



GOVERNMENT OF KENYA

REPORT

of the

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

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

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REPORT
OF THE
LOCAL CIVIL SERVICE
SALARIES COMMISSION
1963

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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.

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	2,780	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	1,026	1,020
		2,500	2,300	1,077	1,064
		2,400	2,220	1,128	1,108
		2,300	2,140	1,179	1,154
		2,175	2,036	1,230	1,200
				1,281	1,246
	<i>Incremental</i>		2,300	2,140	1,332
		2,237.10	2,088	1,386	1,338
		2,175	2,036	1,440	1,390
				1,494	1,442
				1,551	1,494
<i>Lower Superscale</i>		1,989	1,880	1,611	1,546
		1,914	1,820	1,671	1,598
		1,839	1,760	1,731	1,654
				1,791	1,710

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
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Segment IV 91.50	Grade II 170.00
95.00	190.00
98.50	210.00
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102.00	Grade I 235.00
105.50	255.00
109.00	280.00
<hr/>	
114.00	
119.00	
Seg-ment III 124.50	
130.00	
135.50	
141.00	
<hr/>	
147.50	
Seg-ment II 154.50	
161.50	
168.50	
<hr/>	
178.50	
Seg-ment I 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

**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.

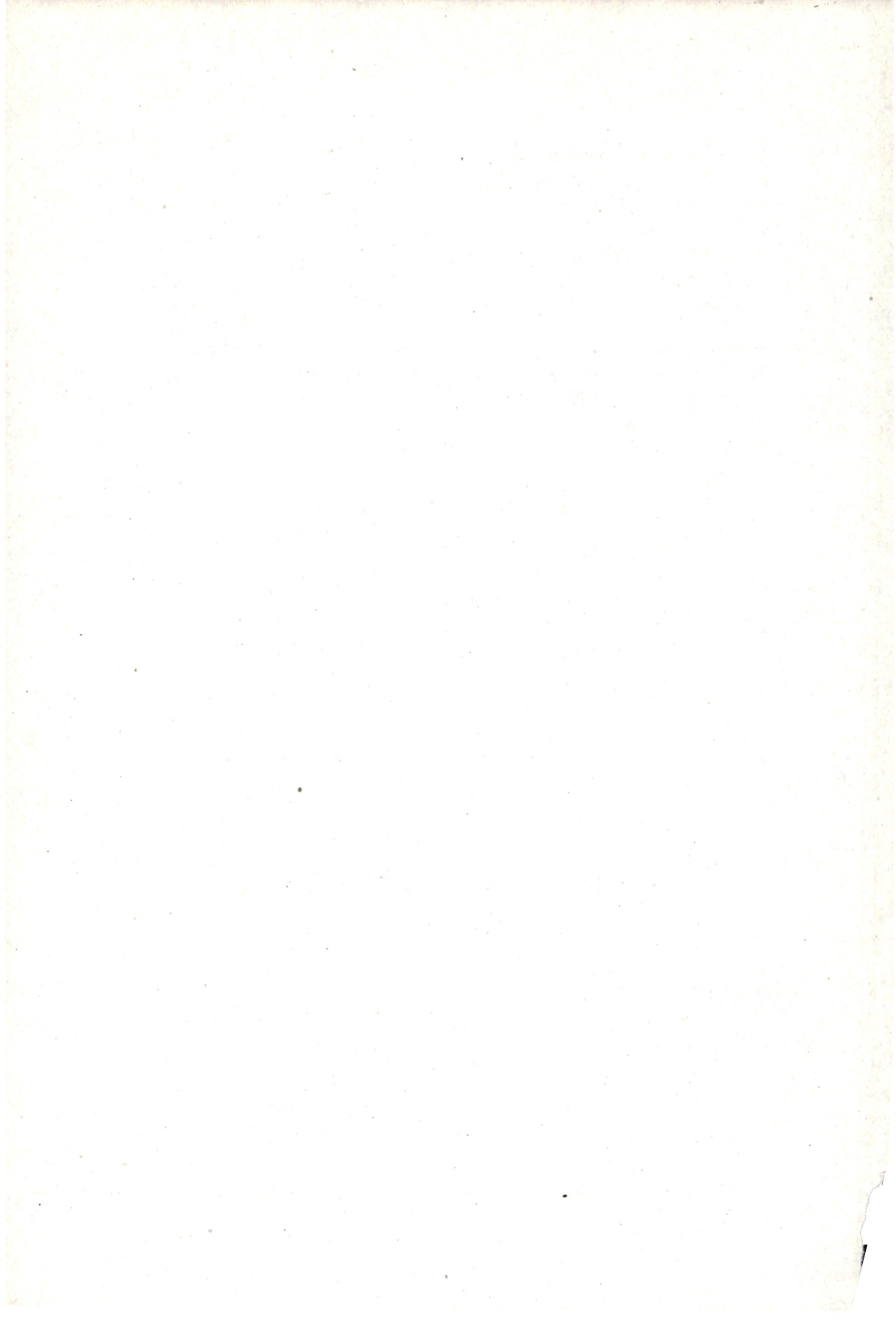
Principals and Teachers in Grant-aided and Primary Schools, Mombasa.

Provincial Agricultural Officer, Nyanza.

Provincial Education Officer, Coast.

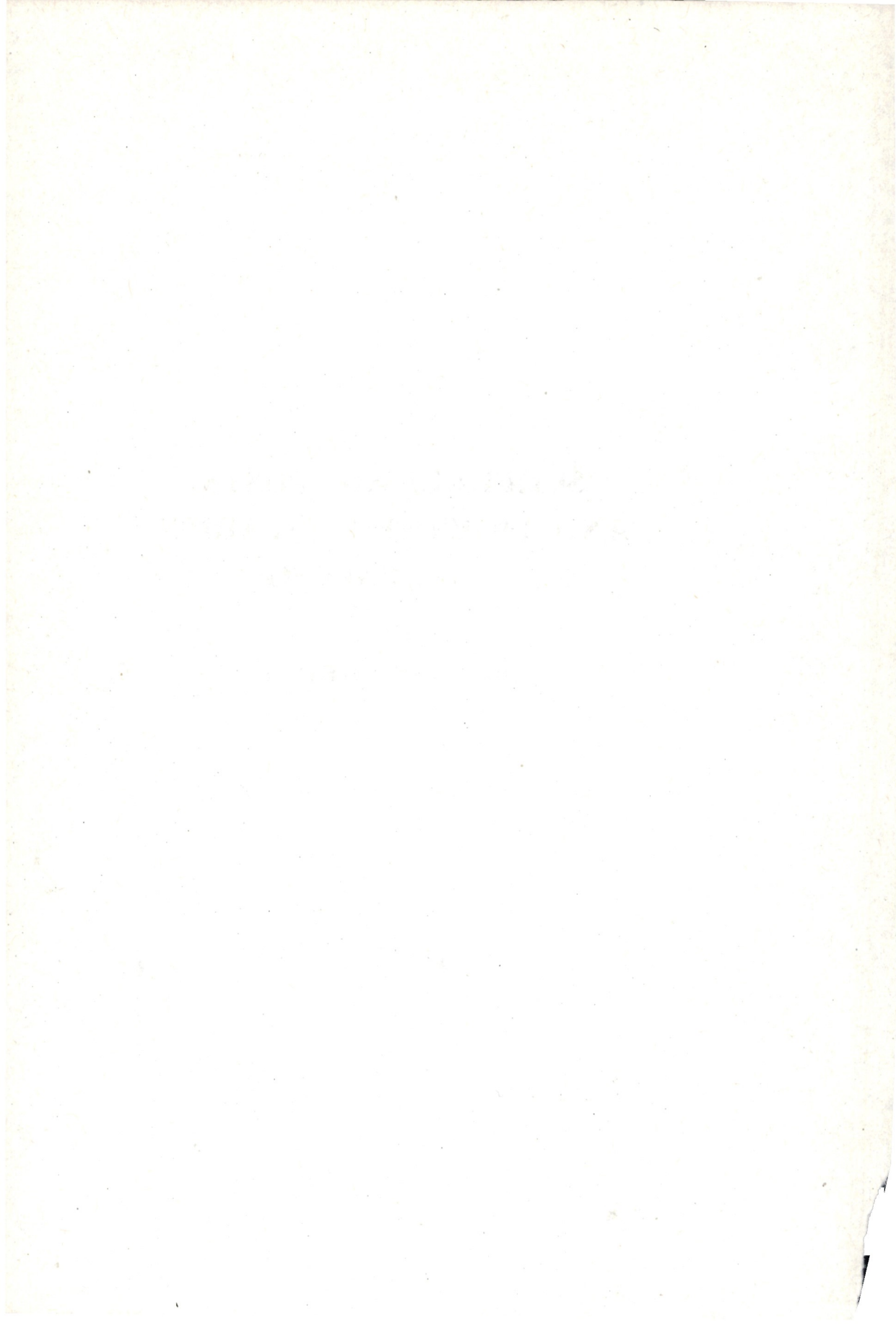
Mr. B. K. Sharma.

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 Transport 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-presidents	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>
PRIME MINISTER'S OFFICE—(Contd.)			
<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 (Tele- com.)	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.I	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	
Directorate of Personnel			
Director of Personnel ..	£2,300	£2,540	1
Deputy Director of Per- sonnel	£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>
MINISTRY OF HOME AFFAIRS			
<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>
MINISTRY OF HOME AFFAIRS—(Contd.)			
<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/Headmasters	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 Instructors	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 Immigration 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 Regional 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>
MINISTRY OF HOME AFFAIRS—(Contd.)			
<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
MINISTRY OF LOCAL GOVERNMENT			
<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	
MINISTRY OF JUSTICE AND CONSTITUTIONAL AFFAIRS			
<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>
MINISTRY OF JUSTICE AND CONSTITUTIONAL AFFAIRS—(Contd.)			
<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	
THE TREASURY			
<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/Statisti- cian	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	
MINISTRY OF EDUCATION			
<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>		
MINISTRY OF EDUCATION—(Contd.)					
<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>
MINISTRY OF EDUCATION—(Contd.)			
<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	
MINISTRY OF AGRICULTURE AND ANIMAL HUSBANDRY			
<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>
MINISTRY OF AGRICULTURE AND ANIMAL HUSBANDRY—(Contd.)			
<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>
MINISTRY OF AGRICULTURE AND ANIMAL HUSBANDRY—(Contd.)			
<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	See also Conversion Tables, Unified Teaching Service, if necessary.
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>
MINISTRY OF AGRICULTURE AND ANIMAL HUSBANDRY—(Contd.)			
<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>
MINISTRY OF AGRICULTURE AND ANIMAL HUSBANDRY—(Contd.)			
<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>
MINISTRY OF AGRICULTURE AND ANIMAL HUSBANDRY—(Contd.)			
<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>
MINISTRY OF AGRICULTURE AND ANIMAL HUSBANDRY—(Contd.)			
<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
MINISTRY OF LAND AND SETTLEMENT			
<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-£1,800	3
Senior Land Officer ..	L.S.S.	£1,760-£1,800	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>
MINISTRY OF LAND AND SETTLEMENT—(Contd.)			
<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>
MINISTRY OF LAND AND SETTLEMENT—(Contd.)			
<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	
MINISTRY OF HEALTH AND HOUSING			
<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>
MINISTRY OF HEALTH AND HOUSING—(Contd.)			
<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 Superintend- ent	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 Mid- wives	E6-3	Regrade	
Pharmacist and Pharma- ceutical 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>
MINISTRY OF HEALTH AND HOUSING—(Contd.)			
<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>
MINISTRY OF HEALTH AND HOUSING—(Contd.)			
<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>
MINISTRY OF LABOUR AND SOCIAL SERVICES			
<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, Employment 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 Section</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 Apprenticeship 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 Development 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>
MINISTRY OF LABOUR AND SOCIAL SERVICES—(Contd.)			
<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
MINISTRY OF COMMERCE AND INDUSTRY			
<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>
MINISTRY OF NATURAL RESOURCES			
<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>
MINISTRY OF NATURAL RESOURCES—(Contd.)			
<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
MINISTRY OF WORKS, COMMUNICATIONS AND POWER			
<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>
MINISTRY OF WORKS, COMMUNICATIONS AND POWER—(Contd.)			
<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>
MINISTRY OF WORKS, COMMUNICATIONS AND POWER—(Contd.)			
<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>
MINISTRY OF WORKS, COMMUNICATIONS AND POWER—(Contd.)			
<i>Hydraulic Branch—(Contd.)</i>			
Survey Assts., Grade I ..	C5-3	T.O.2 ^{1e}	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.1	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>
MINISTRY OF WORKS, COMMUNICATIONS AND POWER—(Contd.)			
<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>
MINISTRY OF WORKS, COMMUNICATIONS AND POWER—(Contd.)			
<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>
MINISTRY OF WORKS, COMMUNICATIONS AND POWER—(Contd.)			
<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>
MINISTRY OF INFORMATION, BROADCASTING AND TOURISM			
<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	C4-3	E.O.2	62
Examiner of Accounts			
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	Enestablished	

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

E.A.C.S.O.

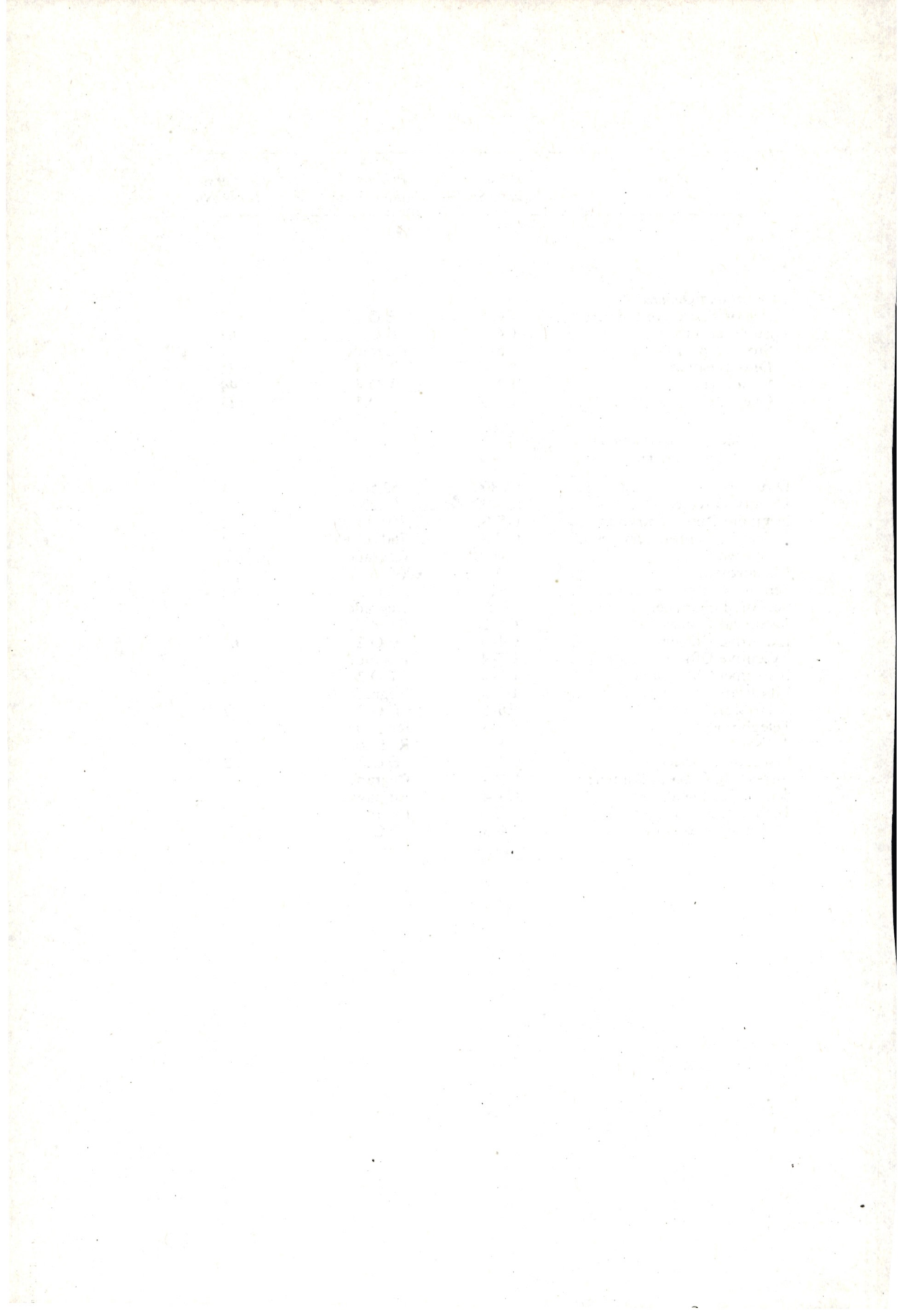
<i>Post</i>	<i>Present Salary Scale</i>	<i>Proposed Salary Scale</i>	<i>Conversion Table No.</i>
COURT OF APPEAL FOR E.A.			
President	£4,100	—	
Vice-President	£3,500	—	
Justice of Appeal	£3,300	—	
Registrar	A	£804-£1,710	4
Associate Registrar	B5-2	Regrade	
CENTRAL LEGISLATIVE ASSEMBLY			
Clerk of the Assembly	A	£804-£1,710	4
PUBLIC SERVICE COMMISSION			
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
OFFICE OF THE SECRETARY-GENERAL			
Secretary-General	£4,100	—	
Under Secretary	£2,175	£2,036	1
ADMINISTRATIVE AND ESTABLISHMENTS			
Secretary (Administration)	£2,400	£2,220	1
Senior Establishment Officer	£2,175	£2,036	1
INFORMATION OFFICE			
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	
Clerical and General			
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>
OFFICE OF THE LEGAL SECRETARY			
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
AFRICANIZATION & TRAINING			
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	
THE TREASURY			
<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>
E.A. LITERATURE BUREAU			
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
E.A. DIRECTORATE OF CIVIL AVIATION			
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
<i>E.A. METEOROLOGICAL DEPARTMENT</i>			
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 H	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**

THE UNIVERSITY OF CHICAGO
LIBRARY
1100 EAST 58TH STREET
CHICAGO, ILL. 60637

<i>Grade</i>	<i>Present Grading</i>	<i>Recommended Grading and Remarks</i>
Clerical Grades		
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.
Accounts and Finance Department: Stores Grades		
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.
Personnel Branch		
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.
Secretarial and Typing Grades		
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>
Accounts and Finance Department: Accountants		
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.
Machine Grades		
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	
Engineering Department: Engineering Grades		
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 I	}	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 as Assistant Engineer II.

<i>Grade</i>	<i>Present Grading</i>	<i>Recommended Grading and Remarks</i>
Engineering Department: Draughtsman Grade		
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.		
Buildings Branch		
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.
Postal Services Department		
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. Treat like Technical Officer.
Telecoms. Supervisor	E1-C6	
Telecoms. Officer	E4-1	

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. & 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		
Controller of Savings Banks		
Principal Executive Engineer		
Principal Sectional Engineer		
Services Controller		
Head Postmaster, Nairobi	} 1,839-1,914- 1,989	1,760-1,820-1,880
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**

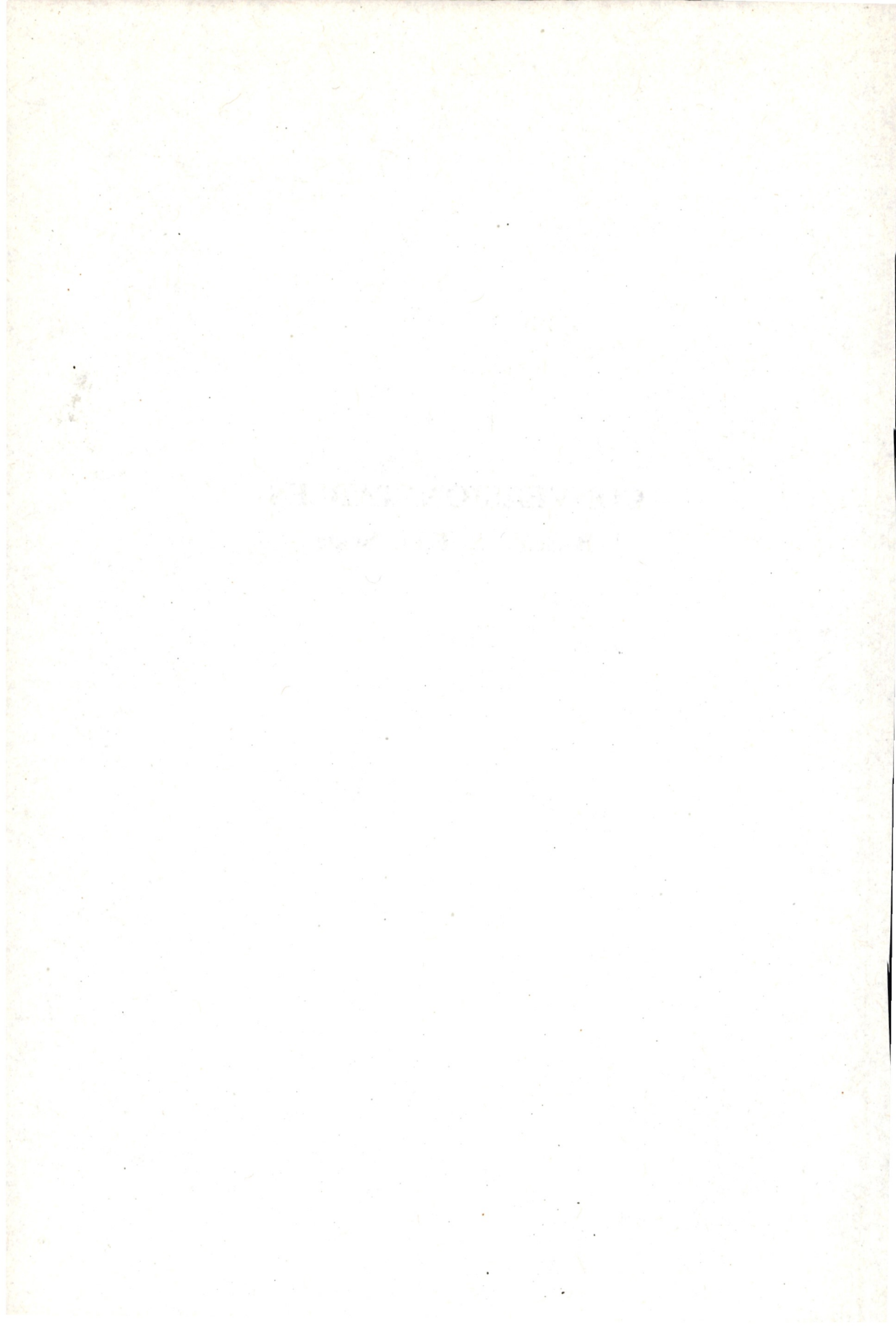
<i>Present Scale</i>	<i>Proposed Scale</i>
£	£
	1,760
	1,820
1,839	1,880
1,914	1,914*
1,989	1,989*

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		
	780		
	816		
	855		880
	894		916
	933		952
			(988)
			(1,024)
			(1,060)
		E.O.2	850

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		1,096*
		(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		
	780		
	816		
	855		880
	894		916
	933		952
B4	972		988
	1,011		1,024
	1,050		1,060
	1,089		1,096*
		(E.O.1)	1,096*
			(1,138)
			(1,180)
			(1,222)
			(1,264)
			(1,306)
			(1,348)
		E.O.2	850

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		1,096*
		(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)

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 } 780 } 816 }	E.O.2	850
	855		880
	894		916
	933		952
B4	972 } 1,011 } 1,050 }		988
	1,089	(E.O.1)	1,024
	1,128		1,060
B3	1,170 } 1,212 } 1,254 }		1,096*
			1,138*
			1,180*
			1,222*
			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 } 780 } 816 }		850
	855		880
	894		916
	933		952
B4	972 } 1,011 } 1,050 }	E.O.1	1,096
	1,089		
B3	1,128 } 1,170 } 1,212 } 1,254 }		1,138
			1,180
			1,222*
			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 } 780 } 816 }		760
	855	(E.O.2)	820
	894		880*
	933		916*
B4	972 } 1,011 } 1,050 }		952*
	1,089		988*
	1,128	(E.O.1)	1,024*
	1,170		1,060*
B3	1,212 } 1,254 }		1,096*
	1,299		1,138*
	1,344		1,180
B2	1,389 } 1,440 }		1,222*
			1,264*
			1,306*
		(CEO)	1,348*
			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 } 780 } 816 }	E.O.2	850
	855		880
	894		916
	933		952
B4	972 } 1,011 } 1,050 }		988
	1,089	(E.O.1)	1,024
	1,128		1,060
B3	1,170 } 1,212 } 1,254 }		1,096*
	1,299		1,138*
	1,344		1,180*
B2	1,389 } 1,440 }		1,222*
			1,264*
			1,306*
		(CEO)	1,348*
			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. 14

CONVERSION FROM B5-2 TO E.O.1

	<i>Present Scale</i>		<i>Proposed Scale</i>
	£		£
B5	747	E.O.1	1,096
	780		
	816		
	855		
	894		
B4	933		
	972		
	1,011		
	1,050		
	1,089		
B3	1,128		1,138
	1,170		1,180
	1,212		1,222
	1,254		1,264
	B2	1,299	
1,344			1,348
1,389		(CEO)	1,390*
1,440			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		700
	816		730
			760
			790
B4		(E.O.2)	820
			(850)
			880*
			916*
			952*
B3		(E.O.1)	988*
			1,024*
			1,060*
			1,096*
			1,138*
B2		(CEO)	1,180*
			1,222*
			1,264*
			1,306*
			1,348*
B1		(CEO)	1,390*
			1,442*
			1,494*
			(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		
	972		
	1,011		
	1,050		
	1,089		
B3	1,128	(E.O.1)	1,096*
	1,170		1,138*
	1,212		1,180*
	1,254		1,222*
	B2	1,299	
1,344			1,306*
1,389		(CEO)	1,348*
1,440			1,390*
1,494			1,442*
B1			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	E.O.1	1,096
	780		
	816		
	855		
	894		
B4	933		
	972		
	1,011		
	1,050		
	1,089		
B3	1,128		1,138
	1,170		1,180
	1,212		1,222
	1,254		1,264
	B2	1,299	
1,344			1,348
1,389		(CEO)	1,390*
1,440			1,442
1,494			1,494
B1			(1,546)
			1,598*
			1,611
			1,671
			1

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

Conversion Table No. 18

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

<i>Present Scale</i>	<i>Proposed Scale</i>
£	£
B5 747	CEO 1,390
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	1,494
1,551	(1,546)
1,611	1,598
1,671	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	850
880	880
916	916
952	952
988	988
1,024	1,024
1,060	1,060
1,096*	1,096*
1,138*	1,138*

5)
18*
11*
571*
version.

Conversion Table No. 20

CONVERSION FROM B4-3 TO E.O.1

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

the scale not affected by this conversion.

Conversion Table No. 23

CONVERSION FROM B3 TO E.O.1

<i>Present Scale</i>	<i>Proposed Scale</i>
£	£
	E.O.1
B3	1,096
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
B3	1,096
1,128	1,138
1,170	1,180
1,212	1,222
1,254	1,264
B2	1,306
1,299	1,348
1,344	(CEO) 1,390*
1,380	1,442*
1,440	(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
B3	1,096
1,128	1,138
1,170	1,180
1,212	1,222
1,254	1,264
B2	1,306
1,299	1,348
1,344	(CEO) 1,390
1,389	1,442
1,440	1,494
B1	(1,546)
1,494	1,598
1,551	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	1,138
1,212	1,180
1,254	1,222
B2	1,299
1,344	1,264
1,389	1,306
1,440	1,348
B1	1,494
1,494	(CEO) 1,390
1,551	1,442
1,611	1,494
1,671	(1,546)
	1,598
	1,611*
	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
B2	1,096
1,299	1,138
1,344	1,180
1,389	1,222
1,440	1,264
B1	1,306
1,494	1,348
1,494	(CEO) 1,390
1,551	1,442
1,611	1,494
1,671	(1,546)
	1,598
	1,611*
	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	1,138
1,389	1,180
1,440	1,222
B1	1,264
1,494	1,306
1,494	1,348
1,551	(CEO) 1,390
1,611	1,442
1,671	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. 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	1,138
	972	
	1,011	
	1,050	
B3	1,089	1,180
	1,128	
	1,170	
	1,212	
	1,254	
		(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	747 780 816	T.O.3 600
		620
		640
		670
		700
		730
		760
		790
		820
		(850)
B4	855 894 933 972	880*
		916*
		952*
		988*
		1,024*
B3	1,011 1,050 1,089	1,060*
		1,096*
		1,138*
		1,180*
B2	1,170 1,212 1,254 1,299 1,344	1,222*
		1,264*
		1,306*
		1,348*
		1,390*
		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	880
	972	
	1,011	
	1,050	
B3	1,089	916
	1,128	
	1,170	
	1,212	
	1,254	
B2	1,299	952
	1,344	
	1,389	
	1,440	
		988
		1,024
		1,060
		1,096*
		1,138*
		1,180*
		1,222*
		1,264*
		1,306*
		1,348*
		1,390*
		1,442*
		(1,494)
		(1,546)
		(1,598)

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	1,138
	972	
	1,011	
	1,050	
B3	1,089	1,180
	1,128	
	1,170	
	1,212	
	1,254	
B2	1,299	1,222
	1,344	
	1,389	
	1,440	
		1,264
		1,306
		1,348
		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>	
£		£	
		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. 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 } 657 }	E.O.3	670
C5	687 } 717 } 747 } 780 } 816 }		700 730 760 790 820

Conversion Table No. 48

CONVERSION FROM C6—4 TO E.O.3

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

Conversion Table No. 50

CONVERSION FROM C5—4 TO E.O.3

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

Conversion Table No. 52

CONVERSION FROM C5—3 TO E.O.3

	<i>Present Scale</i>		<i>Proposed Scale</i>
	£		£
C5	687 } 717 } 747 } 780 } 816 }	E.O.3	670 700 730 760 790 820
C4	855 } 894 } 933 } 972 } 1,011 }	(E.O.2)	(850) 880* 916* 952* 988* 1,024* 1,060* 1,095* 1,138* 1,180* (1,222) (1,264) (1,306) (1,345)
C3	1,050 } 1,089 } 1,128 } 1,170 }	(E.O.1)	1,095* 1,138* 1,180* (1,222) (1,264) (1,306) (1,345)

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	}	880
	894		916
	933		952
	972		988
C.3	1,011	}	1,024
	1,050		1,060
	1,089		(E.O.1) 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	}	880
	894		916
	933		952
	972		988
C3	1,011	}	1,024
	1,050		1,060
	1,089		(E.O.1) 1,096*
	1,128		1,138*
	1,170		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	}	820
	894		(E.O.2) (850)
	933		880*
	972		916*
	1,011		952*
	1,050		988*
C3	1,089	}	1,024*
	1,128		1,060*
	1,170		(E.O.1) 1,096*
	1,212		1,138*
C2	1,254	}	1,180*
	1,299		1,222*
	1,344		1,264*
	1,389		1,306*
			1,348*
			(CEO) -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	}	880
	894		916
	933		952
	972		988
C3	1,011	}	1,024
	1,050		1,060
	1,089		(E.O.1) 1,096*
	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*
	1,389		(CEO) 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	E.O.1	1,096		
	717				
	747				
	780				
	816				
C4	855				
	894				
	933				
C3	972			(CEO)	1,390*
	1,011				
	1,050				
	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				

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)	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*
	1,440		1,348*
C1	1,494	(CEO)	1,390*
			1,442*
			1,494*
			(1,546)
			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	E.O.2	850	
	717			
	747			
	780			
	816			
C4	855			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*	
	1,440		1,442*	
C1	1,494	(CEO)	1,494*	
			(1,546)	
			1,598*	
			1,611*	
			1,671*	

Conversion Table No. 60

CONVERSION FROM C5—1 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			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*	
	1,440		1,442*	
C1	1,494	(CEO)	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. 61

CONVERSION FROM C5—1 TO C.E.O.

	<i>Present Scale</i>		<i>Proposed Scale</i>
	£		£
C5	687	} CEO	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		
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		
	933		
	972		
	1,011		
C3	1,050	} (E.O.1)	1,060
	1,089		
	1,128		
	1,170		
	1,096*		
	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	} E.O.1	1,096
	894		
	933		
	972		
	1,011		
C3	1,050		
	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			
	933			
	972			
	1,011			
				880
				916
	952			
	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		
	1,170		
	1,138		
	1,180		
	1,222		
	1,264		
	1,306		
	1,348		

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

Conversion Table No. 66

CONVERSION FROM C3—2 TO E.O.1

<i>Present Scale</i>		<i>Proposed Scale</i>
£		£
C3 1,050 } 1,089 }	E.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	(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		1,222
1,254		1,264
1,299		1,306
1,344		1,348
1,389	(CEO)	1,390*
C1 1,440		1,442*
1,494		1,494*
		(1,546)
		1,551
		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		1,442
1,494		1,494
		(1,546)
		1,551
		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		1,222
1,254		1,264
1,299		1,306
1,344		1,348
1,389	(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		1,442
1,494		1,494
		(1,546)
		1,551
		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
	657		
C5	687		
	717		
	747		
	780		730
	816		760
			790
			820
			850
			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
	657		670
C5	687		700
	717		730
	747		760
	780		790
	816		820

Conversion Table No. 73

CONVERSION FROM C6—4 TO T.O.3

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

Conversion Table No. 74

CONVERSION FROM C6—4 TO T.O.2

	<i>Present Scale</i>		<i>Proposed Scale</i>
	£		£
C6	633	T.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. 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		
	747		
	780		
	816		
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

Present Scale		Proposed Scale	
£		£	
		T.O.3	600
			620
			640
			670
C5	687		700
	717		730
	747		760
	780		790
	816		820
		(T.O.2)	(850)
C4	855		880*
	894		916*
	933		952*
	972		988*
	1,011		1,024*
C3	1,050		1,060*
	1,089	(T.O.1)	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

Present Scale		Proposed Scale	
£		£	
		T.O.2	850
C5	687		
	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*
			(1,222)
			(1,264)
			(1,306)
			(1,348)

Conversion Table No. 79

CONVERSION FROM C5—3 TO T.O.1

Present Scale		Proposed Scale	
£		£	
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

Present Scale		Proposed Scale	
£		£	
		T.O.3	600
			620
			640
			670
C5	687		700
	717		730
	747		760
	780		790
	816		820
		(T.O.2)	(850)
C4	855		880*
	894		916*
	933		952*
	972		988*
	1,011		1,024*
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*
			(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	}	T.O.1 1,096	
	894			
	933			
	972			
	1,011			
C3	1,050	}	T.O.1 1,096	
	1,089			
	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	T.O.2	850
	717		
	747		
	780		
	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*
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

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

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

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

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

	Present Scale £	Proposed Scale £
C4	855	T.O.2 850
	894	880
	933	916
	972	952
	1,011	988
C3	1,050	T.O.2 850
	1,089	880
	1,128	916
	1,170	952
	1,212	988
		1,024
		1,060
		(T.O.1) 1,096*
		1,138*
		1,180*
		(1,222)
		(1,264)
		(1,306)
		(1,348)

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

	Present Scale £	Proposed Scale £
C3	1,050	T.O.2 850
	1,089	880
	1,128	916
	1,170	952
	1,212	988
C2	1,254	T.O.2 850
	1,299	880
	1,344	916
	1,389	952
	1,440	988
		1,024
		1,060
		(T.O.1) 1,096*
		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

	Present Scale £	Proposed Scale £
C3	1,050	T.O.1 1,096
	1,089	1,138
	1,128	1,180
	1,170	1,222
	1,212	1,264
C2	1,254	T.O.1 1,096
	1,299	1,138
	1,344	1,180
	1,389	1,222
	1,440	1,264
		1,306
		1,348
		(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. 91

CONVERSION FROM C2—1 TO C.T.O.

	<i>Present Scale</i> £	<i>Proposed Scale</i> £
C2	1,212	CTO 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*

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. 93

CONVERSION FROM C1 TO C.T.O.

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

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		(P.S.II)	620*
			(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. 99CONVERSION 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. 100CONVERSION 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>
	£		£
C5	687	P.S.I	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	850
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. 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>
	£		£
		M.2	850
C5	687		
	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*
			(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*
	1,212		1,222*
C2	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	M.2	687	850
		717	
		747	
		780	
		816	
C4		855	880
		894	916
		933	952
		972	988
		1,011	1,024
C3	(M.1.)	1,050	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*
	(M.(SG))	1,389	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	M.1	687	1,096
		717	
		747	
		780	
		816	
C4		855	
		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
	(M.(SG))	1,389	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>	
£	£	
	M.1	1,096
		1,138
		1,180
C2		1,212
		1,254
		1,299
		1,344
		1,389
C1	(M.(SG))	1,390*
		1,442*
		1,494*
		(1,546)
		1,551
		1,611
		1,671
		1,598*
		1,611*
		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	M.(SG) 1,390	1,212
		1,254
		1,299
		1,344
		1,389
C1		1,440
		1,494
		(1,546)
		1,551
		1,611
		1,671
		1,442
		1,494
		1,598
		1,611*
		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>
£	£
	1,264
1,299	1,306
1,344	1,348
1,389	1,390
1,440	1,442*

Conversion Table No. 137

CONVERSION PG.1
(SENIOR SUPERINTENDENTS)

<i>Present Scale</i>	<i>Proposed Scale</i>
£	£
	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

E Scale to C.O. Scale

2. 1844 - 1845
1846 - 1847

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			
	268.4			
	282.12			
E3	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	CO.I	380
	438.12		400
	461.2		420
	483.15		440
	506.8		460
E1	529.1	(HCO)	500
	551.14		520*
	574.7		540*
	597		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		
	201		
E4	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		
E3	282.12	332	
	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			
	483.15			
E1	506.8	} (T.O.3)	600*	
	529.1			
	551.14			
	574.7			
	597			
				580
				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> (With Quarters)	<i>Proposed Scale</i> In shillings per month	
Segment IV	81.00	} 120.00
	84.50	
	88.00	
	91.50	
	95.00	
	98.50	} Grade III
	102.00	
	105.50	
Segment III	109.00	} 135.00
	114.00	
		119.00
	124.50	
	130.00	} 170.00
	135.50	
Segment II	141.00	
	147.50	} Grade II
	154.50	
	161.50	
	168.50	
Segment I	178.50	} 210.00
	189.00	
	200.50	} 235.00
	212.00	
	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.

<i>Present T4 Scale</i>	<i>Teacher Grade Y Pratt Commission Scale</i>
£	£
	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	
208. 4	
Shadow maximum	216
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*	} remains the same
780. 0*	
816. 0*	
855. 0*	
894. 0*	

*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
747	770
780	800
816	830
855	865
894	900
933	935
	970
972	1,005
1,011	1,040
	<hr/>
	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
972	1,005
1,011	1,040
1,050	1,075
	<hr/>
	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
	<hr/>
	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
747	800
780	entry point for pass Graduate with diploma
816	830
855	865
894	900
933	935
	970
972	1,005
1,011	1,040
1,050	1,075
1,089	1,110
1,128	1,150
1,170	1,190
1,212	1,230
Max.	
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
1,551	1,605
1,611	1,660
1,671	
	shadow scale
max shadow scale	1,671*
1,791	1,791*
1,866	1,866*
1,941	1,941*
2,016	2,016*

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

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

(xv) A SCALE	
Present Scale	Pratt Commission 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
Corporals	88.4	99.6
	90.12	102.0
	93.0	104.14
	96.0	108.0
	100.4	112.16
Sergeants	105.0	117.12
	109.16	122.8
	114.12	127.4
	119.8	132.0
	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	
Senior Sergeants	172.10	185.14
	178.10	191.12
	184.10	197.10
	190.10	203.8
	196.10	209.6
Sergeant Major	202.10	215.4
	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

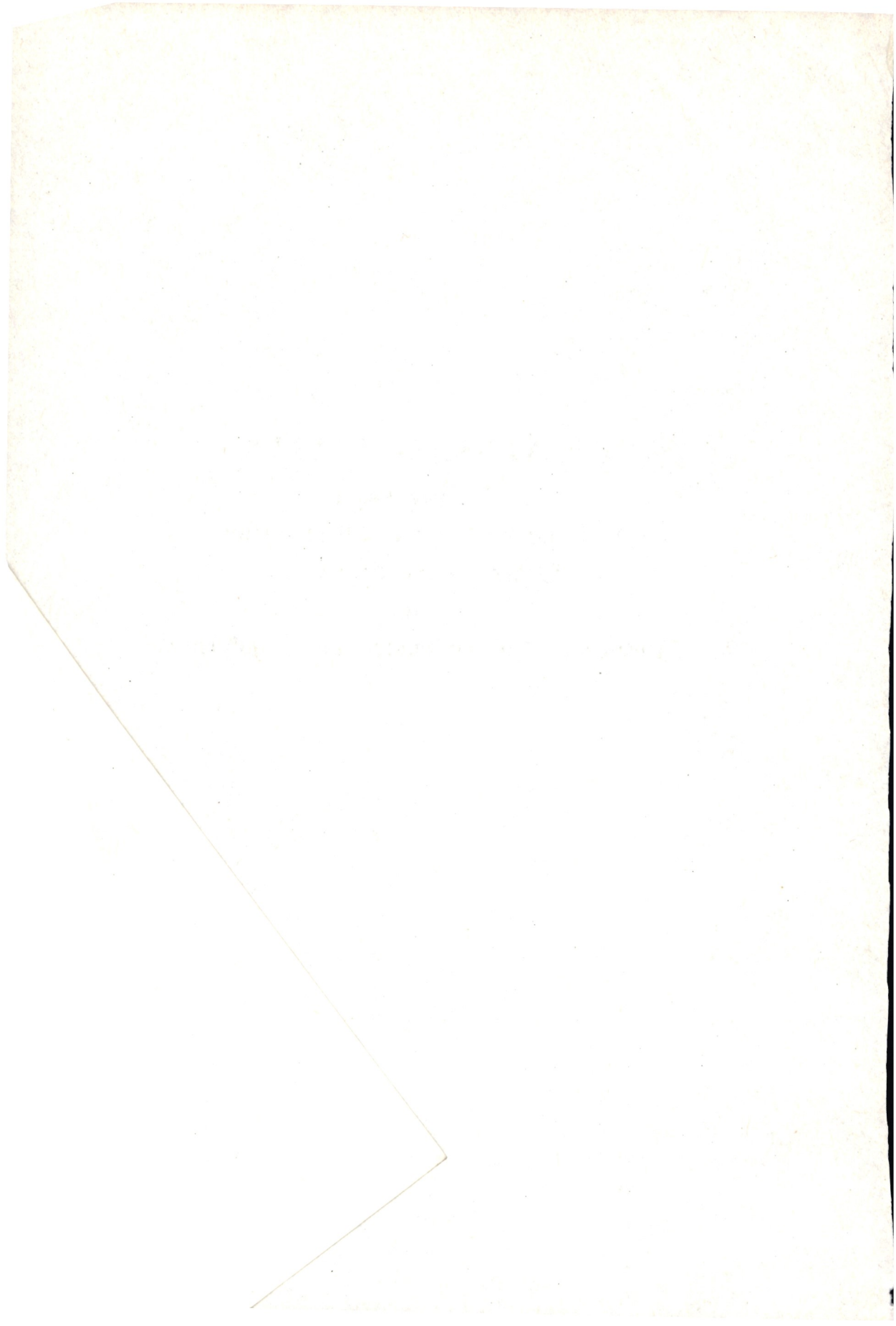
CONVERSION TABLES

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

Conversion Table No. 156

POSTS AND TELECOMMUNICATIONS
ADMINISTRATION

<i>Present Scale</i>		<i>Proposed Scale</i>
£		£
201		210
213	}	230
225		
239.8		250
253.16	}	270
268.4		
282.12		295
312		320
326.8	}	345
340.16		
355.4		370
372	}	400
394.4		
416.8		430
438.12	}	465
461.2		
483.15		500
506.8	}	535
529.1		
551.14		570
574.7	}	600
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 E4-1 TO C.O. SCALE

	<i>Present Scale</i>		<i>Proposed Scale</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

