



COLONY AND PROTECTORATE OF KENYA

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**Proposals for the Implementation of the Recommendations
contained in the Report of the Commission on the Civil
Services of the East African Territories and the East Africa
High Commission, 1953-54**

1954

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ADDENDUM

PAGE 15—Paragraph 26 (iv)

(d) Physiotherapists, Occupational Therapists and Radiographers
to be graded N5 (female) or C5-4 (male).

CORRIGENDUM

PAGE 37—APPENDIX I

Labour Officers—Resident Labour Inspectorate.—Under Proposed
Grading “Resident Labour Inspector”—*read B5-3 and not B4-3.*

PROPOSALS FOR THE IMPLEMENTATION OF THE RECOMMENDATIONS CONTAINED IN THE REPORT OF THE COMMISSION ON THE CIVIL SERVICES OF THE EAST AFRICAN TERRI- TORIES AND THE EAST AFRICA HIGH COMMISSION, 1953-54

The Government of Kenya proposes that in general the recommendations of the Salaries Commission's Report should be accepted. There are, however, certain recommendations in the Report which the Government considers to be unacceptable or in need of modification both in the public interest and the interests of the Service. The intention of this Paper is to set out in general terms the extent to which the Government proposes to advise the Legislative Council to reject or revise the Commission's recommendations and also to explain the manner in which the majority of the major proposals will be implemented.

2. In accordance with an undertaking given to the Service Associations the Report has been considered and discussed with the Staff Side of the Central Whitley Council, although unfortunately it has not proved possible to reach agreement on certain major issues. The Commission's recommendations have also been the subject of consultations with the other East African Administrations in an endeavour to achieve uniformity, and comments received from heads of departments and professional associations have been given careful and detailed consideration.

3. Acceptance of the Commission's recommendations will have the effect of introducing entirely new terms and conditions of service and officers will be given the option of accepting these in full or remaining on their existing terms and conditions of service together with the cost of living allowances as payable at present. These cost of living allowances will be subject to review in the same manner as is proposed later in this Paper for the cost of living allowance that will form part of the new terms of service and no guarantee can be given that officers electing to remain on their existing terms and conditions of service will necessarily have their cost of living allowances maintained at the present level.

4. It is proposed that officers should be given a period of two months from the date of the main circular instruction announcing the implementation of the revised terms of service in which to exercise the option referred to in the preceding paragraph and that an officer who is on leave on that date should be given a full month after his return to duty in which to exercise the option.

SOURCES OF RECRUITMENT OF THE EAST AFRICAN SERVICES (Chapter III of the Report)

5. The conclusions of the Commission in sub-paragraphs (a) and (b) of paragraph 42 are accepted in their application to Kenya. It is clear that for some considerable time to come this Colony will require to recruit a large proportion of its Administrative and Professional Services from external sources. Para. 42.

NEED FOR UNIFORMITY (Paragraphs 44 and 45 of the Report)

Paras. 44 and 45.

6. The Government fully appreciates the desirability of uniformity in terms and conditions of service as between the East African mainland territories and the High Commission. To this end the inter-territorial consultations referred to in paragraph 2 above have been held, and it is thought that the greatest possible degree of uniformity on the major features of the Report has been achieved.

ULTIMATE OBJECTIVE AND METHOD OF APPROACH (Paragraphs 47-49 of the Report)

Para. 48.

7. The conclusions set out by the Commission in paragraph 48 are accepted. The Government wishes to take this opportunity to affirm that in moving towards the ultimate objective which is a public service staffed by the people of the country there should be no lowering of standards in the services.

THE INDUCEMENT PRINCIPLE (Chapter V of the Report)

Para. 56.

8. The Government accepts the principle of basic salary scales with the addition of inducement pay where appropriate. As regards the provision for the variation of the inducement element proposed in paragraph 56 the Government regards the inducement element as an integral part of salary and does not intend that the salaries of serving officers shall be varied except by the process of a future Salaries Revision.

THE APPLICATION OF THE INDUCEMENT PRINCIPLE (Chapter VI of the Report)

Para. 62.

9. (i) In paragraph 62 of their Report the Commission recommend two general rules for the operation of the inducement principle. The first is that the East African Administrations should have a mutual covenant not to offer inducement pay to each other's "locally born or domiciled people"; the Government accepts this, save that owing to the difficulty of precisely defining the term "local domicile" it is proposed to substitute therefor the term "persons offering their services locally within East Africa". This is, of course, subject to the qualification in sub-paragraph (ii) (b) below.

(ii) The second rule provides for the scheduling of the external recruitment fields in which inducement pay would form part of an offer of employment. This is not acceptable. The Government proposes that the award of inducement pay should be determined not by the *place* of recruitment but by the *method* of recruitment, as described below:—

Para. 65.

(a) All persons recruited in the United Kingdom by the Secretary of State or the Crown Agents for Oversea Governments and Administrations will normally be granted inducement pay. (The Government does not therefore accept the recommendation in paragraph 65 that a candidate of local origin should qualify for inducement pay only if he enters one of the grades specified in that paragraph: The Government considers that a local candidate recruited in the United Kingdom by the Secretary of State or the Crown Agents for Oversea Governments and Administrations should be treated in precisely the same way as an expatriate recruit.)

(b) It is proposed to create in East Africa a special Appointments Board to which the Secretary of State would nominate a representative with experience of the recruitment machinery of the Colonial Office and of the standards applied by his Appointments Board in London. This Board will advise the Governor regarding the admission of local candidates to posts of the level ordinarily filled by officers of the Administrative and Professional Overseas Services and gazetted ranks of the Police and Prisons Services. These posts will be excluded from the scope of the Civil Service Commission. Persons appointed to these posts on the advice of this Board will be entitled to inducement pay *irrespective of race*.

(c) Posts and grades (apart from those in (b) above) to which the "B" and "C" Scales have been assigned will fall within the scope of the Civil Service Commission. These will normally be advertised locally by the Civil Service Commission, and appointments will be made either on pensionable terms at *basic* rates of pay, a candidate's entry point being determined, on the advice of the Civil Service Commission, by his local market value; or possibly on contract terms, at a market value salary assessed by the Civil Service Commission. If the Civil Service Commission advise that it has been found impossible to fill a vacancy in a "B" or "C" Scale appointment by local recruitment, recruitment from overseas will be tried, the Secretary of State's or the Crown Agents' machinery being used; in that event inducement pay will be payable (*see* sub-paragraph (a) above).

(iii) It will be seen that a local candidate may be offered an enhanced entry point into a "B" or "C" Scale according to his local market value. This will reduce the initial difference in emoluments between the local entrant (who will not get inducement pay) and a candidate recruited from overseas (who will); but at the top of the scale the emoluments will differ by the amount of the inducement pay. The Government therefore proposes that the top segment of the "B" and "C" basic scales shall be extended by five increments of £60 each, so that a local officer who secures promotion to a post carrying the B1 or C1 segment can eventually reach the same gross emoluments as an officer recruited from overseas, namely £1,620 (£1,782).

(iv) The effect of the above-mentioned extension on the "B" and "C" Scales proposed by the Commission at Appendix II, Section C, of their Report is set out in Appendix IV to this Paper.

(v) The Government is unable to accept the recommendation in paragraph 641 that Asian and African officers serving on three-fifths of the present Administrative and Professional scales should convert to basic pay without inducement. Such an arrangement would place them at a disadvantage as compared with those officers who have already received advancement in the clerical, executive and analogous grades under the arrangement set out in paragraph 6 of Sessional Paper No. 2 of 1948, and are now serving on scales which are regarded as containing an expatriation element and who will be eligible to convert with the inducement addition in accordance with the recommendation in paragraph 639 of the Commission's Report. Moreover, in view of the fact that two Asian Assistant Superintendents of Police are already serving on "expatriate" scales and automatically qualify for the inducement addition, and that in future officers locally appointed to the grades enumerated in (b) of sub-paragraph (ii) of

Para. 641.

paragraph 9 of this Sessional Paper, will receive the inducement addition, the Government regards it as inequitable to deny inducement to officers already serving in those grades. Furthermore, as the abolition of the three-fifths rule was officially announced on 15th February, 1953, these officers had reason to believe that they would be granted the full European scale independently of any recommendation which might be made by the new Salaries Commission. The Government therefore considers that it is under an obligation to these officers to convert them on Revision on the same basis as their European colleagues, that is with inducement pay.

(vi) For the same reasons the Government also proposes that the Asian and African officers at present serving on three-fifths of European scales should be granted the full European scale retroactively from the date of announcement of the abolition of the three-fifths rule, i.e., 15th February, 1953.

Para. 640.

(vii) In paragraph 640 of their Report the Commission has expressed the view that the following existing scales cannot be regarded as containing any expatriate element:—

£575 by £25 to £700

The Clerical A Scales for men and women.

The Clerical A Scales comprise the following:—

Grade II (male)	..	£295 by £22.10 to £565
Grade II (female)	..	£295 by £15 to £460
Grade I (male)	..	£580 by £20 to £720
Grade I (female)	..	£480 by £15 to £540
Special Grade (male)	..	£740 by £20 to £800
Special Grade (female)	..	£560 by £15 to £650

The Commission has, however, made no specific recommendation regarding the Clerical Executive Grade to which the salary scale £670 by £20 to £690 by £25 to £790 was assigned under the 1948 revision. This scale was based on the salary structure which has been recognized by the Commission in paragraph 639 of its Report, as containing an expatriate element, and the Government proposes therefore that all officers serving on that scale should be brought within the scope of that paragraph of the Report and allowed to convert with inducement pay.

Para. 639.

The Government also proposes that male officers serving on the Special Grade, which is superior in status and remuneration, should be similarly treated.

TRAINING GRADE (Paragraphs 67-70 of the Report)

Paras. 67-70.

10. The proposal to create a training grade as an avenue of entry into selected classes of posts to which have been assigned the B and C Scales, is welcomed and accepted.

THE QUESTION OF LONG VERSUS BROKEN SCALES (Paragraphs 76-79 of the Report)

Paras. 76-79.

11. The Commission's proposal that the A Scale for the administrative and professional services proper should be a long scale, and that the B and C Scales should be expressed in segments which in suitable cases are linked so as to form a long scale is thought to be a reasonable solution of this problem, and is accepted.

STANDSTILL DURING PROBATIONARY PERIOD (Paragraph 83 of the Report)

12. The recommendation that the present practice of imposing a standstill during a probationary period after entrance to a scale should cease, is accepted. Para. 83

PROMOTION AND EFFICIENCY BARS (Paragraphs 84-89 of the Report)

13. In the case of broken scales where movement to a higher segment is in fact promotion, the Civil Service Commission (which will begin to function simultaneously with the introduction of the revised terms of service) will be called upon to advise as recommended by the Commission. The proposal that there should be a periodic check on an officer's performance is accepted and a committee is being set up under the chairmanship of the Chief Secretary for this purpose. It is considered that these checks should occur immediately prior to confirmation in an appointment and thereafter, before an officer passes from one segment to another of a scale, provided that they will in no case be imposed more frequently than once in five years. In the case of efficiency bars which at present mark the acquisition of some definite qualification, such as the passing of a language examination, the Commission's recommendation that these bars should be synchronized with the new bars proposed above, is accepted. Paras. 84-89.

ACCELERATED PROMOTION WITHIN A LONG SCALE (Paragraphs 90-92 of the Report)

14. The Commission's arguments against the grant of accelerated promotion are accepted. Paras. 90-92.

THE PAY OF WOMEN (Paragraphs 93-96 of the Report)

15. The Government accepts the recommendation that women should receive the same basic pay as men save that they will not receive the double or triple incremental jumps mentioned in paragraph 81 which are designed to meet the increased domestic responsibilities of men at that stage in their career. The present practice whereby women Medical Officers receive the same salary as men without abatement will continue. Paras. 93-96.

APPLICATION OF THE INDUCEMENT PRINCIPLE TO WOMEN'S SCALES (Paragraph 97 of the Report)

16. The Commission's arguments as to why it should not be necessary as a matter of course to attach the inducement element to the C Scale as applicable to women are generally accepted. Indeed, with the exception of the Queen Elizabeth's Oversea Nursing Service, the Government considers that not only should inducement pay not be granted to future women appointees to posts on the C, P and N Scales but also to serving officers to whom these scales will apply. The Government realizes that conversion to basic scales for serving officers will be unfavourable and proposes to construct appropriate shadow scales. Para. 97.

GRADING

17. It is an essential feature of the Commission's recommendations that where possible posts should be graded according to responsibility and the nature of the duties performed and that salary scales should be allotted in the light of the results of this grading process. The Commission has dealt with some grading but has left much to be done by the Governments themselves, the posts involved being marked in Volume II of the Report as "regrade". In anticipation of the Commission's recommendation in this regard a Grading Team was set up under a chairman seconded from the United Kingdom Civil Service. The Grading Team's Report on the Clerical and Executive posts in the Service was presented in July, 1954, and is in process of examination by the Government. Another grading team appointed to examine technical and analogous posts below the professional level has just completed and submitted its report, which is also under examination by the Government. Pending regrading the officers concerned will be accommodated in Shadow Scales.

The Government will give effect to the Grading Team's proposals as modified after consideration of representations by Heads of Departments.

COST OF LIVING ALLOWANCES (Chapter VIII of the Report)

18. (i) The Government accepts the proposal that cost of living allowance should be paid at the rate of 10 per cent of salary and that a maximum should be retained which should operate at the top of the Long Scale, viz., at £1,620 per annum, instead of at £1,000 per annum, as at present.

Para. 117.

(ii) The recommendation in paragraph 117 that 1st January, 1954, be taken as the base date for the indices to be used for the consideration of any future variation in the cost of living allowances is accepted. However, the Government is unable to accept the proposed adoption of a single East African Cost of Living Index and proposes to retain in use the Wage Adjustment Index based on the Nairobi prices of consumer goods excluding increases in duty on alcohol and tobacco. The base figure for this index will be 237 points, i.e., the level of the index at 31st December, 1953.

(iii) The recommendation that whenever a rise or fall of 5 points occurs in the index the position should be immediately reviewed, is not in accordance with present practice, and is not accepted. The position will, as in the past, be kept under constant review and the index will be taken into consideration in any future decision that a change in the cost of living allowance is merited.

(iv) The Government considers that it is desirable to endeavour to maintain an overall uniformity in cost of living allowances as between the East African Territories.

THE SUBORDINATE SERVICES (Chapter IX of the Report)

19. (i) It has been generally agreed with the other East African Governments that uniformity as between territories is impracticable at the level of the Subordinate Service for the reasons given by the Commission in paragraph 122. Another difficulty in this respect as far

Para. 122.

as Kenya is concerned is that a cost of living allowance of 60 per cent is at present granted on salaries of up to £70 per annum, as compared with 35 per cent in Tanganyika and Uganda, so that existing *gross* emoluments at this level in Kenya are already roughly in line with the Commission's recommendations.

(ii) Yet another reason why general uniformity as between territories is impossible is that this Government has a statutory obligation to provide accommodation for its subordinate employees earning less than Sh. 100 per month, or to grant a house allowance in lieu, and where quarters are not provided the house allowance must be shown separately from the monthly wage. The Government therefore proposes to use the "with quarters" scale and to pay a *minimum* addition of Sh. 9 per month as house allowance as recommended where quarters are not provided. In Nairobi the house allowance addition will be Sh. 11 per month as laid down in the Minimum Wage Ordinance, and in certain other townships and municipalities it will also exceed Sh. 9 per month. Para. 129.

(iii) The Commission's recommendation that Sh. 60 per month is the right minimum and Sh. 189 per month the right maximum for the basic "with quarters" scale is accepted subject to variations arising from a change in the level of the minimum wage. So far as the segmentation is concerned it is proposed that there should be four segments covering segments IV to I of the existing Minor Employees Scale; this is set out in detail in Appendix V.

(iv) In paragraph 133 the Commission states that it appreciates that the minimum wage proposed, whilst generally suitable, will probably be too high for certain of the more remote up-country stations, if the public servant is not to become a privileged class. It is therefore proposed that the new scale should be extended downwards to cover the existing Segment V giving a new Segment V with a minimum "with quarters" of Sh. 30 per month; this also is given in detail in Appendix V. Para. 133.

(v) In all other respects the Commission's proposals for the Subordinate Service are acceptable including the recommendation in paragraph 139 that in certain urban areas a special local allowance should be payable in addition to the basic "with quarters" scale. The Government proposes to grant this local allowance in Nairobi and Mombasa and the question of its application to other urban areas at the same or a reduced rate is under consideration. Para. 139.

THE CLERICAL AND ANALOGOUS SERVICES (Chapter X of the Report)

20. (i) The E Scales recommended by the Commission in paragraph 156 are accepted with the exception that it is proposed that the grades recommended should be redesignated as follows:— Para. 156.

E6-E5	..	..	..	Grade III
E4-E3	..	..	..	Grade II
E2-E1	..	..	..	Grade I

(ii) The Commission's recommendation in paragraph 158 that £480 (528) should be the upper limit beyond which the salary range of the main body of the Clerical Services should not extend is also acceptable in respect of new entrants. Para. 158.

The Government considers, however, that officers now in the Clerical BII Scale have a reasonable expectation of advancement to the maximum of the present Scale BI and that the limit of their present expectations should accordingly be £450 (608). It is proposed, therefore, that they should be given the advantage of the shadow scale provided for the conversion of officers already on the BI Scale, subject to their being certified as fit to progress beyond the maximum of the proposed Scale E1. The same considerations apply also to officers in the Clerical AII and CIV-III scales the limits of whose expectation should be £720 (972) for males and £540 (729) for females in the A scales and £172 (237) in the C scales. The revised maxima under the shadow scales will be:—

£450 (608)	=	£588 (647)
£720 (972)	=	£924 (1,016)
£540 (729)	=	£744 (818)
£172 (237)	=	£252 (277)

Para. 159. (iii) The Commission's definition of the duties of the new clerical grades in paragraph 159 are acceptable and the clerical grading referred to in paragraph 17 of this Sessional Paper has been carried out on this basis.

APPLICATION OF THE E SCALES TO THE ANALOGOUS GRADES (Paragraphs 168-174 of the Report)

Paras. 168-174. 21. (i) The advice given by the Commission in paragraphs 168-174 is generally acceptable and many of the posts concerned are at present being examined by the Government in the light of the Technical Grading Team's Report.

(ii) The Commission's observations regarding promotional examinations have been noted by the Government.

THE EXECUTIVE AND TECHNICAL SERVICES (Chapter XI of the Report)

22. The scales proposed by the Commission in this chapter are generally acceptable except as specifically varied elsewhere in this Sessional Paper and in Appendices I and II thereto.

ADMINISTRATIVE AND PROFESSIONAL SERVICES (Chapter XII of the Report)

Para. 226. 23. (i) The proposal in paragraph 226 to introduce a new intermediate scale to be known as the B Scale is accepted. The proposal in paragraph 228 that Assistant Secretaries in the various Ministries and Establishment Officers in the Office of the Chief Secretary should be on the B Scale is, however, not acceptable and the Government proposes to include these posts in the A Scale. Until recently it has been the practice to fill these posts by the secondment of Administrative Officers (who will, in any event be on the A Scale) and where it is necessary in the future to recruit or appoint Assistant Secretaries permanently either because Administrative Officers are not available, or because a different type of experience is required for a particular post, it is the Government's intention that the standards and qualifications normally required for the Administration shall be demanded.

(ii) The Commission has recommended the following segments of the B Scale for the undermentioned posts in the Audit Department:—

Assistant Auditor/Auditor	..	..	B5-2
Senior Auditor	..	..	B1

The Government accepts the Commission's recommendations but has given an undertaking to consider in consultation with the Secretary of State and the other East African Governments, representations by the Director of Audit that Assistant Auditors/Auditors and Senior Auditors should be assigned the A Scale and be on a combined establishment.

(iii) The proposed new Scales A, B and C are accepted with the suggested conversion adjustments as set out in Appendix VI to this Sessional Paper.

(iv) The Commission's proposal in paragraph 236 that the Administrative jump in the long scale should be abolished and the proposal in paragraph 240 that the position of the District Commissioner should be recognized by the award of appropriate duty allowances are both accepted. The Government proposes that districts in Kenya should be classified as follows:—

"A" Districts

North Nyanza	Fort Hall	Nakuru
Central Nyanza	Kiambu	Mombasa
South Nyanza	Machakos	Embu
Kericho	Nairobi	Meru
Nyeri		

"B" Districts

Nandi	Nanyuki	Kwale
Teita	Thika	Naivasha
Kitui	Laikipia	Baringo
Eldoret	Kilifi	Narok
Kitale		

"C" Districts

Elgeyo	Samburu	Moyale
West Suk	Lodwar	Wajir
Kajiado	Isiolo	Garissa
Kipini	Marsabit	Mandera
Lamu		

The Government regards these allowances purely as duty allowances without any element of entertainment.

(v) The Government also accepts the recommendation that Provincial Heads of Professional Departments who are not in receipt of superscale salaries should be paid a similar allowance at the rate recommended for a Class B District where the responsibility involved justifies the allowance, but in some cases proposes the creation of superscale posts for these officers.

(vi) The Government's acceptance of the abolition of the incremental jump in the Administrative Officers' scale results in a very large difference of salary between those officers who have had the advantage of this jump and those other serving officers who have just missed it or who have qualified for it since the 1st January, 1954, and will on conversion thus lose the advantage they have already received. It is considered essential to go some way towards rectifying this anomaly and it is therefore proposed that when an Administrative Officer already in the Service on the 1st January, 1954, reaches that point in the scale at which he would have qualified for the Administrative jump, that is to say, completes one year's service on the

£1,254 (1,379) point in the A scale, he may be granted, in addition to the increment for which he will have qualified at that date, one additional increment and proceed to the £1,350 (1,485) point in the scale.

Para. 249.

(vii) The Government agrees that it is not yet opportune to discontinue the extension of the professional scale for Medical Officers and on the advice of the Secretary of State recommends that the proposed additional increments should be increased from three to four and made annual instead of biennial. It is also agreed that this extension should be made available to the holders of scientific posts as recommended in paragraphs 250-251 of the Report. In such cases the extension would not automatically apply to every post but would be awarded personally to selected holders.

Paras. 250-251.

NOTES ON CLASSES COMMON TO SEVERAL DEPARTMENTS (Chapter XIII of the Report)

24. (i) In this chapter the Commission makes proposals for the grading of certain posts common to several departments. Most of these are subject to investigation either by the Clerical or Technical Grading Teams as set out in Appendix I to this Sessional Paper and the Government's proposals for the remainder are also included in this Appendix with the exception of those Accountants dealt with in (ii) below.

Paras. 256-260.

(ii) *Accountants*.—At present provision for accountants is made in the votes for the ministries or departments concerned and there is no common service, individual accountants being substantively appointed to each of those independent establishments. Thus interchange normally takes place only in the course of promotion. Accountants in departments other than the Treasury do not come under the control of the Accountant General: in most departments there are one or two accountants only and the disadvantage arising from small establishments in so far as training and reliefs are concerned is obvious. With the imminent institution of the Exchequer system responsibility will become decentralized to the Accounting Officers for the ministry or department, or group of departments, and consequently an increased responsibility will fall on their accountants. In order to attain greater flexibility in the posting of staff and the benefit of wider experience in the individual, and to obviate difficulties in finding suitable reliefs for casualties occurring through leave, sickness or other causes, it is proposed that a central establishment of accountants should be instituted, under the administration of the Treasury and paid from that department's votes. From this central establishment one or two accountants for each of the senior accountancy posts in the other departments will be found. Holders of these Treasury posts will be seconded for duty under the various Accounting Officers, and will be answerable to them for the conduct of their accounting duties within the ministry or department, for which the Accounting Officer is responsible. While changes in postings will be inevitable and desirable in so far as the training of younger accountants is concerned, it is not intended that change of posting, as between departments, should occur frequently; by this means both departments and individuals should benefit by widened experience, without transfers being so frequent as to militate against efficiency within the department.

Since the Public Works Department has a comparatively large staff, and so is able to provide its own reliefs and for the training of juniors, it is not proposed to bring that department within the ambit of the proposed central establishment of accountants. Also, in those departments where accounting duties and responsibilities are not heavy it is not proposed to supply a Treasury accountant; either an officer below the rank of accountant will be carried on the department's establishment or accounting duties will be combined with other duties in an existing post. In those instances where a department may require junior accounting staff additional to those seconded to it from the Treasury, the extra staff will be borne on the employing department's establishment. It is intended that, as at present, all clerical staff for the accounts offices should be provided in the votes of the department in which they are employed.

To staff the proposed central establishment there will be required two Chief Accountants, on the lowest incremental superscale, and forty accountants in the following grades:—

<i>Grade</i>	<i>Number</i>	<i>Scale</i>
I	13	B1
II	12	B3-2
III	15	B5-3

This will incorporate provision for reliefs. Advancement from one grade to another will not be automatic, but will be subject to selection by the Civil Service Commission to fill a vacancy. It is anticipated that forty-two existing posts in the 1954/55 Estimates can be deleted if the new organization is brought into force. It is proposed to bring the new scheme into operation from 1st January, 1955.

THE EDUCATION DEPARTMENT (Chapter XIV of the Report)

25. (i) The Commission's proposals for the Education Department have been studied by the Directors of Education in conference and their recommendations which, to a certain extent, modify the proposals of the Commission, are generally acceptable to the Government.

(ii) In particular it has not been possible to accept in their entirety the Commission's recommendations in paragraphs 284-286 of their Report. The proposed difference in status between teaching and administrative staff is presumably based on the assumption that teaching staff have less responsibility than those engaged in administration. This premise is not acceptable to the Government as it is often the most highly qualified and capable officer who is required to undertake teaching duties; moreover, such inequality of status would lead to difficulties in retaining and recruiting teaching staff from overseas. It is also desirable under present conditions in Kenya that there should be interchangeability between the inspecting and teaching staff.

Paras. 284-286.

(iii) The Government proposes, therefore, that the rank of Education Officer should be applied not only to officers performing administrative duties but also to teachers holding specified posts in secondary schools and teacher-training centres, the posts of Education Officer being on Scales A or B according to the qualifications of the holder as set out under the heading of Education Officer in the summary below.

(iv) The Government's proposals for the application of the recommendations of the Directors of Education, altered where necessary to suit local conditions, may be summarized as follows:—

Senior Education Officers (employed on Provincial duties)	£1,740-1,860
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EUROPEAN EDUCATION

Principals of the three Secondary Boarding Schools with Higher School Certificate Classes	£1,740-1,860
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Education Officer:

All teachers with the following requisite qualifications to teach to a minimum of the School Certificate and recruited for this purpose will be accorded the status of Education Officer:—

Honours Degree of a British University	A or A(W)
Pass Degree of a British University ..	B5-1 or B(W)5-1
Special Subjects (e.g., Music, Domestic Science, Technical, Commercial, etc., as laid down for Secondary Schools in the Burnham Reports)	B5-1 or B(W)5-1
By special appointment or promotion ..	B5-1 or B(W)5-1

Headmasters:

Primary Boarding School	B5-1
Primary Day School (two streams) ..	B5-2
Primary Day School (single stream) ..	B5-3

Masters and Mistresses employed in Primary Schools (Graduates and non-Graduates with the Ministry of Education Certificate or recognised equivalent):

Master	T-B4 (Entry point £498)
Mistress	T-B(W)4 (Entry point £498)

Physical Training Instructor (recognized qualification) to rank as Master or Mistress

T-B4 or T-B(W)4
(Entry point £498)

Permanent Staff Instructor

C6-4

ASIAN EDUCATION

(Including Arab Education)

Principals of Training Colleges with Boarding facilities	£1,740-1,860
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Principals of Day Secondary Schools and Training Colleges without Boarding facilities	A or A(W); or B5-1; or B(W)5-1
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Education Officer:

All officers recruited for Administrative, organizing or inspecting duties, all officers recruited for teacher-training and for teaching duties up to a minimum of the School Certificate and all officers promoted specially into this grade for such duties will be accorded the status of Education Officer according to their qualifications as follows:—

Honours Degree of a British University	A or A(W)
Pass Degree of a British University ..	B5-1 or B(W)5-1
Special Subjects (e.g., Domestic Science, Technical, Commercial, etc.), as laid down for Secondary Schools in the Burnham Reports	B5-1 or B(W)5-1
By special appointment or promotion..	B5-1 or B(W)5-1
Masters and Mistresses permanently appointed to Secondary Schools or Teacher-Training Colleges:	
Graduate of an Asian University ..	T-B4 or T-B(W)4 (Entry point for trained Graduates £498)
Higher School Certificate plus two years training	T-B4 or T-B(W)4 (Entry point £498)
Headmasters and Headmistresses:	
Primary School of over 400 pupils ..	B5-2 or B(W)5-2
Primary School of 200-400 pupils ..	B5-3 or B(W)5-3
Primary School of under 200 pupils ..	T-B4 or T-B(W)4
Senior Master or Mistress in a School of over 800 pupils	B5-3 or B(W)5-3
Masters and Mistresses employed in Primary Schools:	
Graduate of an Asian University ..	T-B4 (Entry point for trained Graduates £498)
Higher School Certificate plus two years training	T-B4 (Entry point £498)
School Certificate plus two years training	E2-1-T (Starting point £408)
<i>The following posts apply to Arab Education:</i>	
Supervisor of Arab Village Schools ..	T
Teacher, Grade II—Beit el Ras Trained..	E4-3
Teacher, ungraded	E5-4
Koran Teacher	E5-4

AFRICAN EDUCATION

Principals of the Institutes of Education at Kagumo and Siriba	£1,740-1,860
Principals of Secondary Boarding Schools and Teacher-training Centres	A or A(W) B5-1 or B(W)5-1

Education Officer:

All officers recruited for administrative, organizing or inspecting duties, all officers recruited for teaching duties in Secondary Schools and Teacher-training Centres, and all officers promoted specially into this grade for such duties will be accorded Education Officer status according to their qualifications as follows:—	
Honours Degree of a British University	A or A(W)
Pass Degree of a British University or Makerere Degree plus Diploma ..	B5-1 or B(W)5-1
Domestic Science qualifications ..	B(W)5-1
Higher National Certificate (or equivalent) plus teaching qualifications	B5-1
By special appointment or promotion ..	B5-1
Masters and Mistresses permanently appointed to Secondary Schools, Teacher-training Colleges or Intermediate Boarding Schools and holding the Ministry of Education Certificate or recognized equivalent ..	T-B4 or T-B(W)4 (Entry point £498)
Headmasters and Headmistresses of Intermediate Boarding Schools	B5-2 or B(W)5-2
Assistant Education Officer:	
(a) Holding the Makerere Diploma in Education	T-B4 (Entry point £498)
(b) Holding a lesser qualification ..	T
Teacher (School Certificate plus two years' training)	E3-1
Assistant Teacher, Grade I (K.A.S.S.E., plus two years' training)	E4-3
Assistant Teacher, Grade II (K.A.P.E., plus two years' training)	E6-5 (Entry point £108)
Assistant Teacher, Grade III (Form II plus two years' training)	E6

TRADE AND TECHNICAL EDUCATION

Education Officer:

Honours Degree of a British University and suitable experience in a technical institution	
Principal, Kabete Trade and Technical School	A
Principals, Thika, Sigalagala and Kwale ..	B5-1
Technical Master (Higher National Certificate or equivalent, plus teaching qualifications)	B5-2
Senior Technical Instructor	C5-2
Technical Instructor (Qualified Craftsman) ..	C5-3
Senior Assistant Technical Instructor:	
(Intermediate City and Guilds or on promotion from Assistant Technical Instructor, Grade I)	E3-1
Assistant Technical Instructor, Grade I (on promotion from Grade II, having passed Higher Grade Trade Test)	E4-3
Assistant Technical Instructor, Grade II (K.A.P.E. and successful completion of a Trade School Course and having passed Lower Grade Trade Test)	E6-5

THE MEDICAL DEPARTMENT (Chapter XV of the Report)

26. (i) Since the Commission prepared its report the salary scales for Public Health Service Medical Officers in the United Kingdom, to which reference is made by the Commission in paragraph 312, have been the subject of a further interim revision. The position was reviewed in the light of this development, and following consultations with representatives of the other East African Governments and the Secretary of State the Government proposes that the entry point for Medical Officers in the "A" Scale should be raised from £1,074 (£1,181) to £1,116 (£1,228); that, as already mentioned in paragraph 23 (vii) above, the Medical/Scientific extension should be extended by one increment to £1,836 (£1,998) and should proceed by annual and not biennial increments; and that amendments as proposed in paragraph 33 below (superscale salaries) should be made to the medical superscale salaries. Para. 312.

(ii) *Medical Officers with Qualifications Registrable Only in East Africa.*—The Government accepts the recommendation in paragraph 320 of the Report that Medical Officers who complete their two years' internship and achieve East African registration should be placed on the full "B" Scale and accordingly proposes that they should enter that scale at the £660 point in view of the length of their medical training (seven years). During their internship they will receive £408 (£449) during the first year and £426 (£469) during the second year, i.e. the first two points in the D (Training) Grade. Para. 320.

(iii) *Medical Officers Licensed to Practise in East Africa.*—In paragraph 322 of their Report the Commission have graded Senior Assistant Surgeons and Assistant Surgeons C3 and C5-4 respectively. There is no difference in the responsibilities of these two grades and the Government proposes that they should be combined and placed on the scale C5-3 on the same level as Makerere Licentiates (Assistant Medical Officers). Para. 322.

(iv) *Nursing and Allied Services.*—In accordance with the advice of the Secretary of State the Government proposes the following amendments to the Commission's recommendations in paragraphs 323-329 of their report:— Paras. 323-329.

- (a) Mental Nurses, if doubly qualified, i.e. S.R.N. and R.M.N., to be graded N4 or C5-3, which is the male equivalent of N4: if not doubly qualified, to be graded N5 or the male equivalent C5-4 as proposed by the Commission.
- (b) Chief Mental Nurse to be graded N2, not C3.
- (c) Sister Tutors to be graded N4 as recommended by the Commission but with an entry point of £636 per annum basic or £822 (inducement); a new post of Senior Sister Tutor to be created in the grade N2.

POLICE (Chapter XVI of the Report)

27. (i) The Government accepts the revised salary scales recommended by the Salaries Commission for the ranks of Constable, Corporal, Sergeant and Cadet Inspector but is unable to accept those recommended for the ranks of Assistant Inspector, Inspector Grade II, Paras. 338-344.

Inspector Grade I and Chief Inspector, and proposes that the following scales should be assigned to those ranks:—

Assistant Inspector ..	£180 (£198) by £12 to £228: £252 by £12 to £276 (£304).
Inspector Grade II ..	£288 (£317) by £12 to £336 by £18 to £516 by £24 to £564 (£620).
Inspector Grade I ..	(Basic) £498 (£548) by £18 to £516 by £24 to £636: £714 by £30 to £744 (£818). (Plus inducement) £648 (£713) by £24 to £672 by £30 to £822: £912 by £36 to £948 (£1,043).
Chief Inspector ..	(Basic) £714 (£785) by £30 to £954 (£1,049). (Plus inducement) £912 (£1,003) by £36 to £1,200 (£1,320).

(ii) Whereas it was stated in the memorandum Serial No. 1 to the Supplementary Estimates No. 2 of 1954, by which the recommendations of the Kenya Police Commission on salaries were implemented, that the interim scales of pay would remain in force until permanent rates were fixed in the light of the recommendations of the East African Salaries Commission, the basic salary scales proposed in subparagraph (i) above will be lower than the expectation of the officers concerned under the interim scales as shown below:—

<i>Rank</i>	<i>Interim Scale</i>
Assistant Inspector ..	£144 (£203 by £8 to £192 by £9 to £210 by £12 to £282 by £18 to £336 (£454).
Inspector Grade II ..	£348 (£470) by £18 to £456 by £24 to £504 (£680).
Inspector Grade I ..	£504 (£680) by £18 to £540 by £24 to £756 by £30 to £876 (£1,182).
Chief Inspector ..	£540 (£729) by £24 to £756 by £30 to £936 (£1,264).

While it was originally intended that those scales should be adjusted in the light of the recommendations of the Salaries Commission, the Government now considers that it would be inequitable to deny the officers concerned their expectations under the interim scales and proposes therefore that they should convert to "shadow" scales which will be so constructed as to provide approximately the same maximum emoluments as on the interim scales.

Para. 352.

(iii) The Police Commission's proposals regarding allowances are, subject to certain amendments, generally acceptable to the Government and are as follows, all rates being in shillings per mensem unless stated otherwise:—

POLICE ALLOWANCES

(1) <i>Nature of Allowance</i>	(2) <i>Present Allowance</i>	(3) <i>Allowances Proposed by Police Commission</i>	(4) <i>Proposed Allowances</i>
1. Literacy—Swahili	.. Sh. 5	Sh. 10	Sh. 10
2. Literacy—Elementary English.	.. Sh. 5	Up to and including the rank of Assistant Inspector	Sh. 20 } up to and including the rank of Assistant Inspector.
3. Literacy—Advanced English.	.. Sh. 10	Sh. 40	Sh. 40 } ctor.
4. Bonuses for Vernaculars	Civil Service rates.	£40 to £70 for single bonus.	Civil Service rates.
5. Instructors	.. (a) Instructors ..	Sh. 15	Sh. 15 up to and including the rank of Assistant Inspector.
	.. (b) Camel Instructors ..	5	
	.. (c) Driving Instructors ..	15	
6. Animal Handlers	.. (a) Dog Handlers ..	5	(a) Abolish—eligible for C.I.D. allowance as in 12 below.
	.. (b) Mulemen ..	1	(b) } Sh. 5.
	.. (c) Camelmen ..	2	(c) }
	.. (d) Horsesmen ..	2	(d) }
7. Cobblers	.. Sh. 2	.. Sh. 10	Sh. 10.
8. Driver/Mechanics	.. (a) Motor Drivers ..	5	Sh. 10 (existing rate of Sh. 5 for drivers will be retained until all have had an opportunity to pass a driver/mechanic's course).
	.. (b) Motor Mechanics ..	10	
9. Traffic	.. Sh. 5	.. Abolish	Sh. 5.
10. Wireless Operators	.. (a) 1st Grade, N. Prov. ..	Sh. 15	} Payable to Sergeants, Corporals and Constables only.
	.. (b) 1st Grade, elsewhere ..	10	
	.. (c) 2nd Grade, N. Prov. ..	10	
	.. (d) 2nd Grade, elsewhere ..	5	

POLICE ALLOWANCES

(1) <i>Nature of Allowance</i>	(2) <i>Present Allowance</i>	(3) <i>Allowances Proposed by Police Commission</i>	(4) <i>Proposed Allowances</i>
	<i>Sh.</i>	<i>Sh.</i>	<i>Sh.</i>
11. Bandsmen	(a) Sergeants and Corporals (b) Constables	(a) Sergeants and Corporals (b) Constables	(a) Sergeants and Corporals (b) Constables
12. Special Branch and C.I.D.	(a) Chief Inspectors (b) Inspectors and Assistant Inspectors (c) Chief Inspectors (Asian) (d) Inspectors and Assistant Inspectors (Asian) (e) Other Ranks (Asian) (f) Inspectors, Asst. Inspectors, Sergts. and Corporals (African) (g) Other Ranks (African)	(a) Chief Inspectors and Inspectors, Grade I (b) Inspectors, Grade II, and Asst. Inspectors (c) Sergeants and Corporals (d) Constables	(a) Chief Inspectors, Inspectors and Asst. Inspectors (b) Sergeants, Corporals and Constables
13. Fingerprint	(a) After 2 years (b) After 3½ years (c) After 5 years (d) After 10 years (e) After 15 years	Abolish .. .. .	.. .. . As for Special Branch and C.I.D. allowance in 12 above.
14. Teachers	(a) Teachers (African) (b) Teachers (Asian) (c) Teachers (English)	Sh. 15	Sh. 15.
15. Female Searchers	25 cents per search	25 cents per search	25 cents per search.
16. Water Police	Sh. 5	Sh. 5 (Engineer Coxswains only)	Sh. 10 (Coxswains and Mechanics only).
17. Firefighting (R.N.A.D.)	Sh. 5	Sh. 5	Sh. 5.
18. Detective	Sh. 20	As in 12 above	As in 12 above.

POLICE ALLOWANCES

(1) <i>Nature of Allowance</i>	(2) <i>Present Allowance</i>	(3) <i>Allowances Proposed by Police Commission</i>	(4) <i>Proposed Allowances</i>
19. Uniform	(a) Inspectors (European and Asian)—Free issue on appointment or promotion, thereafter £10 p.a. for maintenance. (b) Inspectors (African)—Free issue with annual replacement thereafter. (c) Gazetted Officers—on appointment or promotion, £20.	(a) Inspectors—Free issue of working uniform on appointment or promotion, thereafter £25 p.a. for maintenance. (b) Gazetted Officers—Free issue on appointment only, thereafter £25 p.a. for maintenance.	As in column (3).
20. Plain Clothes	Sh. 10 (below rank of Assistant Inspector).	Sh. 20	Sh. 20 (not payable if the officer is already in receipt of Special Branch or C.I.D. allowance).
21. Urban	<i>Sh.</i> (a) Sergeants and Corporals 6 (b) Constables 4	Sh. 12	(a) Sergeants and Corporals 6 (b) Constables 4
22. Efficiency	Up to Sh. 6 per month, according to service.	Abolish	Abolish.
23. Travelling and Subsistence	Civil Service rates	Local rates	Civil Service rates.
24. Mileage	Civil Service rates	Local rates	Civil Service rates.
25. Other Allowances applicable to the Civil Service generally.	Civil Service rates	Civil Service rates	Civil Service rates.

PRISONS (Chapter XVI of the Report)

Paras. 356-357.

28. (i) In paragraphs 356 and 357 of their Report the Commission have suggested that there should be a review of the organization of Prisons Departments in East Africa with a view to providing ladders of promotion whereby junior officers are given opportunities of promotion as far as their ability and devotion to duty will take them. The Government considers that the existing rank structure of the Kenya Prisons Department, as modified in paragraph (iii) below, provides adequate opportunities of promotion to the highest ranks and that no reorganization is needed at present.

Para. 358.

(ii) The recommendations of the Commission in paragraph 358 for proposed scales and grading are acceptable to the Government except that it is proposed to abolish the rank of recruit and to make appointments in future to the rank of Warder on Scale P16A.

(iii) It is proposed that with effect from the 1st January, 1955, a new rank of Prison Officer should be created on the P4 Scale (£462-£564) to narrow the gap between the Assistant Prisons Officer on the P5 Scale (£288-£480) and the rank of Assistant Superintendent on the B5-3 Scale (£588-984).

(iv) The Commission recommends that gazetted Prisons Officers should be placed on the "C" Scale, but the Government considers that in view of the difficulty of recruiting suitable officers of the standard required for modern prisons administration the "B" Scale should be offered. The scale will be applied to the rank structure as follows:—

Senior Superintendent (new rank to be created and offset by a reduction in the establishment of the lower ranks)	..	..	..	..	B1
Superintendent	..	..	..	..	B2
Assistant Superintendents	..	..	..	..	B5-3

So far as new entrants are concerned, the scale will be a broken one, i.e. there will be separate establishments for each of the three ranks but the present expectation of serving Assistant Superintendents (who are on the long scale £550-£1,025) to reach the same maximum as Superintendents will be preserved.

Para. 355.

(v) In paragraph 355 the Commission recommends that such allowances as may be approved for the Police should be applied where appropriate to the Prisons Department. The Government accordingly proposes that the following allowances should apply to the Prisons Department. All rates are in shillings per mensem unless otherwise stated:—

PRISONS ALLOWANCES

(1) <i>Nature of Allowance</i>	(2) <i>Present Allowances</i>	(3) <i>Proposed Allowances</i>
1. Literacy—Swahili	Sh. 5 (subordinate ranks other than Warder Clerks).	Sh. 10
2. Literacy—Elementary English	Sh. 5 (all subordinate ranks)	Sh. 20
3. Literacy—Advanced English	Sh. 10 (all subordinate ranks)	Sh. 40
4. Bonuses for knowledge of Vernaculars	Civil Service rates	Civil Service rates.
5. Urban Allowance	(a) Chief Warders and Corporals (b) Warders, Warder Clerks and Lance Corporals	Sh. 6 6 4
6. Good Conduct Pay	Up to Sh. 4, according to service	Abolish.
7. Uniform	£10 p.a., maintenance allowance to all officers earning less than £775 p.a., except for Technical Instructors.	Rank of Assistant Prisons Officer and above—Free issue of working uniform on appointment or promotion, thereafter £25 p.a. for maintenance.
8. Wireless Operators	Where applicable as for Police	Where applicable as for Police.
9. Instructors	Nil	As for Police.
10. Driver/Mechanics	Nil	As for Police.
11. Other Allowances applicable to the Civil Service generally.	Civil Service rates	Civil Service rates.

THE PUBLIC WORKS DEPARTMENT (Chapter XVII of the Report)

Paras. 372-373.

29. (i) The recommendations of the Commission in paragraphs 372-373 regarding a uniform pattern of nomenclature for the main grades are noted. The question of nomenclature has received consideration by the Technical Grading Team and the Government wishes to examine its report before deciding whether or not the Commission's proposals are acceptable.

(ii) Amendments proposed by the Government in the case of certain of the superscale salaries recommended by the Commission are set out in paragraph 33 below.

COURT OF APPEAL FOR EASTERN AFRICA (Paragraph 2 of the Report)

Para. 2.

30. In paragraph 2 of their Report the Commission state that they have submitted a separate report on the Court of Appeal for Eastern Africa in view of the fact that its jurisdiction extends to territories not included in the Commission's terms of reference. The Commission has submitted the following recommendations for the Court of Appeal:—

	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	
President ..	£3,150 (3,500)	£3,800 (3,962).	
Vice-President ..	£2,400 (2,750)	£3,200 (3,362).	
Justice of Appeal	£2,300 (2,650)	£3,100 (3,262).	
Registrar ..	£760 (1,026)—£1,140 (1,490)	A.	
Clerks	Scales A	Regrade	} C.G.T.
Clerk	Scale A (Supernumerary) ..	Regrade	
Clerk of Court of Appeal ..	Scale B, Special	Regrade	} C.G.T.
Clerks	Scales B	Regrade	
Clerk	Scale B (Supernumerary)..	Regrade	} S.S.
Office Boys ..		S.S.	
Police Orderlies ..		P Scales.	

These recommendations are acceptable to this Government and the other Governments concerned save that it is proposed that the salary of the Vice-President should be revised to £3,300 instead of £3,200.

COMMENTS ON OTHER DEPARTMENTS (Chapter XVIII of the Report)

31. The comments of the Commission in this connexion have been taken into account in the proposals in Appendix I for the assignation of scales to certain posts.

JUDICIAL DEPARTMENT—PROBATION SERVICES (Paragraph 387 of the Report)

Para. 387.

32. The Commission have graded Probation Officers (Grades I and II) B5-2. The Government, however, proposes the following rank structure:—

Senior Probation Officer	B2
Probation Officer	B5-3

So far as new entrants are concerned there will be separate establishments for each of the two grades but the present expectation of serving Probation Officers to reach the same maximum as Senior Probation Officers will be preserved.

SUPER-SCALE SALARIES (Chapter XIX of the Report)

33. The general principles laid down by the Commission in Chapter XIX for the assessment of super-scale salaries and the detailed recommendations made by the Commission in paragraph 425 are accepted subject to the additions and modifications contained in Appendix VII. Para. 425.

INCREMENTAL CREDIT FOR WAR SERVICE OR MILITARY SERVICE (Paragraphs 427-429 of the Report)

34. The recommendation that the concession in respect of additional increments for war service should be abolished, is accepted. The Government also accepts the proposal that incremental credit should continue to be given for post-war compulsory military service. Paras. 427-429.

INITIAL ENTRY POINTS IN THE PROFESSIONAL SCALE

35. (i) The figures given by the Commission in paragraph 432 of their Report fail to take into account the fact that in order to qualify for an appointment in the Colonial Medical Service a Medical Officer must have been placed upon the Medical Register, which requires a year's post-graduation hospital experience. His training is, therefore, three not two years longer than that of an Administrative Officer. This would not necessarily justify the award of a higher entry point but, as has been pointed out in paragraph 26 of this Paper which deals with the Medical Department, considerations of "market value" make it necessary to raise the entry point for Medical Officers from the seventh point in the "A" Scale to the eighth, i.e. £1,116 (£1,228) per annum, including inducement pay. Para. 432.

(ii) The Government accepts the Commission's recommendation in paragraph 433 (ii) that "market value" enhancements of entry points should apply only to recruitment from external sources. Para. 433 (ii).

INCREMENTS FOR APPROVED EXPERIENCE (Paragraphs 435-438 of the Report)

36. The Government notes the views expressed and the suggestions made by the Commission and so far as recruitment from external sources is concerned the Government accepts the recommendation that increments for experience should normally be limited to four. The Government proposes, however, that incremental credit up to a maximum of 12 increments should continue as at present to be granted in respect of recruitment to teaching posts. Paras. 435-438.

Starting salaries in the case of local appointments will be decided on the advice of the Civil Service Commission as provided for in the draft Ordinance establishing the Commission.

THE COST OF EDUCATION OF CHILDREN OUTSIDE EAST AFRICA (Paragraphs 439-440 of the Report)

37. The Government is unable to accept the recommendation that an educational grant should be made to expatriate officers who wish to educate their children overseas. The Government considers that the education facilities in Kenya are generally adequate and that if an officer does not wish to take advantage of these facilities then the full cost of overseas education should be met by the individual. Paras. 439-440.

TRAINING (Chapter XXI of the Report)

38. As already stated in paragraph 10 above, the proposal to introduce a Training Grade for the Executive and Technical Divisions of the service is acceptable. Appointments to the Training Grade will be dealt with by the Civil Service Commission and it is proposed to accept the recommendation that a separate Standing Committee on Training should be set up on which the Civil Service Commission would be represented.

ORGANIZATION AND METHOD

Para. 456.

39. The Government has always accepted that organization and methods in the public service require continuing study. An officer appointed by the Estimates Committee is at present engaged on such an examination in Government Departments. An approach has been made to Her Majesty's Government in the hope that assistance may be obtained from the Organization and Methods Division of Her Majesty's Treasury.

THE FUTURE OF ESTABLISHMENT BRANCHES

40. The full extent of the additional burden which will be placed upon the Establishments Branch due to the implementation of Chapter XXI of the Report, cannot be accurately assessed at this stage and it will be necessary to review the status and staffing of this Branch from time to time in the light of experience. The Government does not accept the recommendation that the head of the branch should be responsible only to the Minister for Finance and proposes to retain the existing arrangement whereby he has a dual responsibility to the Chief Secretary and to the Minister for Finance for subjects falling within their respective portfolios. It is also proposed that Establishment Officers should be re-designated Assistant Secretaries (Establishments) and as already mentioned in paragraph 23 above it is the Government's intention that the standards and qualifications normally required for the Administration should be demanded for future recruitment and appointment to this post.

PENSIONS ARRANGEMENTS (Chapter XXII of the Report)

Para. 461.

41. (i) In paragraph 461 the Commission recommends that there should be no change in the present pensions structure. This is acceptable with the exception that it is proposed to conduct an actuarial investigation into the number of years purchase allowed on commutation which is at present ten; however, this is not a matter in any way affecting the process of Salaries Revision.

Para. 462

(ii) The Commission's recommendation that the age qualification for pensionable service be lowered to 18 years of age is not acceptable to the Government.

Para. 463.

(iii) As regards the computation of pensions in respect of service on existing salary levels, the Government prefers the arrangement adopted following the 1947/48 Revision to that recommended in paragraph 463 of the Report. This means that where it is necessary to average salaries for the purpose of computation of pension the new salaries will be in effect extended backwards for the purpose of that calculation. There will be very few cases of this nature.

(iv) In paragraph 464 the Commission record that they felt unable to accede to the request made by a number of Staff Associations that when an officer dies in the service for any reason there should be payable to the estate the amount which would have been paid if the officer concerned had retired on the date of death and commuted his pension if such sum should be in excess of one year's pensionable emoluments. The Government does not propose to accept the conclusion of the Commission on this point and considers that the slightly more generous arrangement requested should be introduced. Para. 464.

(v) The Commission's recommendation that the manner in which death gratuities due in respect of pensionable officers should be distributed should be at the discretion of the Director of Establishments, instead of in the hands of the deceased's legal personal representative, is liable to lead to embarrassment and is therefore not accepted by Government. The Commission's belief that such gratuities attract Estate Duty, which apparently gave rise to their suggestion, is incorrect. Para. 464.

(vi) The recommendations in paragraphs 471 and 472 that war service and pre-appointment courses should not have any pension value are acceptable to the Government. Paras. 471-472.

(vii) The Commission's recommendation in paragraph 478 regarding surrender of Provident Fund contributions on transfer to pensionable service in general follows the present practice of this Government. However, it is not proposed to accept the recommendation that in the case of future transfers the individual should have the option to be treated in any one of the three ways suggested. The Government, therefore, intends to retain the existing practice as laid down in Section 13 (2) of the Provident Fund Ordinance, 1951, whereby on transfer to a pensionable office and confirmation therein the contributor surrenders his whole interest in the Provident Fund and in return has his service on Provident Fund terms counted in full for pension purposes. Para. 478.

(viii) The recommendation in paragraph 486 that gratuities for minor employees should be calculated at the rate of one-twelfth of one month's salary as at date of retirement for each completed month of service, is accepted. It is not proposed to abolish the annual allowance paid to employees with 30 years' service or over in addition to gratuity as suggested by the Commission. Para. 486.

(ix) The recommendation in paragraph 487 read in conjunction with paragraph 488 that posts, the minimum of which is not less than £90 per annum, should be eligible to be declared pensionable, is accepted. The Government also accepts the view that a public servant who is eligible for pensionable terms and who has already been employed over a number of years and whose services, if satisfactory, will continue to be required, should not be condemned to an indefinite future of non-pensionable employment. Paras. 487-488.

(x) The recommendations in paragraphs 494-497 are generally acceptable as regards Police Officers below the rank of Assistant Inspector. A *servicing* officer will thus be eligible to opt either for pensionable terms or to retain his Provident Fund status and, after twelve, sixteen or twenty years' service, will have the right to retire Paras. 494-497.

X except that the Officers referred to in sub-
-para. (ii) thereof should have no option &
will be subject to the "45 years" rule until they
leave the service of the ²⁶ Colony.

voluntarily or may be retired by the Government; if he retires voluntarily he may opt to receive either a gratuity at the rate of one-twelfth of his annual pay for each completed year of service or, in the case of persons who elect to retain their Provident Fund status, for his accrued Provident Fund benefits. If, however, he is retired compulsorily, he may opt for either a pension or a gratuity or his accrued Provident Fund benefits. A future recruit will automatically serve on pensionable terms after confirmation in his appointment and will likewise be able to retire voluntarily or to be retired after twelve, sixteen or twenty years' service and to opt for gratuity or pension in accordance with the foregoing arrangements. It is proposed that consideration should be given to extending this arrangement to equivalent ranks in the Prisons Service, to Tribal Police, to Forest Guards and to Chiefs and Sub-Chiefs above the level of Sub-Chief, Grade IV.

Paras. 500-501.

(xi) The existing East African Widows' and Orphans' Pension Scheme and the Asian Officers' Family Pensions Fund have an actuarial basis and are subject to actuarial investigation from time to time. The Government agrees that consideration should be given to the principle of introducing a widows and orphans scheme or fund for Africans and notes that advice will have to be sought on the practicability of applying that principle. As at present advised the Government believes that the vital information which is available or which it would be practicable to collect, is insufficient for the purpose of drawing up an actuarially based scheme.

AGE OF RETIREMENT (Paragraphs 506-512 of the Report)

Para. 511.

42. (i) The Government proposes to accept the recommendations of the Commission in paragraph 511. ~~except - - - - - X~~

Para. 512.

(ii) The recommendations in paragraph 512 are generally acceptable except that the Government considers that the age of 55 years should be the "normal" and not the "compulsory" retiring age. The effect of this would be that on attaining the age of 55 the officer would automatically be required to retire unless the Government desires to retain his services and the officer is also agreeable.

HOUSING (Chapter XXIII of the Report)

43. (i) It is the Government's intention that, when general housing conditions permit, it should no longer have any responsibility for housing its officers except to the extent that it must continue to provide housing at Government institutions where that is necessary, at out-stations where non-Government housing is not available and for officers recruited from overseas who cannot reasonably be expected to acquire their own houses.

Para. 518.

(ii) The interterritorial conference of senior Public Works Department officers recommended in paragraph 518 has taken place and agreement reached on the definition of the various grades of quarters for rental purposes; these are defined in Appendix III of this Paper so far as they concern Kenya.

Para. 527.

(iii) The furniture rentals proposed in paragraph 527 which are based on estimates of the cost and average life of furniture provided by the Kenya Government are acceptable.

(iv) It is the Government's view that as the Kenya service becomes increasingly composed of locally recruited officers there should be a general acceptance of the principle that an officer must be expected to provide his own furniture as well as his own housing. Exceptionally it will be necessary to provide on payment for the issue of furniture for Government houses in Government institutions and out-stations where non-Government housing is not available and for those officers recruited from overseas who may be liable to frequent transfer and cannot reasonably be expected to acquire their own furniture. Furniture will therefore be provided to meet the requirements arising from the foregoing exceptions and in so far as it is available, issues will be made at the rental rates recommended in paragraph 527.

LEAVE AND PASSAGES (Chapter XXIV of the Report)

44. (i) The Commission's proposals, on leave and passages are generally acceptable. In the case of officers in the lower salary groups it is considered that the loss of separate local leave privileges imposes too great a reduction as compared with the total overall leave granted at present, and the Government proposes to amend the leave-earning rates in paragraph 544 as follows:—

<i>Grades by Salary</i>	<i>Annual Entitlement days</i>
A—Subordinate Service up to Sh. 150 per month inclusive	21
B—£90 per annum up to £228 per annum inclusive (including Subordinate Service)	28 30
C—£252 per annum up to £318 per annum inclusive	30 35
D—£336 per annum up to £480 per annum inclusive	36 45
E—£498 per annum but less than £810 per annum	42 51
F—£810 per annum and over	60

Of this annual entitlement (which excludes Sundays and public holidays in respect of leave taken within East Africa but includes Sundays and public holidays where leave is taken outside East Africa) it is the intention that at least 6 working days per annum should be taken as casual leave or forfeited, the remainder being accumulable up to 120 days excluding Grade F when it would be accumulable up to 150 days. Free transport to an officer's home in East Africa would be provided once in a two-year period; on availing himself of this privilege the officer would be required to take all the accumulable leave due to him and would not be permitted to carry over leave into the following two-year period.

(ii) It is also proposed that African *servicing* officers should be permitted to retain their existing privileges whereby—

- (a) travelling time in excess of the leave accumulated is granted up to a maximum of 2 days each way; and
- (b) in lieu of free transport to his home an African officer earning £154 per annum or over (revised salary £240 per annum basic), may be granted free transport on the East African Railways and Harbours system to any railway station in the Colony; in special cases this privilege may be extended to an African officer drawing less than £154 per annum (£240 per annum revised).

(iii) It is proposed that *serving* officers of the Police and Prisons Departments below the rank of Assistant Inspector and Assistant Prison Officer respectively and Tribal Police Officers should be permitted to retain their existing leave-earning rates as follows:—

(a) *Police and Prisons*.—30 days per annum accumulable leave for each completed year of service, plus 14 days per annum (inclusive of Sundays and public holidays) local leave.

(b) *Tribal Police*.—20 days per annum accumulable leave for each completed year of service plus 14 days per annum (inclusive of Sundays and holidays) local leave.

Accumulable leave under (a) and (b) may be accrued up to 120 days as in sub-paragraph (i) above, travelling time being in accordance with sub-paragraph (ii) (a).

Para. 546. (iv) The suggestion in paragraph 546 that a leave-earning rate of three days per month should be adopted for all Asian *serving* officers is not acceptable and it is proposed that the existing leave-earning rates should be retained. It is also proposed that the annual casual leave for such officers should be 12 working days in accordance with that recommended for expatriate officers in paragraph 555.

Para. 547. (v) The recommendation in paragraph 547 is acceptable except that it is proposed to substitute “£810 per annum” for “more than £480 per annum”. It is considered that it is unreasonable to expect a *serving* officer to opt at the £480 per annum salary point for sabbatical leave and thus forfeit existing passage privileges in the expectation that he will eventually reach £810 per annum.

Para. 548. (vi) The recommendation in paragraph 548 regarding the retention of passage rights by European locally born or domiciled *serving* officers subject to the leave-earning rates in paragraph 544, as amended in paragraph 44 (i) above, is not acceptable in its entirety, as, in practice, it will prove extremely difficult to define “local domicile”. The Government therefore proposes that all European *serving* officers, irrespective of their place of birth or domicile, who are granted inducement pay, should be eligible for the leave-earning rates and passage privileges recommended for overseas officers in paragraph 553. This arrangement will apply also to *serving* Asian and African officers who convert with the inducement addition.

Para. 553. (vii) In the case of those *serving* European officers who will not be eligible for inducement pay, the Government proposes that their existing rights both as to frequency of passages and overseas leave-earning rates should be preserved. It is also proposed that annual casual leave for such officers should be the same as for expatriate officers under paragraph 555, viz., 12 working days per annum. As in the case of Asian *serving* officers who retain their existing leave and passage privileges, *serving* European officers who are not in receipt of inducement pay will be eligible to opt for the leave-earning rates and sabbatical leave recommended in paragraphs 544 and 545 on reaching the £810 per annum salary level.

Para. 555. (viii) As regards future entrants to the Service who are recruited from within East Africa it is proposed that the grant of inducement pay should also be the criterion by which it is decided whether the officer will earn leave and passages in accordance with paragraph 544 or paragraph 553.

(ix) Paragraph 545 (iii) is not acceptable and it is proposed that it should be amended to read— Para. 545.

“Passage entitlement in respect of sabbatical leave will be restricted to passages to the Commonwealth country of origin or to the United Kingdom or to passages equivalent in cost to those to the United Kingdom irrespective of the destination.”

(x) The recommendation in paragraph 553 (iii) regarding the length of tours for overseas officers is acceptable on the assumption that the Commission's proposals relate to *normal* tours. The Government will, however, retain the existing right to require an officer to proceed on leave after a minimum tour (i.e., three-quarters of a normal tour) according to the exigencies of the Service. Such an arrangement will also be applied as necessary to officers whose tours are governed by paragraph 545. Para. 553.

(xi) The recommendation in paragraph 553 (iv) that no officer should be allowed to take more than eight months leave at any time including leave prior to retirement, is acceptable as regards leave earned *after* 1st January, 1955, which is the date on which it is proposed that the new leave-earning rates should be introduced—*see* paragraph 48 below. Officers granted inducement pay who have accumulated vacation leave prior to that date would be permitted to use up this leave in instalments in excess of eight months either on the conclusion of subsequent tours, if the exigencies of the Service so permit, or as leave prior to retirement. Leave accumulated in excess of 8 months after the date on which the new leave-earning rates are introduced would be forfeited unless the officer is prevented by the exigencies of the Service from taking his full leave entitlement.

(xii) It is proposed that the present concession whereby savings on outward passages may be applied towards the cost of bringing school children to Kenya from the United Kingdom for school holidays once during the course of a tour of service should be continued.

(xiii) The Government proposes to retain the arrangement whereby officers of the Provincial Administration holding certain specified posts may opt for short tours. The practicability of extending this arrangement to other categories of officers will be examined.

ALLOWANCES

45. (i) The recommendations in paragraph 577 for the payment of disturbance allowance to an officer on transfer within the Colony is acceptable as is the principle stated in paragraph 578 covering the general question of expenses on transfer. Paras. 577
and 578.

(ii) Mileage allowances were revised in 1952 in consultation with the Whitley Council and the East African Statistical Department and the Government does not propose to review these allowances unless there is clear evidence of a subsequent increase or decrease in the cost of running a private motor vehicle on Government business.

(iii) As regards subsistence allowances it is proposed that these should be revised where necessary on a non-racial basis according to salary and status. It is accepted by the Government that as regards those allowances which are a reimbursement of expenditure incurred by an officer in the course of his duties, the allowances should be at such a level that the officer is not out of pocket.

Para. 585.

(iv) It is considered that the Commission's recommendations in paragraph 585 regarding the payment of acting allowances are inequitable in comparison with existing arrangements. It is, however, proposed that there should be an amendment to the existing procedure in that an officer should in future be eligible for the full difference between the officer's own salary and the salary of the substantive appointment in which he is acting (or the minimum of the salary scale where applicable) for the whole period involved in excess of one month. In no circumstances would any acting allowance be payable for the first month of an acting appointment. The Government does not propose to accept the recommendation that acting allowances should be payable in respect of any post of which the minimum salary exceeds £480 per annum, and intends to continue to schedule those posts which attract acting allowance. This arrangement does not preclude the Government from paying duty allowances in appropriate cases.

(v) The Government does not propose that the existing arrangement whereby allowances of up to £60 per annum are payable to stenographers and certain other clerical officers for special proficiency in shorthand and typing should apply to future entrants to the Service. Officers already in receipt of these allowances will continue to draw them during such time as they are required to make use of their special proficiency in shorthand and typing.

MEDICAL BENEFITS (Paragraphs 591-594 of the Report)

Para. 594.

46. (i) The Government accepts the view expressed in paragraph 594 that as regards free medical treatment generally the long term trend in the Colony should be towards bringing the public service and the general public on to the same plane rather than of maintaining for one class facilities which will have become privileges rather than requirements of efficient administration.

(ii) Under existing regulations governing free medical treatment to wives and children of Government servants a Government medical officer is permitted to charge for surgical operations on such persons two-thirds of the fee being retained by the medical officer. The Government sees no reason why this privilege should be extended to future medical officer entrants to the Service and recommends that medical officers recruited after the date of acceptance of these proposals should be required to perform operations on wives and children of Government servants free of charge.

CONVERSION ARRANGEMENTS (Chapter XXVIII of the Report)

Para. 634B (i).

47. (i) In paragraph 634B (i) the Commission describes the principles on which their Conversion Tables have been constructed, but it appears on examination that in some cases the Commission's intention of spreading increases in salary as evenly as possible throughout the scale has not been fully achieved. Minor modifications of the Conversion Tables are therefore proposed to remedy this and other slight defects which have come to light and these are set out in detail in Appendix VI. It is also necessary to produce special conversion tables for the Police and Prisons Departments, for the Tribal Police and for a number of other posts; these are in course of construction on the basis of the conversion tables prepared by the Commission.

(ii) In paragraph 634C (ii) of their Report the Commission have recommended a formula for dealing with the case of an officer who has been on the maximum of his old scale (or on a fixed salary) for more than a year and converts to a point lower than the maximum of his new scale. The formula provides for the grant of a maximum of one increment, however long the period of stagnation. Government considers that it would be more equitable to allow the whole period of stagnation to count for increments in the new scale, provided that this does not allow an officer to cross a bar without fulfilling the necessary conditions.

(iii) In the calculation of arrears due to nursing staff a deduction at the rate of £100 per annum will be made for periods during which they have enjoyed free perquisites. Para. 323.

DATE OF IMPLEMENTATION

48. (i) The Commission's proposals for the date of implementation of their recommendations are generally acceptable and the Government proposes that the following should be revised or introduced with effect from the 1st January, 1954:—

salaries including the inducement addition and cost of living allowance proposed by the commission;

house and furniture rentals;

acting allowances;

District Commissioners' duty allowances;

Provincial Charge allowances;

and the following from the 1st January, 1955:—

new leave and passage arrangements;

all allowances other than those listed above.

(ii) It is recommended that for administrative convenience the date of the Legislative Council's approval of the Commission's proposals as amended by this Sessional Paper, should be the first day of the month in which this Paper is considered by the Council.

SCOPE OF APPLICATION OF THE REVISION

49. The Government proposes that—

(i) all officers who, on the 1st January, 1954, were serving on the terms and conditions of service applicable to members of the permanent establishment, should be given the option to transfer to the revised terms in full with retroactive effect from the 1st January, 1954, or to continue to serve on their pre-revision terms and conditions of service;

(ii) all officers who were appointed on or after the 1st January, 1954, on the terms and conditions of service applicable to members of the permanent establishment should be given the option to transfer to the revised terms in full with retroactive effect from their dates of appointment or to continue to serve on their pre-revision terms and conditions of service;

(iii) all officers who were serving on agreement on the 1st January, 1954, and all officers who were appointed on agreement on or after that date and whose remuneration was directly related to that applicable to members of the permanent

establishment should be given the option to transfer to the revised terms, *with the exception of those relating to leave and travelling privileges*, with effect from 1st January, 1954, or their date of appointment on agreement, whichever is the later, or to continue to serve until the expiration of their agreements on the terms and conditions contained therein;

- (iv) all officers who were serving on agreement on the 1st January, 1954, and all officers who were appointed on agreement on or after that date, and whose remuneration was NOT directly related to that applicable to members of the permanent establishment, should continue to serve until the expiration of their agreements on the terms and conditions contained therein;
- (v) all officers who were serving on temporary terms on the 1st January, 1954, and all officers who were appointed on those terms on or after the 1st January, 1954, should have their salaries revised with effect from the date on which the Legislative Council approves the proposals contained in this Sessional Paper;
- (vi) all officers who were in the service on or subsequent to the 1st January, 1954, and were serving on the terms and conditions of service applicable to members of the permanent establishment or on agreement and who were dismissed or resigned, or whose appointments were terminated for any reasons other than:—
 - (a) abolition of office; or
 - (b) retirement in the public interest; or
 - (c) medical grounds; or
 - (d) compulsory or voluntary retirement on attainment of the age of 45 years,

will not be eligible for revision if they are not in the Service on the date on which the proposals contained in this Sessional Paper are approved by the Legislative Council.

FINANCIAL IMPLICATION (Paragraphs 656–659 of the Report)

Paras. 656–659.

50. The additional cost of the new salaries, etc., is estimated to amount to £1,000,000 per annum exclusive of additional grants to grant-aided schools and increased contributions to High Commission Services.

APPENDIX I

GRADING OF POSTS

(Paragraphs 17, 24 and 31 of the Sessional Paper)

At Appendix VII of Volume II of the Commission's Report is provided a schedule of the present and proposed salary scales for Kenya. Under the heading of "Proposed Salary Scale" many posts are marked "Re-grade". This re-grading will be carried out in one of three ways as follows:—

- (1) by the Clerical and Executive Grading Team (C.G.T.);
- (2) by the Technical Grading Team (T.G.T.);
- (3) by the Government.

2. The following tables (which are exclusive of superscale posts) show into which category each of the posts covered falls, and in the case of posts to be re-graded by the Government, the Government's proposed re-grading. They also include the alterations which the Government proposes to make to the Commission's grading:—

Posts Common to Several Departments:

<i>Posts</i>	<i>Proposed Grading</i>
Accountants	C.G.T.
Examiners of Accounts	C.G.T.
Clerks, Scales A, B and C }	C.G.T.
Clerks, Scale B, Special }	
Clerks, Executive Grade }	
All posts graded "E" by the Commission	C.G.T. or T.G.T.
Establishment Officers (Departmental)	C.G.T.
Establishment and Records Officers	C.G.T.
Establishment Assistants	C.G.T.
Librarians	C.G.T.
Office Assistants	C.G.T.
Office Supervisors	C.G.T.
Office Superintendents	C.G.T.
Registry Superintendents	C.G.T.
Storekeepers	C.G.T.
Stenographers and Confidential Secretaries	C.G.T.
Telephone Operators	T.G.T.
Draughtsmen	T.G.T.
Housekeepers	T.G.T.
Laboratory Assistants	T.G.T.
Laboratory Technicians	T.G.T.
Drivers	T.G.T.
<i>The Governor:</i>	
Assistant Private Secretaries	C.G.T.
Superintendent, Government House Gardens	T.G.T.
<i>Judicial Department:</i>	
Clerical Interpreters	C.G.T.
Chief Kathi	C4-3
<i>Legislative Council:</i>	
Clerk to the Council	A (a)
Palantype Operators and Transcribers	C.G.T.
Caretaker	T.G.T.
<i>Audit Department:</i>	
Audit Superintendent	C.G.T.

APPENDIX I—(Contd.)

Posts	Proposed Grading
<i>Administration:</i>	
Liwali of the Coast	A
District Revenue Officers	C.G.T.
Chiefs:	
Grade IV	E6-1
Grade III	E5-1
Grade II	E4-1
Grade I	E3-1
Special Grade C	E1
Special Grade B	C6-5
Special Grade A	C4-3
Sub-Chiefs:	
Grade V	£36x3-57: £60x4.10-87: E6-4
Grade IV	£60x4.10-87: E6-4
Grade III	E6-4
Grade II	E5-4
Grade I	E4
Headmen	S.S.
Tribal Police:	
Constable:	£54x1.16-70.4
Corporal:	£72x3.12-90.
Sergeant:	£99x4.10-126.
Senior Sergeant:	£130.10x4.10-153.
Kathis	E1-C4
Liwalis	B5-2
Mudirs	E1-C4
Moran Supervisors	T.G.T.
<i>Community Development Organization:</i>	
Education Instructors	T.G.T.
Officer i/c Homecrafts	T.G.T.
Supervisors	T.G.T.
Rehabilitation Officers	T.G.T.
Teacher	T.G.T.
Headmistress and Assistant Mistresses	T.G.T.
<i>Department of Information:</i>	
Storekeeper/Technician	C.G.T.
Assistant Publications Officers (Scale C Special)	C.G.T.
Technical Officer (Broadcasting)	T.G.T.
Programme Assistants	T.G.T.
Broadcast Producers	T.G.T.
Provincial Information Officers	C.G.T.
Assistant Provincial Information Officers	C.G.T.
District Information Officers	T.G.T.
Publications Assistants	C.G.T.
Head of Film and Photographic Section	T.G.T.
Photographers	T.G.T.
Cine Cameramen	T.G.T.
Head of African Section	T.G.T.
Officer i/c Mobile Vans	T.G.T.
<i>Police Department:</i>	
Master Tailor	T.G.T.
Armourers	T.G.T.
Motor Mechanics	T.G.T.
Teachers Police Schools	T.G.T.
Fitters	T.G.T.

See also paragraph 27 of this Sessional Paper.

APPENDIX I—(Contd.)

<i>Posts</i>	<i>Proposed Grading</i>
<i>Prisons Department:</i>	
Senior Instructors and Assistant Instructors ..	T.G.T.
For remainder <i>see</i> paragraph 28 of this Sessional Paper.	
<i>Registrar of Co-operative Societies:</i>	
Assistant Registrars (£570-£960)	C.G.T.
Assistant Registrar (£300-£420)	C.G.T.
<i>Immigration Department:</i>	
Senior Immigration Officer	B1, not B5-2
Immigration Officer	B5-2
Immigration Officer (£180-£465)	C.G.T.
Immigration Officers (Women)	C(W)6-5, not B5-2 and re-designate Assistant Immigration Officer
<i>Registrar General's Department:</i>	
Registry Assistant	C.G.T.
<i>The Treasury:</i>	
Machine Supervisor	Post abolished
Stores Verifiers	C.G.T.
<i>See also paragraph 24 (ii) of this Sessional Paper.</i>	
<i>Inland Revenue Department:</i>	
Senior Revenue and Revenue Officers	C.G.T.
Executive Officer, Central Poll Tax Registry ..	C.G.T.
Supervisor, Central Poll Tax Registry	C.G.T.
Inspectors of Licences and Taxes	C.G.T.
Supervisor, Licences and Taxes	C.G.T.
<i>Price Control Office:</i>	
Deputy Price Controllers	C.G.T.
Departmental Accounting Officers	C.G.T.
Public Prosecutor	C.G.T.
<i>Public Works Department:</i>	
Firemen/Supervisors (Aerodromes)	T.G.T.
Engineering Assistants (£450-£610)	T.G.T.
Tariff Inspector	T.G.T.
Surveyors and Senior Surveyors	T.G.T.
Junior Assistant Quantity Surveyor	T.G.T.
Pupil Engineers	T.G.T.
Electrical Supervisors	T.G.T.
Hollerith Operator	T.G.T.
Water Bailiffs	T.G.T.
Drawing Office Superintendent	T.G.T.
Water Superintendent	T.G.T.
Computers	T.G.T.
Inspectors of Works	T.G.T.
Senior Foremen and Foremen Grades I and II ..	T.G.T.
Workshops and Timber Seasoning Manager ..	T.G.T.
Statfile Operator	T.G.T.
Timber Seasoning Kiln Operator	T.G.T.

APPENDIX I—(Contd.)

<i>Posts</i>	<i>Proposed Grading</i>
<i>Public Works Department—(Contd.)</i>	
Road Supervisors	T.G.T.
Road Superintendents	T.G.T.
Mechanics and Senior Mechanics	T.G.T.
Plant Operators	T.G.T.
Transport Officer	C.G.T.
Plant Inspectors	T.G.T.
Hydrologic Assistants	T.G.T.
Materials Assistants	T.G.T.
Registrars and Assistant Registrars of Water Rights	C.G.T.
Firemaster/Security Officer	T.G.T.
Architectural Assistants	T.G.T.
<i>Office of the Minister for Agriculture, Animal Husbandry and Water Resources:</i>	
Secretary, Board of Agriculture	C.G.T.
Secretary, Water Resources Authority	C.G.T.
<i>Agricultural Department:</i>	
Field Assistants	T.G.T.
Assistant Surveyors	T.G.T.
Office Superintendent	B4-3, not C4-3 and re-designate Establishment Officer
<i>Egerton Agricultural College:</i>	
Bursar	C.G.T.
Lady Warden and Nursing Sister	T.G.T.
Matron	T.G.T.
<i>Forest Department:</i>	
Senior Foresters and Foresters, Grade I	T.G.T.
Foresters, Grade II	To be abolished and replaced by the Training Grade
Surveyors	T.G.T.
Works Superintendent	T.G.T.
Timber Graders	T.G.T.
Examiner of Accounts	C.G.T.
Senior Assistant Foresters and Assistant Foresters..	T.G.T.
Forest Officers (African Affairs)	T.G.T.
Seedsman	C.G.T.
Rangers	T.G.T.
Forest Guards and Assistant Forest Guards	T.G.T.
<i>Game Department:</i>	
Game Rangers and Senior Game Rangers	} C5-2, not C5-3
Fish Wardens and Assistant Fish Wardens	
<i>Veterinary Services:</i>	
Farm Manager	T.G.T.
Farm Assistant	T.G.T.
Laboratory Technologists/Technicians	T.G.T.
Miscrocopist (£272-£416)	T.G.T.
Laboratory Mechanic	T.G.T.
Assistant Livestock Officers	T.G.T.
Assistant and Senior Assistant Veterinary Officers..	T.G.T.
Foreman Mechanic	T.G.T.

APPENDIX I—(Contd.)

Posts	Proposed Grading
<i>Labour Department:</i>	
Inspector of Factories (Engineering)	A(a)
Inspector of Factories	A(a)
Industrial Relations Officer	B2-1, not B3-2
Registrar of Workmen's Compensation	C.G.T.
Labour Officers	Combined Labour Officer and Assistant Labour Officer cadre on B5-2
Labour Officer i/c Trade Testing and Apprenticeship	C2 and re-designate Officer i/c Trade Testing and Apprenticeship
Assistant Labour Officer i/c Trade Testing and Apprenticeship	T.G.T. and re-designate Trade Testing Officer
Labour Officers—Resident Labour Inspectorate ..	To be re-designated Senior Resident Labour Inspector on B2 and Resident Labour Inspector on B4-3
Statistical Assistant	C.G.T.
Principal Registrar	C1, not B2
Assistant Registrars	C.G.T. and T.G.T.
Clerks, Finger Print	T.G.T.
<i>Coast Agency:</i>	
Assistant Government Coast Agent	C3-2
Shipping Assistant	C.G.T.
<i>Education Department:</i>	
Administrative Secretary	C.G.T.
Examinations Officer	C.G.T.
Attendance Officer	C.G.T.
Nursing Matron	T.G.T.
Artisans	T.G.T.
For remainder <i>see</i> paragraph 25 of this Sessional Paper.	
<i>Printing and Stationery:</i>	
Foremen	T.G.T.
Linotype Operators	T.G.T.
Monotype Operators	T.G.T.
Readers	T.G.T.
Copyholders	T.G.T.
Senior Operatives	T.G.T.
Machinists	T.G.T.
Photo Operative	T.G.T.
Machine Operators	T.G.T.
Printer down to Metal	T.G.T.
Litho Draughtsmen	T.G.T.
Assistant Lithographer	T.G.T.
Assistant Photographer and Library Attendant ..	T.G.T.
<i>Office of the Minister for Local Government, Health and Housing:</i>	
Social Welfare Officers (£300-£460; and £390-£490)	C.G.T.
Learner, Case Worker	C.G.T.

APPENDIX I—(Contd.)

Posts	Proposed Grading
<i>Local Government Department:</i>	
Assistant and Senior Assistant Local Government Inspectors	4 posts to be re-designated Senior Local Government Inspector on B1, and 5 posts to be re-designated Local Government Inspector on B5-2
<i>Lands Department:</i>	
Land Officers	C.G.T.
Assistant Recordkeeper	C.G.T.
Registrars of Titles	A(a)
Section Assistants	C.G.T.
Records Draughtsmen	T.G.T.
<i>Medical Department:</i>	
Hospital Secretaries	C.G.T.
Hospital Superintendents	C.G.T.
Officer i/c Records (Female)	C.G.T.
Junior Orthopaedic Technician	T.G.T.
Senior Assistant and Assistant Surgeons	T.G.T.
Dental Officer	T.G.T.
Senior Compounders and Compounders	T.G.T.
Nursing Sisters (£276-£420)	T.G.T.
Assistant Nurses	T.G.T.
Hospital Nurse (Male)	T.G.T.
Mechanic Electrician	T.G.T.
Artisans (Limb Makers)	T.G.T.
Midwives	T.G.T.
Laboratory Superintendent	T.G.T.
Entomological Field Officers	T.G.T.
Almoners	T.G.T.
Medical Storekeeper	C2, not C4-3
Assistant Medical Storekeeper	C5-4, not C6-5
For remainder <i>see</i> paragraph 26 of this Sessional Paper.	
<i>Survey Department:</i>	
Assistant Surveyors	T.G.T.
Survey Record Officer	C.G.T.
Junior Staff Surveyor	T.G.T.
Assistant Computers	T.G.T.
Surveyor Cadets	T.G.T.
<i>Transport Licensing Board:</i>	
Secretary	C.G.T.
<i>Central Rent Control Board:</i>	
Deputy Chairman and Executive Officer	C.G.T.
Assessment Officers	C.G.T.
Secretary	C.G.T.
Secretary Executive Officer	C.G.T.
Assistant Executive Officer	C.G.T.

APPENDIX I—(Contd.)

<i>Posts</i>	<i>Proposed Grading</i>
<i>Mines and Geological Department:</i>	
Mechanic	T.G.T.
<i>Weights and Measures Department:</i>	
Superintendent, Weights and Measures	C1, not C2-1
<i>Department of Trade and Supplies:</i>	
Deputy Director	C.1
Executive Officers	C.G.T.
<i>European Settlement Organization:</i>	
Assistant Estate Agent	C.G.T.

NOTE.—(a)=Scale A if in possession of a professional qualification, otherwise Scale B.

APPENDIX II

TABLE OF NEW POSTS (OTHER THAN SUPERSCALE POSTS)

(Paragraph 22 of the Sessional Paper)

The Government's proposal to create the following posts with effect from the 1st January, 1955, does not involve an increase in establishment. The proposed posts are in effect promotion grades to which officers serving in existing grades will be eligible for appointment, thus resulting in a corresponding reduction in the overall establishment for the lower grade posts:—

FORESTS—

Superintending Forester (limited to 10 per cent of the existing establishment for Senior Foresters and Foresters, Grade I)	C2
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VETERINARY—

Senior Livestock Officer (limited to 10 per cent of the existing establishment for Livestock Officers)	C2
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AGRICULTURE—

Senior Assistant Agricultural Officer (limited to 10 per cent of the existing establishment for Assistant Agricultural Officers)	C2
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MEDICAL—

Senior Sister Tutor	N2
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APPENDIX III

RENT OF GOVERNMENT QUARTERS

(Paragraph 43 of the Sessional Paper)

CLASSIFICATION OF HOUSES

CATEGORY A.—RENT £78 PER ANNUM

- (i) European type with more than 3 bedrooms and irrespective of number of ablutions.

CATEGORY B.—RENT £60 PER ANNUM

- (i) European type 3-bedroomed with 2 ablutions and with waterborne sanitation.
- (ii) European type 3-bedroomed with 2 ablutions and without waterborne sanitation.
- (iii) European type 2-bedroomed with 2 ablutions and with waterborne sanitation.
- (iv) European type 3-bedroomed with 1 ablution and with waterborne sanitation.

CATEGORY C.—RENT £42 PER ANNUM

- (i) European type 2-bedroomed with 2 ablutions and without waterborne sanitation.
- (ii) European type 3-bedroomed with 1 ablution and without waterborne sanitation.
- (iii) European type 2-bedroomed houses and flats with one ablution and with waterborne sanitation.
- (iv) Asian type 3-bedroomed houses and flats with 1 ablution and with waterborne sanitation.

CATEGORY D.—RENT £30 PER ANNUM

- (i) European type 2 bedroomed with 1 ablution and without waterborne sanitation.
- (ii) European type 1-bedroom with 1 ablution and with waterborne sanitation.
- (iii) Asian type 3-bedroomed with 1 ablution and without waterborne sanitation.
- (iv) Asian type 2-bedroomed houses and flats with 1 ablution and with waterborne sanitation.
- (v) African type 3-bedroomed with 1 ablution and with waterborne sanitation.
- (vi) European type hostel cottages and flats in hostels and flats with 1 bedroom.
- (vii) European type 1-bedroom with 1 ablution and without waterborne sanitation.
- (viii) Asian type 2-bedroomed with 1 ablution and without waterborne sanitation.
- (ix) African type 3-bedroomed with 1 ablution and without waterborne sanitation.
- (x) African type 2-bedroomed with 1 ablution and with waterborne sanitation.
- (xi) European type hostel barrack blocks.

CATEGORY E.—RENT £21 PER ANNUM.

- (i) Asian type 1-bedroom with 1 ablution and with waterborne sanitation.
- (ii) African type 2-bedroomed with 1 ablution and without waterborne sanitation.
- (iii) Asian and African type 3-bedroomed with communal ancillaries.

CATEGORY F.—RENT £12 PER ANNUM

- (i) Asian type 1-bedroom with 1 ablution and without waterborne sanitation.
- (ii) African type 1-bedroom with 1 ablution and with waterborne sanitation.
- (iii) Asian and African type 2-bedroomed with communal ancillaries.

CATEGORY G.—RENT £6 PER ANNUM

- (i) African type 1-bedroom with 1 ablution and without waterborne sanitation.
- (ii) Asian and African type with 1-bedroom and communal ancillaries.
- (iii) Asian and African type single room barrack blocks with communal ancillaries.

APPENDIX IV

PROPOSED EXTENSIONS TO THE B AND C SCALES

(Paragraph 9 (iii)-(iv) of the Sessional Paper)

	B			C		
	<i>Basic</i>	<i>Inducement</i>	<i>Total</i>	<i>Basic</i>	<i>Inducement</i>	<i>Total</i>
	£	£	£	£	£	£
B1	1,176 (1,294)	282	1,458 (1,604)	1,128 (1,241)	276	1,404 (1,544)
	1,224 (1,346)	288	1,512 (1,663)	1,176 (1,294)	282	1,458 (1,606)
	1,272 (1,399)	294	1,566 (1,723)	1,224 (1,346)	288	1,512 (1,663)
	1,320 (1,452)	300	1,620 (1,782)	1,272 (1,399)	294	1,566 (1,723)
*1,380 (1,518)	—	—	1,620 (1,782)	1,320 (1,452)	300	1,620 (1,782)
*1,440 (1,584)	—	—	1,620 (1,782)	*1,380 (1,518)	—	1,620 (1,782)
*1,500 (1,650)	—	—	1,620 (1,782)	*1,440 (1,584)	—	1,620 (1,782)
*1,560 (1,716)	—	—	1,620 (1,782)	*1,500 (1,650)	—	1,620 (1,782)
*1,620 (1,782)	—	—	1,620 (1,782)	*1,560 (1,716)	—	1,620 (1,782)
				*1,620 (1,782)	—	1,620 (1,782)

*Proposed Extension to Basic Scale for Officers not receiving inducement pay.

APPENDIX V

THE SUBORDINATE SERVICES

(Paragraph 19 of the Sessional Paper)

The Government proposes that the salary range recommended by the Commission for the Subordinate Services should be divided into the following segments which would cover segments IV to I of the present Minor Employees scale:—

Segment IV — 60 (66) \times 3—84 (92/40) shillings per month *with* quarters.

Segment III—88/50 (97/35) \times 4/50—111 (122/10) shillings per month *with* quarters.

Segment II—117 (128/70) \times 6—135 (148/50) shillings per month *with* quarters.

Segment I—144 (158/40) \times 9—189 (207/90) shillings per month *with* quarters.

2. As regards the conversion from the existing segment V of the Minor Employees scale, the Commission admits in paragraph 133 that the minimum recommended may be too high for remote up-country districts and that in such places the minimum might be lowered at the discretion of the Government. It is, therefore, proposed to extend the new scale downwards as follows:—

Segment V—30 (33) \times 2/50—57/50 (63/25) shillings per month *with* quarters.

APPENDIX VI

CONVERSION TABLE ADJUSTMENTS

(Paragraph 47 of Sessional Paper)

Conversion Table IV

The defect of this table is that it does not spread the gross increase on conversion evenly throughout the scale in the manner proposed by the Commission in paragraph 634B (i). To remedy this the Government proposes that the basic point £882 and the corresponding inducement point £1,116 in the new scale for men shall be omitted for conversion purposes and the table adjusted as follows. Conversions to the proposed new Medical/Scientific extension are also shown:—

<i>Present</i>		<i>Proposed (Basic)</i>		<i>Proposed (Plus Inducement)</i>	
£		£		£	
550	(743)	A3	630 (693)	816	(898)
550	(743)		660 (726)	852	(937)
620	(837)		690 (759)	888	(977)
655	(884)		720 (792)	924	(1,016)
690	(932)		750 (825)	960	(1,056)
<hr/>					
725	(979)	A2	810 (891)	1,032	(1,135)
760	(1,026)		846 (931)	1,074	(1,181)
830	(1,121)		918 (1,010)	1,158	(1,274)
865	(1,168)		960 (1,056)	1,206	(1,327)
900	(1,215)		1,002 (1,102)	1,254	(1,379)
935	(1,262)		1,044 (1,148)	1,302	(1,432)
970	(1,310)		1,086 (1,195)	1,350	(1,485)
1,005	(1,355)		1,128 (1,241)	1,404	(1,544)
1,050	(1,400)				
<hr/>					
1,095	(1,445)	A1	1,176 (1,294)	1,458	(1,604)
1,140	(1,490)				
1,185	(1,535)		1,224 (1,346)	1,512	(1,663)
1,230	(1,580)		1,272 (1,399)	1,566	(1,723)
1,275	(1,625)		1,320 (1,452)	1,620	(1,782)
1,320	(1,670)				

MEDICAL/SCIENTIFIC EXTENSION

1,365	(1,715)	1,374	(1,511)	1,674	(1,836)
1,410	(1,760)	1,428	(1,571)	1,728	(1,890)
1,455	(1,805)	1,482	(1,630)	1,782	(1,944)
1,500	(1,850)	1,536	(1,690)	1,836	(1,998)
1,545	(1,895)				
1,590	(1,940)				

APPENDIX VI—(Contd.)

Conversion Table IIIB

The conversion table as proposed by the Commission compares very unfavourably with conversion Table IV. Thus serving officers who are at present on the same long scale £550–1,320 would be treated very differently according to whether they convert to scale A or scale B. The Government considers that the difference is too great, and proposes that the following arrangements should be substituted for those in the Commission's table IIIB:—

<i>Present</i>			<i>Proposed (Basic)</i>		<i>Proposed (Plus Inducement)</i>	
£			£		£	
550	(743)	B5	588	(647)	762	(838)
550	(743)		612	(673)	792	(871)
620	(837)		660	(726)	852	(937)
655	(884)		684	(752)	882	(970)
<hr/>						
690	(932)	B4	762	(838)	972	(1,069)
725	(979)		792	(871)	1,008	(1,109)
760	(1,026)		822	(904)	1,044	(1,148)
<hr/>						
830	(1,121)	B3	882	(970)	1,116	(1,228)
865	(1,168)		912	(1,003)	1,152	(1,267)
900	(1,215)		948	(1,043)	1,194	(1,313)
935	(1,262)		984	(1,082)	1,236	(1,360)
<hr/>						
970	(1,310)	B2	1,020	(1,122)	1,278	(1,406)
1,005	(1,355)		1,056	(1,162)	1,320	(1,452)
1,050	(1,400)		1,092	(1,201)	1,362	(1,498)
1,095	(1,445)		1,128	(1,241)	1,404	(1,544)
<hr/>						
1,140	(1,490)	B1	1,176	(1,294)	1,458	(1,604)
1,185	(1,535)		1,224	(1,346)	1,512	(1,663)
1,230	(1,580)		1,272	(1,399)	1,566	(1,723)
1,275	(1,625)		1,320	(1,452)	1,620	(1,782)
1,320	(1,670)					

APPENDIX VI—(Contd.)

Conversion Table IIIA

In consequence of the amendment to conversion Table IIIB, a reconstruction of conversion Table IIIA is necessary. The Government accordingly proposes that the following should be substituted for the Table recommended by the Commission:—

<i>Present</i>			<i>Proposed (Basic)</i>		<i>Proposed (Plus Inducement)</i>	
£			£		£	
550	(743)	B5	588	(647)	762	(838)
550	(743)		612	(673)	792	(871)
620	(837)		660	(726)	852	(937)
655	(884)		684	(752)	882	(970)
<hr/>						
690	(932)	B4	762	(838)	972	(1,069)
725	(979)		792	(871)	1,008	(1,109)
760	(1,026)		822	(904)	1,044	(1,148)
<hr/>						
830	(1,121)	B3	882	(970)	1,116	(1,228)
865	(1,168)		912	(1,003)	1,152	(1,267)
900	(1,215)		948	(1,043)	1,194	(1,313)
935	(1,262)		984	(1,082)	1,236	(1,360)
<hr/>						
970	(1,310)	B2	1,020	(1,122)	1,278	(1,406)
1,005	(1,355)		1,056	(1,162)	1,320	(1,452)
1,050	(1,400)		1,092	(1,201)	1,362	(1,498)
			1,128	(1,241)	1,404	(1,544)
<hr/>						
1,095	(1,445)	B1	1,176	(1,294)	1,458	(1,604)
1,140	(1,490)		1,224	(1,346)	1,512	(1,663)
1,185	(1,535)		1,272	(1,399)	1,566	(1,723)
1,230	(1,580)		1,320	(1,452)	1,620	(1,782)

APPENDIX VI—(Contd.)

Conversion Table IIA

The percentage increases proposed by the Commission on the present salary range £550-650 are in the Government's view too small, and the following alternative arrangements are proposed to rectify this:—

Present		Proposed (Basic)		Proposed (Plus Inducement)	
£		£		£	
		C5	(540 omitted for conversion)	(702 omitted for conversion)	
550	(743)	564	(620)	732	(805)
570	(769)	588	(647)	762	(838)
590	(796)	612	(673)	792	(871)
610	(823)				
630	(850)	636	(700)	822	(904)
<hr/>					
650	(877)	C4	714 (785)	912	(1,003)
670	(904)		744 (818)	948	(1,043)
690	(931)		774 (851)	984	(1,082)
715	(965)		804 (884)	1,020	(1,122)
740	(999)				
765	(1,033)				
<hr/>					
790	(1,066)	C3	834 (917)	1,056	(1,162)
815	(1,100)		864 (950)	1,092	(1,201)
840	(1,134)		894 (983)	1,128	(1,241)
870	(1,174)		924 (1,016)	1,164	(1,280)
900	(1,215)				
<hr/>					
930	(1,255)		954 (1,049)*	1,200	(1,320)*
960	(1,296)		984 (1,082)*	1,236	(1,360)*
1,000	(1,350)		1,014 (1,115)*	1,272	(1,399)*

*shadow.

APPENDIX VI—(Contd.)

Conversion Table IIC

In consequence of the amendments to Conversion Table IIA, and to give effect to the extension of the salary scale for Game Rangers and Fish Wardens from Scale C5-3 to Scale C5-2 (see Appendix I), it has been found necessary to reconstruct Conversion Table IIC. The following will replace the Table recommended by the Commission:—

<i>Present</i>				<i>Proposed</i>				
				<i>Basic</i>		<i>Plus Inducement</i>		
£	£	£	£	£	£	£	£	
				C5	540	(594)*	702	(772)*
550	(743)				564	(620)	732	(805)
550	(743)	570	(769)		588	(647)	762	(838)
600	(810)		590 (796)		612	(673)	792	(871)
625	(844)		610 (823)		636	(700)	822	(904)
			630 (850)					
650	(877)		650 (877)	C4	714	(785)	912	(1,003)
675	(911)		670 (904)					
700	(945)		690 (932)					
735	(992)		715 (965)					
770	(1,039)		740 (999)					
805	(1,087)		765 (1,033)	C3	834	(917)	1,056	(1,162)
840	(1,134)		790 (1,066)					
875	(1,181)		815 (1,100)					
910	(1,228)		840 (1,134)					
945	(1,276)	945	(1,276)	C2	954	(1,049)	1,200	(1,320)
945	(1,276)	980	(1,323)					
945	(1,276)	1,015	(1,365)					
945	(1,276)	1,050	(1,400)					
945	(1,276)	1,085	(1,435)					
		870	(1,174)		900	(1,215)	1,236	(1,360)
		930	(1,255)		1,020	(1,122)	1,278	(1,406)
		960	(1,296)		1,056	(1,162)	1,320	(1,452)
		1,000	(1,350)		1,092	(1,201)	1,362	(1,498)

*omitted for conversion.

Conversion Table IIE

The Government proposes that the points £815 (1,100) and £840 (1,134) in the second column of the second table shall be bracketed and converted to £1,092 (1,201) as has been recommended by the Commission in Conversion Table IIA.

APPENDIX VII
SUPERSCALE SALARIES
(Paragraph 33 of the Sessional Paper)

<i>Post</i>	<i>Salaries Commission's Proposal</i>	<i>Government's Proposal</i>	<i>Notes</i>
	£	£	
<i>Agricultural</i>			
Chief Research Officer	2,000	2,200	
Chief Agriculturist	—	2,200	(a)
Senior Research Officer	1,740-1,860	2,000	(l)
Provincial Agricultural Officers (3) (To be redesignated Assistant Director (Field)) ..	Scale A	2,000	(a)
Provincial Agricultural Officers (2)	—	1,740-1,860	(i)
<i>Audit</i>			
Assistant Directors of Audit	1,740-1,860	2,000	
<i>Cabinet Office</i>			
Secretary	—	2,500	(a)(l)
<i>Office of the Chief Secretary</i>			
Assistant Chief Secretary	2,200	2,400	
Adviser on Arab Affairs	—	2,200	(j)
Senior Establishment Officer (to be redesignated Assistant Director of Establishments)	1,740-1,860	2,000	
<i>Co-operative Societies</i>			
Registrar of Co-operative Societies	2,200	2,000	
<i>Coast Agency</i>			
Government Coast Agent	C2-1	1,740-1,860	(h)
<i>Education</i>			
Chief Inspector of Schools	1,740-1,860	2,000	
Senior Education Officers (5) (employed on Provincial duties)	Scale A	1,740-1,860	
Senior Education Officers (4)	Scale A	1,740-1,860	
(To be redesignated: Principal, High Ridge Training College for Women. Principal, Nairobi Men's Training College. Principal, Kagumo Training College. Principal, Siriba Training College.)			
<i>Information</i>			
Director of Information	2,000 B1	2,400	(b)
Assistant Director of Information	—	2,000	(a)
<i>Judicial</i>			
Registrar, Supreme Court	Scale A	1,740-1,860	
Senior Resident Magistrates (2)	—	1,740-1,860	(k)
<i>Labour</i>			
Principal Labour Officer (to be redesignated Assistant Labour Commissioner) ..	B1	2,000	
Specialist Medical Officer (formerly Medical Officer)	Scale A	2,000-50-2,100	(a)
Chief Inspector of Factories	Re-grade	1,740-1,860	
<i>Lands</i>			
Principal Registrar of Titles	Re-grade	1,740-1,860	
Senior Valuer	Scale A	1,740-1,860	

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APPENDIX VII—(Contd.)

Post	Salaries Commission's Proposal £	Government's Proposal £	Notes
<i>Legal</i>			
Legal Draftsman	2,000	2,200	
Senior Crown Counsel (2)	—	1,740-1,860	(k)
<i>Local Government</i>			
Commissioner for Local Government ..	—	2,400	(b)
Deputy Commissioner for Local Government	1,740-1,860	2,000	
Local Government Inspector (to be redesignated Principal Local Government Inspector)	B2-1	1,740-1,860	
<i>Medical</i>			
Director of Medical Services	2,600	2,700	
Deputy Director of Medical Services ..	2,200	2,300	
Senior Specialist	2,200	2,300	
Assistant Director of Medical Services ..	2,000	2,100	
Assistant Director of Laboratory Services ..	2,000	2,100	
Specialist	1,860-60-1,980	2,000-50-2,100	
Senior Medical Officer	1,860-60-1,980	2,000	
Tuberculosis Officer	1,860-60-1,980	2,000	
<i>Ministries</i>			
All Secretaries to Portfolios	2,200	2,400	
<i>Mines and Geological</i>			
Government Mining Engineer (to be redesignated Assistant Commissioner of Mines)	Scale A	2,000	
<i>Police</i>			
Civil Secretary	—	2,400	(a)(l)
<i>Provincial Administration</i>			
Officer-in-Charge Nairobi Extra-Provincial District	—	2,200	(c)
Senior District Commissioner	1,740-1,860	2,000	(d)
<i>Printing and Stationery</i>			
Government Printer	2,000	2,200	
<i>Prisons Department</i>			
Deputy Commissioner of Prisons	1,740-1,860	2,000	
Assistant Commissioner of Prisons	C1	1,740-1,860	
<i>Public Works</i>			
Road Engineer	2,200	2,000	(e)
Deputy Road Engineer	2,000	1,740-1,860	
Deputy Hydraulic Engineer	Scale A	1,740-1,860	
Chief Storekeeper	C1	1,740-1,860	
Senior Engineers (5)	—	1,740-1,860	(f)
Chief Quantity Surveyor	Scale A	1,740-1,860	
<i>Treasury</i>			
Deputy Secretary to the Treasury	—	2,400	(a)
Accountant General	2,200	2,400	
Assistant Accountant General	1,740-1,860	2,000	
Assistant Financial Secretary	1,740-1,860	2,000	
Accountants (2) (to be redesignated Chief Accountant)	Scale B	1,740-1,860	(m)
<i>Veterinary Services</i>			
Chief Field Zoologist (to be redesignated Assistant Director (Tsetse Control)) ..	1,740-1,860	2,000	
Provincial Veterinary Officers (3)	—	1,740-1,860	(g)

APPENDIX VII—(Contd.)

NOTES

- (a) Post created or upgraded subsequent to Commission's general review.
- (b) Salary proposed for pensionable holder of post.
- (c) New post to be created with effect from 1-1-1955 and offset by ^{the} reduction in establishment of ~~seven~~ District Commissioners.
- (d) Proposed increase in number from three to twelve with effect from 1-1-1955 against a corresponding reduction in the establishment of District Officers.
- (e) Present holder to retain salary recommended by Commission as personal to himself.
- (f) New posts to be created with effect from 1-1-1955 and offset by corresponding reduction in the establishment of Engineers.
- (g) New posts to be created with effect from 1-1-1955 and offset by corresponding reduction in the establishment of Veterinary Officers.
- (h) Allowance of £100 payable to present holder as District Treasurer (Mombasa), to be absorbed in revised scale.
- (i) New posts to be created with effect from 1-1-1955 and offset by corresponding reduction in the establishment of Agricultural Officers.
- (j) New post to be created with effect from 20th April, 1954; salary personal to present holder who will also perform the duties of Liwali of the Coast.
- (k) New posts to be created with effect from 1-1-1955 and offset by corresponding reduction in the establishment of Resident Magistrates and Crown Counsel, respectively.
- (l) Salary personal to present holders only.
- (m) See paragraph 24 (ii) of the Sessional Paper.



