



COLONY AND PROTECTORATE OF KENYA

Sessional Paper No. 2 of 1948

**PROPOSALS FOR THE IMPLEMENTATION
OF THE RECOMMENDATIONS OF THE EAST
AFRICAN SALARIES COMMISSION**

Price Sh. 1

PROPOSALS FOR THE IMPLEMENTATION OF THE RECOMMENDATIONS OF THE EAST AFRICAN SALARIES COMMISSION

This Sessional Paper is published simultaneously with the Report of the East African Salaries Commission. Its object is to set out the proposals which the Government of Kenya will make to the Legislative Council for the implementation of the recommendations of the Commission. Those recommendations are conveniently summarized in Chapter XIV of the Report.

2. The Government recommends acceptance of the recommendations of the Commission subject to the modifications set out later on in this Paper. The Government recognizes, however, that in a review covering so wide and complex a field there will necessarily be omissions and anomalies. Some of these have already been detected and rectified in the course of the examination of the Report which has been made (in East Africa and subsequently in London) in collaboration with the Secretary of State's advisers, the other East and Central African Governments and the East Africa High Commission. But there will no doubt be further omissions and anomalies which will only become apparent during the implementation of the Report. The Government will deal with these as far as practicable in connexion with the 1949 Estimates. It must, however, be emphasized that it cannot be assumed that every alteration of existing salary relativity constitutes an anomaly. In this connexion attention is directed to paragraph 68 of the Report in which the Commission state: "We set about the task of framing our scales for the various posts and grades in the following way. We first of all examined the existing basic scales with a view to determining whether they were appropriate in terms of pre-war money in the light, not only of the duties and responsibilities of the particular post but also of the basic salaries attached to posts of similar status. In cases where we thought adjustments were called for we made them, and in doing so removed, we hope, existing anomalies".

3. The following paragraphs of this Paper contain the modifications which the Government proposes in respect of certain of the Commission's recommendations.

Contract Officers and Temporary Employees

(Paragraph 3 of the Report)

4. The Government agrees with the general principles enunciated in this paragraph but prefers to consider these cases individually on their merits, both in regard to the question of increase of emoluments and its effective date.

Employees whose Basic Salaries do Not Exceed Sh. 40 per month

(Paragraph 6 of the Report)

5. The Government is unable to accept without modification the Commission's proposal that the basic pay (apart from Cost of Living Allowance) of all these employees should be increased by not less than 100 per cent. The Commission has overlooked the fact that in many cases Departments have discretion regarding the remuneration of this class of employee and rates have been increased since 1939 on account of the general rise in current market rates.

An increase of 100 per cent over present basic rates would not therefore be justified in all cases. The Government is, however, examining the case of these employees and will take steps to ensure that their salaries are commensurate with those recommended by the Commission and accepted by the Government in this Paper for other African employees. In making these adjustments the Government will of course bear in mind the necessity of relating the emoluments of this group to those of similar employees of private concerns and local authorities. The Government does not consider it desirable or practicable to extend to the whole of this group any measure of retroactivity which may be decided upon for the Public Service proper.

Salaries in Relation to Race and Domicile

(Paragraphs 73 to 97 of the Report)

6. In paragraph 86 the Commission reached the conclusion that the time is not ripe for the introduction of common scales of salaries for Europeans, Asians and Africans engaged on similar work; the Government accepts this recommendation and agrees with the arguments leading up to it. On the other hand, the Government considers that the rigid confinement of a particular race to a particular set of scales might well prove inequitable in the case of outstandingly brilliant individuals. It is therefore proposed that the Commission's scales in paragraph 100 should be redesignated A, B and C (instead of European, Asian and African) and that exceptionally able and useful individuals of any race should be advanced from scale to scale according to their merits.

Asian and African Officers of Unified Service Level: the Three-Fifths Rule

(Paragraph 92 of the Report)

7. In this paragraph the Commission proposes that Asians and Africans of professional status should both receive a salary scale equal to three-fifths of the appropriate European scale; the Government recommends acceptance of this recommendation. It has been ascertained that the Commission intend it to apply only to posts of Unified Service level; it will not therefore cover such grades as teachers in the Education Department which are necessarily mono-racial and are referred to in paragraph 94 of the Report.

Salary Scales for Clerical, Executive and Analogous Grades

(Paragraph 100 of the Report)

8. The Government recommends acceptance of these scales subject to the following modifications:—

- (i) Their redesignation as A, B and C, in place of European, Asian, African (see paragraph 6 above);
- (ii) The modification of the African scale Grade III from £75 x £3—£90 x £3—£108, to £72 x £3—£90 x £3—£105.

It has been ascertained that the Commission intended the scale £75—£108 to be subject to deduction on account of Provident Fund contributions; the Government is recommending (in paragraph 30 below) that this grade shall be pensionable, with no contribution by the officer, and some adjustment in it is therefore required.

Officers on Pre-Kenya European Civil Service or Pre-Kenya Asian Local Civil Service Terms

(Paragraph 101 (b) of the Report)

9. The Commission has provided separate salary scales in certain cases for persons who remain on the terms of service which existed before the Kenya European Civil Service and the Kenya Asian Local Civil Service came into existence. The Government can see no justification for perpetuating the anomaly

by which persons of the same race, performing identical duties, enjoy different salary scales, and the Government therefore recommends that both groups should be placed on the new scales proposed by the Commission for the Kenya European Civil Service and the Kenya Asian Local Civil Service, as the case may be. It should be noted that in many cases the Commission has in fact provided only one scale for both the old and new groups.

Asian Interim Relief Measures

(Paragraph 101 (c) of the Report)

10. The Commission recommends that Asian officers who benefited by the interim relief measures introduced by Circular No. 30 of 1947 should retain this advantage and come on to the new scales from the appropriate point of their present scales as modified by the interim relief measures. (It should be noted that these measures were made effective as from the 1st January, 1947, and consisted of (a) the extension of certain salary scales to relieve stagnation at the top of the scale, and (b) the grant of a special increment to certain officers who got no benefit from measure (a).) The Government is unable to recommend acceptance of this proposal for the following reasons:—

- (i) The interim relief measures were intended to be purely temporary in character, and Circular No. 30 of 1947 made that plain; the measures were introduced to afford some relief to the Asian service in advance of the Report of the Salaries Commission.
- (ii) The interim relief measures did not cover *all* groups of the Asian service, those on salary scales extending above £300 per annum being excluded.

The Government therefore considers that it would be inequitable to take account of the interim relief measures in effecting conversions to the Commission's salary scales, and recommends that the officer should be regarded for conversion purposes as occupying the position he was in before the interim relief measures were introduced.

Similarly, there are other cases in which a revision of salaries has taken place, in anticipation of the Salaries Commission Report, subsequently to 1st January, 1946; examples are to be found in the Police and Prisons Departments. In these cases the conversion to the Commission's scales should be based on the salary and salary scale which the man occupied on 1st January, 1946. The Commission has (correctly) followed this principle in the case of police constables, and it accords with the last sentence of paragraph 67 of the Report. The scales shown as "present salary or salary scale" in the appendices to this Paper are therefore those which existed on 1st January, 1946.

Salary Scales for Officers who have undergone a course at Makerere

(Paragraph 106 of the Report)

11. The Commission recommends scales running from £165 at the bottom of Grade II to £355 at the top of Grade I. The Government of Kenya fully appreciate the necessity of maintaining the remuneration of African staff at a level which will make it possible in future years to increase substantially the numbers employed and so accelerate the development of the territory and the expansion of African services. At the same time the Government has reached the conclusion, after very full and careful consultation with the other Governments concerned, that the scales proposed by the Commission are somewhat too low relatively to those proposed for other groups of the Service. A scale running from £190 at the bottom of Grade II to £405 at the top of Grade I is therefore proposed, together with a super-scale £420 x £15—£450 designed to accommodate (in a limited number of posts) those Makerere officers whose special responsibilities justify a higher salary scale than that of Grade I. The full scale proposed is set out in Appendix III to this Paper.

In view of the increase which has been proposed in the salary scales the Government considers that some modification in the incremental credit given by the Commission for the period of training at Makerere is justified, and proposes that the points of entry should be as follows, the governing principle being that each year above three spent at Makerere earns one increment:—

Teacher (3 years' course)	£190
Agricultural Officer (4 years' course)	£200
Veterinary Officer (5 years' course)	£210
Medical Officer (7 years' course)	£230

Africans Possessing a Degree of a British University or an Equivalent Qualification

12. The Commission has provided no scale for Africans who, though not up to the standard required for the Unified Services and so not eligible for the benefit of the three-fifths rule (*see* paragraph 7 of this Paper), possess an English or comparable degree or qualification and so merit a somewhat higher level of remuneration than the Makerere officer. For this group (which will be very small in numbers) the scale £300: £315 x £15—£420 (Promotion Bar): £440 x £20—£600 is suggested. Appointment to this scale will be made by the Governor on the advice of the appropriate Appointments Board.

Subordinate Grades of Police

(Paragraph 112 of the Report)

13. In paragraph 112 of the Report the Commission prescribes scales for the subordinate grades of the Police, and explains that the scales for Africans are intended for literate candidates, and should be abated by Sh. 5 a month at all points where an officer is not literate. The Commissioner of Police advises that the majority of African constables are not literate (even in Swahili) and the majority would therefore suffer the abatement. The Government therefore proposes—

- (a) to reduce the constables', sergeants' and senior sergeants' scale by £3 per year at each point; and
- (b) to give a literacy allowance of Sh. 5 per month to constables who are literate in Swahili. (It should be noted that this allowance will be distinct from that referred to in paragraph 114 of the Report for literacy in *English*.)

14. The Commission's scale for sergeants is £66 x £3—£81 x £3—£90. The Commissioner of Police has advised that this scale is rather too short and it has therefore been extended by two increments to £93, the minimum being reduced to £60.

Prison Service

(Paragraphs 115 and 116 of the Report)

15. For reasons similar to those referred to in paragraph 13 the Commission's scales for Prison Warders have been reduced by £3 per year at each point. In addition, the scales have been adjusted to give a longer range to the lance-corporals and corporals. The alternative scales appear in Appendix III to this Paper, and their acceptance is recommended. A literacy allowance similar to that proposed for the Police will be paid to warders who are literate in Swahili.

Promotion and Efficiency Bars: Probationary Periods

16. In paragraphs 134 and 135 the Commission explain the intention of promotion and efficiency bars and express the view that in a long scale containing a promotion bar an efficiency bar is not necessary. The Government of Kenya does not accept this view and recommends the insertion of an efficiency bar at

an appropriate place (which will normally be after about six years' service) in each of the long scales. The Report does not specifically mention the practice of appointing men on probation (normally for two years) in many grades of the Service. The intention is that this practice shall continue.

European Salaries: General

17. Examination of the appendices to the Report has revealed a number of cases in which the Government considers the Commission's scale for a particular post or grade inappropriate; in reaching these conclusions the Government has had the advantage of discussion with the Secretary to the Commission, with representatives of the other East and Central African Governments, and with the Secretary of State's advisers. The adjustments are usually of a minor character and are mostly necessitated by one or other of the following circumstances:—

- (a) The Commission has in some cases been under a misapprehension as to the nature of the duties or the degree of responsibility of the post.
- (b) In some cases the Commission has assigned two separate scales to a particular post or grade when only one is necessary. This arises from the present multiplicity of scales which have come into existence in the course of the evolution of the present salary structure.
- (c) The Commission has not in some cases co-ordinated the scales of two or more grades the duties and responsibilities of which are related, and in which co-ordination must be maintained.
- (d) The Commission has omitted a number of posts.

Appendix I contains a list of the cases in which an amendment of the scales proposed by the Commission is suggested.

Asian Salaries: General

18. It has been ascertained that the Commission intended the scales set out on page 30 of the Report to be applied to all those grades now comprised in the Kenya Asian Local Civil Service or enjoying one of the Kenya Asian Local Civil Service scales. Persons on a segment of a Kenya Asian Local Civil Service scale will be converted (in accordance with the Conversion Tables on pages 183 and 186) to the appropriate segment of the Commission's scale.

In paragraphs 107 (Teachers), 108 (Surgeons), 112 (Police) and on page 186 (Miscellaneous posts) the Commission prescribe special scales for the posts and grades named.

The Commission has omitted certain posts, but there is no difficulty in allotting suitable segments of the Commission's scales to them.

For reasons similar to those given in paragraph 17 some relatively minor adjustments to the Commission's scales are necessary. These appear in Appendix II.

African Salaries: General

19. It has been ascertained that the Commission intended the scales set out on page 30 of the Report to be applied to all grades now on African Civil Service scales: persons on a segment of an African Civil Service scale will be placed on the appropriate segment of the new scale (in accordance with the Conversion Tables on pages 200 and 201).

In paragraphs 108 to 115 the Commission prescribe separate scales for particular groups of officers (including Police and Prisons).

The Commission has omitted to provide for certain posts, but there is no difficulty in allotting suitable segments of the Commission's scales to them.

For reasons similar to those given in paragraph 17 certain relatively minor adjustments to the Commission's scales are required and these are shown in Appendix III.

Housing

(Chapter V of the Report)

20. In paragraph 161 the Commission recommend that free housing should not be a condition of service for any officer in future, and explain that their salary scales have been constructed on the supposition that officers who occupy Government quarters will be required to pay rent for them. In the final sentences of paragraph 161 the Commission say: "We wish to make it clear that our recommendation carries with it the implication that Governments should relieve officers of the anxiety of finding accommodation for themselves and should provide quarters. If Government-owned quarters are not available it would be the responsibility of the Governments to rent privately-owned houses and let them to officers against payment of rent".

21. The Government recognizes that it has a strong moral obligation to ensure, as far as practicable, that sufficient houses (Government or private) are available, and is at present urgently engaged on the construction of a substantial number of new Government houses. The Government does not, however, accept liability to provide Government houses for all officers, especially in the larger towns. Nor does the Government agree that it should normally rent privately-owned houses and sub-let them to Government officers; the Government prefers to retain the existing arrangement by which an officer is eligible for an allowance equal to the difference between the rent which he actually pays for privately rented quarters and the rent which he would pay for Government quarters. The existing arrangements which ensure that a man does not occupy a house out of proportion to his status and draw the full amount of house allowance in respect of it would, of course, continue.

22. In paragraph 162 the Commission recommend that an officer who occupies Government quarters should pay 10 per cent of salary (European) and 7½ per cent of salary (Asian and African) as rent, subject to a maximum of £150 (European) and £50 (Asian and African). The Government recommends the following modification of this arrangement:—

- (i) Police sergeants and constables, prison warders and minor employees below the present African Civil Service level should not be required to pay rent for the quarters provided for them. To require these employees to pay rent would involve accounting work out of all proportion to the amount of money which would be recovered.
- (ii) No officer should be required to pay by way of rent an amount in excess of the actual value of the quarters he occupies, which might normally be assessed at 7 per cent of the capital value (at the present level of costs) of the quarters.
- (iii) Employees such as nurses, teachers or housekeepers, who are compelled by the nature of their duties to live in an institution should pay a rent (to be fixed in each case) in keeping with the accommodation provided.
- (iv) It is possible that the Government will not be able to provide the appropriate quantity of furniture for all European quarters (including those now under construction) and it is therefore proposed that a European officer shall be permitted to elect to do without Government furniture and pay 7½ per cent (instead of 10 per cent) of salary as rent.
- (v) The Government should retain the power to require an officer to occupy Government quarters if for any reason that should be necessary.

Leave and Passages and Tours of Service for European Officers

(Paragraphs 172 and 182/3 of the Report)

23. The Government recommends acceptance of the Commission's proposals regarding tours of service, quantum of leave and passage privileges (which for

Overseas officers are less generous than the existing conditions in respect of the quantum of leave and length of tour, but more so in respect of passage privileges) subject to the following qualifications:—

- (a) It may be in the general public interest to permit an officer to go on leave before the completion of a full (new) tour of 48 months (officers under 40 in healthy stations) or 40 months (officers over 40 or under 40 in unhealthy stations). In that event an officer should be permitted to go on leave and receive full passage privileges on completion of three-quarters of the full tour. A similar proportion would, of course, apply in the case of Group (C) (officers under 40 who have served in healthy and unhealthy stations); they would earn full passage privileges by performing a tour earning three-quarters of 220 (= 165) days' leave.
- (b) If an officer were for special reasons permitted to go on leave before he had completed 36 or 30 months, as the case may be, he should receive proportionate passage assistance.
- (c) An officer transferred to Kenya from another territory without leave at the time of transfer should count his service in the transferring territory towards his tour of service in Kenya.
- (d) *Sick Leave (paragraph 177 of the Report)*.—It has been ascertained that the Commission's intention is to allow a maximum of 12 months sick leave (6 months on full pay, the remainder on half pay) at any one time. This is recommended for acceptance.

Leave and Tours of Service and Passages: Asian Officers

24. The Commission's recommendations in paragraphs 186 (Vacation leave) and 187 (Passages) are acceptable. In paragraph 188 the Commission propose that Asian officers shall be allowed to accumulate local leave up to 30 days in any one tour. Asians and Europeans are at present treated similarly in this matter and uniformity seems desirable. The Government therefore recommends the application of paragraph 175 of the Report to Asians as well as to Europeans; that is to say, they will be allowed to carry forward to the next year not more than ten of their eighteen days local leave.

25. As explained in paragraph 49, the Government considers that the new conditions for leave, tours of service and passages should take effect from the 1st July, 1948.

Benefits on Retirement and Retiring Age

(Chapter VII of the Report)

26. In paragraphs 224, 233 and 238, the Commission recommend free (that is, non-contributory) pensions with a constant of 1/600th for all permanently employed European, Asian and African officers, subject to the Public Service Commission (*see* paragraph 226) examining the question to what grades of the Service this provision shall apply. The Commission recommend that the Public Service Commission should take into account the question whether the employee is likely to make the Public Service a permanent career and remain in it, and that this should be the criterion of pensionability. The Government recommends acceptance of this principle; but since the Public Service Commission does not yet exist, it is necessary at the present stage to decide, at any rate on general lines, to what grades of the Service free pensionability shall apply.

27. In the case of the European Service this presents no difficulty. The Overseas Service already enjoys a free pension and the Kenya European Civil Service a contributory pension; both must, if the Commission's principle be accepted, enjoy free pensionability in future.

28. In the case of Kenya European Civil Service officers who are now members of the European Officers' Contributory Pension Scheme, their own and the Government's contributions to the scheme, plus interest thereon, should be credited to revenue. This accords with paragraph 243 of the Report, and it has been ascertained that this was the intention of the Commission. The whole of the officer's Provident Fund and Contributory Pension service will count towards his ultimate pension.

29. Similarly, those Asians serving on the terms which existed before the introduction of the Kenya Asian Local Civil Service already enjoy a free pension, and the Kenya Asian Local Civil Service has been promised contributory pension arrangements. Both these groups should therefore enjoy free pensions in future.

30. In the case of Africans, it has been ascertained (with reference to paragraph 100 of the report) that the intention of the Commission was that free pensionability should cover only the African Grade II upwards; but detailed examination of the problem, in consultation with the other Governments and the Secretary of State's advisers, reveals that this would exclude a large proportion of the present African Civil Service from pensionability, and so to a large extent render nugatory the Commission's recommendation regarding pensionability so far as Africans are concerned. The Government therefore proposes to extend the free pension arrangement (with a constant of 1/600th) to the bottom of the Commission's Grade III (as mentioned in paragraph 8 of this Paper). Grade IV will continue on a Provident Fund basis as at present. The provision in paragraph 227 of the Report that a man must perform ten years' service before achieving pensionable status would of course apply; but service in Grade IV or any other subordinate Grade of the Service, would count towards this ten years, and would be reckoned as pensionable service in calculating the officer's pension on retirement.

31. Africans in the Commission's Grade IV, together with police constables, prison warders, other employees of similar status and minor employees would enjoy either Provident Fund status or a gratuity, as contemplated by the Commission.

European Officers at present enjoying the 1/480th Pension Constant

32. In paragraph 235 of the Report the Commission make the following proposals regarding an officer now enjoying the 1/480th pension constant and the corresponding salary scales:—

- (i) The officer is to have the option of remaining on his existing terms of service or accepting the new terms of service in full (*see* the first sentence of paragraph 373).
- (ii) An officer who accepts the new terms of service will receive a pension on retirement calculated on his revised salary for the whole period of service.
- (iii) The pension will be calculated in two parts: in respect of the period of service before the effective date of the revision, the pension constant 1/480th will be applied: in respect of the period of service after the effective date of the revision, the new 1/600th constant will apply.
- (iv) Finally, the Commission proposes that the officer should have the further option to retain his old pension constant 1/480th and his existing salary scale "consolidated in accordance with the Conversion Tables": this recommendation is repeated in paragraph 375 (g) of Chapter XIII Conversion Arrangements.

33. Proposals (i) to (iii) are, in the opinion of the Government reasonable and equitable, and their acceptance is recommended. Recommendation (iv) means that the officer could retain the 1/480th pension constant and could also receive

28. In the case of Kenya European Civil Service officers who are now members of the European Officers' Contributory Pension Scheme, their own and the Government's contributions to the scheme, plus interest thereon, should be credited to revenue. This accords with paragraph 243 of the Report, and it has been ascertained that this was the intention of the Commission. The whole of the officer's Provident Fund and Contributory Pension service will count towards his ultimate pension.

29. Similarly, those Asians serving on the terms which existed before the introduction of the Kenya Asian Local Civil Service already enjoy a free pension, and the Kenya Asian Local Civil Service has been promised contributory pension arrangements. Both these groups should therefore enjoy free pensions in future.

30. In the case of Africans, it has been ascertained (with reference to paragraph 100 of the report) that the intention of the Commission was that free pensionability should cover only the African Grade II upwards; but detailed examination of the problem, in consultation with the other Governments and the Secretary of State's advisers, reveals that this would exclude a large proportion of the present African Civil Service from pensionability, and so to a large extent render nugatory the Commission's recommendation regarding pensionability so far as Africans are concerned. The Government therefore proposes to extend the free pension arrangement (with a constant of 1/600th) to the bottom of the Commission's Grade III (as mentioned in paragraph 8 of this Paper). Grade IV will continue on a Provident Fund basis as at present. The provision in paragraph 227 of the Report that a man must perform ten years' service before achieving pensionable status would of course apply; but service in Grade IV or any other subordinate Grade of the Service, would count towards this ten years, and would be reckoned as pensionable service in calculating the officer's pension on retirement.

31. Africans in the Commission's Grade IV, together with police constables, prison warders, other employees of similar status and minor employees would enjoy either Provident Fund status or a gratuity, as contemplated by the Commission.

European Officers at present enjoying the 1/480th Pension Constant

32. In paragraph 235 of the Report the Commission make the following proposals regarding an officer now enjoying the 1/480th pension constant and the corresponding salary scales:—

- (i) The officer is to have the option of remaining on his existing terms of service or accepting the new terms of service in full (*see* the first sentence of paragraph 373).
- (ii) An officer who accepts the new terms of service will receive a pension on retirement calculated on his revised salary for the whole period of service.
- (iii) The pension will be calculated in two parts: in respect of the period of service before the effective date of the revision, the pension constant 1/480th will be applied: in respect of the period of service after the effective date of the revision, the new 1/600th constant will apply.
- (iv) Finally, the Commission proposes that the officer should have the further option to retain his old pension constant 1/480th and his existing salary scale "consolidated in accordance with the Conversion Tables": this recommendation is repeated in paragraph 375 (g) of Chapter XIII Conversion Arrangements.

33. Proposals (i) to (iii) are, in the opinion of the Government reasonable and equitable, and their acceptance is recommended. Recommendation (iv) means that the officer could retain the 1/480th pension constant and could also receive

the new salary scale of his post, but would proceed up that scale only to the point in it corresponding to the maximum of his existing salary scale. This would in some cases mean that the officer would not reach the maximum salary of the new salary scale. In other cases, however, the officer would reach the maximum of the new scale and would thus receive a double benefit; that is, he would retain his old pension constant and secure the whole of the new salary scale. The Government does not consider that this would be justified, and is therefore unable to recommend acceptance of the Commission's recommendation (iv) above. An officer on the 1/480th pension constant will of course be at liberty to elect to remain on his present salary and terms of service, if he prefers to do so.

34. In paragraph 237 of the Report the Commission recommend that acceptance of the new salaries should be conditional upon surrender of the special privilege possessed by those super scale officers who at present enjoy the right to have the value of their quarters calculated at 15 per cent of salary without any upper limit taken into account in computing their pension on retirement. The effect of this would be that in a number of cases the officer's retiring emoluments for the purpose of calculation of a pension (and therefore the pension itself) would not show an increase in any way consistent with the increase in his salary. Accordingly, the Government proposes that, in respect of service prior to the effective date of the revised terms, in the cases of these officers pension should be computed on the basis of an appropriate addition to pensionable emoluments and in respect of service subsequent to that date on the new salaries without any addition.

Previous Service (Provident Fund Service, or Absolutely Non-pensionable Service) to Count for Pension Purposes on Transfer to Pensionable Service

35. In paragraph 243 of the Report the Commission recommend that an officer enjoying Provident Fund status and achieving pensionable status should count his Provident Fund service in full for the purpose of pension calculation, and should surrender all his Provident Fund contributions (Government and officer's and interest). The Government recommends acceptance of this principle. It should, however, be made clear that a large number of employees at present enjoying Provident Fund status and who will in future be pensionable have not enjoyed Provident Fund status for the whole of their public service; the Government considers that equity will require that, despite this fact, the whole continuous public service of these officers should be taken into account when their pension is finally calculated.

36. In respect of officers who do not enjoy Provident Fund or Contributory Pension status the Commission propose that half the period of non-pensionable service should count for pension if the officer enters and retires from the pensionable service. The Government considers this principle equitable and recommends its acceptance, subject to the following qualifications:—

- (i) The non-pensionable service of the officers referred to in the preceding paragraph should count in full towards their ultimate pension.
- (ii) The old Arab and African Clerical Service requires special mention. These men declined the opportunity of entering the African Civil Service when it was created in 1943 and were in consequence not allowed to become members of the Government Staff Provident Fund which was created in 1945 and, of course, have made no contribution to that fund. They do not, therefore, enjoy Provident Fund status at present, though their duties are comparable with those of men in the African Civil Service. To deny this group pensionability at this stage would certainly create a fresh grievance, which it is one of the purposes of the revision to remove. The Government considers that those who convert to the

Commission's Grade III scale or higher should be given free pension status, their service counting towards the ultimate computation of pension in the following way: From date of entry to the 1st January, 1943 (date of creation of the African Civil Service): half; thereafter in full.

- (iii) A number of officers have been engaged on agreements in pursuance of Circular No. 29 of 1945. The agreements make provision for the payment of a gratuity equal to 15 per cent of the aggregate emoluments received by the officer on the satisfactory completion of the agreement. Circular No. 29 of 1945 contemplated that if these officers were absorbed into the pensionable establishment, they should surrender their gratuity and receive full credit for their agreement service in the ultimate computation of their pensions. Justice requires that this arrangement should be honoured, and that in such cases the agreement service should count in full towards the ultimate pension.
- (iv) In the course of the implementation of the Report it may well be discovered that there are further groups of officers to whom it would be inequitable to apply the rule that only half non-pensionable service should count towards the ultimate pension; the Government will, of course, deal justly with these cases as they arise.

37. At the present time the pensions law prescribes that service under twenty years of age will not count for pension purposes. This will continue to apply and paragraphs 26 to 36 should be read as subject to this overriding provision.

Gratuities to Non-pensionable Officers

38. In paragraph 247 of the Report the Commission recommend gratuities calculated at the rate of half a month's pay for each year of service with no upper limit. The Government recommends acceptance of this proposal.

There will, however, be relatively small numbers of African minor employees who have served the Government for many years who never achieve pensionable or provident fund status. In such cases the award of a gratuity only is considered inadequate and the Government recommends that the man should be given a pension on the following basis:—

40 years' or more service	£18 per year
35-40 years' service	£15 per year
30-35 years' service	£12 per year

These pensions would be in the nature of special awards for long and faithful service and would not be calculated on the basis of the man's emoluments. They would be in addition to the gratuity which the man would normally receive under the regulations.

Public Service Commission: Promotion Boards: Chief Establishment Officers

(Chapter IX of the Report)

39. In paragraphs 287 and 288 the Commission recommend the creation of a Public Service Commission composed of the Chief Secretary (as Chairman), the Director of Establishments, the Director of Education, and three unofficial members, one European, one Asian and one African. The Government accepts the principle that a Public Service Commission should be brought into existence, but considers that a final decision regarding its composition and functions should be deferred pending the fuller examination of this chapter and its discussion with the Service Associations. Similarly, it may be desirable to amend the proposed composition of the Promotions Boards contemplated in paragraphs 282, 290 and 291 of the Report. With regard to paragraph 293, promotions of the kind there contemplated now fall to be dealt with by the Civil Service Advisory Boards (which contain representatives of the Service Associations) and the arrangement contemplated in paragraph 293 would not therefore seem to be necessary.

Disciplinary Powers of Heads of Departments

40. In paragraph 295 the Commission recommend that disciplinary cases which cannot appropriately be dealt with by reprimand or withholding an increment, should be reported to the Chief Establishment Officer, who would obtain the Governor's decision thereon. It has been ascertained that the Commission do not intend to reduce the present disciplinary powers of heads of departments in respect of subordinate and minor staff.

Whitley Councils

41. In paragraphs 296–299 the Commission recommend the institution of Whitley Councils. The Government prefers to defer a decision on these paragraphs pending discussion with the Civil Service Advisory Boards and the Service Associations.

Chief Establishment Officers

42. Paragraphs 300–306 refer to Chief Establishment Officers. The Government accepts these recommendations, subject to the important qualification that the Financial Secretary must remain responsible for salaries and conditions of service.

Conversion Arrangements

(Chapter XIII of the Report)

43. The Government recommends acceptance of this chapter, subject to the following modifications:—

(i) In the first sentence of paragraph 373 the Commission recommend that an officer should have the option of retaining his existing terms of service. This would mean that those who so elected would continue to receive their cost of living allowance under the present scheme. The Government cannot commit itself to continue the present cost of living allowance scheme and any officer who elects to remain on his present terms of service will therefore retain his existing salary scale and pension constant and receive in addition a fixed non-pensionable allowance equal to the amount of his cost of living allowance at the present time.

(ii) The latter portion of paragraph 373 of the Report reads as follows:—

“No officer's emoluments under the new conditions should be less than the total which he would have drawn by way of salary plus cost of living allowance or temporary bonus if he had remained on the old conditions. Where the net salary under the new conditions, after deduction of rent for quarters, is less than the total net emoluments which would have been drawn under the old conditions, after deduction, where appropriate, of rent for quarters, the officer should be paid a temporary non-pensionable allowance equivalent to the difference between the two. We recommend that for the purpose of calculating this allowance, the officer's net emoluments under the old conditions be taken as those which he was receiving at the date on which revised scales were sanctioned.”

It should be explained—

- (a) that in arriving at the net emoluments on the pre-revision terms deductions on account of Contributory Pension Fund or Provident Fund must be taken into account;
- (b) the date on which the revised scales are sanctioned will be the date on which the Legislature accepts the proposals in their final form;

- (c) the contemplated non-pensionable allowance will be eaten up by increments as officers go up the new scales and increments which the officer might have drawn on his old scale will not be taken into account.
- (iii) The Government considers that sub-paragraphs (e) and (f) of paragraph 375 would be inequitable in practice; if an officer converts to the new scale at a point above a promotion bar he should be permitted to convert at that point, but should not receive an increment in the new scale until he has passed the promotion bar. This modification is necessary because it will take some time to bring the promotion boards into existence.

Estimated Cost of Implementing the Government's Proposals

44. It will not be possible to compute accurately the cost of the Government's proposals until the departments have received and examined the Commission's Report, calculated the emoluments of each officer and compared the result with what he would have drawn in the absence of any revision. A preliminary calculation has, however, been made by comparing present and proposed salary scales and conditions of service. In making this comparison the following main factors have been taken into consideration:—

- (a) Cost of living allowance will not be payable on the new salary scales;
- (b) the new scales will not carry free housing and officers who occupy Government quarters will be required to pay rent for them (this is subject to exception in the case of certain African staff—see paragraph 22 (i) of this Paper);
- (c) the passage privileges proposed by the Commission for both European and Asian officers differ in certain respects from the present privileges;
- (d) certain officers who now contribute to Contributory Pension Funds or Provident Funds and in respect of whom the Government now makes a corresponding contribution will under the Commission's proposals be on a free pension basis and no contributions will be required;
- (e) additions to salary are liable to income tax and additional revenue may therefore be expected from this source;
- (f) part of the cost of certain services is reimbursed to the Government by other authorities and increased revenue under Head 12 may therefore be expected.

45. The Kenya estimates of recurrent expenditure are divided into two parts—(a) Kenya direct expenditure; (b) contribution to the cost of High Commission services. The latter consists very largely of contributions towards the Posts and Telegraphs Department, which it is intended shall become a self-accounting department forthwith. The effect on this department has accordingly not been taken into account.

46. Bearing this in mind, the estimated net increased charge on the Colony's budget is estimated at £400,000 per annum on the basis of the 1948 Estimates. It must be emphasized that this figure is approximate because sufficient information is not available to make a close calculation, but it may be assumed that the amount involved will be of the order indicated.

47. This figure does not take into account the ultimate cost of the pensions of those officers who do not at present enjoy free pension status but will do so in future under the proposals in this Paper. A large ultimate increase in the present provision of £330,000 under Head 29, Item I Pensions and Gratuities would have to be faced on this account. Possible ways of dealing with the situation are discussed in the following paragraph.

Creation of a Pensions Reserve Fund

48. The implementation of the Commission's recommendations regarding pensionability will necessarily mean a substantial immediate increase and a larger ultimate increase in the pensions bill. In order to avoid an unduly heavy burden on future generations, the Government has under consideration the creation of a Pensions Reserve Fund, from which certain pensions would in future be paid. The amount of the annual contributions which would have to be paid into such a fund is at present the subject of discussion with the Government Actuary. Detailed proposals will be placed before the Legislature at the earliest possible date. The general lines of action contemplated are as follows:—

- (a) The pensions of officers now in service on free pension terms would continue to be paid (as at present) from current revenue.
- (b) A Pensions Reserve Fund would be created, from which the pensions of officers now in service, but not enjoying free pension status, and of new entrants to the pensionable service, would be paid.
- (c) The sums now lying to the credit of Contributory Pension Funds and Provident Funds (which will be surrendered under paragraph 243 of the Report) will be credited to the Pensions Reserve Fund.
- (d) An appropriate sum to be actuarially calculated will be paid annually into the Pensions Reserve Fund from revenue by vote of the Legislature; the sum will, of course, be an appropriate percentage of the salaries of all pensionable officers (other than those already enjoying free pension status).
- (e) After an appropriate period (say five or ten years) the Pensions Reserve Fund will be examined by the Government Actuary with a view to ascertaining whether it is financially sound, and is likely to prove sufficient to meet pensions as they fall due to be paid.
- (f) A rough estimate suggests that on the basis of the present staff, which is not now on a free pension basis but will be placed on a free pension basis if the Commission's proposals are accepted, a sum of between £200,000 and £300,000 would have to be paid annually into the Pensions Reserve Fund to provide for future free pensions. This sum would increase as the number of staff covered by the Pensions Reserve Fund increased. On the other hand, the item £330,000 under Head 29 Pensions and Gratuities would ultimately disappear when all present pensioners and all officers now in service on a free pension basis had died and therefore ceased to draw pensions; the stage would then have been reached at which the entire staff of Government fall under the Pensions Reserve Fund arrangement.

Effective Date

49. The Commission recommend the 1st of January, 1946, as the effective date for the introduction of new salaries and conditions of service. The other East African Governments have already committed themselves to this date and the Kenya Government desires to propose to the Legislative Council that it should be adopted for the purpose of the Government's proposals regarding salaries, housing and pensions so far as regular permanent members of the Established Public Service are concerned. It would be impracticable to introduce the new conditions for leave and passages with effect from that date, and the Government therefore proposes that the new leave and passage conditions should apply from the 1st of July, 1948. The Government does not propose that temporary or casual employees who are not members of the Public Service proper should receive any retroactive adjustment of emoluments.

50. The Government also does not consider that officers who have resigned from the Service or otherwise left it in circumstances not entitling them to a pension or other form of retiring benefit should receive any adjustment of emoluments.

51. A rough estimate of the net total cost of salary arrears in respect of the years 1946 and 1947 would be £900,000. In reaching this figure the Government has taken into account the following factors:—

- (a) Cost of living allowances were lower during those years than they are at present and consequently the gap between cost of living allowance and revised salary was greater;
- (b) the number of staff employed by the Government has progressively increased each year;
- (c) as the Government appropriated all the revenue from the Posts and Telegraphs Department during the years 1946 and 1947, it would be necessary that any arrears of salary in respect of the Kenya share of that department should be met from Kenya funds.

52. Members of Legislative Council will be aware that a reserve of £200,000 has been created for the purpose of meeting arrears of salary consequent on revision.

Salary Revision in High Commission Services

53. The Commission's Report covers the High Commission Services as well as those of the territorial Governments, and the High Commission will place before the Central Assembly proposals (on similar lines to the proposals in this Paper) for the implementation of the Report in respect of those Services. Since the High Commission Services are financed by contributions from the territorial Governments, the revision of salaries in those Services has been taken into account in making the estimate of cost, *see* paragraphs 45 and 46. The Government recommends that the proposals as finally approved by the Central Assembly should be effected and the Kenya Government's contribution to the High Commission adjusted accordingly. The new salaries and terms of service will apply, as from the effective date, to officers in the High Commission Services.

Nairobi,
26th June, 1948.

J. F. G. TROUGHTON,
Financial Secretary.

APPENDIX I

AMENDMENTS TO SCHEDULE OF SALARY SCALES PROPOSED FOR HEADS OF DEPARTMENTS AND SUPER-SCALE POSTS
(Appendix I to Report of the Salaries Commission)

REF. TO REPORT	DEPARTMENT AND POST	PRESENT SALARY OR SALARY SCALE	SALARY OR SALARY SCALE RECOMMENDED BY THE COMMISSION	REVISED SALARY OR SALARY SCALE	REMARKS
		£	£	£	
Page 90	ACCOUNTANT GENERAL— Assistant Accountant General	920	1,300	1,335	
90	AGRICULTURE— Assistant Director	1,000	—	1,335	Post created in 1948.
	Provincial Agrarian Development Officer	1,100	—	1,435	Post created in 1948.
91	EDUCATION— Assistant Director	1,000	1,335	1,385	
		800 when held by a female	1,068	1,108	
	Principal, Prince of Wales School	1,200	1,535	1,335 (plus appropriate allowance to present holder)	
	Principal, Kenya High School for Girls	576-24-672-32-736-32-800	1,200	1,068	
93	LABOUR— Labour Commissioner ..	1,350	1,685	1,775	
94	LANDS, MINES AND SURVEYS— Assistant Commissioner (Mines)	1,100	1,435	1,485	
	Assistant Director (Surveys)	720-30-840 720-30-840-40-920	1,385	1,335	

REF. TO REPORT	DEPARTMENT AND POST	PRESENT SALARY OR SALARY SCALE	SALARY OR SALARY SCALE RECOMMENDED BY THE COMMISSION	REVISED SALARY OR SALARY SCALE	REMARKS
Page		£	£	£	
94	LEGAL— Solicitor General	1,200	1,600	1,635	
94	MEDICAL— Member for Health and Local Government	2,000	2,350	2,150	
95	POLICE— Commissioner of Police ..	1,400	1,775	1,850	
	Deputy Commissioner ..	1,100	1,485	1,535	
95	PRISONS— Commissioner of Prisons	1,100	1,435	1,535	
95	PROVINCIAL ADMINISTRATION— Social Welfare Adviser ..	1,200	—	1,535	To be designated "Commissioner for Social Welfare." Post not included in Commission's original recommendations.
96	PUBLIC WORKS— Hydraulic Engineer	1,200 (plus £300 personal and pensionable allowance to present holder with effect from 1-1-1948.)	1,535	1,850 (personal to present holder with effect from 1-1-1948.)	Present personal and pensionable allowance to cease.

REF. TO REPORT	DEPARTMENT AND POST	PRESENT SALARY OR SALARY SCALE	SALARY OR SALARY SCALE RECOMMENDED BY THE COMMISSION	REVISED SALARY OR SALARY SCALE	REMARKS
Page 97	SECRETARIAT— Chief Native Commissioner	£ 1,600	£ 1,950	£ —	It is for consideration whether the salary of this officer should not be in line with those of other Official Members of the Executive Council, namely, £2,150.
	Economic and Development Secretary	1,450	—	1,800	Post abolished in 1946. Present personal and pensionable allowance to cease.
	Deputy Chief Secretary	1,350 (plus £400 personal and pensionable allowance)	1,775	2,150	
	Deputy Financial Secretary	1,200	1,535	1,635	Post not included in Commission's original recommendations.
	Assistant Financial Secretary	1,000	1,335	1,435	
	Secretary, Development and Reconstruction Authority	1,100	—	1,435	
	Chief Establishment Officer	1,000	—	1,335	Post not included in Commission's original recommendation.

**AMENDMENTS TO SCHEDULE OF SALARY SCALES PROPOSED FOR ADMINISTRATIVE,
PROFESSIONAL, TECHNICAL AND EXECUTIVE POSTS**

REF. TO REPORT	DEPARTMENT AND POST	PRESENT SALARY OR SALARY SCALE	SALARY OR SALARY SCALE RECOMMENDED BY THE COMMISSION	REVISED SALARY OR SALARY SCALE	REMARKS
Page		£	£	£	
	THE GOVERNOR—				
	Aide-de-Camp	400	—	620	} Post not included in Commission's original recommendations. 12
	Private Secretary	450	—	655	
	Chief Clerk	500-20-600-20-660	—	670-20-690-25-840	
	Confidential Stenographer ..	440-10-500	}	560-15-650	
		240-18-300-18-390-18-480-20-500			
	Superintendent, Transport and Buildings.	300-20-400-20-480 300-20-420-12-480-20-540	}	490-20-670	
	Superintendent, Government House Gardens (Female)	240-15-360 300-20-420			
	Caretaker and Housekeeper, Nairobi	240-15-360	—	370-15-460	
	Telephone Operator-Clerk ..	150-15-210-30-240	—	295-15-370	
101	ACCOUNTANT GENERAL—				
	Senior Accountant	720-30-840	} 1,000-45-1,135 550; 550; 610-30-760; 820-35-960	} 550; 550; 620-35-760; 830-35-1,005-45-1,230	
	Accountant	350; 350; 400-25-600-30-720			
		360; 360; 425-25-600-30-720			
	Clerk, Executive Grade (Assis- tant Accountant)	500-20-600	—	670-20-690-25-790	Post created in 1948 Estimates.

REF. TO REPORT	DEPARTMENT AND POST	PRESENT SALARY OR SALARY SCALE	SALARY OR SALARY SCALE RECOMMENDED BY THE COMMISSION	REVISED SALARY OR SALARY SCALE	REMARKS
Page		£	£	£	
101	AGRICULTURE (including Office of Member for Agriculture, Animal Husbandry and Natural Resources)—				
	Assistant to Director of Agriculture	720-30-840	970-35-1,005-45-1,320	—	Post abolished in 1948 Estimates.
	Office Superintendent	500-20-600-20-660 500-20-600	} 670-20-690-30-840	670-20-690-25-840	
	Senior Agricultural Officer ..	880-40-1,000 720-30-840-40-920 720-30-840			
	Agricultural Officer	400; 400; 450-25-600; 660-30-840 372-18-480-20-600-30 -720-30-840 372-18-480-20-600-30 -720	} 620; 620; 690-35-760; 830-35-1,005-45-1,320	585; 585; 655-35-760; 830-35-1,005-45-1,320	
	Senior Entomologist	880-40-1,000 600-30-720-30-840-40 -920			
	Entomologist	600-30-720-30-840 400; 400; 450-25-600; 660-30-840			
	Senior Plant Pathologist ..	880-40-1,000			
	Plant Pathologist	400; 400; 450-25-600; 660-30-840			

REF. TO REPORT	DEPARTMENT AND POST	PRESENT SALARY OR SALARY SCALE	SALARY OR SALARY SCALE RECOMMENDED BY THE COMMISSION	REVISED SALARY OR SALARY SCALE	REMARKS
Page 101	AGRICULTURE—(Contd.)— Senior Agricultural Chemist	£ 880-40-1,000 600-30-720-30-840-40-920	£ 620; 620; 690-35-760; 830-35-1,005-35-1,320	£ 585; 585; 655-35-760; 830-35-1,005-45-1,320	
	Agricultural Chemist ..	400; 400; 450-25-600; 660-30-840			
	Soil Chemist	400; 400; 450-25-600; 660-30-840			
		600-30-720-30-840-40-920	865; 865; 935-35-1,005-45-1,320	585; 585; 655-35-760; 830-35-1,005-45-1,320	
102	Horticulturist	360-20-480-20-540-20-600	550-20-690-25-790	—	Post abolished in 1948 Estimates.
	Seed Tester	880-40-1,000			
	Senior Coffee Officer ..	840-40-920	1,140-45-1,320	585; 585; 655-35-760; 830-35-1,005-45-1,320	
102	Sisal Inspector	600	750	—	Post abolished in 1948 Estimates.
	Senior Plant Breeder ..	880-40-1,000 600-30-720-30-840-40-920			
	Plant Breeder	600-30-720-30-840 400; 400; 450-25-600; 660-30-840	620; 620; 690-35-760; 830-35-1,005-45-1,320	585; 585; 655-35-760; 830-35-1,005-45-1,320	
102	Foreman	—	520-22 5s.-565	490-20-670	
	Principal, Egerton School of Agriculture	350; 350; 400-50-500-25-600; 660-30-840 400; 400; 450-25-600; 660-30-840 372-18-480-20-600-30-720	620; 620; 690-35-760; 830-35-1,005-45-1,320	585; 585; 655-35-760; 830-35-1,005-45-1,320	

REF. TO REPORT	DEPARTMENT AND POST	PRESENT SALARY OR SALARY SCALE	SALARY OR SALARY SCALE RECOMMENDED BY THE COMMISSION	REVISED SALARY OR SALARY SCALE	REMARKS
Page		£	£	£	
103	AGRICULTURE—(Contd.)— Warden and Engineer ..	360-20-480-20-540	550-20-690-25-715	—	Replaced by post of Engineering Instructor.
	Pasture Research Officer ..	400; 400; 450-25-600; 660-30-840	—	585; 585; 655-35-760; 830-35-1,005-45-1,320	Post not included in Commission's original recommendations.
	Agricultural Officer (Horticulture)	400; 400; 450-25-600; 660-30-840	—	585; 585; 655-35-760; 830-35-1,005-45-1,320	Post created in 1948 Estimates.
	Mechanic, Grading, Inspection and Cool Stores Services ..	360-20-480-20-540	—	550-20-690-25-715	Post not included in Commission's original recommendations.
	Soil Conversion Engineer ..	450; 450; 475-25-600-30-630-30-840	} 655; 655; 725-35-760; 830-35-1,005-45-1,320	655; 655; 725-35-760; 830-35-1,005-45-1,320	Post not included in Commission's original recommendations.
	Assistant Soil Conservation Engineer	450; 450; 475-25-600			
	Surveyor	450; 450; 475-25-600	—	585; 585; 655-35-760; 830-35-1,005-45-1,320	Post created in 1948 Estimates.
	Mechanical Plant Overseer ..	480-20-540	—	670-20-690-25-790	Post not included in Commission's original recommendations.
	Senior Assistant Soil Conservation Officer	600-20-720	—	550-20-690-25-840-30-900	Post created in 1948 Estimates.

REF. TO REPORT	DEPARTMENT AND POST	PRESENT SALARY OR SALARY SCALE	SALARY OR SALARY SCALE RECOMMENDED BY THE COMMISSION	REVISED SALARY OR SALARY SCALE	REMARKS
Page 103	AGRICULTURE—(Contd.)—	£	£	£	
	Assistant Soil Conservation Officer, Grade I	360-20-480-20-540-20 -600	—	550-20-690-25-840-30 -900	} Post not included in Commission's original recommendations.
	Assistant Soil Conservation Officer, Grade II	170-20-210-30-240-20 -300-20-360	—	340-22. 5s.-520	
	Engineering Instructor ..	360-20-480-20-540	—	550-20-690-25-715	Replaces post of Warden and Engineer in 1948 Estimates.
	Secretary, Water Resources Authority	600-30-720	—	840-30-960	Post created in 1948 Estimates.
	Statistician, Office of Member for Agriculture, Animal Husbandry and Natural Resources	500-20-600-20-720	—	670-20-690-25-840-30 -900	Post created in 1948 Estimates.
	Accountant, Office of Member for Agriculture, Animal Husbandry and Natural Resources	500-20-600-20-720	—	670-20-690-25-840-30 -900	Post created in 1948 Estimates.
103	AUDIT—				
	Senior Auditor	810-30-840-40-920 720-30-840	} 1,095-45-1,230 550; 550; 620-35-760; 830-35-1,005-45- 1,050	} 550; 550; 620-35-760; 830-35-1,005-45- 1,230	
	Auditor and Assistant Auditor	350; 350; 400-50-500- 25-600; 660-30-780			

REF. TO REPORT	DEPARTMENT AND POST	PRESENT SALARY OR SALARY SCALE	SALARY OR SALARY SCALE RECOMMENDED BY THE COMMISSION	REVISED SALARY OR SALARY SCALE	REMARKS
Page 103	CUSTOMS—	£	£	£	
	Senior Collector of Customs	810-30-840-40-920 480-20-600-30-720-30-840-40-920	1,095-45-1,230	550; 550; 620-35-760; 830-35-1,005-45-1,230	
	Collector of Customs ..	350; 350; 400-25-550; 600-30-780 360; 360; 480-20-600-30-720	550; 550; 620-35-760; 830-35-1,005-45-1,050		
	Accountant & Statistical Officer	600-30-720-30-840	1,000-45-1,135		865-35-1,005-45-1,140
	Assistant Accountant ..	500-20-600-20-660 500-20-600	— 670-20-690-25-790		670-20-690-25-840-30-900
	Senior Examining Officer ..	600-20-720 540-20-660	— 790-25-840	790-25-840-30-900	
104	EDUCATION—				
	Attendance Officer (Female)	150-15-210-30-240-15-300-15-360	340-22 5s.-520	295-15-460	
	Assistant Master	660-15-720	815-25-840-30-930 (Personal)	815-25-840-30-930	Amendment of present scale appearing in Schedule.
		420-20-520-10-600 360-20-520-10-600 360-20-420-20-520-10-600	550-20-690-25-815	550-20-690-25-815	
		246-18-300-18-390-18-480-20-600	410-20-550 (Personal extension 550-20-690-25-815)		
105	Senior Instructor	360-20-420-20-520-10-600 246-18-300-18-390-18-480-20-600	550-20-690-25-815 410-20-550 (Personal extension 570-20-690-25-815)		

REF. TO REPORT	DEPARTMENT AND POST	PRESENT SALARY OR SALARY SCALE	SALARY OR SALARY SCALE RECOMMENDED BY THE COMMISSION	REVISED SALARY OR SALARY SCALE	REMARKS
Page		£	£	£	
106	EDUCATION—(Contd.)— Principal, Coast Secondary School	660-30-840-40-1,000	1,185-45-1,320	550; 550; 620-35-760; 830-35-1,005-45-1,140	
	FORESTRY— Senior Assistant Conservator of Forests	880-40-1,000 720-30-840-40-920	585; 585; 655-35-760; 830-35-1,005-45-1,320	550; 550; 620-35-760; 830-35-1,005-45-1,320	
	Assistant Conservator of Forests	375; 375; 450-25-600; 660-30-840 480-20-600-30-720-30-840 480-20-600-30-720			
	Entomologist	400; 400; 450-25-600; 660-30-840	620; 620; 690-35-760; 830-35-1,005-45-1,320	585; 585; 655-35-760; 830-35-1,005-45-1,320	
	Mycologist				
	Soil Chemist				
	Utilization Officer	375; 375; 450-25-600; 660-30-840	585; 585; 655-35-760; 830-35-1,005-45-1,320	550; 550; 620-35-760; 830-35-1,005-45-1,320	
	Road Engineer	375; 375; 450-25-600; 660-30-840	585; 585; 655-35-760; 830-35-1,005-45-1,320	655; 655; 725-35-760; 830-35-1,005-45-1,320	
	Staff Surveyor	400; 400; 450-25-600; 660-30-840	620; 620; 690-30-760; 830-35-1,005-45-1,320	585; 585; 655-35-760; 830-35-1,005-45-1,320	
	Accountant	500-20-600-20-660 500-20-540-20-600	— 670-20-690-25-790	670-20-690-25-840-30-900	

REF. TO REPORT	DEPARTMENT AND POST	PRESENT SALARY OR SALARY SCALE	SALARY OR SCALE RECOMMENDED BY THE COMMISSION	REVISED SALARY OR SALARY SCALE	REMARKS	
Page 106	FORESTRY—(Contd.)—	£	£	£		
	Storekeeper	440-20-500-20-600	610-20-690-25-715	610-20-690-25-790		
	Senior Forester	620-10-660	—	} 550-20-690-25-840		
	Forester, Grade I	500-20-600 360-20-480-20-540-20-600	} 550-20-830			
		300-18-390-18-480-20-500			—	
	Clerk, Executive Grade (Establishment and Records Officer, Statistical Officer)	500-20-600	—	670-20-690-25-790	Post created in 1948 Estimates.	
106	GOVERNMENT CHEMIST— Assistant Government Chemist	400; 400; 450-25-600; 660-30-840	620; 620; 690-35-760; 830-35-1,005-45-1,320	585; 585; 655-35-760; 830-35-1,005-45-1,320		
107	INFORMATION OFFICE— Publications and Broadcasting Officer	400-20-480-20-660	650-20-690-25-840-30-960	630-20-690-25-840-30-960		
	Photographer	400-20-480-20-660	630-20-690-25-840	550-20-690-25-715		
107	INLAND REVENUE— Senior Revenue Officer	600-30-720	840-30-900	840-30-960		
	Revenue Officer	440-20-480-20-600-20-660	610-20-690-25-840	} 610-20-690-25-840		
		400-20-600	570-20-690-25-790			

REF. TO REPORT	DEPARTMENT AND POST	PRESENT SALARY OR SALARY SCALE	SALARY OR SALARY SCALE RECOMMENDED BY THE COMMISSION	REVISED SALARY OR SALARY SCALE	REMARKS	
Page 107	JUDICIAL	£	£	£		
	Deputy Registrar, Supreme Court	550; 550; 575-25-600-30-750-30-840	—	760; 760; 830-35-1,005-45-1,140	Post created in 1948 Estimates.	
	Deputy Registrar, Supreme Court (Female)	550; 550; 575-25-675	760; 760; 865-35-1,005-45-1,140	608; 608; 664-28-804-36-912		
	Office Superintendent	500-20-600-20-660	—	670-20-690-25-840	Post created in 1948 Estimates.	
	LABOUR—					
	Principal Labour Officer	720-30-840-40-1,000	1,185-45-1,320	} 690-35-760; 830-35-1,005-45-1,140 (PB); 1,185-45-1,320		
	Senior Labour Officer	500-25-600; 660-30-840	690-35-760; 830-35-1,005-45-1,140			
108	LANDS, MINES AND SURVEYS—					
	Assistant Land Officer	720-30-840 720-30-840-40-920	} 760; 760; 830-35-1,005-45-1,140	970-35-1,005-45-1,140		
	Secretary Land Conservation Board	440-20-540-10-600 880-40-1,000			610-20-690-25-790	580-20-720
	District Surveyor	720-30-840-40-920 720-30-840	} 620; 620; 690-35-760; 830-35-1,005-45-1,320	585; 585; 655-35-760; 830-35-1,005-45-1,320		
	Staff Surveyor	400; 400; 450-25-600; 660-30-840 480-20-600-30-720-30-840				
	Office Superintendent and Accountant	480-20-600-30-720 500-20-600-20-660			—	670-20-690-25-840

REF. TO REPORT	DEPARTMENT AND POST	PRESENT SALARY OR SALARY SCALE	SALARY OR SALARY SCALE RECOMMENDED BY THE COMMISSION	REVISED SALARY OR SALARY SCALE	REMARKS
		£	£	£	
Page 109	LEGAL— Legal Assistant	500-20-600-30-720	715-25-840-30-900	715-25-840-30-960	
109	MEDICAL (including Health and Local Government)— Local Government Inspector	500-20-600-30-720-30-840	830-35-1,005-45-1,320	830-35-1,005-45-1,140	
	Local Government Officer (Settled Areas)	500-20-600-20-720	—	} 670-20-690-25-840-30-900	
	Supervisor of Accounts ..	500-20-600-30-660	670-20-690-25-840		
	Office Superintendent ..	500-20-600-20-720	—	670-20-690-25-840-30-900	Post created in 1948 Estimates.
	Assistant Medical Storekeeper	500-20-600-20-660	670-20-690-25-840	—	Post abolished in 1948 Estimates.
110	Physiotherapist	360-20-480-20-540	530-20-670	530-20-690-25-715	
	Physiotherapist (Female) ..	540-20-660	715-30-840	715-25-840	
	Radiographer	432-16-528	572-24-672	572-20-672	
	Housekeeper	360-20-480-20-540	510-20-690-25-715	530-20-690-25-715	
	Chief Male Mental Nurse ..	150-15-210-30-240	295-15-370	295-15-460	
	Superintendent, Infectious Diseases Hospital	480-20-540-20-600	650-20-690-25-790	650-20-690-25-840	
	Chief Health Inspector ..	500-20-600-20-660	—	} 670-20-690-25-840	
	Technical Instructor	372-18-480-20-500-20-600	530-20-690-25-790		
	Bio-Chemist	600-30-720	840-30-960	} 840-30-960-40-1,000	
		720-30-840	—		
		360-20-480-20-540	510-20-690-25-715	530-20-690-25-715	
		600-30-720-30-840	865; 865; 935-35-	585; 585; 655-35-760;	Scale of £865-1,320 to apply if holder possesses full medical qualifications.
		600-30-720-30-840-40-920	1,005-45-1,320	830-35-1,005-45-1,320	

REF. TO REPORT	DEPARTMENT AND POST	PRESENT SALARY OR SALARY SCALE	SALARY OR SALARY SCALE RECOMMENDED BY THE COMMISSION	REVISED SALARY OR SALARY SCALE	REMARKS
Page 110	MEDICAL—(Contd.)— Biologist	£ 600-30-720-30-840	£ 865; 865; 935-35-1,005-45-1,320	£ —	Post abolished in 1948 Estimates.
	Laboratory Superintendent ..	600-20-720	—	} 790-25-840-30-900	
	Librarian (Female)	500-20-600-30-720	670-20-690-25-765		} 510-20-670
111	Entomologist	360-15-480	550-20-670	} 585; 585; 655-35-760;	
		400; 400; 450-25-600; 660-30-840	} 620; 620; 690-35-760; 830-35-1,005-45-1,320		} 830-35-1,005-45-1,320
	Administrative Secretary ..	600-30-720-30-840		} —	
		350; 350; 400-50-500-25-600; 660-30-840-40-1,000	} —		} 830-35-1,005-45-1,320
	Secretary-Accountant ..	500-20-600-20-720		} —	
111	POLICE— Assistant Superintendent ..	350; 350; 400-25-550; 600-30-780	} 550; 550; 610-30-760; 820-30-940-40-1,140		£ —
		350; 350; 400-25-550; 600-30-780-30-840		} 765-25-840-30-900	
	Chief Inspector	360; 360; 425-25-600-30-720-30-840	} 690-25-840-30-900		} 690-25-840-30-900
	Inspector and Assistant Inspector	520-20-660		} 350; 375; 400; 490-20-690-25-840	
		500-20-600	} —		} 280; 300; 320; 392-16-552-20-672
	Inspector and Assistant Inspector (Female)	240; 240; 260; 320-20-360-20-420-20-520		} —	
		246-18-300-18-372-18-480	} —		
		240-15-300-15-360-20-380-10-420		} —	

REF. TO REPORT	DEPARTMENT AND POST	PRESENT SALARY OR SALARY SCALE	SALARY OR SALARY SCALE RECOMMENDED BY THE COMMISSION	REVISED SALARY OR SALARY SCALE	REMARKS
Page 113	PRINTING AND STATIONERY—	£	£	£	
	Assistant Government Printer	600-30-720	960-30-1,080	970-35-1,005-45-1,140	
	Press Engineer	500-20-600-20-660	790-25-840	840-30-900	
	Foreman, Composing Section	600-20-720 540-20-600-30-660	715-25-840	765-25-840-30-900	
113	PRISONS—				
	Assistant Commissioner ..	720-30-840	1,140		Amendment of present scale appearing in schedule.
	Superintendent of Prisons ..	600-30-720			
	Assistant Superintendent of Prisons (Grade I)	500-20-600 354-18-390-18-480-20-540	550; 550; 600-25-725; 775-25-875-30-1,025		
	Assistant Superintendent of Prisons (Grade II)	300-20-400-20-480			
	Senior Instructor	360-20-420-20-520-10-600 246-18-300-18-390-18-480-20-600	550-20-690-25-840		
	Inspector of Approved Schools Superintendent, Approved School (Grade I)	720-30-840 500-20-600-30-720	1,140 900-30-1,020		
	Superintendent, Approved School (Grade II)	500-20-600		550; 550; 600-25-725; 775-25-875-30-1,025	
	Assistant Superintendent, Approved School (Grade II)	300-20-400-20-480	470-20-690-25-840		
	Probation Officer (Grade I)	600-30-720-30-840	840-30-1,080	550; 550; 600-25-725; 775-25-875-30-1,025	
	Probation Officer (Grade II)	500-20-660	670-20-690-25-840		

REF. TO REPORT	DEPARTMENT AND POST	PRESENT SALARY OR SALARY SCALE	SALARY OR SALARY SCALE RECOMMENDED BY THE COMMISSION	REVISED SALARY OR SALARY SCALE	REMARKS
Page 114	PROVINCIAL ADMINISTRATION—	£	£	£	
	District Assistant	400-20-480-20-660	570-20-690-25-840	570-20-690-25-840-30-960	
	District Foreman	360-20-420-20-480	—	550-20-690-25-790	Post created in 1948 Estimates.
	District Revenue Officer ..	440-20-540-20-660	} 610-20-690-25-840	} Grade I : 690-25-840 Grade II: 490-20-670	
	Superintendent of Inland Revenue	440-20-660			
	Superintendent of Inland Revenue	500-20-600	610-20-690-25-840		
	Superintendent of Inland Revenue and Conservancy	440-20-540-20-660	610-20-690-25-840		
	Township Overseer	300-20-400-20-480	470-20-650		
		240-20-360	385-22 5s.-520	—	Post abolished in 1948 Estimates.
	Social Welfare Officer ..	400-20-480-20-660	840-30-1,080	630-20-690-25-840-30-960	
	Social Welfare Officer (F.) ..	400-20-500-20-600	} 672-24-864	} 504-16-552-20-672-24-768	
	Subordinate Trainee Case Worker (F.)	400-25-600			
	Rural Industries Officer ..	240-15-300-15-360	385-22 5s.-520	370-15-460	
		400-20-480-20-660	570-20-690-25-840	570-20-690-25-840-30-960	
115	PUBLIC WORKS—				
	Drawing Office Superintendent	440-20-540	610-20-690-25-715	—	Post abolished in 1948 Estimates.
	Deputy Chief Accountant ..	600-30-720	855-35-960	840-30-960	
	Office Superintendent ..	500-20-600-20-660	670-20-690-25-840	—	Post abolished in 1948 Estimates.
	Telephone Operator (F.) ..	240-15-360	385-22 5s.-520	370-15-460	
	Inspector of Works:				
	Grades I and II ..	420-20-520-10-600	650-20-690-25-790	} 650-20-690-25-790	} Amendment of present scale appearing in schedule.
		372-18-426-18-480-20-540	550-20-690		

REF. TO REPORT	DEPARTMENT AND POST	PRESENT SALARY OR SALARY SCALE	SALARY OR SALARY SCALE RECOMMENDED BY THE COMMISSION	REVISED SALARY OR SALARY SCALE	REMARKS
Page 115	PUBLIC WORKS—(Contd.)—	£	£	£	
	Foreman, Grade I	360-12-420	} 550-20-650	—	Amendment of present scale appearing in schedule.
	Foreman, Grade II	300-12-360			
	Senior Mechanical Plant Inspector	480-20-540	670-20-690-25-740	} 670-20-690-25-790	To be designated "Mechanical Plant Inspector"
	Mechanical Plant Inspector ..	300-20-500	470-20-670		
	Compound Manager, Labour Lines	400-20-500	570-20-670	—	Post abolished in 1948 Estimates.
116	Furniture Officer	400-20-500	570-20-670	—	Post abolished in 1948 Estimates.
	Structural Engineer	840-40-920	—	655; 655; 725-35-760; 830-35-1,005-45-1,320	Post not included in Commission's original recommendations.
	Administrative Secretary ..	350; 350; 400-50-500-25-600; 660-30-840-40-1,000	—	550; 550; 620-35-760; 830-35-1,005-45-1,320	Post created in 1948 Estimates.
	Joinery Shop Foreman ..	360-20-420-20-480-20-540	—	550-20-690-25-715	} Posts created in 1948 Estimates.
	Workshops Foreman ..	360-20-420-20-480	—	550-20-650	
	Labour Manager	400-20-500	—	570-20-670	
	Caretaker	400-20-500	—	570-20-670	
	Computer	440-20-500-20-600	—	610-20-690-25-790	
	Aerodrome Superintendent	300-20-400-20-480	—	490-20-670	
	REGISTRAR GENERAL—				Post not included in Commission's original recommendations.
	Accountant	500-20-600-20-660	670-20-690-25-790	670-20-690-25-840	

REF. TO REPORT	DEPARTMENT AND POST	PRESENT SALARY OR SALARY SCALE	SALARY OR SALARY SCALE RECOMMENDED BY THE COMMISSION	REVISED SALARY OR SALARY SCALE	REMARKS
		£	£	£	
Page 116	SECRETARIAT AND LEGISLATIVE COUNCIL—				
	Administrative Assistant (F.)	400; 400; 450-25-550	600; 600; 660-30-780	550; 550; 600-30-780	
117	Assistant Establishment Officer	600-20-720	790-25-840-30-900	—	Post abolished in 1948 Estimates.
	VETERINARY—				
	Entomologist	500; 500; 550-25-600-30-720-30-840 480-20-600-30-720-30-840	620; 620; 690-35-760; 830-35-1,005-45-1,320	585; 585; 655-35-760; 830-35-1,005-45-1,320	Scale of £865-1,320 to apply if holder possesses full veterinary qualifications.
	Bacteriologist	480-20-600-30-720 500; 500; 550-25-600-30-720	620; 620; 690-35-760; 830-35-1,005-45-1,320	585; 585; 655-35-760; 830-35-1,005-45-1,320	
	Geneticist	400; 400; 450-25-600; 660-30-840	620; 620; 690-35-760; 830-35-1,005-45-1,320	585; 585; 655-25-760; 830-35-1,005-45-1,320	
	Bio-Chemist	240-20-360-20-420	496; 496; 552-28-608; 664-28-804-36-1,056	468; 468; 524-28-608; 664-28-804-36-1,056	
118	Zoologist (F.)	240-20-360-20-420	496; 496; 552-28-608; 664-28-804-36-1,056	468; 468; 524-28-608; 664-28-804-36-1,056	
	Librarian (F.)	360-15-480	550-20-670	510-20-670	
	Live Stock Improvement Officer	400; 400; 450-25-600; 660-30-840	620; 620; 690-35-760; 830-35-1,005-45-1,320	585; 585; 655-35-760; 830-35-1,005-45-1,320	
	CLERICAL STAFF (Old Terms)—				
	Grade A	240-18-300-18-390-18-480-20-500	390-18-450-18-540-18-630-20-650	—	See under "Clerical Staff—K. E. C. S. terms."
	Grade B	180-20-240-18-300-18-390	330-18-390-18-450-18-540	—	
	Grade C	180-20-240-18-300	330-18-390-18-450	—	

REF. TO REPORT	DEPARTMENT AND POST	PRESENT SALARY OR SALARY SCALE	SALARY OR SALARY SCALE RECOMMENDED BY THE COMMISSION	REVISED SALARY OR SALARY SCALE	REMARKS
Page		£	£	£	
118	CLERICAL STAFF (K.E.C.S. Terms)—				
	Male:—				
	Special Grade	620-10-660	740-20-800	—	
	Grade I	440-20-540-10-600	580-20-720	} 580-20-720	
		240-18-300-18-390-18-480-20-500	390-18-450-18-540-18-630-20-650		
	Grade II	150-20-210-30-240-20-360-20-420	295-22 5s.-565	} 295-22 5s.-565	
		180-20-240-18-300-18-390	330-18-390-18-450-18-540		
		180-20-240-18-300	330-18-390-18-450		
	Female:—				
	Special Grade	440-10-500	560-15-650	—	
	Grade I	380-10-420	480-15-540	} 480-15-540	
		240-18-300-18-390-18-480-20-500	390-18-450-18-540-18-630-20-650		
	Grade II	150-15-210-30-240-15-300-15-360	295-15-460	} 295-15-460	
		180-20-240-18-300-18-390	330-18-390-18-450-18-540		
		180-20-240-18-300	330-18-390-18-450		

APPENDIX II

AMENDMENTS TO SALARY SCALES PROPOSED FOR ASIANS

REF. TO REPORT	DEPARTMENT AND POST	PRESENT SALARY OR SALARY SCALE	SALARY OR SALARY SCALE RECOMMENDED BY THE COMMISSION	REVISED SALARY OR SALARY SCALE	REMARKS
<i>Para.</i>		£	£	£	
107	EDUCATION—(KENYA) Asian Teacher, Grade I ..	450-15-600	560-20-750	560-20-700; 710-20-750	
108	MEDICAL— Medical Officer	400-20-600	—	500-25-650 (E.B.)-25-800	Post not included in Commission's original recommendations; salary scale assessed on the 3/5ths formula <i>see</i> para. 7 of Sessional Paper. Posts of Asst. Surgeon and Senior Asst. Surgeon do not exist in Kenya.
109	PROVINCIAL ADMINISTRATION— Liwali } Assistant Liwali } Chief Kathi }	300-12-420 } 300-12-396	420-15-480 (E.B.)-20-610	420-15-480 (E.B.)-20-600	Amendment in accordance with scale appearing in page 189 of Report.
112	POLICE—(KENYA)— Constable } Sergeant } Assistant Inspector and Inspector }	72-6-108 84-9-144 90; 90; 98; 122-8-146-12-230-10-240-12-300 210-18-228-12-300	180-10-220 220-10-260 270-15-360 (E.B.)-15-465	140-10-200 160-10-220 180-10-240-15-360 (E.B.)-15-465	

REF. TO REPORT	DEPARTMENT AND POST	PRESENT SALARY OR SALARY SCALE	SALARY OR SALARY SCALE RECOMMENDED BY THE COMMISSION	REVISED SALARY OR SALARY SCALE	REMARKS
<i>Page</i> 183	ASIAN OFFICERS (LOCAL CIVIL SERVICE)— Clerk, Grade II	£ 90-8-146-12-230-10- 240	£ 180-10-240-15-375	£ 180-10-240-15-375	
	ASIAN PENSIONABLE OFFICERS (OLD TERMS)— Clerk, Grade III Clerk, Grade II	126-6-162 168-9-216	(180-10-240)-15-375	180-10-240-15-375	
183	ASIAN OFFICERS (LOCAL CIVIL SERVICE)— Clerk, Grade I	252-12-300	390-15-450	390-15-450	
185	ASIAN PENSIONABLE OFFICERS (OLD TERMS)— Clerk, Grade	228-12-300	390-15-450; 450-15-495	390-15-450	
183	ASIAN OFFICERS (LOCAL CIVIL SERVICE)— Clerk, Special Grade (includ- ing posts of similar status but varying designations) ..	318-18-372-18-408	450-20-550	450-20-550	
185	ASIAN PENSIONABLE OFFICER (OLD TERMS)— Clerk, Special Grade (includ- ing posts of similar status but varying designations) ..	360; 390; 420 (by trien- nial increments)	450-20-550; 570; 590	450-20-550	
186	REGISTRAR GENERAL— Examiner of Accounts ASIAN OFFICERS, MISCELLANEOUS— Road Supervisor, Public Works	300-18-372 146-12-230 120-4, 10s.-192	450-20-550; 570; 590 255-15-360 220-10-240-15-375	450; 450-20-510 220-10-240-15-360	

REF. TO REPORT	DEPARTMENT AND POST	PRESENT SALARY OR SALARY SCALE	SALARY OR SALARY SCALE RECOMMENDED BY THE COMMISSION	REVISED SALARY OR SALARY SCALE	REMARKS
Page	ASIAN OFFICERS, MISCELLANEOUS— (Contd.)—	£	£	£	
186	Artisan, Mombasa Water Supply.	} 120-4 10s.-192	220-10-240-15-375	220-10-240-15-315	
	Supervisor, Mombasa Water Supply.				
	Artisan Operator, Kitale Water Supply.				
	Transport and Yard Supervisor.				
	Artisan Supervisor, Public Works	120-4 10s.-192	220-10-240-15-375	220-10-240-15-315	
	Staff Artisan	120-4 10s.-192	220-10-240-15-375	220-10-240-15-255	
187	EDUCATION—				
	Headmaster and Assistant Master:—				
	Grade I	450-15-600	560-20-750	560-20-700;-710-20-750	
188	Grade II	318-18-372-18-408	460-18-550	} 460-18-550	
187	Grade III	300-18-420	460-18-568		
		182-12-230-10-240-12-300	305-15-455	} 305-15-455	
188	Grade IV	180-12-300	320-15-460		
187		130-8-146-12-182	228-12-300	} 228-12-300	
188		120-9-180	228-12-312		
187	Headmistress and Assistant Mistress:—				
	Grade II	225-15-300-15-330	368-14 8s.-440	} 368-14 8s.-440	
188	Grade IV	250-15-400	368-14 8s.-454 8s.		
		103-6-115-10-145	182 8s.-9 12s.-240.	} 182 8s.-9 12s.-240	
		120-9-180	228-12-312		
					Proviso to note at para. 107 and second sentence of footnote at page 87 not accepted.

REF. TO REPORT	DEPARTMENT AND POST	PRESENT SALARY OR SALARY SCALE	SALARY OR SALARY SCALE RECOMMENDED BY THE COMMISSION	REVISED SALARY OR SALARY SCALE	REMARKS
		£	£	£	
	EDUCATION—(Contd.)— Koran Teacher:— Grade I	60-3-90	—	120-6-180	} Post not included in Commission's original recommendations.
	Grade II	40-2-60	—	80-4-120	
	FORESTRY— Assistant Forester:— Grade I	146-12-230	255-15-360	} 180-10-240-15-375; 390-15-450	} Post created in 1948 Estimates.
	Grade II	108-6-138	200-10-240		
	Sub-draughtsman	146-12-230-10-240-12-300	—	} 255-15-375; 390-15-450	
	Surveyor	146-12-230-10-240-12-300	—		
	GENERAL— Learner (Clerical and Non-clerical)	30-18-48-12-72	—	100; 125; 150	} Post not included in Commission's original recommendations.
	JUDICIAL— Clerk to Chief Kathi ..	40-2-60	—	80-4-120	} Post not included in Commission's original recommendations.
	LANDS, MINES AND SURVEYS— Senior Sub-draughtsman ..	300-12-336 300-12-360	— —	} 450-20-550	} Post not included in Commission's original recommendations.

REF. TO REPORT	DEPARTMENT AND POST	PRESENT SALARY OR SALARY SCALE	SALARY OR SALARY SCALE RECOMMENDED BY THE COMMISSION	REVISED SALARY OR SALARY SCALE	REMARKS
		£	£	£	
	POLICE— Motor Mechanic	146-12-230-10-240-12-300	—	255-15-375; 390-15-450	Post created in 1948 Estimates.
	PROVINCIAL ADMINISTRATION— Liwali's and Mudir's Clerk	40-2-60	—	80-4-120	Post not included in Commission's original recommendations.
	PUBLIC WORKS— Drawing Office Superintendent	318-18-372-18-408	—	450-20-550	Post created in 1948 Estimates.
	Engineering Assistant ..	146-12-230-10-240-12-300	255-15-375; 390-15-450	(255-15-375; 390-15-450) 450-20-550	
	Timber Seasoning Kiln Operator	146-12-230	—	255-15-360	Post created in 1948 Estimates.
	SECRETARIAT AND LEGISLATIVE COUNCIL— Establishment Officer ..	480	—	582-21-603-27-792	Post created in 1948 Estimates. Salary scale assessed under 3/5ths formula, see para. 7 of Sessional Paper.
	VETERINARY— Veterinary Officer	318-18-372-18-408 300-18-420-20-500 (plus £150 personal and pensionable allowance)	—	} 500-25-650 (E.B.)-25-800	Salary scale assessed under 3/5ths formula, see para. 7 of Sessional Paper (Personal and Pensionable allowance to cease)

APPENDIX III

AMENDMENTS TO SALARY SCALES PROPOSED FOR AFRICANS

REF. TO REPORT	DEPARTMENT AND POST	PRESENT SALARY OR SALARY SCALE	SALARY OR SALARY SCALE RECOMMENDED BY THE COMMISSION	REVISED SALARY OR SALARY SCALE	REMARKS
		£	£	£	
Para. 100 and Page 201	GENERAL AND CLERICAL DIVISION— Grade III—African	36-1 16s.-54	75-3-90 (E.B.)-3-108	72-3-90 (E.B.)-3-105	See para. 8 of Sessional Paper.
Para. 106	Makerere Graduate, Grade II Grade I Special Grade	— — —	165-10-215(E.B.)-10-255 255-10-355 —	190-10-240(E.B.)-12-300 315-15-405 420-15-450	} See para. 11 of Sessional Paper.
Para. 112 and Page 204	POLICE— Senior Sergeant Sergeant Constable	66-3-81 27-1 10s.-36-1 16s.-54 21 12s.; 22 16s.; 22 16s.; 23 8s.-0 12s.-26 8s.	105-3-120 66-3-81 (E.B.)-3-90 43 4s.-24s.-49 4s. (E.B.)- 24s.-56 8s.(E.B.)-24s.- 66	102-3-117 60-3-78(E.B.)-3-93 40.4s.-1.4s.-46.4s.(E.B.) -1.4s.-53.8s. (E.B.)-1.4s. -63	} See paras. 13 and 14 of Sessional Paper. See para. 13 of Sessional Paper.
Para. 112	Recruit	19 4s.	40.16s.; 42	37.16s.; 39	See para. 13 of Sessional Paper.
Para. 115 and Page 205	PRISONS SERVICE— Recruit Warder Warder Lance Corporal Corporal Sergeant Chief Warder:— Grade II Grade I Warder Clerk Warder Artisan	18 22 16s. 25 4s. 31 4s. 45 12s. 54-3-72 72-4 10s.-90 24-1 10s.-36; 36-1 16s.- 54	40.16s. 43 4s.-24s.-46 16s(E.B.) -24s. 52 16s. (E.B.)- 24s.-56 8s. 51 12s.-36s.-58 16s. (E.B.)-36s.-66 62 8s.-36s.-66 (E.B.)- 36s.-69 72-48s.-81 12s. (E.B.)- 48s.-90 93-3-102 (E.B.)-3-111 114-4 10s.-132 —	37 16s. 40 4s.-1 4s.-43 16s(E.B.) -1 4s.-49 16s.(E.B.)- 1 4s.-53 8s. 54-1. 16s.-57 12s. 63-1 16s.-70 4s. 78-3-93 96-3-105 (E.B.)-3-114 117-6-153 51 12s.-1 16s.-76 16s. (E.B.)-81-3-96 48 12s.-1 16s.-73 16s. (E.B.)-78-3-93	See para. 15 of Sessional Paper.

REF. TO REPORT	DEPARTMENT AND POST	PRESENT SALARY OR SALARY SCALE	SALARY OR SALARY SCALE RECOMMENDED BY THE COMMISSION	REVISED SALARY OR SALARY SCALE	REMARKS	
		£	£	£		
Para 115 and Page 205	PRISONS SERVICE—					
	Chief Warder Clerk	} 54-3-72	—	99-3-108 (E.B.)-3-117	Post not included in Commission's original recommendations see para. 15 of Sessional Paper.	
	Chief Warder Artisan		—	96-3-105 (E.B.)-3-114		
	African Assistant, Approved School		—	162-9-207 (E.B.)-9-270		
	Chief Instructor:—					
	Grade I	—	—	117-6-153		
	Grade II	—	—	96-3-114		
	Sergeant Instructor comprising present posts of:—					
	Chief Instructor	48-4 10s.-90	}	—		78-3-93
	Senior Instructor	42-3-48				
	Senior Drill Sergeant	36-3-60				
	Instructor comprising present posts of:—					
	Junior Instructor	12-3-42	}	—		40 4s.-1 4s.-52 4s.
	Night Guard	15				
	Lance Corporal Instructor including present post of Drill Sergeant	27-3-42		—		54-1 16s.-57 12s.
Corporal Instructor	—		—	63-1 16s.-70 4s.		
Technical Instructor	42-3-60		—	48 12s.-1 16s.-73 16s. (E.B.); 78-3-93		
Clerk Schoolmaster	36-3-48		—	51 12s.-1 16s.-76 16s. (E.B.); 81-3-96		

REF. TO REPORT	DEPARTMENT AND POST	PRESENT SALARY OR SALARY SCALE	SALARY OR SALARY SCALE RECOMMENDED BY THE COMMISSION	REVISED SALARY OR SALARY SCALE	REMARKS
	PROVINCIAL ADMINISTRATION—	£	£	£	
	African Assistant Administrative Officer	132 while on probation. (Salary on confirmation not yet fixed)	—	190; 190: 210-10-240 (E.B)-12-300 (P.B.); 315-15-405	
	Tribal Police (Central, Nyanza and Coast Provinces):—				
	Recruit	14 8s.	—	24	Posts not included in Commission's original recommendations. Salary scales for application in Rift Valley, Northern Province and Masai District to be decided in the light of these scales.
	Grade III	16 4s.; 16 16s.; 16 16s.; 17 8s.	—	27; 28 4s.; 28 4s.; 28 16s.	
	Grade II	18; 18 12s.; 18 12s.; 19 4s.	—	30; 30; 33	
	Grade I	19 16s.	—	36	
	Corporal	20 8s.-1 4s.-26 8s.	—	36-1 10s.-45	
	Sergeant	27-1 10s.-45	—	48-3-72	
	Gazetted Headman (Commonly called Chief) ..	Below 24, 24-1 10s.-36 36-1 16s.-54-63-3-81-4 10s.-99-102-6-132-7 10s.-192-195-12-255-12-315	—	Grade IV: 48-3-60-3-72	Allocation—Small locations of not so advanced districts; other locations of backward districts.
			—	Grade III: 72-3-90-3-105	Allocation—Small locations of advanced districts; average location of not so advanced districts; large locations of backward districts.

REF. TO REPORT	DEPARTMENT AND POST	PRESENT SALARY OR SALARY SCALE	SALARY OR SALARY SCALE RECOMMENDED BY THE COMMISSION	REVISED SALARY OR SALARY SCALE	REMARKS
	PROVINCIAL ADMINISTRATION— <i>(Contd.)</i> — Gazetted Headman (Commonly called Chief)— <i>(Contd.)</i>	£ —	£ —	£ Grade II: 100-6-136-6-172 Grade I: 154-6-178-9-223-9-268 Special Grade: 276-12-348	Allocation—Average locations of advanced districts; large and important locations of not-so advanced districts; important and able chiefs of backward districts. Allocation—Large and important locations of advanced districts; important and able chiefs of not so advanced districts. Allocation— Important and able chiefs of advanced districts.