



GOVERNMENT OF KENYA

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## REPORT

of the

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

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

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**REPORT**  
**OF THE**  
**LOCAL CIVIL SERVICE**  
**SALARIES COMMISSION**  
**1963**

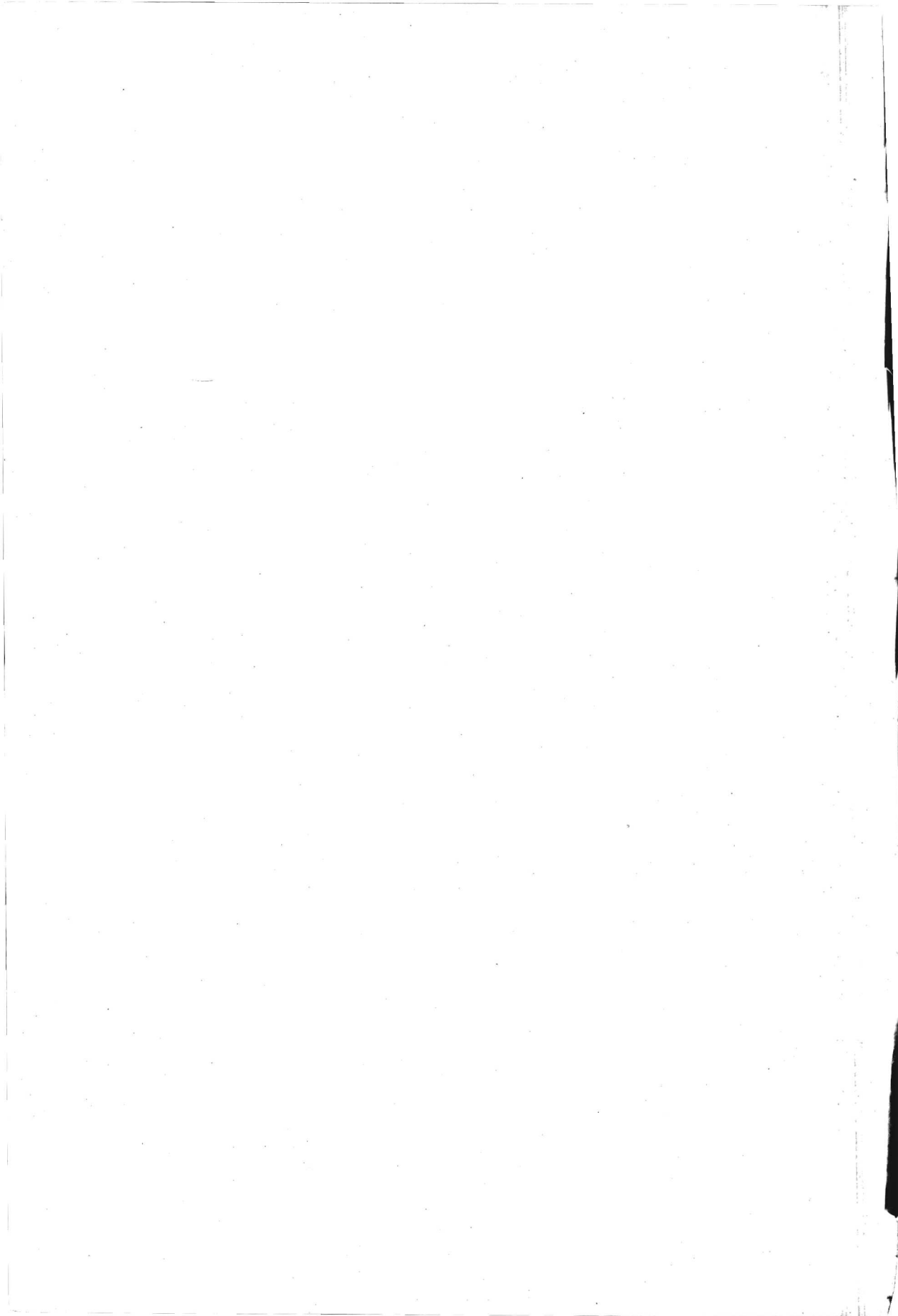
This Report has been published immediately on its receipt and has not yet been examined. It should be clearly understood, therefore, that the Kenya Government and the East African Common Services Organization are in no way committed either to the whole Report or to any individual recommendations therein.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



# INDEX

## VOLUME II

	<i>Page No.</i>
PRESENT AND PROPOSED SALARY SCALES .. .. .	1
LIST OF WITNESSES WHO GAVE ORAL EVIDENCE AND PLACES VISITED BY THE COMMISSION .. .. .	8
DEPARTMENTS, ORGANIZATIONS AND INDIVIDUALS WHO SUBMITTED MEMORANDA TO THE COMMISSION .. .. .	14
SCHEDULE OF POSTS AND PROPOSED SALARIES AND GRADINGS—	
The Kenya Government .. .. .	17
Common Cadre Posts .. .. .	51
The East African Common Services Organization, General Fund Services	55
The East African Posts and Telecommunications Administration ..	63
CONVERSION TABLES NOS. 1 to 158 .. .. .	71



## PRESENT AND PROPOSED SCALES

	1. SUPERSCALES		2. ADMINISTRATIVE AND PROFESSIONAL SCALE	
	<i>Present</i>	<i>Proposed</i>	<i>Present</i>	<i>Proposed</i>
	£	£	£	£
Fixed	3,100	2,180	798	804 •
	3,000	2,700	837	847
	2,900	2,620	876	890
	2,800	2,540	924	933
	2,700	2,460	975	976
	2,600	2,380		
	2,500	2,300	1,026	1,020
	2,400	2,220	1,077	1,064
	2,300	2,140	1,128	1,108
	2,175	2,036	1,179	1,154
			1,230	1,200
	<i>Incremental</i>			1,281
			1,332	1,292
2,300		2,140	1,386	1,338
2,237.10		2,088	1,440	1,390
2,175		2,036		
<i>Lower Superscale</i>			1,494	1,442
			1,551	1,494
			1,611	1,546
	1,989	1,880	1,671	1,598
	1,914	1,820	1,731	1,654
	1,839	1,760	1,791	1,710

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

Present	Proposed	C.O.	E.O. Trg.	E.O.	T.O.	T. & S. P.S.	P.G.	P.	M.						
E.4-1	£ 201	} II	}	}	}	}	}	}	}						
	213									236	T.III	V	}		
	225									252	T.II				
	239. 8									268	T.I				
	253.16									284	S.III				
	268. 4									300	S.II				
	282.12									316	S.I				
	312									332	} IV			}	}
	326. 8									348					
	340.16									364					
	355. 4	380													
	372	400													
	394. 4	420													
	416. 8	440													
	438.12	460													
	461. 2	480													
	483.15	500													
	506. 8	520	} IV	}	}										
	529. 1	540													
	551.14	560													
574. 7	580														
597	600														
633	620														
657	640														
687	670														
717	700														
747	730														
780	760	} III	}	}											
816	790														
855	820														
894	850														
933	880														
972	916														
1,011	952														
1,050	988														
1,089	1,024														
1,128	1,060				} II	}	}								
1,170	1,096														
1,212	1,138														
1,254	1,180														
1,299	1,222														
1,344	1,264														
1,389	1,306														
1,440	1,348														
1,494	1,390														
1,551	1,442														
1,611	1,494	} I	}	}											
1,671	1,546														
	1,598														
		} CEO	}	}											
		} CTO	}	}											
		} P.G.	}	}											
		} P.	}	}											
		} M.	}	}											

C.O. = Clerical scale.

E.O. = Executive scale.

T.O. = Technical scale.

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

P.G. = Police (Gazetted) scale.

P. = Police (Inspectorate) scale.

M. = Nursing scale.

## 4. Police and Prisons Scales

		P.2				P.6A	
(a)	<i>Present</i>	<i>Proposed</i>		(d)	<i>Present</i>	<i>Proposed</i>	
	£	£			£	£	
	660	664			278.14	327	
	684	690			294.4	343	
	708	716			309.14	359	
	735	742			325.4	375	
	762	768			341.11	391	
	789	794			357.18	407	
	816	820					
	855	850			P.9A + 8A		
	894	880		(e)			
	933	916			231.18	275.8	
					239.14	284.3	
					247.10	292.18	
(b)	P.5 + P.4				255.6	301.13	
	396	446			263.2	310.8	
	411	462			270.18	319.3	
	426	478					
	447	494			P.11A + P.10A		
	468	510		(f)			
	489	526			175.4	186	
	510	542			182.14	194	
	531	558			190.4	202	
	552	574			197.14	210	
	573	590			206.17	218	
	594	606			216	226	
	615	622					
	636	638			P.12A		
	660	664		(g)			
	684	690			138	152	
	708	716			143.8	156.4	
	735	742			148.16	160.8	
					154.4	164.12	
(c)	P.7 + P.5				159.12	168.16	
	276	318					
	291	334			P.13A		
	306	350		(h)			
	321	366			111.15	123.15	
	336	382			114.18	126.18	
	351	398			118.1	130.1	
	366	414			121.4	133.4	
	381	430			124.7	136.7	
	396	446			127.10	139.10	
	411	462			143.8	156.4	
	426	478			148.16	160.8	
	447	494			154.4	164.12	
	468	510			159.12	168.16	
	489	526			175.4	186	
	510	542			182.14	194	
	531	558			190.4	202	
	552	574			197.14	210	
	573	590			206.17	218	
	594	606			216	226	
	615	622					
	636	638					

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

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

## 5. Tribal Police Scales

CONSTABLES			SERGEANT		
(a)	<i>Present</i>	<i>Proposed</i>	(c)	<i>Present</i>	<i>Proposed</i>
	£	£		£	£
	71.8	80.8		131.8	144.8
	73.16	83.2		137.8	150.6
	76.4	85.16		143.8	156.4
	78.12	88.10		149.8	162.2
	81	91.4		155.8	168
	83.8	93.18		161.8	173.18
	85.16	96.12		167.8	179.16
	88.4	99.6			
	90.12	102		SENIOR SERGEANT	
	93	104.14	(d)	172.10	185.14
				178.10	191.12
				184.10	197.10
				190.10	203.8
				196.10	209.6
				202.10	215.4
				SREGEANT MAJOR	
(b)	96	108	(e)		
	100.4	112.16		206.17	221.2
	105	117.12		216	227
	109.16	122.8		225.3	232.18
	114.12	127.4		234.6	238.16
	119.8	132			

## 6. Forest Guards Scales

<i>Grade III</i>	
(a)	As for Tribal Police Constable
<i>Grade II</i>	
(b)	As for Police Constable P.14A
<i>Grade I</i>	
(c)	As for Police Corporal P.12A

## 7. Game Scouts and Fish Scouts Scales

<i>Grade II</i>	
(a)	As for Police Constable P.14A

<i>Grade I</i>	
(b)	As for Police Corporal P.12A

## 8. Sub-Chiefs Scales

<i>Present</i>	<i>Proposed</i>
£	£
48.12	55
51.18	59
55.4	63
58.10	67
62.2	71
65.14	75
69.6	79
72.18	83
76.10	87
81.12	92
86.14	97
91.16	102
96.18	107
102	112
107.2	117
112.4	124
119.8	131
126.12	138
133.16	145
141	152
148.4	159
163.16	175
171	182
178.4	189
185.8	196
193.4	203

## 9. Unestablished Staff Scale

<i>Present</i>	<i>Proposed</i>
£	£
112.4	156
119.8	163.10
126.12	171
133.16	178.10
141	186
148.4	193.10
163.16	201
	<hr/>
171	209.16
178.4	218.12
185.8	227.8
193.4	236.4
	245
	253.16

## 10. Subordinate Service Scale

(In Shillings per month)

<i>Present</i>	<i>Proposed</i>
(With Quarters)	
<i>Sh. cts.</i>	<i>Sh. cts.</i>
81.00	Grade III 120.00
84.50	135.00
88.00	150.00
	<hr/>
102.00	Grade II 170.00
105.50	190.00
109.00	210.00
	<hr/>
114.00	Grade I 235.00
119.00	255.00
124.50	280.00
130.00	
135.50	
141.00	
	<hr/>
147.50	
154.50	
161.50	
168.50	
	<hr/>
178.50	
189.00	
200.50	
212.00	
224.00	
236.00	

**11. East African Posts and Telecommunications Administration****PROPOSED SPECIAL SCALES**

(a)

*P. and T.1 Scale*

£  
236  
265  
294  
323  
352  
381  
410  
440  
470  
500

(b)

*P. and T.2 Scale*

£  
236  
262  
288  
314  
340  
366  
392  
418  
444  
473  
502  
531  
560  
590  
620



## 12. Proposed Unified Teaching Service Scales

(a) T.R. Scale	Senior Assistant Technical In- structors (S.A.T.)	(b) Graduate Scale
£		£
V	120	770
	126	800
	132	830
	138	865
	144	900
	150	935
	156	970
	162	1,005
		1,040
IV	168	1,075
	174	1,110
	180	1,150
	192	1,190
	204	1,230
	216	1,270
		1,310
		1,350
III	228	1,400
	240	1,450
	252	1,500
	264	1,550
	276	1,605
	294	1,660
	312	
II	330	
	348	
	366	
	384	
	402	
	420	
	438	
	456	
	474	
	492	
	510	
	534	
		1,605
		1,660
I	606	
	630	
	654	
	678	
	702	
	726	
	740	
		1,700
		1,750
		1,800
		1,850
		1,900
		1,950
		2,000
		2,050
		2,100
		2,150
		2,200
		2,250
		2,300
		2,350
		2,400
		2,450
		2,500

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

**KENYA**

*Nairobi*

- 1.4.63 Mr. A. L. Adu, O.B.E., Secretary-General, East African Common Services Organization.  
The Hon. R. G. Ngala, then Minister of State for Constitutional Affairs and Administration.
- 2.4.63 Mr. J. H. Butter, C.M.G., M.B.E., Permanent Secretary to the Treasury.  
Mr. T. Neil, C.M.G., Director of Personnel and Training.  
Mr. R. P. Humphrey, Acting Postmaster-General.  
Mr. R. W. Groves, Personnel Manager, East African Posts and Telecommunications.
- 4.4.63 The Hon. J. Kenyatta, then Minister of State for Constitutional Affairs and Economic Planning.  
Mr. A. R. Macdonald, C.M.G., Chairman, Kenya Government Public Service Commission.
- 8.4.63 Mr. C. C. Ricketts, Deputy Secretary, Ministry of State for Constitutional Affairs and Administration.  
Visit to Kenya Institute of Administration.  
Representatives of the Nairobi Chamber of Commerce.
- 9.4.63 Representatives of the Kenya Chamber of Commerce and Industry.  
Representatives of the Kenya Federation of Labour.  
Mr. D. Richmond, Executive Officer, Federation of Kenya Employers.
- 10.4.63 The Hon. T. J. Mboya, then Minister for Labour.  
Mr. A. W. Frankish, Acting Assistant Chief Education Officer, Ministry of Education.  
Mr. P. D. McEntee, Principal, Kenya Institute of Administration.  
Mr. A. J. F. Simmance, Vice-Principal.
- 11.4.63 Visit to Medical Training Centre, King George VI Hospital.  
Visit to Thogoto College.
- 13.4.63 Mr. A. Bromley, Acting Chief Education Officer, Ministry of Education.
- 18.4.63 Mr. J. I. Husband, Chief Labour Officer.
- 19.4.63 Mr. F. N. Brockett, Under-Secretary to the Treasury.  
Mr. P. Coryndon, Chief Establishment Officer, E.A.C.S.O.
- 20.4.63 Mr. J. F. D. Buttery, Chairman, Staff Side, Central Whitley Council.  
Mrs. B. D. Annesley, Secretary, Staff Side, Central Whitley Council.

- 22.4.63 Visit to Posts and Telecommunications Training School.  
Visit to Kenya Polytechnic.
- 23.4.63 Mr. C. W. Hodges, C.B.E., Controller and Auditor-General.
- 24.4.63 Mr. T. A. Watts, M.B.E., Officer-in-Charge, Nairobi Extra-Provincial District.  
Visit to various Nairobi housing estates.
- 2.5.63 Mr. F. A. Passells, Director of Social Services and Housing, Nairobi City Council.  
Mr. C. C. Ricketts, Deputy Secretary, Ministry of State for Constitutional Affairs and Administration.
- 3.5.63 Mr. R. P. Humphrey, Acting Postmaster-General.  
Mr. R. W. Groves, Personnel Manager, East African Posts and Telecommunications.
- 27.5.63 Representatives of the East African Posts and Telecommunications African Workers' Union.  
Representatives of the East African Posts and Telecommunications European Staff Association.  
Mr. J. L. Pembroke, Commissioner of Income Tax.
- 28.5.63 Mr. T. Neil, C.M.G., Director of Personnel and Training.  
Mr. F. N. Brockett, Under-Secretary to the Treasury.
- 30.5.63 Representatives of the Asian Postal Union.  
Representatives of the Kenya Civil Servants' Union and Joint Industrial Council.
- 31.5.63 Mr. J. I. Husband, Chief Labour Officer.  
Mr. G. Gray, Assistant Chief Labour Officer.  
Mr. L. W. R. James, Officer-in-Charge, Employment Services.  
Mr. R. A. J. Damerell, Chief Industrial Relations Officer.  
Mr. M. A. O. Ndisi, Assistant Chief Labour Officer.  
Representatives of the East African Common Services Senior Officers' Association.  
Representatives of the East African Common Services African Civil Servants' Union.
- 8.6.63 Representatives of the Kenya National Union of Teachers.
- 11.6.63 Mr. A. E. Dorman, Director of Veterinary Services.  
Miss E. M. Usher Under-Secretary, Ministry of Agriculture.  
Mr. B. C. Wills, Director of Agriculture.  
Representatives of Specialist Agricultural Research Officers.

- 12.6.63 Dr. N. R. E. Fendall, Chief Medical Officer.  
 Dr. J. Carswell  
 Dr. C. L. Ball  
 Mr. J. M. Tasker, M.B.E.  
 Mr. A. D. Wardrop  
 } Representing Ministry of Health  
 and Housing.  
 Mr. A. Bromley, Acting Chief Education Officer, Ministry of  
 Education.  
 Mr. K. Matiba, Permanent Secretary, Ministry of Education.
- 13.6.63 Mr. J. H. Butter, C.M.G., M.B.E., Permanent Secretary to the  
 Ministry of Finance and Economic Planning.  
 Mr. M. C. Argyle, Chief Conservator of Forests.  
 Major I. R. Grimwood, Chief Game Warden.  
 Mr. C. D. M. Vivian, Ministry of Game, Fisheries, Water and Natural  
 Resources.
- 14.6.63 Representatives of the Staff Side, Central Whitley Council.  
 Mr. H. J. Hinchey, C.B.E., Financial Secretary, East African Common  
 Services.
- 17.6.63 Mr. A. R. Macdonald, C.M.G., Chairman, Kenya Government Public  
 Service Commission.  
 Mr. D. E. Warren, Director of Surveys.  
 Mr. F. E. Firminger, Deputy Commissioner of Lands.  
 Mr. J. A. O'Loughlin, Commissioner of Lands.  
 Mr. A. Davies, Ministry of Lands and Settlement.  
 Representatives of the East African Common Services Asian Staff  
 Association.  
 Mr. H. B. Burdon, Town Planning Department.
- 18.6.63 Representatives of the Police Representative Association.  
 Mr. R. C. Catling, C.M.G., O.B.E., Inspector-General of Police.  
 Mr. R. G. Brayne-Nicholls, Civil Secretary to the Police.
- 19.6.63 Visit to Alliance High School.  
 Visit to Aga Khan Primary School.  
 Visit to Duke of Gloucester School.
- 20.6.63 Mr. J. A. B. Allan, Commissioner of Prisons.  
 Mr. M. K. Mwendwa, Permanent Secretary, Ministry of Home Affairs.  
 Colonel A. L. Watson, Ministry of Home Affairs.  
 Representatives of the Prisons Staff Association.  
 Mr. F. Sharratt, Acting Permanent Secretary, Ministry of Works,  
 Communications and Power.
- 21.6.63 Mr. T. P. McBrierley, Senior Assistant Commissioner of Police.  
 Visit to the C.I.D. Training School.  
 Visit to the Ministry of Works Training School.

- 24.6.63 Mr. H. L. Adams, C.M.G., T.D., Executive Officer, Communications Ministerial Committee.
- Mr. B. F. Sutton, D.S.C., Deputy Director, Directorate of Civil Aviation.
- 25.6.63 Mr. B. W. Thompson, Acting Director, Meteorological Department.
- Mr. A. N. Savage }  
 Mr. J. O. England } Ministry of Local Government.
- Representatives of the Health Inspectors' Association.
- 27.6.63 Visit to Pumwani D. E. B. School.
- Visit to St. George's Primary School.
- Visit to Kenya High School.
- Visit to Prince of Wales School.
- 28.6.63 Visit to Surveys Department Training School.
- 29.6.63 Visit to Kamiti Prison.
- 2.7.63 Colonel M. F. G. Wentworth, C.M.G., O.B.E., Chairman, East African Common Services Organization Public Services Commission.
- Mr. I. Okwirry, M.B.E., Deputy Chairman.
- 3.7.63 Mr. A. L. Adu, O.B.E., Secretary-General, East African Common Services Organization.
- Mr. P. Coryndon, Chief Establishment Officer, East African Common Services Organization.
- 4.7.63 Mr. E. K. Boseley, Officer-in-Charge, Trade Testing Unit
- Mr. C. W. Hodges, C.B.E., Controller and Auditor-General.
- 8.7.63 Dr. N. R. E. Fendall, Chief Medical Officer.
- Dr. J. Carswell }  
 Mr. A. D. Wardrop } Ministry of Health and Housing.
- 15.7.63 The Hon. J. S. Gichuru, Minister for Finance and Economic Planning.
- Mr. L. D. A. Baron, D.F.C., Acting Permanent Secretary, Ministry of Finance and Economic Planning.
- 27.7.63 Mr. F. G. E. Ievers, Postmaster-General.
- Mr. R. W. Groves, Personnel Manager, East African Posts and Telecommunications.

*Mombasa*

- 25.4.63 Representatives of the Customs Non-European Officials' Union.  
 Representatives of the Kenya African Customs Workers' Union.  
 Representative of the Posts and Telecommunications African Workers' Union (Mombasa Branch).  
 Mr. J. Pinney, Provincial Commissioner, Coast Province.  
 Provincial representatives of the Department of Agriculture, the Education Department, the Forest Department, Information Services, the Labour Department, the Medical Department, the Police, the Veterinary Department and the Ministry of Works and Communications.
- 26.4.63 Mr. D. A. Tyrrell, Commissioner of Customs.  
 Mr. O. Healy, Assistant Commissioner of Income Tax.  
 Captain G. R. Williams, O.B.E., Landing and Shipping Company of East Africa Ltd.  
 Mr. J. Carroll, Industrial Relations Officer, Landing and Shipping Company of East Africa Ltd.
- 20.6.63 Representatives of a joint delegation from Grant-aided and Primary Schools, Mombasa.  
 Members of the Advisory Council on Asian Education, Mombasa.

*Elburgon*

- 4.6.63 Visit to Forest Training School.

*Kisumu*

- 5.6.63 Mr. G. A. Skipper, O.B.E., Acting Civil Secretary, Nyanza Region.  
 Mr. R. G. Wilson, M.B.E., Acting Civil Secretary, Western Region.  
 Mr. G. P. Rimington, Department of Agriculture.  
 Representatives of the Kenya Civil Servants' Union (Kisumu).  
 Representatives of the Health Inspectors' Association (Kisumu).  
 Representatives of the Probation Service, Staff Side (Kisumu).  
 Visit to Siriba College, Maseno.

*Nakuru*

- 6.6.63 Visit to Egerton Agricultural College, Njoro.  
 Mr. J. H. Wolff, C.M.G., Acting Civil Secretary, Rift Valley Region.  
 Mr. P. H. Brown, Acting Deputy Civil Secretary, Rift Valley Region.  
 Mr. G. C. Knight, Provincial Education Officer.  
 Mr. J. T. Shorrocks, Senior Establishment Officer.  
 Dr. J. R. R. Wray, Provincial Medical Officer.  
 Mr. J. F. Hart, O.B.E., Provincial Veterinary Officer.  
 Mr. A. W. Peers, Provincial Agricultural Officer.  
 Representatives of the Kenya Civil Servants' Union (Nakuru).  
 Representatives of the Staff of the Income Tax Department (Nakuru).

*Nyeri*

- 26.6.63 Mr. F. R. Wilson, O.B.E., Acting Civil Secretary, Central Region.  
 Mr. A. J. Allen, Assistant Commissioner of Police, Police Training School, Kiganjo.  
 Representatives of the Police Training School, Kiganjo, Teachers.  
 Representatives of the Kenya Civil Servants' Union (Nyeri).  
 Mr. G. Karithi, Acting Deputy Civil Secretary, Central Region.  
 Mr. J. R. Grayburn, Assistant Secretary.  
 Mr. A. G. Pearsall, Regional Accounts Officer.  
 Dr. P. J. Munano, Medical Department.  
 Mr. C. G. Maina, Education Department.  
 Mr. P. S. T. Mirie, Department of Agriculture.  
 Mr. D. Hollinson, Department of Health and Housing.

**TANGANYIKA***Dar es Salaam*

- 29.4.63 Representatives of the Tanganyika African Customs Union.  
 Mr. M. Lewis, Director, Federation of Tanganyika Employers.
- 30.4.63 Representatives of the Tanganyika Federation of Labour.  
 Representatives of the National Union of Post Office and Telecommunications Employees, Dar es Salaam.  
 Mr. B. M. Kelly, Assistant Commissioner of Income Tax.  
 Mr. B. N. Biggs, Regional Commissioner of Customs and Excise.  
 Mr. H. J. Chohan, Establishment Officer.  
 Mr. G. Corn, Deputy Director, East African Posts and Telecommunications.

**UGANDA***Kampala*

- 1.7.63 Mr. A. C. Thackeray, O.B.E., Director, East African Posts and Telecommunications.  
 Mr. G. E. Doughty, Deputy Director, East African Posts and Telecommunications.  
 Mr. J. C. Mascarenhas, Establishment Officer, East African Posts and Telecommunications.  
 Representatives of the Uganda Posts and Telecommunications Employees' Union.  
 Representatives of the East African Posts and Telecommunications European Staff Association (Uganda).  
 Mr. W. R. Garner, Regional Commissioner of Income Tax.  
 Representatives of the Customs and Excise Department Staff (Kampala).

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

(a) The Government of Kenya :

Ministries of—

Agriculture and Animal Husbandry.

Education.

Health and Housing.

Labour.

Lands, Surveys and Town Planning.

Social Services.

Tourism, Forests and Wild Life.

Works and Communications.

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

The Staff Side, Central Whitley Council.

The Civil Service Association of Kenya.

The Kenya Civil Servants' Union.

The Kenya National Union of Teachers.

The Kenya National Union of Teachers (Mombasa).

The Kenya Police Representative Association.

(b) The East African Common Services Organization :

The East African Income Tax Department.

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

Customs and Common Services Employees' Union (Tanganyika).

Customs Non-European Officials' Union.

East African Common Services Asian Staff Association.

East African Common Services Senior Officers' Association.

(c) East African Posts and Telecommunications Administration.

Asian Postal Union (Kenya).

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

Posts and Telecommunications African Workers' Union (Kenya).

The Uganda Posts and Telecommunications Employees' Union.

(d) Advisory Council on Asian Education :

Mr. P. J. Blake.

Mr. Chanan Singh.

East African Standard (Newspapers) Ltd.

Federation of Kenya Employers.

Mr. J. K. Gitau.

Graduate Teachers serving in Grant-aided Schools.

Health Inspectors' Association.

Kenya Federation of Labour.



Kenya Health Assistants' Association.

Kenya Hospital Assistants' Association.

Mr. E. Kihara.

Landing and Shipping Company of East Africa Limited.

M. M. Shah Jain Primary School, Mombasa.

Mr. J. J. Njoroge.

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

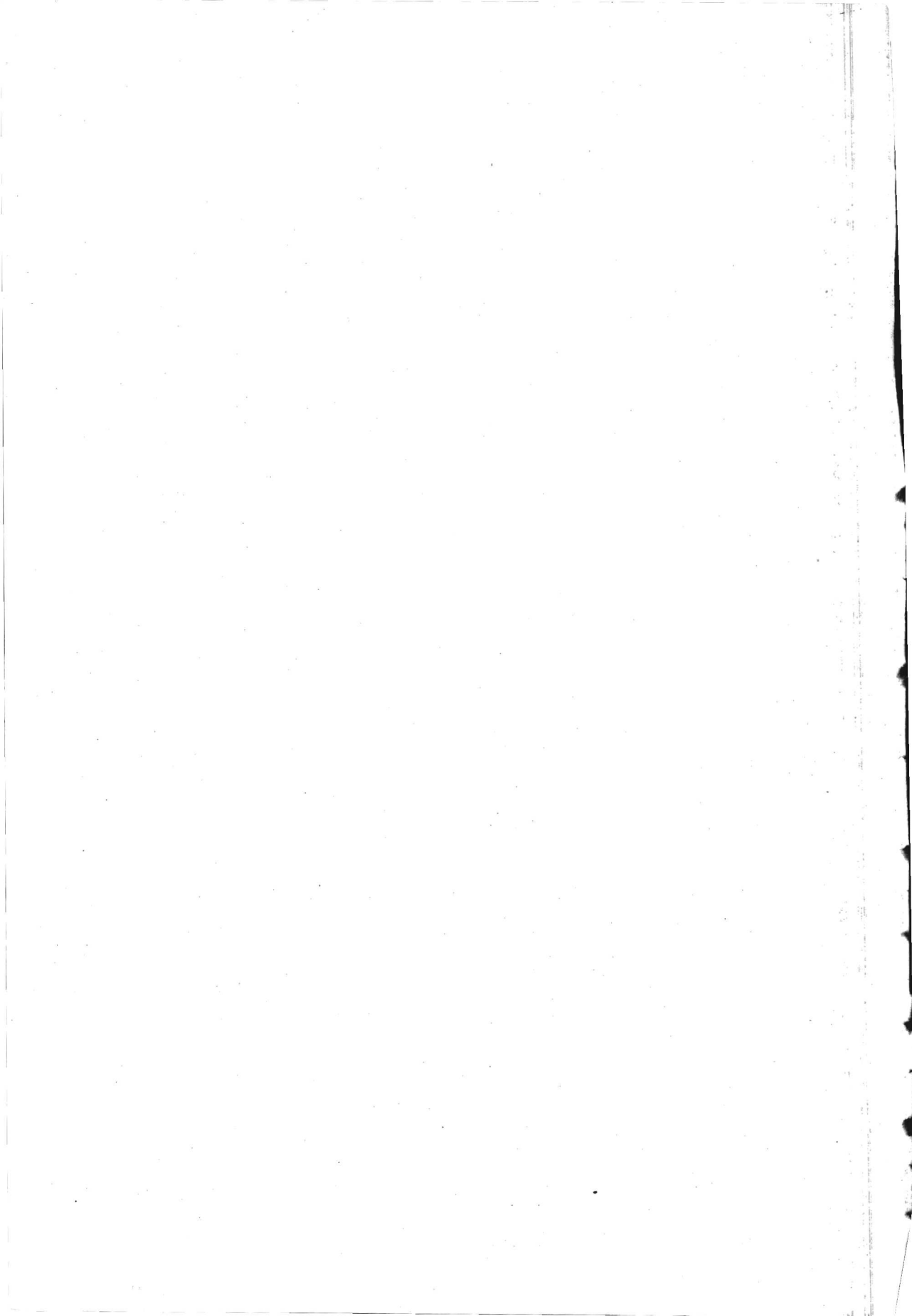
Principals and Teachers in Grant-aided and Primary Schools, Mombasa.

Provincial Agricultural Officer, Nyanza.

Provincial Education Officer, Coast.

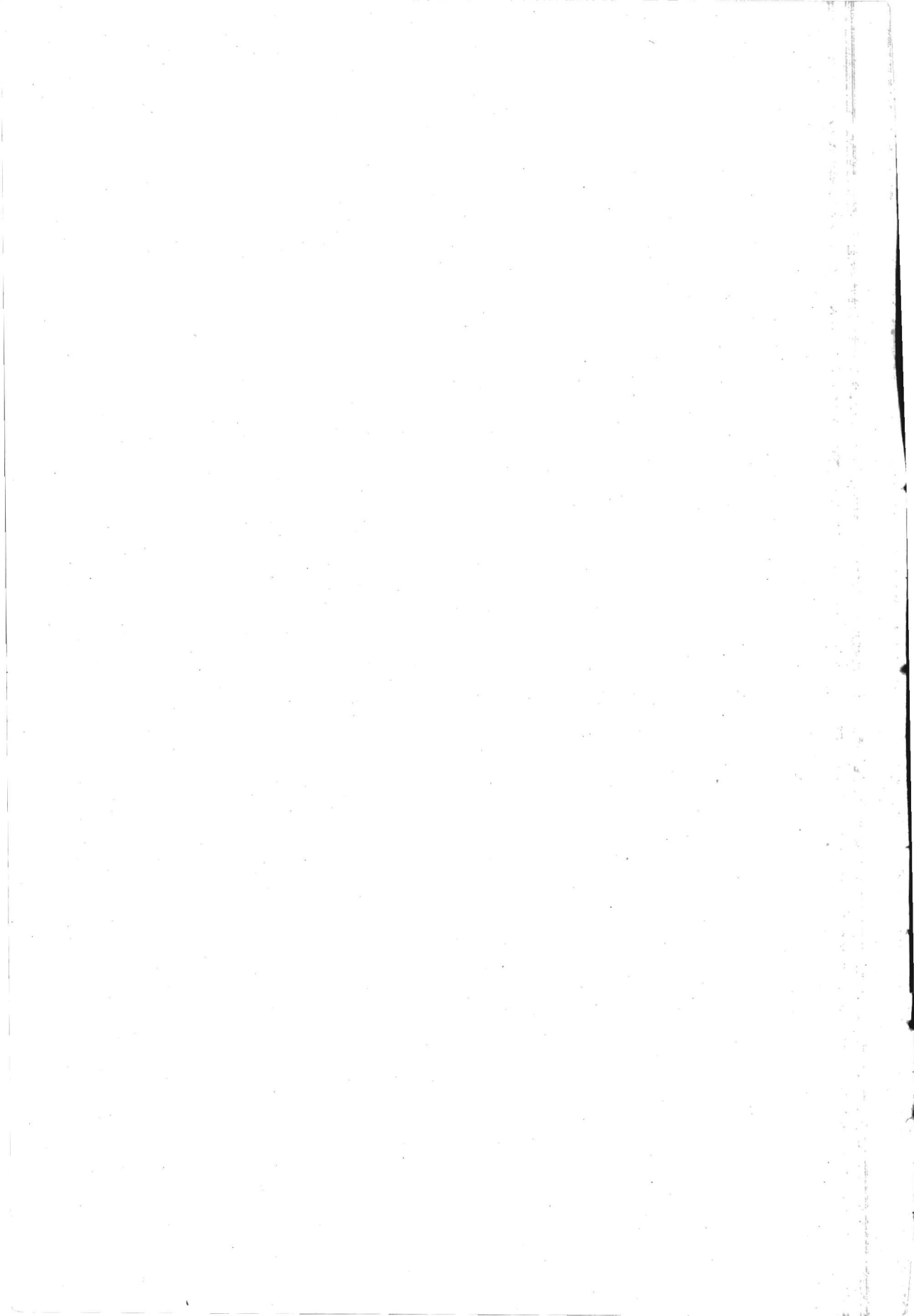
Mr. B. K. Sharma.

Teachers of the Police Training School, Kiganjo.



**SCHEDULE OF POSTS  
AND PROPOSED SALARIES  
AND GRADING**

**Government of Kenya**



<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Conversion Table No.</i>
<i>The Governor</i>			
Private Secretary .. ..	£2,175	£2,036	1
Aide-de-Camp .. ..	B4-3	Regrade	
Comptroller .. ..	B3-2	E.O.1	24
Social Secretary .. ..	£660 (Fixed)	£670	
Superintendent of Trans- port and Buildings ' ..	C5-4	Regrade	
Superintendent of Gardens	C6-5	E.O.3	47
Cateress and Housekeeper	C5-4	Regrade	
<i>Judicial Department</i>			
Registrar .. ..	£2,400	£2,220	1
Senior Resident Magistrate	L.S.S.	£1,760-£1,880	3
Senior Deputy Registrar ..	L.S.S.	£1,760-£1,880	3
Resident Magistrate .. ..	A	£804-£1,710	4
Deputy Registrar .. ..	A	£804-£1,710	4
Librarian .. ..	B5-3	Regrade	
Chief Kathi .. ..	C4-3	E.O.2	62
Kathi .. ..	E1-C4	Regrade	
Executive Officer .. ..	C3-2	E.O.1	66
Executive Officer .. ..	C4-3	E.O.2	62
Executive Officer .. ..	C4	E.O.2	64
Executive Officer	C5-4	Regrade	
Senior Process Server .. ..	C6-5	E.O.3	47
Process Server .. ..	E	Regrade	
Court Bailiffs .. ..	E3-1	Regrade	
<i>African Courts</i>			
Registrars .. ..	C5-3	E.O.2	53
Presidents and Vice-presi- dents .. ..	E	Regrade	
Elders .. ..	E	Regrade	
<i>National Assembly</i>			
Clerk of the Senate .. ..	L.S.S.	£1,760-£1,880	3
Clerk of the House .. ..	B5-2	Regrade	
Clerk Assistant .. ..	B5-3	Regrade	
Sergeant-at-Arms .. ..	B5-3	Regrade	
Sergeant-at-Arms .. ..	C6-5	E.O.3	47
Asst. Sergeant-at-Arms ..	C6-5	E.O.3	47
Palantype Operators .. ..	C4-3	P.S.I	101
Reporters .. ..	C5-4	P.S.II	100
<i>Exchequer and Audit</i>			
Controller and Auditor- General .. ..	£2,800	£2,540	1
Director of Audit .. ..	£2,400	£2,220	1
Assistant Director of Audit	£2,175	£2,036	1
Principal Auditor .. ..	L.S.S.	£1,760-£1,880	3
Senior Auditor .. ..	B1	C.E.O.	30
Auditors .. ..	B5-2	Regrade	

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Conversion Table No.</i>
<i>Public Service Commission</i>			
Secretary .. .. .	£2,175	£2,036	1
Assistant Secretary ..	A	£804-£1,710	4
Executive Officer ..	B4-3	Regrade	
Asst. Executive Officer ..	B5-3	Regrade	
 <i>PRIME MINISTER'S OFFICE</i>			
<i>Police: (Uniformed Staff)</i>			
Commissioner of Police ..	£2,800	£2,540	1
Deputy Commissioner of Police .. .. .	£2,400	£2,220	1
Senior Asst. Commissioner	£2,175	£2,036	1
Assistant Commissioner ..	L.S.S.	£1,760-£1,880	3
Senior Superintendent ..	P.G.1	P.G.1	137
Superintendent .. ..	P.G.2	P.G.2	136
Assistant Superintendent ..	P.G.3	P.G.3	135
Chief Inspector .. ..	P.1	P.1	134
Inspectors .. .. .	P.2	P.2	133
Sub-Inspectors .. .. .	P7-5	P7-5	130
Sergeants .. .. .	P11-10A	P11A + P10A	127
Corporals .. .. .	P12A	P12A	126
Constables .. .. .	P14A	P14A	124
 <i>Police: (Civilian Staff)</i>			
Commandant, Airwing ..	B1	C.E.O.	30
Police Pilots .. .. .	B3-2	E.O.1	24
Ground Staff .. .. .	C3-2	E.O.1	66
Public Relations Officer ..	C2	E.O.1	69
Staff Officer (Buildings) ..	C3-2	E.O.1	66
Asst. Staff Officer (Build- ings) .. .. .	C4-3	T.O.2	87
Principal Criminal Regis- trar .. .. .	B2-1	C.E.O.	28
Senior Criminal Records Officer .. .. .	C3-2	E.O.1	66
Criminal Records Officer ..	C5-4	Regrade	
Criminal Records Officer ..	C6-5	E.O.3	47
Statistical Officer .. ..	C4-3	E.O.2	62
Fingerprint Officers .. ..	C5-4	Regrade	
Fingerprint Officers .. ..	C6-4	Regrade	
Fingerprint Officers .. ..	C6-5	T.O.3	72
Fingerprint Assistants ..	E4-1	Regrade	
Chief Photographic Officer	C3-2	T.O.1	89
Photographic Officer .. ..	C4-3	T.O.2	87
Senior Photographic Asst.	C6-5	T.O.3	72
Photographic Asst. .. ..	E2-1	T.O.4	144
Photographic Asst. .. ..	E4-3	T.O.5	143
Documents Examiner .. ..	C4-3	E.O.2	62
Laboratory Technologist ..	C5-2	Regrade	
Laboratory Assistant .. ..	E6-3	Regrade	
Chief Inspector of Small Arms .. .. .	C3-2	T.O.1	89

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Conversion Table No.</i>
<b>PRIME MINISTER'S OFFICE—(Contd.)</b>			
<i>Police: (Civilian Staff)—(Contd.)</i>			
Inspector of Small Arms..	C4-3	T.O.2	87
Inspector of Small Arms..	C5-4	Regrade	
Inspector of Small Arms..	C6-5	T.O.3	72
Asst. Inspector of Small Arms .. .. .	E2-1	T.O.4	144
Asst. Inspector of Small Arms .. .. .	E6-5	Unestablished	
Storekeeper—Firearms ..	£500 (Fixed)	£540	
Tailors .. .. .	E2-1	T.O.4	144
Tailors .. .. .	E4-3	T.O.5	143
Tailors .. .. .	E6-5	Unestablished	
Chief Inspectors (Mech.)..	C2	T.O.1	92
Chief Inspectors (Mech.)..	C3-2	T.O.1	89
Senior Inspectors (Mech.)	C4-3	T.O.2	87
Inspectors (Mech.) ..	C5-4	Regrade	
Senior Mechanics .. ..	C6-5	T.O.3	72
Mechanics .. .. .	E2-1	T.O.4	144
Mechanics .. .. .	E4-3	T.O.5	143
Mechanics .. .. .	E6-5	Unestablished	
Asst. Engineer, Grade I (Telecom.) .. .. .	C3-2	T.O.1	89
Asst. Engineer, Grade II (Telecom.) .. .. .	C5-3	T.O.2	78
Technical Officers (Telecom.) .. .. .	C6-5	T.O.3	72
Asst. Technical Officers (Telecom.) .. .. .	E	Regrade	
Asst. Draughtsman .. ..	E2-1	T.O.4	144
Masters .. .. .	T.B.4	Regrade	
Teachers .. .. .	E3-1	Regrade	
Teachers .. .. .	E4-3	Regrade	
			} See Conversion Table for Unified Teachers' Service or Regrade according to officers' option.
Caretaker .. .. .	C6-5	E.O.3	47
Translator .. .. .	E2-1	C.O.1	140
Chargehands .. .. .	E2-1	T.O.4	144
Artisans .. .. .	E6-3	Regrade	
Mess Cateress .. .. .	E1-C6	Regrade	
Supervisor (P.C.I) .. ..	C4-3	T.O.2	87
Machine Operator (P.C.I)	C6-5	T.O.3	72
Senior Key Punch Operator (P.C.I) .. .. .	E2-1	T.O.4	144
Key Punch Operators (P.C.I) .. .. .	E6-3	Regrade	
<i>Directorate of Personnel</i>			
Director of Personnel ..	£2,300	£2,540	1
Deputy Director of Personnel .. .. .	£2,400	£2,220	1
Staff Adviser .. .. .	L.S.S.	£1,760-£1,880	3
Asst. Staff Adviser ..	B1	C.E.O.	30

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Conversion Table No.</i>
<b>MINISTRY OF HOME AFFAIRS</b>			
<i>Office of the Minister</i>			
Finance Officer .. ..	B1	C.E.O.	30
Senior Supplies Officer ..	B1	C.E.O.	30
Transport Officer .. ..	C4-3	E.O.2	62
Mechanized Ledger Clerks	E1	T.O.4	144
<i>Prisons Department</i>			
Commissioner .. ..	£2,600	£2,380	1
Deputy Commissioner ..	£2,175	£2,036	1
Assistant Commissioner ..	L.S.S.	£1,760-£1,880	3
Senior Superintendent ..	P.G.1	P.G.1	137
Industrial Manager .. ..	B1	C.T.O.	46
Superintendents .. ..	P.G.2	P.G.2	136
Farm Supervisor .. ..	P.G.2	P.G.2	136
Building Officer .. ..	C3-2	T.O.1	89
Chief Steward .. ..	C3-2	T.O.1	89
Welfare/After-care Officer	B5-3	Regrade	
Asst. Welfare/After-care			
Officers .. ..	E3-1	Regrade	
Asst. Superintendents ..	P.G.3	P.G.3	135
Stewards .. ..	C4-3	T.O.2	87
Senior Technical Instruc-			
tors .. ..	C5-2	Regrade	
Technical Instructors ..	C5-3	T.O.2	78
Senior Asst. Technical In-			
structors .. ..	E3-1	Regrade	
Chief Officers, Grade I ..	P1	P1	134
Chief Officers, Grade II ..	P2	P2	133
Principal Officers, Grade I	P5-4	P5-4	
Senior Electrician .. ..	C6-5	T.O.3	72
Agricultural Instructors ..	E4-3	T.O.5	143
Chief Warders, Grade I ..	P6A	P6A	129
Chief Warders, Grade II ..	P9A-8A	P9A + P8A	128
Teachers .. ..	E4-3	—	} See Conversion Tables for Unified Teachers' Service or Regrade ac- cording to officers' option.
Teachers .. ..	E6-5	—	
Sergeants .. ..	P11A-10A	P11A + P10A	127
Corporals .. ..	P12A	P12A	126
Lance-Corporals .. ..	P15A	P15A	123
Warders .. ..	P13A	P13A	125
Warders .. ..	P16A	P16A	122
<i>Probation Services</i>			
Principal Probation Officer	B1	C.E.O.	30
Senior Probation Officer ..	B2	E.O.1	29
Probation Officers, I ..	B5-3	Regrade	
Probation Officers, II ..	C6-5	E.O.3	47
Probation Officers, III ..	E4-1	Regrade	
Hostel Supervisor .. ..	E4-3	C.O.II	138



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

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Conversion Table No.</i>
<b>MINISTRY OF HOME AFFAIRS—(Contd.)</b>			
<i>Regional Affairs—(Contd.)</i>			
Chiefs .. .. .	C6-5	E.O.3	47
Chiefs and Sub-Chiefs .. .. .	E2-1	C.O.I	140
Chiefs and Sub-Chiefs .. .. .	E4-3	C.O.II	138
Chiefs and Sub-Chiefs .. .. .	E6-5	Unestablished	
Chief Clerks .. .. .	E6-5	Unestablished	
Artisans .. .. .	E	Regrade	
Liwalis .. .. .	B5-2	Regrade	
Mudirs .. .. .	E1-C4	Regrade	
Coxswains and Engine Attendants .. .. .	E	Regrade	
<i>Tribal Police</i>			
Sergeant Major .. .. .	£206.8-£234.3	£221.1-£238.8	150A
Senior Sergeants .. .. .	£172.5-£202.5	£185.7-£215.2	150A
Sergeants .. .. .	£131.4-£167.4	£144.4-£179.8	150A
Corporals .. .. .	£96-£119.4	£108-£132	150A
Constables .. .. .	Sh.119-Sh.155 p.m.	£80.8-£104.14	150A
<b>MINISTRY OF LOCAL GOVERNMENT</b>			
<i>Local Government Division</i>			
Commissioner for Local Government .. .. .	£2,175	£2,036	1
Principal Local Govt. Financial Officer .. .. .	£2,175	£2,036	1
Senior Local Govt. Financial Officers .. .. .	L.S.S.	£1,760-£1,880	3
Senior Local Govt. Financial Officers .. .. .	B1	C.E.O.	30
Local Govt. Financial Officers .. .. .	B5-2	Regrade	
Works Officers .. .. .	C5-4	Regrade	
<b>MINISTRY OF JUSTICE AND CONSTITUTIONAL AFFAIRS</b>			
<i>Attorney-General's Chambers</i>			
Attorney-General .. .. .	£3,100	£2,780	1
Solicitor-General .. .. .	£2,800	£2,540	1
Legal Draftsman .. .. .	£2,400	£2,220	1
Deputy Public Prosecutor .. .. .	£2,400	£2,220	1
Deputy Legal Draftsman .. .. .	L.S.S.	£1,760-£1,880	3
Senior Crown Counsel .. .. .	L.S.S.	£1,760-£1,880	3
Crown Counsels .. .. .	A	£804-£1,710	4
Law Clerk .. .. .	B5-2	Regrade	
<i>Registrar-General's Dept.</i>			
Registrar-General .. .. .	£2,600	£2,380	1
Deputy Registrar-General .. .. .	£2,175	£2,036	1
Asst. Registrar-General .. .. .	A	£804-£1,710	4
Legal Assistant .. .. .	A	£804-£1,710	4

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

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Conversion Table No.</i>		
<b>MINISTRY OF EDUCATION—(Contd.)</b>					
<i>General—(Contd.)</i>					
Senior Masters/Mistresses	B5-3	Regrade or <i>see</i> Conversion Tables for Unified Teaching Service.			
Asst. Education Officers ..	TB.4	Regrade			
Asst. Bursaries Officer ..	C4-3	E.O.2	62		
Executive Officer, Primary	C4-3	E.O.2	62		
<i>Inspectorate and Examination Section</i>					
Chief Inspector of Schools	£2,175	£2,036	1		
Chief Women Inspector and Education Adviser ..	£2,175	£2,036	1		
Examination Officer ..	B2-1	C.E.O.	28		
Deputy Examination Officer	B4-3	Regrade			
Asst. Examinations Officer	C5-4	Regrade			
<i>Primary/Intermediate Education</i>					
Headmasters/Headmistresses .. .. .	B5-2/B5-3	} <i>See also</i> Conversion Tables, Unified Teaching Service	109		
Masters/Mistresses ..	TB.4/E2-1				
Health Worker .. .. .	N5	M.3A			
Teachers .. .. .	E3-1	} <i>See also</i> Conversion Tables, Unified Teaching Service			
Asst. Masters/Mistresses, Grade I .. .. .	E2-1				
Asst. Masters/Mistresses, Grade II .. .. .	E4-3				
Asst. Teachers, Grade I ..	E4-3				
Asst. Teachers, Grade II ..	E6-5				
Asst. Teachers, Grade III	E6				
Asst. Technical Instructor, Grade I .. .. .	E4-3				
Koran Teachers .. .. .	E5-4				
Housekeepers, Grade I ..	C6-5			T.O.3	72
Housekeepers, Grade II ..	E1-C6			Regrade	
Nursing Matrons .. .. .	N5	M.3A	109		
Artisans .. .. .	E6-5	Unestablished			
Dressers, Grade III .. ..	E6-5	Unestablished			
<i>Secondary Education</i>					
Technical Instructor .. ..	C5-3	T.O.2	<i>See also</i> Conversion Tables, Unified Teaching Service		
Bursar .. .. .	C4-3	E.O.2	62		
Assistant Housekeeper ..	E2-1	T.O.4	144		
Groundsmen, Grade II ..	E4-3	T.O.5	143		
Laboratory Assistants, Grade II .. .. .	E4-3	T.O.5	143		
Laboratory Assistants, Grade III .. .. .	E6-5	Unestablished			
Switchboard Attendants, Grade III .. .. .	E6-5	Unestablished			
Dhobi, Grade II .. .. .	E6-5	Unestablished			

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

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Conversion Table No.</i>
<b>MINISTRY OF AGRICULTURE AND ANIMAL HUSBANDRY—(Contd.)</b>			
<i>Agriculture Department—(Contd.)</i>			
<i>Research Division (General)</i>			
Senior Research Officers ..	£2,175	£2,036	1
Senior Research Officers ..	L.S.S.	£1,760—£1,880	3
Agricultural Officers ..	A	£804—£1,710	4
Agricultural Research Officers.	A	£1,020—£1,710	4
Senior Asst. Agricultural Officers ..	C2	T.O.1	92
Asst. Agricultural Officers	C5-3	T.O.2	78
Technical Officers ..	C5-3	T.O.2	78
Technical Assistants, I ..	E2-1	T.O.4	144
Technical Assistants, II ..	E4	T.O.5	143
<i>Research Division (Swynnerton)</i>			
Soil Chemist ..	A	£804—£1,710	4
Soil Surveyor ..	A	£804—£1,710	4
Agricultural Research Officers ..	A	£1,020—£1,710	4
Asst. Agricultural Officers	C5-3	T.O.2	78
Technical Assistants, I ..	E2-1	T.O.4	144
Technical Assistants, II ..	E4	T.O.5	143
<i>Research Division (Development)</i>			
Plant Breeders ..	A	£804—£1,710	4
Asst. Plant Breeders ..	C5-3	T.O.2	78
Agricultural Research Officers ..	A	£1,020—£1,710	4
Agricultural Officer ..	A	£804—£1,710	4
Asst. Agricultural Officer ..	C5-3	T.O.2	78
Technical Assistants, I ..	E2-1	T.O.4	144
Technical Assistants, II ..	E4	T.O.5	143
<i>Field Division—General</i>			
Assistant Directors ..	£2,175	£2,036	1
Regional Agricultural Officers ..	L.S.S.	£1,760—£1,880	3
Agricultural Officers ..	A	£804—£1,710	4
Senior Asst. Agricultural Officer ..	C2	T.O.1	92
Asst. Agricultural Officer ..	C5-3	T.O.2	78
Specialist Tea Officers ..	C2	T.O.1	92
Senior Technical Assistants	C6-5	T.O.3	72
Technical Assistants, I ..	E2-1	T.O.4	144
Technical Assistants, II ..	E4	T.O.5	143
<i>Field Division (Swynnerton)</i>			
Agricultural Officers ..	A	£804—£1,710	4
Biologist ..	A	£804—£1,710	4
Senior Asst. Agricultural Officer ..	C2	T.O.1	92
Asst. Agricultural Officer ..	C5-3	T.O.2	78
Technical Assistants, I ..	E2-1	T.O.4	144
Technical Assistants, II ..	E4	T.O.5	143

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

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Conversion Table No.</i>
<b>MINISTRY OF AGRICULTURE AND ANIMAL HUSBANDRY—(Contd.)</b>			
<i>Agriculture Department—(Contd.)</i>			
<i>Coffee Research Services (General)—(Contd.)</i>			
Senior Asst. Agricultural Officer .. .. .	C2	T.O.1	92
Asst. Agricultural Officer .. .	C5-3	T.O.2	78
Technical Officers .. .	C5-3	T.O.2	78
Asst. Agricultural Officers (Res.) .. .	C5-3	T.O.2	78
Executive Officer .. .	C4-3	E.O.2	62
Technical Assistants, I .. .	E2-1	T.O.4	144
Technical Assistants, II .. .	E4	T.O.5	143
Laboratory Assistants, I .. .	E2-1	T.O.4	144
Laboratory Assistants, II .. .	E6-3	Regrade	
<i>Coffee Research Services (Swynnerton)</i>			
Agricultural Research Officer .. .	A	£1,020-£1,710	4
Asst. Agricultural Officer .. .	C5-3	T.O.2	78
Technical Assistants, I .. .	E2-1	T.O.4	144
Technical Assistants, II .. .	E4	T.O.5	143
<i>Research Services (Development)</i>			
Plant Pathologist .. .	A	£804-£1,710	4
Entomologist .. .	A	£804-£1,710	4
Agricultural Officers .. .	A	£804-£1,710	4
Farm Management Economist .. .	A	£804-£1,710	4
Plant Breeder .. .	A	£804-£1,710	4
Asst. Agricultural Officer .. .	C5-3	T.O.2	78
Laboratory Technologist .. .	C5-4	Regrade	
Asst. Plant Breeder .. .	C5-4	Regrade	
Technical Assistants, I .. .	E2-1	T.O.4	144
Technical Assistants, II .. .	E4	T.O.5	143
<i>Veterinary Department</i>			
<i>Headquarters</i>			
Director of Veterinary Services .. .	£2,800	£2,540	1
Deputy Director of Veterinary Services .. .	£2,400	£2,220	1
Chief Veterinary Research Officer .. .	£2,400	£2,220	1
Chief Zoologist .. .	£2,400	£2,220	1
Asst. Director of Veterinary Services .. .	£2,175	£2,036	1
Senior Veterinary Officer (ALMO) .. .	L.S.S.	£1,760-£1,880	3
Administrative Secretary .. .	B1	C.E.O.	30
Executive Officer .. .	C4-3	E.O.2	62



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

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Conversion Table No.</i>
<b>MINISTRY OF AGRICULTURE AND ANIMAL HUSBANDRY—(Contd.)</b>			
<i>Veterinary Department—(Contd.)</i>			
<i>Field Division—Swynnerton</i>			
Livestock Officers .. ..	C5-3	T.O.2	78
Executive Officer .. ..	C5-4	Regrade	
<i>Hides and Skins Improvement Services</i>			
Senior Hides and Skins Improvement Officer .. ..	A	£804-£1,710	4
Hides and Skins Improvement Officers .. ..	C3-2	T.O.1	89
Hides and Skins Improvement Officers .. ..	C5-3	T.O.2	78
Laboratory Technologist ..	C5-2	Regrade	
Asst. Hides and Skins Officers .. ..	C6-5	T.O.3	72
Asst. Hides and Skins Inspectors .. ..	E	Regrade	
<i>Foot and Mouth Research Institute</i>			
Asst. Director (Research) ..	£2,175	£2,036	1
Veterinary Research Officer	A	£1,020-£1,710	4
Laboratory Technologist ..	C5-2	Regrade	
Technical Officers .. ..	C5-3	T.O.2	78
Technical Assistants .. ..	E	Regrade	
<i>African Livestock Marketing Organization</i>			
Principal Livestock Marketing Officer .. ..	C2-1	C.T.O.	91
Livestock Marketing Officers .. ..	C2	T.O.1	92
Livestock Marketing Officers .. ..	C3-2	T.O.1	89
Livestock Marketing Officers .. ..	C5-3	T.O.2	78
Hides and Skins Selector ..	E	Regrade	
Veterinary Assistants .. ..	E	Regrade	
<i>Mariakani Milk Scheme</i>			
Manager .. ..	C2	T.O.1	92
Assistant Manager .. ..	C5-3	T.O.2	78
Technical Officer .. ..	C5-4	Regrade	
Technical Assistants, I .. ..	E2-1	T.O.4	144
Technical Assistants, II .. ..	E4	T.O.5	143
<i>Animal Industry</i>			
Veterinary Research Officer	A	£1,020-£1,710	4
Tannery Officer .. ..	C3-2	T.O.2	89
Tannery Assistants .. ..	E	Regrade	

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

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

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

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

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

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



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

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

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Conversion Table No.</i>
<b>MINISTRY OF NATURAL RESOURCES</b>			
<i>Forestry</i>			
Chief Conservator of Forests	£2,600	£2,380	1
Deputy Chief Conservator of Forests .. ..	£2,175	£2,036	1
Conservators of Forests ..	L.S.S.	£1,760-£1,880	3
Asst. Conservators of Forests .. .. .	A	£804-£1,710	4
Pathologist .. .. .	A	£804-£1,710	4
Utilization Officer .. ..	A	£804-£1,710	4
Entomologist .. .. .	A	£804-£1,710	4
Staff Surveyor .. .. .	A	£804-£1,710	4
Silviculturist .. .. .	A	£804-£1,710	4
Assistant Surveyors .. ..	B5-3	Regrade	
Roads Superintendent .. ..	C4-3	T.O.2	87
Senior Foresters .. .. .	C2	T.O.1	92
Foresters .. .. .	C5-3	T.O.2	78
Assistant Foresters .. ..	C6-5	T.O.3	72
Senior Asst. Draughtsmen	C6-5	T.O.3	72
Survey Asst., Grade III .. ..	E2-1	T.O.4	144
Asst. Draughtsman, I .. ..	E2-1	T.O.4	143
Asst. Draughtsman, III .. ..	E6-5	Unestablished	
Printer .. .. .	E6-5	Unestablished	
Dressers .. .. .	E6-5	Unestablished	
Forest Rangers .. .. .	E	Regrade	
Forest Guards .. .. .	P12A	P.12A	151
Forest Guards .. .. .	P14A	P.14A	152
Forest Guards .. .. .	£71.8-£93	£80.8-£104.14	151
<i>Game and Fisheries</i>			
Chief Game Warden .. ..	£2,175	£2,036	1
Chief Fisheries Officer .. ..	C1	C.T.O.	93
Senior Game Warden .. ..	C2	T.O.1	92
Game Officer .. .. .	A	£804-£1,710	4
Game Wardens .. .. .	C5-2	Regrade	
Fisheries Officers .. .. .	C5-2	Regrade	
Game Scouts .. .. .	P12A	P.12A	150
Game Scouts .. .. .	P14A	P.14A	149
Ships Crew .. .. .	E	Regrade	
Fisheries Staff .. .. .	E	Regrade	
Fish Scouts .. .. .	P12A	P.12A	150
Fish Scouts .. .. .	P14A	P.14A	149
<i>Mines and Geology</i>			
Commissioner .. .. .	£2,600	£2,380	1
Chief Geologist .. .. .	£2,175	£2,036	1
Scientific Officers .. .. .	A	£804-£1,710	4
Warden of Mines .. .. .	B5-2	Regrade	
Inspector of Explosives .. ..	C4-3	T.O.2	87
Senior Draughtsman .. ..	C4-3	T.O.2	87
Draughtsmen .. .. .	C6-4	Regrade	
Librarian .. .. .	B5-3	Regrade	
Technical Asst. .. .. .	C4-3	T.O.2	87

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

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Conversion Table No.</i>
<b>MINISTRY OF WORKS, COMMUNICATIONS AND POWER—(Contd.)</b>			
<i>Aerodrome Fire Service</i>			
Superintendent (Fire Service) .. .. .	C2	Regrade	
Fire Service Officers .. .. .	C3-2	T.O.1	89
Fire Service Officers .. .. .	C4-3	T.O.2	87
Fire Officers .. .. .	C6-4	Regrade	
Senior Mechanic .. .. .	C6-5	T.O.3	72
Mechanics .. .. .	E4-3	T.O.5	143
Senior Section Leader .. .. .	E2-1	T.O.4	144
Firemen, Grade I .. .. .	E4-3	T.O.5	143
Firemen, Grade II .. .. .	E6-5	Unestablished	
<i>Buildings Branch</i>			
Deputy Chief Architect .. .. .	£2,175	£2,036	1
Superintending Architects .. .. .	L.S.S.	£1,760-£1,880	3
Architects .. .. .	A	£804-£1,710	4
Chief Architectural Assts. .. .. .	C2	T.O.1	92
Architectural Assts./ Draughtsmen .. .. .	B5-3/C5-3	Regrade	
Officer-in-Charge, Building Centre .. .. .	C3-2	T.O.1	89
Superintendent of Works .. .. .	C2-1	Regrade	
Superintendent of Works .. .. .	C2	T.O.1	92
Senior Inspector of Works .. .. .	C4-3	T.O.2	87
Inspector of Works .. .. .	C5-4	Regrade	
Senior Draughtsman .. .. .	C4-3	T.O.2	87
Draughtsman .. .. .	C6-4	Regrade	
Senior Asst. Draughtsman .. .. .	C6-5	T.O.3	72
Statistical Officer .. .. .	C5-4	Regrade	
Statistical Assistant .. .. .	C6-5	E.O.3	47
Foreman .. .. .	C6-5	T.O.3	72
Chargehands .. .. .	E2-1	T.O.4	144
Asst. Draughtsmen .. .. .	E2-1	T.O.4	144
Asst. Draughtsmen .. .. .	E4-3	T.O.5	143
Machine Operators .. .. .	E1	T.O.4	144
Machine Operators .. .. .	E3-2	Regrade	
Printing Assistants .. .. .	E4	T.O.5	143
Printing Assistants .. .. .	E6-5	Unestablished	
<i>Contracts and Quantity Surveying Branch</i>			
Chief Quantity Surveyor .. .. .	£2,175	£2,036	1
Quantity Surveyor .. .. .	A	£804-£1,710	4
Chief Technical Assts. .. .. .	C2	T.O.1	92
Asst. Quantity Surveyors or Quantity Surveyors Assts.			
I .. .. .	B5-3 or C5-3	Regrade	
II .. .. .	C5-4	Regrade	
III .. .. .	C6-5	T.O.3	72

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

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

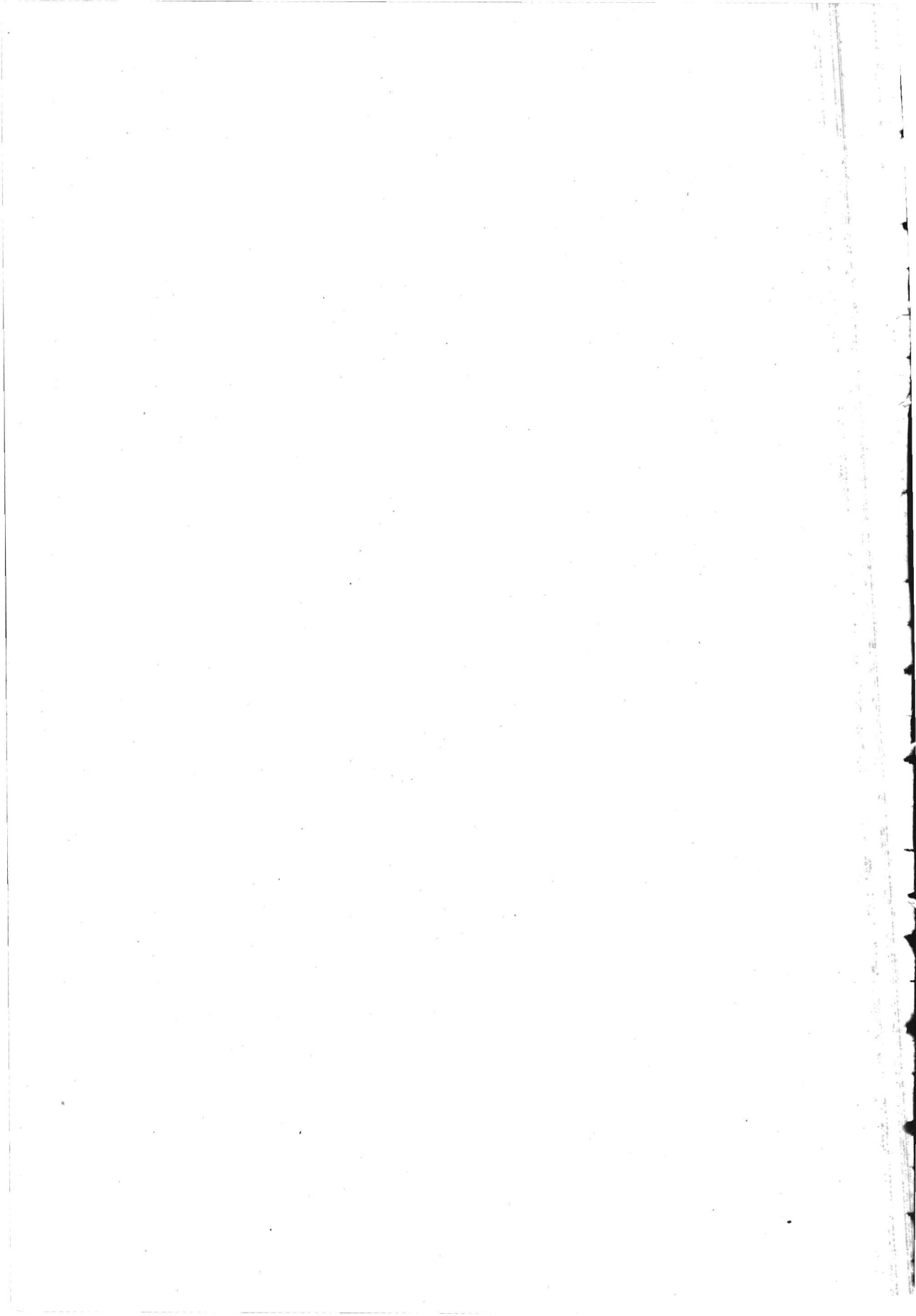
<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Conversion Table No.</i>
<i>MINISTRY OF WORKS, COMMUNICATIONS AND POWER—(Contd.)</i>			
<i>Water Law Section</i>			
Registrar of Water Rights	B3-2	Regrade	
Asst. Registrar .. ..	B4-3	Regrade	
Senior Water Bailiff .. ..	C4-3	Regrade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



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

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

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Conversion Table No.</i>
<b>MINISTRY OF INFORMATION, BROADCASTING AND TOURISM</b>			
<i>Information Services</i>			
<i>Directorate</i>			
Director and Public Relations Officer .. ' ..	£2,175	£2,036	1
Deputy Director .. ' ..	L.S.S.	£1,760-£1,880	3
<i>Press, Publications and Photographic Services</i>			
Senior Press Officer ..	C1	C.E.O.	70
Publications Officer ..	C3-2 or C2-1	Regrade	
Photographic Officer ..	C3-2	T.O.1	89
Press Officers ..	C3-2	E.O.1	66
Asst. Press Officers ..	C5-4	Regrade	
Asst. Publications Officer ..	C4-3	E.O.2	62
Photographers ..	C4-3	T.O.2	87
Photographers ..	C5-4	Regrade	
Information Officer ..	C5-4	Regrade	
Information Officer ..	C6-5	E.O.3	47
Senior Photographic Asst. ..	C6-5	T.O.3	72
Information Asst. ... ..	E2-1	C.O.I	140
Photographic Asst. ..	E4-3	T.O.5	143
<i>Provincial Services</i>			
Provincial Supervisor and Training Officer ..	C1	C.E.O.	70
Provincial Information Officer ..	C3-2 or C2-1	Regrade	
Information Officers ..	C4-3	E.O.2	62
Information Officers ..	C5-4	Regrade	
Information Officers ..	C6-5	E.O.3	47
Asst. Press Officer ..	C5-4	Regrade	
Information Asst., I ..	E2-1	C.O.I	140
Information Asst., II ..	E4-3	C.O.II	139



**COMMON CADRE POSTS**



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

<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Conversion Table No.</i>
Permanent Secretary .. ..	£,2800	£,2540	1
Under Secretary .. ..	£2,175	£2,036	1
Senior Asst. Secretary .. ..	L.S.S.	£1,760-£1,880	2
Asst. Secretary .. ..	A	£804-£1,710	4
Chief Personnel Officer .. ..	L.S.S.	£1,760-£1,880	2
Senior Personnel Officer .. ..	B1	C.E.O.	30
Personnel Officer Grade I .. ..	B3-2	E.O.1	24
Personnel Officer Grade II .. ..	B5-3	Regrade	
Personnel Officer Grade III .. ..	C4-3	E.O.2	62
Senior Personnel Asst. .. ..	C5-4	Regrade	
Personnel Asst. .. ..	C6-5	E.O.3	47
Chief Accountant .. ..	L.S.S.	£1,760-£1,880	2
Senior Accountant .. ..	B1	C.E.O.	30
Accountant Grade II .. ..	B3-2	E.O.1	24
Accountant Grade III .. ..	B5-3	Regrade	
Accounts Officer Grade I .. ..	C4-3	E.O.2	62
Accounts Officer Grade II .. ..	C5-4	Regrade	
Accounts Asst. .. ..	C6-5	E.O.3	47
Office Supt. Grade I .. ..	C4-3	E.O.2	62
Office Supt. Grade II .. ..	C5-4	Regrade	
Office Asst. .. ..	C6-5	E.O.3	47
Senior Examiner of Accounts Examiner of Accounts	C4-3	E.O.2	62
Grade I .. ..	C5-4	Regrade	
Examiner of Accounts Grade II .. ..	C6-5	E.O.3	47
Section Officer .. ..	C5-4	Regrade	
Chief Cashier .. ..	C5-4	Regrade	
Cashier .. ..	C6-5	E.O.3	47
Senior Storekeeper .. ..	C3-2	E.O.1	66
Storekeeper Grade I .. ..	C4-3	E.O.2	62
Storekeeper Grade II .. ..	C5-4	Regrade	
Storekeeper Grade III .. ..	C6-5	E.O.3	47
Audit Asst. .. ..	C6-5	E.O.3	47
Personal Secretary Grade I .. ..	C4-3	P.S.I.	102
Personal Secretary Grade II .. ..	C5-4	P.S.II	100
Stenographer/Secretary .. ..	C6-5	Regrade	
Pool Stenographer .. ..	E2-1	Regrade	
Copy Typist Grade I .. ..	E2-1	Regrade	
Copy Typist Grade II .. ..	E4-3	Regrade	
Copy Typists Grade III .. ..	E6-5	Unestablished	145
Clerks Grade I .. ..	E2-1	Regrade	
Clerks Grade II .. ..	E4-3	C.O.II	138
Clerks Grade III .. ..	E6-5	Unestablished	





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



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

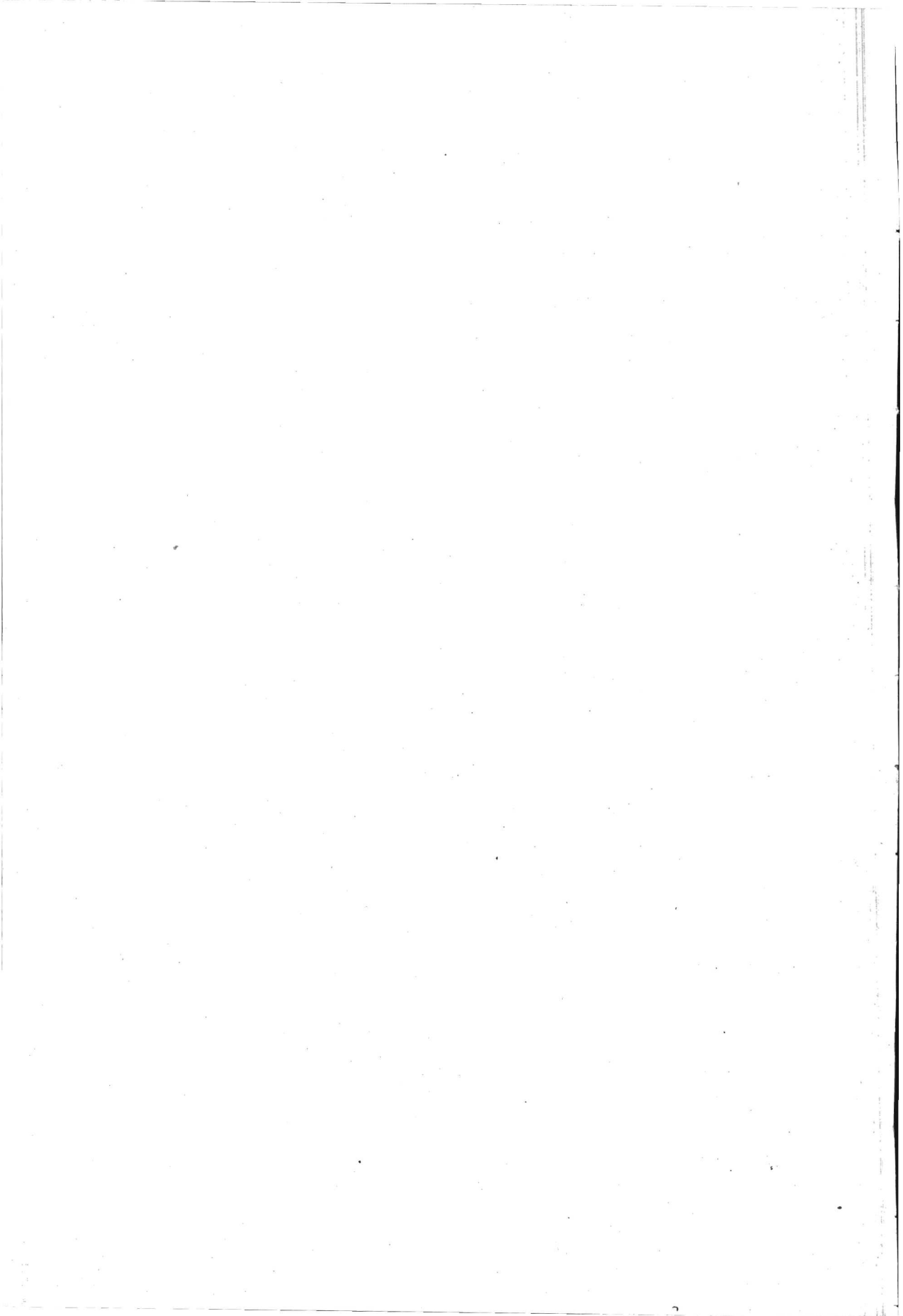
<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Conversion Table No.</i>
<b>COURT OF APPEAL FOR E.A.</b>			
President .. .. .	£4,100	—	
Vice-President .. .. .	£3,500	—	
Justice of Appeal .. .. .	£3,300	—	
Registrar .. .. .	A	£804-£1,710	4
Associate Registrar .. .. .	B5-2	Regrade	
<b>CENTRAL LEGISLATIVE ASSEMBLY</b>			
Clerk of the Assembly .. .. .	A	£804-£1,710	4
<b>PUBLIC SERVICE COMMISSION</b>			
Chairman .. .. .	£2,900	£2,620	1
Deputy Chairman .. .. .	£2,000	£1,880	
Secretary .. .. .	B3-2	E.O.1	24
Asst. Secretary .. .. .	B4-2	Regrade	
Executive Officer .. .. .	C4-3	E.O.2	62
<b>OFFICE OF THE SECRETARY-GENERAL</b>			
Secretary-General .. .. .	£4,100	—	
Under Secretary .. .. .	£2,175	£2,036	1
<b>ADMINISTRATIVE AND ESTABLISHMENTS</b>			
Secretary (Administration) .. .. .	£2,400	£2,220	1
Senior Establishment Officer .. .. .	£2,175	£2,036	1
<b>INFORMATION OFFICE</b>			
Information Officer .. .. .	£2,175	£2,036	1
Asst. Information Officer .. .. .	C4-3	E.O.2	62
Information Asst. .. .. .	C6	E.O.3	47
Photographer .. .. .	C4-3	T.O.2	87
Dark Room Assts. .. .. .	E	Regrade	
<b>Clerical and General</b>			
Caretaker .. .. .	C6-4	Regrade	
Telephone Supervisor .. .. .	C6-5	T.O.3	72
Telephonists .. .. .	E4-1	Regrade	
Property and Maintenance Officer .. .. .	C2-1	C.T.O.	91
Junior Executive Officer .. .. .	C6-5	E.O.3	47
Foreman Artisan .. .. .	C6-5	T.O.3	72
Clerk .. .. .	E4-1	Regrade	
Draughtsman (Trainer) .. .. .	E	Regrade	
Foreman .. .. .	E4-3	T.O.5	143
Storekeeper .. .. .	E4-1	Regrade	

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

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

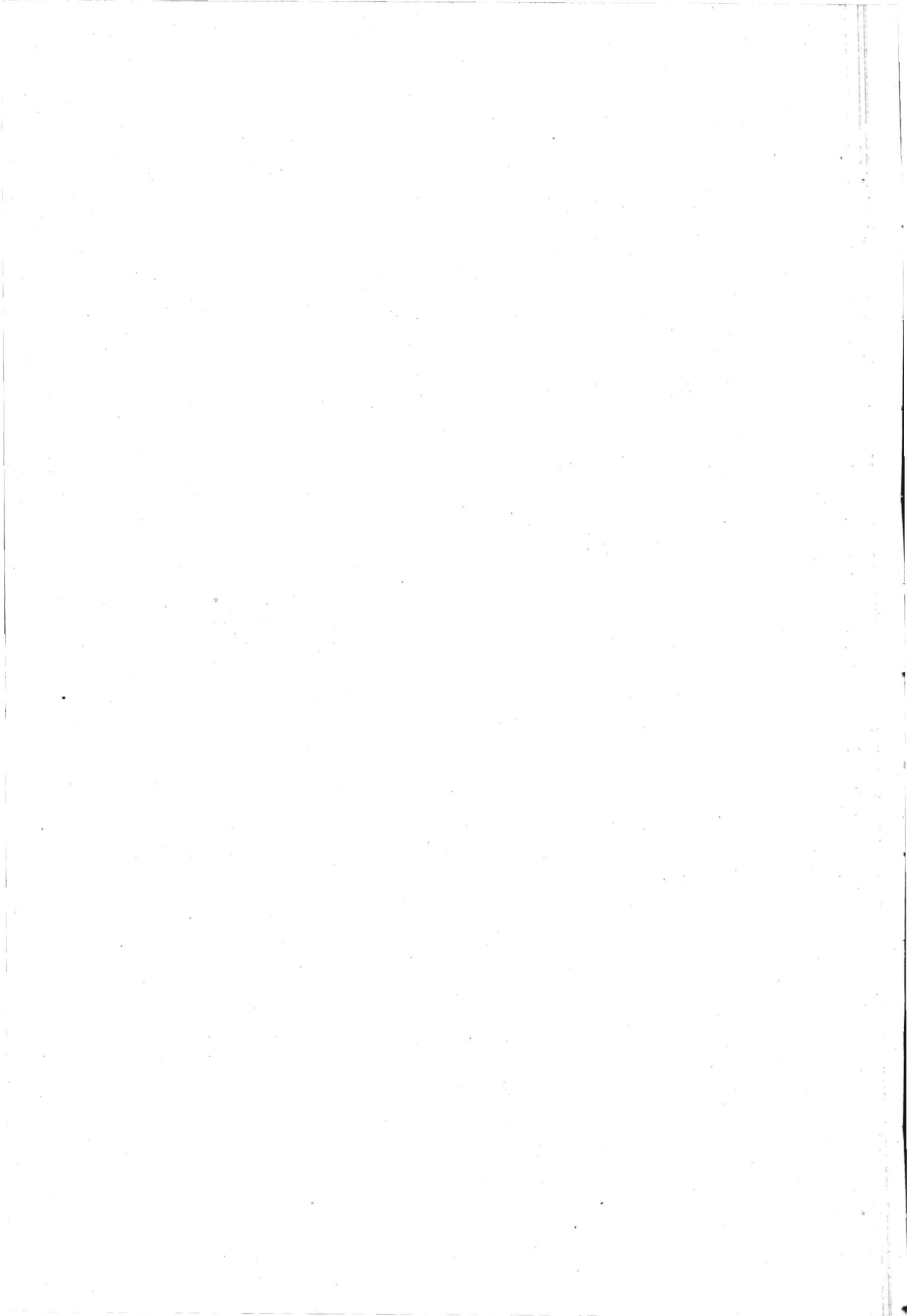
<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Conversion Table No.</i>
<b>E.A. LITERATURE BUREAU</b>			
Director .. .. .	B1	C.E.O.	30
Production Officers ..	B5-2	Regrade	
Librarian .. .. .	B5-3	Regrade	
Artist .. .. .	B5-2	Regrade	
Printing Operator .. ..	E2-1	T.O.4	144
<b>E.A. DIRECTORATE OF CIVIL AVIATION</b>			
Director .. .. .	£2,600	£2,380	1
Deputy Director .. ..	£2,175	£2,036	1
Senior Aviation Officers ..	L.S.S.	£1,760-£1,880	2
Chief Telecommunications Officer .. .. .	L.S.S.	£1,760-£1,880	2
Chief Licensing and Admin- istration Officer .. ..	£2,175	£2,036	1
Administrative Officer (Finance) .. .. .	B1	C.E.O.	30
Administrative Officer (Aviation) .. .. .	B1	C.E.O.	30
Senior Signals Officer .. ..	C1	C.T.O.	93
Signals Officer .. .. .	£1,671 (Fixed)	Regrade	
Senior Air Traffic Control Officer .. .. .	£1,671 (Fixed)	Regrade	
Air Traffic Control Officer ..	B1	C.T.O.	46
Air Traffic Control Assts. ..	C4	T.O.2	87
Executive Officer .. .. .	C4-3	E.O.2	62
Staff Pilot .. .. .	B2-1	C.T.O.	45
Operations Officer .. .. .	B1	C.T.O.	46
<i>Air Traffic Control (Operations)</i>			
Senior Air Traffic Control Officer .. .. .	B1	C.T.O.	46
Air Traffic Control Officers	£1,494 (Fixed)	Regrade	
Air Traffic Control Officers	B4-2	Regrade	
Air Traffic Control Assts.	C4	T.O.2	87
Air Traffic Control Assts.	C6-5	T.O.3	72
Communicators .. .. .	C6-5	T.O.3	72
Control Assts. .. .. .	E	Regrade	
<i>Telecommunications and En- gineering (Operations)</i>			
Asst. Signals Officers .. ..	£1,494 (Fixed)	Regrade	
Asst. Telecommunications Controllers .. .. .	£1,440 (Fixed)	Regrade	
Telecommunications Supt.	C2	Regrade	
Radio Superintendents .. ..	C4-3	T.O.2	87
Senior Sectional Engineers	B1	C.T.O.	46
Sectional Engineers, I .. ..	£1,494 (Fixed)	Regrade	
Sectional Engineers, II .. ..	C2	Regrade	
Asst. Engineers .. .. .	C4-3	T.O.2	87
Senior Technical Assts. .. ..	C6-5	T.O.3	72
Technical Assts. .. .. .	E	Regrade	

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





**E.A. POSTS AND  
TELECOMMUNICATIONS  
ADMINISTRATION**



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

<i>Grade</i>	<i>Present Grading</i>	<i>Recommended Grading and Remarks</i>
<b>Accounts and Finance Department: Accountants</b>		
Senior Accountant ..	B1	C.E.O.
Asst. Controller of Savings Bank.	B1	C.E.O.
Accountant/Asst. Accountant.	B5-2	(P. & T. Administration propose to split into two grades. Recommendation is made on that basis). E.O.1 for Accountant; E.O.2 for Asst. Accountant.
Development Officer ..	B4-2	Special scale based on E.O.1/2 with minimum of £900.
Accounting Asst. ..	C5-4	(P. & T. Administration propose regrading as Asst. Accountant. Recommendation is made on that basis.) E.O.2.
<b>Machine Grades</b>		
Machine Accounting Supervisor.	C2	T.O.1—Subject to examination by grading team.
Punch Supervisor ..	C6-5	T.O.3.
Senior Machine Operator	C6-5	T.O.3.
Machine Operator ..	E4-1	} To be examined by grading team.
Punch Operator ..	E4-1	
<b>Engineering Department: Engineering Grades</b>		
Senior Executive .. ..	A2-1	(P. & T. Administration propose division into two grades. Recommendation is made on that basis). Senior Executive Engineer A1; Executive Engineer A2, Pupil Engineer-A3.
Engineer/Executive ..		
Engineer .. ..		
Division Engineer .. ..	£1,671	£1,590 (Fixed).
Senior Sectional Engineer	B1	C.T.O.
Senior Asst. Engineer ..	£1,494	£1,390 (Fixed).
Asst. Engineer 1 .. ..	C2	T.O.1.
Asst. Engineer 2 .. ..	C5-3	T.O.2.
Radio Operator .. ..	C5-3	T.O.2.
Constructor .. ..	£1,056	£1,066.
Senior Technical Officer ..	E1-C6	T.O.3 ( <i>See text</i> ).
Senior Technician .. ..		T.O.3 (This is a proposed new grade; <i>see text</i> ).
Technical Officer .. ..	E4-1	T.O.4 but with opportunity to progress up T.O.3 scale to £640 subject to satisfactory performance of duty and evidence of continued technical study.
Tech. Officer in Training ..		Special scale of £268-£332.
Foreman Workshops .. ..	E1-C6	T.O.3.
Technician 1	}	This is a proposed new grade. We recommend treatment as for technical officer; but <i>see text</i> .
Craftsman Eng. 1		
Technician 2		
Craftsman Eng. 2	}	Special scale of £236-£332.
Craftsman .. ..		This grading will disappear on creating new grades of Technician 1 and 2 and Craftsman 1 and 2.

NOTE.—Printing Section Superintendent and Pole Plant Foreman should be treated in same was as Assistant Engineer II.

<i>Grade</i>	<i>Present Grading</i>	<i>Recommended Grading and Remarks</i>
<b>Engineering Department: Draughtsman Grade</b>		
Senior Chief Draughtsman	£1,494	£1,390 fixed point.
Chief Draughtsman ..	C2	T.O.1.
Senior Draughtsman ..	C5-3	We recommend that the work be examined to see whether it is practicable to continue separate complements. If so, the two grades should be T.O.2 and T.O.3 respectively; if not, a special scale should be devised spanning T.O.2/3 with a barrier point at £820 p.a.
Draughtsman (Eng.) ..	E1-C6	Treat like Technical Officer.
Asst. Draughtsman (Eng.)	E4-1	Treat like Technical Officer in training.
Draughtsman (Eng.) in Trg.		
<b>Buildings Branch</b>		
Architect/Asst. Architect..	A3-1	(P. & T. Administration propose that Asst. Architect be retitled Deputy Architect). P.O. Architect A1; Deputy Architect A2.
Contracts Officer ..	B1	C.T.O.
Asst. Contracts Officer ..	B3-2	T.O.1.
Senior Draughtsman ..	C2	(P. & T. Administration propose a re-organization, retitling Senior Draughtsman as Senior Architectural Asst. and Architectural Draughtsman as Architectural Asst. Recommendation is made on assumption that duties remain substantially unchanged). S. Architectural Asst. T.O.1; Architectural Asst. T.O.2 of if necessary T.O. 3/2.
Architectural Draughtsman	C5-3	
Supt. of Works .. ..	C2	T.O.1.
Senior Inspector of Works	C4-3	(P. & T. Administration propose to merge these grades. Recommendation is made on this assumption); T.O.2.
Inspector of Works ..	C5-4	
Foreman of Works ..	C6-5	T.O.3.
<b>Postal Services Department</b>		
Senior Asst. Postal Controller.	B1	C.E.O.
Asst. Postal Controller ..	B5-2	E.O.2-1.
Head Postmaster I ..	£1,671 (fixed)	£1,598 (fixed).
Head Postmaster II ..	£1,494 (fixed)	£1,390 (fixed).
Chief Postal Supt. ..	C2	E.O.1 (P. & T. Administration propose to retitle Senior Postal Superintendent).
Postal Supt. .. ..	C5-3	E.O.2.
Overseer .. ..	E1-C5	E.O.4/3.
P. & T. Telegraph Officer..	E4-1	Special Scale P. & T. I.
Postal Officer .. ..	E4-1	

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

<i>Grade</i>	<i>Present Grading</i>	<i>Recommended Grading and Remarks</i>
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**Telecommunications Department: Telephonists**

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

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

**Telecommunications Department: Telecommunications Officers**

Senior Asst. Telecoms. Contoller.	B1	C.T.O.
Asst. Telecoms. Contoller	B5-2	T.O.2-1.
Telecoms. Service Manager	£1,494	} (P. & T. propose to regrade as S.A.T.C.). Consideration should be given to regarding as S.A.T.C. Otherwise fixed salary of £1,390.
Telecoms. Sales Manager	£1,494	
C.T. Supt. .. ..	C2	T.O.1.
Telecoms. Supt. .. ..	C5-3	} Consider in the same way as Senior Draughtsman and Draughtsman grades in the Engineering Department. If separated, equate with T.O.2 and T.O.3 respectively.
Telecoms. Supervisor .. ..	E1-C6	
Telecoms. Officer .. ..	E4-1	Treat like Technical Officer.

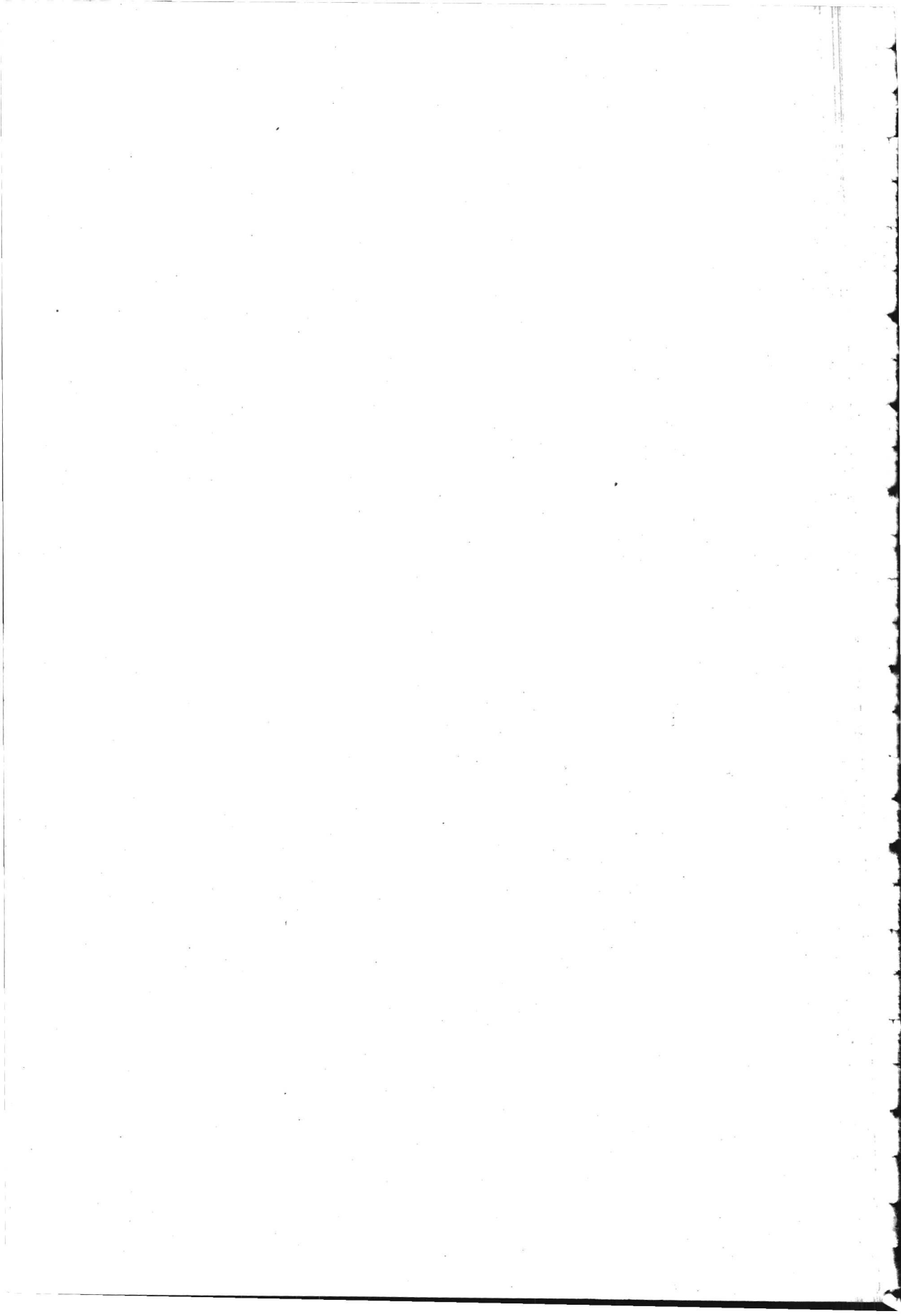
**Central Training School**

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

NOTE.—For instructional staff, *see text*.

## P. &amp; T. Superscale Posts

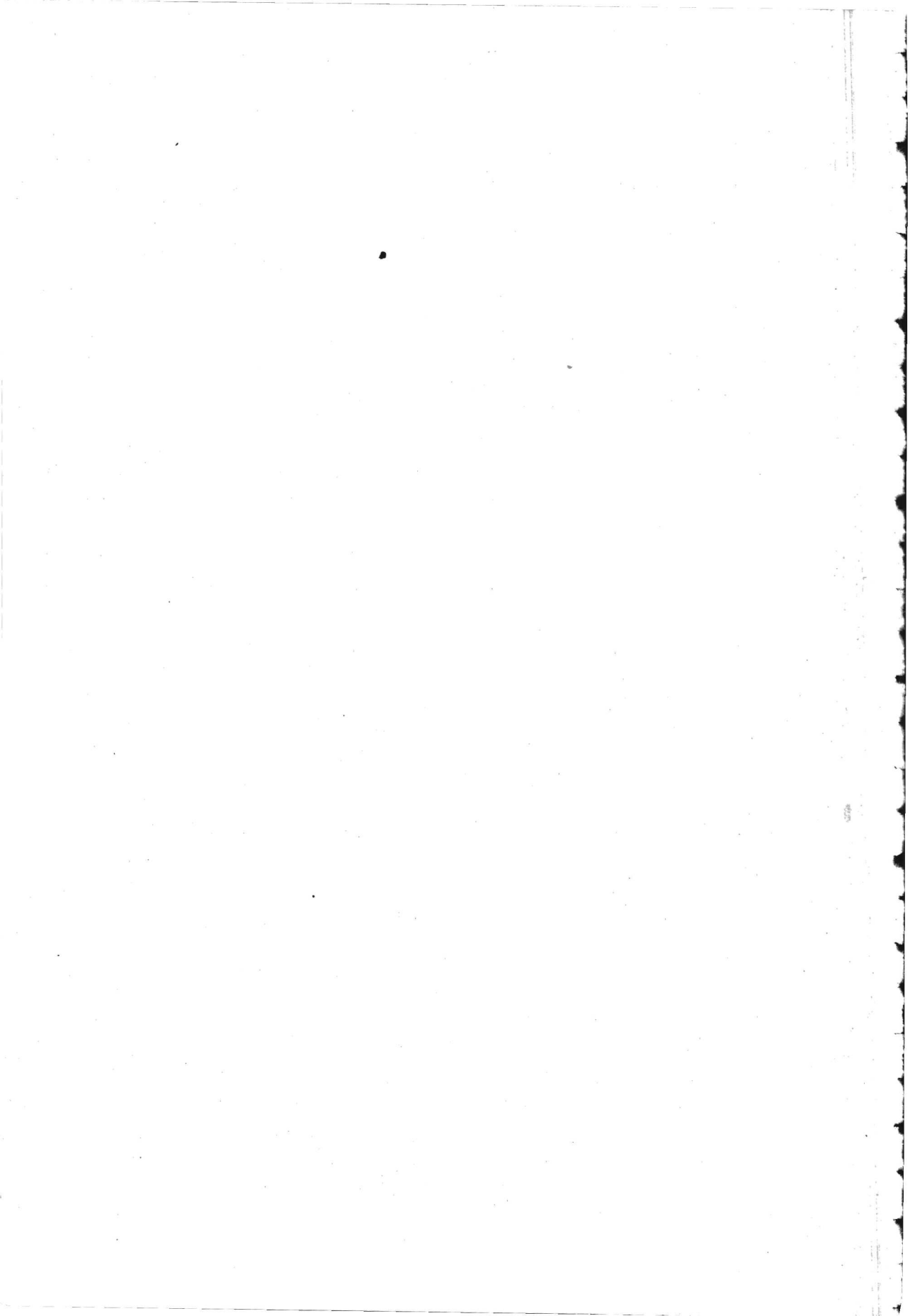
<i>Description</i>	<i>Present Salary</i>	<i>Recommended Scale or fixed point</i>
	£	£
Postmaster General .. .. .	3,900	<i>See text</i>
Assistant P.M.G. . . . .	2,800	2,540
Deputy Engineer in Chief .. .. .	2,400	2,220
Director of Posts and Telecommunications .. .. .	2,400	2,220
Personnel Manager .. .. .	2,400	2,220
Chief Services Controller .. .. .	2,300	2,140
Deputy Director of Posts and Telecommunications .. .. .	2,175	2,036
Staff Engineer .. .. .	2,175	2,036
Assistant Chief Accountant .. .. .	2,175	2,036
Public Relations Officer .. .. .	2,175	2,036
Deputy Personnel Manager .. .. .	2,175	2,036
P.O. Architect .. .. .	} 1,839-1,914- 1,989	1,760-1,820-1,880
Controller of Savings Banks .. .. .		
Principal Executive Engineer .. .. .		
Principal Sectional Engineer .. .. .		
Services Controller .. .. .		
Head Postmaster, Nairobi .. .. .		
Principal Accountant .. .. .		
Controller of Stores .. .. .		
Principal Establishment Officer .. .. .		
Africanization Officer .. .. .		
Principal of the Central Training School .. .. .		





# **CONVERSION TABLES**

**A Scale and Superscales**



Conversion Table No. 1

## SUPERSCALES

<i>Present Scale</i>	<i>Proposed Scale</i>
£	£
	2,036
	2,140
2,175	2,220
2,300	2,300
	2,380
2,400	2,460
2,500	2,540
2,600	2,620
2,700	2,700
	2,780
2,800	2,800*
2,900	2,900*
3,000	3,000*
3,100	3,100*
3,200	3,200*
3,300	3,300*
3,400	3,400*
3,500	3,500*
4,100	4,100*

Conversion Table No. 2

## SUPERSCALE (INCREMENTAL)

<i>Present Scale</i>	<i>Proposed Scale</i>
£	£
	2,036
	2,088
	2,140
2,175	2,175*
2,237.10	2,237.10*
2,300	2,300*

\*Shadow points.

Conversion Table No. 3

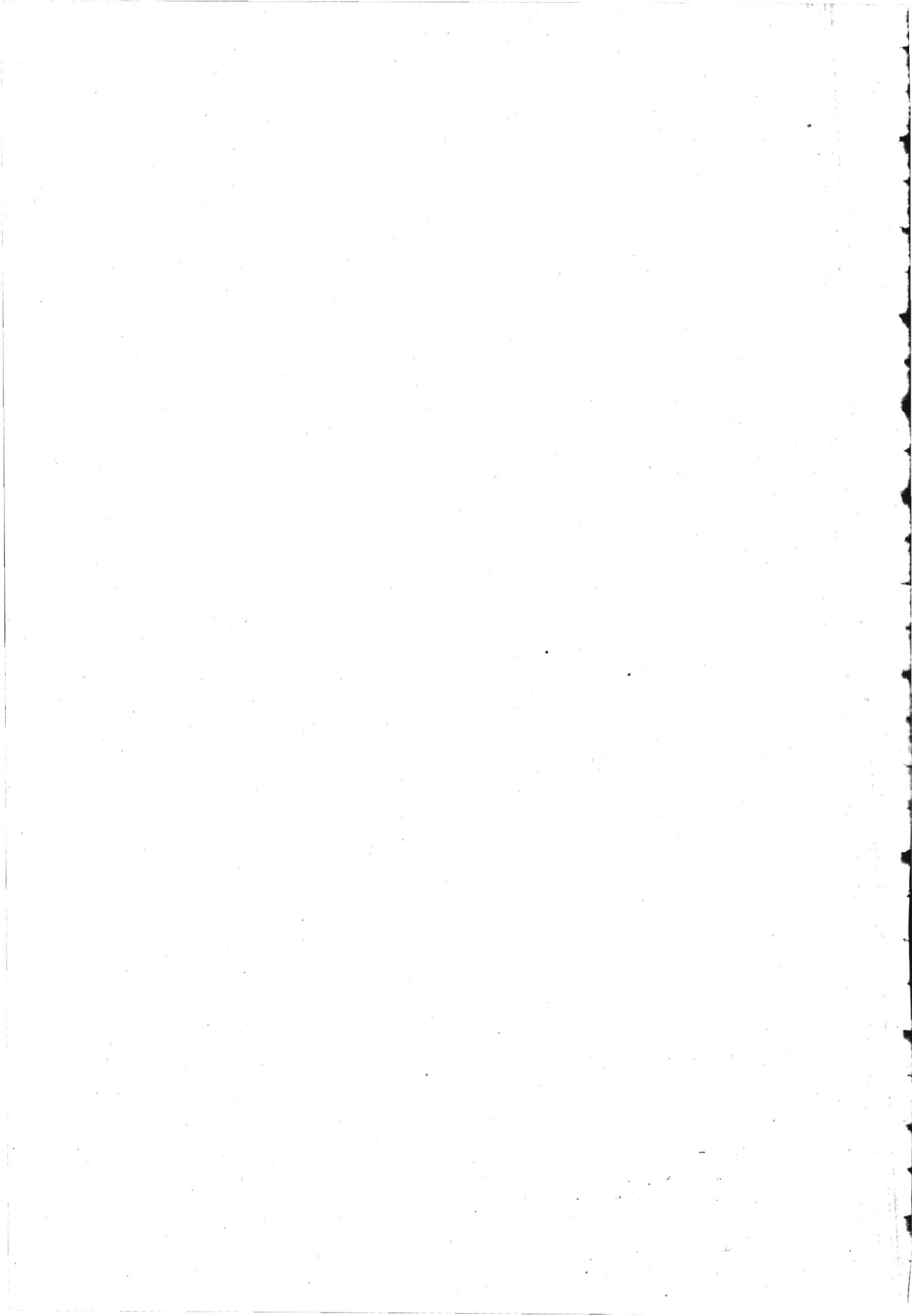
Lower Superscale/Medical —  
Scientific Extension

<i>Present Scale</i>	<i>Proposed Scale</i>
£	£
	1,760
	1,820
1,839	1,880
1,914	1,914*
1,989	1,989*

Conversion Table No. 4

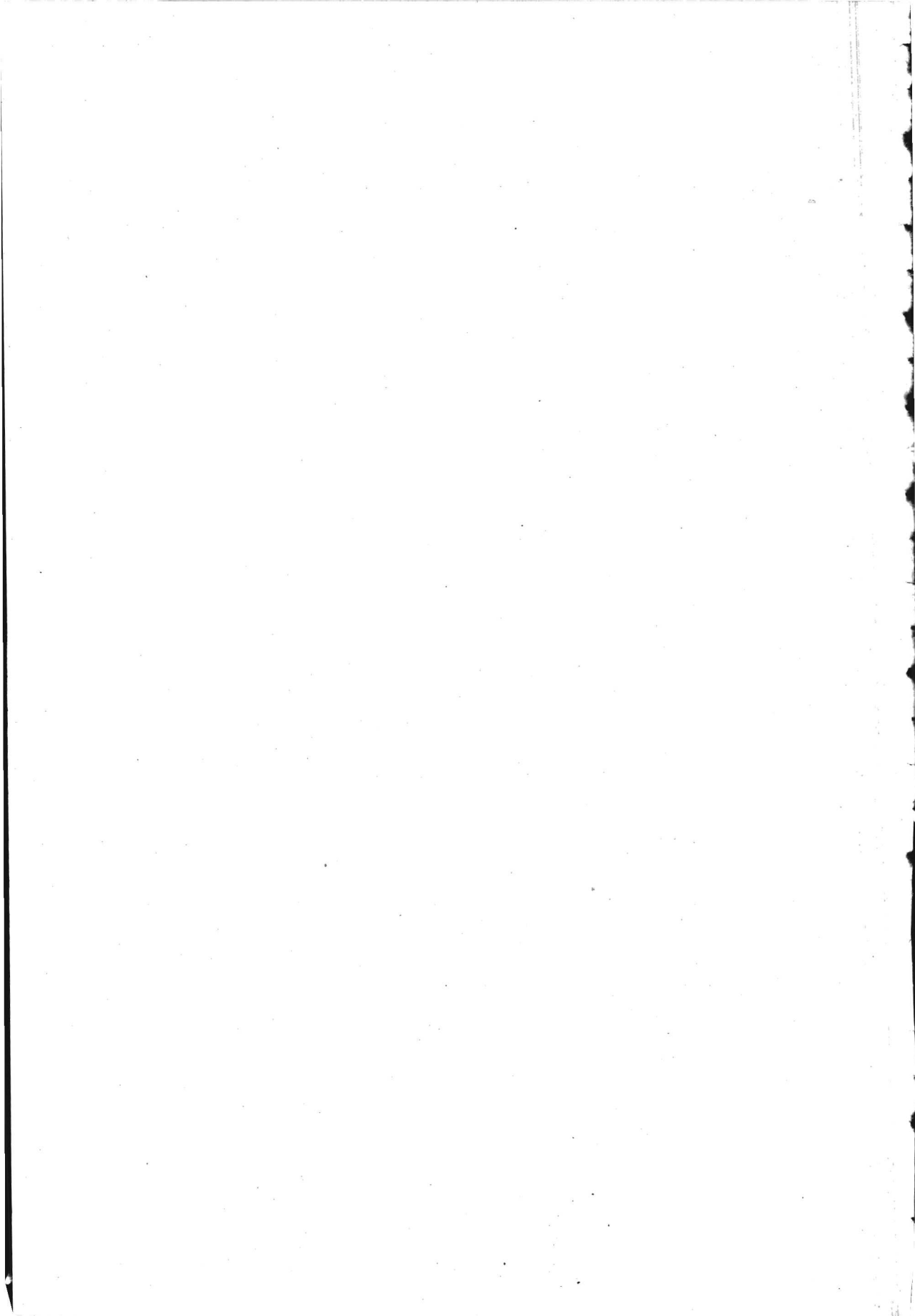
## A SCALE

<i>Present Scale</i>		<i>Proposed Scale</i>
£		£
798	A3	804
837		847
876		890
924		933
975		976
	A2	1,020
1,026		1,064
1,077		1,108
1,128		1,154
1,179		1,200
1,230		1,246
1,281		1,292
1,332		1,338
1,386		1,390
1,440	A1	1,442
1,494		1,494
		1,546
1,551		1,598
1,611		1,654
1,671		1,710
1,731		1,731*
1,791		1,791*



# **CONVERSION TABLES**

**B Scale to E.O. Scale**



**Conversion Table No. 5**

CONVERSION FROM B5 TO EO3

	<i>Present Scale</i>		<i>Proposed Scale</i>
	£		£
		E.O.3	670
			700
			730
B5	747		760
	780		790
	816		820
		(E.O.2)	(850)
	855		880*
	894		916*
	933		952*
			(988)
			(1,024)
			(1,060)

**Conversion Table No. 6**

CONVERSION FROM B5 TO E.O.2

	<i>Present Scale</i>		<i>Proposed Scale</i>
	£		£
B5	747	E.O.2	850
	780		
	816		
	855		
	894		
	933		880
			916
			952
			(988)
			(1,024)
			(1,060)

**Conversion Table No. 7**

CONVERSION FROM B5-4 TO E.O.3

	<i>Present Scale</i>		<i>Proposed Scale</i>
	£		£
		E.O.3	670
			700
			730
B5	747		760
	780		790
	816		820
		(E.O.2)	(850)
	855		880*
	894		916*
	933		952*
B4	972		988*
	1,011		1,024*
	1,050		1,060*
	1,089	(E.O.1)	1,096*
			(1,138)
			(1,180)
			(1,222)
			(1,264)
			(1,306)
			(1,348)

**Conversion Table No. 8**

CONVERSION FROM B5-4 TO E.O.2

	<i>Present Scale</i>		<i>Proposed Scale</i>
	£		£
B5	747	E.O.2	850
	780		
	816		
	855		
	894		880
	933		916
B4	972		952
	1,011		988
	1,050		1,024
	1,089	(E.O.1)	1,060
			1,096*
			(1,138)
			(1,180)
			(1,222)
			(1,264)
			(1,306)
			(1,348)

**Conversion Table No. 9**

CONVERSION FROM B5-3 TO E.O.3

	<i>Present Scale</i>		<i>Proposed Scale</i>
	£		£
		E.O.3	670
			700
			730
B5	747		760
	780		790
	816		820
		(E.O.2)	(850)
	855		880*
	894		916*
	933		952*
B4	972		988*
	1,011		1,024*
	1,050		1,060*
	1,089	(E.O.1)	1,096*
			(1,138)
B3	1,128		1,180*
	1,170		1,222*
	1,212		1,264*
	1,254		(1,306)
			(1,348)

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

Conversion Table No. 10

CONVERSION FROM B5-3 TO E.O.2

<i>Present Scale</i>		<i>Proposed Scale</i>	
£		£	
B5	747	E.O.2	850
	780		
	816		
	855		880
	894		916
B4	933		952
	972		988
	1,011		1,024
	1,050		1,060
	1,089	(E.O.1)	1,096*
B3	1,128		1,138*
	1,170		1,180*
	1,212		1,222*
	1,254		1,264*
			(1,306)
		(1,348)	

Conversion Table No. 11

CONVERSION FROM B5-3 TO E.O.1

<i>Present Scale</i>		<i>Proposed Scale</i>	
£		£	
B5	747	E.O.1	1,096
	780		
	816		
	855		880
	894		916
B4	933		952
	972		988
	1,011		1,024
	1,050		1,060
	1,089		1,096*
B3	1,128		1,138
	1,170		1,180
	1,212		1,222*
	1,254		1,264
			(1,306)
		(1,348)	

Conversion Table No. 12

CONVERSION FROM B5-2 TO E.O.3

<i>Present Scale</i>		<i>Proposed Scale</i>	
£		£	
		E.O.3	670
			700
			730
B5	747		760
	780		790
	816		820
	855	(E.O.2)	(850)*
	894		880*
	933		916*
B4	972		952*
	1,011		988*
	1,050		1,024*
	1,089	(E.O.1)	1,060*
B3	1,128		1,096*
	1,170		1,138*
	1,212		1,180
	1,254		1,222*
B2	1,299		1,264*
	1,344		1,306*
	1,389		1,348*
	1,440	(CEO)	1,390*
			1,442*
			(1,494)
			(1,546)
			(1,598)

Conversion Table No. 13

CONVERSION FROM B5-2 TO E.O.2

<i>Present Scale</i>		<i>Proposed Scale</i>	
£		£	
B5	747	E.O.2	850
	780		
	816		
	855		880
	894		916
B4	933		952
	972		988
	1,011		1,024
	1,050		1,060
	1,089	(E.O.1)	1,096*
B3	1,128		1,138*
	1,170		1,180*
	1,212		1,222*
	1,254		1,264*
B2	1,299		1,306*
	1,344		1,348*
	1,389		1,390*
	1,440	(CEO)	1,442*
			(1,494)
			(1,546)
			(1,598)

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



**Conversion Table No. 14**

CONVERSION FROM B5-2 TO E.O.1

	<i>Present Scale</i>		<i>Proposed Scale</i>
	£		£
B5	747	}	
	780		
	816		
	855		
	894		
B4	933	}	E.O.1 1,096
	972		
	1,011		
	1,050		
	1,089		
B3	1,128	}	1,138
	1,170		
	1,212		
	1,254		
	1,299		
B2	1,344	}	1,306
	1,389		
	1,440		
	(CEO) 1,390*		
	1,442*		
			(1,494)
			(1,546)
			(1,598)

**Conversion Table No. 15**

CONVERSION FROM B5-1 TO E.O.3

	<i>Present Scale</i>		<i>Proposed Scale</i>
	£		£
B5	747	}	E.O.3 670
	780		
	816		
	855		
	894		
B4	933	}	(E.O.2) (850)
	972		
	1,011		
	1,050		
	1,089		
B3	1,128	}	(E.O.1) 1,096*
	1,170		
	1,212		
	1,254		
	1,299		
B2	1,344	}	1,306*
	1,389		
	1,440		
	(CEO) 1,390*		
	1,442*		
B1	1,494	}	1,494*
	1,551		
	1,611		
	1,671		
	(1,546)		
			1,598*
			1,611*
			1,671*

**Conversion Table No. 16**

CONVERSION FROM B5-1 TO E.O.2

	<i>Present Scale</i>		<i>Proposed Scale</i>
	£		£
B5	747	}	E.O.2 850
	780		
	816		
	855		
	894		
B4	933	}	880
	972		
	1,011		
	1,050		
	1,089		
B3	1,128	}	(E.O.1) 1,096*
	1,170		
	1,212		
	1,254		
	1,299		
B2	1,344	}	1,180*
	1,389		
	1,440		
	1,494		
	(CEO) 1,390*		
B1	1,442*	}	1,222*
	1,494		
	1,551*		
	1,611		
	1,671		
			1,264*
			1,306*
			1,348*
			1,390*
			1,442*
			1,494*
			(1,546)
			1,598*
			1,611*
			1,671*

**Conversion Table No. 17**

CONVERSION FROM B5-1 TO E.O.1

	<i>Present Scale</i>		<i>Proposed Scale</i>
	£		£
B5	747	}	
	780		
	816		
	855		
	894		
B4	933	}	E.O.1 1,096
	972		
	1,011		
	1,050		
	1,089		
B3	1,128	}	1,138
	1,170		
	1,212		
	1,254		
	1,299		
B2	1,344	}	1,180
	1,389		
	1,440		
	1,494		
	(CEO) 1,390*		
B1	1,442*	}	1,222
	1,494		
	1,551		
	1,611		
	1,671		
			1,264
			1,306
			1,348
			1,390*
			1,442*
			1,494*
			(1,546)
			1,598*
			1,611*
			1,671*

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

**Conversion Table No. 18**

CONVERSION FROM B5-1 TO C.E.O.

<i>Present Scale</i>	<i>Proposed Scale</i>
£	£
B5	747
	780
	816
	855
	894
	933
B4	972
	1,011
	1,050
	1,089
B3	1,128
	1,170
	1,212
	1,254
B2	1,299
	1,344
	1,389
	1,440
B1	1,494
	1,551
	1,611
	1,671
	CEO 1,390
	1,442
	1,494
	(1,546)
	1,598
	1,611*
	1,671*

**Conversion Table No. 19**

CONVERSION FROM B4-3 TO E.O.2

<i>Present Scale</i>	<i>Proposed Scale</i>
£	£
	E.O.2 850
	880
	916
	952
B4	972
	988
	1,024
	1,060
	(E.O.1) 1,096*
B3	1,128
	1,138*
	1,180*
	1,222*
	1,254
	1,264*
	(1,306)
	(1,348)

**Conversion Table No. 20**

CONVERSION FROM B4-3 TO E.O.1

<i>Present Scale</i>	<i>Proposed Scale</i>
£	£
B4	972
	1,011
	1,050
	1,089
	E.O.1 1,096
B3	1,128
	1,138
	1,180
	1,222
	1,264
	(1,306)
	(1348)

**Conversion Table No. 21**

CONVERSION FROM B4-2 TO E.O.2

<i>Present Scale</i>	<i>Proposed Scale</i>
£	£
	E.O.2 850
	880
	916
	952
B4	972
	988
	1,024
	1,060
	E.O.1 1,096*
B3	1,128
	1,138*
	1,180*
	1,222*
	1,264*
B2	1,299
	1,306*
	1,344
	1,348*
	(CEO) 1,390*
	1,440
	1,442*
	(1,494)
	(1,546)
	(1,598)

**Conversion Table No. 22**

CONVERSION FROM B4-2 TO E.O.1

<i>Present Scale</i>	<i>Proposed Scale</i>
£	£
B4	972
	1,011
	1,050
	1,089
	E.O.1 1,096
B3	1,128
	1,138
	1,180
	1,222
	1,264
B2	1,299
	1,306
	1,344
	1,348
	(CEO) 1,390*
	1,440
	1,442*
	(1,494)
	(1,546)
	(1,598)

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

**Conversion Table No. 23**

CONVERSION FROM B3 TO E.O.1

	<i>Present Scale</i>		<i>Proposed Scale</i>
	£		£
		E.O.1	1,096
B3	1,128		1,138
	1,170		1,180
	1,212		1,222
	1,254		1,264
			(1,306)
			(1,348)

**Conversion Table No. 24**

CONVERSION FROM B3-2 TO E.O.1

	<i>Present Scale</i>		<i>Proposed Scale</i>
	£		£
		E.O.1	1,096
B3	1,128		1,138
	1,170		1,180
	1,212		1,222
	1,254		1,264
B2	1,299		1,306
	1,344		1,348
	1,380	(CEO)	1,390*
	1,440		1,442*
			(1,494)
			(1,546)
			(1,598)

**Conversion Table No. 25**

CONVERSION FROM B3-1 TO E.O.1

	<i>Present Scale</i>		<i>Proposed Scale</i>
	£		£
		E.O.1	1,096
B3	1,128		1,138
	1,170		1,180
	1,212		1,222
	1,254		1,264
B2	1,299		1,306
	1,344		1,348
	1,389	(CEO)	1,390
	1,440		1,442
B1	1,494		1,494
			(1,546)
	1,551		1,598
	1,611		1,611*
	1,671		1,671*

**Conversion Table No. 26**

CONVERSION FROM B3-1 TO C.E.O.

	<i>Present Scale</i>		<i>Proposed Scale</i>
	£		£
B3	1,128		
	1,170		
	1,212		
	1,254		
B2	1,299	CEO	1,390
	1,344		
	1,389		
	1,440		1,442
B1	1,494		1,494
			(1,546)
	1,551		1,598
	1,611		1,611*
	1,671		1,671*

**Conversion Table No. 27**

CONVERSION FROM B2-1 TO E.O.1

	<i>Present Scale</i>		<i>Proposed Scale</i>
	£		£
		E.O.1	1,096
			1,138
			1,180
			1,222
			1,264
B2	1,299		1,306
	1,344		1,348
	1,389	(CEO)	1,390
	1,440		1,442
B1	1,494		1,494
			(1,546)
	1,551		1,598
	1,611		1,611*
	1,671		1,671*

**Conversion Table No. 28**

CONVERSION FROM B2-1 TO C.E.O.

	<i>Present Scale</i>		<i>Proposed Scale</i>
	£		£
B2	1,299		
	1,344		
	1,389	CEO	1,390
	1,440		1,442
B1	1,494		1,494
			(1,546)
	1,551		1,598
	1,611		1,611*
	1,671		1,671*

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

**Conversion Table No. 29**

CONVERSION FROM B2 TO E.O.1

<i>Present Scale</i>		<i>Proposed Scale</i>	
£		£	
		E.O.1	1,096
			1,138
			1,180
			1,222
			1,264
B2	1,299		1,306
	1,344		1,348
	1,389	(CEO)	1,390*
	1,440		1,442*
			(1,494)
			(1,546)
			(1,598)

**Conversion Table No. 30**

CONVERSION FROM B1 TO C.E.O.

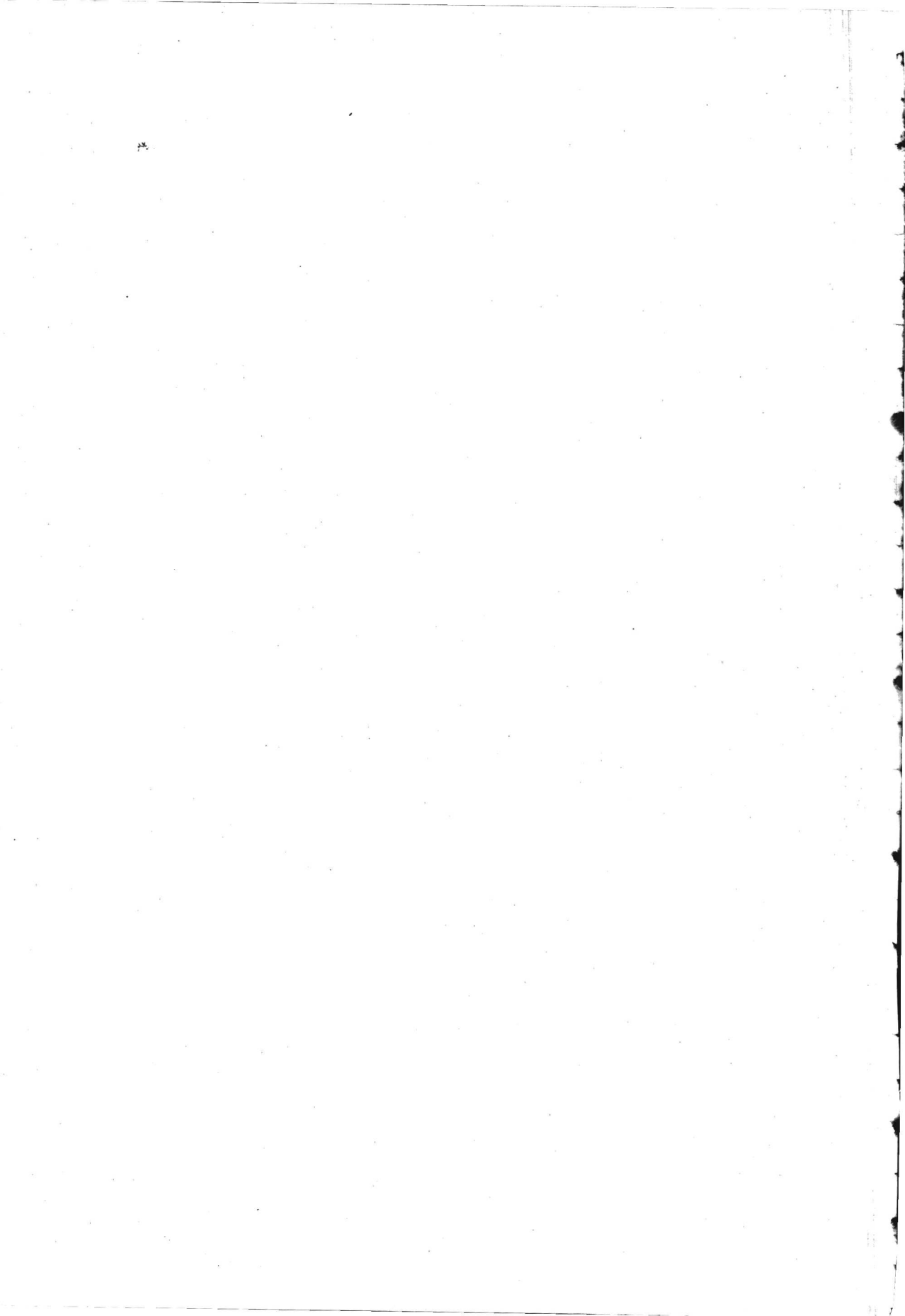
<i>Present Scale</i>		<i>Proposed Scale</i>	
£		£	
		CEO	1,390
			1,442
B1	1,494		1,494
			(1,546)
	1,551		1,598
	1,611		1,611*
	1,671		1,671*

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

\*Shadow points.

# **CONVERSION TABLES**

**B Scale to T.O. Scale**



Conversion Table No. 31

CONVERSION FROM B5-4 TO T.O.3

<i>Present Scale</i>		<i>Proposed Scale</i>	
£		£	
		T.O.3	600
			620
			640
			670
			700
			730
B5	747		760
	780		790
	816		820
		(T.O.2)	(850)
	855		880*
	894		916*
	933		952*
B4	972		988*
	1,011		1,024*
	1,050		1,060*
	1,089	(T.O.1)	1,096
			(1,138)
			(1,180)
			(1,222)
			(1,264)
			(1,306)
			(1,348)

Conversion Table No. 33

CONVERSION FROM B5-3 TO T.O.3

<i>Present Scale</i>		<i>Proposed Scale</i>	
£		£	
		T.O.3	600
			620
			640
			670
			700
			730
B5	747		760
	780		790
	816		820
		(T.O.2)	(850)
	855		880*
	894		916*
	933		952*
B4	972		988*
	1,011		1,024*
	1,050		1,060*
	1,089	(T.O.1)	1,096*
B3	1,128		1,138*
	1,170		1,180*
	1,212		1,222*
	1,254		1,264*
			(1,306)
			(1,348)

Conversion Table No. 32

CONVERSION FROM B5-4 TO T.O.2

<i>Present Scale</i>		<i>Proposed Scale</i>	
£		£	
B5	747	T.O.2	850
	780		
	816		
	855		880
	894		916
	933		952
B4	972		988
	1,011		1,024
	1,050		1,060
	1,089	(T.O.1)	1,096*
			(1,138)
			(1,180)
			(1,212)
			(1,264)
			(1,306)
			(1,348)

Conversion Table No. 34

CONVERSION FROM B5-3 TO T.O.2

<i>Present Scale</i>		<i>Proposed Scale</i>	
£		£	
B5	747	T.O.2	850
	780		
	816		
	855		880
	894		916
	933		952
B4	972		988
	1,011		1,024
	1,050		1,060
	1,089	(T.O.1)	1,096*
B3	1,128		1,138*
	1,170		1,180*
	1,212		1,222*
	1,254		1,264*
			(1,306)
			(1,348)

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

**Conversion Table No. 35**

CONVERSION FROM B5-3 TO T.O.1

	<i>Present Scale</i>		<i>Proposed Scale</i>	
	£		£	
B5	747	}	T.O.1 1,096	
	780			
	816			
	855			
	894			
B4	933	}		
	972			
	1,011			
B3	1,050	}		
	1,089			
	1,128			1,138
	1,170			1,180
	1,212			1,222
	1,254			1,264
		(1,306)		
		(1,348)		

**Conversion Table No. 36**

CONVERSION FROM B5-2 TO T.O.3

	<i>Present Scale</i>		<i>Proposed Scale</i>	
	£		£	
B5	747	}	T.O.3 600	
			620	
			640	
			670	
			700	
	747	}	730	
			760	
			790	
			820	
			855	
894	}	(T.O.2) (850)		
		880*		
		916*		
		952*		
		988*		
B4	}			
			972	
			1,011	1,024*
			1,050	1,060*
B3	}	(T.O.1) 1,096*		
		1,089		
		1,128	1,138*	
		1,170	1,180*	
B2	}			
			1,212	1,222*
			1,254	1,264*
			1,299	1,306*
1,344	}	(CTO)	1,348*	
			1,389	1,390*
			1,440	1,442*
				(1,494)
				(1,546)
		(1,598)		

**Conversion Table No. 37**

CONVERSION FROM B5-2 TO T.O.2

	<i>Present Scale</i>		<i>Proposed Scale</i>
	£		£
B5	747	}	T.O.2 850
	780		
	816		
	855		
	894		
B4	933	}	
	972		
	1,011		
B3	1,050	}	880
	1,089		916
	1,128		952
	1,170		988
B2	1,212	}	1,024
	1,254		1,060
	1,299		(T.O.1) 1,096*
	1,344		1,138*
	1,389		1,180*
	1,440		1,222*
		1,264*	
		1,306*	
		1,348*	
		(CTO) 1,390*	
		1,442*	
		(1,494)	
		(1,546)	
		(1,598)	

**Conversion Table No. 38**

CONVERSION FROM B5-2 TO T.O.1

	<i>Present Scale</i>		<i>Proposed Scale</i>	
	£		£	
B5	747	}	T.O.1 1,096	
	780			
	816			
	855			
	894			
B4	933	}		
	972			
	1,011			
B3	1,050	}		
	1,089			
	1,128			1,138
	1,170			1,180
B2	1,212	}		
	1,254			1,222
	1,299			1,264
	1,344			1,306
1,389	}	(CTO)	1,348	
			1,440	1,390*
				1,442*
				(1,494)
				(1,546)
		(1,598)		

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



**Conversion Table No. 39**

CONVERSION FROM B4-3 TO T.O.2

<i>Present Scale</i>		<i>Proposed Scale</i>	
£		£	
		T.O.2	850
			880
			916
			952
B4	972		988
	1,011		1,024
	1,050		1,060
	1,089	(T.O.1)	1,096*
B3	1,128		1,138*
	1,170		1,180*
	1,212		1,222*
	1,254		1,264*
			(1,306)
			(1,348)

**Conversion Table No. 40**

CONVERSION FROM B4-3 TO T.O.1

<i>Present Scale</i>		<i>Proposed Scale</i>	
£		£	
B4	972		
	1,011		
	1,050	T.O.1	1,096
	1,089		
B3	1,128		1,138
	1,170		1,180
	1,212		1,222
	1,254		1,264
			(1,306)
			(1,348)

**Conversion Table No. 41**

CONVERSION FROM B4-2 TO T.O.2

<i>Present Scale</i>		<i>Proposed Scale</i>	
£		£	
		T.O.2	850
			880
			916
			952
B4	972		988
	1,011		1,024
	1,050		1,060
	1,089	(T.O.1)	1,096*
B3	1,128		1,138*
	1,170		1,180*
	1,212		1,222*
	1,254		1,264*
B2	1,299		1,306*
	1,344		1,348*
	1,389	(CTO)	1,390*
	1,440		1,442*
			(1,494)
			(1,546)
			(1,598)

**Conversion Table No. 42**

CONVERSION FROM B4-2 TO T.O.1

<i>Present Scale</i>		<i>Proposed Scale</i>	
£		£	
B4	972		
	1,011		
	1,050	T.O.1	1,096
	1,089		
B3	1,128		1,138
	1,170		1,180
	1,212		1,222
	1,254		1,264
B2	1,299		1,306
	1,344		1,348
	1,389	(CTO)	1,390*
	1,440		1,442*
			(1,494)
			(1,546)
			(1,598)

**Conversion Table No. 43**

CONVERSION FROM B3-2 TO T.O.1

<i>Present Scale</i>		<i>Proposed Scale</i>	
£		£	
B3	1,128	T.O.1	1,096
	1,170		1,138
	1,212		1,180
	1,254		1,222
B2	1,299		1,264
	1,344		1,306
	1,389	CTO	1,348
	1,440		1,390*
			1,442*
			(1,494)
			(1,546)
			(1,598)

**Conversion Table No. 44**

CONVERSION FROM B2-1 TO T.O.1

<i>Present Scale</i>		<i>Proposed Scale</i>	
£		£	
		T.O.1	1,096
			1,138
			1,180
			1,222
			1,264
B2	1,299		1,306
	1,344		1,348
	1,389	(CTO)	1,390*
	1,440		1,442*
B1	1,494		1,494*
			(1,546)
			1,598*
	1,551		1,611*
	1,611		1,671*
	1,671		1,671*

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

**Conversion Table No. 45**

CONVERSION FROM B2-1 TO C.T.O.

	<i>Present Scale</i>		<i>Proposed Scale</i>
	£		£
B2	1,299	}	CTO 1,390
	1,344		
	1,389		
	1,440		
B1	1,494		1,442
			1,494
			(1,546)
	1,551		1,598
	1,611		1,611*
	1,671		1,671*

**Conversion Table No. 46**

CONVERSION FROM B1 TO C.T.O.

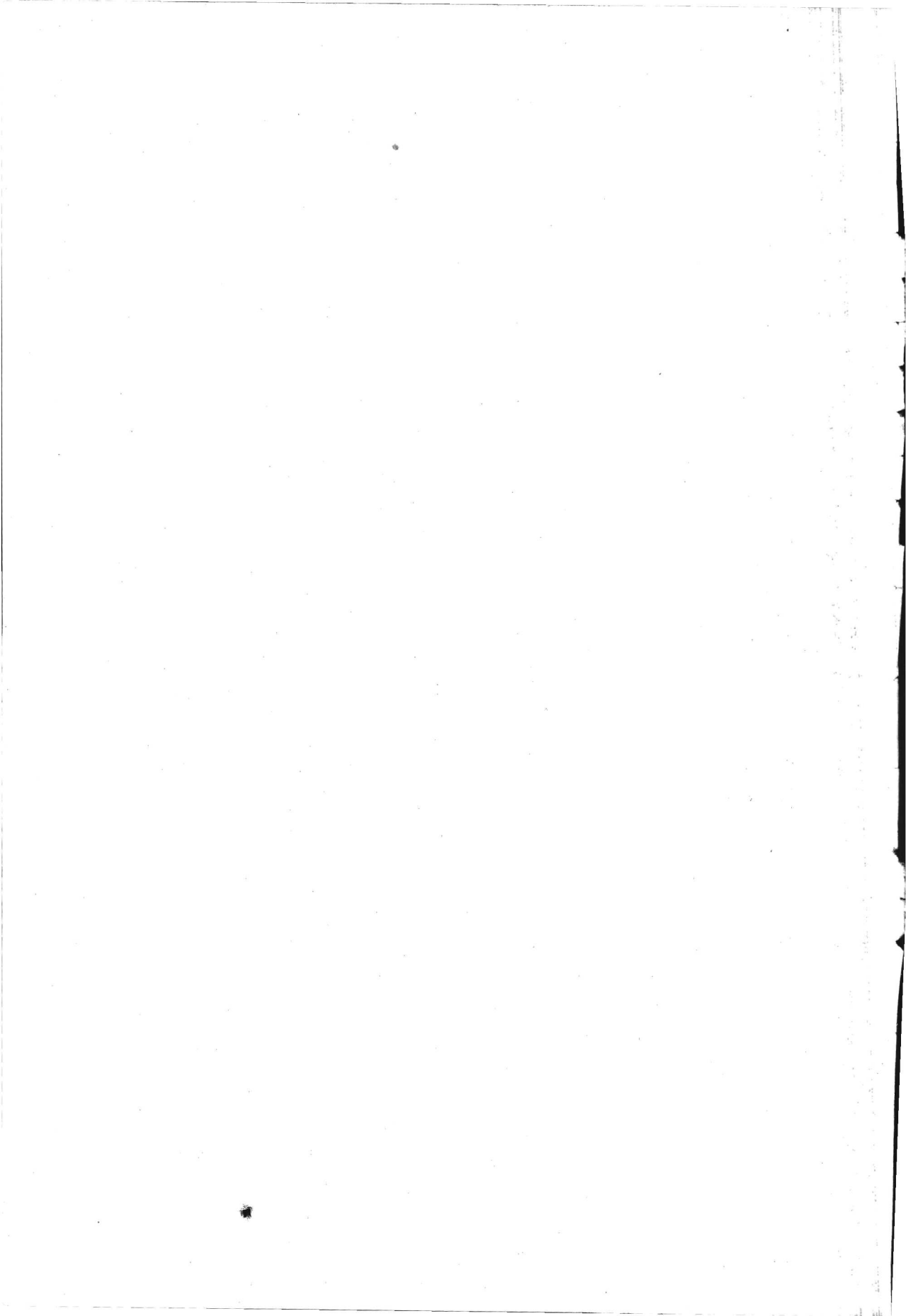
	<i>Present Scale</i>		<i>Proposed Scale</i>
	£		£
		}	CTO 1,390
B1	1,494		1,442
			1,494
			(1,546)
	1,551		1,598
	1,611		1,611*
	1,671		1,671*

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

\*Shadow points.

# **CONVERSION TABLES**

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



**Conversion Table No. 47**

CONVERSION FROM C6—5 TO E.O.3

	<i>Present Scale</i>		<i>Proposed Scale</i>
	£		£
C6	633	E.O.3	670
	657		700
C5	687		730
	747		760
	780		790
	816		820

**Conversion Table No. 48**

CONVERSION FROM C6—4 TO E.O.3

	<i>Present Scale</i>		<i>Proposed Scale</i>
	£		£
C6	633	E.O.3	670
	657		700
C5	687		730
	747		760
	780		790
	816	(E.O.2)	(850)
C4	855		880*
	894		916*
	933		952*
	972		988*
	1,011		1,024*
			(1,060)

**Conversion Table No. 49**

CONVERSION FROM C6—4 TO E.O.2

	<i>Present Scale</i>		<i>Proposed Scale</i>
	£		£
C6	633	E.O.2	850
	657		
C5	687		
	717		
	747		
	780		
	816		
C4	855		880
	894		916
	933		952
	972		988
	1,011		1,024
			1,060

**Conversion Table No. 50**

CONVERSION FROM C5—4 TO E.O.3

	<i>Present Scale</i>		<i>Proposed Scale</i>
	£		£
		E.O.3	670
C5	687		700
	717		730
	747		760
	780		790
	815		820
		(E.O.2)	(850)
C4	855		880*
	894		916*
	933		952*
	972		988*
	1,011		1,024*
			(1,060)

**Conversion Table No. 51**

CONVERSION FROM C5—4 TO E.O.2

	<i>Present Scale</i>		<i>Proposed Scale</i>
	£		£
C5	687	E.O.2	850
	717		
	747		
	780		
	816		
C4	855		880
	894		916
	933		952
	972		988
	1,011		1,024
			1,060

**Conversion Table No. 52**

CONVERSION FROM C5—3 TO E.O.3

	<i>Present Scale</i>		<i>Proposed Scale</i>
	£		£
		E.O.3	670
C5	687		700
	717		730
	747		760
	780		790
	816		820
		(E.O.2)	(850)
C4	855		880*
	894		916*
	933		952*
	972		988*
	1,011		1,024*
C3	1,050		1,060*
	1,089	(E.O.1)	1,095*
	1,128		1,138*
	1,170		1,180*
			(1,222)
			(1,264)
			(1,306)
			(1,348)

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

Conversion Table No. 53

CONVERSION FROM C5—3 TO E.O.2

<i>Present Scale</i>		<i>Proposed Scale</i>	
£		£	
C5	687	E.O.2	850
	717		
	747		
	780		
	816		
C4	855	(E.O.1)	880
	894		916
	933		952
	972		988
	1,011		1,024
C.3	1,050	(E.O.1)	1,060
	1,089		1,096*
	1,128		1,138*
	1,170		1,180*
			(1,222)
			(1,264)
			(1,306)
	(1,348)		

Conversion Table No. 54

CONVERSION FROM C5—3 TO E.O.1

<i>Present Scale</i>		<i>Proposed Scale</i>		
£		£		
C5	687	E.O.1	1,096	
	717			
	747			
	780			
	816			
C4	855	(E.O.1)	1,096	
	894			
	933			
	972			
	1,011			
C3	1,050	(E.O.1)	1,096	
	1,089			
	1,128			
	1,170			
				1,138
				1,180
				1,222
	1,264			
	1,306			
	1,348			

Conversion Table No. 55

CONVERSION FROM C5—2 TO E.O.3

<i>Present Scale</i>		<i>Proposed Scale</i>	
£		£	
C5	687	E.O.3	670
	717		700
	747		730
	780		760
	816		790
C4	855	(E.O.2)	820
	894		(850)
	933		880*
	972		916*
	1,011		952*
C3	1,050	(E.O.1)	988*
	1,089		1,024*
	1,128		1,060*
	1,170		1,096*
	1,212		1,138*
C2	1,254	(CEO)	1,180*
	1,299		1,222*
	1,344		1,264*
	1,389		1,306*
			1,348*
			-1,390*
			(1,442)
	(1,494)		
	(1,546)		
	(1,598)		

Conversion Table No. 56

CONVERSION FROM C5—2 TO E.O.2

<i>Present Scale</i>		<i>Proposed Scale</i>	
£		£	
C5	687	E.O.2	850
	717		
	747		
	780		
	816		
C4	855	(E.O.1)	880
	894		916
	933		952
	972		988
	1,011		1,024
C3	1,050	(E.O.1)	1,060
	1,089		1,096*
	1,128		1,138*
	1,170		1,180*
	1,212		1,222*
C2	1,254	(CEO)	1,264*
	1,299		1,306*
	1,344		1,348*
	1,389		1,390*
			(1,442)
			(1,494)
			(1,546)
	(1,598)		

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

**Conversion Table No. 57**

CONVERSION FROM C5—2 TO E.O.1

	<i>Present Scale</i>		<i>Proposed Scale</i>
	£		£
C5	687	}	
	717		
	747		
	780		
	816		
C4	855	}	E.O.1 1,096
	894		
	933		
	972		
	1,011		
C3	1,050	}	
	1,089		
	1,128		
C2	1,170	}	1,138
	1,212		1,180
	1,254		1,222
	1,299		1,264
	1,344		1,306
	1,389		1,348
			(CEO) 1,390*

**Conversion Table No. 58**

CONVERSION FROM C5—1 TO E.O.3

	<i>Present Scale</i>		<i>Proposed Scale</i>	
	£		£	
C5	687	}	E.O.3 670	
	717			700
	747			730
	780			760
	816			790
C4	855	}	(E.O.2) (850)	
	894			820
	933			880*
	972			916*
	1,011			952*
C3	1,050	}	(E.O.1) 1,096*	
	1,089			988*
	1,128			1,024*
	1,170			1,060*
	1,212			1,138*
C2	1,254	}		
	1,299			1,180*
	1,344			1,222*
	1,389			1,264*
	1,440			1,306*
C1	1,494	}	(CEO) 1,390*	
				1,348*
				1,442*
				1,494*
				(1,546)
	1,551	1,598*		
	1,611	1,611*		
	1,671	1,671*		

**Conversion Table No. 59**

CONVERSION FROM C5—1 TO E.O.2

	<i>Present Scale</i>		<i>Proposed Scale</i>	
	£		£	
C5	687	}		
	717			
	747			
	780			
	816			
C4	855	}	E.O.2 850	
	894			880
	933			916
	972			952
	1,011			988
C3	1,050	}	1,024	
	1,089		(E.O.1) 1,060*	
	1,128		1,096*	
C2	1,170	}	1,138*	
	1,212		1,180*	
	1,254		1,222*	
	1,299		1,264*	
	1,344		1,306*	
	1,389		1,348*	
	1,440		(CEO) 1,390*	
C1	1,494	}	1,442*	
			1,494*	
			(1,546)	
			1,598*	
			1,611*	
	1,671	1,671*		

**Conversion Table No. 60**

CONVERSION FROM C5—1 TO E.O.1

	<i>Present Scale</i>		<i>Proposed Scale</i>
	£		£
C5	687	}	
	717		
	747		
	780		
	816		
C4	855	}	E.O.1 1,096
	894		
	933		
	972		
	1,011		
C3	1,050	}	
	1,089		
	1,128		
C2	1,170	}	1,138
	1,212		1,180
	1,254		1,222
	1,299		1,264
	1,344		1,306
C1	1,389	}	1,348
	1,440		(CEO) 1,390*
	1,494		1,442*
			1,494*
			(1,546)
	1,551	1,598*	
	1,611	1,611*	
	1,671	1,671*	

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

Conversion Table No. 61

CONVERSION FROM C5—1 TO C.E.O.

	<i>Present Scale</i>		<i>Proposed Scale</i>
	£		£
C5	687		
	717		
	747		
	780		
	816		
C4	855		
	894		
	933		
	972		
	1,011		
C3	1,050	CEO	1,390
	1,089		
	1,128		
	1,170		
	1,212		
C2	1,254		
	1,299		
	1,344		
	1,389		
	1,440		
C1	1,494		1,442
			1,494
			(1,546)
	1,551		1,598
	1,611		1,611*
	1,671		1,671*

Conversion Table No. 62

CONVERSION FROM C4—3 TO E.O.2

	<i>Present Scale</i>		<i>Proposed Scale</i>
	£		£
C4	855	E.O.2	850
	894		880
	933		916
	972		952
	1,011		988
C3	1,050	(E.O.1)	1,024
	1,089		1,060
	1,128		1,096*
	1,170		1,138*
			1,180*
			(1,222)
			(1,264)
			(1,306)
			(1,348)

Conversion Table No. 63

CONVERSION FROM C4—3 TO E.O.1

	<i>Present Scale</i>		<i>Proposed Scale</i>
	£		£
C4	855		
	894		
	933		
	972		
	1,011		
C3	1,050	E.O.1	1,096
	1,089		
	1,128		
	1,170		
			1,138
			1,180
			1,222
			1,264
			1,306
			1,348

Conversion Table No. 64

CONVERSION FROM C4 TO E.O.2

	<i>Present Scale</i>		<i>Proposed Scale</i>
	£		£
C4	855	E.O.2	850
	894		880
	933		916
	972		952
	1,011		988
			1,024
			1,060

Conversion Table No. 65

CONVERSION FROM C3 TO E.O.1

	<i>Present Scale</i>		<i>Proposed Scale</i>
	£		£
C3	1,050	E.O.1	1,096
	1,089		
	1,128		1,138
	1,170		1,180
			1,222
			1,264
			1,306
			1,348

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



**Conversion Table No. 66**

CONVERSION FROM C3—2 TO E.O.1

<i>Present Scale</i>		<i>Proposed Scale</i>	
£		£	
C3	1,050 } 1,089 } 1,128 } 1,170 }	E.O.1	1,096
			1,138
			1,180
C2	1,212 1,254 1,299 1,344 1,389		1,222 1,264 1,306 1,348
		(CEO)	1,390*
			(1,442)
			(1,494)
			(1,546)
			(1,598)

**Conversion Table No. 67**

CONVERSION FROM C2—1 TO E.O.1

<i>Present Scale</i>		<i>Proposed Scale</i>	
£		£	
		E.O.1	1,096
			1,138
			1,180
C2	1,212 1,254 1,299 1,344 1,389		1,222 1,264 1,306 1,348
		(CEO)	1,390*
C1	1,440 1,494		1,442* 1,494*
			(1,546)
			1,598*
			1,611*
			1,671*

**Conversion Table No. 68**

CONVERSION FROM C2—1 TO C.E.O.

<i>Present Scale</i>		<i>Proposed Scale</i>	
£		£	
C2	1,212 } 1,254 } 1,299 } 1,344 } 1,389 }	CEO	1,390
C1	1,440 1,494		1,442 1,494
			(1,546)
			1,598
			1,611*
			1,671*

**Conversion Table No. 69**

CONVERSION FROM C2 TO E.O.1

<i>Present Scale</i>		<i>Proposed Scale</i>	
£		£	
		E.O.1	1,096
			1,138
			1,180
C2	1,212 1,254 1,299 1,344 1,389		1,222 1,264 1,306 1,348
		(CEO)	1,390*
			(1,442)
			(1,494)
			(1,546)
			(1,598)

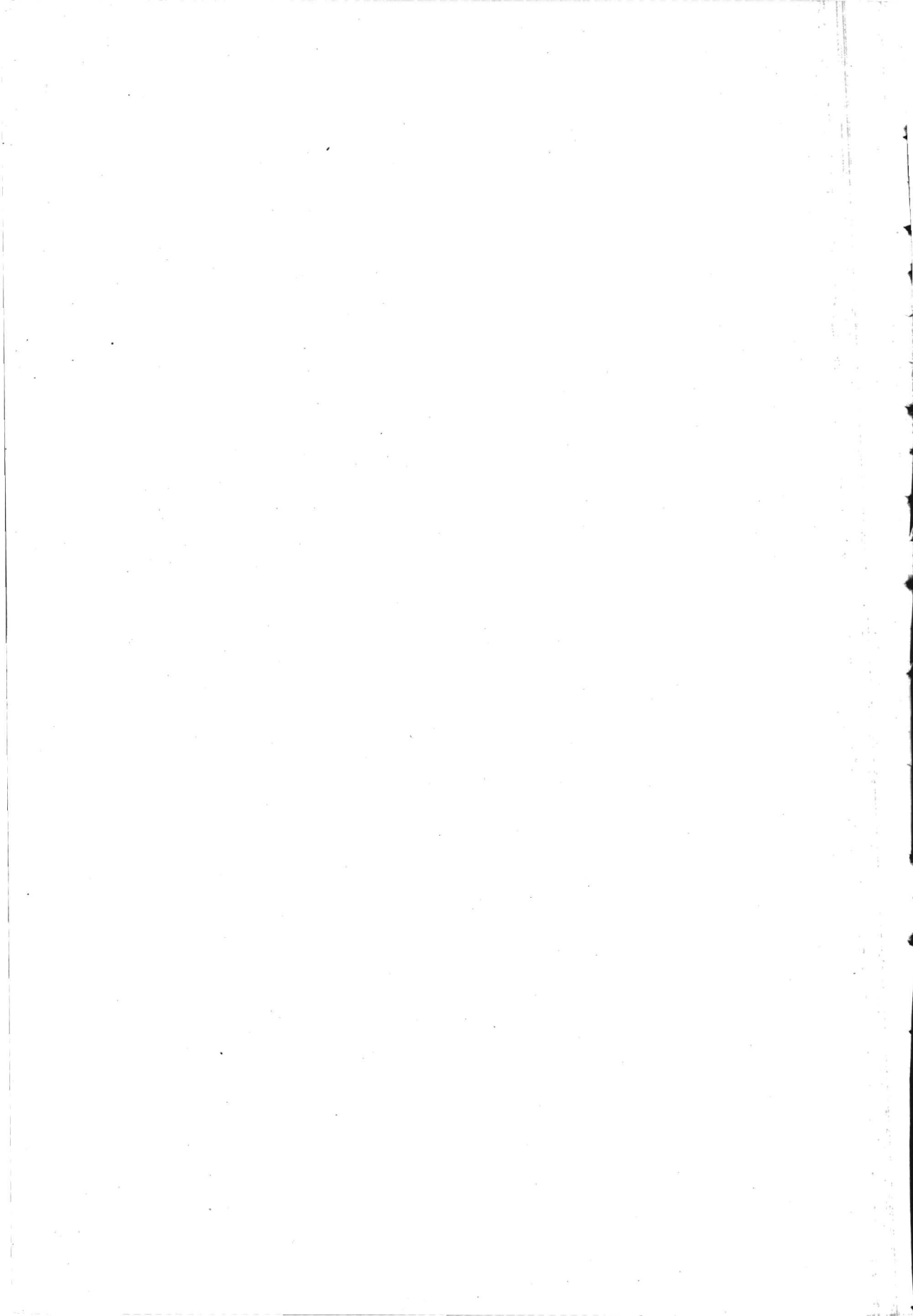
**Conversion Table No. 70**

CONVERSION FROM C1 TO C.E.O.

<i>Present Scale</i>		<i>Proposed Scale</i>	
£		£	
		CEO	1,390
C1	1,440 1,494		1,442 1,494
			(1,546)
			1,598
			1,611*
			1,671*

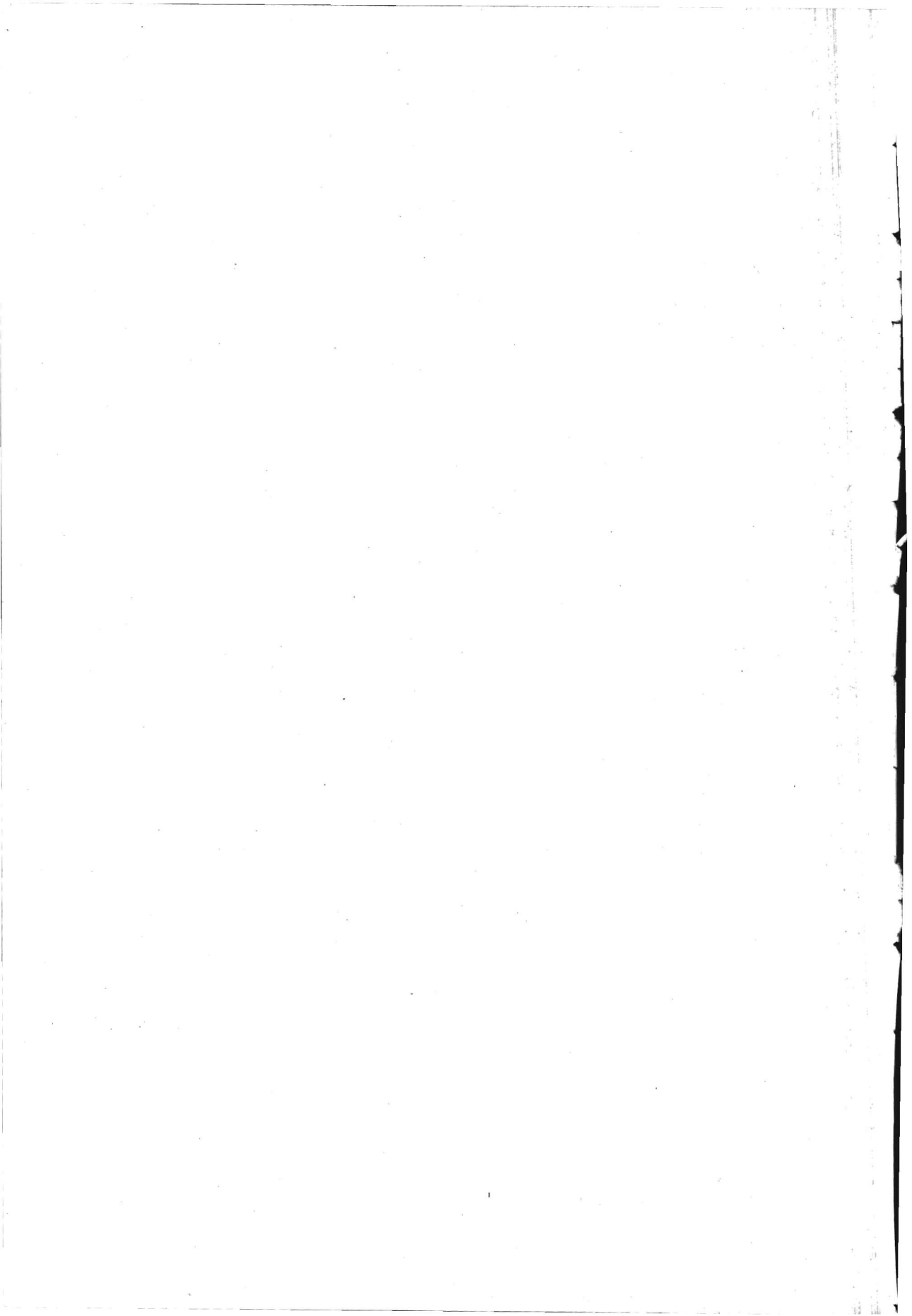
Figures in brackets are the points in the scale not affected by this conversion.

\*Shadow points.



# **CONVERSION TABLES**

**C Scale to T.O. Scale**



**Conversion Table No. 71**

CONVERSION FROM C6—5 TO T.O.3A

	<i>Present Scale</i> £		<i>Proposed Scale</i> £
C6	633	T.O.3A	700
C5	657		730
	687		760
	717		790
	747		820
	780		850
	816	880	
		916	
		952	
		988	

**Conversion Table No. 72**

CONVERSION FROM C6—5 TO T.O.3

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

**Conversion Table No. 73**

CONVERSION FROM C6—4 TO T.O.3

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

**Conversion Table No. 74**

CONVERSION FROM C6—4 TO T.O.2

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

**Conversion Table No. 75**

CONVERSION FROM C5—4 TO T.O.3

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

**Conversion Table No. 76**

CONVERSION FROM C5—4 TO T.O.2

	<i>Present Scale</i> £		<i>Proposed Scale</i> £
C5	687	T.O.2	850
	717		880
	747		916
	780		952
	816		988
C4	855		880
	894		916
	933		952
	972		988
	1,011		1,024
			1,060

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

**Conversion Table No. 77**

CONVERSION FROM C5—3 TO T.O.3

<i>Present Scale</i>		<i>Proposed Scale</i>	
£		£	
		T.O.3	600
			620
			640
			670
C5	687		700
	717		730
	747		760
	780		790
	816		820
		(T.O.2)	(850)
C4	855		880*
	894		916*
	933		952*
	972		988*
	1,011		1,024*
C3	1,050	(T.O.1)	1,060*
	1,089		1,096*
	1,128		1,138*
	1,170		1,180*
			(1,222)
			(1,264)
			(1,306)
			(1,348)

**Conversion Table No. 78**

CONVERSION FOR C5—3 TO T.O.2

<i>Present Scale</i>		<i>Proposed Scale</i>	
£		£	
C5	687		
	717		
	747		
	780	T.O.2	850
	816		
C4	855		880
	894		916
	933		952
	972		988
	1,011		1,024
C3	1,050	(T.O.1)	1,060
	1,089		1,096*
	1,128		1,138*
	1,170		1,180*
			(1,222)
			(1,264)
			(1,306)
			(1,348)

**Conversion Table No. 79**

CONVERSION FROM C5—3 TO T.O.1

<i>Present Scale</i>		<i>Proposed Scale</i>	
£		£	
C5	687		
	717		
	747		
	780		
	816		
C4	855		
	894	T.O.1	1,096
	933		
	972		
	1,011		
C3	1,050		
	1,089		
	1,128		1,138
	1,170		1,180
			1,222
			1,264
			1,306
			1,348

**Conversion Table No. 80**

CONVERSION FROM C5—2 TO T.O.3

<i>Present Scale</i>		<i>Proposed Scale</i>	
£		£	
		T.O.3	600
			620
			640
			670
C5	687		700
	717		730
	747		760
	780		790
	816		820
		(T.O.2)	(850)
C4	855		880*
	894		916*
	933		952*
	972		988*
	1,011		1,024*
C3	1,050	(T.O.1)	1,060*
	1,089		1,096*
	1,128		1,138*
	1,170		1,180*
C2	1,212		1,222*
	1,254		1,264*
	1,299		1,306*
	1,344		1,348*
	1,389	(CTO)	1,390*
			(1,442)
			(1,494)
			(1,546)
			(1,598)

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

Conversion Table No. 81

CONVERSION FROM C5—2 TO T.O.2

	<i>Present Scale</i>		<i>Proposed Scale</i>
	£		£
C5	687	}	T.O.2 850
	717		
	747		
	780		
	816		
C4	855	}	880
	894		916
	933		952
	972		988
	1,011		1,024
C3	1,050	}	1,060
	1,089		(T.O.1) 1,096*
	1,128		1,138*
	1,170		1,180*
	1,212		1,222*
C2	1,254	}	1,264*
	1,299		1,306*
	1,344		1,348*
	1,389		(CTO) 1,390*
			(1,442)
			(1,494)
			(1,546)
	(1,598)		

Conversion Table No. 82

CONVERSION FROM C5—2 TO T.O.1

	<i>Present Scale</i>		<i>Proposed Scale</i>
	£		£
C5	687	}	T.O.1 1,096
	717		
	747		
	780		
	816		
C4	855	}	880
	894		916
	933		952
	972		988
	1,011		1,024
C3	1,050	}	1,060
	1,089		(T.O.1) 1,096*
	1,128		1,138
	1,170		1,180
	1,212		1,222
C2	1,254	}	1,264
	1,299		1,306
	1,344		1,348
	1,389		(CTO) 1,390*
			(1,442)
			(1,494)
			(1,546)
	(1,598)		

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

Conversion Table No. 83

CONVERSION FROM C5—1 TO T.O.3

<i>Present Scale</i>		<i>Proposed Scale</i>	
£		£	
		T.O.3	600
			620
			640
			670
C5	687		700
	717		730
	747		760
	780		790
	816		820
		(T.O.2)	(850)
C4	855		880*
	894		916*
	933		952*
	972		988*
	1,011		1,024*
C3	1,050		1,060*
	1,089	(T.O.1)	1,096*
	1,128		1,138*
	1,170		1,180*
C2	1,212		1,222*
	1,254		1,264*
	1,299		1,306*
	1,344		1,348*
	1,389	(CTO)	1,390*
C1	1,440		1,442*
	1,494		1,494*
			(1,546)
	1,551		1,598*
	1,611		1,611*
	1,671		1,671*

Conversion Table No. 84

CONVERSION FROM C5—1 TO T.C.

<i>Present Scale</i>		<i>Proposed Scale</i>	
£		£	
C5	687		
	717		
	747	T.O.2	850
	780		
	816		
C4	855		880
	894		916
	933		952
	972		988
	1,011		1,024
C3	1,050		1,060
	1,089	(T.O.1)	1,096*
	1,128		1,138*
	1,170		1,180*
C2	1,212		1,222*
	1,254		1,264*
	1,299		1,306*
	1,344		1,348*
	1,389	(CTO)	1,390*
C1	1,440		1,442*
	1,494		1,494*
			(1,546)
	1,551		1,598*
	1,611		1,611*
	1,671		1,671*

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



**Conversion Table No. 85**  
CONVERSION FROM C5—1 TO T.O.1

	<i>Present Scale</i>		<i>Proposed Scale</i>
	£		£
C5	687	T.O.1	1,096
	717		
	747		
	780		
	816		
C4	855		
	894		
	933		
	972		
	1,011		
C3	1,050		
	1,089		
	1,128	1,128	
	1,170	1,170	
	1,212	1,222	
C2	1,254	1,264	
	1,299	1,306	
	1,344	1,348	
	1,389	(CTO) 1,390*	
	1,440	1,442*	
C1	1,494	1,494*	
		(1,546)	
	1,551	1,598*	
	1,611	1,611*	
	1,671	1,671*	

**Conversion Table No. 86**  
CONVERSION FROM C5—1 TO C.T.O.

	<i>Present Scale</i>		<i>Proposed Scale</i>
	£		£
C5	687	CTO	1,390
	717		
	747		
	780		
	816		
C4	855		
	894		
	933		
	972		
	1,011		
C3	1,050		
	1,089		
	1,128		
	1,170		
	1,212		
C2	1,254		
	1,299		
	1,344		
	1,389		
	1,440	1,442	
C1	1,494	1,494	
		(1,546)	
	1,551	1,598	
	1,611	1,611*	
	1,671	1,671*	

**Conversion Table No. 87**  
CONVERSION FROM C4—3 TO T.O.2

	<i>Present Scale</i>		<i>Proposed Scale</i>
	£		£
C4	855	T.O.2	850
	894		880
	933		916
	972		952
	1,011		988
C3	1,050	1,024	
	1,089	(T.O.1) 1,060	
	1,128	1,096*	
	1,170	1,138*	
		1,180*	
		(1,222)	
		(1,264)	
		(1,306)	
		(1,348)	

**Conversion Table No. 88**  
CONVERSION FROM C3—2 TO T.O.2

	<i>Present Scale</i>		<i>Proposed Scale</i>
	£		£
C3	1,050	T.O.2	850
	1,089		880
	1,128		916
	1,170		952
	1,212		988
C2	1,254	1,024	
	1,299	(T.O.1) 1,060	
	1,344	1,096*	
	1,389	1,138*	
		1,180*	
		1,222*	
		1,264*	
		1,306*	
		1,348*	
		(CTO) 1,390*	
		(1,442)	
		(1,494)	
		(1,546)	
		(1,598)	

**Conversion Table No. 89**  
CONVERSION FROM C3—2 TO T.O.1

	<i>Present Scale</i>		<i>Proposed Scale</i>
	£		£
C3	1,050	T.O.1	1,096
	1,089		
	1,128		1,138
C2	1,170	1,180	
	1,212	1,222	
	1,254	1,264	
	1,299	1,306	
	1,344	1,348	
C1	1,389	(CTO) 1,390*	
		(1,442)	
		(1,494)	
		(1,546)	
		(1,598)	

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

**Conversion Table No. 90**

CONVERSION FROM C2—1 TO T.O.1

<i>Present Scale</i>		<i>Proposed Scale</i>	
£		£	
		T.O.1	
			1,096
			1,138
			1,180
C2	1,212		1,222
	1,254		1,264
	1,299		1,306
	1,344		1,348
	1,389	(CTO)	1,390*
C1	1,440		1,442*
	1,494		1,494*
			(1,546)
	1,551		1,598*
	1,611		1,611*
	1,671		1,671*

**Conversion Table No. 92**

CONVERSION FROM C2 TO T.O.1

<i>Present Scale</i>		<i>Proposed Scale</i>	
£		£	
		T.O.1	
			1,096
			1,138
			1,180
C2	1,212		1,222
	1,254		1,264
	1,299		1,306
	1,344		1,348
	1,389	(CTO)	1,390*
			(1,442)
			(1,494)
			(1,546)
			(1,598)

**Conversion Table No. 91**

CONVERSION FROM C2—1 TO C.T.O.

<i>Present Scale</i>		<i>Proposed Scale</i>	
£		£	
		CTO	
C2	1,212		
	1,254		
	1,299		
	1,344		
	1,389		
	1,440		1,442
C1	1,494		1,494
			(1,546)
	1,551		1,598
	1,611		1,611*
	1,671		1,671*

**Conversion Table No. 93**

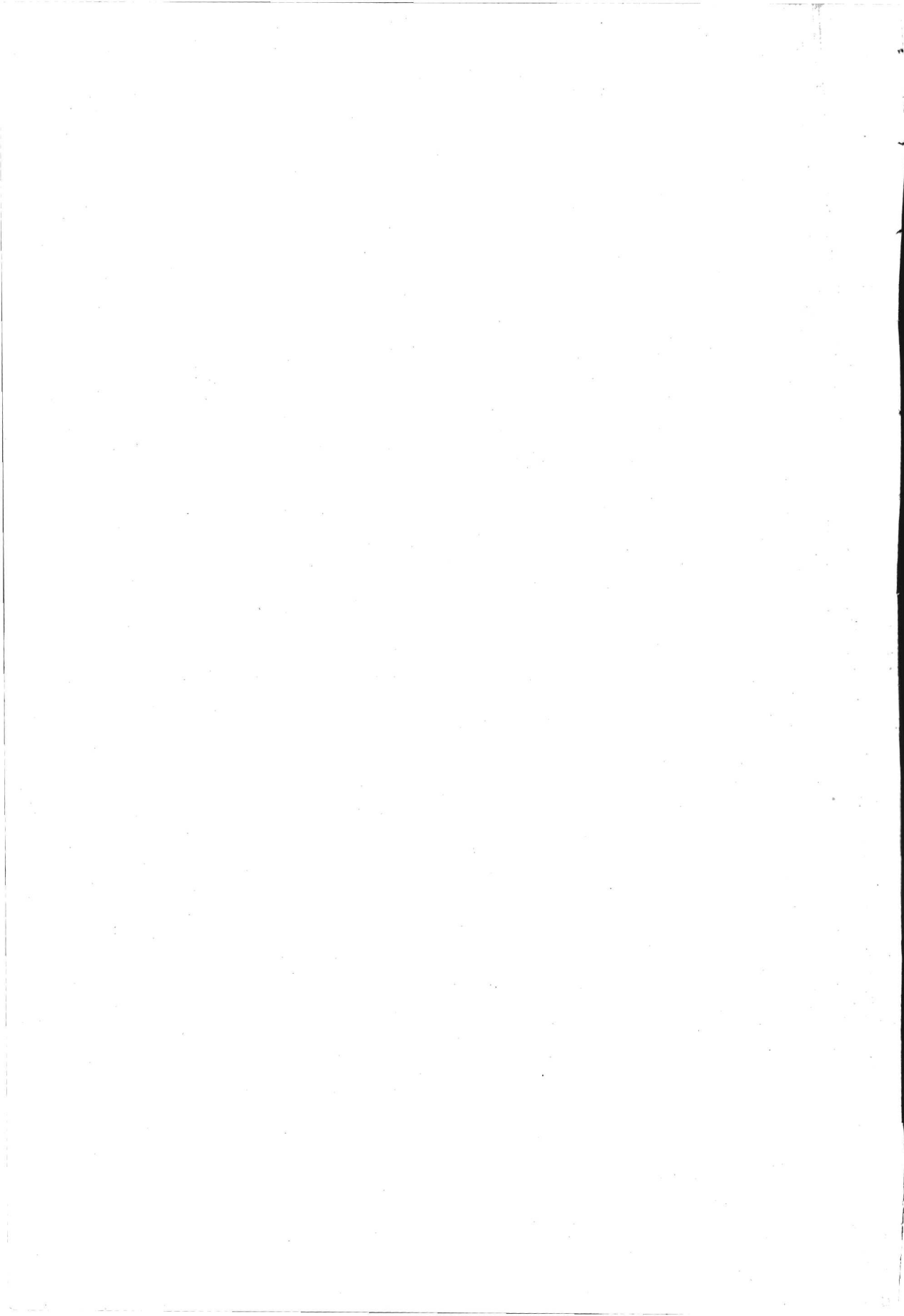
CONVERSION FROM C1 TO C.T.O.

<i>Present Scale</i>		<i>Proposed Scale</i>	
£		£	
		CTO	
C1	1,440		1,390
	1,494		1,442
			1,494
			(1,546)
	1,551		1,598
	1,611		1,611*
	1,671		1,671*

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

# **CONVERSION TABLES**

**T.S. and P.S. Scales**



**Conversion Table No. 94**  
CONVERSION FROM E4—3 TO T.III—  
TYPING AND SECRETARIAL

	<i>Present Scale</i>		<i>Proposed Scale</i>
	£		£
E4	201	T.III	236
	213		252
	225		268
	239.8		284*
	253.16		300*
E3	268.4	(T.I)	316*
	282.12		332*
	312		348*
	326.8		364*
	340.16		380*
	355.4	(S.III)	400*
	372		420*
	394.4		440*

**Conversion Table No. 95**  
CONVERSION FROM E4—3 TO T.II—  
TYPING AND SECRETARIAL

	<i>Present Scale</i>		<i>Proposed Scale</i>
	£		£
E4	201	T.II	284
	213		
	225		
	239.8		
	253.16		
E3	268.4	(T.I)	316
	282.12		332*
	312		348*
	326.8		364*
	340.16		380*
	355.4	(S.III)	400*
	372		420*
	394.4		440*

**Conversion Table No. 96**  
CONVERSION FROM E4—3 TO T.I—  
TYPING AND SECRETARIAL

	<i>Present Scale</i>		<i>Proposed Scale</i>
	£		£
E4	201	T.I	332
	213		
	225		
	239.8		
	253.16		
E3	268.4	(S.III)	348
	282.12		364
	312		380*
	326.8		400*
	340.16		420*
	355.4		440*
	372		
	394.4		

**Conversion Table No. 97**

CONVERSION FROM E2—1 TO S.II—  
TYPING AND SECRETARIAL

	<i>Present Scale</i>		<i>Proposed Scale</i>
	£		£
E2	416.8	S.II	460
	438.12		480
	461.2		500
	483.15		520
E1	506.8	(S.I)	540*
	529.1		560*
	551.14		580*
	574.7		600*
	597		620*
		(P.S.II)	640
			(670)
			(700)
			(730)
			(760)
			(790)
			(820)

**Conversion Table No. 98**

CONVERSION FROM E2—1 TO S.I—  
TYPING AND SECRETARIAL

	<i>Present Scale</i>		<i>Proposed Scale</i>
	£		£
E2	416.8	S.I	540
	438.12		
	461.2		
	483.15		
E1	506.8	(P.S.II)	560
	529.1		580
	551.14		600
	574.7		620*
	597		640
			(670)
			(700)
			(730)
			(760)
			(790)
			(820)

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

**Conversion Table No. 99**CONVERSION FROM C6—5 TO  
P.S.II

TYPING AND SECRETARIAL

	<i>Present Scale</i>		<i>Proposed Scale</i>
	£	P.S.II	£
			620
C6	633		640
	657		670
C5	687		700
	717		730
	747		760
	780		790
	816		820

**Conversion Table No. 100**CONVERSION FROM C5—4 TO  
P.S.II

TYPING AND SECRETARIAL

	<i>Present Scale</i>		<i>Proposed Scale</i>
	£	P.S.II	£
			620
			640
			670
C5	687		700
	717		730
	747		760
	780		790
	816		820
		(P.S.I)	(850)
C4	855		880*
	894		916*
	933		952*
	972		988*
	1,011		1,024*
			(1,060)

**Conversion Table No. 101**

CONVERSION FROM C5—3 TO P.S.I—

TYPING AND SECRETARIAL

	<i>Present Scale</i>		<i>Proposed Scale</i>
	£	P.S.I	£
C5	687	}	850
	717		
	747		
	780		
	816		
C4	855		880
	894		916
	933		952
	972		988
	1,011		1,024
C3	1,050		1,060
	1,089		1,096*
	1,128		1,138*
	1,170		1,180*

**Conversion Table No. 102**

CONVERSION FROM C4—3 TO P.S.I

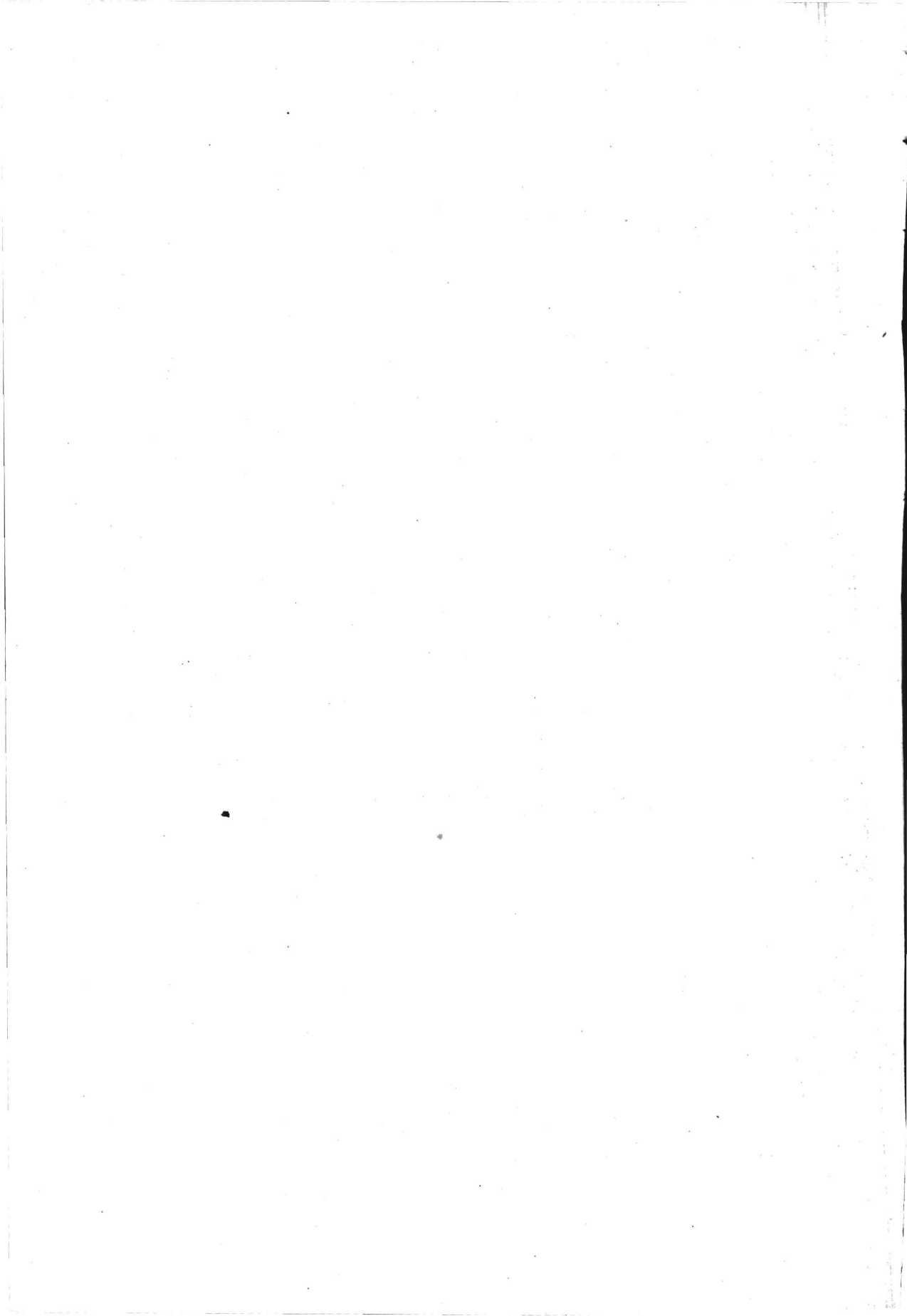
TYPING AND SECRETARIAL

	<i>Present Scale</i>		<i>Proposed Scale</i>
	£	P.S.I	£
C4	855		880
	894		916
	933		952
	972		988
	1,011		1,024
C3	1,050		1,060
	1,089		1,096*
	1,128		1,138*
	1,170		1,180*

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

# **CONVERSION TABLES**

**M Scale  
(Nursing Class)**





**Conversion Table No. 103**

CONVERSION FROM E4-3 TO M.5

*Medical Staff*

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

**Conversion Table No. 104**

CONVERSION FROM E2-1 TO M.4

*Medical Staff*

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

**Conversion Table No. 105**

CONVERSION FROM E1-C6 TO M.4

*Medical Staff*

	<i>Present Scale</i>		<i>Proposed Scale</i>
	£		£
E1	506.8	M.4	460
	529.1		480
	551.14		500
	574.7		520
	597		540
	633		560
	657		580
C6		(M.3)	600*
			620*
			640*
			670*
			(700)
			(730)
			(760)
		(790)	
		(820)	

**Conversion Table No. 106**

CONVERSION FROM E1-C6 TO M.3

*Medical Staff*

	<i>Present Scale</i>		<i>Proposed Scale</i>
	£		£
E1	506.8	M.3	600
	529.1		
	551.14		
	574.7		
C6	597		620
	633		640
	657		670
			700
			730
			760
			790
		820	

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

**Conversion Table No. 107**

CONVERSION FROM E1-C5 TO M.4

*Medical Staff*

	<i>Present Scale</i>		<i>Proposed Scale</i>
	£		£
		M.4	460
			480
			500
			620
E1	506.8		540
	529.1		560
	551.14		580
	574.7	(M.3)	600*
			620*
C6	633		640*
	657		670*
C5	687		700*
	717		730*
	747		760*
	780		790*
	816		820*

**Conversion Table No. 108**

CONVERSION FROM E1-C5 TO M.3

*Medical Staff*

	<i>Present Scale</i>		<i>Proposed Scale</i>
	£		£
E1	506.8	} M.3	600
	529.1		
	551.14		
	574.7		
	597		620
C6	633		640
	657		670
C5	687		700
	717		730
	747		760
	780		790
	816		820

**Conversion Table No. 109**

CONVERSION FROM N.5 TO M.3A

*Medical Staff*

	<i>Present Scale</i>		<i>Proposed Scale</i>
	£		£
N5	687	M.3A	700
	717		730
	747		760
	783		790
			(820)
	822		850
	861		880
	900		916
	939		952
	978		988
	1,017		1,024*

**Conversion Table No. 110**

CONVERSION FROM N4 TO M.2

*Medical Staff*

	<i>Present Scale</i>		<i>Proposed Scale</i>
	£		£
N4	747	} M.2	850
	783		
	822		
	861		
	900		880
	939		916
	978		952
	1,017		988
	1,056		1,024
	1,095		1,060
			1,096*

**Conversion Table No. 111**

CONVERSION FROM N3 TO M.2A

*Medical Staff*

	<i>Present Scale</i>		<i>Proposed Scale</i>
	£		£
N3	1,095	M.2A	1,096
			1,138
			1,180
			1,222

**Conversion Table No. 112**

CONVERSION FROM N2 TO M.1

*Medical Staff*

	<i>Present Scale</i>		<i>Proposed Scale</i>
	£		£
		M.1	1,096
			1,138
			1,180
N2	1,215		1,222
			1,264
			1,306
			1,348

**Conversion Table No. 113**

CONVERSION FROM N1 TO M

(SPECIAL GRADE)

*Medical Staff*

	<i>Present Scale</i>		<i>Proposed Scale</i>
	£		£
N1	1,440	M.(SG)	1,390
			1,442
			1,494
			1,546
			1,598

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

\*Shadow points.

**Conversion Table No. 114**

CONVERSION FROM C6-5 TO M.3

*Medical Staff*

	<i>Present Scale</i>		<i>Proposed Scale</i>
	£		£
		M.3	600
			620
C6	633		640
	657		670
C5	687		700
	717		730
	747		760
	780		790
	816		820

**Conversion Table No. 115**

CONVERSION FROM C5-3 TO M.3

*Medical Staff*

	<i>Present Scale</i>		<i>Proposed Scale</i>
	£		£
		M.3	600
			620
			640
			670
C5	687		700
	717		730
	747		760
	780		790
	816		820
		(M.2)	(850)
C4	855		880*
	894		916*
	933		952*
	972		988*
	1,011		1,024*
C3	1,050		1,060*
	1,089	(M.1)	1,096*
	1,128		1,138*
	1,170		1,180*
			(1,222)
			(1,264)
			(1,306)
			(1,348)

**Conversion Table No. 116**

CONVERSION FROM C5-3 TO M.2

*Medical Staff*

	<i>Present Scale</i>		<i>Proposed Scale</i>	
	£		£	
C5	687	}	M.2	
	717			850
	747			
	780			
	816			
C4	855		880	
	894		916	
	933		952	
	972		988	
	1,011		1,024	
C3	1,050		1,060	
	1,089	(M.1)	1,096*	
	1,128		1,138*	
	1,170		1,180*	
			(1,222)	
			(1,264)	
			(1,306)	
			(1,348)	

**Conversion Table No. 117**

CONVERSION FROM C5-2 TO M.3

*Medical Staff*

	<i>Present Scale</i>		<i>Proposed Scale</i>
	£		£
		M.3	600
			620
			640
			670
C5	687		700
	717		730
	747		760
	780		790
	816		820
		(M.2)	850*
C4	855		880*
	894		916*
	933		952*
	972		988*
	1,011		1,024*
C3	1,050		1,060*
	1,089	(M.1)	1,096*
	1,128		1,138*
	1,170		1,180*
C2	1,212		1,222*
	1,254		1,264*
	1,299		1,306*
	1,344		1,348*
	1,389	(M.(SG))	1,390*
			(1,442)
			(1,494)
			(1,546)
			(1,598)

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

**Conversion Table No. 118**

CONVERSION FROM C5-2 TO M.2

*Medical Staff*

<i>Present Scale</i>	<i>Proposed Scale</i>
£	£
C5 687	M.2 850
717	
747	
780	
816	
C4 855	880
894	916
933	952
972	988
1,011	1,024
C3 1,050	1,060
1,089	(M.1.) 1,096*
1,128	1,138*
1,170	1,180*
C2 1,212	1,222*
1,254	1,264*
1,299	1,306*
1,344	1,348*
1,389	(M.(SG)) 1,390*
	(1,442)
	(1,494)
	(1,546)
	(1,598)

**Conversion Table No. 119**

CONVERSION FROM C5-2 TO M.1

*Medical Staff*

<i>Present Scale</i>	<i>Proposed Scale</i>
£	£
C5 687	M.1 1,096
717	
747	
780	
816	
C4 855	1,096
894	
933	
972	
1,011	
C3 1,050	
1,089	
1,128	1,138
1,170	1,180
C2 1,212	1,222
1,254	1,264
1,299	1,306
1,344	1,348
1,389	(M.(SG)) 1,390*
	(1,442)
	(1,494)
	(1,546)
	(1,598)

**Conversion Table No. 120**

CONVERSION FROM C2-1 TO M.1

*Medical Staff*

<i>Present Scale</i>	<i>Proposed Scale</i>
£	£
C2 1,212	M.1 1,096
	1,138
	1,180
	1,222
	1,264
1,299	1,306
1,344	1,348
1,389	(M.(SG)) 1,390*
C1 1,440	1,442*
1,494	1,494*
	(1,546)
1,551	1,598*
1,611	1,611*
1,671	1,671*

**Conversion Table No. 121**

CONVERSION FROM C2-1 TO M.

*(SPECIAL GRADE)**Medical Staff*

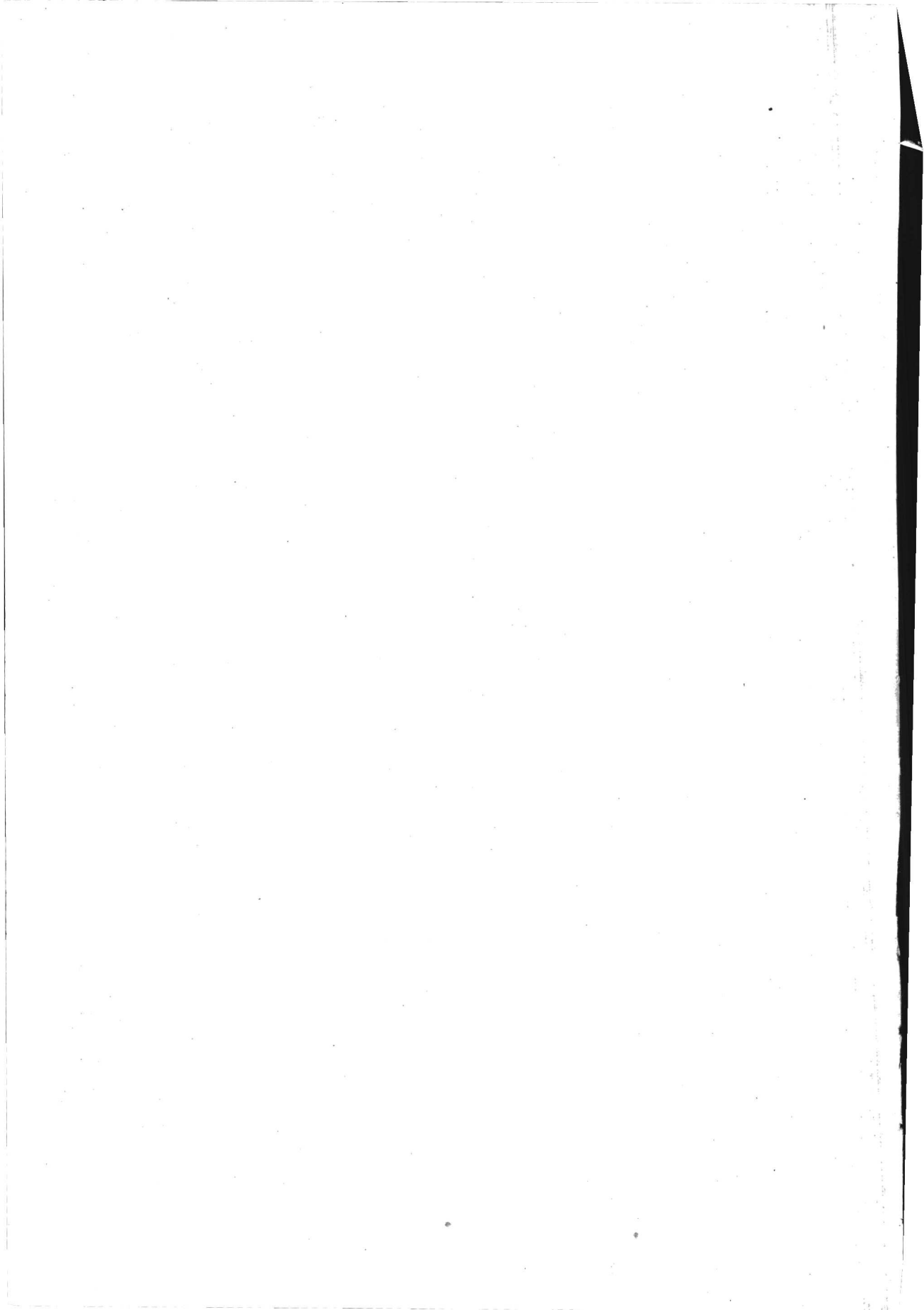
<i>Present Scale</i>	<i>Proposed Scale</i>
£	£
C2 1,212	M.(SG) 1,390
1,254	
1,299	
1,344	
1,389	
C1 1,440	1,442
1,494	1,494
	(1,546)
1,551	1,598
1,611	1,611*
1,671	1,671*

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

# **CONVERSION TABLES**

## **P Scale**

**(Police and Prisons Scales)**



**Conversion Table No. 122****CONVERSION P.16A**

<i>Present Scale</i>	<i>Proposed Scale</i>
£	£
96.0	108
99.3	111.3
102.6	114.6
105.9	117.9
108.12	120.12
111.15	123.15
114.18	126.18
118.1	130.1
121.4	133.4
124.7	136.7
127.10	139.10

**Conversion Table No. 123****CONVERSION P.15A**

<i>Present Scale</i>	<i>Proposed Scale</i>
£	£
111.15	123.15
114.18	126.18
118.1	130.1
121.4	133.4
124.7	136.7
127.10	139.10
130.13	142.13
133.16	145.16
136.19	148.19

**Conversion Table No. 124****CONVERSION P.14A**

<i>Present Scale</i>	<i>Proposed Scale</i>
£	£
96	108
99.3	111.3
102.6	114.6
105.9	117.9
108.12	120.12
111.15	123.15
114.18	126.18
118.1	130.1
121.4	133.4
124.7	136.7
127.10	139.10
130.13	142.13
133.16	145.16
136.19	148.19

**Conversion Table No. 125****CONVERSION P.13A**

<i>Present Scale</i>	<i>Proposed Scale</i>
£	£
111.15	123.15
114.18	126.18
118.1	130.1
121.4	133.4
124.7	136.7
127.10	139.10
143.8	156.4
148.16	160.8
154.4	164.12
159.12	168.16
175.4	186
182.14	194
190.4	202
197.14	210
206.17	218
216.0	226

**Conversion Table No. 126****CONVERSION P.12A**

<i>Present Scale</i>	<i>Proposed Scale</i>
£	£
138.0	152
143.8	156.4
148.16	160.8
154.4	164.12
159.12	168.16

**Conversion Table No. 127****CONVERSION P.11A + P.10A**

<i>Present Scale</i>	<i>Proposed Scale</i>
£	£
175.4	186
182.14	194
190.4	202
197.14	210
206.17	218
216.0	226

**Conversion Table No. 128****CONVERSION P.9A + P.8A**

<i>Present Scale</i>	<i>Proposed Scale</i>
£	£
231.18	275.8
239.14	284.3
247.10	292.18
255.6	301.13
263.2	310.8
270.18	319.3

**Conversion Table No. 129**

## CONVERSION P.6A

<i>Present Scale</i>	<i>Proposed Scale</i>
£	£
278.14	327
294.4	343
309.14	359
325.4	375
341.11	391
357.18	407

**Conversion Table No. 130**CONVERSION SCALE P7-5  
(SUB-INSPECTORS)

<i>Present Scale</i>	<i>Proposed Scale</i>
£	£
P.7 276	P.7 318
291	334
306	350
321	366
336	382
351	398
366	414
381	430
P.5 396	P.5 446
411	462
426	478
447	494
468	510
489	526
510	542
531	558
552	574
573	590
594	606
615	622
636	638

**Conversion Table No. 131**

## CONVERSION P.5

<i>Present Scale</i>	<i>Proposed Scale</i>
£	£
396	446
411	462
426	478
447	494
468	510
489	526
510	542
531	558
552	574
573	590
594	606
615	622
636	638

**Conversion Table No. 132**

## CONVERSION P.5 + P.4

<i>Present Scale</i>	<i>Proposed Scale</i>
£	£
396	446
411	462
426	478
447	494
468	510
489	526
510	542
531	558
552	574
573	590
594	606
615	622
636	638
660	664
684	690
708	716
735	742

**Conversion Table No. 133**

## CONVERSION P.2 (INSPECTORS)

<i>Present Scale</i>	<i>Proposed Scale</i>
£	£
660	664
684	690
708	716
735	742
762	768
789	794
816	820
	(850)
855	880
894	916
933	952*

**Conversion Table No. 134**

## CONVERSION P.1 (CHIEF INSPECTORS)

<i>Present Scale</i>	<i>Proposed Scale</i>
£	£
894	916
933	952
972	988
1,011	1,024
1,050	1,060
1,089	1,094
1,128	1,138
1,170	1,180
1,212	1,222*

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

\*Shadow points.



**Conversion Table No. 135****CONVERSION PG.3  
(ASSISTANT SUPERINTENDENTS)**

<i>Present Scale</i>	<i>Proposed Scale</i>
£	£
747	760
780	790
816	820
	(850)
855	880
894	916
933	952
972	988
1,011	1,024
1,050	1,060
1,089	1,096
1,128	1,138
1,170	1,180
1,212	1,222
1,254	1,264*

**Conversion Table No. 136****CONVERSION PG.2 (SUPERINTENDENTS)**

<i>Present Scale</i>	<i>Proposed Scale</i>
£	£
1,299	1,264
1,344	1,306
1,389	1,348
1,440	1,390
	1,442*

**Conversion Table No. 137****CONVERSION PG.1  
(SENIOR SUPERINTENDENTS)**

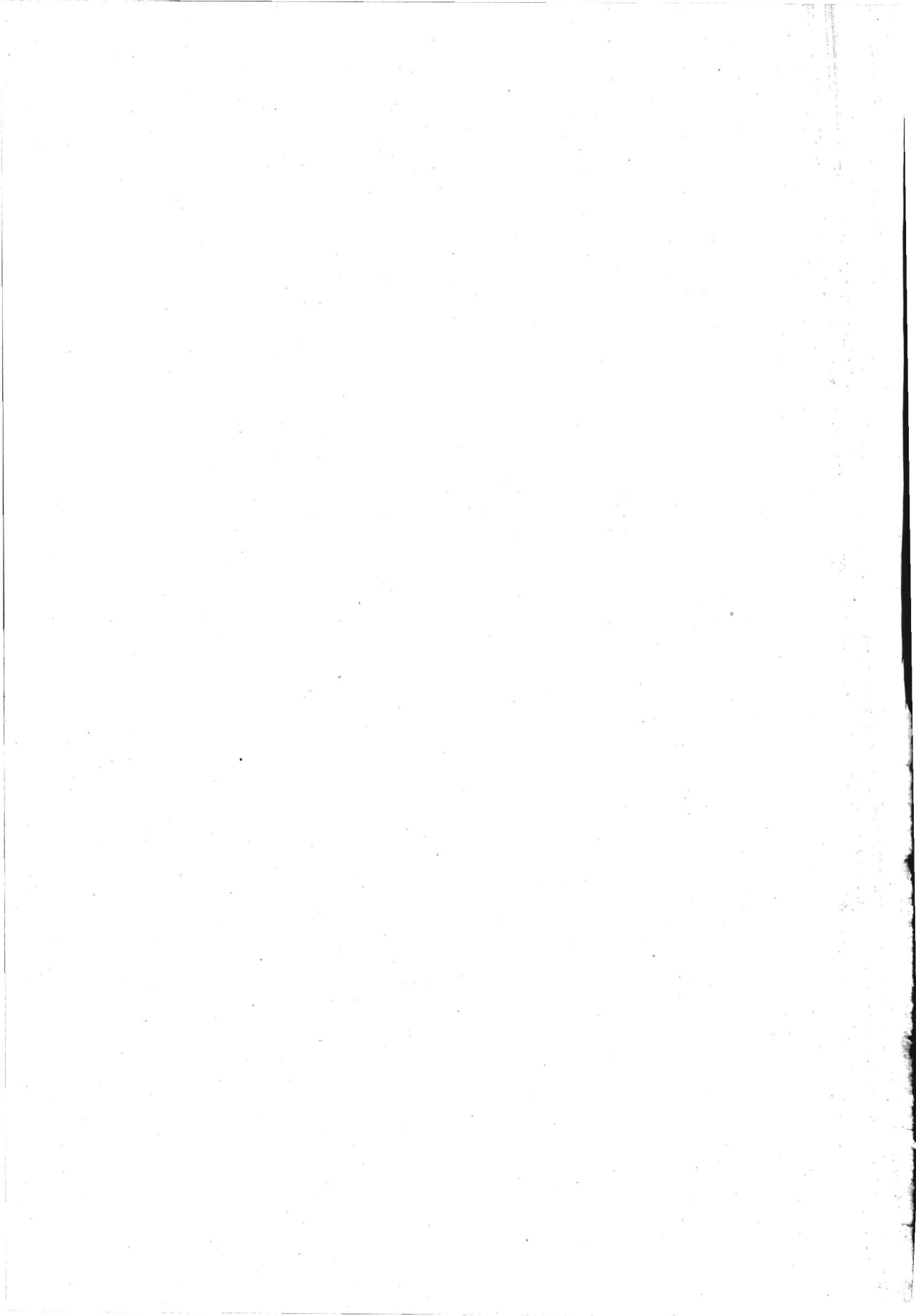
<i>Present Scale</i>	<i>Proposed Scale</i>
£	£
1,494	1,442
	1,494
	(1,546)
1,551	1,598
1,611	1,611*
1,671	1,671*

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

\*Shadow points.



**CONVERSION TABLES**  
**E Scale to C.O. Scale**



Conversion Table No. 138

CONVERSION FROM E4—3 TO CO.II

	<i>Present Scale</i>		<i>Proposed Scale</i>
	£		£
E4	201	CO.II	236
	213		252
	225		268
	239.8		284
	253.16		300
E3	268.4	(CO.I)	316
	282.12		332
	312		348
	326.8		364
	340.16		380*
	355.4		400*
	372		420*
	394.4		440*
			(460)
			(480)
	(500)		

Conversion Table No. 139

CONVERSION FROM E4—3 TO CO.I

	<i>Present Scale</i>		<i>Proposed Scale</i>
	£		£
E4	201	CO.I	380
	213		
	225		
	239.8		
	253.16		
E3	268.4		
	282.12		
	312		
	326.8		
	340.16		
	355.4	400	
	372	420	
	394.4	440	
		460	
		480	
	500		

Conversion Table No. 140

CONVERSION FROM E—1 TO CO. I

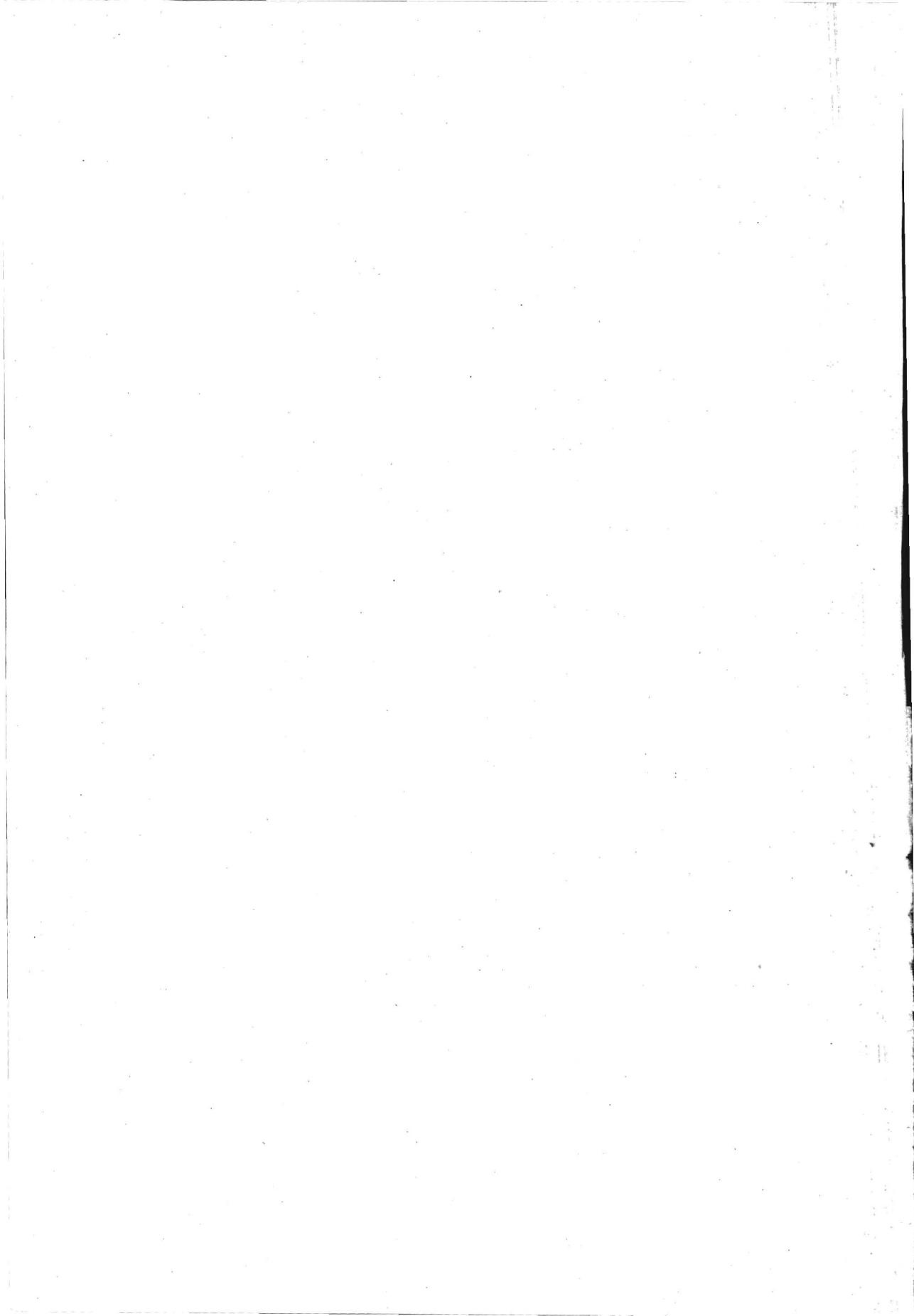
	<i>Present Scale</i>		<i>Proposed Scale</i>
	£		£
E2	416.8	(HCO)	380
	438.12		400
	461.2		420
	483.15		440
	506.8		460
E1	529.1	480	
	551.14	500	
	574.7	520*	
	597	540*	
		560*	
		580*	
		600*	
	620*		

Conversion Table No. 141

CONVERSION FROM E2—1 TO HCO

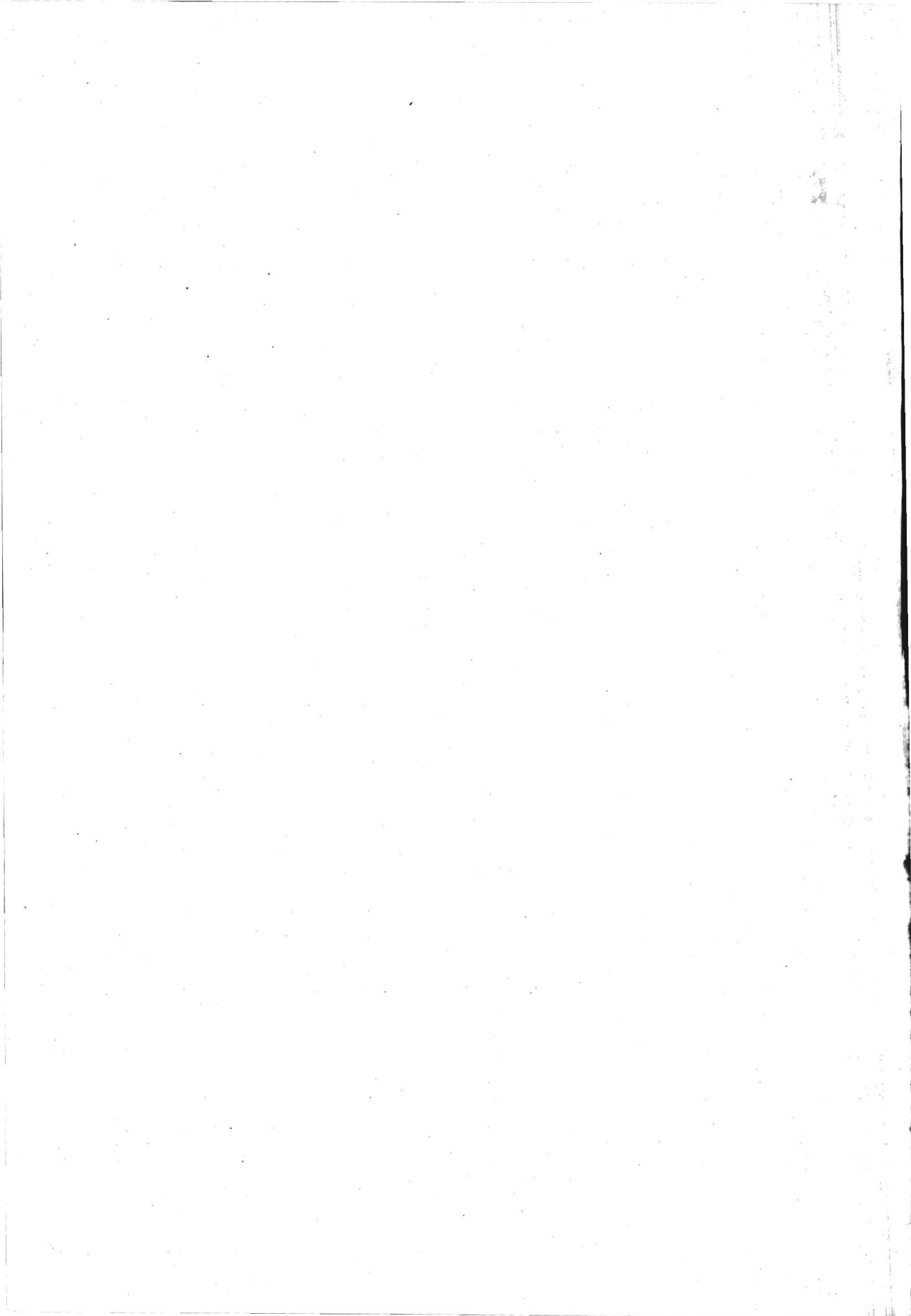
	<i>Present Scale</i>		<i>Proposed Scale</i>
	£		£
E2	416.8	HCO	520
	438.12		
	461.2		
	483.15		
E1	506.8	540	
	529.1	560	
	551.14	580	
	574.7	600	
	597	620	

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



# **CONVERSION TABLES**

**E Scale to T.O. Scale**





Conversion Table No. 142

CONVERSION FROM E6—3 TO T.O.5

	<i>Present Scale</i>		<i>Proposed Scale</i>		
	£		£		
E6	112.4	} T.O.5	236		
	119.8				
	126.12				
	133.16				
	141				
148.4					
E5	163.16				
	171				
	178.4				
	185.8				
	193.4				
E4	201				
	213				252
	225				268
	239.8				284
	253.16		300		
	268.4		316		
	282.12		332		
	E3	312		348	
		326.8		364	
		340.16		380	
355.4			400		
372			420		
	394.4		440		

Conversion Table No. 143

CONVERSION FROM E4—3 TO T.O.5

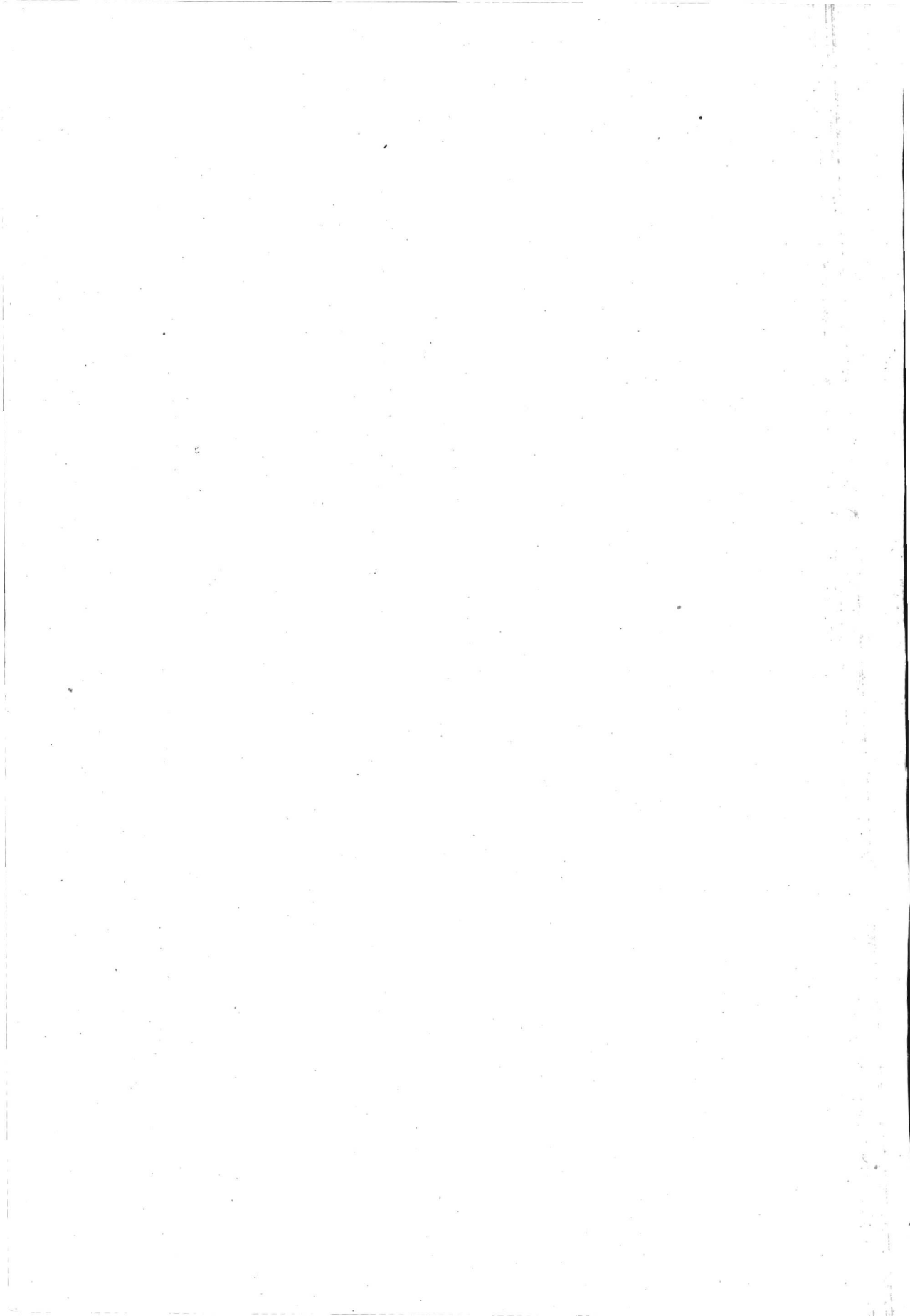
	<i>Present Scale</i>		<i>Proposed Scale</i>	
	£		£	
E4	201	} T.O.5	236	
	213			
	225			
	239.8			
	253.16			
	268.4			
	282.12			
E3	312		348	
	326.8		364	
	340.16		380	
	355.4		400	
	372		420	
		394.4		440

Conversion Table No. 144

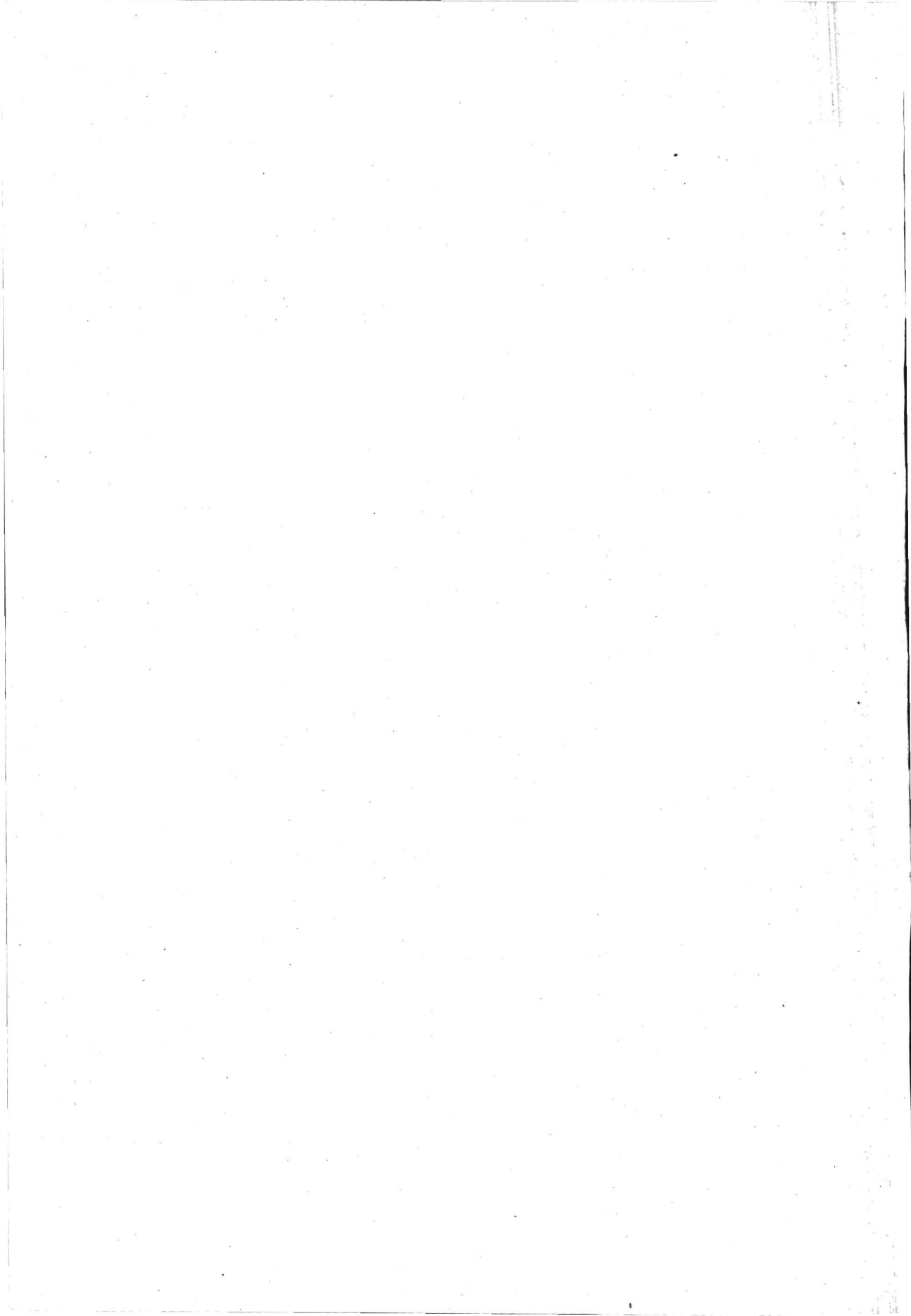
CONVERSION FROM E2—1 TO T.O.4

	<i>Present Scale</i>		<i>Proposed Scale</i>
	£		£
E2	416.8	} T.O.4	460
	438.12		
	461.2		
E1	483.15		520
	506.8		540
	529.1		560
	551.14		580
	574.7	} (T.O.3)	600*
	597		620*
			(640)
		(670)	
		(700)	
		(730)	
		(760)	
		(790)	
		(820)	

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



**CONVERSION TABLES**  
**Unestablished and Subordinate Services**



## Conversion Table No. 145

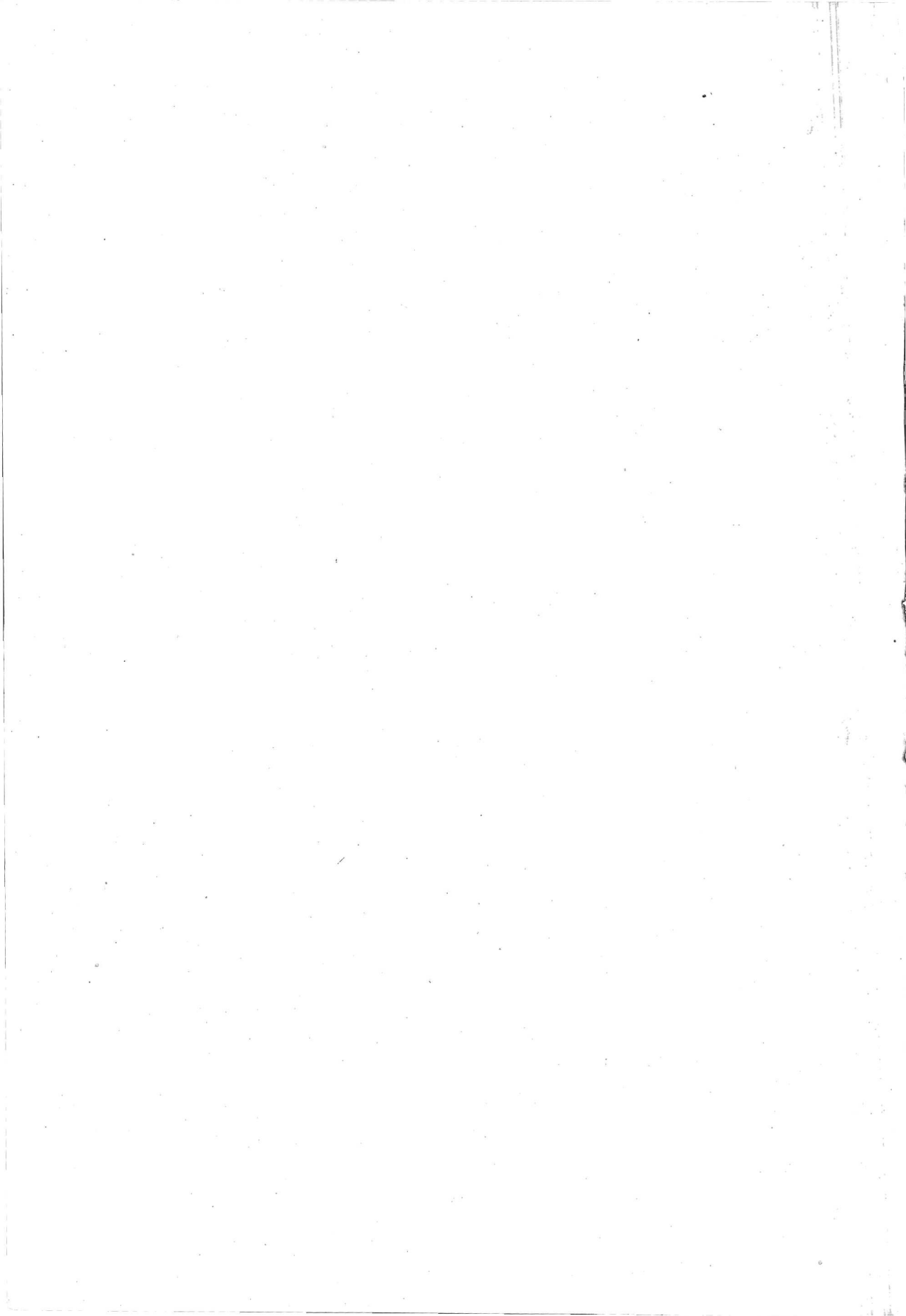
CONVERSION FROM E6—5 TO  
UNESTABLISHED SCALE

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

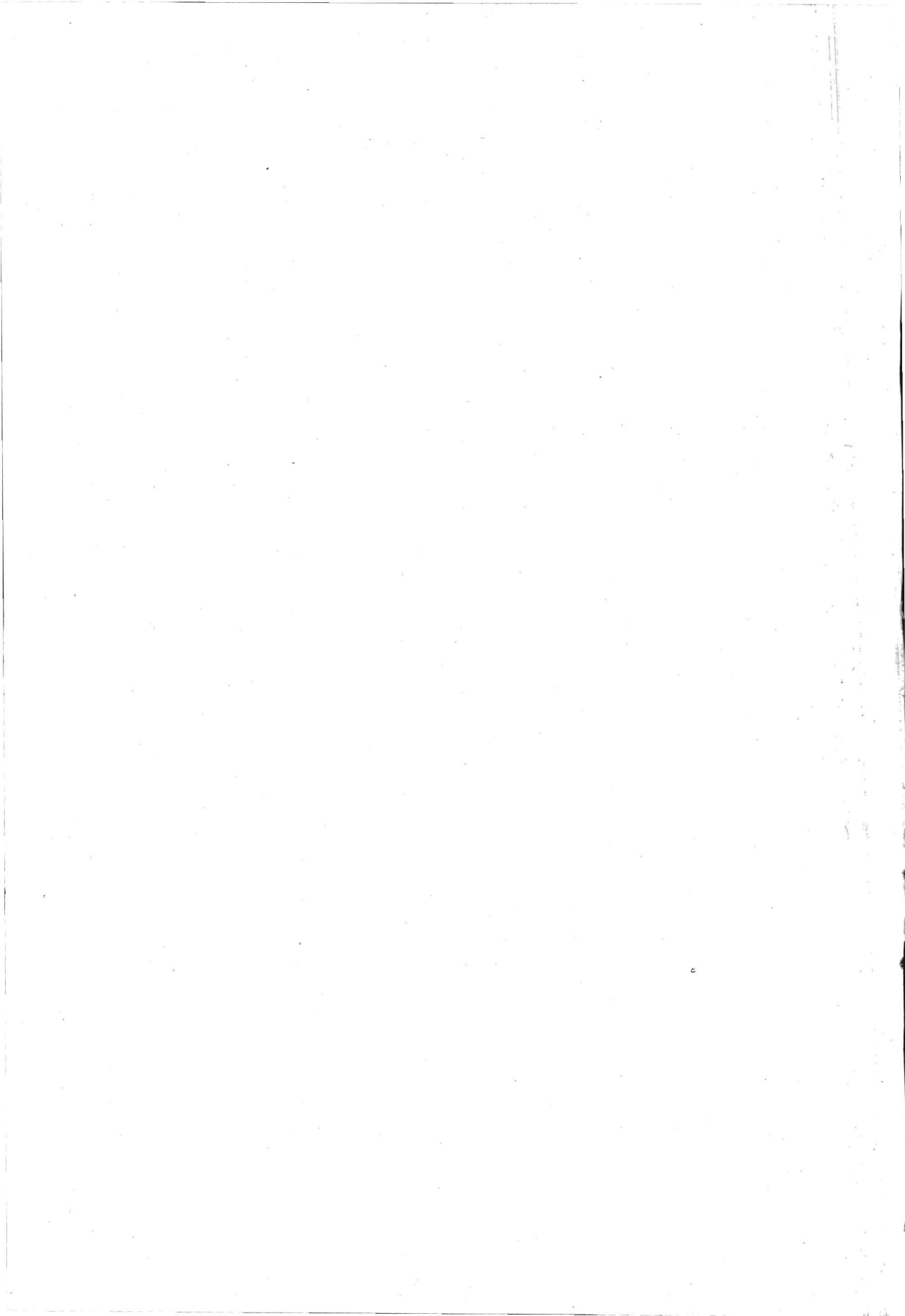
## Conversion Table No. 146

CONVERSION OF SUBORDINATE  
SERVICE SCALES

	<i>Present Scale</i>		<i>Proposed Scale</i>
	In shillings per month		
	<i>(With Quarters)</i>		
	<i>Sh. cts.</i>		<i>Sh. cts.</i>
Segment IV	81.00	}	120.00
	84.50		
	88.00		
	91.50		
	95.00		
	98.50		
Segment III	102.00	}	Grade III
	105.50		
	109.00		
	114.00		
	119.00		
	124.50		150.00
Segment II	130.00	}	Grade II
	135.50		
	141.00		
	147.50		
	154.50		
	161.50		190.00
	168.50		
Segment I	178.50	}	210.00
	189.00		
	200.50		
	212.00		235.00
	224.00		Grade I
	236.00		255.00
			280.00



**CONVERSION TABLES**  
**Unified Teaching Service Scales**





## TEACHERS' SALARIES, MAIN PRINCIPLES OF CONVERSION

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

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

### Conversion Tables for Teachers No. 147

#### (i) UNQUALIFIED TEACHERS WITHOUT K.P.E.

##### Present Scale

£	
68. 8	} converts to £84 fixed
71. 8	
74.14	
78. 0	
81. 6	
LIC. 84.12	

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

#### (ii) UNQUALIFIED TEACHERS WITH K.P.E.

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

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

#### (iii) UNQUALIFIED TEACHERS WITH K.A.S.S.E.

96.18	} convert to £108 fixed
101. 2	

#### (iv) UNQUALIFIED WITH SCHOOL CERTIFICATE

£225 fixed converts to £240 fixed

#### (v) UNQUALIFIED WITH HIGHER SCHOOL CERTIFICATE

new point — £350  
old point — £529.1

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

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

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

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

<i>T3 Present Scale</i>	<i>Teacher Grade IV Pratt Commission Scale</i>
£	£
150. 0	168
156. 0	
163. 4	
178.16	174
186. 0	180
193. 4	204
200. 8	216
208. 4	
Shadow maximum 216.2.04	228

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

<i>T2 Scale</i>	<i>Teacher Grade III Pratt Commission Scale</i>
£	£
216.2.04	228
229.16	240
243.12	252
259.16	264
276. 0	276
292. 4	294
308. 8	312
	330
340.16	348
355. 4	366
372. 0	384
394. 4	402
416. 8	420
438.12*	438

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

## (ix) SENIOR ASSISTANT TECHNICAL INSTRUCTOR

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

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

## (x) K.T.I.

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

shadow scale

747. 0\*

780. 0\*

816. 0\*

855. 0\*

894. 0\*

remains the same

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

## (xi) T.B.-4

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

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

## (xii) TECHNICAL INSTRUCTORS C5-3

<i>Present Scale</i>	<i>Pratt Commission Scale</i>
£	£
	630
	654
	678
687	702
717	726
	740
747	770
780	800
816	830
855	865
894	900
933	935
	970
	1,005
972	1,040
1,011	1,075
1,050	
	shadow scale
1,089	1,089*
1,128	1,128*
1,170	1,170*

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

## (xiii) SENIOR TECHNICAL INSTRUCTORS C5-2

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

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

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

(xiv) B5-1 SCALE	
Present Scale	Pratt Commission Scale
£	£
633	654
657	678
	European etc. Masters and Mistresses on the B Scale
	726
	740
687	770
717	entry point for pass Graduate without diploma
	800
747	entry point for pass Graduate with diploma
780	
	830
816	865
855	900
894	935
933	970
	1,005
972	1,040
1,011	1,075
1,050	1,110
1,089	1,150
1,128	1,190
1,170	1,230
1,212	
Max.	
B3 1,254	1,270
1,299	1,310
1,344	1,350
1,389	1,400
Max	
B2 1,440	1,450
1,494	1,500
	1,550
	1,605
	1,660
	shadow scale
max shadow scale	1,671*
	1,791*
	1,866*
	1,941*
	2,016*

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

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

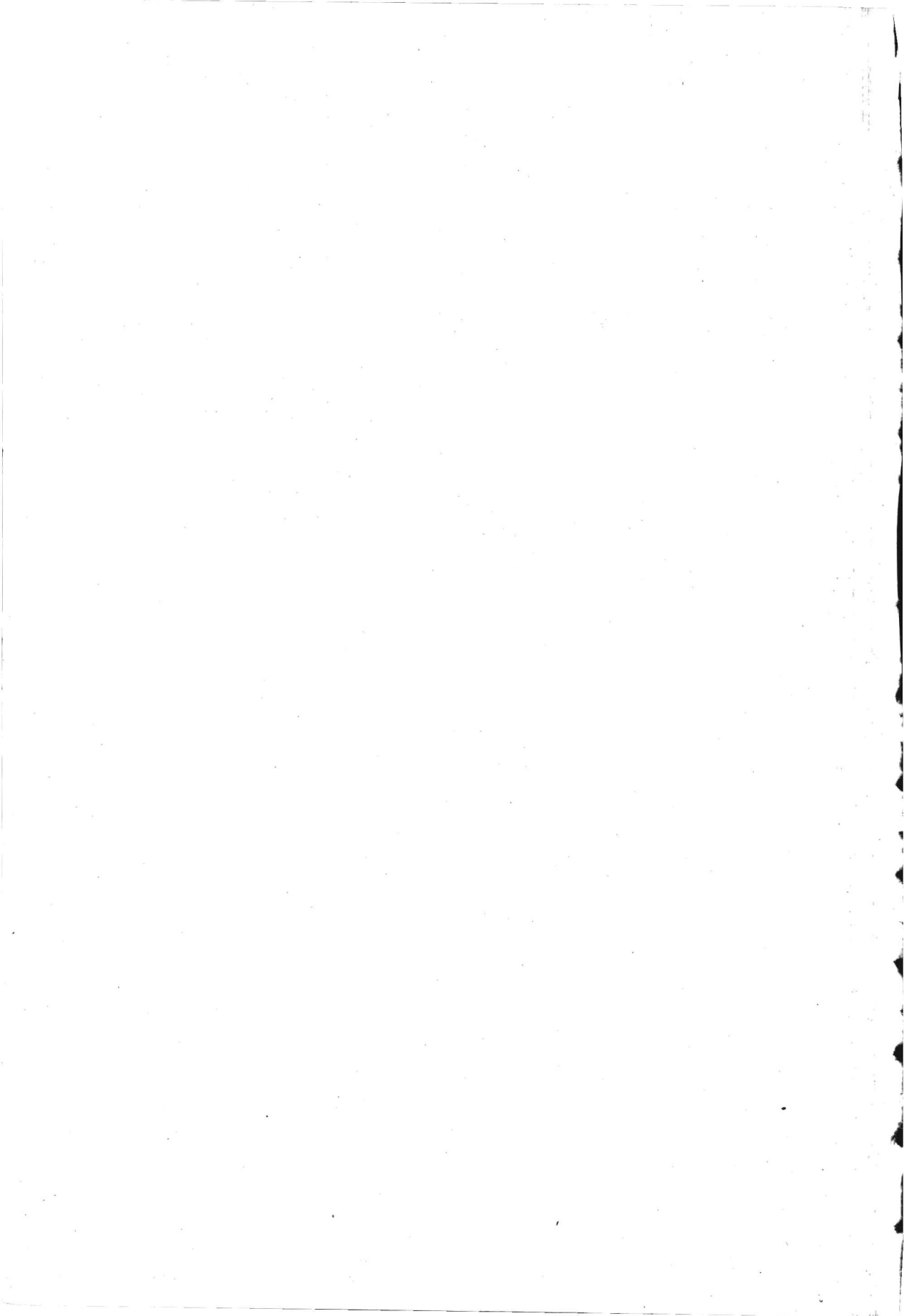
(xv) A SCALE	
Present Scale	Pratt Commission Scale
£	£
747	800
780	entry point for Honours Graduate without diploma
	830
798	entry point for Honours Graduate with diploma
	865
837	900
876	935
924	970
	1,005
975	1,040
1,026	1,075
	1,110
1,077	1,150
1,128	1,190
1,179	1,230
1,230	1,270
	1,310
1,281	1,350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

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

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

# **CONVERSION TABLES**

## **Miscellaneous Scales**



**Conversion Table No. 148**

## CONVERSIONS SUB-CHIEFS

	<i>Present Scale</i>	<i>Proposed Scale</i>
	£	£
	48.12	55
	51.18	59
	55.4	63
	58.10	67
	62.2	71
	65.14	75
	69.6	79
	72.18	83
	76.10	87
	81.12	92
	86.14	97
	91.16	102
	96.18	107
	102.0	112
	107.2	117
E6	112.4	124
	119.8	131
	126.12	138
	133.16	145
	141.0	152
	148.4	159
E5	163.16	175
	171.0	182
	178.4	189
	185.8	196
	193.4	203

**Conversion Table No. 149**GAME SCOUTS AND FISH SCOUTS,  
GRADE II

	<i>Present Scale</i>	<i>Proposed Scale</i>
	£	£
	96.0	108
	99.3	111.3
	102.6	114.6
	105.9	117.9
	108.12	120.12
	111.15	123.15
	114.18	126.18
	118.1	130.1
	121.4	133.4
	124.7	136.7
	127.10	139.10
	130.13	142.13
	133.16	145.16
	136.19	148.19

**Conversion Table No. 150**GAME SCOUTS AND FISH SCOUTS,  
GRADE I

	<i>Present Scale</i>	<i>Proposed Scale</i>
	£	£
	138.0	152
	143.8	156.4
	148.16	160.8
	154.4	164.12
	159.12	168.16

**Conversion Table No. 150A**

## TRIBAL POLICE CONVERSIONS

	<i>Present Salary</i>	<i>Proposed Salary</i>
	£	£
Constables	71.8	80.8
	73.16	83.2
	76.4	85.16
	78.12	88.10
	81.0	91.4
	83.8	93.18
	85.16	96.12
	88.4	99.6
	90.12	102.0
	93.0	104.14
<hr/>		
Corporals	96.0	108.0
	100.4	112.16
	105.0	117.12
	109.16	122.8
	114.12	127.4
	119.8	132.0
<hr/>		
Sergeants	131.8	144.8
	137.8	150.6
	143.8	156.4
	149.8	162.2
	155.8	168.0
	161.8	173.18
	167.8	179.16
<hr/>		
Senior Sergeants	172.10	185.14
	178.10	191.12
	184.10	197.10
	190.10	203.8
	196.10	209.6
	202.10	215.4
<hr/>		
Sergeant Major	206.17	221.2
	216.0	227.0
	225.3	232.18
	234.6	238.16

**Conversion Table No. 151**

## FOREST GUARDS, GRADE III

	<i>Present Scale</i>	<i>Proposed Scale</i>
	£	£
	71.8	80.8
	73.16	83.2
	76.4	85.16
	78.12	88.10
	81.0	91.4
	83.8	93.18
	85.16	96.12
	88.4	99.6
	90.12	102.0
	93.0	104.14

**Conversion Table No. 152****FOREST GUARDS, GRADE II**

<i>Present Scale</i>	<i>Proposed Scale</i>
£	£
96.0	108
99.3	111.3
102.6	114.6
105.9	117.9
108.12	120.12
111.15	123.15
114.18	126.18
118.1	130.1
121.4	133.4
124.7	136.7
127.10	139.10
130.13	142.13
133.16	145.16
136.19	148.19

**Conversion Table No. 153****FOREST GUARDS, GRADE I**

<i>Present Scale</i>	<i>Proposed Scale</i>
£	£
138.0	152
143.8	156.4
148.16	160.8
154.4	164.12
159.12	168.16



# **CONVERSION TABLES**

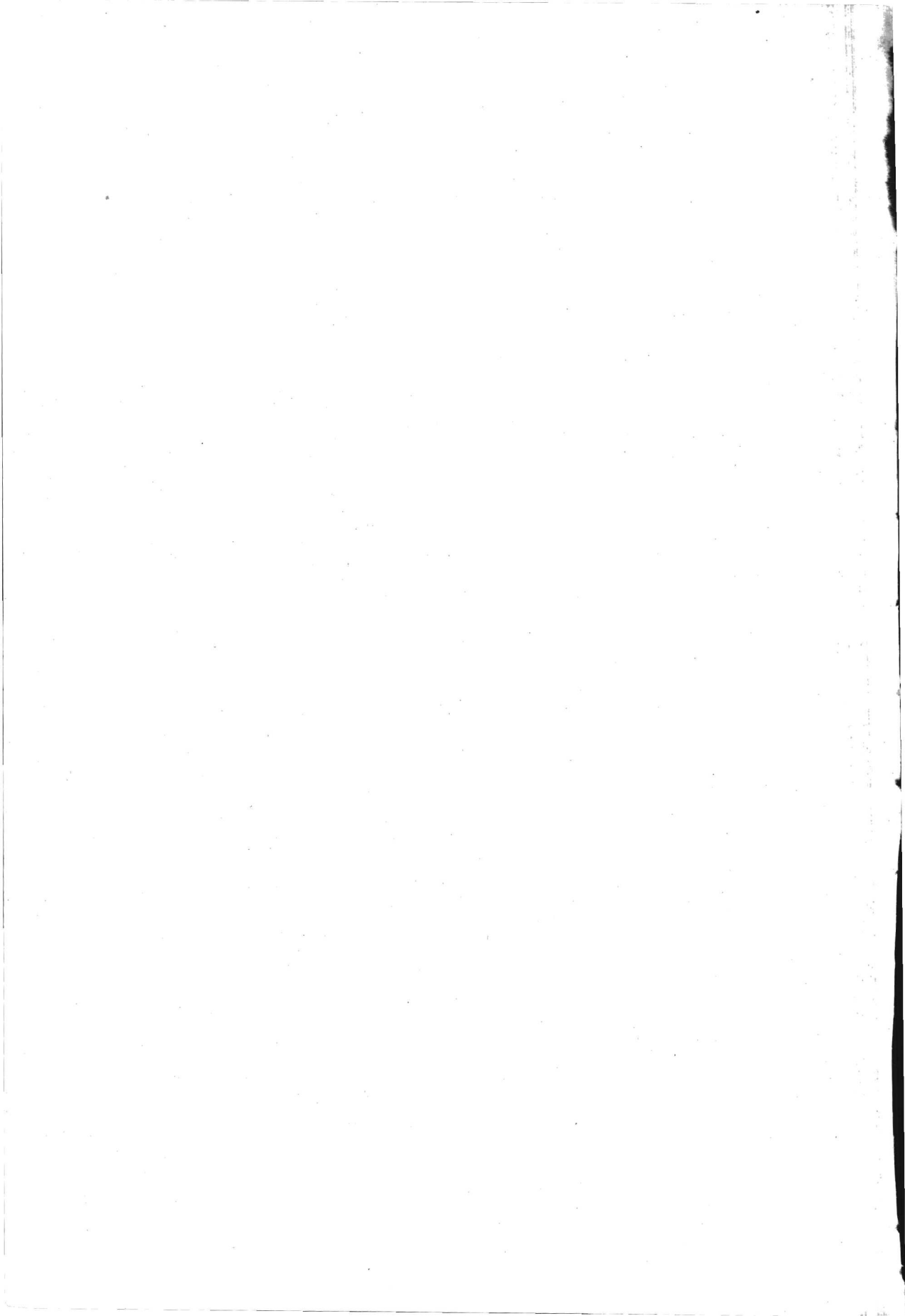
**Scales peculiar to**

**E.A. Common Services Organisation's**

**General Fund Services**

**and**

**E.A. Posts and Telecommunications Administration**



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

## Conversion Table No. 154

## B SCALE CONVERSION TO PROPOSED E.O. AND T.O. SCALES

	<i>Present B Scale</i> £		<i>Proposed E.O. Scale</i> £		<i>Proposed T.O. Scale</i> £
				T.O.3	600
					620
					640
		E.O.3	670		670
			700		700
			730		730
B.5	747		760		760
	777		790		790
	810		820		820
	846	E.O.2	850	T.O.2	850
			880		880
	885		916		916
B.4	924		952		952
	963		988		988
	1,002		1,024		1,024
	1,041		1,060		1,060
	1,083	E.O.1	1,096	T.O.1	1,096
B3	1,125		1,138		1,138
	1,167		1,180		1,180
	1,209		1,222		1,222
	1,251		1,264		1,264
B2	1,296		1,306		1,306
	1,341		1,348		1,348
	1,389	C.E.O.	1,390	C.T.O.	1,390
	1,440		1,442		1,442
B1	1,494		1,494		1,494
			1,546		1,546
	1,551		1,598		1,598
	1,611		1,611*		1,611*
	1,671		1,671*		1,671*

\*Shadow points.

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

## Conversion Table No. 155

## C SCALE CONVERSION TO PROPOSED E.O. AND T.O. SCALES

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

\*Shadow points.

Conversion Table No. 156

POSTS AND TELECOMMUNICATIONS  
ADMINISTRATION

<i>Present Scale</i>	<i>Proposed Scale</i>
£	£
201	210
213	230
225	250
239.8	270
253.16	295
268.4	320
282.12	345
312	370
326.8	400
340.16	430
355.4	465
372	500
394.4	535
416.8	570
438.12	600
461.2	
483.15	
506.8	
529.1	
551.14	
574.7	
597	

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

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

Conversion Table No. 157

POSTS AND TELECOMMUNICATIONS  
ADMINISTRATION  
P. & T. 2

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

**Conversion Table No. 158**

POSTS AND TELECOMMUNICATIONS  
ADMINISTRATION

CONVERSION FROM E4-I TO C.O. SCALE

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