate from the Postmaster-General that he is qualified to perform the duties of an officer on the permanent staff without completing the normal period of training.

5. On being placed on the permanent staff a selected candidate will enter the grade of Sub-Inspector, Grade II on the initial salary of that grade provided that a candidate who has been on the salary of £72 per annum for a year or more in Grade III may be permitted to enter Grade II on a salary of

£80 per annum. Appointment to Grade II will not be dependent on vacancies in that grade, but a Sub-Inspector will be required to pass an efficiency bar before he can receive a salary in excess of £96 per annum.

6. The number of Sub-Inspectors in Grade I will be fixed by the Postmaster-General subject to the approval of the Governor. Promotion from Grade II to Grade I will be by examination and selection. A Sub-Inspector in Grade I will be required to pass an efficiency bar before he can receive a salary in excess of £180 per annum.

7. The number of Inspectors in Grade II will be fixed by the Postmaster-General subject to the approval of the Governor. Promotion from Sub-Inspector, Grade I to Inspector, Grade II will be by selection. An Inspector, Grade II will be required to pass an efficiency bar before he can receive a salary in excess of £264.

8. The number of Inspectors in Grade I will be fixed by the Postmaster-General subject to the approval of the Governor. Promotion from Grade II to Grade I will be by selection but no promotion will be approved unless an Inspector in every way qualified is available. An Inspector will be required to pass an efficiency bar before he can receive a salary in excess of £355 per annum.

9. Inspectors in Grade I of outstanding ability will be eligible for promotion to appointments in the scheme for the African Engineering Staff of the Posts and Telegraph Department.

10. The examinations to be passed and the standards to be satisfied for passing an efficiency bar will be laid down by the Postmaster-General subject to the approval of the Governor.

11. Sub-Inspectors of the Posts and Telegraphs Department will not be pensionable until they reach the salary of £120 per annum in Grade II.

#### SURVEYING BRANCH.

Third-class Postal Clerks & Telegraphists.	Second-class Postal Clerks & Telegraphists.	First-class Postal Clerks & Telegraphists.	Superinten- dents.	Chief Superinten- dents.
£	£	£	£	£
36 (a)	80	140	240	310
36 (b)	88	150	252	325
36 (c)	96	160	264	340
42	104	170	276	355
48	112	180	288	370
54	120	190	300	385
60	128	200		400
66		210		
72		220		

2. The minimum qualification for appointment as a Third-class Postal Clerk and Telegraphist is the possession of a Class IV Middle certificate countersigned by a Superintendent of Education. Such a candidate will enter the scale for Third-class Postal Clerks and Telegraphists at point (a). Candidates who have similar certificates showing that they have passed Class V or Class VI Middle may be appointed at points (b) and (c) respectively on the scale for Third-class Postal Clerks and Telegraphists.

3. In all cases a candidate will be appointed on probation for a period not exceeding six years. Until he has passed all departmental tests he will be a Probationer Postal Clerk and Telegraphist and as a Probationer he will be eligible to receive such increments as may be provided in the scale until the termination of three years service but no further increments may be drawn until he is appointed to be a Third-class Postal Clerk and Telegraphist. A Probationer will be appointed to be a Third-class Postal Clerk and Telegraphist when he has passed all departmental tests. He will still be on probation until he has completed three years service as a Third-class Postal Clerk and Telegraphist and will be eligible to receive increments until the termination of this second period of three years, but will not be eligible to receive any further increments until he is placed on the permanent establishment. A Third-class Postal Clerk and Telegraphist will

be eligible to be placed on the permanent establishment when the Postmaster-General reports that he is likely to become an efficient Postal Clerk and Telegraphist and that his work and conduct have been in all respects satisfactory.

4. Promotion from Third-class to Second-class Postal Clerk and Telegraphist will be by selection and will not be dependent upon vacancies in the grade of Second-class Postal Clerk and Telegraphist. Before being eligible for promotion a Third-class Postal Clerk and Telegraphist must satisfy the following conditions:

- (a) His work and conduct must have been in all respects satisfactory.
- (b) He must have passed a departmental test to be laid down by the Postmaster-General subject to the approval of the Governor.
- (c) He must be certified by the Postmaster-General to be suitable as regards character for promotion and to be fit to take charge of a sub-office embracing all branches of postal and telegraph work.

5. The number of First-class Postal Clerks and Telegraphists will be fixed by the Postmaster-General subject to the approval of the Governor. Promotion from Second-class Postal Clerk and Telegraphist to First-class Postal Clerk and Telegraphist will be by selection. A Second-class Postal Clerk and Telegraphist will only be eligible for promotion to First-class Postal Clerk and Telegraphist if certified by the Postmaster-General to be in every respect fit for promotion and capable of taking charge of the smaller Head Office or a section of a large Head Office. A First-class Postal Clerk and Telegraphist will be required to pass an efficiency test before becoming eligible to receive a salary in excess of £180.

6. The number of Superintendents will be fixed by the Postmaster-General subject to the approval of the Governor and promotion from First-class Postal Clerk and Telegraphist to Superintendent will be by selection. No First-class Postal Clerk and Telegraphist will be considered for promotion to Superintendent unless the Postmaster-General certifies that he is fit in every way to be in charge of a large Head Office.

7. The number of Chief Superintendents will be fixed by the Postmaster-General subject to the approval of the Governor. These appointments will be reserved for Superintendents of proved ability and no Superintendent will be considered for promotion unless the Postmaster-General certifies that he is capable of relieving a European officer as regards the routine work of an Assistant Surveyor.

8. Chief Superintendents of outstanding ability will be eligible for promotion to special appointments of higher rank carrying such salaries as may be fixed by the Government.

9. Postal Clerks and Telegraphists will not be pensionable until they receive the salary of £120 per annum as Second-class Postal Clerks and Telegraphists.

PUBLIC WORKS DEPARTMENT.

SALARY SCHEMES FOR

AFRICAN ENGINEERING STAFF.

The African Engineering Staff of the Public Works Department will be paid at the following rates:—

Engineers, Grade	Engineers, Grade III.	Engineers, Grade II.	Engineers, Grade I.
£ 88	£ 160	£ 240	£ 400
96	170	255	420
104	180	270	440
112	190	285	460
120	200	300	and thereafter, with
128	210	315	a maximum not in
	220	330	any case exceeding
		345	£500 p.a. as the
		360	merits of the officer
		375	may be deemed to justify.

2. Candidates for appointment must have attended a full course at a Higher College and have obtained a diploma making them eligible for entry into the Public Works Department.

3. All appointments will be on the minimum of the scale and will be on probation for three years. An officer will not be eligible to receive his third increment until he has been placed on the permanent establishment. An officer who fails to be placed on the permanent establishment may be offered a transfer to the Junior African Technical Staff if the Director of Public Works considers him to be adequately qualified for that service. The conditions of transfer and the point at which he will enter the salary scale of the Junior African Technical Staff will be determined by the Director of Public Works subject to the approval of the Governor.

4. Promotion from Grade IV to Grade III will be by examination and selection and will not be dependent on vacancies in Grade III.

5. The number of Engineers in Grade II will be fixed by the Director of Public Works subject to the approval of the Governor. Promotion from Grade III to Grade II will be by examination and selection. An engineer in Grade II will be required to pass an efficiency bar before he can receive a salary in excess of £300 per annum.

6. The number of Engineers in Grade I will be fixed by the Director of Public Works subject to the approval of the Governor and promotion from Grade II to Grade I will be by selection only. Promotion to Grade I will not be approved unless an officer qualified in every way is available.

7. The examinations to be passed and the standards to be satisfied for promotion or passing an efficiency bar will be laid down by the Director of Public Works subject to the approval of the Governor.

#### AFRICAN TECHNICAL STAFF.

##### *Junior African Technical Staff.*

The Junior African Technical Staff will be paid at the following rates:—

Junior African Technical Staff, Grade III.	Junior African Technical Staff, Grade II.	Junior African Technical Staff, Grade I.
£	£	£
36 (a)	72	10
36 (b)	80	50
36 (c)	88	60
42	96	170
48	104	180
54	112	190
60	120	200
66	128	210
		220

2. The minimum qualification for appointment will be the possession of a Class IV Middle certificate countersigned by a Superintendent of Education. A candidate with this qualification will enter Grade III of the Junior African Technical Staff at point (a) on the scale. More highly qualified candidates who have similar certificates showing that they have passed Class V or Class VI Middle may be appointed at points (b) and (c) respectively.

3. The selected candidate will undergo a course of training and instruction which will extend normally to six years. During this period of instruction he will be on probation but, subject to good conduct and to passing such examinations as may be prescribed, he will be eligible to receive such annual increments of salary as are prescribed until the termination of six years service but no further increments will be drawn until he is confirmed.

4. When a selected candidate has completed four years training and instruction and has passed all the prescribed examinations he will be eligible to be placed on the permanent

establishment provided he obtains a certificate from the Director of Public Works that he is qualified to perform the duties of an officer on the permanent establishment without completing the normal period of training.

5. On being placed on the permanent establishment a selected candidate will enter Grade II on the initial salary of that grade. Appointment to Grade II will not be dependent on vacancies in that grade, but an officer will be required to pass an efficiency bar before he can receive a salary in excess of £96 per annum.

6. The number of officers of Grade I will be fixed by the Director of Public Works subject to the approval of the Governor. Promotion from Grade II to Grade I will be by examination and selection. An officer of Grade I will be required to pass an efficiency bar before he can receive a salary in excess of £180 per annum.

7. Officers of Grade I of the Junior African Technical Staff who have passed the prescribed examinations and are certified by the Director of Public Works to be fit in all respects for promotion will be eligible for promotion to the Senior African Technical Staff.

8. The examinations to be passed and the standards to be satisfied for passing an efficiency bar will be laid down by the Director of Public Works subject to the approval of the Governor.

*Senior African Technical Staff.*

9. The Senior African Technical Staff will be paid at the following rates:—

Senior African Technical Staff, Grade II.	Senior African Technical Staff, Grade I.
£	£
240	310
252	325
264	340
276	355
288	370
300	385
	400

10. The number of officers of Grade II of the Senior African Technical Staff and their distribution in the different branches of the Public Works Department will be fixed by the Director of Public Works subject to the approval of the Governor. Vacancies in Grade II of the Senior African Technical Staff will be filled by the promotion of officers of Grade I of the Junior African Technical Staff who have passed the necessary qualifying examinations and are certified to be in all respects fit for promotion. An officer of Grade II will be required to pass an efficiency bar before he can receive a salary in excess of £264 per annum.

11. The number of officers of Grade I of the Senior African Technical Staff and their distribution in the different branches of the Public Works Department will be fixed by the Director of Public Works subject to the approval of the Governor. Promotion from Grade II to Grade I will be by selection. Promotion to Grade I will not be approved unless an officer in every way qualified is available. An officer of Grade I will be required to pass an efficiency bar before he can receive a salary in excess of £355 per annum.

12. Officers of Grade I of the Senior African Technical Staff of outstanding ability will be eligible for promotion to appointments in the scheme for the African Engineering Staff of the Public Works Department.

13. The examinations to be passed and the standards to be satisfied for promotion or passing efficiency bars will be laid down by the Director of Public Works subject to the approval of the Governor.

14. Officers of the African Technical Staff of the Public Works Department will not be pensionable until they reach the salary of £300 per annum in Grade II of the Junior African Technical Staff.

## CLERICAL STAFF.

SALARY SCHEME FOR  
AFRICAN CLERICAL STAFF.

Third-class Clerks.	Second-class Clerks.	First-class Clerks.	Chief Clerks.	Office Assistants.
£	£	£		£
(a) £30				
£30 or 36 (b)	80	140	2	310
£30. 36 (c)	88	150	2	325
36 (d)	96	160	2	340
42	104	170	2	355
48 (e)	112	180	2	370
54	120	190	3	385
60 (f)	128	200		400
66		210		
72		220		

2. The minimum qualification for appointment as a Third-class Clerk is the possession of a Class III Middle certificate countersigned by a Superintendent of Education. Such a candidate will enter the scale for Third-class Clerks at point (a). Candidates who have similar certificates showing that they have passed Class IV, Class V or Class VI Middle may be appointed at points (b), (c) and (d) respectively on the scale for Third-class Clerks. Those who possess a certificate of satisfactory attendance at a Higher College for one or two years and have satisfied a standard to be prescribed may be appointed at points (e) and (f) respectively on that scale.

3. In all cases a candidate will be appointed on probation for three years and will not be eligible to receive any increments after the expiration of that period until he has been placed on the permanent establishment. A Third-class Clerk will not be eligible to be placed on the permanent establishment until he has passed a departmental office test and his Head of Department reports that he is likely to become an efficient Clerk and that his work and conduct have been in all respects satisfactory.

4. A Third-class Clerk who is appointed at point (a) on the scale, when placed on the permanent establishment, will proceed to £36 for one year and thereafter will be eligible for increments as provided in the scale.

5. Promotion from Third-class to Second-class Clerk will be by selection and will not be dependent upon vacancies in the grade of Second-class Clerk. Before being eligible for promotion a Third-class Clerk must satisfy the following conditions:

- His work and conduct must have been in all respects satisfactory.
- He must have passed a departmental test to be laid down by the Head of Department subject to the approval of the Governor.
- He must be certified by his Head of Department to be suitable as regards character for promotion and to be fit to take charge of a small office or to act temporarily in charge of a section of a large office.

6. The number of First-class Clerks in the clerical service will be fixed by Government. Promotion from Second-class Clerk to First-class Clerk will be by selection. A Second-class Clerk will only be eligible for promotion to First-class Clerk if certified by his Head of Department to be in every respect fit for promotion and capable of taking charge of any office (except a headquarters office) or of an important branch of a headquarters office. A First-class Clerk will be required to pass an efficiency bar before becoming eligible to receive a salary in excess of £180.

7. The number of Chief Clerks in the clerical service will be fixed by Government and promotion from First-class Clerk to Chief Clerk will be by selection. No First-class Clerk will be considered for promotion to Chief Clerk unless his Head of Department certifies that he is fit in every way to be in charge of a headquarters office.



8. The number of Office Assistants will be fixed by Government. These appointments will be reserved for clerks of proved ability and no clerk will be considered for promotion unless his Head of Department certifies that he is capable of relieving a European officer as regards the routine work of a headquarters office.

9. Office Assistants and Chief Clerks of outstanding ability will be eligible for promotion to special appointments of higher rank carrying such salaries as may be fixed by the Government.

10. Members of the Clerical Staff will not be pensionable until they reach the salary of £120 per annum as Second-class Clerks.