

# GOVERNMENT OF KENYA

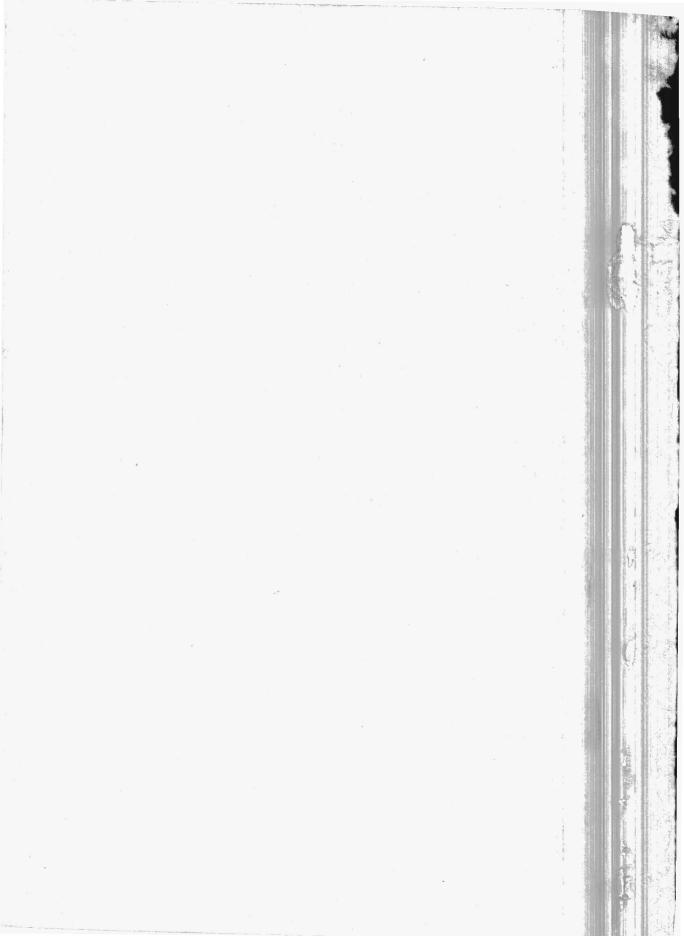
# REPORT

of the

Commission on the Kenya Civil Service, the Kenya Teaching Services, the East African Posts and Telecommunications Administrations and the General Fund Services of the East African Common Services Organization

Under the Chairmanship of Mr. L. J. PRATT, O.B.E.

Vol. II - Five Shillings - 1963



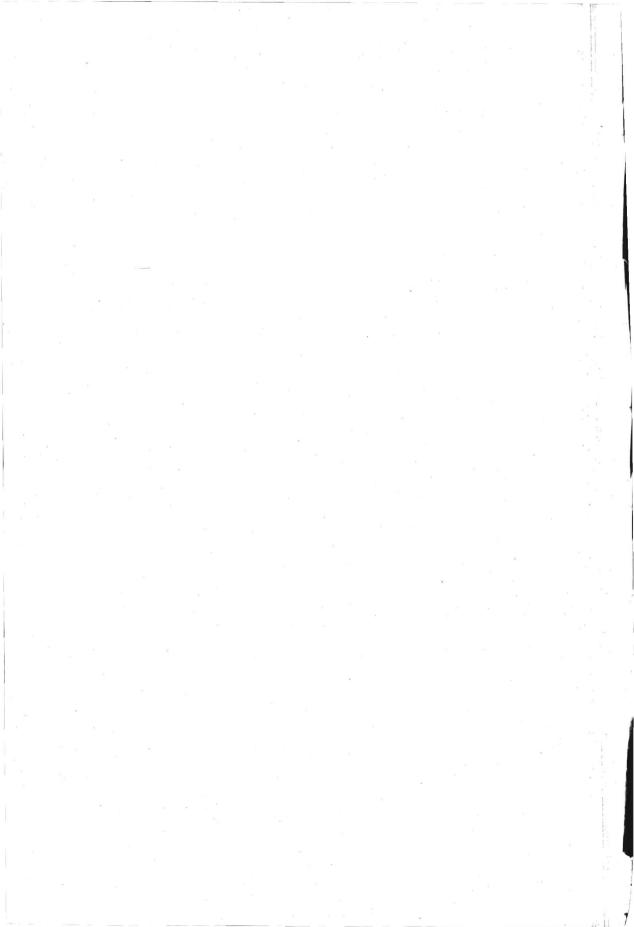
# REPORT of the LOCAL CIVIL SERVICE SALARIES COMMISSION 1963

This Report has been published immediately on its receipt and has not yet been examined. It should be clearly understood, therefore, that the Kenya Government and the East African Common Services Organization are in no way committed either to the whole Report or to any individual recommendations therein. The Administrations hope to deal with the Commission's recommendations at a very early date.

# INDEX

# VOLUME II

							Pag	e No.
PRESENT AND PROPOSED SALA	ARY SCALES		٠			* *	٠.,	1
LIST OF WITNESSES WHO GA	VE ORAL E	VIDEN	CE AND	PLACE	es Visi	TED BY	THE	0
COMMISSION				• •	•	• •	• •	8
DEPARTMENTS, ORGANIZATIO	ns and Ind	IVIDUA	LS WHO	SUBMI	TTED N	<b>I</b> EMORA	NDA	
TO THE COMMISSION .							• •	.14
SCHEDULE OF POSTS AND PRO	POSED SAL	ARIES A	nd Gr	ADINGS	S			
The Kenya Governmen	t							17
Common Cadre Posts							* *	51
The East African Comm	non Service	s Orga	nizatio	n, Gen	eral Fu	ind Ser	vices	55
The East African Posts	and Teleco	mmun	ication	s Adm	inistrat	tion		63
Conversion Tables Nos. 1	to 158							71



# PRESENT AND PROPOSED SCALES

	1. SUPE	RSCALES	. 2	. ADMIN	JISTR	ATIVE AND
			•			AL SCALE
	Present	Proposed		Present		Proposed
	£	£		£		£
Fixed	3,100	2,780		798		804 •
	3,000	2,700		837		847
	2,900	2,620		876	1	890
	2,800	2,540		924		933
	2,700	2,460		975		976
	2,600	2,380	*			
	2,500	2,300		1,026		1,020
	2,400	2,220		1,077		1,064
	2,300	2,140		1,128		1,108
	2,175	2,036		1,179		1,154
				1,230	2	1,200
Incremental				1,281		1,246
				1,332		1,292
	2,300	2,140		1,386		1,338
	2,237.10	2,088		1,440		1,390
	2,175	2,036				
				1,494		1,442
Lower Superscale				1,551		1,494
				1,611	•	1,546
	1,989	1,880		1,671	3	1,598
	1,914	1,820		1,731		1,654
	1,839	1,760		1,791		1,710
				,		-,

# 3. Main Scale Comprising Present E4-1, B and C (Z) Scales

Present	Proposed	C.O.	E.O. Trg.	E.O.	T.O.	T. & S. P.S.	P.G.	P.	M.
£ 201 213 225 239. 8 253.16 268. 4 282.12 312 326. 8 340.16 355. 4 372 394. 4 416. 8 438.12 461. 2 483.15 506. 8 529. 1 551.14 574. 7 597 633 657 717 747 780 816 855 894 933 972 2 1,011 1,050 1,089 1,128 1,770 1,212 1,254 1,299 1,344 1,389 1,440 1,494 1,551 1,611 1,671	£ 236 252 268 284 300 316 332 348 364 380 400 420 440 460 480 500 520 540 560 620 640 670 700 730 760 790 820 850 880 916 952 850 880 916 952 1,060 1,096 1,138 1,180 1,222 1,264 1,306 1,348 1,390 1,442 1,494 1,546 1,598	H.Co.	}	} IV	} 11	PS.II			V  III  III  III  III  S.G.

C.O. = Clerical scale.

E.O. = Executive scale.

T.O. = Technical scale.

T. & S., P.S. = Typing, Secretarial and Personal Secretary scale.

P.G. = Police (Gazetted) scale.

P. = Police (Inspectorate) scale.

M. = Nursing scale.

## 4. Police and Prisons Scales

		P.2		P	.6A
(a)	Present	Proposed	( <i>d</i> )	Present	Proposed
	£	£		£	£
	660	664		278.14	327
	684	690		294.4	343
	708	716		309.14	359
	735	742		325.4	375
	762	768		341.11	391
	789	794			407
				357.18	407
	816	820		DOA	
	855	850		P.9A	+ 8A
	894	880			
	933	916	(e)		
				231.18	275.8
				239.14	284.3
	P.5	+ P.4		247.10	292.18
(b)				255.6	301.13
				263.2	310.8
	396	446		270.18	319.3
	411	462			
	426	478		P.11A	+ P.10A
	447	494			
	468	510	(f)		
	489	526		175.4	186
	510	542		182.14	194
	531	558			
				190.4	202
	552	574		197.14	210
	573	590		206.17	218
	594	606		216	226
	615	622		_	
	636	638		Р.	12A
	660	664			
	684	690	(g)		
	708	716		138	152
	735	742		143.8	156.4
		*		148.16	160.8
				154.4	164.12
	P.7	+ P.5		159.12	168.16
(c)					
	276	318		P.1	3A
	291	334			
	306	350	(h)	111.15	123.15
	321	366	()	114.18	126.18
	336	382		118.1	130.1
	351	398		121.4	133.4
	366	414		124.7	136.7
	381	430		127.10	139.10
	396	446		143.8	156.4
	411	462			
		478		148.16	160.8
	426			154.4	164.12
	447	494		159.12	168.16
	468	510		175.4	186
	489	526		182.14	194
	510	542		190.4	202
	531	558		197.14	210
	552	574		206.17	218
	573	590		216	226
	594	606			
	615	622			
		622 638			

# 4. Police and Prisons Scales—(Contd.)

	P.1	14A			P.:	15A
	Present	Proposed			Present	Proposed
( <i>i</i> )				(j)		
. ,	£	£			£	£
	96	108			111.15	123.15
	99.3	111.3			114.18	126.18
	102.6	114.6			118.1	130.1
	105.9	117.9	1.00		121.4	133.4
	108.12	120.12			124.7	136.7
	111.15	123.15			127.10	139.10
	114.18	126.18			130.13	142.13
	118.1	130.1			133.16	145.16
	121.4	133.4			136.19	148.19
	124.7	136.7				
	127.10	139.10			P.:	16A
32	130.13	142.13		(k)		
	133.16	145.16			96	108
	136.19	148.19			99.3	111.3
					102.6	114.6
	X.				105.9	117.9
					108.12	120.12
					111.15	123.15
				1.5	114.18	126.18
					118.1	130.1
					121.4	133.4
					124.7	136.7
					127.10	139.10

## 5. Tribal Police Scales

	CONSTABL	ES		SERG	EANT
(a)	Present	Proposed	(c)	Present £	Proposed £
. ,	£	£		131.8	144.8
	71.8	80.8		137.8	150.6
	73.16	83.2		143.8	156.4
	76.4	85.16		149.8	162.2
	78.12	88.10		155.8	168
	81	91.4		161.8	173.18
	83.8	93.18		167.8	179.16
	85.16	96.12			*
	88.4	99.6		SENIOR S	ERGEANT
	90.12	102	(d)		
	93	104.14		172.10	185.14
				178.10	191.12
				184.10	197.10
				190.10	203.8
				196.10	209.6
	Corpora	L ,		202.10	215.4
(b)				SREGEAN	r Major
` '	96	108			
	100.4	112.16	(e)		
	105				
	109.16				
	114.12				
	119.8	132		234.6	238.16
	109.16	117.12 122.8 127.4 132	,	206.17 216 225.3 234.6	221.2 227 232.18 238.16

	6. Forest Guards Se	cales	9.1	Unestablis	hed Staff	Scale	
	Grade III		F	resent	9	Proposed	
(a) A	as for Tribal Police Con	stable		£ 112.4	*	£ 156	
	Grade II			119.8 126.12		163.10 171	
(b)				133.16		178.10	
	As for Police Constable	e P.14A		141 148.4		186 193.10	,
(c)	Grade I			163.16	_	.201	
(0)	As for Police Corpora	1 P.12A		171 178.4		209.16 218.12	
				185.8		227.8	
	7. Game Scouts and Fis	h Scouts		193.4		236.4 245	
	Scales	a Seouts				253.16	
						(4) (1)	
(a)	Grade II		10.	Subordin	ate Servi	ce Scale	
(44)	As for Police Constabl	e P.14A		(In Shillir	igs per m	onth)	
	Grade I		P	resent	j	Proposed	
(b)	As for Police Corpora	1 P.12A	(With Q	Quarters)			
		W		Sh. cts. 81.00	Grade	Sh. cts. 120.00	
				84.50 88.00	III	135.00 150.00	
	8. Sub-Chiefs Sca	les		00.00	100	130.00	-
		Proposed	Segment	91.50	Grade	170.00	
	£ 48.12	£ 55	IV	95.00 98.50	II	190:00 210.00	
	51.18 55.4	59 63					-
	58.10 62.2	67 71		102.00 105.50	Grade I	235.00 255.00	
	65.14	75		109.00		280.00	_
	69.6 72.18	79 83	•	114.00			
	76.10	87 92	Seg-	119.00 124.50			
	81.12 86.14	97	ment				
	91.16	102	III	135.50			
	96.18 102	107 112		141.00			
	107.2	117		147.50			
	112.4	124	Seg-	154.50			
	119.8 126.12	131 138	ment II	161.50 168.50			
	133.16	145				w.e	
	141	152	C	178.50			
	148.4 163.16	159 175	Seg- ment	189.00 200.50			
	171	182	I	212.00			
	178.4	189		224.00			
	185.8 193.4	196 203		236.00			
	173.4	203					

# 11. East African Posts and Telecommunications Administration

(a)	PROPOSED SPECIAL SCALES		(b)		
(a)	P. and T.1 Scale		(0)	P. ana	T.2 Scale
	£				£
	236				236
	265				262
-	294				288
	323				314
	352				340
	381				366
	410				392
	440				418
	470				444
	500				473
		2			502
					531
					560
					590
					620

# 12. Proposed Unified Teaching Service Scales

(a) 1	T.R. Scale	Senior Assistant Technical In- structors (S.A.T.		(b) Graduate Scale
v	£ 120 126 132 138 144 150 156		*	£ 770 800 830 865 900 935 970 1,005
IV	168 174 180 192 204 216			1,040 1,075 1,110 1,150 1,190 1,230 1,270
	228 240 252 264 276 294 312 330 348 366 384 402 420 438 456 474 492 510 534 558 582 606 630 654 678 702 726 740 770 800 830 865 900 935 970 1,005 1,040			1,190 1,230 1,270 1,310 1,350 1,400 1,450 1,550 1,605 1,660

# LIST OF WITNESSES WHO GAVE ORAL EVIDENCE AND PLACES VISITED BY THE COMMISSION

#### **KENYA**

3 7			7	
$\Delta$	a	120	οh	7

- 1.4.63 Mr. A. L. Adu, O.B.E., Secretary-General, East African Common Services Organization.
  - The Hon. R. G. Ngala, then Minister of State for Constitutional Affairs and Administration.
- 2.4.63 Mr. J. H. Butter, C.M.G., M.B.E., Permanent Secretary to the Treasury.
  - Mr. T. Neil, C.M.G., Director of Personnel and Training.
  - Mr. R. P. Humphrey, Acting Postmaster-General.
  - Mr. R. W. Groves, Personnel Manager, East African Posts and Telecommunications.
- 4.4.63 The Hon. J. Kenyatta, then Minister of State for Constitutional Affairs and Economic Planning.
  - Mr. A. R. Macdonald, C.M.G., Chairman, Kenya Government Public Service Commission.
- 8.4.63 Mr. C. C. Ricketts, Deputy Secretary, Ministry of State for Constitutional Affairs and Administration.

Visit to Kenya Institute of Administration.

Representatives of the Nairobi Chamber of Commerce.

- 9.4.63 Representatives of the Kenya Chamber of Commerce and Industry.
   Representatives of the Kenya Federation of Labour.
   Mr. D. Richmond, Executive Officer, Federation of Kenya Employers.
- 10.4.63 The Hon. T. J. Mboya, then Minister for Labour.
  - Mr. A. W. Frankish, Acting Assistant Chief Education Officer, Ministry of Education.
  - Mr. P. D. McEntee, Principal, Kenya Institute of Administration.

Mr. A. J. F. Simmance, Vice-Principal.

- 11.4.63 Visit to Medical Training Centre, King George VI Hospital.
  Visit to Thogoto College.
- 13.4.63 Mr. A. Bromley, Acting Chief Education Officer, Ministry of Education.
- 18.4.63 Mr. J. I. Husband, Chief Labour Officer.
- 19.4.63 Mr. F. N. Brockett, Under-Secretary to the Treasury.Mr. P. Coryndon, Chief Establishment Officer, E.A.C.S.O.
- Mr. J. F. D. Buttery, Chairman, Staff Side, Central Whitley Council.
   Mrs. B. D. Annesley, Secretary, Staff Side, Central Whitley Council.

- 22.4.63 Visit to Posts and Telecommunications Training School.
  Visit to Kenya Polytechnic.
- 23.4.63 Mr. C. W. Hodges, C.B.E., Controller and Auditor-General.
- 24.4.63 Mr. T. A. Watts, M.B.E., Officer-in-Charge, Nairobi Extra-Provincial District.

Visit to various Nairobi housing estates.

- 2.5.63 Mr. F. A. Passells, Director of Social Services and Housing, Nairobi City Council.
  - Mr. C. C. Ricketts, Deputy Secretary, Ministry of State for Constitutional Affairs and Administration.
- 3.5.63 Mr. R. P. Humphrey, Acting Postmaster-General.Mr. R. W. Groves, Personnel Manager, East African Posts and Telecommunications.
- 27.5.63 Representatives of the East African Posts and Telecommunications
   African Workers' Union.
   Representatives of the East African Posts and Telecommunications
   European Staff Association.

Mr. J. L. Pembroke, Commissioner of Income Tax.

- 28.5.63 Mr. T. Neil, C.M.G., Director of Personnel and Training.Mr. F. N. Brockett, Under-Secretary to the Treasury.
- 30.5.63 Representatives of the Asian Postal Union.
  Representatives of the Kenya Civil Servants' Union and Joint Industrial Council.
- 31.5.63 Mr. J. I. Husband, Chief Labour Officer.

Mr. G. Gray, Assistant Chief Labour Officer.

Mr. L. W. R. James, Officer-in-Charge, Employment Services.

Mr. R. A. J. Damerell, Chief Industrial Relations Officer.

Mr. M. A. O. Ndisi, Assistant Chief Labour Officer.

Representatives of the East African Common Services Senior Officers' Association.

Representatives of the East African Common Services African Civil Servants' Union.

- 8.6.63 Representatives of the Kenya National Union of Teachers.
- Mr. A. E. Dorman, Director of Veterinary Services.
   Miss E. M. Usher Under-Secretary, Ministry of Agriculture.
   Mr. B. C. Wills, Director of Agriculture.
   Representatives of Specialist Agricultural Research Officers.

12.6.63 Dr. N. R. E. Fendall, Chief Medical Officer.

Dr. J. Carswell

Dr. C. L. Ball

Mr. J. M. Tasker, M.B.E.

Mr. A. D. Wardrop

Representing Ministry of Health and Housing.

Mr. A. Bromley, Acting Chief Education Officer, Ministry of Education.

Mr. K. Matiba, Permanent Secretary, Ministry of Education.

13.6.63 Mr. J. H. Butter, C.M.G., M.B.E., Permanent Secretary to the Ministry of Finance and Economic Planning.

Mr. M. C. Argyle, Chief Conservator of Forests.

Major I. R. Grimwood, Chief Game Warden.

Mr. C. D. M. Vivian, Ministry of Game, Fisheries, Water and Natural Resources.

14.6.63 Representatives of the Staff Side, Central Whitley Council.

Mr. H. J. Hinchey, C.B.E., Financial Secretary, East African Common

17.6.63 Mr. A. R. Macdonald, C.M.G., Chairman, Kenya Government Public Service Commission.

Mr. D. E. Warren, Director of Surveys.

Mr. F. E. Firminger, Deputy Commissioner of Lands.

Mr. J. A. O'Loughlin, Commissioner of Lands.

Mr. A. Davies, Ministry of Lands and Settlement.

Representatives of the East African Common Services Asian Staff Association.

Mr. H. B. Burdon, Town Planning Department.

18.6.63 Representatives of the Police Representative Association.

Mr. R. C. Catling, C.M.G., O.B.E., Inspector-General of Police.

Mr. R. G. Brayne-Nicholls, Civil Secretary to the Police.

19.6.63 Visit to Alliance High School.

Services.

Visit to Aga Khan Primary School.

Visit to Duke of Gloucester School.

20.6.63 Mr. J. A. B. Allan, Commissioner of Prisons.

Mr. M. K. Mwendwa, Permanent Secretary, Ministry of Home Affairs.

Colonel A. L. Watson, Ministry of Home Affairs.

Representatives of the Prisons Staff Association.

Mr. F. Sharratt, Acting Permanent Secretary, Ministry of Works, Communications and Power.

21.6.63 Mr. T. P. McBrierley, Senior Assistant Commissioner of Police.

Visit to the C.I.D. Training School.

Visit to the Ministry of Works Training School.

24.6.63 Mr. H. L. Adams, C.M.G., T.D., Executive Officer, Communications Ministerial Committee.

Mr. B. F. Sutton, D.S.C., Deputy Director, Directorate of Civil Aviation.

25.6.63 Mr. B. W. Thompson, Acting Director, Meteorological Department.

Mr. A. N. Savage

Mr. J. O. England

Ministry of Local Government.

Representatives of the Health Inspectors' Association.

27.6.63 Visit to Pumwani D. E. B. School.

Visit to St. George's Primary School.

Visit to Kenya High School.

Visit to Prince of Wales School.

- 28.6.63 Visit to Surveys Department Training School.
- 29.6.63 Visit to Kamiti Prison.
- 2.7.63 Colonel M. F. G. Wentworth, C.M.G., O.B.E., Chairman, East African

  Common Services Organization Public Services Commission.

Mr. I. Okwirry, M.B.E., Deputy Chairman.

3.7.63 Mr. A. L. Adu, O.B.E., Secretary-General, East African Common Services Organization.

Mr. P. Coryndon, Chief Establishment Officer, East African Common Services Organization.

4.7.63 Mr. E. K. Boseley, Officer-in-Charge, Trade Testing Unit

Mr. C. W. Hodges, C.B.E., Controller and Auditor-General.

8.7.63 Dr. N. R. E. Fendall, Chief Medical Officer.

Dr. J. Carswell

Mr. A. D. Wardrop

Ministry of Health and Housing.

15.7.63 The Hon. J. S. Gichuru, Minister for Finance and Ecomonic Planning.

Mr. L. D. A. Baron, D.F.C., Acting Permanent Secretary, Ministry of Finance and Economic Planning.

27.7.63 Mr. F. G. E. Ievers, Postmaster-General.

Mr. R. W. Groves, Personnel Manager, East African Posts and Telecommunications.

#### Mombasa

25.4.63 Representatives of the Customs Non-European Officials' Union.

Representatives of the Kenya African Customs Workers' Union.

Representative of the Posts and Telecommunications African Workers' Union (Mombasa Branch).

Mr. J. Pinney, Provincial Commissioner, Coast Province.

Provincial representatives of the Department of Agriculture, the Education Department, the Forest Department, Information Services, the Labour Department, the Medical Department, the Police, the Veterinary Department and the Ministry of Works and Communications.

26.4.63 Mr. D. A. Tyrrell, Commissioner of Customs.

Mr. O. Healy, Assistant Commissioner of Income Tax.

Captain G. R. Williams, O.B.E., Landing and Shipping Company of East Africa Ltd.

Mr. J. Carroll, Industrial Relations Officer, Landing and Shipping Company of East Africa Ltd.

20.6.63 Representatives of a joint delegation from Grant-aided and Primary Schools, Mombasa.

Members of the Advisory Council on Asian Education, Mombasa.

#### Elburgon

4.6.63 Visit to Forest Training School.

#### Kisumu

5.6.63 Mr. G. A. Skipper, O.B.E., Acting Civil Secretary, Nyanza Region.

Mr. R. G. Wilson, M.B.E., Acting Civil Secretary, Western Region.

Mr. G. P. Rimington, Department of Agriculture.

Representatives of the Kenya Civil Servants' Union (Kisumu).

Representatives of the Health Inspectors' Association (Kisumu).

Representatives of the Probation Service, Staff Side (Kisumu).

Visit to Siriba College, Maseno.

#### Nakuru

6.6.63 Visit to Egerton Agricultural College, Njoro.

Mr. J. H. Wolff, C.M.G., Acting Civil Secretary, Rift Valley Region.

Mr. P. H. Brown, Acting Deputy Civil Secretary, Rift Valley Region.

Mr. G. C. Knight, Provincial Education Officer.

Mr. J. T. Shorrock, Senior Establishment Officer.

Dr. J. R. R. Wray, Provincial Medical Officer.

Mr. J. F. Hart, O.B.E., Provincial Veterinary Officer.

Mr. A. W. Peers, Provincial Agricultural Officer.

Representatives of the Kenya Civil Servants' Union (Nakuru).

Representatives of the Staff of the Income Tax Department (Nakuru).

Nyeri

26.6.63

Mr. F. R. Wilson, O.B.E., Acting Civil Secretary, Central Region.

Mr. A. J. Allen, Assistant Commissioner of Police, Police Training School, Kiganjo.

Representatives of the Police Training School, Kiganjo, Teachers.

Representatives of the Kenya Civil Servants' Union (Nyeri).

Mr. G. Karithi, Acting Deputy Civil Secretary, Central Region.

Mr. J. R. Gravburn, Assistant Secretary.

Mr. A. G. Pearsall, Regional Accounts Officer.

Dr. P. J. Munano, Medical Department.

Mr. C. G. Maina, Education Department.

Mr. P. S. T. Mirie, Department of Agriculture.

Mr. D. Hollinson, Department of Health and Housing.

#### **TANGANYIKA**

Dar es Salaam

29.4.63 Representatives of the Tanganyika African Customs Union.

Mr. M. Lewis, Director, Federation of Tanganyika Employers.

30.4.63 Representatives of the Tanganyika Federation of Labour.

Representatives of the National Union of Post Office and Telecommunications Employees, Dar es Salaam.

Mr. B. M. Kelly, Assistant Commissioner of Income Tax.

Mr. B. N. Biggs, Regional Commissioner of Customs and Excise.

Mr. H. J. Chohan, Establishment Officer.

Mr. G. Corn, Deputy Director, East African Posts and Telecommunications.

#### **UGANDA**

Kampala

1.7.63 Mr. A. C. Thackeray, O.B.E., Director, East African Posts and Telecommunications.

Mr. G. E. Doughty, Deputy Director, East African Posts and Telecommunications.

Mr. J. C. Mascarenhas, Establishment Officer, East African Posts and Telecommunications.

Representatives of the Uganda Posts and Telecommunications Employees' Union.

Representatives of the East African Posts and Telecommunications European Staff Association (Uganda).

Mr. W. R. Garner, Regional Commissioner of Income Tax.

Representatives of the Customs and Excise Department Staff (Kampala).

# DEPARTMENTS, ORGANIZATIONS AND INDIVIDUALS WHO SUBMITTED MEMORANDA TO THE COMMISSION

#### (a) The Government of Kenya:

Ministries of-

Agriculture and Animal Husbandry.

Education.

Health and Housing.

Labour.

Lands, Surveys and Town Planning.

Social Services.

Tourism, Forests and Wild Life.

Works and Communications.

Office of the Minister of State for Constitutional Affairs and Administration—

The Staff Side, Central Whitley Council.

The Civil Service Association of Kenya.

The Kenva Civil Servants' Union.

The Kenya National Union of Teachers.

The Kenva National Union of Teachers (Mombasa).

The Kenya Police Representative Association.

#### (b) The East African Common Services Organization:

The East African Income Tax Department.

The Common Services African Civil Servants' Union (Kenya).

Customs and Common Services Employees' Union (Tanganyika).

Customs Non-European Officials' Union.

East African Common Services Asian Staff Association.

East African Common Services Senior Officers' Association.

# (c) East African Posts and Telecommunications Administration.

Asian Postal Union (Kenya).

National Union of Post Office and Telecommunications Employees, Dar es Salaam.

Posts and Telecommunications African Workers' Union (Kenya).

The Uganda Posts and Telecommunications Employees' Union.

#### (d) Advisory Council on Asian Education:

Mr. P. J. Blake.

Mr. Chanan Singh.

East African Standard (Newspapers) Ltd.

Federation of Kenya Employers.

Mr. J. K. Gitau.

Graduate Teachers serving in Grant-aided Schools.

Health Inspectors' Association.

Kenya Federation of Labour.

Kenya Health Assistants' Association.

Kenya Hospital Assistants' Association.

Mr. E. Kihara.

Landing and Shipping Company of East Africa Limited.

M. M. Shah Jain Primary School, Mombasa.

Mr. J. J. Njoroge.

Principals and Vice-Principals of Government Asian Primary Schools, Nairobi.

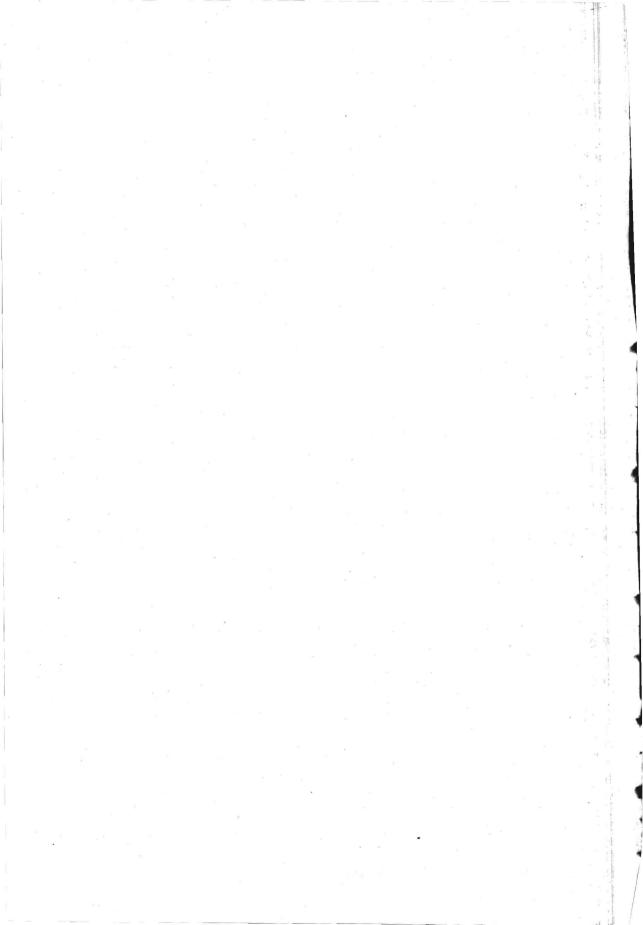
Principals and Teachers in Grant-aided and Primary Schools, Mombasa.

Provincial Agricultural Officer, Nyanza.

Provincial Education Officer, Coast.

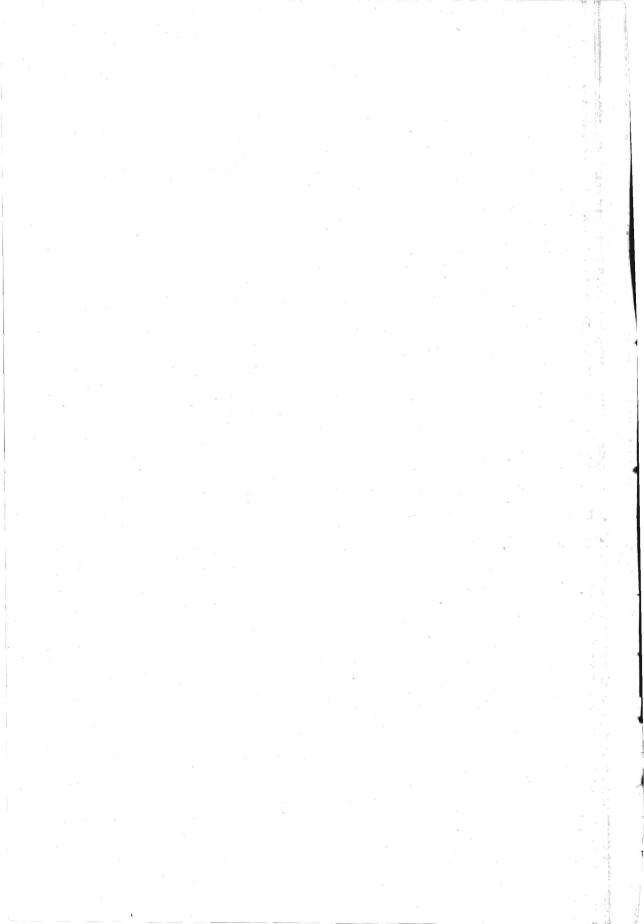
Mr. B. K. Sharma.

Teachers of the Police Training School, Kiganjo.



# SCHEDULE OF POSTS AND PROPOSED SALARIES AND GRADING

Government of Kenya



Post	Present Salary Scale	Proposed Salary Scale	Conversion Table No.
The Governor		,	
Private Secretary	£2,175 B4-3 B3-2 £660 (Fixed)	£2,036 Regrade E.O.1 £670 Regrade	1 24
Superintendent of Gardens Cateress and Housekeeper	C6–5 C5–4	E.O.3 Regrade	47
Judicial Department			
Registrar	£2,400 L.S.S. L.S.S. A A B5-3 C4-3 E1-C4 C3-2	£2,220 £1,760-£1,880 £1,760-£1,880 £804-£1,710 £804-£1,710 Regrade E.O.2 Regrade	1 3 3 4 4 62
Executive Officer Executive Officer Executive Officer Senior Process Server Process Server	C3-2 C4-3 C4 C5-4 C6-5 E E3-1	E.O.1 E.O.2 E.O.2 Regrade E.O.3 Regrade Regrade	62 64 47
African Courts  Registrars  Presidents and Vice-presidents	C5–3 E	E.O.2 Regrade	53
Elders	Ë	Regrade	
National Assembly			
Clerk of the Senate Clerk of the House Clerk Assistant Sergeant-at-Arms Sergeant-at-Arms Asst. Sergeant-at-Arms Palantype Operators Reporters	L.S.S. B5-2 B5-3 B5-3 C6-5 C6-5 C4-3 C5-4	£1,760-£1,880 Regrade Regrade Regrade E.O.3 E.O.3 P.S.I P.S.II	47 47 101 100
Exchequer and Audit			
Controller and Auditor-General Director of Audit Assistant Director of Audit Principal Auditor Senior Auditor Auditors	£2,800 £2,400 £2,175 L.S.S. B1 B5-2	£2,540 £2,220 £2,036 £1,760-£1,880 C.E.O. Regrade	1 1 1 3 30

Post	Present Salary Scale	Proposed Salary Scale	Conversion Table No.
Public Service Commission			
Secretary	£2,175	£2,036	1
Assistant Secretary	A	£804-£1,710	4
Executive Officer	B4-3	Regrade	7
Asst. Executive Officer	B5-3	Regrade	
Asst. Executive Officer	<b>D</b> 3-3	Regrade	
PRIME MINISTER'S OFFICE		х 35	
Police: (Uniformed Staff)			e v
Commissioner of Police Deputy Commissioner of	£2,800	£2,540	1
Police	£2,400	£2,220	1
Senior Asst. Commissioner	£2,175	£2,036	1
Assistant Commissioner	L.S.S.	£1,760–£1,880	3
0 1 0 1 1 1	P.G.1	P.G.1	137
	P.G.2	P.G.2	136
Superintendent	P.G.3	P.G.3	135
Assistant Superintendent.			134
Chief Inspector	P.1 P.2	P.1 P.2	133
Inspectors		P7-5	
Sub-Inspectors	P7-5		130
Sergeants	P11-10A	P11A + P10A	127
Corporals	P12A	P12A	126
Constables	P14A	P14A	124
Police: (Civilian Staff)			
	D1	OF O	
Commandant, Airwing	BI	C.E.O.	30
Commandant, Airwing Police Pilots	B1 B3-2	C.E.O.	30 24
Police Pilots	B3-2	E.O.1	24
Police Pilots Ground Staff	B3-2 C3-2	E.O.1 E.O.1	24 66
Police Pilots Ground Staff Public Relations Officer	B3-2 C3-2 C2	E.O.1 E.O.1 E.O.1	24 66 69
Police Pilots Ground Staff Public Relations Officer Staff Officer (Buildings)	B3-2 C3-2	E.O.1 E.O.1	24 66
Police Pilots Ground Staff Public Relations Officer Staff Officer (Buildings) Asst. Staff Officer (Build-	B3-2 C3-2 C2 C3-2	E.O.1 E.O.1 E.O.1 E.O.1	24 66 69 66
Police Pilots	B3-2 C3-2 C2	E.O.1 E.O.1 E.O.1	24 66 69
Police Pilots	B3-2 C3-2 C2 C3-2 C4-3	E.O.1 E.O.1 E.O.1 E.O.1	24 66 69 66
Police Pilots Ground Staff Public Relations Officer Staff Officer (Buildings) Asst. Staff Officer (Buildings) Principal Criminal Registrar	B3-2 C3-2 C2 C3-2	E.O.1 E.O.1 E.O.1 E.O.1	24 66 69 66
Police Pilots Ground Staff Public Relations Officer Staff Officer (Buildings) Asst. Staff Officer (Buildings) Principal Criminal Registrar Senior Criminal Records	B3-2 C3-2 C2 C3-2 C4-3 B2-1	E.O.1 E.O.1 E.O.1 E.O.1 T.O.2 C.E.O.	24 66 69 66 87 28
Police Pilots Ground Staff Public Relations Officer Staff Officer (Buildings) Asst. Staff Officer (Buildings) Principal Criminal Registrar Senior Criminal Records Officer	B3-2 C3-2 C2 C3-2 C4-3 B2-1 C3-2	E.O.1 E.O.1 E.O.1 T.O.2 C.E.O.	24 66 69 66
Police Pilots Ground Staff Public Relations Officer Staff Officer (Buildings) Asst. Staff Officer (Buildings) Principal Criminal Registrar Senior Criminal Records Officer Criminal Records Officer	B3-2 C3-2 C2 C3-2 C4-3 B2-1 C3-2 C5-4	E.O.1 E.O.1 E.O.1 T.O.2 C.E.O. E.O.1 Regrade	24 66 69 66 87 28
Police Pilots Ground Staff Public Relations Officer Staff Officer (Buildings) Asst. Staff Officer (Buildings) Principal Criminal Registrar Senior Criminal Records Officer Criminal Records Officer Criminal Records Officer	B3-2 C3-2 C2 C3-2 C4-3 B2-1 C3-2 C5-4 C6-5	E.O.1 E.O.1 E.O.1 T.O.2 C.E.O. E.O.1 Regrade E.O.3	24 66 69 66 87 28 66
Police Pilots Ground Staff Public Relations Officer Staff Officer (Buildings) Asst. Staff Officer (Buildings) Principal Criminal Registrar Senior Criminal Records Officer Criminal Records Officer Criminal Records Officer Statistical Officer	B3-2 C3-2 C2 C3-2 C4-3 B2-1 C3-2 C5-4 C6-5 C4-3	E.O.1 E.O.1 E.O.1 T.O.2 C.E.O. E.O.1 Regrade E.O.3 E.O.2	24 66 69 66 87 28
Police Pilots Ground Staff Public Relations Officer Staff Officer (Buildings) Asst. Staff Officer (Buildings) Principal Criminal Registrar Senior Criminal Records Officer Criminal Records Officer Criminal Records Officer Statistical Officer Fingerprint Officers	B3-2 C3-2 C2 C3-2 C4-3 B2-1 C3-2 C5-4 C6-5 C4-3 C5-4	E.O.1 E.O.1 E.O.1 T.O.2 C.E.O. E.O.1 Regrade E.O.3 E.O.2 Regrade	24 66 69 66 87 28 66 47
Police Pilots Ground Staff Public Relations Officer Staff Officer (Buildings) Asst. Staff Officer (Buildings) Principal Criminal Registrar Senior Criminal Records Officer Criminal Records Officer Criminal Records Officer Statistical Officer Fingerprint Officers Fingerprint Officers	B3-2 C3-2 C2 C3-2 C4-3 B2-1 C3-2 C5-4 C6-5 C4-3 C5-4 C6-4	E.O.1 E.O.1 E.O.1 T.O.2 C.E.O. E.O.1 Regrade E.O.3 E.O.2 Regrade Regrade	24 66 69 66 87 28 66 47 62
Police Pilots Ground Staff Public Relations Officer Staff Officer (Buildings) Asst. Staff Officer (Buildings) Principal Criminal Registrar Senior Criminal Records Officer Criminal Records Officer Criminal Records Officer Statistical Officer Fingerprint Officers Fingerprint Officers Fingerprint Officers	B3-2 C3-2 C2 C3-2 C4-3 B2-1 C3-2 C5-4 C6-5 C4-3 C5-4 C6-4 C6-5	E.O.1 E.O.1 E.O.1 T.O.2 C.E.O. E.O.1 Regrade E.O.3 E.O.2 Regrade Regrade T.O.3	24 66 69 66 87 28 66 47
Police Pilots Ground Staff Public Relations Officer Staff Officer (Buildings) Asst. Staff Officer (Buildings) Principal Criminal Registrar Senior Criminal Records Officer Criminal Records Officer Criminal Records Officer Statistical Officer Fingerprint Officers	B3-2 C3-2 C2 C3-2 C4-3 B2-1 C3-2 C5-4 C6-5 C4-3 C5-4 C6-4 C6-5 E4-1	E.O.1 E.O.1 E.O.1 T.O.2 C.E.O. E.O.1 Regrade E.O.3 E.O.2 Regrade Regrade T.O.3 Regrade	24 66 69 66 87 28 66 47 62
Police Pilots Ground Staff Public Relations Officer . Staff Officer (Buildings) . Asst. Staff Officer (Buildings) . Principal Criminal Registrar Senior Criminal Records Officer . Criminal Records Officer . Criminal Records Officer . Statistical Officer . Statistical Officer . Fingerprint Officers . Fingerprint Officers . Fingerprint Officers . Fingerprint Assistants . Chief Photographic Officer	B3-2 C3-2 C2 C3-2 C4-3 B2-1 C3-2 C5-4 C6-5 C4-3 C5-4 C6-4 C6-5 E4-1 C3-2	E.O.1 E.O.1 E.O.1 T.O.2 C.E.O. E.O.1 Regrade E.O.3 E.O.2 Regrade Regrade T.O.3 Regrade T.O.3	24 66 69 66 87 28 66 47 62
Police Pilots Ground Staff Public Relations Officer Staff Officer (Buildings) Asst. Staff Officer (Buildings) Principal Criminal Registrar Senior Criminal Records Officer Criminal Records Officer Criminal Records Officer Criminal Records Officer Statistical Officer Fingerprint Officers Fingerprint Officer	B3-2 C3-2 C2 C3-2 C4-3 B2-1 C3-2 C5-4 C6-5 C4-3 C5-4 C6-5 E4-1 C3-2 C4-3	E.O.1 E.O.1 E.O.1 T.O.2 C.E.O. E.O.1 Regrade E.O.3 E.O.2 Regrade Regrade T.O.3 Regrade T.O.3 Regrade T.O.3	24 66 69 66 87 28 66 47 62 72 89 87
Police Pilots Ground Staff Public Relations Officer Staff Officer (Buildings) Asst. Staff Officer (Buildings) Principal Criminal Registrar Senior Criminal Records Officer Criminal Records Officer Criminal Records Officer Criminal Records Officer Statistical Officer Fingerprint Officers Fingerprint Officer Senior Photographic Officer Senior Photographic Asst.	B3-2 C3-2 C2 C3-2 C4-3 B2-1 C3-2 C5-4 C6-5 C4-3 C5-4 C6-5 E4-1 C3-2 C4-3 C6-5	E.O.1 E.O.1 E.O.1 T.O.2 C.E.O. E.O.1 Regrade E.O.3 E.O.2 Regrade Regrade T.O.3 Regrade T.O.3 Regrade T.O.3	24 66 69 66 87 28 66 47 62 72 89 87 72
Police Pilots Ground Staff Public Relations Officer Staff Officer (Buildings) Asst. Staff Officer (Buildings) Principal Criminal Registrar Senior Criminal Records Officer Criminal Records Officer Criminal Records Officer Statistical Officer Fingerprint Officers Fingerprint Officers Fingerprint Officers Fingerprint Assistants Chief Photographic Officer Senior Photographic Asst. Photographic Asst.	B3-2 C3-2 C2 C3-2 C4-3 B2-1 C3-2 C5-4 C6-5 C4-3 C5-4 C6-5 E4-1 C3-2 C4-3 C6-5 E4-1 C3-2 C4-3 C6-5 E4-1	E.O.1 E.O.1 E.O.1 T.O.2 C.E.O. E.O.1 Regrade E.O.3 E.O.2 Regrade Regrade T.O.3 Regrade T.O.3 T.O.1	24 66 69 66 87 28 66 47 62 72 89 87 72 144
Police Pilots Ground Staff Public Relations Officer Staff Officer (Buildings) Asst. Staff Officer (Buildings) Asst. Staff Officer (Buildings) Principal Criminal Registrar Senior Criminal Records Officer Criminal Records Officer Criminal Records Officer Statistical Officer Fingerprint Officers Fingerprint Officers Fingerprint Officers Fingerprint Assistants Chief Photographic Officer Senior Photographic Asst. Photographic Asst.	B3-2 C3-2 C2 C3-2 C4-3 B2-1 C3-2 C5-4 C6-5 C4-3 C5-4 C6-5 E4-1 C3-2 C4-3 C6-5 E4-1 C3-2 C4-3 C6-5 E4-1 C3-2 C4-3 C6-5 E4-1	E.O.1 E.O.1 E.O.1 T.O.2 C.E.O. E.O.1 Regrade E.O.3 E.O.2 Regrade Regrade T.O.3 Regrade T.O.1 T.O.2 T.O.2 T.O.2	24 66 69 66 87 28 66 47 62 72 89 87 72 144 143
Police Pilots Ground Staff Public Relations Officer Staff Officer (Buildings) Asst. Staff Officer (Buildings) Principal Criminal Registrar Senior Criminal Records Officer Criminal Records Officer Criminal Records Officer Criminal Records Officer Statistical Officer Fingerprint Officers Fingerprint Officers Fingerprint Officers Fingerprint Officers Fingerprint Officers Senior Photographic Officer Photographic Officer Senior Photographic Asst. Photographic Asst. Documents Examiner	B3-2 C3-2 C2 C3-2 C4-3 B2-1 C3-2 C5-4 C6-5 C4-3 C5-4 C6-4 C6-5 E4-1 C3-2 C4-3 C6-5 E2-1 E4-3 C4-3	E.O.1 E.O.1 E.O.1 E.O.1 T.O.2 C.E.O. E.O.1 Regrade E.O.3 E.O.2 Regrade Regrade T.O.3 Regrade T.O.3 T.O.2 T.O.3 T.O.4 T.O.5 E.O.2	24 66 69 66 87 28 66 47 62 72 89 87 72 144
Police Pilots Ground Staff Public Relations Officer Staff Officer (Buildings) Asst. Staff Officer (Buildings) Principal Criminal Registrar Senior Criminal Records Officer Criminal Records Officer Criminal Records Officer Criminal Records Officer Statistical Officer Fingerprint Officers Fingerprint Assistants Chief Photographic Officer Photographic Officer Senior Photographic Asst. Photographic Asst. Documents Examiner Laboratory Technologist.	B3-2 C3-2 C2 C3-2 C4-3 B2-1 C3-2 C5-4 C6-5 C4-3 C5-4 C6-4 C6-5 E4-1 C3-2 C4-3 C6-5 E2-1 E4-3 C5-2	E.O.1 E.O.1 E.O.1 E.O.1 T.O.2 C.E.O. E.O.1 Regrade E.O.3 E.O.2 Regrade Regrade T.O.3 Regrade T.O.3 T.O.2 T.O.2 Regrade T.O.1 T.O.2 T.O.2 T.O.2 T.O.2 Regrade	24 66 69 66 87 28 66 47 62 72 89 87 72 144 143
Police Pilots Ground Staff Public Relations Officer Staff Officer (Buildings) Asst. Staff Officer (Buildings) Principal Criminal Registrar Senior Criminal Records Officer Criminal Records Officer Criminal Records Officer Statistical Officer Statistical Officer Fingerprint Officers Fingerprint Officers Fingerprint Officers Fingerprint Officer Fingerprint Officer Fingerprint Assistants Chief Photographic Officer Photographic Officer Senior Photographic Asst. Photographic Asst. Photographic Asst. Documents Examiner Laboratory Technologist Laboratory Assistant	B3-2 C3-2 C2 C3-2 C4-3 B2-1 C3-2 C5-4 C6-5 C4-3 C5-4 C6-4 C6-5 E4-1 C3-2 C4-3 C6-5 E2-1 E4-3 C4-3	E.O.1 E.O.1 E.O.1 E.O.1 T.O.2 C.E.O. E.O.1 Regrade E.O.3 E.O.2 Regrade Regrade T.O.3 Regrade T.O.3 T.O.2 T.O.3 T.O.4 T.O.5 E.O.2	24 66 69 66 87 28 66 47 62 72 89 87 72 144 143
Police Pilots Ground Staff Public Relations Officer Staff Officer (Buildings) Asst. Staff Officer (Buildings) Principal Criminal Registrar Senior Criminal Records Officer Criminal Records Officer Criminal Records Officer Criminal Records Officer Statistical Officer Fingerprint Officers Fingerprint Officers Fingerprint Officers Fingerprint Officers Fingerprint Officer Senior Photographic Officer Photographic Officer Senior Photographic Asst. Photographic Asst. Photographic Asst. Documents Examiner Laboratory Technologist.	B3-2 C3-2 C2 C3-2 C4-3 B2-1 C3-2 C5-4 C6-5 C4-3 C5-4 C6-4 C6-5 E4-1 C3-2 C4-3 C6-5 E2-1 E4-3 C5-2	E.O.1 E.O.1 E.O.1 E.O.1 T.O.2 C.E.O. E.O.1 Regrade E.O.3 E.O.2 Regrade Regrade T.O.3 Regrade T.O.3 T.O.2 T.O.2 Regrade T.O.1 T.O.2 T.O.2 T.O.2 T.O.2 Regrade	24 66 69 66 87 28 66 47 62 72 89 87 72 144 143

Post	Present Salary Scale	Proposed Salary Scale	Conversion Table No.
Prime Minister's Office—(Co	ontd.)	a u c <sub>u</sub>	
Police: (Civilian Staff)—(Conta	<i>!</i> .)		
Inspector of Small Arms Inspector of Small Arms	C4-3 C5-4	T.O.2 Regrade	87
Inspector of Small Arms Asst. Inspector of Small	C6-5	T.O.3	72
Arms Asst. Inspector of Small	E2-1	T.O.4	144
Arms Storekeeper—Firearms	E6-5 £500 (Fixed)	Unestablished £540	
Tailors Tailors Tailors	E2-1 E4-3 E6-5	T.O.4 T.O.5 Unestablished	144 143
Chief Inspectors (Mech.). Chief Inspectors (Mech.).	C2 C3-2	T.O.1 T.O.1	92 89
Senior Inspectors (Mech.) Inspectors (Mech.)	C4-3 C5-4	T.O.2 Regrade	87
Senior Mechanics Mechanics	C6-5 E2-1	T.O.3 T.O.4	72 144
Mechanics	E4–3 E6–5	T.O.5 Unestablished	143
Asst. Engineer, Grade I (Telecom.)	C3-2	T.O.1	89
(Telecom.)	C5-3	T.O.2	78
com.) Asst. Technical Officers	C6-5	T.O.3	72
(Telecom.) Asst. Draughtsman Masters Teachers	E E2–1 T.B.4 E3–1	Regrade T.O.4 Regrade Regrade	144 See Conversion Table for Unified Teachers
Teachers	E4-3	Regrade J	Service or Regrade according to officers option.
Caretaker	C6–5 E2–1 E2–1 E6–3	E.O.3 C.O.I T.O.4 Regrade	47 140 144
Mess Cateress Supervisor (P.C.I) Machine Operator (P.C.I)	E1-C6 C4-3 C6-5	Regrade T.O.2 T.O.3	87 72
Senior Key Punch Operator (P.C.I)	E2-1	T.O.4	144
Key Punch Operators (P.C.I)	E6-3	Regrade	
Directorate of Personnel			
Director of Personnel Deputy Director of Per-	£2,800	£2,540	1
sonnel Staff Adviser	£2,400 L.S.S. B1	£2,220 £1,760–£1,880 C.E.O.	1 3 30

***	Present Salary Scale	Proposed Salary Scale	Conversion Table No.
MINISTRY OF HOME AFFAIRS	i.e.		
Office of the Minister			
Finance Officer	B1	C.E.O.	30
Senior Supplies Officer	<b>B</b> 1	C.E.O.	30
Transport Officer	C4-3	E.O.2	62
Mechanized Ledger Clerks	E1	T.O.4	144
Prisons Department			
Commissioner	£2,600	£2,380	1
Deputy Commissioner	£2,175	£2,036	1
Assistant Commissioner	L.S.S.	£1,760–£1,880	
Senior Superintendent	P.G.1 B1	P.G.1	137
Industrial Manager	P.G.2	C.T.O. P.G.2	46 136
Superintendents Farm Supervisor	P.G.2	P.G.2 P.G.2	136
Building Officer	C3-2	T.O.1	89
Chief Steward	C3-2	T.O.1	89
Welfare/After-care Officer	B5-3	Regrade	
Asst. Welfare/After-care			
Officers	E3-1	Regrade	105
Asst. Superintendents	P.G.3 C4-3	P.G.3 T.O.2	135
Stewards	C4-3	1.0.2	87
tors	C5-2	Regrade	
Technical Instructors	C5-3	T.O.2	78
Senior Asst. Technical In-			
structors	E3-1	Regrade	1.
Chief Officers, Grade I	P1	P1	134
Chief Officers, Grade II	P2	P2	133
Principal Officers, Grade I	P5-4	P5-4	72
Senior Electrician	C6-5 E4-3	T.O.3	72 143
Agricultural Instructors Chief Warders, Grade I	P6A	T.O.5 P6A	129
Chief Warders, Grade II	P9A-8A	P9A + P8A	128
Teachers	E4-3		See Conversion Table
Teachers	E6-5		for Unified Teacher
		,	Service or Regrade a
			cording to officers'
	7111 101	D114   D104	option.
Sergeants	P11A-10A	P11A + P10A	
Corporals	P12A P15A	P12A P15A	126 123
Warders	P13A	P13A	125
Warders	P16A	P16A	122
robation Services	-	a=-	
Principal Probation Officer	B1	C.E.O.	30
Senior Probation Officer	B2	E.O.1	29
Probation Officers, I	B5-3 C6-5	Regrade	47
Probation Officers, II	E4-1	E.O.3 Regrade	47
Probation Officers, III			

Post	Present Salary Scale	Proposed Salary Scale	Conversion Table No.
MINISTRY OF HOME AFFAIRS—	-(Contd.)		
Children's Approved Schools			
and Remand Homes Dept.			
Chief Inspector of Children	B1	C.E.O.	100
Inspectors of Children	B1 B2	C.E.O. E.O.1	
Principals	<b>B</b> 2	E.O.1	
masters	B5-3	Regrade	,
Deputy Headmasters/	200	11081000	8
Masters	C6-5	E.O.3	
Housemasters	E4-3	C.O.II	
Asst. Housemasters	E6-5	Unestablished	
Teachers	E4-3	Unestablished	
Teachers	E6-5	Unestablished	See also conversion
Senior Technical Instruc-	C5-2	Daguada	Tables for Unified Teachers' Service.
tors Technical Instructors	C5-2 C5-3	Regrade T.O.2	reachers Service.
Asst. Technical Instructors	C <sub>2</sub> -3	1.0.2	
I	E4-3	T.O.5	
Asst. Technical Instructors,	2.7	1.0.0	
ц	E6-5	Unestablished	
Supervisor	C6-5	E.O.3	
Asst. Supervisor	E3-1	Regrade	
Asst. Supervisor	E4-3	C.O.II	
Asst. Supervisor	E6-5		
Matron	E3-2	Regrade	)
Immigration Affairs			
Principal Immigration	1		The state of the s
Officer	£2,400	£2,220	1
Deputy Principal Immigra-			
tion Officer	L.S.S.	£1,760–£1,880	3
Senior Immigration Officer	B1	C.E.O.	30
Immigration Officer	B5-2	Regrade	47
Asst. Immigration Officer	C6–5	E.O.3	47
Regional Affairs			
Civil Secretaries	£2,800	£2,540	1
O. i/c Nairobi Extra Reg-	,	,.	
ional District	£2,600	£2,380	1
Deputy Civil Secretaries	£2,175	£2,036	1
Senior District Agents	£2,175	£2,036	1
Senior District Agents	L.S.S.	£1,760-£1,880	3
District Agents	A	£804–£1,710	4
Senior District Assistants	C2 C5–3	E.O.1	69
District Assistants	E2-1	E.O.2 C.O.I	53 140
Tax Clerks, I Tax Clerks, II	E4-3	C.O.II	138
Tax Clerks, III	E6-5	Unestablished	130
Interpreters, I	E2-1	C.O.I	140
Interpreters, II	E4-3	C.O.II	138
Interpreters, III	E6-5	Unestablished	
Kathi Senior Chiefs	E1–C4 C4–3	Regrade	62

Post	Present Salary Scale	Proposed Salary Scale	Conversion Table No.
MINISTRY OF HOME AFFAIRS-	–(Contd.)		
Regional Affairs—(Contd.)			
Chiefs	C6-5 E2-1 E4-3 E6-5 E6-5 E B5-2 E1-C4	E.O.3 C.O.I C.O.II Unestablished Unestablished Regrade Regrade Regrade	47 140 138
Tribal Police	L	Kegrade	
Sergeant Major	£206.8-£234.3 £172.5-£202.5 £131.4-£167.4 £96-£119.4 Sh.119-Sh.155 p.m.	£221.1-£238.8 £185.7-£215.2 £144.4-£179.8 £108-£132 £80.8-£104.14	150A 150A 150A 150A 150A
MINISTRY OF LOCAL GOVERNMENT			
Local Government Division Commissioner for Local			
Government Principal Local Govt. Fin-	£2,175	£2,036	1
ancial Officer	£2,175	£2,036	1
Senior Local Govt. Fin- ancial Officers	L.S.S.	£1,760-£1,880	3
ancial Officers Local Govt. Financial Offi-	<b>B</b> 1	C.E.O.	30
cers	B5-2 C5-4	Regrade Regrade	
MINISTRY OF JUSTICE AND CONSTITUTIONAL AFFAIRS			
Attorney-General's Chambers Attorney-General Solicitor-General Legal Draftsman Deputy Public Prosecutor Deputy Legal Draftsman Senior Crown Counsel Crown Counsels Law Clerk	£3,100 £2,800 £2,400 £2,400 L.S.S. L.S.S. A B5-2	£2,780 £2,540 £2,220 £2,220 £1,760-£1,880 £1,760-£1,880 £804-£1,710 Regrade	1 1 1 3 3 4
Registrar-General's Dept. Registrar-General Deputy Registrar-General Asst. Registrar-General Legal Assistant	£2,600 £2,175 A A	£2,380 £2,036 £804-£1,710 £804-£1,710	1 1 4 4

Post	Present Salary Scale	Proposed Salary Scale	Conversion Table No.
Ministry of Justice and Co	NSTITUTIONAL A	Affairs—(Contd.)	
Registrar-General's Department	t—(Contd.)		
Adviser on Accounts	<b>B</b> 1	C.E.O.	30
Asst. Registrar-General Senior Trade Union Officer Bankruptcy Investigation	B5-1 B3-2	Regrade E.O.1	24
Accountant Asst. Registrar of Societies Societies Officer Bankruptcy Officer Companies Registry Officer Trust Officer Executive Officer, Accounts Trade Union Officer	B3-2 B5-2 B5-2 B5-2 B5-2 B5-2 B5-2 B5-3	E.O.1 Regrade Regrade Regrade Regrade Regrade Regrade Regrade Regrade	24
THE TREASURY			
General Chief Estimates Officer Organization and Methods	<b>B</b> 1	C.E.O.	30
Officer Assessments Officer Assistant Currency Officer Asst. Assessments Officer Executive Officer Estimates	B1 B1 B5-3 B5-3 C4-3	C.E.O. C.E.O. Regrade Regrade Regrade	30 30
Planning Officer	<b>A</b> ,	£804-£1,710	4
Economics and Statistics Division			
Director, Economics and Statistics Senior Economist/Statis-	£2,400	£2,220	1
Economist/Statistician Senior Statisticial Officer Statistical Officers Statistical Assistants Library Assistant Senior Machine Operators Machine Operator Machine Operator Key Punch Operator Key Punch Operator Key Punch Operator	L.S.S. A C2 C4-3 C6-5 C6-5 C6-5 E2-1 E4-3 E2-1 E4-3 E6-5	£1,760-£1,880 £804-£1,710 E.O.1 E.O.2 E.O.3 E.O.3 E.O.3 T.O.4 T.O.5 T.O.4 T.O.5 Unestablished	3 4 69 62 47 47 47 144 143 144 143
MINISTRY OF EDUCATION			*
General Chief Education Officer	£2,600	£2,380	1
Asst. Chief Education Officer Senior Education Officers Education Officer	£2,175 L.S.S. A or B5-1	£2,036 £1,760–£1,880 A	1 3 4

Post	Present Salary Scale	Proposed Salary Scale	Conversion Table No.
MINISTRY OF EDUCATION—(Co	ontd.)		<b>3</b>
General—(Contd.)			
Senior Masters/Mistresses	<b>B5</b> –3		ee Conversion Tables I Teaching Service.
Asst. Education Officers	TB.4	Regrade	reaching Service.
Asst. Bursaries Officer	C4-3	E.O.2	62
Executive Officer, Primary	C4-3	E.O.2	62
Inspectorate and Examination			
Section Chief Inspector of Schools	£2,175	£2,036	1
Chief Women Inspector and			
Education Adviser	£2,175	£2,036	1
Examination Officer	B2-1	C.E.O.	28
Deputy Examination Officer	B4-3	Regrade	
Asst. Examinations Officer	C5–4	Regrade	
Primary/Intermediate Educa- tion			* 6
Headmasters/Headmistres-			
ses	B5-2/B5-3		version Tables, Unified
Masters/Mistresses	TB.4/E2-1		ching Service
Health Worker	N5	M.3A	109
Teachers	E3-1		
Asst. Masters/Mistresses, Grade I	E2-1		
Asst. Masters/Mistresses,	L2-1	1	
Grade II.	E4-3		
Asst. Teachers, Grade I	E4-3	See also Con	version Tables, Unified
Asst. Teachers, Grade II.	E6-5		ching Service
Asst. Teachers, Grade III	E6		8
Asst. Technical Instructor,			
Grade I	E4-3		
Koran Teachers	E5-4	J	
Housekeepers, Grade I	C6-5	T.O.3	72
Housekeepers, Grade II	E1-C6	Regrade	
Nursing Matrons	N5	M.3A	109
Artisans	E6-5	Unestablished	
Dressers, Grade III	E6-5	Unestablished	
Secondary Education	CF 2	T O 2	Can also Carrer
Technical Instructor	C5-3	T.O.2	See also Conversion Tables, Unified
			Teaching Service
Bursar	C4-3	E.O.2	62
Assistant Housekeeper	E2-1	T.O.4	144
Groundsmen, Grade II	E4-3	T.O.5	143
Laboratory Assistants,	4		2
Grade II.	E4-3	T.O.5	143
Laboratory Assistants,	E( 5	TT	
Grade III	E6-5	Unestablished	
Switchboard Attendants,	E6 5	I Impate I-1!-I1	
Grade III	E6-5	Unestablished	
Dhobi, Grade II	E6-5	Unestablished	

Post	Present Salary Scale	Proposed Salary Scale	Conversion Table No.
MINISTRY OF EDUCATION—(Co	ontd.)		*
Trade and Technical Education Principal, Kenya Polytechnic	L.S.S.	£1,760-£1,880	
Principal, Kabete Technical and Trade School	B5-1	Regrade	12
Principals, Govt. African			See Conversion
Trade Schools Technical Masters Senior Technical Instructor Technical Instructor Senior Asst. Technical In-	B5-1/B5-2 B5-2/TB.4 C5-2 C5-3	Regrade Regrade Regrade T.O.2	Tables, Unified Teaching Service, if required
structor	E3-1 E4-3	Regrade T.O.5	41
MINISTRY OF AGRICULTURE AND ANIMAL HUSBANDRY		; **	
Statutory Boards			
Board of Agriculture Chief Executive Officer Executive Officers Secretary (Scheduled Areas) Secretary (Non-Scheduled	£2,175 L.S.S. C3–2	£2,036 £1,760-£1,880 E.O.1	1 3 66
Areas)	C5-3 C3-2 C5-3	E.O.2 E.O.1 E.O.2	53 66 53
Wheat Board Secretary	C4-3	E.O.2	62
Finance and Establishments			
Chief Transport Officer	C2 C5-3 C4-3 E4-3/E6-5	E.O.1 E.O.2 E.O.2 Unestablished or T.O.5	69 53 62
Agriculture Department		01 1.0.5	
Headquarters (General) Director of Agriculture Deputy Director of Agri-	£2,800	£2,540	1
culture Chief Research Officer Asst. Director Agricultural Officers Librarian Switchboard Attendant	£2,400 £2,400 £2,175 A C5-3 E4-3/E6-5	£2,220 £2,220 £2,036 £804-£1,710 E.O.2 Unestablished or T.O.5	1 1 1 4 53
Headquarters (Swynnerton) Chief Agriculturalist	£2,400	£2,220	1

Post	Present Salary Scale	Proposed Salary Scale	Conversion Table No.
MINISTRY OF AGRICULTURE AN	ND ANIMAL HU	JSBANDRY—(Contd.)	)
Agriculture Department—(Cont	d.)		
Research Division (General)			
Senior Research Officers	£2,175	£2,036	1
Senior Research Officers	L.S.S.	£1,760-£1,880	3
Agricultural Officers	A	£804-£1,710	4
Agricultural Research Offi- cers.	Α	£1,020–£1,710	4
Senior Asst. Agricultural		* .	
Officers	C2	T.O.1	92
Asst. Agricultural Officers	C5-3	T.O.2	78
Technical Officers	C5-3	T.O.2	78
Technical Assistants, I	E2-1	T.O.4	144
Technical Assistants, II	E4	T.O.5	143
Research Division (Swynnerton) Soil Chemist		COOA C1 710	4
Soil Chemist	A A	£804-£1,710 £804-£1,710	4
Agricultural Research Offi-	Α	2004-21,710	. 7
cers	$\mathbf{A}$	£1,020-£1,710	4
Asst. Agricultural Officers	C5-3	T.O.2	78
Technical Assistants, I	E2-1	T.O.4	144
Technical Assistants, II	E4	T.O.5	143
Research Division (Develop- ment)			
Plant Breeders	Α	£804-£1,710	4
Asst. Plant Breeders	C5-3	T.O.2	78
Agricultural Research Offi-			
cers	A	£1,020-£1,710	4
Agricultural Officer	A C5–3	£804–£1,710	4 78
Asst. Agricultural Officer Technical Assistants, I	E2-1	T.O.2 T.O.4	144
Technical Assistants, II	E4	T.O.5	143
Field Division—General			
Assistant Directors	£2,175	£2,036	1
Regional Agricultural Offi-	, and a signal	,	
cers	L.S.S.	£1,760-£1,880	3
Agricultural Officers	. A	£804-£1,710	4
Senior Asst. Agricultural Officer	C2	T.O.1	92
Asst. Agricultural Officer	C5-3	T.O.2	78
Specialist Tea Officers	C2	T.O.1	92
Senior Technical Assistants	C6-5	T.O.3	72
Technical Assistants, I	E2-1	T.O.4	144
Technical Assistants, II	E4	T.O.5	143
Field Division (Swynnerton) Agricultural Officers	Δ	£804-£1,710	4
Biologist	A	£804–£1,710 £804–£1,710	4
Senior Asst. Agricultural	4.1	2001 21,710	. •
Officer	C2	T.O.1	92
Asst. Agricultural Officer	C5-3	T.O.2	78
Technical Assistants, I	E2-1	T.O.4	144
Technical Assistants, II	E4	T.O.5	143

Post	Present	Proposed	Conversion
	Salary Scale	Salary Scale	Table No.
MINISTRY OF AGRICULTURE AN	ND ANIMAL HU	JSBANDRY—(Cont	td.)
Agriculture Department—(Con	td.)		
Field Division (Development) Agricultural Officers Asst. Agricultural Officers Technical Assistants, I Technical Assistants, II	A	£804–£1,710	4
	C5-3	T.O.2	78
	E2-1	T.O.4	144
	E4	T.O.5	143
Soil Conservation Division Soil Conservation Engineer Agricultural Officer Senior Asst. Agricultural	A A	£804-£1,710 £804-£1,710	4 4
Officer Asst. Agricultural Officer Survey Assistants Technical Assistants Technical Assistants	C2	T.O.1	92
	C5-3	T.O.2	78
	C5-3	T.O.2	78
	E2-1	T.O.4	144
	E4	T.O.5	143
Grading and Inspection Division Chief Grader/Inspector Grader/Inspectors Entomologist Technical Assistants, I Technical Assistants, II	C2	T.O.1	92
	C5-3	T.O.2	78
	A	£804-£1,710	4
	E2-1	T.O.4	144
	E4	T.O.5	143
Education Division: General Agricultural Officers Senior Asst. Agricultural Officers Asst. Agricultural Officer Technical Assistants Catering Supervisor	B5-2 C5-3 E4/E2-1 E6-5	£804–£1,710  Regrade T.O.2 T.O.5 or 4 Unestablished	78 144 or 143
Education Division (Swynnerton Agricultural Officers Bursar Senior Asst. Agricultural Officer Asst. Agricultural Officer Asst. Teacher	A C4-3 B5-2 C5-3 E4-3	£804–£1,710 E.O.2 Regrade T.O.2 T.O.5	4 62 78 See also Conversion
Catering Supervisor Technical Assistant, I Technical Assistant, II	E6–5	Unestablished	Tables, Unified
	E2–1	T.O.4	Teaching Service,
	E4	T.O.5	if necessary.
Coffee Research Services (General) Senior Research Officer Agricultural Research Offi-	L.S.S.	£1,760-£1,880	3
cer Agricultural Officers Plant Physiologist	A	£1,020-£1,710	4
	A	£804-£1,710	4
	A	£804-£1,710	4

Post	Present Salary Scale	Proposed Salary Scale	Conversion Table No.
MINISTRY OF AGRICULTURE A	ND ANIMAL HU	JSBANDRY—(Contd.	)
Agriculture Department—(Con	td.)		
Coffee Research Services (Gene	eral)—(Contd.)		
Senior Asst. Agricultural Officer Asst. Agricultural Officer Technical Officers Asst. Agricultural Officers	C2 C5-3 C5-3	T.O.1 T.O.2 T.O.2	92 78 78
(Res.) Executive Officer Technical Assistants, I Technical Assistants, II Laboratory Assistants, II Laboratory Assistants, II	C5–3 C4–3 E2–1 E4 E2–1 E6–3	T.O.2 E.O.2 T.O.4 T.O.5 T.O.4 Regrade	78 62 144 143 144
Coffee Research Services (Swynnerton) Agricultural Research Offi-			
cer Asst. Agricultural Officer Technical Assistants, I Technical Assistants, II	A C5-3 E2-1 E4	£1,020–£1,710 T.O.2 T.O.4 T.O.5	4 78 144 143
Research Services (Develop-	e e		11.
ment) Plant Pathologist	A A A	£804-£1,710 £804-£1,710 £804-£1,710	4 4 4
mist Plant Breeder Asst. Agricultural Officer Laboratory Technologist	A A C5-3 C5-4	£804-£1,710 £804-£1,710 T.O.2 Regrade	4 4 78
Asst. Plant Breeder Technical Assistants, I Technical Assistants, II	C5-4 E2-1 E4	Regrade T.O.4 T.O.5	144 143
Veterinary Department			
Headquarters Director of Veterinary Ser-	C2 800	C2 540	
vices Deputy Director of Veter-	£2,800	£2,540	1
inary Services	£2,400	£2,220	1
Officer	£2,400 £2,400	£2,220 £2,220	1 •
Services	£2,175	£2,036	1
Senior Veterinary Officer (ALMO) Administrative Secretary Executive Officer	L.S.S. B1 C4–3	£1,760-£1,880 C.E.O. E.O.2	3 30 62

Post	Present Salary Scale	Proposed Salary Scale	Conversion Table No.
MINISTRY OF AGRICULTURE AN	D ANIMAL HU	JSBANDRY—(Contd.)	)
Veterinary Department—(Contd.	.)		
Laboratory Division			
Senior Veterinary Research Officer Senior Veterinary Research	£2,175	£2,036	1
Officer Veterinary Research Officers	L.S.S.	£1,760-£1,880 £1,020-£1,710	3 4
Laboratory Technologist	C5-1	Regrade	4
Laboratory Technologist Laboratory Technologist	C5-2 C5-3	Regrade T.O.2	78
Librarian	B5-3	Regrade	76
Technical Officers	C2	T.O.1 T.O.2	92 87
Technical Officers Technical Officers	C4–3 C5–3	T.O.3	78
Senior Technical Asst	C6-5	T.O.3	72
Assistant Zoologist	C5-4	Regrade	
Tsetse (General)	100	C1 760 C1 996	2
Asst. Chief Zoologist Zoologist	L.S.S. A	£1,760-£1,880 £804-£1,710	3 4
Technical Staff	C2	T.O.1	92
Technical Staff Technical Staff	C5-1 C5-3	Regrade T.O.2	78
Technical Staff	C5-4	Regrade	70
Tsetse (Swynnerton)			
Zoologist	A C5 2	£804-£1,710	4
Technical Staff	C5–3 C5–4	T.O.2 Regrade	78
Field Assistants	E	Regrade	
Field Division—General			
Assistant Director Provincial Veterinary Offi-	£2,175	£2,036	1
cers	L.S.S.	£1,760-£1,880	3
Senior Veterinary Research Officer (Hygiene)	£2,175	£2,036	1
Veterinary and Research Officers	A	£1,020-£1,710	4
Principal Livestock Improvement Officer	L.S.S.	£1,760-£1,880	3
Development Officers	C5-1	Regrade	
Senior Livestock Officer Livestock Officers	C2 C5–3	T.O.1 T.O.2	92 78
Health Inspectors	C5-2	T.O.1	82
Meat Graders	C5-2	Regrade	
Meat Graders Asst. Dairy Officers	C5-3 C5-3	Regrade T.O.2	78
Senior Asst. Veterinary			
Officer	C2 C5–3	T.O.1 T.O.2	92 78
Technical Assistants, I	E2-1	T.O.4	144
Technical Assistants, II	E4	T.O.5	143

Post	Present Salary Scale	Proposed Salary Scale	Conversion Table No.
MINISTRY OF AGRICULTURE AN	ND ANIMAL H	JSBANDRY—(Conto	d.)
Veterinary Department—(Conto	d.)		`
Field Division—Swynnerton Livestock Officers Executive Officer	C5-3 C5-4	T.O.2 Regrade	78
Hides and Skins Improvement Services			
Senior Hides and Skins Improvement Officer Hides and Skins Improve-	A	£804-£1,710	4
ment Officers Hides and Skins Improve-	C3-2	T.O.1	89
ment Officers Laboratory Technologist Asst. Hides and Skins	C5-3 C5-2	T.O.2 Regrade	78
Officers	C6-5	T.O.3	72
Inspectors	E	Regrade	
Foot and Mouth Research Institute Asst. Director (Research). Veterinary Research Officer Laboratory Technologist. Technical Officers Technical Assistants	£2,175 A C5-2 C5-3 E	£2,036 £1,020-£1,710 Regrade T.O.2 Regrade	1 4 78
African Livestock Marketing Organization Principal Livestock Market-			
ing Officer Livestock Marketing Offi-	C2-1	C.T.O.	91
cers Livestock Marketing Offi-	C2	T.O.1	92
cers	C3-2	T.O.1	89
cers Hides and Skins Selector Veterinary Assistants	C5–3 E E	T.O.2 Regrade Regrade	78
Mariakani Milk Scheme Manager	C2 C5-3 C5-4 E2-1	T.O.1 T.O.2 Regrade T.O.4	92 78 144
Technical Assistants, II	E4	T.O.5	143
Animal Industry Veterinary Research Officer Tannery Officer Tannery Assistants	C3-2 E	£1,020-£1,710 T.O.2 Regrade	4 89

Post	Present Salary Scale	Proposed Salary Scale	Conversion Table No.
MINISTRY OF AGRICULTURE A	ND ANIMAL HU	USBANDRY—(Contd.	)
Veterinary Department—(Conto	d.)	•	
New Zealand: Freedom from Hunger Senior Livestock Officer Laboratory Technologist Technical Assistants, I Technical Assistants, II	C2 C5-2 E2-1 E4-3	T.O.1 Regrade T.O.4 T.O.5	92 144 143
Settlement Schemes			
Agriculture Department Agricultural Officers Senior Asst. Agricultural Officers Asst. Agricultural Officers Technical Assistants, I Technical Assistants, II	A C2 C5-3 E2-1 E4	£804–£1,710 T.O.1 T.O.2 T.O.4 T.O.5	92 78 144 143
Veterinary Department Veterinary Officers Technical Assistants, I Technical Assistants, II	A E2-1 E4	£804–£1,710 T.O.4 T.O.5	4 144 143
MINISTRY OF LAND AND SETTLEMENT	* * * * * * * * * * * * * * * * * * *	e «	
Lands Department			
Commissioner for Lands. Deputy Commissioner Principal Registrar of Titles Senior Valuer Senior Land Officer Registrar of Titles Valuers Land Officers Asst. Land Officers	£2,600 £2,175 £2,175 L.S.S. L.S.S. A or B5-2 A B3-1 B5-3	£2,380 £2,036 £2,036 £1,760-£1,830 £1,760-£1,890 £804-£1,710 £804-£1,710 Regrade Regrade	1 1 1 3 3 4 4
Rates Assistant Officer-In-Charge, Records Senior Plan Records Officer Land Assistant Land Rangers Junior Land Assistant Plan Records Officer Asst. Record Keeper Land Rent Assistant Asst. Draughtsman Machine Operator Printing Assistant	B5-3 C3 C4-3 C5-3 C5-3 C5-4 C5-4 C5-4 E E	Regrade E.O.1 E.O.2 E.O.2 E.O.2 Regrade Regrade Regrade Regrade Regrade Regrade Regrade Regrade Regrade	65 62 53 53

Post	Present Salary Scale	Proposed Salary Scale	Conversion Table No.
MINISTRY OF LAND AND SET	TLEMENT—(Conto	d.)	
Lands Department—(Contd.)			
Land Settlement Scheme Registrar of Titles Asst. Land Officer Land Assistants	A or B5-2 B5-3 C5-3	£804–£1,710 Regrade E.O.2	53
African Lands Branch Registrar Deputy Registrar Asst. Registrars/Land Assts.	A £1,500 (Fixed) C5-3	£804-£1,710 £1,442 E.O.2	4 53
Surveys			
Administrative and General Director of Survey Asst. Director of Survey Superintendent of Surveys Survey Records Officer Labour, Stores and Transport Officer Asst. Survey Records Officer	£2,600 £2,175 L.S.S. C4–3 C5–4	£2,380 £2,036 £1,760-£1,880 E.O.2 E.O.2 Regrade	1 1 3 62 62
Technical and Field Staff Staff Surveyors Assistant Surveyors Survey Assistants, Grade I Survey Assistants, Grade II Junior Survey Asst., Grade I Junior Survey Asst., Grade I Junior Survey Asst., Grade I Survey Plan Examiner Chief Photogrammetrist Photogrammetrist, I Photogrammetrist, II	A B5-3 C5-3 C6-5 E2-1 E4-3 C6-5 C1 C4-3 C6-5	£804-£1,710 Regrade T.O.2 T.O.3 T.O.4 T.O.5 T.O.3 C.T.O. T.O.2 T.O.3	78 72 144 143 72 93 87 72
Drawing Office Staff Map Reproduction Officer Superintendent (Reproduc-	C1	C.T.O.	93
tion) Photo-Lithographers, I Photo-Lithographers, II	C1 C4–3 C6–5	C.T.O. T.O.2 T.O.3	93 87 72
Photo-Lithographers, III (Junior) Senior Cartographer Cartographers, Grade I Cartographers, Grade II Cartographers, Grade III	E C3-2 C4-3 C6-5 E	Regrade T.O.1 T.O.2 T.O.3 Regrade	89 87 72
Town Planning Department Town Plan Adviser Asst. Town Planning Ad-	£2,175	£2,036	1
viser Town Planning Officer	A A B5-3 or C5-3	£804-£1,710 £804-£1,710	4
Asst. Draughtsman Town Planning Architect.	E A	Regrade Regrade £804–£1,710	4

Post	Present Salarv Scale	Proposed Salary Scale	Conversion Table No.
MINISTRY OF LAND AND SET	TLEMENT—(Conto	d.)	
Surveys—(Contd.)	* ;		
Town Planning—Land Settle- ment Town Planning Officer Draughtsman Asst. Draughtsman Printing Machine Operator	A C6–5 E E	£804–£1,710 T.O.3 Regrade Regrade	4 72
Land Development and Settle- ment Board			
Chief Executive Officer Senior Executive Officer Senior Valuer Valuers Senior Estate Agent Secretary Estate Agent	£2,175 L.S.S. L.S.S. A C2–1 C3–2 C4–3	£2,036 £1,760-£1,880 £1,760-£1,880 £804-£1,710 C.E.O. E.O.1 E.O.2	1 3 3 4 68 66 62
Department of Settlement Director of Settlement Deputy Director Area Settlement Controllers Senior Administrative Offi-	£2,800 £2,400 L.S.S.	£2,540 £2,220 £1,760-£1,880	1 1 3
cer Personal Assistant Administrative Officer Asst. Area Settlement Con-	L.S.S. C1 or C3-2 £1,600-£1,800	£1,760–£1,880 Regrade Regrade	3
settlement Officers, I Settlement Officers, I Settlement Officers, II Settlement Officers Settlement Officers Settlement Officers Settlement Officers Settlement Officers Loan Officer	£1,600-£1,800 £1,500 £1,200 £960 C4-3 E2-1 £600 B1	Regrade £1,442 £1,180 £952 E.O.2 C.O.I £620 C.E.C	62 140 30
Irrigation Schemes Agricultural Officer Asst. Agricultural Officers Workshop Manager Foreman Mechanic Technical Assistants	A C5–3 C4–3 E3 E	£804-£1,710 T.O.2 T.O.2 T.O.5 Regrade	4 78 87 143
Ministry of Health and Housing			
Administrative and General Chief Medical Officer Deputy Chief Medical Offi-	£2,900	£2,620	1
cer Asst. Chief Medical Officer	£2,500 £2,300	£2,300 £2,140	1 1

Post	Present Salary Scale	Proposed Salary Scale	Conversion Table No.
3- °			
MINISTRY OF HEALTH AND HO	OUSING—(Contd	.)	
General Services			****
Matron-in-Chief	N1	M (Special Grade)	113
Chief Health Inspector Chief Pharmacist and Stores	C1	Regrade	
Superintendent	C1	C.T.O.	93
Inspector of Drugs	C4-3	T.O.2	87
Hospital Secretary	C1	C.E.O.	70
Hospital Secretary	C2-1	C.E.O.	68
Hospital Secretary	C3-2	E.O.1	66
Welfare Officer	C5-3	E.O.2	53
Hospital Superintendent	C4-3	E.O.2	62
Asst. Hospital Superintendent	C5-4	Regrade	
Asst. Welfare Officer	C6-5	E.O.3	47
Medical Division			
Medical Superintendent	£2,300	£2,140	1
Senior Specialist	£2,500	£2,300	1
Specialist	£2,175-£2,300	£2,036-£2,140	2
Tuberculosis Officer	£2,175	£2,036	1
Senior Medical Officer	£2,175	£2,036	1
Medical Officer	A + ME	£804–£1,880	3 and 4
Senior Asst. Surgeons	C2 C5–3	T.O.1 T.O.2	92 78
Asst. Surgeons	A + ME	£804–£1,880	3 and 4
Matrons	N2	M1	112
Matrons	N3	M2A	111
Chief Nurse Psychiatric	N2	M1	112
Health Visitor	N3	M2A	111
Health Visitor	N4	M2	110
Nursing Sisters	N5	M3A	109
Nursing Sisters, Grade II	E1-C5	M3	108
Kenya Registered Nurses	C6-5	M3	114
Nurses Psychiatric Nurses Psychiatric	N4 C5-3	M2 M2	110 116
Nurses Psychiatric Nurses Psychiatric	E1-C5	M3	108
Senior Hospital Assts.	C6-5	M3	114
Hospital Asst., I	E2-1	M4	104
Hospital Asst., II	E6-3	Regrade	201
Senior Asst. Anaesthetist	C5-4	Regrade	
Asst. Anaesthetist	C6-5	T.O.3	72
Clinical Assistant	C6-5	T.O.3	72
Enrolled Nurses	E4-3	M5	103
Enrolled Nurses and Mid- wives	E6-3	Regrade	
Pharmacist and Pharma-		-	
ceutical Asst.	B5-2	Regrade	70
Senior Pharmaceutical Asst.	C6-5	T.O.3	72
Pharmaceutical Assts., I	E2-1 E6-3	T.O.4	144
Pharmaceutical Assts., II	E0-3	Regrade	

Post .	. Present Salary Scale	Proposed Salary Scale	Conversion Table No.
		• • • • • • • • • • • • • • • • • • • •	
Ministry of Health and He	OUSING—(Conto	<i>i.</i> )	
Medical Division—(Contd.)			
Physiotherapist	C5-3	T.O.2	78
Senior Physiotherapy Asst.	C6-5	T.O.3	72
Physiotherapy Asst., I Physiotherapy Asst., II	E2-1 E6-3	T.O.4	144
Occupational Therapist	C5-3	Regrade T.O.2	78
Occupational Therapist	E6-3	Regrade	70
Orthopaedic Technician	C5-3	T.O.2	78
Orthopaedic Appliance		- 0.0000	
Maker	E2-1	T.O.4	144
Orthopaedic Appliance	E6 2	Danuada	
Maker	E6-3 C3-2	Regrade T.O.1	89
Radiographers	C5-2 C5-3	T.O.2	78
Asst. Radiographers	E6-3	Regrade	70
Dark Room Asst	E6-5	Unestablished	
Mechanic/Electrician	C6-5	T.O.3	72
Interpreter	E4-3	C.O.II	138
Housekeeper, Grade I		T.O.3	72
Housekeeper, Grade II Asst. Housekeepers	E1-C6 E4-3	Regrade T.O.5	143
Cooks	E6-5	Unestablished	143
	10 5	Onestablished	
Total District			
Training Division Senior Medical Officer	£2,175	£2,036	1
Medical Officers	A + ME	£804–£1,880	3 and 4
Sister Tutors	N2	M1	112
Sister Tutors	N4	M2	110
Senior Hospital Asst	C6-5	T.O.3	72
Hospital Assistant	E2-1	T.O.4	144
Hospital Assistant	E6–3 C3–2	Regrade	90
Senior Physiotherapist Pharmacists	B5-2	T.O.1 Regrade	89
Radiographer	C5-3	T.O.2	78
Senior Instructor in Hy-		1.0.2	,
giene and Sanitation	C2-1	C.T.O.	91
Asst. Instructor in Hygiene	05.0	D 1	
and Sanitation	C5-2	Regrade	144
Assistant Instructor Assistant Instructor	E2-1 E4-3	T.O.4 T.O.5	144 143
Laboratory Technologist.	C5-2	Regrade	143
Bursar	C4-3	E.O.2	62
Housekeeper	C6-5	T.O.3	72
Housekeeper, Grade III	E1-C6	Regrade	
Health Instruction Division			
Senior Medical Officer .:	£2,175	£2,036	1
Senior Instructor in Hy-	CC 1	O.T. O	0.4
giene and Sanitation	C2-1	C.T.O.	91
Photographer	C4-3	T.O.2	87

Post	Present Salary Scale	Proposed Salary Scale	Conversion Table No.
MINISTRY OF HEALTH AND HO	DUSING—(Contd	.)	
Health Instruction Division—(C	Contd.)		
Asst. Photographer Asst. Instructor Asst. Instructor Asst. Instructor Works Foreman	C6-5 C6-5 E2-1 E4-3 C6-5	T.O.3 T.O.3 T.O.4 T.O.5 T.O.3	72 72 144 143 72
Sanitation Division Senior Health Inspectors. Health Inspector Senior Asst. Health Inspec-	C2 C5–2	C.T.O. T.O.1	91 82
tors Asst. Health Inspectors Health Assistants Health Assistants	C6-5 E2-1 E2-1 E6-3	T.O.3A T.O.4 T.O.4 T.O.5	71 144 144 142
Laboratory Division Asst. Director (Lab. Serv.) Specialist Pathologist Pathologist Police Pathologist. Biochemist Laboratory Technologists Librarian Laboratory Superintendent Senior Laboratory Asst. Laboratory Assts., Grade I Laboratory Assts., Grades II/III Microscopists Animal Keeper	£2,300 £2,175-£2,300 A + ME A + ME A C5-2 B5-3 C4-3 C6-5 E2-1 E6-3 E6-3 C5-4	£2,140 £2,036-£2,140 £804-£1,880 £804-£1,710 Regrade Regrade T.O.2 T.O.3 T.O.4 Regrade Regrade Regrade	1 2 4 4 4 4 87 72 144
Insect-Borne Diseases Division Specialist Parasitologist Parasitologist Entomologist Senior Entomological Field Officer Entomological Technician Entomological Field Officers Senior Entomological Asst. Entomological Asst., Grade I Entomological Asst., Grade	£2,175-£2,300 A + SE A + SE C2 C5-2 C5-3 C6-5 E2-1 E6-3	£2,036-£2,140 £804-£1,880 £804-£1,880 T.O.1 Regrade T.O.2 T.O.3 T.O.4 Regrade	2 4 4 92 78 72 144
Housing Architectural Draughtsman	C5–3	T.O.2	78

Post	Present Salary Scale	Proposed Salary Scale	Conversion Table No.
MINISTRY OF LABOUR AND SOCIAL SERVICES			
Labour Dept.: General Division Chief Labour Officer Asst. Chief Labour Officer Chief Industrial Relations	£2,600 £2,175	£2,380 £2,036	1 1
Officer Senior Labour Officer Senior Labour Officer Industrial Relations Officer Officer-in-Charge, Employ-	£2,175 L.S.S. B1 B1	£2,036 £1,760-£1,880 £1,760-£1,880 C.E.O.	1 3 Upgrading 30
ment Service Labour Officers Senior Labour Inspectors, I Senior Labour Inspectors, II	B2-1 B5-2 C5-4 C6-5	Regrade Regrade Regrade E.O.3	47
Industrial Relations Assts. Labour Inspectors Wages Inspectors	C6-5 E3-1 E4-3	E.O.3 Regrade C.O.II	138
Factories Section Chief Inspector of Factories Inspector of Factories Asst. Inspector of Factories	L.S.S. A or B5-1 C5-3	£1,760–£1,880 Regrade E.O.2	3 53
Workmen's Compensation Sec- tion Registrar of Workmen's	C3-3	1.0.2	Ų3
Compensation	B4-2	Regrade	
Supervisory Training Section Training Officer	B2-1 B5-2	Regrade Regrade	
Trade Testing and Apprentice- ship Section Officer-in-Charge Trade Testing Officers	B2-1 C5-3	Regrade E.O.2	53
Registration of Persons and Statistical Division Principal Registrar Registrar Asst. Registrar Fingerprint Officers Senior Fingerprint Asst.	B2-1 B4-2 C4-3 C6-4 C6-5	Regrade Regrade E.O.2 Regrade E.O.3	62 47
Fingerprint Asst., I Fingerprint Asst., II	E2-1 E4-3	C.O.II	140 138
Social Services			
Community Development Assistant Commissioner Community Development	B3-1	Regrade	
Officers	B5-2	Regrade	
ment Officers	C6-5	E.O.3	47

Post	Present Salary Scale	Proposed Salary Scale	Conversion Table No.
Ministry of Labour and Sc	CIAL SERVICES-	-(Contd.)	
Social Services—(Contd.)			
Social Welfare Social Welfare Officer Social Welfare Officer Asst. Welfare Officers	B4-3 B5-4 E1-C5	Regrade Regrade Regrade	
Youth Organization Youth Organizer Voluntary Service Officer Executive Officer	B5-2 £780 (Fixed) C5-3	Regrade £790 E.O.2	53
Sports Organization Sports Officer Provincial Sports Officer	B5-2 C5-3	Regrade E.O.2	53
MINISTRY OF COMMERCE AND INDUSTRY			
Trade and Economic Wing and Industrial Development Branch			• ,
Executive Officer (Trade) Executive Officer (Trade)	C3-2 C5-3	E.O.1 E.O.2	66 53
Executive Officer (African Trade)	C3-2	E.O.1	66
Executive Officer (African Trade)	C5-3 E2-1	E.O.2 C.O.I	53 140
Veights and Measures Dept. Superintendent Asst. Superintendent Inspectors Weights and Measures	C1 C2 C5–2	C.T.O. T.O.1 Regrade	93 92
Assistants, I	E2-1	T.O.4	144
Weights and Measures Assistants, II	E4-3	T.O.5	143
Weights and Measures Assistants, III	E6-5	Unestablished	
Co-operative Development Commissioner Deputy Commissioner Co-operative Officers Co-operative Officers Senior Inspector Inspector	£2,175 B1 B1 B5-2 C6-5 E	£2,036 C.E.O. C.E.O. Regrade E.O.3 Regrade	1 30 30 47
Co-operative Development— Settlement Asst. Commissioner of Cooperatives Co-operative Officers Inspectors	B1 B5-2 E	C.E.O. Regrade Regrade	30

Post	Present Salary Scale	Proposed Salary Scale	Conversion Table No.
MINISTRY OF NATURAL RESOURCES		4	
Forestry Chief Conservator of Forests Deputy Chief Conservator	£2,600	£2,380	1
of Forests	£2,175 L.S.S.	£2,036 £1,760–£1,880	1 3
Forests Pathologist Utilization Officer Entomologist Staff Surveyor Silviculturist Assistant Surveyors Roads Superintendent Senior Foresters Foresters Assistant Foresters Senior Asst. Draughtsmen Survey Asst., Grade III Asst. Draughtsman, I Asst. Draughtsman, III Printer Dressers Forest Rangers Forest Guards Forest Guards	A A A A B5-3 C4-3 C2 C5-3 C6-5 C6-5 E2-1 E6-5 E6-5 E6-5 E6-5 E P12A P14A	£804-£1,710 £804-£1,710 £804-£1,710 £804-£1,710 £804-£1,710 £804-£1,710 Regrade T.O.2 T.O.1 T.O.2 T.O.3 T.O.3 T.O.4 T.O.4 Unestablished Unestablished Unestablished Regrade P.12A P.14A	4 4 4 4 4 4 87 92 78 72 72 144 143
Forest Guards	£71.8–£93 £2,175	£80.8-£104.14 £2,036	151
Chief Fisheries Officer Senior Game Warden Game Officer Game Wardens Fisheries Officers Game Scouts	C1 C2 A C5-2 C5-2 P12A	C.T.O. T.O.1 £804–£1,710 Regrade Regrade P.12A	93 92 4
Game Scouts Ships Crew Fisheries Staff Fish Scouts Fish Scouts	P14A E E P12A P14A	P.14A Regrade Regrade P.12A P.14A	149 150 149
Mines and Geology Commissioner Chief Geologist Scientific Officers Warden of Mines Inspector of Explosives Senior Draughtsman Draughtsmen Librarian Technical Asst.	£2,600 £2,175 A B5-2 C4-3 C6-4 B5-3 C4-3	£2,380 £2,036 £804-£1,710 Regrade T.O.2 T.O.2 Regrade Regrade T.O.2	1 1 4 87 87

Post	Present Salary Scale	Proposed Salary Scale	Conversion Table No.
MINISTRY OF NATURAL RESOR	URCES—(Contd.)		
Co-operative Development—Se	ettlement—(Cont	<sup>r</sup> d.)	
Prospectors Senior Mechanic Laboratory Assts., I Laboratory Assts., II Laboratory Assts., III Asst. Draughtsmen Inspector of Mines	C5-4 C6-5 E2-1 E4-3 E6-5 E	Regrade T.O.3 T.O.4 T.O.5 Unestablished Regrade £804–£1,710	72 144 143
MINISTRY OF WORKS, COMMUNICATIONS AND POWER			
Administrative and General Permanent Secretary Chief Engineer (General) Regional Engineers	£2,800 £2,400 £2,175	£2,540 £2,220 Regrade	1
Regional Engineers Engineers Cadet Engineers Officer i/c. Housing Section Engineering Assts.	L.S.S. A A B1 C6–4	Regrade £804-£1,710 £804-£1,710 C.E.O. Regrade	4 4 30
Draughtsmen Draughtsmen Draughtsmen Survey Asst. Survey Asst. Dressers	C6-5 E2-1 E4-3 C6-5 E2-1 E6-3	T.O.3 T.O.4 T.O.5 T.O.3 T.O.4 Regrade	72 144 143 72 144
Aerodromes (General) Engineers	A	£804-£1,710	4
Nairobi Airport (Admin.) Airport Commandant Deputy Commandant Business Manager Security Officer	£2,175 B1 B2-1 B5-3	£2,036 C.E.O. Regrade Regrade	1 30
Operations Officer Executive Officer Asst. Security Officer Apron Marshaller Serior Recentionist	B4–3 C4–3 C5–3 C5–4 C5–4	Regrade E.O.2 E.O.2 Regrade	62 53
Receptionist Storekeeper Caretaker Security Wardens Asst. Security Wardens	C6-5 C6-5 C6-5 C6-5 P12A-10A	Regrade E.O.3 E.O.3 E.O.3 E.O.3 Regrade	47 47 47 47
Vairobi Airport (Works) Superintendent (Works) Superintendent (Electrical) Inspectors (Electrical)	C2 C2	T.O.1 T.O.1	92 92
Inspectors (Electrical)	C5-4 C6-5	Regrade T.O.3	72

Post	Present Salary Scale	Proposed Salary Scale	Conversion Table No.
	× ×		
MINISTRY OF WORKS, COMMU	NICATIONS AND	Power—(Contd.)	
Aerodrome Fire Service			
Superintendent (Fire Service)	C2	Regrade	
Fire Service Officers	C3-2	T.O.1	89
Fire Service Officers	C4-3	T.O.2	87
Fire Officers	C6-4	Regrade	72
Senior Mechanic	C6-5 E4-3	T.O.3 T.O.5	143
Senior Section Leader	E2-1	T.O.4	144
Firemen, Grade I	E4-3	T.O.5	143
Firemen, Grade II	E6-5	Unestablished	
Buildings Branch Deputy Chief Architect	£2,175	£2,036	1
Superintending Architects	L.S.S.	£1,760–£1,880	3
Architects	A	£804-£1,710	4
Chief Architectural Assts.	C2	T.O.1	92
'Architectural Assts./ Draughtsmen	B5-3/C5-3	Regrade	
Officer-in-Charge, Building		_	
Centre	C3-2	T.O.1	89
Superintendent of Works Superintendent of Works	C2-1 C2	Regrade T.O.1	92
Senior Inspector of Works	C4-3	T.O.2	87
Inspector of Works	C5-4	Regrade	
Senior Draughtsman	C4-3	T.O.2	87
Draughtsman Senior Asst. Draughtsman	C6-4 C6-5	Regrade T.O.3	72
Statistical Officer	C5-4	Regrade	7.2
Statistical Assistant	C6-5	E.O.3	47
Foreman	C6-5	T.O.3	72
Chargehands Asst. Draughtsmen	E2-1 E2-1	T.O.4 T.O.4	144 144
Asst. Draughtsmen	E4-3	T.O.5	143
Machine Operators	E1	T.O.4	144
Machine Operators	E3-2 E4	Regrade	1.42
Printing Assistants	E6-5	T.O.5 Unestablished	.143
	200		
Contracts and Quantity Sur-	· · ·		
veying Branch			
Chief Quantity Surveyor Quantity Surveyor	£2,175	£2,036	1 4
Chief Technical Assts	A C2	£804–£1,710 T.O.1	92
Asst. Quantity Surveyors or	~=		
Quantity Surveyors Assts.	Df 1		
I II	B5-3 or C5-3 C5-4	Regrade Regrade	
iii	C6-5	T.O.3	72

Post	Present Salary Scale	Proposed Salary Scale	Conversion Table No.
× 36			
MINISTRY OF WORKS, COMMUN	NICATIONS AND	Power—(Contd.)	
Electrical Branch	62 175	62.026	
Chief Electrical Engineer Deputy Chief Electrical	£2,175	£2,036	1
Êngineer	L.S.S.	£1,760-£1,880	3
Electrical Engineers	A	£804–£1,710	4
Superintendents (Electrical)	C2-1	Regrade	02
Superintendents (Electrical)	C2	T.O.1	92 87
Senior Inspectors	C4-3 C5-4	T.O.2 Regrade	0/
Foremen (Electrical)	C6-5	T.O.3	72
Draughtsmen	C6-5	T.O.3	72
Draughtsmen	E2-1	T.O.4	144
Refrigerator Mechanic	E2-1	T.O.4	144
Wiremen, Grade I	E2-1	T.O.4	144
Simones and Sumuling Bound			
Finance and Supplies Branch	1 0 0	C1 7(0 C1 000	3
Stores Superintendent Chief Purchasing Officer	L.S.S. Cl	£1,760-£1,880	3
Chief Stores Officer	C1	Regrade Regrade	
Senior Stores Officer	C2	E.O.1	69
Senior Purchasing Officer	C2	E.O.1	69
Purchasing Officers	C4-3	Regrade	
Inspector of Materials	C4-3	Regrade	
Security Officer	C4-3	Regrade	
Machine Supervisor	C5-3	T.O.2	78
Asst. Purchasing Officer	C5-4	Regrade	
Executive Officer C.T.B.	C5-4	Regrade	
Asst. Insp. of Material	C5-4	Regrade	
Yard Supervisor	C5–4 C6–5	Regrade	72
Machine Operator	E2-1	T.O.3 T.O.4	144
Key Punch Operators, I	E4-3	T.O.5	143
Key Punch Operators, II.	E6-5	Unestablished	175
Drivers and Plant Opera-	Lo 5	Onestablished	
tors, I	E4-3	T.O.5	143
Drivers and Plant Opera-			
tors, II	E6-5	Unestablished	
Warden	P12A	Regrade	
Warden	P15A	Regrade	
warden	P16A	Regrade	
Hydraulic Branch			
Administrative and General			
Chief Hydraulic Engineer	£2,400	£2,220	1
Deputy Chief Hydraulic	£2 175	£2 026	1
Engineers	£2,175	£2,036 £804–£1,710	1 4
Staff Surveyors	A A	£804-£1,710 £804-£1,710	4
Chief Draughtsman	C2	T.O.1	92
Asst. Surveyor	B5-3	Regrade	724
Transport and Labour			
Supervisor	C5-4	Regrade	

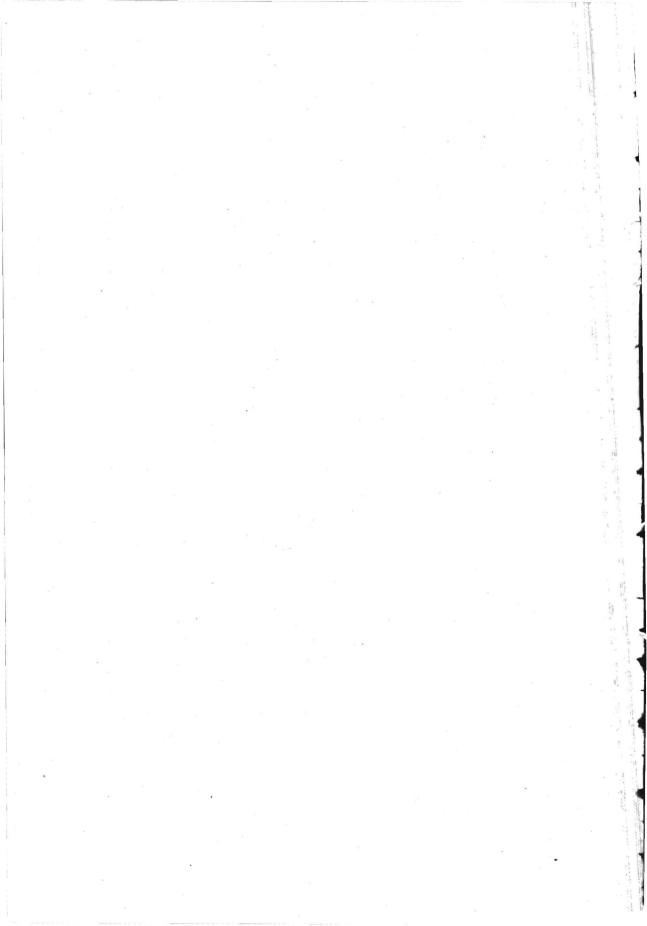
Post	Present Salary Scale	Proposed Salary Scale	Conversion Table No.
MINISTRY OF WORKS, COMMUN	NICATIONS AND	Power—(Contd.)	
Hydraulic Branch—(Contd.)			
Survey Assts, eGrade I Survey Assts, Grade II Survey Assts, Grade III Levellers Junior Levellers Draughtsmen Asst. Draughtsmen Asst. Draughtsmen, Grade I Asst. Draughtsmen, Grade II	C5-3 C6-5 E2-1 E4-3 E6-5 C6-4 C6-5 E2-1 E4-3	T.O.2   c T.O.3 T.O.4 T.O.5 Unestablished Regrade T.O.3 T.O.4 T.O.5	78 72 144 143 72 144 143
Water Supply Section Superintending Engineer (Hydraulic) Engineers Superintendent (Water Supplies) Superintendent (Water Supplies) Senior Inspector (Water Supplies) Inspector (Water Supplies) Foreman (Water Supplies) Chargehands	L.S.S. A C2-1 C2 C4-3 C5-4 C6-5 E2-1	£1,760-£1,880 £804-£1,710 Regrade T.O.1 T.O.2 Regrade T.O.3 T.O.4	3 4 92 87 72 144
Hydrology Section  Superintending Engineer Hydrologists Hydrological Assts., I Hydrological Assts., II Hydrological Assts., III Senior Computing Assts., Grade I Computing Assts., Grade II Junior Computing Asst., I Junior Computing Asst., II Junior Computing Asst., II Senior Field Assistants Field Assistants, I Field Assistants, II Field Assistants, II Field Assistants, III Weir Readers	L.S.S. A C5-3 C6-5 E2-1 C4-3 C5-4 C6-5 E2-1 E4-3 E6-5 C6-5 E2-1 E4-3 E6-5 E6-5	£1,760-£1,880 £804-£1,710 T.O.2 T.O.3 T.O.4 E.O.2 Regrade E.O.3 C.O.I C.O.II Unestablish d T.O.3 T.O.4 T.O.5 Unestablished Unestablished	3 4 78 72 144 62 47 140 139 72 144 143
Ground Water Section Senior Geologist	A A C5-4 E6-5	£804–£1,710 £804–£1,710 Regrade Unestablished	4
Drainage Section Superintending Engineer (Hydraulic) Engineers Technical Assts., II	L.S.S. A C5–4	£1,760-£1,880 £804-£1,710 Regrade	3 4

Post	Present Salary Scale	Proposed Salary Scale	Conversion Table No.
MINISTRY OF WORKS, COMMUN	NICATIONS AND	Power—(Contd.)	
Water Law Section Registrar of Water Rights Asst. Registrar Senior Water Bailiff Water Bailiffs Field Assistants	B3-2 B4-3 C4-3 C5-4 E6-5	Regrade Regrade Regrade Regrade Unestablished	
Irrigation Section  Superintending Engineer (Hydraulic) Engineer Leveller Supervisor Asst. Draughtsman, II	L.S.S. A E4-3 C5-4 E4-3	£1,760-£1,880 £804-£1,710 T.O.5 Regrade T.O.5	3 4 143
Materials Branch Chief Materials Engineer Materials Engineers Engineer Chemist Chief Materials Assts. Materials Assts. Senior Laboratory Assts. Senior Asst. Draughtsman Laboratory Assts., I Laboratory Assts., II Laboratory Assts., III	L.S.S. A A C2 C5-3 C6-5 C6-5 E2-1 E4-3 E6-5	£1,760-£1,880 £804-£1,710 £804-£1,710 T.O.1 T.O.2 T.O.3 T.O.3 T.O.4 T.O.5 Unestablished	3 4 4 92 78 72 72 72 144 143
Mechanical Branch Chief Mechanical and Transport Engineer Deputy Chief Mechanical and Transport Engineer Engineers Superintendents (Mech.) Superintendents (Mech.) Senior Inspector (Mech.) Inspector (Mechanical) Transport Officer Yard Supervisor Cost Assistants Foremen (Mechanical) Mechanics, Grade I Mechanics, Grade II Mechanics, Grade III	£2,175  L.S.S.  A C2-1 C2 C4-3 C5-4 C4-3 C5-4 C6-5 C6-5 E2-1 E4-3 E6-5	£2,036 £1,760-£1,880 £804-£1,710 Regrade T.O.1 T.O.2 Regrade E.O.2 Regrade E.O.3 T.O.3 T.O.4 T.O.5 Unestablished	1 3 4 92 87 62 47 72 144 143
Road Transport Branch Officer-in-Charge/Registrar Certifying Officer Executive Officer Revenue Officer Asst. Officer-in-Charge Officer-in-Charge TLB Reg. Officer-in-Charge Driving Reg.	A C1 C3-2 C5-3 C5-4 C6-5	Regrade Regrade Regrade Regrade Regrade Regrade	

Post	Present Salary Scale	Proposed Salary• Scale	Conversion Table No.
MINISTRY OF WORKS, COMMU	NICATIONS AND	Power—(Contd.)	
Road Transport Branch—(Cont	d.)		
Vehicles Inspector Vehicles Inspector Driving Test Examiners	C3-2 C4-3 C4-3	Regrade Regrade Regrade	
Staff Training Division Provincial Engineer Superintendent of Work Instructor T.W.I. Assistant Hostel Manager	L.S.S. C2 C5-3 C6-5 C6-5	Regrade T.O.1 P.S.I. E.O.3 E.O.3	92 101 47 47
Structural Branch Structural Engineer Engineers Draughtsmen	£2,175 A C4–3	£2,036 £804–£1,710 T.O.2	1 4 87
Roads Branch Deputy Chief Engineer (Roads) Superintending Engineers	£2,175	£2,036	1
(Roads) Engineers Superintendent (Roads) Superintendent (Roads)	L.S.S. A C2-1 C2	£1,760-£1,880 £804-£1,710 Regrade T.O.1	3 4 92
Senior Inspectors Inspectors Foremen Overseer, Grade I.	C4–3 C5–4 C6–5 E2–1 E4–3	T.O.2 Regrade T.O.3 T.O.4	72 144 143
Overseer, Grade II Gangers Plant Operators Plant Operators Plant Operators	E4-3 E6-5 E1 E3-2 E4	T.O.5 Unestablished T.O.4 Regrade T.O.5	144
Chief Technical Asst. Senior Draughtsmen Draughtsmen Senior Asst. Draughtsmen	C2 C4-3 C6-4 C6-5	T.O.1 T.O.2 Regrade T.O.3	92 87 72
Asst. Draughtsmen, I Asst. Draughtsmen, II Asst. Draughtsmen, III	E2-1 E4-3 E6-5	T.O.4 T.O.5 Unestablished	144 143 92
Superintendent (Mech.) Senior Inspector (Mech.)	C2 C4–3	T.O.1 T.O.2	87
Government Chemist's Depart- ment		00.000	
Government Chemist Asst. Government Chemist	£2,175	£2,036 £804-£1,710	1 4
Laboratory Technologist. Senior Laboratory Asst. Laboratory Assts Laboratory Assts	C5-2 C6-5 E4-3 E6-5	Regrade T.O.3 T.O.5 Unestablished	72 143

Post	Present Salary Scale	Proposed Salary Scale	Conversion Table No.
MINISTRY OF WORKS, COMMU	NICATIONS AND	Power—(Contd.)	
Printing and Stationery			
Government Printer	£2,400	£2,220	1 3
Asst. Government Printer Press Superintendent	L.S.S. C2–1	£1,760-£1,880 Regrade	3
Press Engineer	C3-2	T.O.1	89
Superintendent, Grade II	C3-2	T.O.1	89
Asst. Superintendent	C4-3	T.O.2	87
Senior Reader	C4–3 C5–3	T.O.2	87 78
Printer	C5-3	T.O.2 T.O.2	78
Asst. Press Engineer	C6-4	Regrade	, ,
Lithographer/Artist	C6-4	Regrade	
Asst. Lithographers	C6-5	T.O.3	72
Senior Machine Operator	C6-5 C6-5	T.O.3 T.O.3	72 72
Engineering Assistant Asst. Lithographer/Artist	E2-1	T.O.4	144
Machine Operator	E1	T.O.4	143
Machine Operator, II	E3-2	Regrade	4.40
Copy Holders	E4-3	T.O.5	143
Printing Assts., Grade I Printing Assts., Grade II	E4 E6–5	T.O.5 Unestablished	143
Timenig Flootos, Grade II.		Onostablishod	
Government Coast Agency			, x ,
Govt. Coast Agent	L.S.S.	£1,760-£1,880	3
Asst. Govt. Coast Agent	C3-2	E.O.1	66
Senior Shipping Asst	C4-3	E.O.2	62
Passage Officer	C5-4	Regrade	
Shipping Officer	C5-4 C6-5	Regrade E.O.3	47
Passage Assistant	C6-5	E.O.3	47
Transport Assistant	C6-5	E.O.3	47
Clearing and Forwarding Asst., I	E2-1	C.O.I	140
Clearing and Forwarding Asst., II	E4-3	C.O.II	139
Asst., II	124-3	C.O.II	139
Mombasa Water Supply			
Engineers	Α	£804-£1,710	4
Superintendent	C2	T.O.1	92
Senior Inspector	C4-3	T.O.2	87
Inspector	C5-4 C6-5	Regrade	72
Foreman	E2-1	T.O.3 T.O.4	144
Machine Operators	E2-1	T.O.4	144
Machine Operators	E4-3	T.O.5	143
Meter Reader, I	E2-1	T.O.4	144
Meter Reader, II Meter Reader, III	E4-3 E6-5	T.O.5 Unestablished	143
Meter Reader, III	E0-3	Chestaolished	

		,	
Post	Present Salary Scale	Proposed Salary Scale	Conversion Table No.
Ministry of Information, Broadcasting and Tourism			
Information Services			
Directorate			
Director and Public Relations Officer Deputy Director	£2,175 L.S.S.	£2,036 £1,760–£1,880	1 3
Press, Publications and Photo-			
graphic Services Senior Press Officer Publications Officer	C1 C3-2 or C2-1	C.E.O. Regrade	70
Photographic Officer	C3-2	T.O.1	89
Press Officers	C3-2 C5-4	E.O.1 Regrade	66
Asst. Publications Officer. Photographers	C4–3 C4–3	E.O.2 T.O.2	62. 87
Photographers	C5-4	Regrade	07
Information Officer	C5-4 C6-5	Regrade E.O.3	47
Senior Photographic Asst.	C6-5	T.O.3	72
Information Asst	E2-1 E4-3	C.O.I T.O.5	140 143
68	L4-3	1.0.5	143
Provincial Services Provincial Supervisor and			
Training Officer	C1	C.E.O	70
Provincial Information Offi-	C3-2 or C2-1	Regrade	
Information Officers	C4-3	E.O.2	62
Information Officers	C5–4 C6–5	Regrade E.O.3	47
Asst. Press Officer	C5-4	Regrade	7/
Information Asst., I Information Asst, II	E2-1 E4-3	C.O.I C.O.II	140 139
Information Asst, II	1.4-3	C.O.II	137

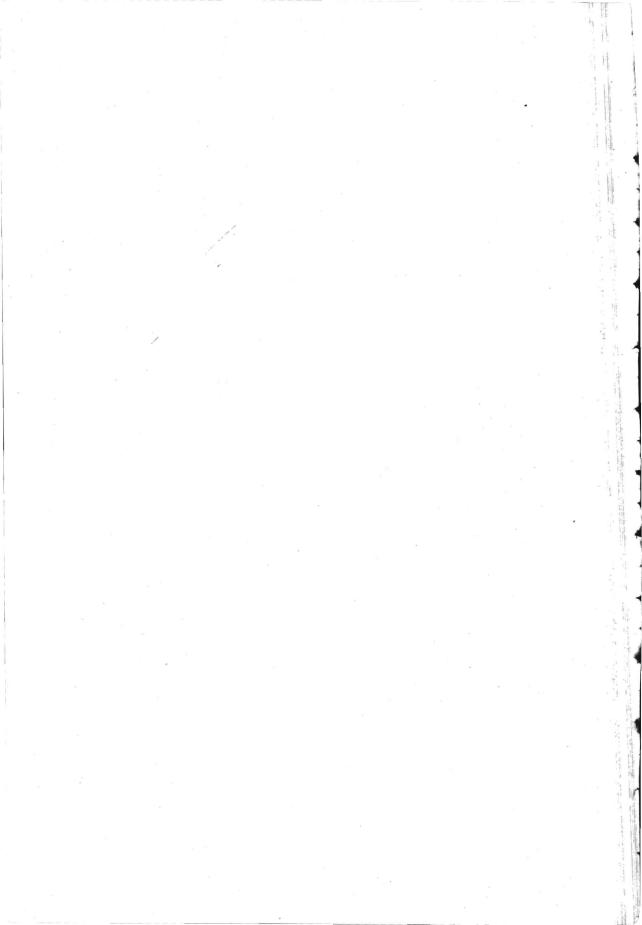


#### COMMON CADRE POSTS



### POSTS COMMON TO VARIOUS MINISTRIES/DEPARTMENTS OF KENYA GOVERNMENT AND APPOINTMENTS IN THE GENERAL FUND SERVICES OF E.A.C.S.O.

Post	Present Salary Scale	Proposed Salary Scale	Conversion Table No.
Permanent Secretary	£,2800	£,2540	1
Under Secretary	£2,175	£2,036	1
Senior Asst. Secretary	L.S.S.	£1,760-£1,880	2
Asst. Secretary	A	£804-£1,710	4
Chief Personnel Officer	L.S.S.	£1,760–£1,880	2
Senior Personnel Officer	B1	C.E.O.	30
Personnel Officer Grade I	B3-2	E.O.1	24
Personnel Officer Grade II	B5-3	Regrade	27
Personnel Officer Grade III	C4-3	E.O.2	62
Senior Personnel Asst	C5-4	Regrade	02
Personnel Asst	C6-5	E.O.3	47
Chief Accountant	L.S.S.	£1,760-£1,880	2
Senior Accountant	B1	C.E.O.	30
Accountant Grade II	B3-2	E.O.1	24
Accountant Grade III	B5-3	Regrade	24
Accounts Officer Grade I	C4-3	E.O.2	62
Accounts Officer Grade II	C5-4	Regrade	02
A cocumto A cot	C6-5	E.O.3	47
Office Supt. Grade I	C4-3	E.O.3 E.O.2	62
Office Supt. Grade II	C5-4	Regrade	02
O. M	C6-5	E.O.3	47
Senior Examiner of Accounts	C4-3	E.O.2	62
Examiner of Accounts	C4-3	E.O.2	02
C 1 T	C5-4	Regrade	
Grade I Examiner of Accounts	C3-4	Regrade	
a 1 ***	C6-5	E.O.3	47
a om	C5-4	Regrade	47
01:00 1:	C5-4	Regrade	
0.11	C6-5	E.O.3	47
	C3-2	E.O.3 E.O.1	66
Senior Storekeeper	C4-3	E.O.2	62
Storekeeper Grade I	C5-4		02
Storekeeper Grade II		Regrade	47
Storekeeper Grade III	C6-5	E.O.3 E.O.3	47
Audit Asst	C6-5	P.S.I.	102
Personal Secretary Grade I	C4-3		
Personal Secretary Grade II.	C5-4 C6-5	P.S.II	100
Stenographer/Secretary	E2-1	Regrade	
Pool Stenographer	E2-1 E2-1	Regrade	
Copy Typist Grade I		Regrade	
Copy Typist Grade II	E4-3	Regrade	1.45
Copy Typists Grade III	E6-5	Unestablished	145
Clerks Grade I	E2-1	Regrade	120
Clerks Grade II	E4-3	C.O.II	138
Clerks Grade III	E6-5	Enestablished	



## E.A. COMMON SERVICES ORGANIZATION GENERAL FUND SERVICES



#### E.A.C.S.O.

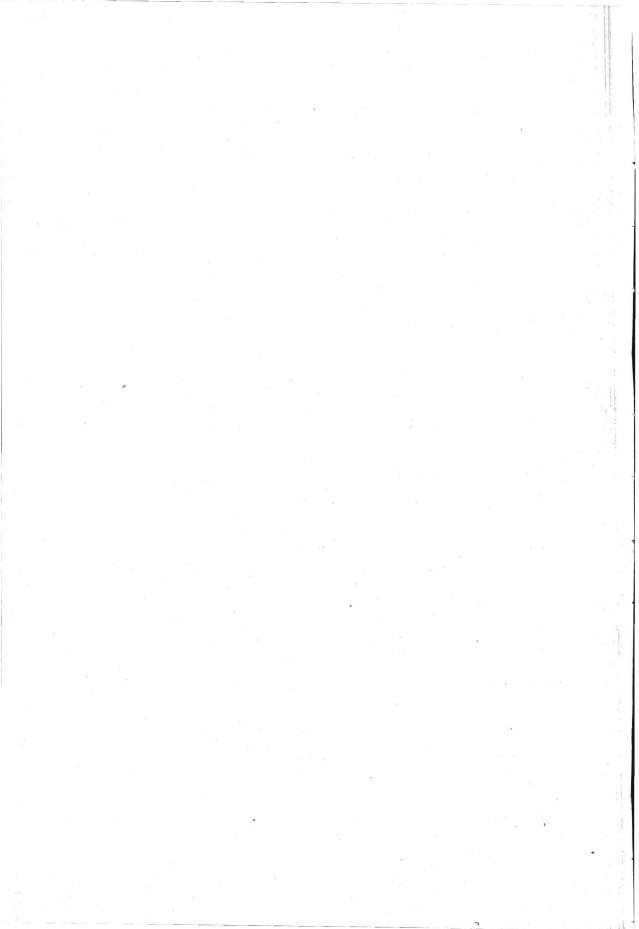
Post	Present Salary Scale	Proposed Salary Scale	Conversion Table No.
COURT OF APPEAL FOR E.A.			
President Vice-President Justice of Appeal Registrar Associate Registrar	£4,100 £3,500 £3,300 A B5-2	  £804_£1,7i0 Regrade	4
CENTRAL LEGISLATIVE ASSEMBLY			
Clerk of the Assembly	Α	£804-£1,710	4
PUBLIC SERVICE COMMISSION			
Chairman	£2,900 £2,000	£2,620 £1,880	1
Deputy Chairman	B3-2 B4-2	E.O.1	24
Asst. Secretary Executive Officer	C4-3	Regrade E.O.2	62
Office of the Secretary-General			
Secretary-General Under Secretary	£4,100 £2,175	£2,036	1
Administrative and Establishments			
Secretary (Administration) Senior Establishment Officer	£2,400 £2,175	£2,220 £2,036	1
Information Office			
Information Officer Asst. Information Officer Information Asst	£2,175 C4–3 C6 C4–3 E	£2,036 E.O.2 E.O.3 T.O.2 Regrade	1 62 47 87
Clerical and General Caretaker Telephone Supervisor Telephonists Property and Maintenance	C6-4 C6-5 E4-1	Regrade T.O.3 Regrade	72
Officer	C2-1	C.T.O.	91
Junior Executive Officer Foreman Artisan	C6-5 C6-5 E4-1	E.O.3 T.O.3 Regrade	47 72
Draughtsman (Trainer) Foreman Storekeeper	E E4–3 E4–1	Regrade T.O.5 Regrade	143

Post	Present Salary Scale	Proposed Salary Scale	Conversion Table No.
Office of the Legal Secretary			
Legal Secretary Deputy Legal Secretary Senior Asst. Legal Secretary Asst. Legal Secretary Legal Assistant Junior Executive Officer	£3,100 £2,600 £2,175 A B5-2 C6-5	£2,780 £2,380 £2,036 £804-£1,710 Regrade E.O.3	1 1 1 4
AFRICANIZATION & TRAINING			
Africanization Officer Asst. Africanization Officers Accountant	L.S.S. B5-3 B4-2 B3-1	£1,760–£1,880 Regrade Regrade Regrade	2
THE TREASURY			,
Office of the Financial Secretary Financial Secretary	£3,000	£2,700	Ĭ "
Accounts Accountant-General Asst. Accountant-General Senior Accountants Accountants Stores and Purchasing	£2,175 L.S.S. B1 B4–2	£2,036 £1,760-£1,880 C.E.O. Regrade	1 2 30
Stores and Purchasing Officer Accounts Officer, Grade I Accounts Officer, Grade II Accountants (Trainees) Accounting Assts.	B3-2 C4-3 C4 C6-5 C6-5	E.O.1 E.O.2 Regrade Regrade E.O.3	24 62 47
Director Deputy Director Statisticians Planning Supervisor Librarian Machine Supervisor Statistical Officers Statistical Assts Machine Operators Machine Operators Punch Room Supervisor	£2,400 L.S.S. A B4-1 B5-3 C4-3 C4-3 C6-5 C6-5 E2-1 C6-5	£2,220 £1,760-£1,880 £804-£1,710 Regrade Regrade T.O.2 E.O.2 E.O.3 T.O.3 T.O.4 T.O.3	1 2 4 87 62 47 72 144 72
Trade and Marketing and E.A. Hides and Leather Bureau Director Commercial Officer Commercial Officer	£2,175 B3-1	£2,036 Regrade	1
Accountant	B1	C.E.O.	30

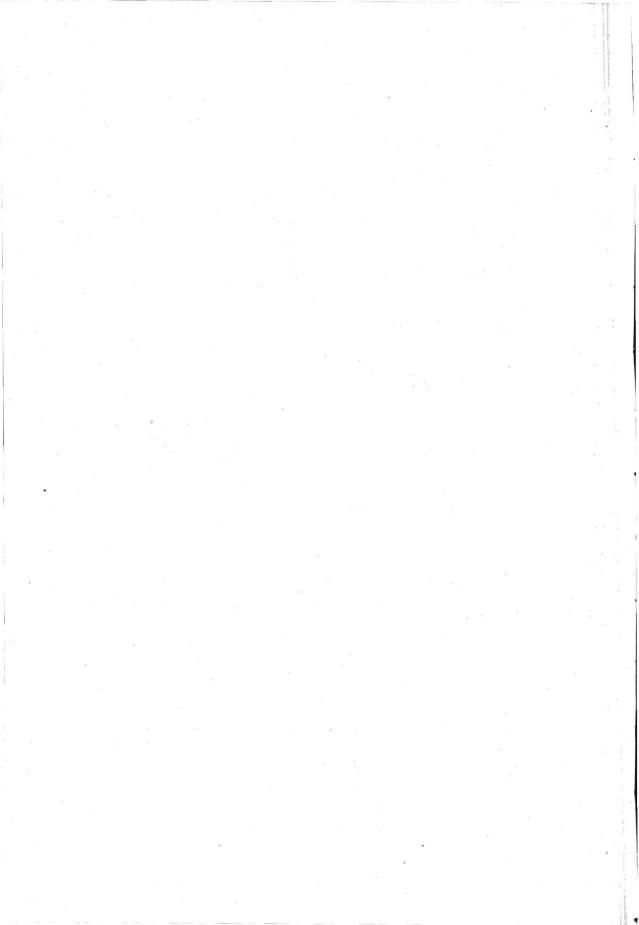
Post	Present Salary Scale	Proposed Salary Scale	Conversion Table No.
Customs and Excise			
Commissioner	£2,800	£2,540	1
Deputy Commissioner	£2,400	£2,220	i
Asst. Deputy Commissioner	£2,300	£2,140	1
Regional Commissioner	£2,175	£2,036	1
Principal Collectors	L.S.S.	£1,760-£1,880	2 2
Chief Investigation Officer Collectors, Training Officers	L.S.S. B3–1	£1,760-£1,880	2
Collectors	B3-1 B3-1	Regrade Regrade	
Examining Officers	C3-2	E.O.1	66
Examining Officers	C6-4	Regrade	
Customs Officer	E4-C5	Regrade	
Preventive Superintendent	C1	C.E.O.	70
Chief Preventive Officers	C3-2	E.O.1	66
Preventive Officers	C6-4 E4-1	Regrade Regrade	
Preventive Staff	P3	Regrade	
Preventive Staff	P9-8	P9A + P8A	
Preventive Staff	P11-10	P11A + P10A	-
Preventive Staff	P12	P12A	
Preventive Staff	P14	P14A	
Chief Accountant Deputy Chief Accountant	L.S.S. B1	£1,760-£1,880	2
Senior Accountant	B1	Regrade C.E.O.	30
Accountants	B4-2	Regrade	
Accounts Officer	C4-3	E.O.2	62
Accounts Officer	C4	E.O.2	64
Accounts Officer	C5-4	Regrade	47
Accounts Asst	C6–5	E.O.3	47 70
Evenutive Officer	C1 C4–3	C.E.O. E.O.2	62
Executive Officer	C6-5	E.O.3	47
Pool Typist	E2-1	Regrade	
Telephonists	E3-1	Regrade	
INCOME TAX DEPARTMENT			9"
Commissioner	£2,800	£2,540	1
Deputy Commissioner	£2,400	£2,220	1
Principal Investigation Officer	£2,300	£2,140	1
Asst. Deputy Commissioner	£2,300	£2,140	1
Regional Commissioner Asst. Commissioners	£2,175 L.S.S.	£2,036	1 2
Assessors	L.S.S. A	£1,760-£1,880 £804-£1,710	4
Accountant and Statistical		2004 21,710	7
Officer	B1	C.E.O.	30
Tax Officers	C2-1	C.E.O.	68
Tax Officers	C4-2	Regrade	
Tax Officers	C6-5	E.O.3	47
Executive Staff Executive Staff	C3-2 C5-4	E.O.1	66
Executive Staff	C6-5	Regrade E.O.3	47
	20,5	2.0.3	-17

Post	Present Salary Scale	Proposed Salary Scale	Conversion Table No.
E.A. LITERATURE BUREAU			
Director	B1 B5-2 B5-3 B5-2	C.E.O. Regrade Regrade Regrade	30
Printing Operator	E2-1	T.O.4	144
E.A. DIRECTORATE OF CIVIL AVIATION			
Director	£2,600	£2,380	1
Deputy Director	£2,175	£2,036	1
Senior Aviation Officers Chief Telecommunications	L.S.S.	£1,760-£1,880	2
Officer	L.S.S.	£1,760-£1,880	.2
Chief Licensing and Administration Officer Administrative Officer	£2,175	£2,036	1
(Finance)	<b>B</b> 1	C.E.O.	30
Administrative Officer (Aviation)	B1	C.E.O.	30
Senior Signals Officer	Čĺ	C.T.O.	93
Signals Officer	£1,671 (Fixed)	Regrade	
Senior Air Traffic Control Officer	£1,671 (Fixed)	Regrade	
Air Traffic Control Officer	B1	C.T.O.	46
Air Traffic Control Assts	C4	T.O.2	87
Executive Officer	C4-3	E.O.2	62
Staff Pilot	B2-1	C.T.O.	45
Operations Officer	B1	C.T.O.	46
Air Traffic Control (Operations)			7.6
Senior Air Traffic Control	B1	C.T.O.	46
Air Traffic Control Officers	£1,494 (Fixed)	Regrade	40
Air Traffic Control Officers	B4-2	Regrade	
Air Traffic Control Assts.	C4	T.O.2	87
Air Traffic Control Assts.	C6-5	T.O.3	72
Communicators	C6-5	T.O.3	72
Control Assts	E	Regrade	
Telecommunications and En-			
gineering (Operations) Asst. Signals Officers	£1,494 (Fixed)	Regrade	
Asst. Telecommunications Controllers	£1,440 (Fixed)	Regrade	
Telecommunications Supt.	C2	Regrade	
Radio Superintendents	C4-3	T.O.2	87
Senior Sectional Engineers	B1	C.T.O.	46
Sectional Engineers, I	£1,494 (Fixed)	Regrade	
Sectional Engineers, II	C2 C4–3	Regrade T.O.2	97
Asst. Engineers Senior Technical Assts	C4-3 C6-5	T.O.3	87 72
Technical Assts	E	Regrade	
	_		

Post	Present Salary Scale	Proposed Salary Scale	Conversion Table No.
	18	,	×
Clerical and General			
Junior Executive Officers.	C6-5	E.O.3	47
Storekeepers	C4-3	E.O.2	62
Storekeepers	C5-4	Regrade	72
Draughtsman	C6-5 E2-1	T.O.3 T.O.4	. 72 144
Overseer	E4-3	T.O.5	143
Overseer	L4-3	1.0.3	143
E.A. METEOROLOGICAL			
DEPARTMENT			*
Director	£2,800	£2,540	1 /
Deputy Director	£,2400	£2,220	1
Regional Representatives	L.S.S.	£1,760-£1,880	1 2 2
Officer i/c Central Services	L.S.S.	£1,760-£1,880	2
Executive Secretary	A or B1	Regrade	
Meteorologist	A	£804–£1,710	4
Senior Sectional Engineer	B1 C2	C.T.O.	46
Sectional Engineer, Grade II Fechnical Officer	C5-2	Regrade Regrade	
Executive Officer	C4-3	E.O.2	62
Executive Officer	C5-4	Regrade	02
Instrument Mechanic	C5-3	T.O.2	78
Librarian	B5-3	Regrade	, ,
Asst. Storekeeper	. C6-5	E.O.3	47
Felephonist	E6-3	Regrade	
Artisans	E	Regrade	
nspecting Officer	C4-3	E.O.2	62
Inspecting Officer (Trainer).	C6-4	Regrade	
Senior Technical Assts	C6-4 E	Regrade	
Machine Operators	E4-3	Regrade T.O.5	143



# E.A. POSTS AND TELECOMMUNICATIONS ADMINISTRATION



Grade	Present Grading	Recommended Grading and Remarks			
	* Clerical Grades				
Chief Office Supt Chief Clerk H.C.O.	C2 C4–3 C5–4	The P. & T. Administration propose to abolish these posts and to arrange for control of much clerical work by Asst. Accountants, Asst. Personnel Officers, etc. Remaining clerical work would be placed under Officer			
Senior C.O.	C6-5	Supervisor grade for which we recommend E.O.2 grading. E.O.3, subject to examination by grading			
Clerical Officer	E4-1	This work is mainly appropriate to C.O. 1/2 but some is appropriate to H.C.O. or E.O.4.			
Accounts and Finance Department: Stores Grades					
Asst. Controller of Stores Senior Storekeeper	C1 C2	C.E.OE.O.1 (P. & T. Administration propose to			
Indenting Officer Stores Verifier Storekeeper I	C2 C4-3 C4-3	retitle Senior Supplies Officer). E.O.1. E.O.2. E.O.2 (P. & T. Administration propose to			
Storekeeper II Asst. Storekeeper	C5-4 C6-5	retitle Supplies Officer).  Requires examination by grading team.  Probably equivalent to E.O.3 but some may be E.O.2.			
Storeman	E4-1	C.O.1/2 or for some duties—H.C.O. or E.O.4.			
Craftsman	E4-1	Duties should be examined by a grading team.			
	Pers	onnel Branch			
Senior Estab. Officer Estab. Officer (Asst. Estab. Officer).	B1 B5-2	C.E.O. (P. & T. Administration propose to retitle Personnel Officer or Asst. Personnel Officer, dividing into two grades. Recommendation is made on that basis). E.O.1 proposed for Personnel Officer; E.O.2 for Asst. Personnel Officer.			
Staff Relations Officer Asst: Staff Relations Officer	B1 B5-2	C.E.O. E.O.1/2 (Division of grade into two should be considered).			
Senior Investigations Officer Investigations Officer	B1 B5-2	C.E.O. (P. & T. Administration propose to split the Investigation Officer and Asst. Investigation Officer. Recommendation is made on that basis). E.O.1 for Investigation Officer; E.O.2 for Asst. Investigation Officer.			
Housing Officer Location Supervisor	C2 E4–1	E.O.1. C.O.1/2 and H.C.O.			
Secretarial and Typing Grades					
Personal Secretary I	C4-3	Personal Secretary 1.			
Personal Secretary II Stenographer/Secretary	C5–4 C6–5	Personal Secretary 2. Personal Secretary 2 or stenographer 1			
Stenographer	E3-2 E4-1	according to post.  Stenographer 2 or 3 according to post.  Copy Typists 1–3 according to proficiency.			

Grade	Present Grading	Recommended Grading and Remarks		
Accounts and Finance Department: Accountants				
Senior Accountant Asst. Controller of Savings Bank.	B1 B1	C.E.O.		
Accountant/Asst. Accountant.	B5-2	(P. & T. Administration propose to spli into two grades. Recommendation is made of that basis). E.O.1 for Accountant; E.O.2 for Asst. Accountant.		
Development Officer	B4-2	Special scale based on E.O.1/2 with minimum of £900.		
Accounting Asst.	C5-4	(P. & T. Administration propose regrading as Asst. Accountant. Recommendation in made on that basis.) E.O.2.		
Machine Grades				
Machine Accounting Supervisor. Punch Supervisor	C2 C6-5	T.O.1—Subject to examination by gradin team. T.O.3.		
Senior Machine Operator Machine Operator Punch Operator	C6-5 E4-1 E4-1	T.O.3.  To be examined by grading team.		
Enginee	ring Depar	tment: Engineering Grades		
Senior Executive	A2-1	(P. & T. Administration propose division into two grades. Recommendation is made on that basis). Senior Executive Engineer A1		
Division Engineer. Senior Sectional Engineer	£1,671 B1	Executive Engineer A2, Pupil Engineer-A3. £1,590 (Fixed). C.T.O.		
Senior Asst. Engineer	C2	£1,390 (Fixed). T.O.1.		
Asst. Engineer 2 Radio Operator	C5-3 C5-3	T.O.2.		
Constructor Senior Technical Officer Senior Technician	£1,056 E1–C6	T.O.3 (This is a proposed new grade; se		
Technical Officer	E4-1	text).  T.O.4 but with opportunity to progress u T.O.3 scale to £640 subject to satisfactor		
Tech. Officer in Training.	F1 C6	performance of duty and evidence of cortinued technical study.  Special scale of £268-£332.		
Foreman Workshops Technician I Craftsman Eng. 1	E1-C6	T.O.3.  This is a proposed new grade. We recommend treatment as for technical officer; bu see text.		
Technician 2 Craftsman Eng. 2		Special scale of £236-£332.		
Craftsman		This grading will disappear on creating negrades of Technician 1 and 2 and Craftsma 1 and 2.		

Grade

Senior Chief Draughtsman

Foreman of Works

Present Grading

£1,494

Recommended Grading and Remains

#### Engineering Department: Draughtsman Grade

£1,390 fixed point.

Draughtsman (Eng.)  Asst. Draughtsman (Eng.) Draughtsman (Eng.) in Trg.	C5-3 E1-C6 E4-1	We recommend that the work be examined to see whether it is practicable to continue separate complements. If so, the two grades should be T.O.2 and T.O.3 respectively: if not, a special scale should be devised spanning T.O.2/3 with a barrier point at £820 p.a. Treat like Technical Officer.  Treat like Technical Officer in training.
	Buildin	gs Brancb
Architect/Asst. Architect	A3-1	(P. & T. Administration propose that Asst. Architect be retitled Deputy Architect). P.O. Architect A1; Deputy Architect A2.
Contracts Officer	B1 -	C.T.O.
Asst. Contracts Officer	B3-2	T.O.1.
Senior Draughtsman	, C2	(P. & T. Administration propose a re- organization, retitling Senior Draughtsman as Senior Architectural Asst. and Architectural Draughtsman as Architectural Asst. Recom-
Architectural Draughtsman	C5-3	mendation is made on assumption that duties remain substantially unchanged). S. Architectural Asst. T.O.1; Architectural Asst. T.O.2 of if necessary T.O. 3/2.
Supt. of Works	C2	T.O.1.
Senior Inspector of Works	C4-3	(P. & T. Administration propose to merge
Inspector of Works	C5-4	these grades. Recommendation is made on

#### **Postal Services Department**

T.O.3.

this assumption); T.O.2.

C6-5

Senior Asst. Postal Controller.	B1	C.E.O.
Asst. Postal Controller	B5-2	E.O.2-1.
Head Postmaster I	£1,671	£1,598 (fixed).
Head Postmaster II	(fixed) £1,494 (fixed)	£1,390 (fixed).
Chief Postal Supt	C2	E.O.1 (P. & T. Administration propose to etitle Senior Postal Superintendent).
Postal Supt	C5-3	E.O.2.
Overseer	E1-C5	E.O.4/3.
P. & T. Telegraph Officer Postal Officer	E4-1 {	Special Scale P. & T. I.

Note.—In connexion with the recommended grading of P. & T.1 for Postal Officer, see text.

Grade	Present Grading	Recommended Grading and Remarks
		P 1

#### **Telecommunications Department: Telephonists**

Chief Telephone Super- visor.	C2	T.O.1.
Telephone Supervisor, Grade I.	C3	Examination should be given by grading team to place posts according to merit in
Telephone Supervisor, Grade II.	C5-4	T.O.3 or T.O.2.
Asst. Telephone Supervisors.	E1-C6	P. & T. Administration propose upgrading of some telephonist duties. This may involve change of title. Grading of the work should
Telephonists	E4-1	be considered by the grading team. Special scale P. & T.1.

- Notes.—1. Telegraphists and the Telegraph Supervisory grades should be treated in the same way as Telephonists.
  - 2. A shadow scale would be required for Assistant Telegraph/Telephone Supervisors in the event of the disappearance of their grades in the present form.
  - 3. In connexion with the recommended grading of P. & T. 1 for Telephonist and Telegraphist, see text.

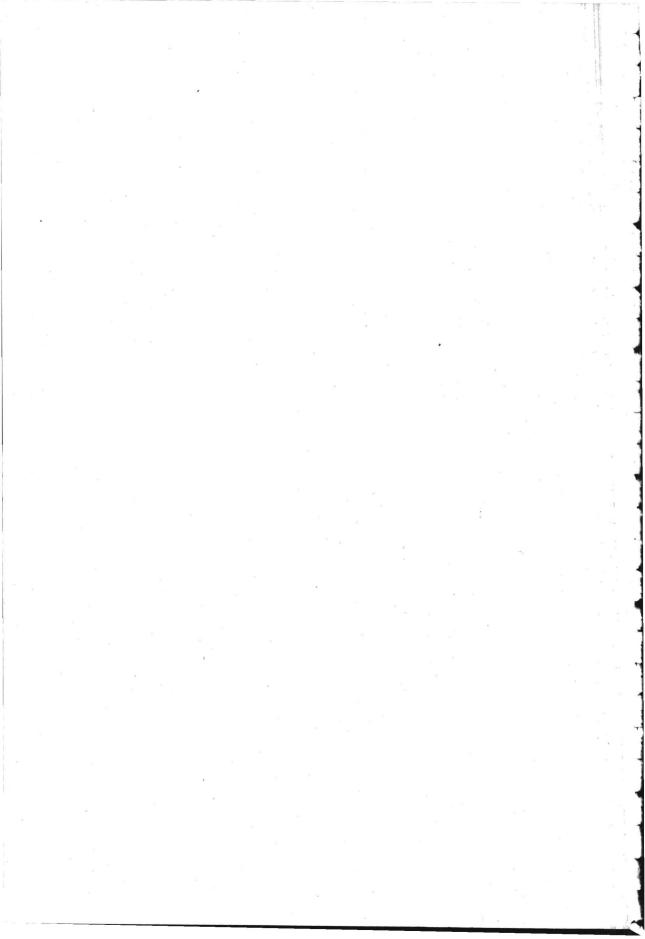
#### Telecommunications Department: Telecommunications Officers

Senior Asst. Telecoms. Controller.	B1	C.T.O.
Asst. Telecoms. Controller	B5-2	T.O.2-1.
Telecoms. Service Manager	£1,494	(P. & T. propose to regrade as S.A.T.C.).
Telecoms. Sales Manager	£1,494	Consideration should be given to regarding
		as S.A.T.C. Otherwise fixed salary of £1,390.
C.T. Supt	C2	T.O.1.
Telecoms. Supt	C5-3	Consider in the same way as Senior
Telecoms. Supervisor	E1-C6	Draughtsman and Draughtsman grades in
		the Engineering Department. If separated, equate with T.O.2 and T.O.3 respectively.
Telecoms. Officer	E4-1	Treat like Technical Officer.
	Central '	Training School
Housekeener	C1 3	TO 2

Housekeeper	C4-3	T.O.2.
Sports and Welfare Officer	C6-5	E.O.3.
Medical Dresser	E4-1	To be examined by grading team.

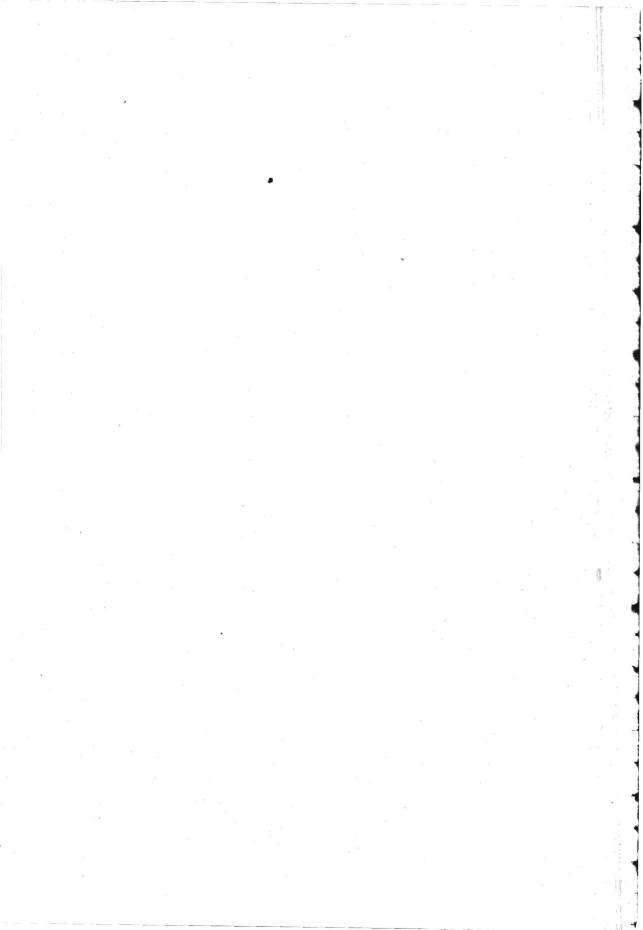
P. & T. Superscale Posts

Description			Present Salary	Recommended Scale or fixed point
0			£	£
Postmaster General			3,900	See text
Assistant P.M.G			2,800	2,540
Deputy Engineer in Chief			2,400	2,220
Director of Posts and Telecommun	nications		2,400	2,220
Personnel Manager			2,400	2,220
Chief Services Controller			2,300	. 2,140
The state of the s	nd Telec	com-		
munications			2,175	2,036
Staff Engineer			2,175	2,036
Assistant Chief Accountant			2,175	2,036
Public Relations Officer			2,175	2,036
Deputy Personnel Manager			2,175	2,036
P.O. Architect		7		,
Controller of Savings Banks		Í		
Principal Executive Engineer				
Principal Sectional Engineer		- 1		
Services Controller		1		
Head Postmaster, Nairobi		>	1,839-1,914-	1,760-1,820-1,880
Principal Accountant		1	1,989	,
Controller of Stores		1	sec produce	
Principal Establishment Officer		.		
Africanization Officer		1		
Principal of the Central Training S	School	j		



### **CONVERSION TABLES**

A Scale and Superscales



Conversion Table No. 3

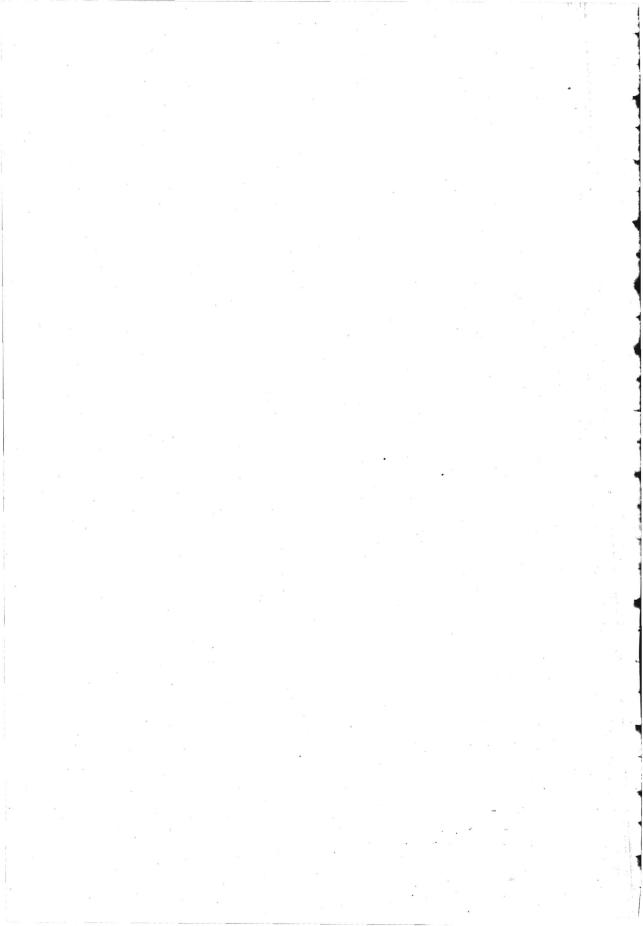
Lower Superscale/Medical — Scientific Extension

#### Conversion Table No. 1

#### SUPERSCALES

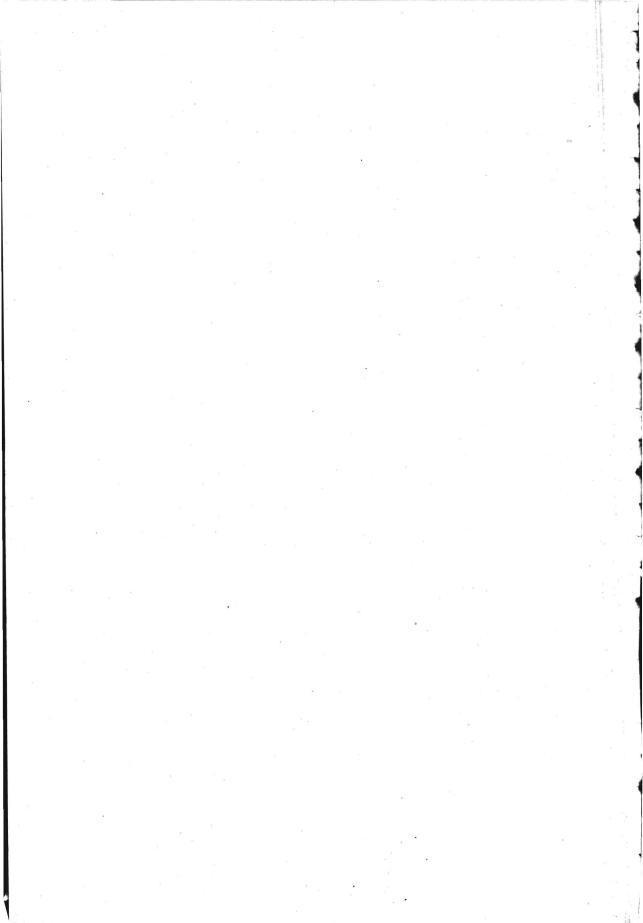
Present Scale	Proposed Scale		,	-
£		Present Scale	Pr	oposed Scale
, t	£	£		£
	2,036			1,760
	2,140			1,820
2,175	2,220	1,839		1,880
2,300	2,300	1,914		1,914*
	2,380	1,989		1,989*
2,400	2,460	.,,,,,		1,,,,,
2,500	2,540			
2,600	2,620			
2,700	2,700	Conversion	n Table	e No. 4
	2,780			
2,800	2,800*	· A	SCALE	
2,900	2,900*			
3,000	3,000*	Present Scale	Pr	oposed Scale
3,100	3,100*	£		£
3,200	3,200*	798	A3	804
3,300	3,300*	837	AS	847
3,400	3,400*	876		890
3,500	3,500*	924		933
4,100	4,100*	975		933 976
		913	A2	1,020
		1,026	AZ	
		1,077		1,064 1,108
		1,128		1,154
Conversion	Table No. 2	1,179		1,200
		1,230		1,246
SUPERSCALE	(INCREMENTAL)	1,281		1,292
DOLERBEALE	(ITTEREMENTAL)	1,332		1,338
D C . I	D 16 1	1,386		1,390
Present Scale	Proposed Scale	1,440	A1	1,442
£	£	1,494	7 1 1	1,494
	2,036	1,121		1,546
	2,088	1,551		1,598
	2,140	1,611		1,654
2,175	2,175*	1,671		1,710
2,237.10	2,237.10*	1,731		1,731*
2,300	2,300*	1,791		1,791*
	,	-,		.,

<sup>\*</sup>Shadow points.



## CONVERSION TABLES

B Scale to E.O. Scale



	Conversio	n Table No. 5			Conversio	n Table N	lo. 8
	Present Scale	FROM B5 TO EO3  Proposed Scale		Co	NVERSION FF	ROM <b>B</b> 5-4	то Е.О.2
	£	E.O.3 670 700		Pro	esent Scale	Propo	sed Scale
В5	747	730 760			£		£
	780 816	790 820	]	<b>B</b> 5	747 780 }	E.O.2	850
	855	(E.O.2) (850) 880*			816 J 855		880 916
	894 933	916* 952* (988)		B4	894 933 972		952 988
		(1,024) (1,060)		,	1,011 1,050 1,089	(E.O.1)	1,024 1,060 1,096*
	Conversion	on Table No. 6					(1,138)
		FROM В5 то E.O.2					(1,180) (1,222)
	Present Scale	Proposed Scale £			9:		(1,264) (1,306) (1,348)
B5	$   \begin{array}{c}     747 \\     780 \\     816   \end{array} $	E.O.2 850				,	(1,540)
	855	880	(A.)				
	894	916					
	933	952					
		(988) (1,024)			Conversio	n Table N	No. 9
				Co	Conversion FE		
	Conversio	(1,024)			ONVERSION FF	гом В5-3	то Е.О.3
		(1,024) (1,060)				гом В5-3	
		(1,024) (1,060) on Table No. 7 ROM B5-4 TO E.O.3 Proposed Scale			ONVERSION FF	ROM B5-3	то E.O.3 osed Scale £
	Conversion fi	(1,024) (1,060) on Table No. 7 ROM B5-4 TO E.O.3 Proposed Scale £ E.O.3 670 700			ONVERSION FR	гом В5-3	to E.O.3  osed Scale  £  670 700
	Conversion fi Present Scale £	(1,024) (1,060) on Table No. 7 ROM B5-4 TO E.O.3 Proposed Scale £ E.O.3 670 700 730		Pro	DNVERSION FR esent Scale £	ROM B5-3	to E.O.3  osed Scale  £  670 700 730
В5	Conversion Fi Present Scale £	(1,024) (1,060) on Table No. 7 ROM B5-4 TO E.O.3 Proposed Scale £ E.O.3 670 700 730 760			esent Scale £	ROM B5-3	to E.O.3  osed Scale  £  670 700
	Conversion fi Present Scale £	(1,024) (1,060) on Table No. 7 ROM B5-4 TO E.O.3 Proposed Scale £ E.O.3 670 700 730 760 790 820	. 1	Pro	DNVERSION FR esent Scale £	ROM B5-3	TO E.O.3  osed Scale  £  670 700 730 760 790 820
	Conversion Fi Present Scale £ 747 780 816	(1,024) (1,060) on Table No. 7 ROM B5-4 TO E.O.3 Proposed Scale £ E.O.3 670 700 730 760 790 820 (E.O.2) (850)	. 1	Pro	esent Scale £ 747 780 816	ROM B5-3	E.O.3  osed Scale  £  670  700  730  760  790  820  (850)
	CONVERSION FI Present Scale £  747 780 816 855	(1,024) (1,060) on Table No. 7 ROM B5-4 TO E.O.3 Proposed Scale £ E.O.3 670 700 730 760 790 820 (E.O.2) (850) 880*	1	Pro	esent Scale £ 747 780 816	Propo E.O.3	E.O.3  osed Scale  £  670  700  730  760  790  820  (850)  880*
	CONVERSION FI Present Scale £  747 780 816  855 894	(1,024) (1,060) on Table No. 7 ROM B5-4 TO E.O.3 Proposed Scale £ E.O.3 670 700 730 760 790 820 (E.O.2) (850) 880* 916*	. ]	Pro	DNVERSION FR esent Scale £ 747 780 816 855 894	Propo E.O.3	E.O.3  osed Scale  £  670  700  730  760  790  820  (850)  880*  916*
	747 780 816 855 894 933	(1,024) (1,060) on Table No. 7 ROM B5-4 TO E.O.3 Proposed Scale £ E.O.3 670 700 730 760 790 820 (E.O.2) (850) 880*		Pro	DNVERSION FR esent Scale £ 747 780 816 855 894 933 972	Propo E.O.3	E.O.3  osed Scale  £  670 700 730 760 790 820 (850) 880* 916* 952* 988*
B5	747 780 816 855 894 933 972 1,011	(1,024) (1,060) on Table No. 7 ROM B5-4 TO E.O.3 Proposed Scale £ E.O.3 670 700 730 760 790 820 (E.O.2) (850) 880* 916* 952* 988* 1,024*		Pro	DNVERSION FR esent Scale £  747 780 816  855 894 933 972 1,011	Propo E.O.3	TO E.O.3  osed Scale  £  670 700 730 760 790 820 (850) 880* 916* 952* 988* 1,024*
B5	747 780 816 855 894 933 972 1,011 1,050	(1,024) (1,060) on Table No. 7 ROM B5-4 TO E.O.3 Proposed Scale £ E.O.3 670 700 730 760 790 820 (E.O.2) (850) 880* 916* 952* 988* 1,024* 1,060*		Pro	747 780 816 855 894 933 972 1,011 1,050	Propo E.O.3	TO E.O.3  osed Scale  £  670 700 730 760 790 820 (850) 880* 916* 952* 988* 1,024* 1,060*
B5	747 780 816 855 894 933 972 1,011	(1,024) (1,060) on Table No. 7 ROM B5-4 TO E.O.3 Proposed Scale £ E.O.3 670 700 730 760 790 820 (E.O.2) (850) 880* 916* 952* 988* 1,024* 1,060* (E.O.1) 1,096*		<i>Pro</i> B5	747 780 816 855 894 933 972 1,011 1,050 1,089	Propo E.O.3	TO E.O.3  osed Scale  £  670 700 730 760 790 820 (850) 880* 916* 952* 988* 1,024* 1,060* 1,096*
B5	747 780 816 855 894 933 972 1,011 1,050	(1,024) (1,060) on Table No. 7 ROM B5-4 TO E.O.3 Proposed Scale £ E.O.3 670 700 730 760 790 820 (E.O.2) (850) 880* 916* 952* 988* 1,024* 1,060* (E.O.1) 1,096* (1,138)		Pro	747 780 816 855 894 933 972 1,011 1,050 1,089 1,128	Propo E.O.3	TO E.O.3  osed Scale  £  670 700 730 760 790 820 (850) 880* 916* 952* 988* 1,024* 1,060*
B5	747 780 816 855 894 933 972 1,011 1,050	(1,024) (1,060) on Table No. 7 ROM B5-4 TO E.O.3 Proposed Scale £ E.O.3 670 700 730 760 790 820 (E.O.2) (850) 880* 916* 952* 988* 1,024* 1,060* (E.O.1) 1,096* (1,138) (1,180) (1,222)		<i>Pro</i> B5	747 780 816 855 894 933 972 1,011 1,050 1,089 1,128 1,170 1,212	Propo E.O.3	E.O.3  psed Scale  £  670  700  730  760  790  820  (850)  880*  916*  952*  988*  1,024*  1,060*  1,096*  1,138*  1,180*  1,222*
B5	747 780 816 855 894 933 972 1,011 1,050	(1,024) (1,060) on Table No. 7 ROM B5-4 TO E.O.3 Proposed Scale £ E.O.3 670 700 730 760 790 820 (E.O.2) (850) 880* 916* 952* 988* 1,024* 1,060* (E.O.1) 1,096* (1,138) (1,138) (1,180) (1,222) (1,264)		<i>Pro</i> B5	747 780 816 855 894 933 972 1,011 1,050 1,089 1,128 1,170	Propo E.O.3 (E.O.2)	TO E.O.3  osed Scale  £  670 700 730 760 790 820 (850) 880* 916* 952* 988* 1,024* 1,060* 1,138* 1,180* 1,222* 1,264*
B5	747 780 816 855 894 933 972 1,011 1,050	(1,024) (1,060) on Table No. 7 ROM B5-4 TO E.O.3 Proposed Scale £ E.O.3 670 700 730 760 790 820 (E.O.2) (850) 880* 916* 952* 988* 1,024* 1,060* (E.O.1) 1,096* (1,138) (1,180) (1,222)		<i>Pro</i> B5	747 780 816 855 894 933 972 1,011 1,050 1,089 1,128 1,170 1,212	Propo E.O.3 (E.O.2)	E.O.3  psed Scale  £  670  700  730  760  790  820  (850)  880*  916*  952*  988*  1,024*  1,060*  1,096*  1,138*  1,180*  1,222*

Conversion Table No. 10	Conversion Table No. 12
	Conversion from B5-2 to E.O.3
Conversion from B5-3 to E.O.2	Present Scale Proposed Scale £
Present Scale Proposed Scale	E.O.3 670 700
£	730 B5 747 760 780 790
B5 747 780 816 E.O.2 850	816 820 (E.O.2) (850)*
855 880 894 916	855 880* 894 916* 933 952*
933 952 B4 972 988 1,011 1,024	B4 972 988* 1,011 1,024* 1,050 1,060*
1,050 1,089 B3 1,128 1,096* 1,138*	1,089 (E.O.1) 1,096* B3 1,128 1,138* 1,170 1,180
1,170 1,180* 1,212 1,222* 1,254 1,264*	1,212 1,222* 1,254 1,264* B2 1,299 1,306*
(1,306) (1,348)	1,344 1,348* 1,389 (CEO) 1,390* 1,440 1,442*
	(1,494) (1,546)
	(1,598)
Conversion Table No. 11	(1,598)  Conversion Table No. 13
Conversion Table No. 11	
Conversion Table No. 11  Conversion from B5-3 to E.O.1	Conversion Table No. 13
	Conversion Table No. 13  Conversion From B5-2 to E.O.2  Present Scale Proposed Scale £  B5 747 780 E.O.2 850
Conversion from B5-3 to E.O.1	Conversion Table No. 13  Conversion From B5-2 to E.O.2  Present Scale Proposed Scale  £  B5 747 780 816 855 880
Conversion from B5-3 to E.O.1  Present Scale Proposed Scale  £ £  B5 747 780	Conversion Table No. 13  CONVERSION FROM B5-2 TO E.O.2  Present Scale Proposed Scale  £  B5 747 780 816 855 880 894 916 933 952 84 972 988
Conversion from B5-3 to E.O.1  **Present Scale	Conversion Table No. 13  Conversion From B5-2 to E.O.2  Present Scale Proposed Scale  £  B5 747 780 816 855 880 894 916 933 952 84 972 988 1,011 1,050 1,060 1,089 (E.O.1) 1,096*
Conversion from B5-3 to E.O.1  Present Scale Proposed Scale  £  B5 747 780 816 855 894 933 P33 P4 972 1,011  E.O.1 1,096	Conversion Table No. 13  CONVERSION FROM B5-2 TO E.O.2  Present Scale  £  B5 747 780 816 855 880 894 916 933 952 B4 972 988 1,011 1,024 1,050 1,060 1,089 (E.O.1) 1,096* B3 1,128 1,138* 1,170 1,180* 1,212 1,222*
Conversion from B5-3 to E.O.1  Present Scale  £  £  B5 747 780 816 855 894 933 P4 972 1,011 1,050 1,089 B3 1,128  1,138	Conversion Table No. 13  Conversion From B5-2 to E.O.2  Present Scale
Conversion from B5-3 to E.O.1  Present Scale  £  £  B5  747  780  816  855  894  933  B4  932  1,011  1,050  1,089  E.O.1 1,096	Conversion Table No. 13  Conversion From B5-2 to E.O.2  Present Scale

	Conversion	n Table N	lo. 14	1	Conversio	n Table I	No. 16
Co	ONVERSION FE	ROM <b>B5</b> -2	2 то Е.О.1	Co	NVERSION FF	ком В5-	1 то Е.О.2
$P_{i}$	resent Scale	Prop	osed Scale	P	resent Scale		
B5	£ 747)		£	. 11	£	Frop	osed Scale £
·DJ,	780			B5	747		~
	816				780 >	E.O.2	850
	855			and a second	816 J 855		880
	894   933 >	E O 1	1 006		894		916
B4	972	E.O.1	1,096	ĺ	933		952
DT	1,011			B4	972		988
	1,050				1,011		1,024
	1,089				1,050	(E O 1)	1,060
<b>B</b> 3	1,128		1,138	В3	1,089 1,128	(E.U.1)	1,096* 1,138*
	1,170 1,212		1,180 1,222	D3	1,170		1,180*
	1,254		1,264		1,212		1,222*
B2	1,299		1,306		1,254		1,264*
	1,344		1,348	B2	1,299		1,306*
	1,389	(CEO)	1,390*		1,344 1,389	(CEO)	1,348* 1,390*
	1,440		1,442* (1,494)		1,440	(CLO)	1,442*
			(1,546)	B1	1,494		1,494*
			(1,598)				(1,546)
	04.1				1,551		1,598*
	Conversion	n Table N	io. 15		1,611 1,671		1,611* 1,671*
Co	NVERSION FR				1,071		1,071
-	TAL ENDIOLA II						
$p_i$	esent Scale						
Pi	resent Scale £		osed Scale £		Conversion	n Table N	No. 17
Pi			osed Scale £ 670	Co			
Pi		Prop	osed Scale £ 670 700		NVERSION FR	.ом В5-1	то Е.О.1
	£	Prop	osed Scale £ 670 700 730		NVERSION FR	.ом В5-1	TO E.O.1
Pr		Prop	osed Scale £ 670 700 730 760		NVERSION FR	.ом В5-1	то Е.О.1
	£ 747	Propo E.O.3	sed Scale £ 670 700 730 760 790 820	Pi	enversion fr esent Scale £ 747 780	.ом В5-1	TO E.O.1
	£ 747 780 816	Prop	seed Scale £ 670 700 730 760 790 820 (850)	Pi	eversion fr resent Scale £ 747 780 816	.ом В5-1	TO E.O.1
	£ 747 780 816 855	Propo E.O.3	sed Scale £ 670 700 730 760 790 820 (850) 880*	Pi	esent Scale £ 747 780 816 855	.ом В5-1	TO E.O.1
	£ 747 780 816 855 894	Propo E.O.3	sed Scale £ 670 700 730 760 790 820 (850) 880* 916*	Pi	resent Scale £ 747 780 816 855 894	OM B5-1	TO E.O.1  cosed Scale  £
	£ 747 780 816 855	Propo E.O.3	osed Scale £ 670 700 730 760 790 820 (850) 880* 916* 952* 988*	Pi	esent Scale £ 747 780 816 855	.ом В5-1	TO E.O.1
B5	£ 747 780 816 855 894 933 972 1,011	Propo E.O.3	osed Scale £ 670 700 730 760 790 820 (850) 880* 916* 952* 988* 1,024*	P <sub>1</sub>	PONVERSION FR resent Scale £ 747 780 816 855 894 933 972 1,011	OM B5-1	TO E.O.1  cosed Scale  £
B5	£ 747 780 816 855 894 933 972 1,011 1,050	Propo E.O.3 (E.O.2)	osed Scale £ 670 700 730 760 790 820 (850) 880* 916* 952* 988* 1,024* 1,060*	P <sub>1</sub>	PONVERSION FR resent Scale £ 747 780 816 855 894 933 972 1,011 1,050	OM B5-1	TO E.O.1  cosed Scale  £
B5	£ 747 780 816 855 894 933 972 1,011 1,050 1,089	Propo E.O.3	seed Scale £ 670 700 730 760 790 820 (850) 880* 916* 952* 988* 1,024* 1,060* 1,096*	B5 B4	PONVERSION FR resent Scale £ 747 780 816 855 894 933 972 1,011 1,050 1,089	OM B5-1	TO E.O.1  cosed Scale £
B5	£  747 780 816  855 894 933 972 1,011 1,050 1,089 1,128	Propo E.O.3 (E.O.2)	sed Scale £ 670 700 730 760 790 820 (850) 880* 916* 952* 988* 1,024* 1,060* 1,096* 1,138*	P <sub>1</sub>	PONVERSION FR resent Scale £ 747 780 816 855 894 933 972 1,011 1,050 1,089 1,128	OM B5-1	1,096
B5	£ 747 780 816 855 894 933 972 1,011 1,050 1,089	Propo E.O.3 (E.O.2)	seed Scale £ 670 700 730 760 790 820 (850) 880* 916* 952* 988* 1,024* 1,060* 1,096*	B5 B4	PONVERSION FR resent Scale £ 747 780 816 855 894 933 972 1,011 1,050 1,089	OM B5-1	TO E.O.1  cosed Scale £
B5 B4 B3	£ 747 780 816 855 894 933 972 1,011 1,050 1,089 1,128 1,170 1,212 1,254	Propo E.O.3 (E.O.2)	seed Scale £ 670 700 730 760 790 820 (850) 880* 916* 952* 988* 1,024* 1,060* 1,138* 1,180* 1,222* 1,264*	B5 B4 B3	PONVERSION FR  Tesent Scale  £  747  780  816  855  894  933  972  1,011  1,050  1,089  1,128  1,170  1,212  1,254	OM B5-1	1,096 1,138 1,180 1,222 1,264
B5	£ 747 780 816 855 894 933 972 1,011 1,050 1,089 1,128 1,170 1,212 1,254 1,299	Propo E.O.3 (E.O.2)	seed Scale £ 670 700 730 760 790 820 (850) 880* 916* 952* 988* 1,024* 1,060* 1,138* 1,180* 1,222* 1,264* 1,306*	B5 B4	PONVERSION FR  Tesent Scale  £  747  780  816  855  894  933  972  1,011  1,050  1,089  1,128  1,170  1,212  1,254  1,299	OM B5-1	1,096 1,138 1,180 1,222 1,264 1,306
B5 B4 B3	£ 747 780 816 855 894 933 972 1,011 1,050 1,089 1,128 1,170 1,212 1,254 1,299 1,344	Propo E.O.3 (E.O.2)	seed Scale £ 670 700 730 760 790 820 (850) 880* 916* 952* 988* 1,024* 1,060* 1,138* 1,180* 1,222* 1,264* 1,306* 1,348*	B5 B4 B3	PONVERSION FR resent Scale £ 747 780 816 855 894 933 972 1,011 1,050 1,089 1,128 1,170 1,212 1,254 1,299 1,344	Prop	1,096  1,138 1,180 1,222 1,264 1,306 1,348
B5 B4 B3	£ 747 780 816 855 894 933 972 1,011 1,050 1,089 1,128 1,170 1,212 1,254 1,299	Propo E.O.3 (E.O.2)	seed Scale £ 670 700 730 760 790 820 (850) 880* 916* 952* 988* 1,024* 1,060* 1,138* 1,180* 1,222* 1,264* 1,306*	B5 B4 B3	PONVERSION FR resent Scale £ 747 780 816 855 894 933 972 1,011 1,050 1,089 1,128 1,170 1,212 1,254 1,299 1,344 1,389	OM B5-1	1,096  1,138 1,180 1,222 1,264 1,306 1,348 1,390*
B5 B4 B3	£  747 780 816  855 894 933 972 1,011 1,050 1,089 1,128 1,170 1,212 1,254 1,299 1,344 1,389	Propo E.O.3 (E.O.2) (E.O.1)	seed Scale £ 670 700 730 760 790 820 (850) 880* 916* 952* 988* 1,024* 1,060* 1,138* 1,180* 1,222* 1,264* 1,306* 1,348* 1,390* 1,442* 1,494*	B5 B4 B3	PONVERSION FR resent Scale £ 747 780 816 855 894 933 972 1,011 1,050 1,089 1,128 1,170 1,212 1,254 1,299 1,344	Prop	1,096  1,138 1,180 1,222 1,264 1,306 1,348 1,390* 1,442* 1,494*
B5 B4 B3 B2	£ 747 780 816 855 894 933 972 1,011 1,050 1,089 1,128 1,170 1,212 1,254 1,299 1,344 1,389 1,440 1,494	Propo E.O.3 (E.O.2) (E.O.1)	seed Scale £ 670 700 730 760 790 820 (850) 880* 916* 952* 988* 1,024* 1,060* 1,138* 1,180* 1,222* 1,264* 1,306* 1,348* 1,390* 1,442* 1,494* (1,546)	B5 B4 B3 B2	PONVERSION FR  resent Scale £ 747 780 816 855 894 933 972 1,011 1,050 1,089 1,128 1,170 1,212 1,254 1,299 1,344 1,389 1,440 1,494	Prop	1,096  1,096  1,138 1,180 1,222 1,264 1,306 1,348 1,390* 1,442* 1,494* (1,546)
B5 B4 B3 B2	£  747 780 816  855 894 933 972 1,011 1,050 1,089 1,128 1,170 1,212 1,254 1,299 1,344 1,389 1,440 1,494 1,551	Propo E.O.3 (E.O.2) (E.O.1)	seed Scale £ 670 700 730 760 790 820 (850) 880* 916* 952* 988* 1,024* 1,060* 1,138* 1,180* 1,222* 1,264* 1,306* 1,348* 1,390* 1,442* 1,494* (1,546) 1,598*	B5 B4 B3 B2	PONVERSION FR  Tesent Scale  £  747  780  816  855  894  933  972  1,011  1,050  1,089  1,128  1,170  1,212  1,254  1,299  1,344  1,389  1,440  1,494  1,551	Prop	1,096  1,138 1,180 1,222 1,264 1,306 1,348 1,390* 1,442* 1,494* (1,546) 1,598*
B5 B4 B3 B2	£ 747 780 816 855 894 933 972 1,011 1,050 1,089 1,128 1,170 1,212 1,254 1,299 1,344 1,389 1,440 1,494	Propo E.O.3 (E.O.2) (E.O.1)	seed Scale £ 670 700 730 760 790 820 (850) 880* 916* 952* 988* 1,024* 1,060* 1,138* 1,180* 1,222* 1,264* 1,306* 1,348* 1,390* 1,442* 1,494* (1,546)	B5 B4 B3 B2	PONVERSION FR  resent Scale £ 747 780 816 855 894 933 972 1,011 1,050 1,089 1,128 1,170 1,212 1,254 1,299 1,344 1,389 1,440 1,494	Prop	1,096  1,096  1,138 1,180 1,222 1,264 1,306 1,348 1,390* 1,442* 1,494* (1,546)

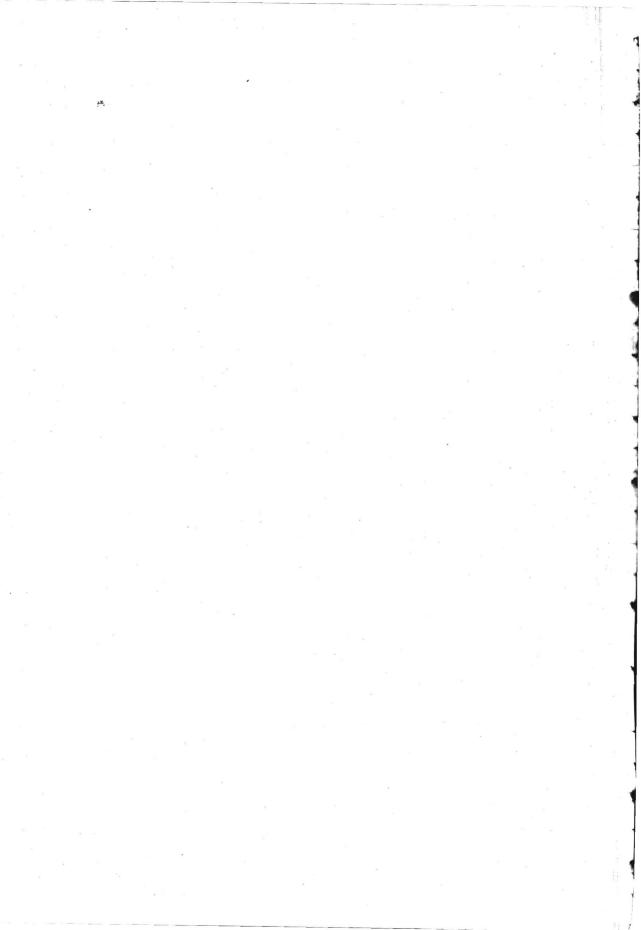
Conversion Table No. 18	Conversion Table No. 20 Conversion from B4-3 to E.O.1		
Conversion from B5-1 to C.E.O.	Present Scale Proposed Scale £		
Present Scale Proposed Scale	B4 972 1,011		
£	1,050 E.O.1 1,096		
B5 747 780 816 855 894	B3 1,128 1,138 1,170 1,180 1,212 1,222 1,254 1,264 (1,306) (1348)		
933 B4 972 1,011	Conversion Table No. 21 CONVERSION FROM B4–2 TO E.O.2		
1,050 CEO 1,390 1,089 B3 1,128 1,170	Present Scale Proposed Scale £		
1,170 1,212 1,254 B2 1,299	E.O.2 850 880 916		
1,344 1,389	B4 972 988 1,011 1,024		
B1 1,494 1,494 (1,546)	1,050 1,060 1,089 E.O.1 1,096* B3 1,128 1,138*		
1,551 1,598 1,611 1,611* 1,671 1,671*	1,170 1,180* 1,212 1,222* 1,254 1,264* B2 1,299 1,306* 1,344 1,348* 1,389 (CEO) 1,390* 1,440 1,442*		
Conversion Table No. 19	(1,494) (1,546) (1,598)		
Conversion from B4–3 to E.O.2	Conversion Table No. 22		
Present Scale Proposed Scale	Conversion from B4–2 to E.O.1		
£	Present Scale Proposed Scale £		
E.O.2 850 880 916	B4 972 1,011 1,050 1,089 E.O.1 1,096		
952 988 1,011 1,050 1,060	B3 1,128 1,138 1,170 1,180 1,212 1,222 1,254 1,264		
1,089 (E.O.1) 1,096* 1,128 1,138* 1,170 1,180* 1,212 1,222* 1,254 1,264* (1,306) (1,348)	B2 1,299 1,306 1,344 1,348 1,389 (CEO) 1,390* 1,440 1,442* (1,494) (1,546) (1,598)		

	Conversion Table No. 23			Conversion Table No. 26			
C	ONVERSION I	гом ВЗ	то Е.О.1	Co	NVERSION FRO	ом В3-1	то С.Е.О.
Pro	esent Scale £		osed Scale		resent Scale £	Prop	oosed Scale £
В3	1,128 1,170 1,212 1,254	E.O.1	1,096 1,138 1,180 1,222 1,264 (1,306) (1,348)	B3 B2	1,128 1,170 1,212 1,254 1,299 1,344 1,389	CEO	1,390
		-56		B1	1,440 1,494		1,442 1,494 (1,546)
Co	Conversion  NVERSION FR				1,551 1,611 1,671		1,598 1,611* 1,671*
Pr	esent Scale £	Prop	posed Scale £		Conversion	n Table I	No. 27
В3	1,128	E.O.1	1,096 1,138	C	ONVERSION FE	<b>ROM B2</b> —	1 то Е.О.1
Do	1,170 1,212		1,180	P	resent Scale	Prop	osed Scale
B2	1,212 1,254 1,299		1,222 1,264 1,306		£	E.O.1	£ 1,096
52	1,344 1,380 1,440	(CEO)	1,348 1,390* 1,442* (1,494) (1,546) (1,598)	B2	1,299 1,344 1,389	(CEO)	1,138 1,180 1,222 1,264 1,306 1,348 1,390
				B1	1,440 1,494		1,442 1,494
	Conversion	n Table N	No. 25		1,551		(1,546) 1,598
Co	NVERSION FR	юм В3-1	1 то Е.О.1		1,611 1,671		1,611* 1,671*
Pro	esent Scale £	Prop	osed Scale £		Conversion	ı Table N	No. 28
В3	1,128	E.O.1	1,096	CC	NVERSION FR		
ВЗ	1,170 1,212		1,138 1,180 1,222		resent Scale		osed Scale
B2	1,254 1,299		1,264	D2	£		£
DZ	1,344 1,389	(CEO)	1,306 1,348 1,390	B2	1,299 $1,344$ $1,389$	CEO	1,390
B1	1,440 1,494		1,442 1,494 (1,546)	B1	1,440 1,494		1,442 1,494 (1,546)
	1,551 1,611 1,671		1,598 1,611* 1,671*		1,551 1,611 1,671		1,598 1,611* 1,671*

Convers	Conversion Table No. 29  Conversion From B2 to E.O.1  Present Scale  £  E.O.1 1.096		Conve	rsion Table	No. 30
Conversion	N FROM B2 TO E.O.1		Conversion	ON FROM B1	то С.Е.О.
_	- · · · · · · · · · · · · · · · · · · ·	Pi	resent Sco	ale Pro	posed Scale
~	E.O.1 1,096		£		£
B2 1,299 1,344 1,389 1,440	1,138 1,180 1,222 1,264 1,306 1,348 (CEO) 1,390* 1,442* (1,494) (1,546) (1,598)	B1	1,494 1,551 1,611 1,671	CEO	1,390 1,442 1,494 (1,546) 1,598 1,611* 1,671*

### **CONVERSION TABLES**

B Scale to T.O. Scale



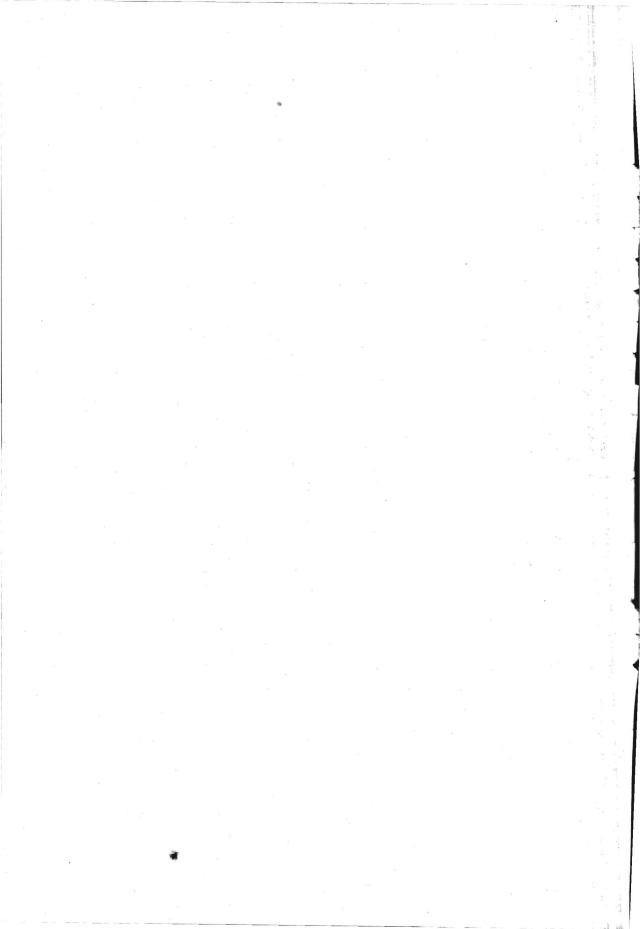
Conversion	Conversion Table No. 31			Conversion Table No. 33			
CONVERSION FR	ком В5-4 то Т.О.3	Co	ONVERSION F	rом <b>В5</b> -3	то Т.О.3		
Present Scale	Proposed Scale	Pr	esent Scale	Prop	osed Scale		
£	£	,	£		£		
B5 747 780 816 855 894 933 B4 972 1,011 1,050 1,089	T.O.3 600 620 640 670 700 730 760 790 820 (T.O.2) (850) 880* 916* 952* 988* 1,024* 1,060* (T.O.1) 1,096 (1,138) (1,180) (1,122) (1,264) (1,306) (1,348)	B5 B4 B3	747 780 816 855 894 933 972 1,011 1,050 1,089 1,128 1,170 1,212 1,254	T.O.3 (T.O.2)	600 620 640 670 700 730 760 790 820 (850) 880* 916* 952* 988* 1,024* 1,060* 1,138* 1,180* 1,222* 1,264* (1,306) (1,348)		
Conversion	n Table No. 32	i.	Conversio	n Table N	No. 34		
Conversion F	ком В5-4 то Т.О.2	Co	ONVERSION F	ROM <b>B5</b> –3	то Т.О.2		
Present Scale	Proposed Scale	Pr	esent Scale	Prop	osed Scale		
£	£		£		£		
B5 747 780 816 855 894 933 B4 972 1,011 1,050 1,089	T.O.2 850  880 916 952 988 1,024 1,060 (T.O.1) 1,096* (1,138) (1,180) (1,212) (1,264) (1,306) (1,348)	B5 B4 B3	747 780 816 855 894 933 972 1,011 1,050 1,089 1,128 1,170 1,212 1,254		850 880 916 952 988 1,024 1,060 1,096* 1,138* 1,180* 1,222* 1,264* (1,306) (1,348)		

	Conversio	on Table No. 35	Conversion Table No. 37			
C	ONVERSION F	rom B5-3 то T.O.1	C	ONVERSION F	гом <b>В</b> 5-	2 то Т.О.2
P	resent Scale	Proposed Scale	P	resent Scale	Pro	posed Scale
	£	£		£		£
B5	747 780 816 855		В5	747 780 816 855	T.O.2	850 880
B4	894 \ 933 \ 972 \ 1,011 \ 1,050 \	T.O.1 1,096	В4	894 933 972 1,011		916 952 988 1,024
В3	1,089 J 1,128 1,170 1,212 1,254	1,138 1,180 1,222 1,264	В3	1,050 1,089 1,128 1,170 1,212	(T.O.1)	1,060 1,096* 1,138* 1,180* 1,222*
	1,234	(1,306) (1,348)	B2	1,254 1,299 1,344 1,389	(CTO)	1,264* 1,306* 1,348* 1,390*
	Conversio	n Table No. 36		1,440	(010)	1,442*
C	ONVERSION F	rom B5-2 то T.O.3				(1,494) (1,546)
						(1,598)
P	resent Scale £	Proposed Scale £				
	.~	T.O.3 600		Conversio	n Table l	No. 38
		620 640	C	ONVERSION F	rom <b>B</b> 5-2	2 то Т.О.1
		670 700	P	resent Scale	Prop	oosed Scale
De	7.47	730		£		£
B5	747 780 816 855 894 933	760 790 820 (T.O.2) (850) 880* 916* 952*	B5	747 780 816 855 894 933	T.O.1	1,096
B4	972 1,011 1,050 1,089	988* 1,024* 1,060* (T.O.1) 1,096*	B4	972 1,011 1,050 1,089	1.0.1	1,000
В3	1,128 1,170 1,212 1,254	1,138* 1,180* 1,222* 1,264*	В3	1,128 1,170 1,212 1,254		1,138 1,180 1,222 1,264
B2	1,299 1,344 1,389 1,440	1,306* 1,348* (CTO) 1,390* 1,442* (1,494) (1,546) (1,598)	B2	1,299 1,344 1,389 1,440	(CTO)	1,306 1,348 1,390* 1,442* (1,494) (1,546) (1,598)

	Conversion	n Table N	No. 39	. 1		Conversion	n Table	No. 42
	ONVERSION F				Co	ONVERSION F	ком В4-	2 то Т.О.1
$P_{l}$	resent Scale £	Prop	osed Scale £		Pr	esent Scale	Pro	posed Scale
	~	T.O.2	850		В4	£ 972 \		£
			880 916			1,011	T O 1	1.007
D4	072		952			1,050 1,089	T.O.1	1,096
<b>B</b> 4	972 1,011		988 1,024		<b>B</b> 3	1,128 1,170		1,138 1,180
	1,050 1,089	(T O 1)	1,060			1,212		1,222
<b>B3</b>	1,128	(T.O.1)	1,096* 1,138*		B2	1,254 1,299		1,264 1,306
	1,170		1,180*		DZ	1,344		1,348
	1,212 1,254		1,222* 1,264*			1,389	(CTO)	1,390*
	1,25		(1,306)			1,440		1,442* (1,494)
			(1,348)					(1,546)
	Conversio	n Table N	lo. 40					(1,598)
C	ONVERSION F	ROM <b>B</b> 4-3	то Т.О.1			Conversion	n Table	No. 43
$P_{i}$	resent Scale £	Prop	osed Scale		C	ONVERSION F		
<b>B</b> 4	972		£			esent Scale		posed Scale
	1,011	T O 1	1.006			£		£
	1,050 1,089	T.O.1	1,096		В3	1 120	T.O.1	1,096 1,138
<b>B</b> 3	1,128		1,138		ВЗ	1,128 1,170		1,138
	1,170		1,180			1,212		1,222
	1,212 1,254		1,222 1,264	1	Da	1,254		1,264
	1,234		(1,306)		B2	1,299 1,344		1,306 1,348
			(1,348)	1		1,389	CTO	1,390*
	Conversio	n Table N	Jo. 41			1,440		1,442*
C	ONVERSION F							(1,494) (1,546)
	resent Scale		osed Scale					(1,598)
1,	£	-	£					
		T.O.2	850 880			Conversion		
			916		Co	ONVERSION F	<b>гом В2</b> -	1 то Т.О.1
B4	072		952		Pr	esent Scale	Pro	posed Scale
B4	972 1,011		988 1,024			£	T.O.1	1,096
	1,050		1,060				1.0.1	1,138
	1,089	(T.O.1)	1,096*					1,1/80
<b>B</b> 3	1,128 1,170		1,138* 1,180*					1,222 1,264
	1,212		1,222*		<b>B2</b>	1,299		1,306
	1,254		1,264*			1,344		1,348
<b>B2</b>	1,299		1,306*			1,389	(CTO)	1,390*
	1,344 1,389	(CTO)	1,348* 1,390*		B1 ·	1,440 1,494		1,442* 1,494*
	1,440	(010)	1,442*					(1,546)
	100		(1,494)			1,551		1,598*
			(1,546) (1,598)			1,611 1,671		1,611* 1,671*
	9		(1,0)0)	1		1,0/1		1,0/1

	Conversion Table No. 45				Conversion Table No. 46				
Conversion from B2–1 to C.T.O.				Conversion from B1 to C.T.O.					
Pr	esent Scale	Pro	posed Scale						
	£		£		Pr	esent Scale.	Pro	posed Scale	2
B2	1,299	СТО	1,390			£		£	
	1,389	0.0	1,570	ĺ			CTO	1,390	
	1,440		1,442	1				1,442	
<b>B</b> 1	1,494		1,494		B1	1,494		1,494	
	-,		(1,546)					(1,546)	
	1,551		1,598	- 1		1,551		1,598	
	1,611		1,611*			1,611		1,611*	
	1.671		1.671*	i		1,671		1,671*	

# CONVERSION TABLES C Scale to E.O. Scale



Conversion Table No. 4	7		Conversion		
Conversion from C6—5 to	E.O.3		ersion fro		sed Scale
C5 687 76 717 77 747 76 780 77 816 85  Conversion Table No. 4	70 000 30 60 90 220	C5	£ 687 717 747 780 816 855 894 933 972 1,011	E.O.3 (E.O.2)	£ 670 700 730 760 790 820 (850) 880* 916* 952* 988* 1,024* 1,060)
Conversion from C6—4 to	E.O.3		Conversion	Table No	51
December Control	. C1-	Conv	ERSION FRO	м С5-4	то Е.О.2
Present Scale Proposed		Pres	ent Scale	Propo	sed Scale
£		C5	£ 687)		£
C5 687 70 717 7.	70 00 30 60	CJ	717 747 780 816	E.O.2	850
	90	C4	855		880
	20		894		916
	50)		933		952
	80*		972		988
	16*		1,011		1,024 1,060
	52* 88*				1,000
1,011 1,0			Conversion	Table No	o. 52
(1,0	60)	Conv	ERSION FRO	м С5-3	то Е.О.3
		Pres	ent Scale £	Propo	sed Scale £
Conversion Table No. 4	9		~	E.O.3	670
Conversion Table 140. 4	. (	C5	687		700
Conversion from C6-4 to	E.O.2		717		730
			747		760
Present Scale Proposed	Scale		780 816		790 820
£			010	(E.O.2)	(850)
C6 633)		C4	855	(2.0.2)	830*
657			894		916*
C5 687			933		952*
	50		972 1,011		988*
747 780			1,011		1,024 <b>*</b> 1,060*
816			1,030	(E.O.1)	1.095*
C4 855 88	30		1,128		1,138*
894 9:	16		1,170		1,180*
	52				1,222)
	38			(	1,264)
1,011 1,02 1,06				(	1,306) 1,348)

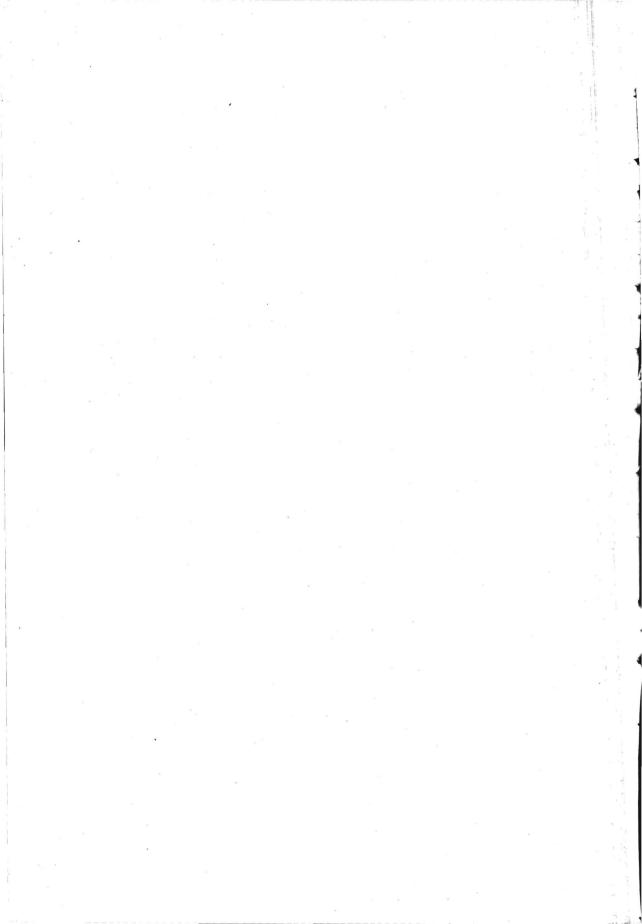
Conversion	on Table No. 53		Conversion	Table No. 55
		Convei	RSION FRO	ом C5—2 то E.O.3
Conversion fr	ком С5—3 то Е.О.2	Preser	nt Scale £	Proposed Scale
Decree Cont	Diamond Coals			E.O.3 670
Present Scale	Proposed Scale		687	700
£	£		717	730 760
			747 780	790
C5 687			816	820
717	F 0.2 050		010	(E.O.2) (850)
.747	E.O.2 850	C4	855	880*
780 816			894	916*
C4 855	880		933	952*
894	916		972	988*
933	952		011	1,024*
972	988		050	1,060* (E.O.1) 1,096*
1,011	1,024		089 128	1,138*
C.3 1,050	1,060		170	1,180*
1,089	(E.O.1) 1,096*	C2 1,	212	1,222*
1,128	1,138*	1.	254	1,264*
1,170	1,180* (1,222)	1,	299	1,306*
	(1,264)	1.	344	1,348*
	(1,306)	1,	389	(CEO) -1,390*
	(1,348)			(1,442)
	, , ,			(1,494) (1,546)
				(1,598)
		1		(1,570)
				χ.
	i		Conversion	n Table No. 56
Conversion	on Table No. 54	1		
Conversion	on Table No. 54	CONVE	RSION FRO	ом С5—2 то Е.О.2
		CONVE	asion fro	OM C5—2 TO E.O.2  Proposed Scale
	on Table No. 54	Conve	RSION FRO nt Scale £	ом С5—2 то Е.О.2
Conversion fr	ком С5—3 то Е.О.1	Conve Presen	asion from the state of the sta	OM C5—2 TO E.O.2  Proposed Scale
		Conve Presen	RSION FRO nt Scale £	OM C5—2 TO E.O.2  Proposed Scale
Conversion fr	ROM C5—3 TO E.O.1  Proposed Scale	Conve Presen	RSION FRO nt Scale £ 687 717	Proposed Scale
Conversion fr	ком С5—3 то Е.О.1	Conve Presen	ESION FRO nt Scale £ 687 717 747 780 816	Proposed Scale £  E.O.2 850
CONVERSION FR  Present Scale  £  C5 687	ROM C5—3 TO E.O.1  Proposed Scale	Conve Presen	RSION FRO nt Scale £ 687 717 747 780 816 855	DM C5—2 TO E.O.2  **Proposed Scale £*  E.O.2 850  880
CONVERSION FR  Present Scale  £  C5 687 717	ROM C5—3 TO E.O.1  Proposed Scale	Conver Presen	RSION FROM the Scale & 687 717 747 747 780 816 855 894	E.O.2 850  880 916
CONVERSION FR  Present Scale  £  C5 687 717 747	ROM C5—3 TO E.O.1  Proposed Scale	Conver Presen	RSION FROM the Scale & 687 717 747 7780 816 855 894 933	E.O.2 850  880 916 952
CONVERSION FR  Present Scale  £  C5 687 717 747 747 780	ROM C5—3 TO E.O.1  Proposed Scale	Conver Present C5	RSION FROM the Scale of the Sca	E.O.2 850  880 916 952 988
CONVERSION FR  Present Scale  £  C5 687 717 747 780 816	ROM C5—3 TO E.O.1  Proposed Scale £	CONVE Presen C5	RSION FROM the Scale of the Sca	E.O.2 850  880 916 952 988 1,024
CONVERSION FR  Present Scale  £  C5 687 717 747 780 816 C4 855	ROM C5—3 TO E.O.1  Proposed Scale	CONVER Present C5	RSION FROM the Scale of the Sca	E.O.2 850  880 916 952 988 1,024 1,060 (E.O.1) 1.096*
CONVERSION FR  Present Scale  £  C5 687 717 747 780 816 C4 855 894	ROM C5—3 TO E.O.1  Proposed Scale £	CONVER Present C5  C4  C3 1  1	RSION FROM the Scale of the Sca	E.O.2 850  880 916 952 988 1,024 1,060 (E.O.1) 1,096* 1.138*
CONVERSION FR  Present Scale  £  C5 687 717 747 780 816 C4 855 894 933	ROM C5—3 TO E.O.1  Proposed Scale £	CONVER Present C5  C4  C3 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	ESION FRO nt Scale £ 687 717 747 780 816 855 894 933 972 ,011 ,050 ,089 ,128 ,170	E.O.2 850  880 916 952 988 1,024 1,060 (E.O.1) 1,096* 1,138* 1,180*
CONVERSION FR  Present Scale  £  C5 687 717 747 780 816 C4 855 894 933 972	ROM C5—3 TO E.O.1  Proposed Scale £	CONVER Present C5  C4  C3 1 1 1 1 1 C2 1	RSION FROM the Scale &	E.O.2 850  E.O.2 850  880 916 952 988 1,024 1,060 (E.O.1) 1,096* 1,138* 1,180* 1,222*
CONVERSION FR  Present Scale  £  C5 687 717 747 780 816 C4 855 894 933	ROM C5—3 TO E.O.1  Proposed Scale £	CONVE Present C5 C4 C3 1 1 1 1 1 C2 1 1	RSION FRO nt Scale £ 6887 717 747 780 816 855 894 933 972 ,011 ,050 ,089 ,128 ,170 ,212 ,254	E.O.2 850  E.O.2 850  880 916 952 988 1,024 1,060 (E.O.1) 1,096* 1,138* 1,180* 1,222* 1,264*
CONVERSION FR  Present Scale  £  C5 687 717 747 780 816 C4 855 894 933 972 1,011 C3 1,050 1,089	Proposed Scale £  E.O.1 1,096	CONVER Present C5  C4  C3 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	RSION FROM the Scale of the Sca	E.O.2 850  880 916 952 988 1,024 1,060 (E.O.1) 1,096* 1,138* 1,180* 1,222* 1,264* 1,306*
CONVERSION FR  Present Scale  £  C5 687 717 747 780 816 C4 855 894 933 972 1,011 C3 1,050 1,089 1,128	Proposed Scale £  E.O.1 1,096	CONVER Present C5  C4  C3 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	RSION FROM the Scale of the Sca	E.O.2 850  880 916 952 988 1,024 1,060 (E.O.1) 1,096* 1,138* 1,180* 1,222* 1,264* 1,306* 1,348*
CONVERSION FR  Present Scale  £  C5 687 717 747 780 816 C4 855 894 933 972 1,011 C3 1,050 1,089	Proposed Scale £  E.O.1 1,096	CONVER Present C5  C4  C3 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	RSION FROM the Scale of the Sca	E.O.2 850  E.O.2 850  880 916 952 988 1,024 1,060 (E.O.1) 1,096* 1,138* 1,180* 1,222* 1,264* 1,306* 1,348* (CEO) 1,390*
CONVERSION FR  Present Scale  £  C5 687 717 747 780 816 C4 855 894 933 972 1,011 C3 1,050 1,089 1,128	E.O.1 1,096  1,138 1,180 1,222	CONVER Present C5  C4  C3 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	RSION FROM the Scale of the Sca	E.O.2 850  E.O.2 850  880 916 952 988 1,024 1,060 (E.O.1) 1,096* 1,138* 1,180* 1,222* 1,264* 1,306* 1,348* (CEO) 1,399* (1,442)
CONVERSION FR  Present Scale  £  C5 687 717 747 780 816 C4 855 894 933 972 1,011 C3 1,050 1,089 1,128	E.O.1 1,096  1,138 1,180 1,222 1,264	CONVER Present C5  C4  C3 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	RSION FROM the Scale of the Sca	E.O.2 850  E.O.2 850  880 916 952 988 1,024 1,060 (E.O.1) 1,096* 1,138* 1,180* 1,222* 1,264* 1,306* 1,348* (CEO) 1,390* (1,442) (1,494)
CONVERSION FR  Present Scale  £  C5 687 717 747 780 816 C4 855 894 933 972 1,011 C3 1,050 1,089 1,128	E.O.1 1,096  1,138 1,180 1,222	CONVER Present C5  C4  C3 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	RSION FROM the Scale of the Sca	E.O.2 850  E.O.2 850  880 916 952 988 1,024 1,060 (E.O.1) 1,096* 1,138* 1,180* 1,222* 1,264* 1,306* 1,348* (CEO) 1,399* (1,442)

	Conversion	n Table N	lo. 57	Cox	Conversion		
Co	NVERSION FRO	ом С5—2	2 то E.O.1		NVERSION FR		osed Scale
Pi	resent Scale	Prop	osed Scale		£	2.00	£
	£	1	£	C5	687		
C5	687				717   747 >	E.O.2	850
	717				780	E.U.2	830
	747				816		
	780			C4	855		880
C4	816   855	E.O.1	1,096		894		916
C4	894	E.O.1	1,090		933		952
	933				972		988
	972			C3	1,011 1,050		1,024 1,060
	1,011			CS	1,030	(E.O.1)	
C3	1,050				1,128	(2.0.1)	1,138*
	1,089 J		1 120		1,170		1,180*
	1,128 1,170		1,138 1,180	C2	1,212		1,222*
C2	1,212		1,222		1,254		1,264*
	1,254		1,264		1,299		1,306*
	1,299		1,306		1,344 1,389	(CEO)	1,348* 1,390*
	1,344	(	1,348	C1	1,440	(CLO)	1,442*
	1,389	(CEO)	1,390*		1,494		1,494*
				*	,		(1,546)
	,Conversion	n Table N	lo. 58		1,551		1,598*
Co	NVERSION FRO	ом С5—1	то Е.О.3		1,611		1,611*
	I TELEBIOIT III	0			1,671		1,671*
D.	ungant Caala	Duan	and Canla		~ .		
Pi	resent Scale	Prop	osed Scale		Conversio		
Pi	resent Scale £	-	£		NVERSION FR	ом С5—	1 то E.O.1
	£	Propo	£ 670		nversion fr esent Scale	ом С5—	1 TO E.O.1 osed Scale
<i>Pi</i> C5	£ 687	-	£ 670 700	Pr	NVERSION FR resent Scale £	ом С5—	1 то E.O.1
	£	-	£ 670		nversion fr esent Scale	ом С5—	1 TO E.O.1 osed Scale
	£ 687 717 747 780	-	£ 670 700 730 760 790	Pr	NVERSION FR resent Scale £ 687 717 747	ом С5—	1 TO E.O.1 osed Scale
	£ 687 717 747	E.O.3	£ 670 700 730 760 790 820	Pr	NVERSION FR resent Scale £ 687 717 747 780	ом С5—	1 TO E.O.1 osed Scale
C5	£ 687 717 747 780 816	-	£ 670 700 730 760 790 820 (850)	C5	NVERSION FR sesent Scale £ 687 717 747 780 816	OM C5— Prop	1 то E.O.1 osed Scale £
	£ 687 717 747 780 816	E.O.3	£ 670 700 730 760 790 820 (850) 880*	Pr	NVERSION FR esent Scale £ 687 717 747 780 816 855	ом С5—	1 TO E.O.1 osed Scale
C5	£ 687 717 747 780 816 855 894	E.O.3	£ 670 700 730 760 790 820 (850) 880* 916*	C5	NVERSION FR esent Scale £ 687 717 747 780 816 855 894	OM C5— Prop	1 то E.O.1 osed Scale £
C5	£ 687 717 747 780 816	E.O.3	£ 670 700 730 760 790 820 (850) 880*	C5	NVERSION FR esent Scale £ 687 717 747 780 816 855 894 933	OM C5— Prop	1 то E.O.1 osed Scale £
C5	£ 687 717 747 780 816 855 894 933 972 1,011	E.O.3	£ 670 700 730 760 790 820 (850) 880* 916* 952* 988* 1,024*	Pr C5 C4	NVERSION FR esent Scale £ 687 717 747 780 816 855 894 933 972 1,011	OM C5— Prop	1 то E.O.1 osed Scale £
C5	£ 687 717 747 780 816 855 894 933 972 1,011 1,050	E.O.3 (E.O.2)	£ 670 700 730 760 790 820 (850) 880* 916* 952* 988* 1,024* 1,060*	C5	NVERSION FR esent Scale £ 687 717 747 780 816 855 894 933 972 1,011 1,050	OM C5— Prop	1 то E.O.1 osed Scale £
C5	£ 687 717 747 780 816 855 894 933 972 1,011 1,050 1,089	E.O.3	£ 670 700 730 760 790 820 (850) 880* 916* 952* 988* 1,024* 1,060* 1,096*	Pr C5 C4	NVERSION FR esent Scale £ 687 717 747 780 816 855 894 933 972 1,011 1,050 1,089	OM C5— Prop	1 TO E.O.1 cosed Scale £
C5	£ 687 717 747 780 816 855 894 933 972 1,011 1,050 1,089 1,128	E.O.3 (E.O.2)	£ 670 700 730 760 790 820 (850) 880* 916* 952* 988* 1,024* 1,060* 1,096* 1,138*	Pr C5 C4	NVERSION FR esent Scale £ 687 717 747 780 816 855 894 933 972 1,011 1,050 1,089 1,128	OM C5— Prop	1 то Е.О.1 cosed Scale £ 1,096
C5 C4 C3	£ 687 717 747 780 816 855 894 933 972 1,011 1,050 1,089 1,128 1,170	E.O.3 (E.O.2)	£ 670 700 730 760 790 820 (850) 880* 916* 952* 988* 1,024* 1,060* 1,096* 1,138* 1,180*	C5 C4 C3	NVERSION FR esent Scale £ 687 717 747 780 816 855 894 933 972 1,011 1,050 1,089 1,128 1,170	OM C5— Prop	1 то Е.О.1 osed Scale £ 1,096
C5	£ 687 717 747 780 816 855 894 933 972 1,011 1,050 1,089 1,128 1,170 1,212	E.O.3 (E.O.2)	£ 670 700 730 760 790 820 (850) 880* 916* 952* 988* 1,024* 1,060* 1,138* 1,180* 1,222* 1,264*	Pr C5 C4	NVERSION FR esent Scale £ 687 717 747 780 816 855 894 933 972 1,011 1,050 1,089 1,128 1,170 1,212	OM C5— Prop	1 TO E.O.1 osed Scale £  1,096  1,138 1,180 1,222
C5 C4 C3	£ 687 717 747 780 816 855 894 933 972 1,011 1,050 1,089 1,128 1,170 1,212 1,254 1,299	E.O.3 (E.O.2)	£ 670 700 730 760 790 820 (850) 880* 916* 952* 988* 1,024* 1,060* 1,138* 1,180* 1,222* 1,264* 1,306*	C5 C4 C3	NVERSION FR esent Scale £ 687 717 747 780 816 855 894 933 972 1,011 1,050 1,089 1,128 1,170 1,212 1,254 1,299	OM C5— Prop	1,096 1,138 1,138 1,180 1,222 1,264 1,306
C5 C4 C3	£ 687 717 747 780 816 855 894 933 972 1,011 1,050 1,089 1,128 1,170 1,212 1,254 1,299 1,344	E.O.3 (E.O.2)	£ 670 700 730 760 790 820 (850) 880* 916* 952* 988* 1,024* 1,060* 1,138* 1,180* 1,222* 1,264* 1,306* 1,348*	C5 C4 C3	RIVERSION FR  resent Scale  £  687  717  747  780  816  855  894  933  972  1,011  1,050  1,089  1,128  1,170  1,212  1,254  1,299  1,344	OM C5—Prop	1,096 1,138 1,138 1,180 1,222 1,264 1,306 1,348
C5 C4 C3 C2	£ 687 717 747 780 816 855 894 933 972 1,011 1,050 1,089 1,128 1,170 1,212 1,254 1,299 1,344 1,389	E.O.3 (E.O.2)	£ 670 700 730 760 790 820 (850) 880* 916* 952* 988* 1,024* 1,060* 1,096* 1,138* 1,180* 1,222* 1,264* 1,306* 1,348* 1,390*	C5 C4 C3 C2	NVERSION FR esent Scale £ 687 717 747 780 816 855 894 933 972 1,011 1,050 1,089 1,128 1,170 1,212 1,254 1,299 1,344 1,389	OM C5— Prop	1,096 1,138 1,138 1,180 1,222 1,264 1,306 1,348 1,390*
C5 C4 C3	£ 687 717 747 780 816 855 894 933 972 1,011 1,050 1,089 1,128 1,170 1,212 1,254 1,299 1,344 1,389 1,440	E.O.3 (E.O.2)	£ 670 700 730 760 790 820 (850) 880* 916* 952* 988* 1,024* 1,060* 1,138* 1,180* 1,222* 1,264* 1,306* 1,348* 1,390* 1,442*	C5 C4 C3	NVERSION FR esent Scale £ 687 717 747 780 816 855 894 933 972 1,011 1,050 1,089 1,128 1,170 1,212 1,254 1,299 1,344 1,389 1,440	OM C5—Prop	1,096 1,096 1,138 1,180 1,222 1,264 1,306 1,348 1,390* 1,442*
C5 C4 C3 C2	£ 687 717 747 780 816 855 894 933 972 1,011 1,050 1,089 1,128 1,170 1,212 1,254 1,299 1,344 1,389	E.O.3 (E.O.2) (E.O.1)	£ 670 700 730 760 790 820 (850) 880* 916* 952* 988* 1,024* 1,060* 1,138* 1,180* 1,222* 1,264* 1,306* 1,348* 1,390* 1,442* 1,494*	C5 C4 C3 C2	NVERSION FR esent Scale £ 687 717 747 780 816 855 894 933 972 1,011 1,050 1,089 1,128 1,170 1,212 1,254 1,299 1,344 1,389	E.O.1	1,096  1,096  1,138 1,180 1,222 1,264 1,306 1,348 1,390* 1,442* 1,494*
C5 C4 C3 C2	£ 687 717 747 780 816 855 894 933 972 1,011 1,050 1,089 1,128 1,170 1,212 1,254 1,299 1,344 1,389 1,440 1,494	E.O.3 (E.O.2) (E.O.1)	£ 670 700 730 760 790 820 (850) 880* 916* 952* 988* 1,024* 1,060* 1,138* 1,180* 1,222* 1,264* 1,306* 1,348* 1,390* 1,442* 1,494* (1,546) 1,598*	C5 C4 C3 C2	RIVERSION FR  resent Scale  £  687  717  747  780  816  855  894  933  972  1,011  1,050  1,089  1,128  1,170  1,212  1,254  1,299  1,344  1,389  1,440  1,494	E.O.1	1,096  1,096  1,138 1,180 1,222 1,264 1,306 1,348 1,390* 1,442* 1,494* (1,546) 1,598*
C5 C4 C3 C2	£ 687 717 747 780 816 855 894 933 972 1,011 1,050 1,089 1,128 1,170 1,212 1,254 1,299 1,344 1,389 1,440	E.O.3 (E.O.2) (E.O.1)	£ 670 700 730 760 790 820 (850) 880* 916* 952* 988* 1,024* 1,060* 1,138* 1,180* 1,222* 1,264* 1,306* 1,348* 1,390* 1,442* 1,494*	C5 C4 C3 C2	NVERSION FR esent Scale £ 687 717 747 780 816 855 894 933 972 1,011 1,050 1,089 1,128 1,170 1,212 1,254 1,299 1,344 1,389 1,440	E.O.1	1,096  1,096  1,138 1,180 1,222 1,264 1,306 1,348 1,390* 1,442* 1,494*

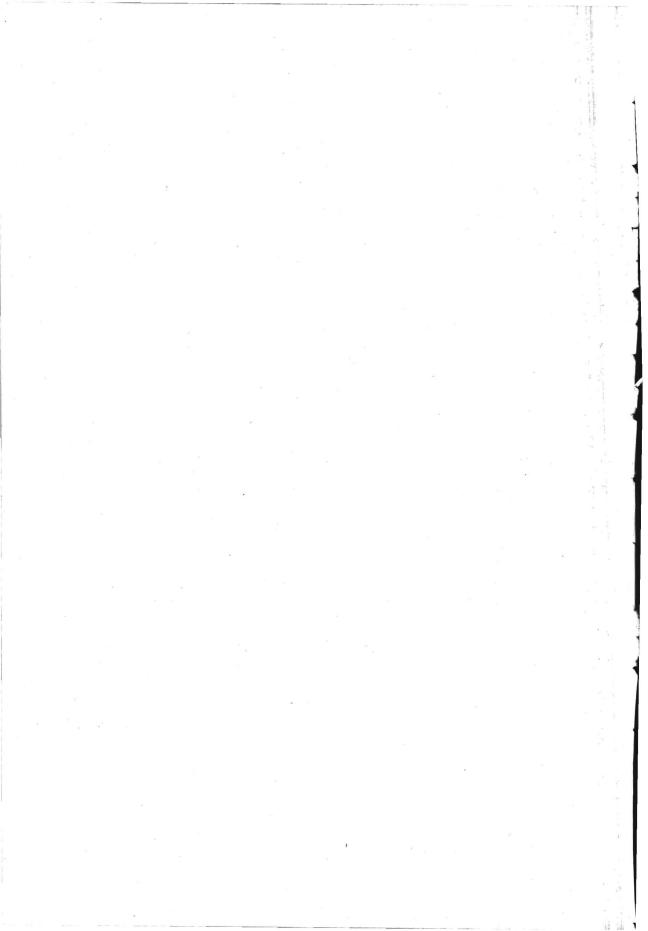
	Conversion	Table No. 61	Conversion Table No. 63			
Con	NVERSION FRO	м С5—1 то С.Е.О.	Conve	RSION FRO	ом С4—3	3 то Е.О.1
Pi	resent Scale	Proposed Scale	Prese	nt Scale	Prop	osed Scale
	£	£		£		£
C5	687 717 747 780 816 855 894		C3 1	855 894 933 972 ,011 ,050 ,089	E.O.1	1,096
C3	972 1,011 1,050 1,089 1,128 1,170	CEO 1,390	1,	,128 ,170		1,138 1,180 1,222 1,264 1,306 1,348
C2	1,212 1,254 1,299 1,344			Conversion	n Table N	io. 64
C1	1,389 J 1,440 1,494	1,442 1,494 (1,546)	Conv	VERSION F	ROM C4	то Е.О.2
	1,551	1,598	Prese	nt Scale	Prop	osed Scale
	1,611 1,671	1,611* 1,671*		£		£
<b>C</b>	Conversion	n Table No. 62	C4	855 894 933 972 ,011	E.O.2	850 880 916 952 988 1,024 1,060
Ρ	resent Scale £	Proposed Scale £		Conversion	n Table N	No. 65
C4	855 894 933 972	E.O.2 850 880 916 952 988		version i ent Scale £		TO E.O.1
C3	1,011 1,050 1,089 1,128 1,170	1,024 1,060 (E.O.1) 1,096* 1,138* 1,180* (1,222) (1,264) (1,306) (1,348)	1	1,050 1,089 1,128 1,170	E.O.1	1,096 1,138 1,180 1,222 1,264 1,306 1,348

Figures in brackets are the points in the scale not affected by this conversion. \*Shadow points.

	Conversion Table No. 66			Conversion Table No. 68			
_				Con	VERSION FRO	ом С2—	1 то С.Е.О.
Con	NVERSION FRO	ом С3—2 то	E.O.1	Pr	esent Scale	Prop	osed Scale
p,	esent Scale	Proposed	Scale		£		£
1,	£	£		C2	1,212 1,254 1,299	CEO	1,390
C3	1,050 $1,089$	E.O.1 1,09	6	- CI	1,344 1,389		
<b>~</b>	1,128 1,170	1,13 1,18	80	C1	1,440 1,494		1,442 1,494 (1,546)
C2	1,212 1,254 1,299 1,344 1,389	1,22 1,26 1,30 1,34 (CEO) 1,39	54 06 18		1,551 1,611 1,671		1,598 1,611* 1,671*
	1,369	(1,44 (1,49	(2)		Conversion		
		(1,54	l6)	C	ONVERSION	FROM C2	то Е.О.1
		(1,59	98)	Pi	resent Scale	Prop	posed Scale
					£		£
			,			E.O.1	1,096 1,138 1,180
	Conversion	n Table No. 6	7	C2	1,212 1,254		1,222 1,264
Co	NVERSION FR	ом С2—1 то	E.O.1		1,299 1,344 1,389	(CEO)	1,306 1,348 1,390*
Pi	resent Scale	Proposed	Scale				(1,442) (1,494)
	£	£					(1,546) (1,598)
		E.O.1 1,09 1,13	8		Conversion	n Table I	No. 70
C2	1,212	1,18 1,22		.Co	ONVERSION F	ком С1	то С.Е.О.
	1,254 1,299	1,26 1,30		Pr	esent Scale	Prop	osed Scale
	1,344	1,34	8		£		£
C1	1,389 1,440 1,494	(CEO) 1,39 1,44 1,49	2* 4*	C1	1,440 1,494	CEO	1,390 1,442 1,494
	1,551 1,611	(1,54 1,59 1,61	8* 1*	0	1,551 1,611		(1,546) 1,598 1,611*
	1,671	1,67	1.	Ī	1,671		1,671*



# CONVERSION TABLES C Scale to T.O. Scale



#### Conversion Table No. 71

CONVERSION	PROM	C6 5	TO	T 0 3	
LONVERSION	FROM	(.0)	TO	1.().5/	•

Present Scale		Proposed Scale		
C6	633	T 0 24	-	
C5	657 } 687 }	T.O.3A	700	
	717		730	
	747		760	
	780		790	
	816		820	
			850	
			880	
			916	
			952	
			988	

#### Conversion Table No. 72

#### Conversion from C6-5 to T.O.3

Present Scale		Proposed Scale		
. ~		T.O.3	600	
			620	
C6	633		640	
	657		670	
C5	687		700	
	717		730	
	747		760	
	780		790	
	816		820	

#### Conversion Table No. 73

#### CONVERSION FROM C6-4 TO T.O.3

Present Scale		Proposed Scale		
	£	£		
		T.O.3	600	
			620	
C6	633		640	
	657		670	
C5	687		700	
	717		730	
	747		760	
	780		790	
	816		820	
		(T.O.2)	(850)	
C4	855		880*	
	894		916*	
	933		952*	
	972		988	
1,011		1,024*		
			(1,060)	

#### Conversion Table No. 74

#### CONVERSION FROM C6-4 TO T.O.2

Present Scale		Proposed Scale		
C6	633		~	
C5	657 687			
	717 \ 747	T.O.2	850	
	780			
~.	816			
C4	855		880	
	894		916	
	933		952	
	972		988	
	1,011		1,024	
			1,060	

#### Conversion Table No. 75

#### CONVERSION FROM C5-4 TO T.O.3

Present Scale		Proposed Scale		
	£		£	
		T.O.3	600	
			620	
			640	
			670	
C5	687		700	
	717		730	
	747		760	
	780		790	
	816		820	
		(T.O.2)	(850)	
C4	855		880*	
	894		916*	
	933		952*	
	972		988*	
	1,011		1,024*	
			(1,060)	

#### Conversion Table No. 76

#### CONVERSION FROM C5-4 TO T.O.2.

Present Scale £		Proposed Scale £		
C5	687		~	
	717	m o o	0.50	
	747 } 780	T.O.2	850	
	816			
C4	855		880	
	894		916	
	933		952	
	972		988	
	1,011		1,024	
			1.060	

9								
Conversion Table No. 77				Conversion Table No. 79				
Con	VERSION FE	ком С5—	3 то Т.О.:	3	CONVERSION FROM C5—3 TO T.O.1			
Pro	esent Scale £	Prop	osed Scale £ 600 620		Pr C5	687 717 747	Prop	posed Scale £
C5 ,	687 717 747 780 816		640 670 700 730 760 790 820		C4	780 816 855 894 933 972	T.O.1	1,096
C4	855 894 933 972	(T.O.2)	820 (850) 880* 916* 952* 988*		C3	1,011 1,050 1,089 1,128 1,170		1,138 1,180 1,222
C3	1,011 1,050 1,089 1,128 1,170	(T.O.1)	1,024* 1,060*					1,264 1,306 1,348
			(1,222) (1,264) (1,306)		Con	Conversion		No. 80 2 TO T.O.3
			(1,348)	1				
				1	Pre	esent Scale £	Prop	osed Scale £
						~	T.O.3	600 620 640
	Conversion	n Table N	lo. 78		C5	687		670 700
Con	NVERSION F	or C5—3	то Т.О.2			717 747		730 760
Pre	esent Scale	Prop	osed Scale			780 816		790 820
C5	£ 687 717 747 780	T.O.2	£ 850	2	C4	855 894 933 972	(T.O.2)	(850) 880* 916* 952* 988*
C4	816 J 855 894 933		880 916 952		C3	1,011 1,050 1,089 1,128	(T.O.1)	1,024* 1,060* 1,096* 1,138*
C3	972 1,011 1,050 1,089 1,128 1,170	(T.O.1)	988 1,024 1,060 1,096* 1,138* 1,180* (1,222)		C2	1,170 1,212 1,254 1,299 1,344 1,389	(CTO)	1,180* 1,222* 1,264* 1,306* 1,348* 1,390* (1,442)
			(1,264) (1,306) (1,348)					(1,494) (1,546) (1,598)

	Cony	version Table No. 81		Conversion Table No. 82			
Conversion from C5—2 to T.O.2			Con	Conversion from C5—2 to T.O.1			
Pi	resent Scale	Proposed Scale	Pr	esent Scale £	Proposed	d Scale £	
C5	687 717 747 780	T.O.2 850	C5	687 717 747 780		~	
C4	816 J 855 894 933 972	880 916 952 988	C4	816 855 894 933 972	T.O.1 1,0	096	
C3	1,011 1,050 1,089 1,128	1,024 1,060 (T.O.1) 1,096* 1,138*	C3	1,011 1,050 1,089 1,128		138	
C2	1,170 1,212 1,254 1,299 1,344	1,180* 1,222* 1,264* 1,306* 1,348*	C2	1,170 1,212 1,254 1,299 1,344	1,2 1,2 1,3	180 222 264 306 348	
	1,389	(CTO) 1,390* (1,442) (1,494) (1,546) (1,598)		1,389	(CTO) 1,3 (1,4 (1,4 (1,5)	390* 442) 494) 546) 598)	

Conversion Table No. 83				Conversion	n Table	No. 84	
Conversion from C5—1 to T.O.3			Co	Conversion from C5—1 to T.C			
Present Scale Proposed Scale £		P	resent Scale £	Proj	posed Scale £		
C5	687	T.O.3	600 620 640 670 700	C5	687 717 747 780	T.O.2	850
CJ	717 747 780 816	(T.O.2)	730 760 790 820 (850)	C4	816 J 855 894 933 972 1,011		880 916 952 988 1,024
C4	855 894 933 972 1,011	(1.0.2)	880* 916* 952* 988* 1,024*	C3	1,050 1,089 1,128 1,170 1,212	(T.O.1)	1,060 1,096* 1,138* 1,180* 1,222*
C3	1,050 1,089 1,128 1,170	(T.O.1)	1,060* 1,096* 1,138* 1,180*		1,254 1,299 1,344 1,389	(CTO)	1,264* 1,306* 1,348* 1,390*
C2	1,212 1,254 1,299 1,344 1,389	(CTO)	1,222* 1,264* 1,306* 1,348* 1,390*	C1	1,440 1,494 1,551		1,442* 1,494* (1,546) 1,598*
C1	1,440 1,494	(CTO)	1,442* 1,494* (1,546)		1,611 1,671		1,611* 1,671*
	1,551 1,611 1,671		1,598* 1,611* 1,671*				

	Conversion	n Table No. 85		Conversio	n Table N	o. 87
Co		ом С5—1 то Т.О.1		NVERSION FR		
P	Present Scale	Proposed Scale	Pi	resent Scale £	Propo	osed Scale £
C5	£ 687 )	£		9	T.O.2	850
C3	717	8	C4	855		880
	747			894		916 952
	780			972		988
C4	816   855			1,011		1,024
	894	T.O.1 1,096	C3	1,050 1,089	(T.O.1)	1,060
	933			1,128	(1.0.1)	1,138*
	972			1,170		1,180*
C3	1,050					(1,222) (1,264)
	1,089 J	1				(1,306)
	1,128 1,170	1, 62				(1,348)
C2	1,212	1,222		Conversio	n Toblo N	. 99
	1,254	1,264	Co	NVERSION FR		
	1,299 1,344	1,306 1,348		resent Scale		osed Scale
	1,389	(CTO) 1,390*		£	T.O.2	£ 850
C1	1,440	1,442*			1.0.2	880
	1,494	1,494* (1,546)				916
	1,551	1,598*				952 988
	1,611	1,611*				1,024
	1,671	1,671*	C3	1,050		1,060
	Conversio	n Table No. 86		1,089	(T.O.1)	1,096* 1,138*
Co	NVERSION FRO	ом C5—1 то С.Т.О.		1,128 1,170		1,180*
F	Present Scale	Proposed Scale	C2	1,212		1,222*
C5	£ 687¶	£		1,254 1,299		1,264* 1,306*
CJ	717			1,344		1,348*
	747			1,389		1,390*
*	780 816					(1,442) (1,494)
C4	855					(1,546)
	894					(1,598)
	933   972			Conversion	n Table N	0. 89
	1,011 >	CTO 1,390		NVERSION FR	ом С3—2	2 то <b>Т</b> .О.1
C3	1,050		Pi	resent Scale £	Propo	sed Scale £
	1,089 1,128		C3	1,050	T.O.1	1,096
	1,170			1,089		
C2	1,212 1,254			1,128 1,170		1,138 1,180
	1,299		C2	1,170		1,222
	1,344		120	1,254		1,264
C1	1,389 J 1,440	1,442		1,299 1,344		1,306 1,348
	1,494	1,494		1,389	(CTO)	1,390*
	1 551	(1,546)				(1,442)
	1,551 1,611	1,598 1,611*			4	(1,494) (1,546)
	1,671	1,671*		(4)		(1,598)
	T 1					

#### Conversion from C2—1 to T.O.1

F	Present Scale	Proposed Scale			
	L	T.O.1	1,096		
		*	1,138		
00	1.010		1,180		
C2	1,212		1,222		
	1,254		1,264		
	1,299		1,306		
	1,344		1,348		
	1,389	(CTO)	1,390*		
C1	1,440		1,442*		
	1,494		1,494*		
			(1,546)		
	1,551		1,598*		
	1,611		1,611*		
	1,671		1,671*		

#### Conversion Table No. 92

#### Conversion from C2 to T.O.1

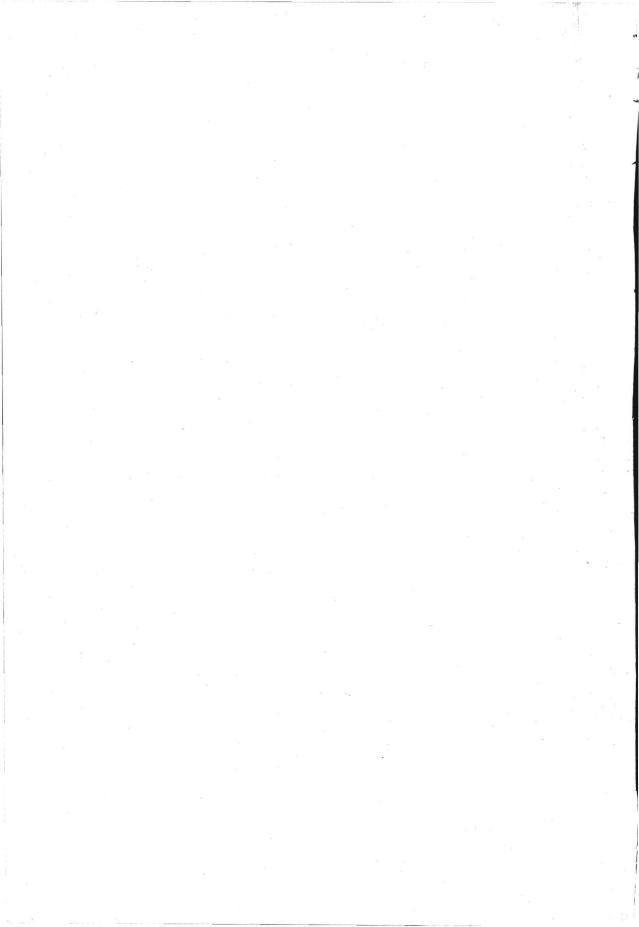
Present Scale	Proposed Scale			
C2 1,212 1,254 1,299 1,344 1,389	T.O.1 (CTO)	1,096 1,138 1,180 1,222 1,264 1,306 1,348 1,390* (1,442) (1,442) (1,546) (1,598)		

#### Conversion Table No. 91

#### CONVERSION FROM C2-1 TO C.T.O.

Present Scale		Proposed Scale			Conversion Table No. 93			
C2	1,212 1,254		L		Co	ONVERSION F	ком С1	то С.Т.О.
	1,299 1,344	СТО	1,390		Pr	esent Scale £	Pro	posed Scale £
-	1,389						CTO	1,390
C1	1,440		1,442	C	1	1,440		1,442
	1,494		1,494			1,494		1,494
			(1,546)					(1,546)
	1,551		1,598			1,551		1,598
	1,611		1,611*			1,611		1,611*
	1,671		1,671*			1,671		1,671*

T.S. and P.S. Scales

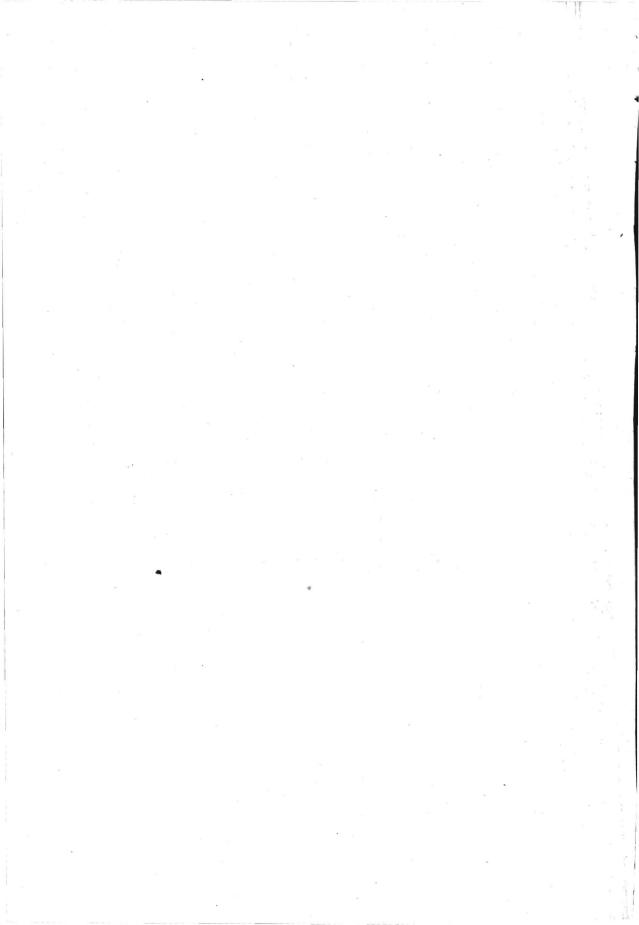


	<b>Conversion Table</b>			Conversion	on Table N	o. 97	
,	version from E4- Typing and Secr	—3 TO T.III— ETARIAL		Conversion from E2—1 to S.II— Typing and Secretarial			
Pres	£	posed Scale £			· Propo		
E4	201 T.III 213	236 252	170	£	Tropo	£	
	225 239.8 (T.II)	268 284*			CH		
	253.16 268.4	300* 316*	E2	416.8 438.12 461.2	S.II	460 480 500	
E3	282.12 (T.I) 312	332* 348*	E1	483.15 506.8	(S.I)	520 540*	
	326.8 340.16 (S.III) 355.4	364* 380* 400*		529.1 551.14		560* 580*	
	372 394.4	420* 440*		574.7 597	(P.S.II)	600* 620* (640)	
	Conversion Table	No. 95		Ÿ.		(670) (700)	
	VERSION FROM E4-	-3 то Т.II—	*.			(730) (760)	
		pposed Scale £				(790) (820)	
E4	201						
E3	213 T.II 225 239.8 2 253.16 268.4 282.12 (T.I) 312 326.8 340.16 (S.III)	300 316 332* 348* 364* 380*	Con	VERSION F	on Table N  ROM E2—  ND SECRET	то S.I—	
	355.4 372	400* 420*	Pro	esent Scale		osed Scale	
	394.4	440*	176	£	rope	£	
Conv	Conversion Table		E2	416.8			
	TYPING AND SECR			438.12   461.2 405.15	S.I	540	
E4	£ 201	£	E1	506.8 J 529.1		560	
	213 225 239.8 253.16 268.4	332	,	551.14 574.7 597	(P.S.II)	580 600 620* (640) (670)	
E3	282.12 J 312 326.8 340.16 (S.III) 355.4 372 394.4	348 364 380* 400* 420* 440*				(700) (730) (760) (790) (820)	

Conversion Table No. 99	Conversion Table No. 101
Conversion from C6—5 to P.S.II	CONVERSION FROM C5—3 TO P.S.I—
Typing and Secretarial	TYPING AND SECRETARIAL  Present Scale  £  Proposed Scale
Present Scale	C5 687 717 747 780 P.S.1 850
C5 687 700 717 730 747 760 780 790 816 820	816 J C4 855 880 894 916 933 952 972 988 1,011 1,024 C3 1,050 1,060
Conversion From C5—4 to P.S.II	1,089 1,096* 1,128 1,138* 1,170 1,180*
Typing and Secretarial  Present Scale  £ P.S.II 620 640	Conversion Table No. 102  Conversion from C4—3 to P.S.I  Typing and Secretarial

Tresent Scale		Troposeu Scale		1				
	£	_	£		Co	NVERSION F	ROM C4	-3 то P.S.
		P.S.II	620					
			640			TYPING AN	D SECRE	TARIAL
			670					
C5	687		700		Pre	esent Scale	Prop	osed Scale
	717		730			£	•	£
	747		760				P.S.I	850
	780		790	C4	1	855		880
	816		820			894		916
		(P.S.I)	(850)			933		952
C4	855	,	880*			972		988
	894		916*			1,011		1,024
	933		952*	C3		1,050		1,060
	972		988*			1,089		1,096*
	1,011		1,024*			1,128		1,138*
	-,		(1,060)			1,170		1,180*

M Scale (Nursing Class)



#### CONVERSION FROM E4-3 TO M.5

#### Medical Staff

	Present Scale	Proposed Scale				
E4	201 213 225 239.8	M.5	236 252 268 284			
E3	253.16 268.4 282.12 312 326.8		300 316 332 348 364			
	340.16 355.4 372 394.4		380 400 420 440			

#### Conversion Table No. 104

#### CONVERSION FROM E2-1 TO M.4

#### Medical Staff

Present Scale		Proposed Scale			
	£		£		
E2	416.8	M.4	460		
	438.12		480		
	461.2		500		
	483.15		520		
E1	506.8		540		
	529.1		560		
	551.14		580		
	574.7	(M.3)	600*		
	597		620*		
			(640)		
			(670)		
			(700)		
			(730)		
			(760)		
			(790)		
			(820)		

#### Conversion Table No. 105

#### CONVERSION FROM E1-C6 TO M.4

#### Medical Staff

	Present Scale	Proposed Scale			
	~	M.4	460		
			480		
			500		
			520		
E1	506.8		540		
	529.1		560		
	551.14		580		
	574.7	(M.3)	600*		
	597		620*		
Ce	633		640*		
	657		670*		
			(700)		
			(730)		
			(760)		
			(790)		
			(820)		

#### Conversion Table No. 106

#### Conversion from E1-C6 to M.3

	Medical Staff						
Pro E1	£ 506.8 529.1	Prop	posed Scale £				
	551.14 \\ 574.7 \\ 597	M.3	600				
C6	633 657	. "	620 640 670				
			700 730 760				
			790 820				

Conversion Table No. 107					1	Conversion Table No. 110				
Conversion from E1-C5 to M.4					Conversion from N4 to M.2					
Medical Staff						Medical Staff				
	P	resent Scale	Prop	osed Scale	1	Present Scale	Prop	osed Scale		
		£	•	£		£	_	£		
			M.4	460	N4	747				
				480		783 }	M.2	850		
				500		822 J				
				620		861		880		
	E1	506.8		540		900		916		
		529.1		560		939		952		
		551.14		580		978		988		
		574.7	(M.3)	600*		1,017		1,024		
		597		620*		1,056		1,060		
	C6	633		640*		1,095		1,096*		
		657		670*		,				
	C5	687		700*						
	1.50	717		730*		~				
		747		760*		Conversion	Table N	lo. 111		
		780		790*	Ì	CONVERSION	FROM N3	то М.2А		
		816		820*		Mac	lical Staf	Ŧ		
		Conversion	Table N	o. 108	1	Present Scale	Prop	posed Scale		
	0	ONVERSION FR	ом Е1-С	5 TO M.3	212	£	34.24	£ 1,096		
					N3	1,095	M.2A			
			ical Staff					1,138		
	P	resent Scale	Prop	osed Scale				1,180 1,222		
		£		£				1,222		
	E1	506.8								
		529.1	160	(00						
		551.14	M.3	600		Conversion	Table N	No. 112		
		574.7		620		Conversion	FROM N	2 TO M.1		
	CC	597 633		640			lical Staf			
	C6	657		670						
	CF	687		700	1	Present Scale	Prop	posed Scale		
	C5	717		730		£		£		
		747		760			M.1	1,096		
		780		790				1,138		
		816		820				1,180		
		010		020	N2	1,215		1,222		
		Conversion	Table N	0 100				1,264		
	,							1,306		
	(	CONVERSION F						1,348		
		Med	ical Staff							
	· P	resent Scale	Prop	osed Scale						
		£		£		Conversion	1 Table N	No. 113		
	N <sub>5</sub>	687	M.3A	700		Conversion	FROM N	и то М		
		717		730			AL GRAI			
		747		760			lical Staf			
		783		790						
		0.00		(820)		Present Scale	Proj	posed Scale		
		822		850		£	16/00	£		
		861		880		4.440	M.(SG	) 1,390		
		900		916	N1	1,440		1,442		
		939		952				1,494		
		978		988				1,546		
		1,017		1,024*	I.			1,598		
			2							

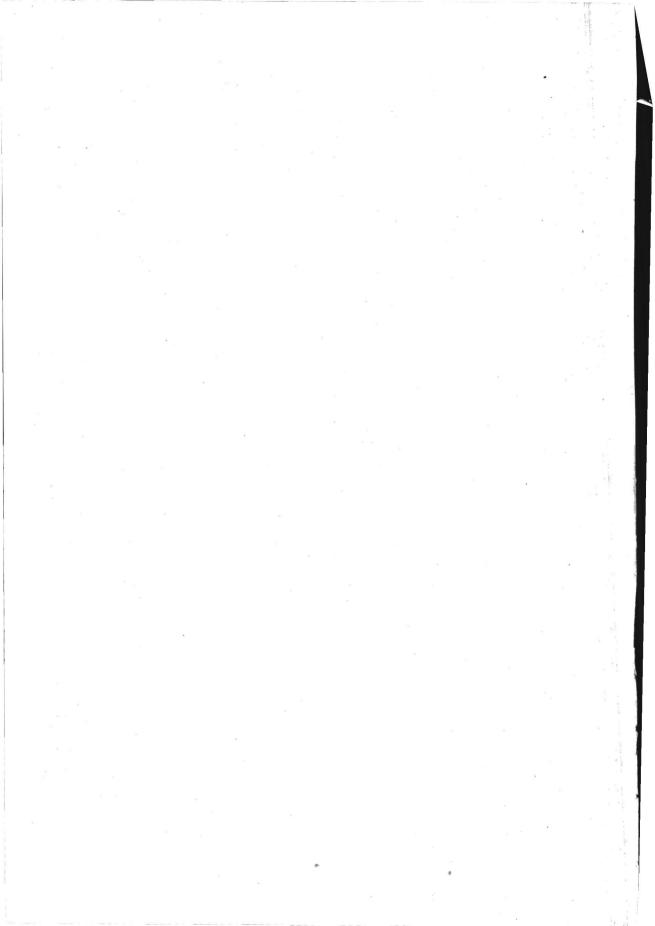
	Conversion	Table N	No. 114		¥	Conversio		
Conversion from C6–5 to M.3				Conversion from C5-3 to M.2  Medical Staff				
	Med	ical Stag	T		Pr	esent Scale	-	posed Scale
n		-				£	2.07	£
Ρ	resent Scale	Proj	posed Scale	C	)	687 717		
	£		£			747 > 780	M.2	850
		M.3	600			816		
C6	633		620 640	C	4	855 894		880 916
	657		670	-		933		952
C5	687		700			972		988
	717 747		730 760	C	3	1,011 1,050		1,024 1,060
	780		790	, C,		1,089	(M.1)	1,096*
	816		820			1,128		1,138*
						1,170		1,180* (1,222)
								(1,264)
								(1,306)
								(1,348)
						Conversio	n Table I	No. 117
	Conversion	Table N	No. 115		C	ONVERSION	FROM C5	-2 то М.3
C	CONVERSION F	ROM C5-	-3 то М.3			Me	dical Stag	f
					Pr	esent Scale	Pro	posed Scale
	Med	dical Sta	ff			£	M.3	£ 600
P	resent Scale	Prop	posed Scale				111.5	620
	£		£					640 670
	£		L	C	5	687		700
		M.3	600			717		730
			620 640	1		747 780		760 790
			670			816		820
C5	687		700				(M.2)	850*
	717		730	C	4	855		880*
	747 780		760 790			894 933		916* 952*
	816		820			972		988*
<b>C</b> 4	055	(M.2)	(850)			1,011		1,024*
C4	855 894		880* 916*	C	3	1,050 1,089	(M.1.)	1,060* 1,096*
	933		952*			1,128	(141.1.)	1,138*
	972	. *	988*		_	1,170		1,180*
C3	1,011 1,050		1,024* 1,060*	C	2	1,212 1,254		1,222* 1,264*
CJ	1,089	(M.1)	1,096*			1,299		1,306*
	1,128		1,138*			1,344	() ( (0.0)	1,348*
	1,170		1,180* (1,222)			1,389	(M.(SG)	(1,442)
			(1,264)					(1,494)
			(1,306)					(1,546)
		_	(1,348)	1				(1,598)

	Conversion	n Table N	No. 118	1	Conversion	n Table No. 120
(	Conversion				G.K.	FROM C2-1 то М.1
_		edical Staf			ONVERSION	FROM C2-1 10 W1.1
P	resent Scale £	Prop	posed Scale £		Med	dical Staff
C5	687 717 747 780	M.2	850	Pr	resent Scale £	Proposed Scale £ M.1 1,096 1,138
<b>Ç</b> 4	816 J 855 894 933 972 1,011		880, 916 952 988 1,024	C2	1,212 1,254 1,299 1,344 1,389	1,180 1,222 1,264 1,306 1,348 (M.(SG)) 1,390*
C3	1,050 1,089 1,128	(M.1.)	1,060 1,096* 1,138*	C1	1,440 1,494	1,442* 1,494*
C2	1,170 1,212 1,254 1,299		1,180* 1,222* 1,264* 1,306*		1,551 1,611 1,671	(1,546) 1,598* 1,611* 1,671*
	1,344 1,389	(M.(SG)	1,348* ) 1,390* (1,442) (1,494)			
			(1,546) (1,598)		Conversion	Table No. 121
	Conversion	on Table N	No. 119		Conversion	from C2-1 то M.
(	Conversion	FROM C5	-2 то М.1	C		
	Conversion <i>Me</i>	FROM C5- edical Stag	-2 то М.1 У	(	(Speci	(AL GRADE)
	Conversion	FROM C5- edical Stag	-2 TO M.1 of posed Scale		(Speci	
	CONVERSION Me Present Scale £ 687 717 747	FROM C5- edical Stag	-2 то М.1 У		(SPECI Med esent Scale £ 1,212)	(AL GRADE)
P	Conversion  Me Present Scale £ 687 717	FROM C5- edical Stag	-2 TO M.1 of posed Scale	Pr	(SPECI Med esent Scale £ 1,212 1,254 1,299 1,344	AL GRADE)  lical Staff  Proposed Scale
. P C5	CONVERSION  Me Present Scale  £  687  717  747  780  816  855  894  933  972  1,011	FROM C5- edical Stag Prop	–2 TO M.1 ff posed Scale £	Pr	(Special Medical Medic	AL GRADE)  dical Staff  Proposed Scale £  M.(SG) 1,390  1,442 1,494 (1,546)
C5	CONVERSION  Me Present Scale £ 687 717 747 780 816 855 894 933 972 1,011 1,050 1,089 1,128	FROM C5- edical Stag Prop	-2 то М.1 fr posed Scale £ 1,096	Pr C2	(SPECI Med esent Scale £ 1,212 1,254 1,299 1,344 1,389 1,440	AL GRADE)  dical Staff  Proposed Scale £  M.(SG) 1,390  1,442 1,494
. P C5	CONVERSION  Me Present Scale  £  687  717  747  780  816  855  894  933  972  1,011  1,050  1,089  1,128  1,170  1,212  1,254	FROM C5- edical Stag Prop	1,138 1,180 1,222 1,264	Pr C2	(SPECI Med esent Scale £ 1,212 1,254 1,299 1,344 1,389 1,440 1,494 1,551 1,611	MAL GRADE)  dical Staff  Proposed Scale £  M.(SG) 1,390  1,442 1,494 (1,546) 1,598 1,611*
P C5 C4 C3	CONVERSION  Me Present Scale £ 687 717 747 780 816 855 894 933 972 1,011 1,050 1,089 1,128 1,170 1,212	FROM C5- edical Stag Prop	1,096  1,138 1,180 1,222 1,264 1,306 1,348	Pr C2	(SPECI Med esent Scale £ 1,212 1,254 1,299 1,344 1,389 1,440 1,494 1,551 1,611	MAL GRADE)  dical Staff  Proposed Scale £  M.(SG) 1,390  1,442 1,494 (1,546) 1,598 1,611*

#### ŧ.

# **CONVERSION TABLES**

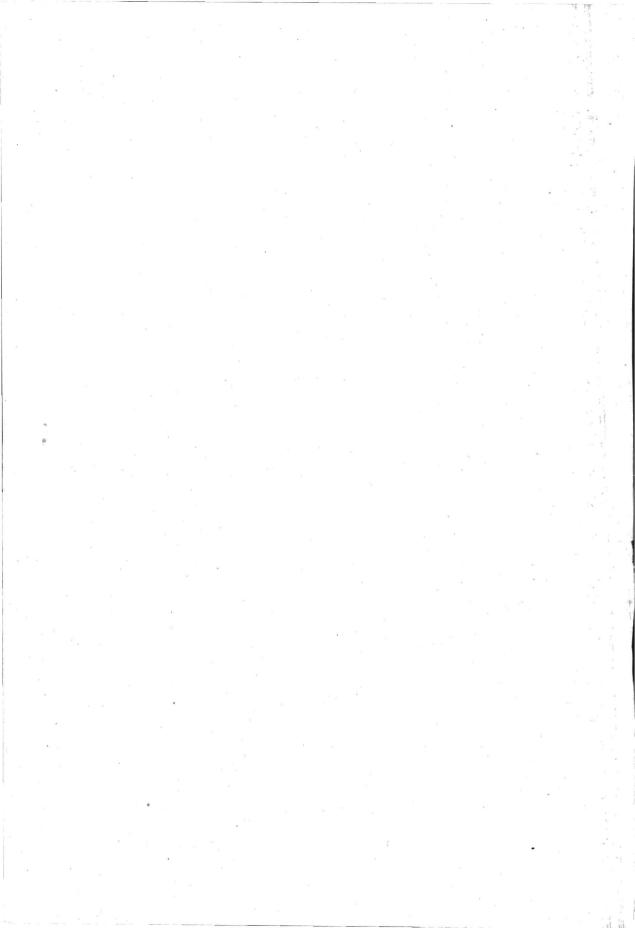
P Scale
(Police and Prisons Scales)



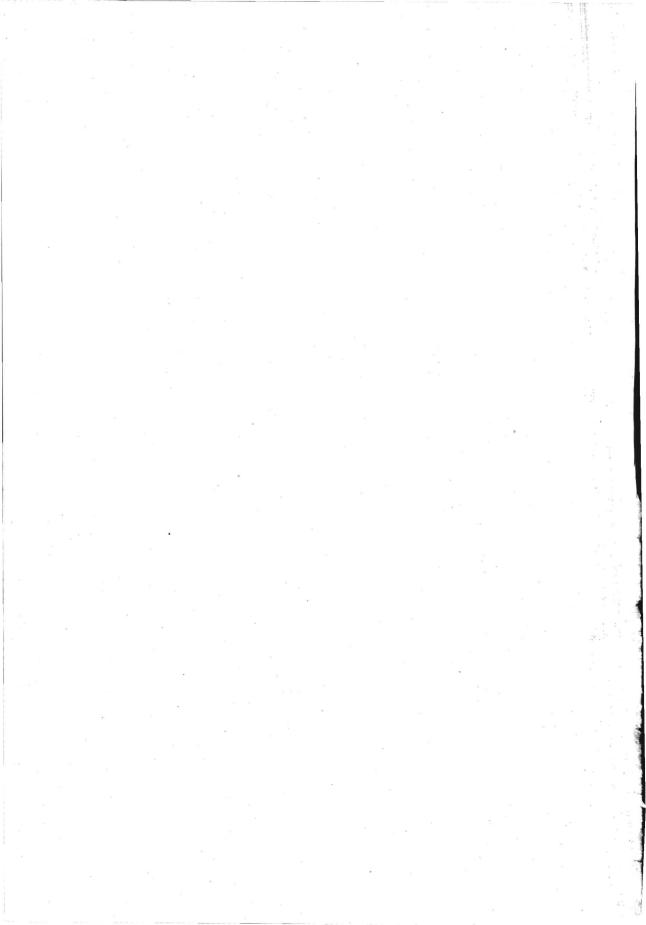
Conversion Table No. 122		Conversion Table No. 125		
Convers	ION P.16A	Convers	ION P.13A	
Present Scale	Proposed Scale	Present Scale	Proposed Scale	
	-	£	£	
£	£	111.15	123.15	
96.0	108	114.18	126.18	
99.3	111.3	118.1	130.1	
102.6	114.6	121.4	133.4	
105.9	117.9	124.7	136.7	
108.12	120.12	127.10	139.10	
111.15	123.15	143.8	156.4	
114.18	126.18	148.16	160.8	
118.1	130.1	154.4	164.12	
121.4	133.4	159.12	168.16	
124.7	136.7	175.4	186	
127.10	139.10	182.14	194	
		190.4	202	
		197.14	210	
		206.17	218	
	F.11. N. 100	216.0	226	
Conversion	Table No. 123			
Convers	ION P.15A	Conversion 7	Table No. 126	
Present Scale	Proposed Scale		ION P.12A	
£	£	Present Scale	Proposed Scale	
111.15	123.15	£	£	
114.18	126.18	138.0	152	
118.1	130.1	143.8	156.4	
121.4	133.4	148.16	160.8	
124.7	136.7	154.4	164.12	
127.10	139.10	159.12	168.16	
130.13	142.13		;	
133.16	145.16			
136.19	148.19		Table No. 127	
			P.11A + P.10A	
		Pre sent Scale	Proposed Scale	
Conversion 7	Table No. 124	£	£	
		175.4	186	
Convers	ION P.14A	182.14	194	
		190.4	202	
Present Scale	Proposed Scale	197.14	210	
£	£	206.17	218	
96	108	216.0	226	
99.3	111.3			
102.6	114.6	Conversion 7	Table No. 128	
105.9	117.9	Conversion	1 abic 140. 120	
108.12	120.12	Conversion	P.9A + P.8A	
111.15	123.15	D . C .	D 10 1	
114.18	126.18	Present Scale	Proposed Scale	
118.1	130.1	£	£	
121.4	133.4	231.18	275.8	
124.7	136.7	239.14	284.3	
127.10	139.10	247.10	292.18	
130.13	142.13	255.6	301.13	
133.16	145.16	263.2	310.8	
136.19	148.19	270.18	319.3	

Conversion 1	Table No. 129		Conversion T	Table No. 132	
Conversion P.6A			Conversion P.5 + P.4		
Present Scale £	Proposed Scale		Present Scale	Proposed Scale	
278.14	327		£	£	
276.14		1	396	446	
294.4	343				
309.14	359		411	462	
325.4	375	İ	426	478	
341.11	391	1	447	494	
			468	510	
357.18	407				
Conversion 7	Table No. 130		489 510	526 542	
Conversion	able 110. 100	1	531	558	
CONVERSION	SCALE P7-5	1	552	574	
	SPECTORS)	1	573	590	
(DOB-ING	of LCTORS)		594	606	
Present Scale	Proposed Scale				
£	£		615	622	
			636	638	
	P.7 318		660	664	
291	334		684	690	
306	350				
321	366		708	716	
	382		735	742	
336					
351	398	1			
366	414		Conversion 1	able No. 133	
381	430				
P.5 396	P.5 446	.	CONVERSION P.	2 (Inspectors)	
411	462			- (	
	478		Present Scale	Proposed Scale	
426		1			
447	494		£	£	
468	510		660	664	
489	526		684	690	
510	542	- 1	708	716	
531	558	1	735	742	
552	574		762	768	
		1		794	
573	590		789		
594	606	.	816	820	
615	622			(850)	
636	638	1	855	880	
		1	894	916	
			933	952*	
Conversion 1	Table No. 131		755	,,,,	
Conver	SION P.5		Conversion T	able No. 134	
Present Scale	Proposed Scale				
£	£		CONVERSION P.1 (	CHIEF INSPECTORS)	
396	446	.			
411	462		Present Scale	Proposed Scale	
	478		£	£	
426	40.4		£	.000	
447	494		Tanana .	880	
468	510	1	894	916	
489	526	1	933	952	
510	542	1	972	988	
531	558		1,011	1,024	
		1.		1,060	
552	574		1,050		
573	590		1,089	1,094	
594	606		1,128	1,138	
615	622		1,170	1,180	
636	638	1	1,212	1,222*	

Conversion Table No. 135		Conversion 7	Table No. 136
Conversion PG.3 (Assistant Superintendents)		Conversion PG.2  Present Scale	(Superintendents)  Proposed Scale
		£	£ 1,264
Present Scale	Proposed Scale	1,299	1,306
£	£	1,344 1,389	1,348 1,390
747	760	1,440	1,442*
780 816	790 820		
855	(850) 880	Conversion	Table No. 137
894 933	916 952		SION PG.1 ERINTENDENTS)
972	988	Present Scale	Proposed Scale
1,011 1,050	1,024 1,060	£	£ 1,442
1,089	1,096	1,494	1,494
1,128	1,138	1.551	(1,546)
1,170	1,180 1,222	1,551 1,611	1,598 1,611*
1,212 1,254	1.264*	1,671	1,671*



# **E Scale to C.O. Scale**



#### CONVERSION FROM E4-3 TO CO.II

	Present Scale	Prop	osed Scale
E4		CO.II	236 252
	225 239.8		268
	253.16		284 300
г.	268.4 282.12		316 332
E3	326.8		348 364
	340.16 355.4	(CO.I)	380* 400*
	372 394.4		420* 440*
			(460) (480)
			(500)

### Conversion Table No. 140

#### Conversion from E-1 to CO. I

Pro	esent Scale £		sed Scale £ 380 400 420
E2	416.8 438.12 461.2 483.15 506.8 529.1 551.14 574.7 597	(HCO)	440 460 480 500 520* 540* 560* 580* 600* 620*

#### Conversion Table No. 139

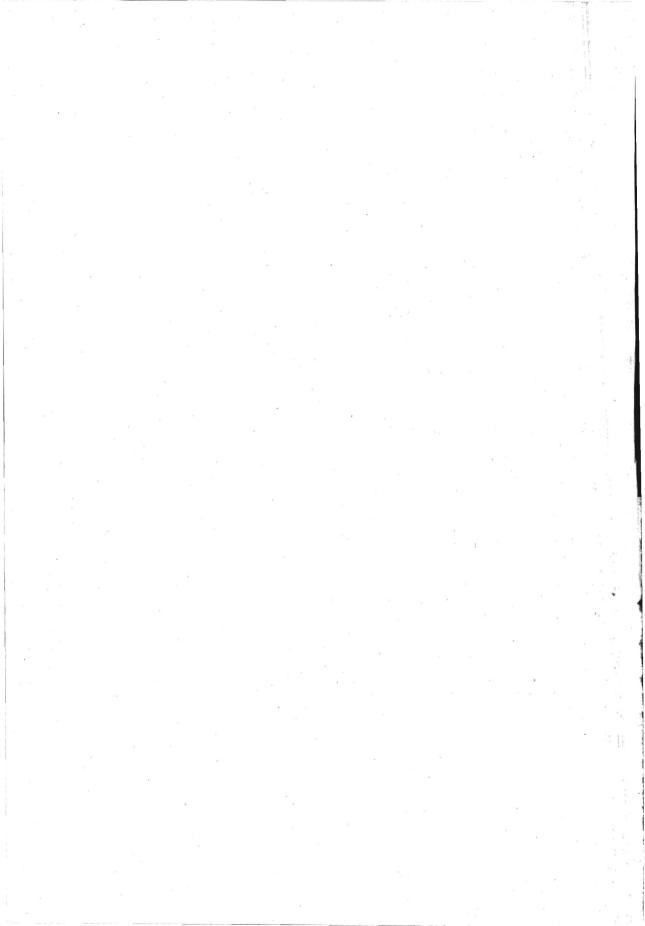
#### CONVERSION FROM E4-3 TO CO.I

	esent Scale £	Prop	osed Scale £
E4	201		
	225		
	239.8		
	253.16 }	CO.I	380
	268.4		
E3	282.12 312		
LJ	326.8		
	340.16		
	355.4		400
a 12	372		420
	394.4		440
			460
			480
			500

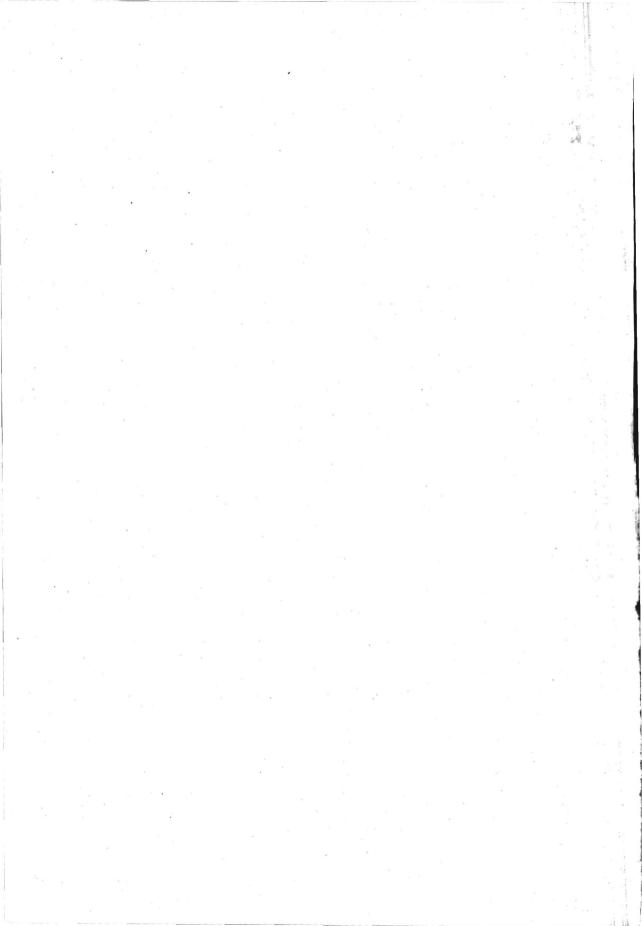
#### Conversion Table No. 141

#### CONVERSION FROM E2-1 TO HCO

Present Scale		Proposed Scale		
	£	-	£	
E2	416.8			
	438.12	HCO	520	
	461.2			
	483.15			
E1	506.8		540	
	529.1		560	
	551.14		580	
	574.7		600	
	597		620	



E Scale to T.O. Scale



#### CONVERSION FROM E6-3 TO T.O.5

ale

#### Conversion Table No. 143

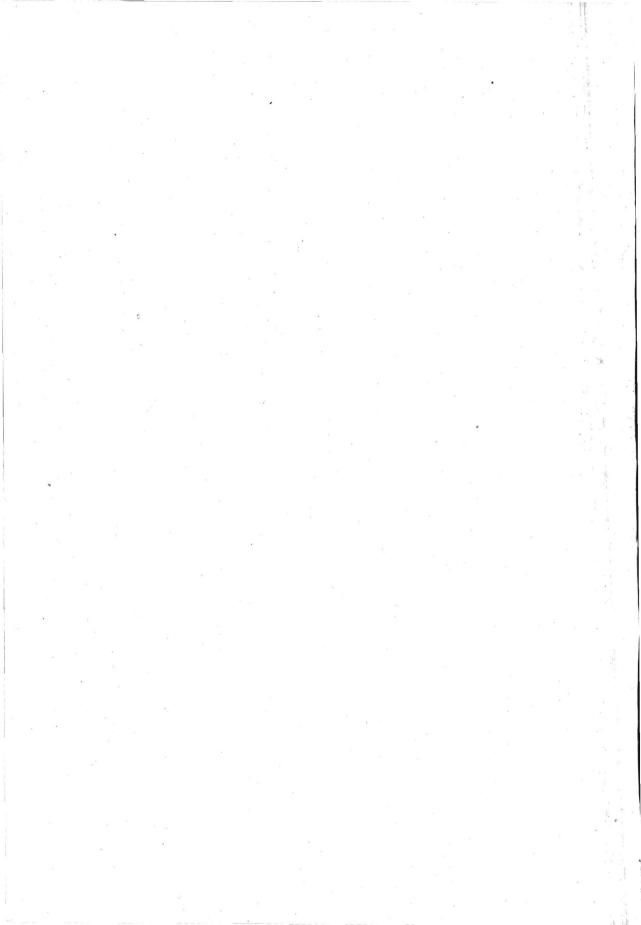
#### CONVERSION FROM E4-3 TO T.O.5

Present Scale		Proposed Scale		
E4	£ 201	T.O.5	236	
	213		252	
	225		268	
	239.8		284	
	253.16		300	
	268.4		316	
	282.12		332	
E3	312		348	
	326.8		364	
	340.16		380	
	355.4		400	
	372		420	
	394.4		440	

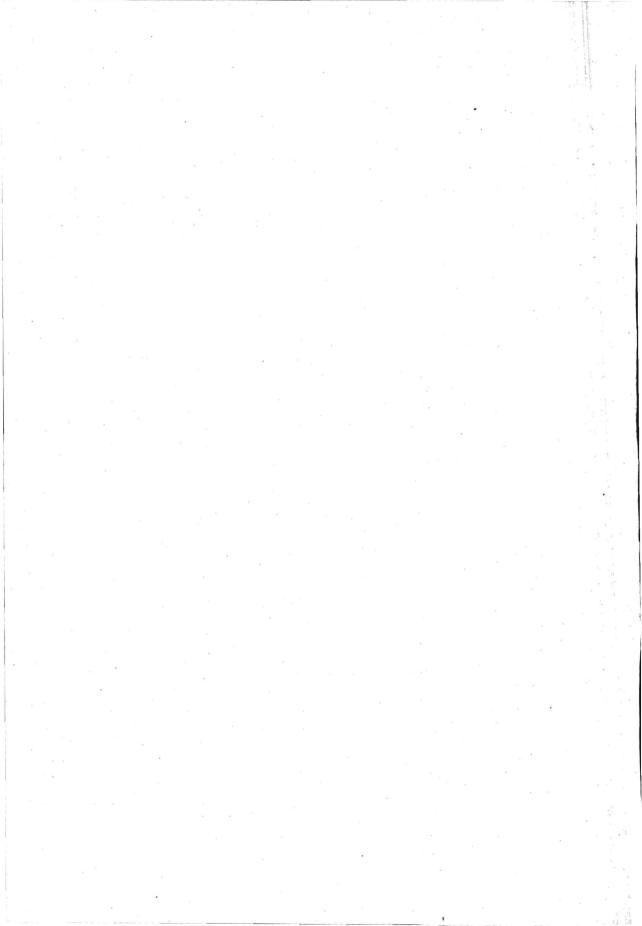
#### Conversion Table No. 144

#### Conversion from E2—1 to T.O.4

	Present Scale	Propo	sed Scale
E2	416.8	T.O.4	460
	438.12		480
	461.2		500
	483.15		520
E1	506.8		540
	529.1		560
	551.14		580
	574.7	(T.O.3)	600*
	597	, ,	620*
			(640)
			(670)
			(700)
			(730)
			(760)
			(790)
			(820)
			7



Unestablished and Subordinate Services



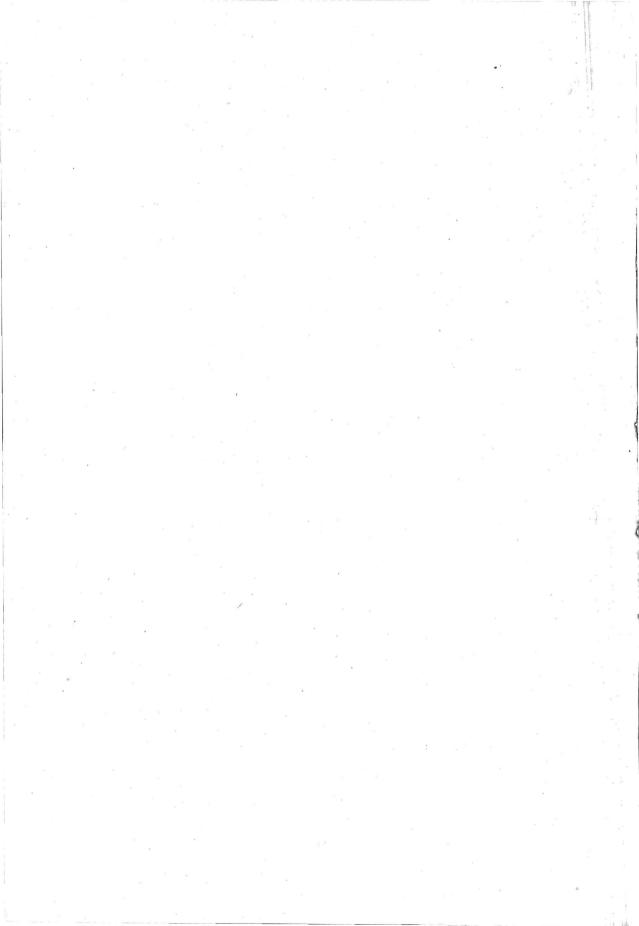
# Conversion from E6—5 to Unestablished Scale

Present Scale		Propos	ed Scale
	£		£
E6	112.4	Segment	156.0
	119.8	II	163.10
	126.12		171.0
	133.16		178.10
	141.0		186.0
	148.4		193.10
E5	163.16		201.0
	171.0	Segment	209.16
	178.4	I	218.12
	185.8		227.8
	193.4		236.4
			245.0
			253.16

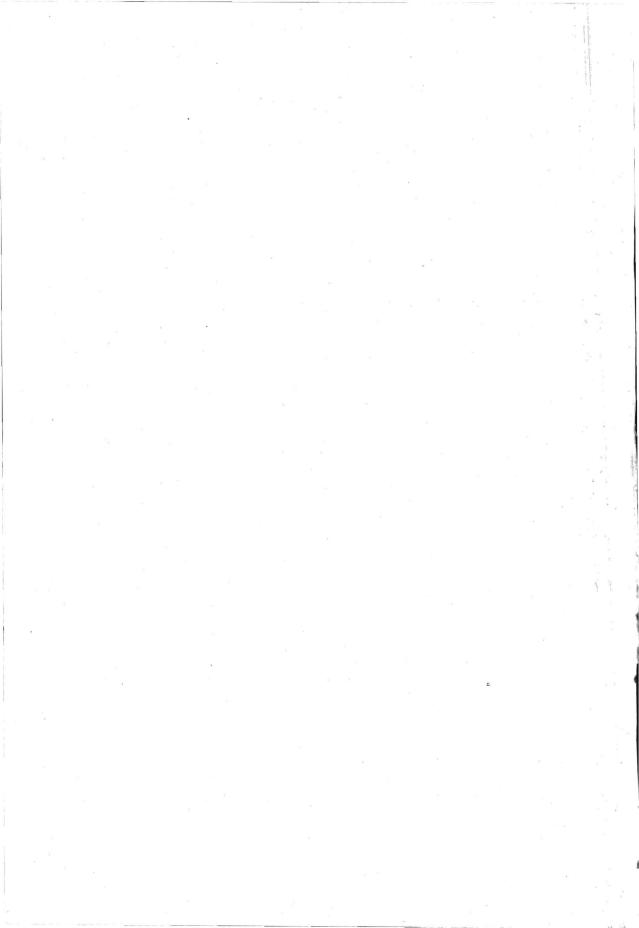
#### Conversion Table No. 146

# CONVERSION OF SUBORDINATE SERVICE SCALES

Present		Proposed Scale
(With Q		per montin
(With Qi	Sh. cts.	Sh. cts.
Segment IV		\ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \
Segment 1	84.50	
		120.00
	88.00	120.00
	91.50	
	95.00	
	98.50	J
		Grade III
	102.00	. ]
	105.50	135.00
	109.00	
Segment II	I114. <b>0</b> 0	J
	119.00	150.00
	124.50	130.00
	124.30	J
	130.00	)
	135.50	170.00
	141.00	\ \frac{170.00}{\cdot
Segment II		
Segment II	147.30	J C 4 . 11
	154.50	Grade II
	154.50	1 400 00
	161.50	} 190.00
	168.50	J
Segment I	178.50	210.00
	189.00	}
	200.50	235.00
	212.00	}
		Grade I
	224.00	255.00
	1.00	255.00
	236.00	280.00



Unified Teaching Service Scales



#### TEACHERS' SALARIES. MAIN PRINCIPLES OF CONVERSION

- (i) that no teacher should receive less salary on conversion to the new scales than he receives at present; and
- (ii) that the idea of maximum expectations, that is the principle that officers who are on a particular scale have an expectation of reaching the top of that scale, should no longer apply. The reasons for this are that on conversion to the new scales an officer receives the benefit of an increased salary immediately. It is not considered to be justified for such an officer to receive this immediate benefit and still retain a contingent right to proceed to the top of the old scale. Officers who are already on salary points which are greater than the maxima of the new scales cannot receive a benefit on conversion and will remain on their old scales and proceed to the top of those scales. The points on the old scales which are greater than the maxima of the new scales have, therefore, been shown as shadow scales in the conversion tables.

The rules relating to the shadow scales are shown as footnotes to the conversion tables.

#### Conversion Tables for Teachers No. 147

(i) Unqualified Teachers Without K.P.E.

Present Scale

f. 68. 8 71. 8 74.14 converts to £84 fixed 78. 0 81. 6

Persons who are drawing a salary of £84.12 may retain that salary. All other teachers convert to £84.

(ii) Unqualified Teachers With K.P.E.

81. 6 84.12 converts to £96 fixed 88.10 92.14 96.18 LIC.101. 2

Teachers on the £96.18 and the £101.2 points may retain those points and teachers on the £96.18 may be allowed to proceed to the £101.2 point. All other teachers convert to the £96 fixed point and will not proceed to the shadow points.

(iii) Unqualified Teachers With K.A.S.S.E.

96.18 convert to £108 fixed 101. 2

(iv) UNQUALIFIED WITH SCHOOL CERTIFICATE

£225 fixed converts to £240 fixed

(v) UNQUALIFIED WITH HIGHER SCHOOL CERTIFICATE

new point — £350 old point — £529.1

Future entries into this category of teacher will be paid at a rate of £350 p.a. Teachers at present enjoying a salary of £529.1 will continue to enjoy this salary point for as long as they are in service. However, a teacher who now enjoys a salary of £529.1 who leaves the service will, on re-engagement, be placed on the £350 point.

(vi) T4 TEACHERS AND ASSISTANT TECHNICAL INSTRUCTORS, GRADE II WITHOUT K.P.E.

Present T4 Scale	Teacher Grade V Pratt Commission
	Scale
£	£
	120
120.12	126
128. 8	132
136. 4	138
144. 0	144
	150
151.16	156
159.12	162

#### (vii) T3 AND ASSISTANT TECHNICAL INSTRUCTOR, GRADE II WITH K.P.E.

£	Teacher Grade IV Pratt Commission Scale £
150. 0 156. 0 163. 4	168
178.16	174 180
186. 0	192
193. 4	204
200. 8 <i>f</i> 208. 4	216
Shadow	
maximum 216.2.04	228

# (viii) T2 AND ASSISTANT TECHNICAL INSTRUCTOR, GRADE I

	Teacher Grade III
T2 Scale	Pratt Commission
	Scale
£	£
216.2,04	228
229.16	240
243.12	252
259.16	264
276. 0	276
292. 4	294
308. 8	312
	330
340.16	348
355. 4	366
372. 0	384
394. 4	402
416. 8	420
438.12*	438

\*Teachers who are already on the £438.12 point will continue to draw salary at this rate.

## (ix) Senior Assistant Technical Instructor

Present Scale	Pratt Commission
	Scale
£	£
312. 0	312
326. 8	330
340.16	348
355. 4	366
372. 0	384
394. 4	402
416. 8	420
	438
438.12	456
461. 2	474
483.15	492
506. 8	510
529. 1	534
551.14	558
574. 7	582
597. 0	shadow maximum
	507*

\*The shadow maximum point applies only to those persons who are already drawing £597.

(x) K.T.I.

(12	,
	Teacher Grade II
Present Scale	Pratt Commission
	Scale
£	£
340.16	348
355. 4	366
372. 0	384
394. 4	402
416. 8	420
,,,,,	438
438.12	456
461. 2	474
483.15	492
506. 8	510
529. 1	534
551.14	558
574. 7	582
597. 0	606
371. 0	630
633. 0	654
657. 0	678
687. 0	702
Max. 717. 0	726
Max. 111. 0	120

shadow scale
747. 0\*
780. 0\*
816. 0\*
855. 0\*
894. 0\*

remains the same

\*The shadow maximum scale applies only to those teachers who are already on the shadow scale, i.e. who are already receiving salaries of £747 or more. Teachers on salaries of £687 or less will, on conversion to the new scales, have a maximum expectation of £726.

#### (xi) T.B.-4

Present Scale	Grade 1 Teacher Pratt Commission Scale
£	£
574.7	582
597.0	606
397.0	630
633.0	654
entry point for T1	03,4
teachers and	
teachers with first	
degrees of Asian	
and American	
Universities	/70
657	678
687	702
	726
~ . ~	740
747	770
780	800
816	830
855	865
894	900
933	935
	970
972	1,005
1,011	1,040
	shadow scale
1,050	1,050*
1,089	1,089*

The shadow scale applies only to those teachers who are already on £1,050 or £1,089. Teachers on £1,050 will be allowed to proceed to £1,089. All other teachers will have a maximum salary expectation of £1,040.

#### (xii) TECHNICAL INSTRUCTORS C5-3

Present Scale	Pratt Commission
	Scale
£	£
	630
	654
	678
687	702
717	726
	740
747	770
780	800
816	830
855	865
894	900
933	935
755	970
972	1.005
1,011	1,040
1,050	1,075
1,030	1,073
	- Control of the Cont
	shadow scale
1,089	1,089*
1,128	1,128*
1,170	1,170*

The shadow scale applies only to those teachers who are already receiving a salary of £1,089 or more. Teachers receiving £1,050 or less have a maximum expectation on the new scale of £1,075.

#### (xiii) Senior Technical Instructors C5-2

The scale follows that of Technical Instructors to the £1,050-£1,075 point and thereafter proceeds as follows:

£	£
1,089	1,110
1,128	1,150
1,170	1,190
1,212	1,230
	shadow scale
1,254	1,254
1,299	1,299
1,344	1,344
1,389	1,389

The shadow scale applies only to those teachers who are already receiving a salary of £1,254 p.a. or more. Instructors receiving £1,212 or less have, on conversion to the new scale, a maximum expectation of £1,230.

(xiv) B5-1 Scale		
P	resent Scale	Pratt Commission
		Scale
	£	£
	633	654
	657	678
		etc. Masters
		resses on the
		Scale
	Ď	726
		740
	607	770
	687	
	717	entry point for pass
		Graduate without
		diploma
	747	800
	780	entry point for pass
		Graduate with
		diploma
	816	830
	855	865
	894	900
	933	935
		970
	972	1,005
	1,011	1,040
	1,050	1,075
	1,089	1,110
	1,128	1,150
	1,170	1,190
	1,212	1,230
Max		1,250
B3	1,254	1,270
DJ	1,299	1,310
	1,344	1,350
	1,389	1,400
N /		1,400
Max		1 450
B2	1,440	1,450
	1,494	1,500
		1,550
	1,551	1,605
	1,611	1,660
	1,671	*******
		shadow scale
max	shadow scale	
	1,791	1,791*
	1,866	1,866*
	1,941	1,941*
		20164

( ... ) DE 1 Carra

2,016 2,016\*

\*The shadow scale attached to the Pratt scale applies only to those teachers who have already entered the shadow segment. Teachers on £1,671 whose maximum expectation is £1,671 will not proceed beyond that point. Teachers on salaries of £1,671 or more whose maximum expectation is £2,016 will proceed to that point. Teachers who are on salaries of £1,611 or less will, after conversion, have a maximum expectation of £1,660 only.

Pass Graduates without teaching diploma will enter the scale at £770. Pass Graduates with teaching diploma will enter the scale at the £800 point.

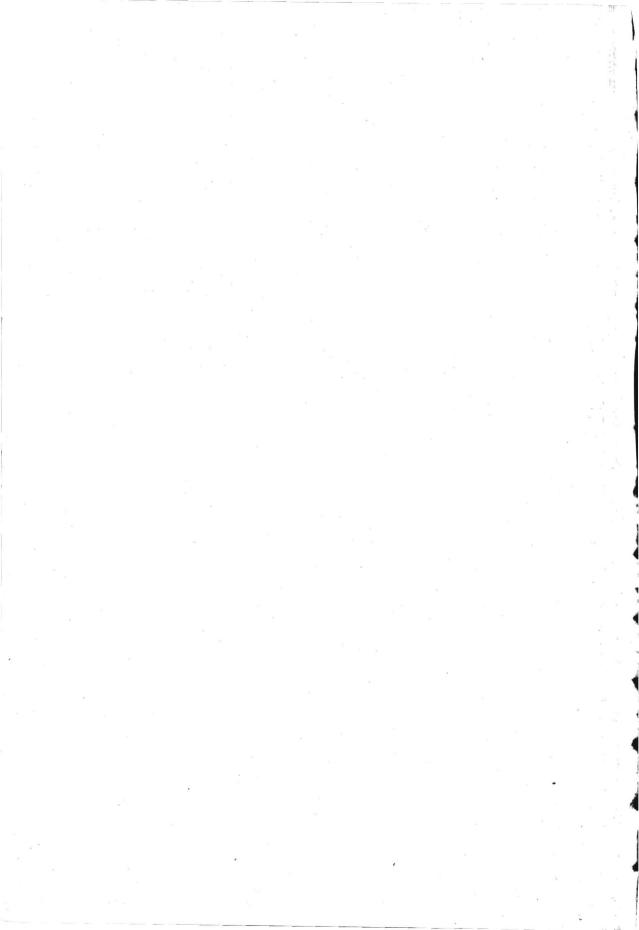
#### (xv) A SCALE

Present Scale	Pratt Commission
Tresem Searc	Scale
£	£
747	800
780	entry point for
,00	Honours Graduate
	without diploma
798	830
,,,,	entry point for
	Honours Graduate
	with diploma
837	865
876	900
924	935
	970
975	1,005
1,026	1,040
	1,075
1,077	1,110
1,128	1,150
1,179 1,230	1,190
1,230	1,230 1,270
1 201	1,310
1,281	1,350
1,332	1,400
1,386	1,450
1,440 1,494	1,500
1,454	1,550
1,551	1,605
1,611	1,660
1,011	
	shadow scales
1,671	1,671*
1,731	1,731*
1,791	1,791*
1,866	1,866*
1,941	1,941*
2,016	2,016*
5	

\*The shadow scale on the Pratt scale applies only to those teachers on the A Scale who are already drawing £1,671 or more. Members of the A.T.S. receiving a salary of £1,671 which is their maximum expectation will remain on that point. Teachers with a maximum expectation of £1,791 may, if they are already on the shadow scale, proceed to that point. Teachers with a maximum expectation of £2,016 may, if they are already on the shadow scale, proceed to that point. Teachers on £1,611 or less will, on conversion, have a maximum expectation of £1,660 only.

The entry point for honours graduates without diplomae is £800. The entry point for honours graduates with diplomae is £830.

Miscellaneous Scales



	Conversion Table No. 148 Conversions Sub-Chiefs		Conversion Table No. 150A		
1	CONVERSIONS Present Scale	Proposed Scale	Tribal Police Conversions		
	£	£			
	48.12	55		resent	Proposed
	51.18	59	2	Salary	Salary
	55.4	63		£	£
	58.10	67	Constables	71.8	80.8
	62.2	71		73.16	83.2
	65.14	75		76.4	85.16
	69.6	79		78.12	88.10
	72.18	83		81.0	91.4
	76.10	87		83.8	93.18
	81.12	92	<del>-</del>	85.16	96.12
	86.14	97		88.4	99.6
				90.12	102.0
	91.16	102		93.0	104.14
	96.18	107		93.0	104.14
	102.0	112	Corporals	96.0	108.0
-	107.2	117	Corporais	100.4	
E6	112.4	124			112.16
	119.8	131		105.0	117.12
	126.12	138		109.16	122.8
	133.16	145		114.12	127.4
	141.0	152		119.8	132.0
	148.4	159			
E5	163.16	175	Sergeants	131.8	144.8
	171.0	182		137.8	150.6
	178.4	189		143.8	156.4
	185.8	196		149.8	162.2
	193.4	203		155.8	168.0
				161.8	173.18
	Conversion T	able No. 149		167.8	179.16
(	GAME SCOUTS AN				
	GRAI		Senior	172.10	185.14
i	Present Scale	Proposed Scale	Sergeants	178.10	191.12
,	£	£		184.10	197.10
	96.0	108		190.10	203.8
	99.3			196.10	209.6
	102.6	111.3		202.10	215.4
		114.6			
	105.9	117.9	Sergeant	206.17	221.2
	108.12	120.12	Major	216.0	227.0
	111.15	123.15		225.3	232.18
	114.18	126.18		234.6	238.16
	118.1	130.1			200.10
	121.4	133.4			
	124.7	136.7	Conve	rsion Table I	No. 151
	127.10	139.10			
	130.13	142.13	FOREST	Guards, G	RADE III
	133.16	145.16		,	
	136.19	148.19	Present Sc	ale Pro	posed Scale £
	Conversion Ta	able No. 150	71.5	R	80.8
	GAME SCOUTS AN	ND FISH SCOUTS.	73.		83.2
	GRA		76.4		85.16
1	Present Scale	Proposed Scale	78.		88.10
	£	£	81.0		91.4
	138.0	152	83.		93.18
	143.8	156.4	85.		96.12
	148.16	160.8	88.4		
	154.4	164.12	90.		99.6
	150 12	168.16			102.0
	139.12	100.10	93.0	J	104.14

#### Forest Guards, Grade II

Present Scale	Pròposed Scale
£	£
96.0	108
99.3	111.3
102.6	114.6
105.9	117.9
108.12	120.12
111.15	123.15
114.18	126.18
118.1	130.1
121.4	133.4
124.7	136.7
127.10	139.10
130.13	142.13
133.16	145.16
136 19	148 19

#### Conversion Table No. 153

#### FOREST GUARDS, GRADE I

Present Scale	Proposed Scale
£	£
138.0	152
143.8	156.4
148.16	160.8
154.4	164.12
159.12	168.16

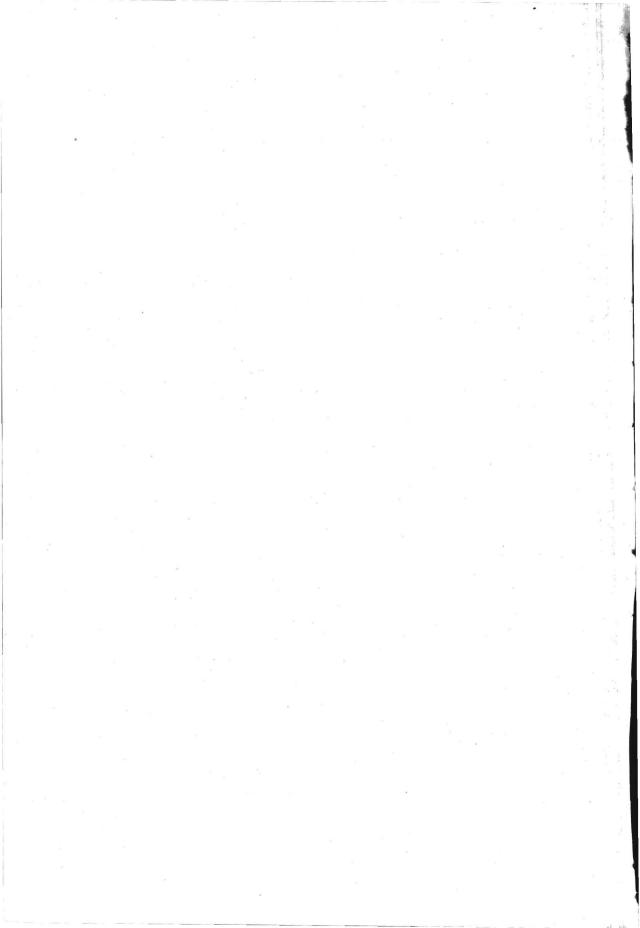
Scales peculiar to

E.A. Common Services Organisation's

General Fund Services

and

E.A. Posts and Telecommunications Administration



#### E.A.C.S.O. SCALE

#### Conversion Table No. 154

#### B Scale Conversion to Proposed E.O. and T.O. Scales

	Present B Scale £		Proposed E.O. Scale £.	T.O.3	Proposed T.O. Scale £ 600 620 640
		E.O.3	670 700		670 700
B.5	747 777 810		730 760 790 820		730 760 790 820
	846 885	E.O.2	850 880 916	T.O.2	850 880 916
B.4	924 963 1,002		952 988 1,024	**	952 988 1,024
В3	1,041 1,083 1,125 1,167	E.O.1	1,060 1,096 1,138 1,180	T.O.1	1,060 1,096 1,138 1,180
B2	1,209 1,251 1,296		1,222 1,264 1,306		1,222 1,264 1,306
B1	1,341 1,389 1,440 1,494	C.E.O.	1,348 1,390 1,442 1,494	C.T.O.	1,348 1,390 1,442 1,494
	1,551 1,611 1,671		1,546 1,598 1,611* 1,671*		1,546 1,598 1,611* 1,671*

<sup>\*</sup>Shadow points.

#### E.A.C.S.O. SCALES

#### Conversion Table No. 155

#### C Scale Conversion to Proposed E.O. and T.O. Scales

	Proposed C Scale £		Proposed E.O. Scale £	T.O.3	Proposed T.O. Scale £ 600
C.6	633 \$	F 0 1	(#O		620 640
C.5	657 \ 687 717 747 783	E.O.3	670 700 730 760 790 820		670 700 730 760 790 820
C.4	822 861 900 939 978	E.O.2	850 880 916 952 988	T.O.2	850 880 916 952 988
C.3	1,017 1,056 1,095 1,134	E.O.1	1,024 1,060 1,096 1,138	T.O.1	1,024 1,060 1,096 1,138
C.2	1,173 1,215 1,257 1,299 1,344		1,180 1,222 1,264 1,306 1,348		1,180 1,222 1,264 1,306 1,348
C.1	1,344 1,389 1,440 1,494	C.E.O.	1,346 1,390 1,442 1,494 1,546	C.T.O.	1,390 1,442 1,494 1,546
	1,551 1,611 1,671		1,598 1,611* 1,671*		1,598 1,611* 1,671*

<sup>\*</sup>Shadow points.

#### Posts and Telecommunications Administration

Present Scale	Proposed Scale	
£		£
201		210
213	}	230
225 239.8	J	250
253.16	7	
268.4	>	270
282.12	)	295
312		320
326.8	7	345
340.16	ſ	
355.4		370
372	5	400
394.4	5	
416.8		430
438.12 461.2	}	465
483.15	J	500
506.8	)	300
529.1	>	535
551.14	J	570
574.7	7	600
597	}	600
	_	

The above scale should be used for the purpose of calculating the back pay due from 1st October, 1962 (or date of entry to E4–1 Scale, whichever is the later) to the officers on the E Scale in the P. & T. Administration who opt to be placed on the P. & T.2 Scale in accordance with our conversion table attached from the date of implementation of the report.

Any other conversion tables necessary should be prepared by the P. & T. Administration.

#### Conversion Table No. 157

#### Posts and Telecommunications Administration P. & T. 2

Present Scale	Proposed Scale
£ 201	£ 236
213	
225	
239.8	262
253.16	
268.4	288
282.12	314
312	340
326.8	
340.16	366
355.4	392
372	418
394.4	
416.8	444
438.12	473
461.2	
483.15	502
	531
506.8	
529.1	560
551.14	590
574.7	
597	620

# Posts and Telecommunications Administration

#### CONVERSION FROM E4-1 TO C.O. SCALE

* Present Scale		Proposed Scale		
	£		£	
E.4	201	C.O.II	236	
	213.		252	
	•225		268	
	239.8		284	
	253.16		300	
	268.4		316	
	282.12		332	
E.3	312		348	
	326.8		364	
	340.16	C.O.I	380	
	355.4		400	
	372		420	
	394.4		440	
E2	416.8		460	
	438.12		480	
	461.2		500	
	483.15	H.C.O.	520	
E1	506.8		540	
	529.1		560	
	551.14		580	
	574.7		600	
	597		620	