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COMPENSATION REVIEW REPORT

VOLUME 1

THE COMPENSATION PROJECT



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CHAPTER 1

THE TASK FORCE APPROACH

When the Task Force first assessed the magnitude of its assignment, it quickly became apparent that the use of traditional job evaluation techniques was not appropriate. In view of the magnitude of the population to be treated (approximately 650,000 employees), it was estimated that, under standard classification procedures, about 7,000 man-years would be required to complete the task within the specified time period. We therefore decided to adopt a modified ranking process for job evaluation.¹

As we completed the gathering of our preliminary data, we concluded that a number of subsidiary projects should be initiated to deal with specific sections of our task. These became known as :

- the Senior Management Project
- the Coordinated Evaluation Project
- the Police Project
- the Parastatals Project
- the Universities Project
- the Teaching Service Project
- the Local Government Project
- the Judiciary Project
- the Pay Research Project

The Senior Management Project

Our study of senior management was based on the premise that the burden of management responsibility in any public sector organization is primarily a function of its size, complexity, technology, impact on the economy and political significance. From consideration of such influences, we were able to distil a number of criteria which could be used to assist in reaching judgments about the relative ranking of management tasks in the Nigerian public services. It must be emphasized that in dealing with the evaluation of senior management positions, quantitative criteria have limited use. It is doubtful that any country in the world has been able to establish satisfactory, workable numerical point rating schemes for senior manager categories.

Point plans can be applied where jobs can be divided into discrete packages of work. They are not appropriate, however, for senior management positions, as they do not differentiate between relative levels of responsibility. Under a point rating plan, the chief executives of all organizations would tend to be ranked equally; for example, all branch managers of a large bank would be ranked equally with each other and with the president. Clearly, ranking on this basis does not reflect true differences in job worth.

Our general methodology was to examine the top positions of public organizations and, by application of the comparative criteria we had developed, to establish their relative magnitude. Subordinate management jobs were then related organizationally to the top job, in accordance with the principles established for our organizational model. The resulting rankings were reviewed by an advisory panel comprised of senior Nigerians from both state and federal

¹ This process is described in detail in Volume III of this report.

governments, public corporations, the judiciary, the universities and the private sector. Some modifications to the rankings were subsequently made based on the panel's judgment of prevailing social values.

A complete elaboration of our approach to senior management will be found in Volume II.

The Coordinated Evaluation Project

This project was established primarily to deal with the ranks of the federal and state civil services below the current Group 6 grade level. The task of dealing with these components of the public services (which number more than 200,000) was so vast that we were forced to rely on selective sampling and model building. The model-building process involved three major phases: data collection, data analysis and synthesis. Ideally, these phases should be sequential, but because of time constraints much of the work was performed concurrently. Large numbers of job descriptions were obtained from job holders and reviewed, for accuracy, with the job holder's superior. For the federal civil service and that of some states, in addition to job data gathering, we employed a matrix ranking technique. After the job descriptions were submitted by employees, groups of managers were assembled to assist the team members in rank ordering the jobs. Thus both the manager and the job holder were involved in the evaluation process.² The results of matrix rankings were validated by applying a factor ranking process, and all evaluations were then analyzed and reviewed by the Task Force over a five-month period.

This job evaluation model has been derived from the most advanced methodology in the world and adapted to meet the particular needs of the Nigerian civil service. After extensive testing and review, we are satisfied with its applicability to jobs in this sector.

Our terms of reference³ required that the grading model be based on an analysis of the nature of work as it is presently performed. We were also enjoined to elicit maximum participation of public service staff and management⁴.

The change from a class-related to a job-related evaluation system required the collection of vast amounts of data. Very little of the information currently on file was of use because it was not job oriented. Ministry files were people files, not job files.

Staff participation could be achieved both directly and indirectly. It was, however, important to ensure a balanced contribution, so that general staff benefits would not be sacrificed for those of a particular interest group.

Our information-gathering process provided in our view the best possible blending of these requirements. Considerable time was spent in reviewing the submissions and proceedings of the public hearings held by the Public Service Review Commission. We then sent data collection teams to every state. Their task was to gather job information from controlled samples which focused on cadres throughout the civil services. If in a state we found "empty" cadres, we repeated the sample elsewhere. Populous cadres were sampled in several states to test for consistency.

The sampling began in Kano. This state was chosen primarily because it had the smallest number of civil servants in its government. It therefore provided a small sample which could be managed by a small team (in August 1973 total team strength was thirteen) and yet could provide the same depth of coverage as was given to other states.

² A comprehensive description of the procedures will be found in Volume III.

³ See Appendix 1 (b).

⁴ *Ibid.*

A common procedure was followed in all states. State liaison officers were asked to provide ministry or agency liaison officers. These individuals were trained in the sampling procedures by means of a one or two-day briefing program, after which they, with individual team members, identified the specific job holders to be sampled. The liaison officers distributed the forms and instructed the job holders on how to complete them. Completed forms were reviewed by a supervisor who knew the work, and then they were returned to the team members.

When the teams returned to Lagos, they lodged their data in a central file where it was stored, by cadre, for the analysis phase. Through this process, some 7,000 job description forms were gathered.

As analysis of the gathered data commenced, the emerging results forced modification of some of our preliminary assumptions.

First, we had assumed that contact with the job holders would be entirely by the liaison officers. Unfortunately, in many instances these individuals were not released from their normal duties during the survey period. Team members were therefore drawn more deeply into the sampling process and thus were unable to maintain the breadth of coverage intended.

Second, we had assumed that the job description form could be completed without difficulty. In spite of trial runs, we found that many respondents were unable to fill in the form without additional assistance.

Third, we had assumed that cadres would have sufficient incumbent job holders to permit identification of all job levels within the cadre. This was not always the case.

Fourth, we had assumed that all job holders with similar titles were doing comparable work. This was not always so. Consequently, our sample was expanded to increase its coverage.

Fifth, we had assumed that management would have a good knowledge of the component jobs in their organizations. Because of the high mobility caused by central deployment of administrative officers, a number had not been sufficiently long on the job to gain an in-depth knowledge of subordinate positions.

Sixth, we had assumed that management would have a sufficiently broad view of their organizations to make inter-cadre judgments of job worth on an objective basis. Unfortunately, this was not always so.

As a result of these errors in our assumptions, changes both in methodology and approach were introduced and tested. New forms were designed. The initial one was intended for use by a skilled job analyst; but what we needed was a form in which the job holder could describe his job as he saw it. New sampling controls became necessary to ensure coverage of cadres with many vacancies. More intensive attention was given by the team member to the individual job holder. More time was spent on checking completed forms. No longer were we able to depend solely on ranking to establish inter-cadre relativities. Instead, ranking was used to establish intra-cadre relativities and an evaluation system based on point ratings of key jobs was activated to make inter-cadre comparisons.

From this process, we were able to develop a series of cadre-related job hierarchies in which different levels are separated by significant differences in work. These hierarchies we were also able to fit into a general grade structure which applied to all of the civil services except the Police Force. The latter, because of its unique role in society, required somewhat different treatment of jobs at lower levels.

The Police Project

Since the Police Force is a unified service, united by a commonality of appearance (the uniform) and by a universal authority system (the rank structure), and since it is in essence a microcosm of the civil service itself, it was considered to be ideal for the testing of a pilot project on the matrix ranking process. Senior police officers had commenced their careers as

constables and in many cases had worked through all subordinate levels, so they knew the jobs well. Moreover, as they generally considered themselves to be policemen above all, the administrative-professional dichotomy present in other parts of the public service should not be a significant element in the police organization. Given these considerations, we felt that if the matrix ranking process could be applied anywhere in the Nigerian public service, it could be used with the police.

Matrix ranking was applied throughout the organization in the operational, support and specialized branches, and a special evaluation plan was developed to test the validity of the rankings. This plan was used for all operational ranks up to and including Assistant Commissioner. Ranks senior to Assistant Commissioner were treated under the senior management plan. We identified a number of positions which were performing essentially civilian functions, such as mechanics and technicians. These were evaluated under the general plan to ensure comparability of job worth. A detailed description of the evaluation process together with our recommendations will be found in Volume III.

The Parastatals Project

When we first examined the task ahead of us, we decided that it would be possible to provide only salary recommendations for certain components of the public service, and that these recommendations would necessarily be based on limited sampling. This limitation was placed on the work primarily because of shortage of time.

Our preliminary information suggested that very little was known about either the number or the nature of those agencies known as parastatals. Subsequently, when we began to investigate this aspect of the job in detail, we found that our information sources had improved to some extent, and we could provide a much firmer base for our recommendations than we had originally expected.

When the ranking of senior management was undertaken, it was necessary first to categorize all parastatals on the basis of size. The comparative criteria identified four such categories⁶. Samples from each category were selected for examination, and all were subject to the same process: "benchmark" jobs were established to determine internal relativities; key jobs were identified for comparisons between companies; the benchmark jobs were related to job levels produced by the civil service evaluation process; and jobs were allocated to new levels on the basis of their relationship to the benchmarks.

A model was then developed providing sample allocations for "B", "C" and "D" category parastatals. "A" category corporations are so large that there was insufficient time to deal with them; however, the general process is equally applicable to them. It is our view that the responsibility for detailed allocation of positions to job levels should remain with each parastatal. Such a task can be accomplished much more quickly by the organization than by outside agencies.

Detailed discussion of our treatment of parastatals appears in volumes II and III of the report.

The Universities Project

For the universities, as for parastatals, we undertook to make general salary recommendations only, based on very limited sampling. We felt that because each university is unique in its size, structure, method of operating and functions, it would be difficult, if not impossible, to apply a job evaluation programme within our limited time frame.

⁶ See Volume 2, Appendix II.

Subsequent discussions with the Commission revealed that this aspect of the study had a much higher priority than that on which our preliminary assessment was based. Consequently, additional resources were allocated to the project which permitted a significantly increased depth of coverage.

A process for data collection similar to that developed for the civil service was used. Well over 200 job descriptions were obtained from the universities and significant numbers of interviews conducted. General data such as estimates, schemes of service and organization information were examined. In addition, submissions to the Public Service Review Commission from the universities and other interested parties were reviewed. Comparisons were made between the administrative elements of universities and those of the civil services; and the relativities between academics in universities, scientific staff of government research organisations, and academics in polytechnics and teaching services were investigated.

On the basis of the information we gathered, we were able to establish a set of key jobs which could be used to tie in university organisations to the general job evaluation model. The balance of the jobs not sampled were allocated levels in accordance with their current relationships to the key jobs.

A full explanation of our findings and recommendations for the universities can be found in volumes II and III.

The Teaching Service Project

Because of the magnitude of this component and the variety of institutional arrangements that exist for teaching services, we originally concluded that in the time available, teachers could be treated on a salary comparison basis only. Again, we found that both the Nigerian Government and the Public Service Review Commission accorded this group a much higher priority than we had anticipated. We therefore felt compelled to direct additional attention to this aspect of the study.

For those components of the service which are part of ministries of education, the required data were obtained during our general survey. For government-assisted schools, specific information was obtained from a variety of sources, including some of the schools themselves. In one state, a detailed survey of government-assisted schools was undertaken and job descriptions were obtained from every level in the service. Discussions were also held with members of the Task Force on Education.

The Asabia Report⁷, published in 1968, was the result of an exhaustive study of Nigeria's school systems. It proposed a structure of the teaching service based on personal competency and developed institutional models showing appropriate duty positions. Our findings confirmed the recommendations made in this report, and the gradings we have developed are based on the assumption that they will be implemented.

Volume III contains further details of our proposals.

The Local Government Project

Local government, too, was considered to have so much variety of function, structure and size that the time frame would not permit an in-depth examination. In addition, this level of government was frequently dominated by traditional considerations which made unlikely the acceptance of a job-related model at this time.

⁷ Report of the *Committee on the Grading of Duty Posts in Voluntary Agency Education Institutions* 1968, Federal Ministry of Information, Lagos.

In a number of states, local government is in a transitional phase. Many of the former municipal jurisdictions, especially in the natural resource and health fields, have been subsumed under a state-wide program. In other states, there has been a complete integration of staff into the state civil service. In yet others, especially those in the north, the rate of change would appear to be much slower.

Our preliminary analysis took these influences into account, and we concluded that little would be gained by providing more than proposals for general salary increases. We did, however, agree to examine a "model" area where the municipal or local government service had been integrated with the state civil service.

Data on local government were gathered throughout our survey period in the same manner used for the rest of the civil service. As our information base grew, we found that there was little to be gained by an investigation of an integrated local government service because few distinctions were revealed. Its jobs were generally the same as state civil service jobs and could be fitted into the new grade scales being developed for the public service as a whole. Additional data did reveal, however, that there was a fairly serious "fitting" problem at the middle and upper management levels.

The solution of this problem required a much more intensive investigation than we had initially planned. Since the need to address this issue was rather pressing, our survey once again was expanded.

Before a satisfactory method of classifying local government managers could be found, it was necessary to develop a method of classifying local government councils. We believe that the management burden and therefore the job level of the chief officer of a local government is related to the size and complexity of the organization he manages.

We therefore developed criteria for classifying local government councils into six categories. These criteria included size of budget, population served, size and nature of community, and services provided. They were developed for use by ministries of local government, thereby establishing the grade and salary levels of senior council officials.

These criteria are now in the final stages of refinement. They will be published in an addendum to this report.

The Judiciary Project

The judiciary was originally defined to be in that category which would receive salary treatment based on a limited sample only; but a subsequent review indicated that because of the limited population in this group, a more comprehensive treatment could be given.

This project initially embraced not only the Bench but also those positions which are established to support the Courts.⁸ Support staff were examined only incidentally to ensure that the appropriate vertical relativities were established. For comprehensive treatment, this group was included, as part of the civil service, in the general evaluation plan.

In preparing our recommendations for the judiciary, we took great care to avoid any upset of traditional relationships. Discussions were held with chief justices, judges of both High and Lower Courts and chief registrars. Submissions made on behalf of the Courts were reviewed, and the practices of a number of other countries were examined.

It was observed that a number of state governments wish to increase both the jurisdiction of the Lower Courts and the qualifications of the judges. The whole comparison system used to identify the current levels is compatible with this intention.

⁸ Senior members of the Bench as well as the chief registrars were included in the senior management project.

It should be noted that the senior ranking recommendations for the judiciary included in Volume II are based on the Court structure recommended by the Public Service Review Commission. The recommendations for the judiciary contained in Volume III relate to the current Court structures.

The Pay Research Project

Our terms of reference charged us to "undertake surveys of actual levels of remuneration for broadly comparable employment groups in the Nigerian private sector and, in the light of these surveys, recommend for consideration by the Commission levels of salary and other benefits which would be appropriate for the Public Services, . . . in respect of existing scales. . .". We interpreted this charge very broadly. Remuneration was held to include not only salary, but also all identifiable benefits such as pension, allowances, loans and leave, even if such benefits were not quantifiable.

A small project group was established which was comprised of three Canadians and three Nigerians. Survey plans were drawn up to permit gathering of salary and benefit data for forty-three key occupations ranging from general managers to labourers in 70% of the firms in Nigeria employing more than 100 employees.⁹

Immediately after the census, the project group commenced the survey assisted by some forty inspectors from the Federal Ministry of Labour. The group first provided a series of training seminars at various key points throughout the country, after which the inspectors, using listings of companies obtained from the National Provident Fund, commenced their detailed investigations.

The data provided by respondents were so overwhelming (some 30,000 files were created) that it was apparent a manual system of processing could never reduce the information to a form suitable for analysis within the required time limits. Computer specialists in Canada were engaged to write the programs necessary for extracting from this mass of data a series (about 150) of different reports,¹⁰ and for undertaking the statistical analysis required for salary and benefit comparisons.

All of this work was related to the private sector. At the same time, a major effort was under way to establish an accurate inventory of civil service jobs and job holders. There were many cases where a job carried one title in the Federal Government and one or more different titles in the states. It was therefore decided to base the master index on federal listings and, if time permitted, to include state jobs where they could be identified as being unique. Although it was time consuming, it was not an impossible task to inventory federal job titles. It proved, however, to be completely impossible to obtain even approximate information on the number of employees or job holders in each position.

All of our cost calculations for pay adjustments are based on the established strengths shown in the 1973-74 estimates for the Federal Government, with projections made to include other components of the public service.

There are two reasons for our concern over the accuracy of the master index. In the first place, if there are to be realistic comparisons between the civil service and the private sector, complete information is needed about the structure and the distribution of personnel throughout the structure. Our survey provided the necessary information about the private sector. Unfortunately the civil service was unable to provide the information about the public sector. In the second place, without such information (including data on incumbents), it is impossible to provide accurate estimates of costs for the salary proposals.

⁹ In Lagos, because of the high density of relatively large employers, only 25% of firms employing 100-199 employees and all firms employing 200 or more employees were sampled.

¹⁰ See Volume IV, appendices 4, 5 and 6 for a listing of these reports.

To match public and private sector jobs, we referred to the key jobs established in the survey, described them in job content rather than job title terms, and graded them with the same point system used for the public service. Thus, it was possible to establish a grade-by-grade comparison between the public and private sectors. This permitted a direct comparison of current salaries in these sectors. It was also possible to make a similar comparison of fringe benefits. Economic factors were applied, to make allowance for productivity increases and the effect of inflation ; and social policy adjustments were made at the bottom of the scale with a view to reducing the distance between the highest and the lowest-paid workers. The comparisons combined with the factor adjustments became the basis for our salary proposals.

An ancillary but no less significant study was also carried out. It was our opinion that it would be irresponsible if we were to make recommendations on public sector salaries without considering their impact on the Nigerian economy. A Nigerian and a Canadian econometrician undertook an analysis on both a national and a regional basis of the effect on the economy of our salary proposals. A number of potential problems were identified and possible solutions were indicated. A full treatment of this topic will be found in Chapter 2 of this volume and in Volume IV.

Our purpose in providing this rather detailed account of our approach is to make clear that throughout the entire period of the project there were shifting priorities on the part of our client, the Public Service Review Commission. In our approach to the project, one of our principal concerns was to balance the priorities to ensure that a sufficient number of expanding client needs was satisfied to an acceptable degree, within the established time limits and despite other external constraints.

CHAPTER 2

ECONOMIC IMPACT OF PUBLIC SECTOR SALARY INCREASES

Introduction

Salary scales in both the public and private sectors in Nigeria have been frozen since 1971. While actual salaries paid have increased in some cases, as a result of individual employee promotions and progressions within each salary range, compensation levels related to competence and job value have remained unchanged.

Since 1971, Nigeria has experienced a dramatic rate of economic growth. This has been accompanied by a strong rise in worker productivity, as measured by the value of goods and services produced per member of the labour force; and at the same time, because rapid growth places heavy demands on available domestic resources, there has been a steady increase in inflation, as reflected in the cost of these goods and services.

In a freely operating economy, wages and prices tend to move upward gradually in a way that allows the economy to keep them in balance. In Nigeria, however, because of the 1971 wage freeze, the disparity has become too great for adjustment through normal market mechanisms. Thus, government intervention is required to restore equilibrium. There must be a substantial upward shift in compensation levels to renew buying power eroded by inflation and also to reward the work force for productivity gains over this time period. Such an increase may impose severe stress on the nation's economy. In the pages that follow, the cost of the proposed increases is examined, their anticipated economic consequences are assessed, and some methods for relieving economic stress are discussed.

Cost of the Proposed Increases and Availability of Funds

An estimate of the total additional funding required to meet the proposed salary increases is shown in Table 5-1. This estimate is based on the assumptions noted in the table. It is concluded that without any phasing, the total cost of the increase will amount to ₦366 million for the first year with an additional 8% for the second year. Although this increase is sizable, the following will illustrate that Federal Government revenues are sufficient to cover increases for the entire public sector.

TABLE 5-1
COST OF THE PROPOSED SALARY INCREASES FOR THE PUBLIC SERVICE¹

	..	..	..	..	..	..	<i>Number of Employees (thousands)</i>	<i>Magnitude of Increase (₦ million)</i>
Federal Civil Service (including Police)	..	..	..	..	..	..	102 ³	59 ⁴
State Civil Services	..	..	..	..	..	..	140	73 ⁵
Education Services	..	..	..	..	..	..	160	121 ⁶
Parastatals	..	..	..	..	..	..	230	113 ⁶
TOTALS	..	..	..	..	..	..	632	366

¹ Excluding local government, judiciary and unestablished staff.

² Based on a mid-point salary range comparison.

³ Established positions less an estimate on vacancies.

⁴ Includes 15% additional allowance for police.

⁵ Estimates based on number of employees and average increases in the federal civil service, taking account of current salary differences between this service and the federal civil service.

Table 5-2 shows Federal Government annual revenues since 1970-71, with estimates for 1974-75. The increasing contribution from the oil-producing sector accounts for the rapid increase in federal revenues. The revenue for the current 1974-75 fiscal year and in the future, of course, is totally dependent on world price for oil. If the current price levels prevail throughout the year, however, the total government revenue probably will be as estimated in the last line of this table.

TABLE 5-2
FEDERAL GOVERNMENT REVENUES, 1970-71 TO 1974-75

<i>Fiscal Year</i>	<i>Revenue (N million)</i>	<i>Percentage Derived from Oil</i>
1970-71	758 ¹	27
1971-72	1,306 ¹	50
1972-73	1,390 ¹	50
1973-74	1,410 ²	46
1974-75 budget	3,122 ³	46
up-dated estimate	5,000 ⁴	86

Since funds are evidently available in the federal budget, the financing of the proposed salary increases may be seen merely as a problem of resource allocation, with two major alternatives: to allocate resources for immediate consumption (that is, to finance salary increases or other forms of current consumption) or to invest these resources. The real alternative, however, is between *current* consumption and *postponed* consumption or investment, since the scarcity of non-monetary resources in Nigeria suggest that current public investment cannot be further increased at this time. This choice, of course, rests with the country's decision makers.

Economic Impact

Spending on salaries has a greater impact on the economy than most other forms of government expenditure. The expenditure of government funds on a construction project, for example, tends to divert limited productive resources from other sectors of the economy, rather than add to investment and increase demand for new construction. In contrast, salary increases are translated directly into increased demand for consumer goods and services, or additional purchasing power, except for the small amount that is reserved in savings by individuals. This increased demand will place a heavy burden on an already rapidly expanding economy that is currently experiencing a shortage of executive and professional resources. In such circumstances, the increased demand may result in higher prices rather than increased production. The impact of such increases on the economy is further magnified by the fact that the private sector will probably follow the public sector's lead and award similar salary increases.

The nature of increased consumer demand resulting from salary increases will depend on the income level of the individual. At lower-income levels (at present, 75% of the federal civil service employees earn less than N850 per annum), there will be increased demand for staple food stuffs with some shifts in demand for more desirable foods. At middle-income levels (at present, 20% of the employees in the federal civil service earn between N850 and N3,000 per annum), there will be shifts in demand for various kinds of food and increased demand for consumer goods and for better housing. At higher-income levels (the remaining 5% with income above N3,000 per annum) there will be increased demand for better housing, luxury consumer goods and general services.

¹ Actual revenue.

² Budget estimate before oil price changes after October 1, 1973.

³ Budget estimate from the Head of State's budget address of March 31, 1974.

⁴ Revised estimate using current (July 1974) oil prices.

Clearly, it is the non-petroleum sector of the domestic economy, together with imports, that must respond to these kinds of demands. The extent to which sources of supply fall short of demand will determine the amount of inflation that will result from the proposed salary increases. These increases represent approximately 6.3% of the non-petroleum sector of the economy (N5,800 million¹) and approximately 73% of the total imports of consumer goods (less than N500 million²). Any private sector salary increases that follow the public sector will have the effect of raising these percentages still further. The Nigerian economy has been expanding very rapidly in recent years. In real growth terms, the non-petroleum sector of the economy expanded by 8.2% from 1971-72 to 1972-73 and by 6.1% from 1972-73 to 1973-74.³ To accommodate the proposed salary increases in the public sector alone, the Nigerian economy would need to expand by at least an additional 6.3%, more than doubling its current expansion rate. It is unlikely that sudden and rapid growth can be achieved, and as a consequence supply of goods and services will fall still further short of demand. In this event, the shortfall must be made up through imports. Failing this, prices will rise and workers' incomes effectively will be reduced.

The balance of supply and demand will be most difficult to maintain for goods that are not readily imported. Two important categories of goods are food and housing. The importation of food is currently complicated by world-wide shortages; and while there are government programmes currently in existence directed at increasing domestic agricultural production, these programmes were designed to alleviate the current shortage of supply rather than to satisfy a sudden increase in demand. Accordingly, they must be viewed as medium to long-term solutions. The problems associated with housing are two-fold. Not only are the importable resources (building materials) in short supply, but the necessary domestic resources (serviced land, transportation, construction) are already utilized to capacity. This suggests that the balance of supply and demand may be especially difficult to maintain.

Conclusions and Recommendations

From the preceding discussion, it can be concluded that funds are available from Federal Government revenues for salary increases amounting to N366 million. There is, however, a decision to be made between current consumption and postponed consumption and investment.

It can also be concluded that any significant salary increases will have an inflationary effect—especially on food, and to a lesser extent on housing and consumer goods.

There are two approaches for lessening inflationary pressure caused by an excess of demand over supply: through introducing measures to increase supply or through controlling demand. We propose that these alternatives be combined to maintain a satisfactory economic balance.

(a) Supply Stimulation

It will be important to increase the supply of goods and services as well as control the increases in demand. Listed below are three points that are relevant to the current economic situation. These will require further economic analysis and political evaluation before the appropriate government action is determined.

¹ Fiscal year 1973-74 estimated from data in *Economic and Statistical Review and Guidelines for the Third National Development Plan 1975-80*, Central Planning Office, Federal Ministry of Economic Development and Reconstruction. e

² The Head of State's budget address of March 31, 1974.

³ See Volume IV of this report, section on Productivity.

1. It is recommended that increased importation of consumer goods, food stuffs and building materials be encouraged. In the Federal Government Budget for the current fiscal year, import tariffs have already been decreased. We recommend that this policy be continued and extended, especially since these tariffs are not currently required for revenue purposes.

2. It is recommended that the temporary importation of executive and professional skills that are in short domestic supply be encouraged. It should be possible to follow the long-term goals of the indigenisation programme and yet meet the short-term requirements of the expanding economy.

3. It is recommended that the current programmes for increasing agricultural production and the associated transportation system should be continued and expanded.

(b) Demand Control

It is recommended that the potential excess demand be reduced by implementing the new salary scales in a two-phase programme: about 60% of the total increase should be awarded immediately and the remainder awarded approximately one year later.

In the intervening period, the economy would have some chance of adjusting to the change in demand, and compensatory importation programmes could become fully operational. By the time Phase II was implemented, the economy would be more capable of satisfying further increases in demand and the public and private sectors would have had an opportunity to evaluate the response to the earlier increase.

CHAPTER 3

THE PROPOSAL

We turn now to a discussion of the specific measures that must be adopted if change is to take place.

Some of the steps we are outlining may seem unrelated to the process of ranking and pay determination. However, the Instrument Constituting the Public Service Review Commission¹ instructed that our task be undertaken in order to "... increase the efficiency and effectiveness of the Public Services in meeting the challenge of a development-oriented society". This change implicitly recognizes that ranking and pay determination were not to be considered as ends in themselves, but were to be treated as the means of effecting a change in the philosophy of public administration in Nigeria.

Although we have recommended major changes in both grading and pay, the most profound effect of acceptance of our proposal will be felt as a result of the consequent transformation of social values within the Nigerian public services.

It is our belief that the jobs in the public services can be placed in their proper context in a unified grade structure which is characterized by a specific job value for each level. Thus, all positions of equal job worth will be found at the same level. We also believe it is possible to develop a salary system which, with proper analysis, can apply appropriate salaries to all levels in the structure. The following proposals deal with each of these possibilities in turn.

The Ranking Proposals

Our first and most significant recommendation is that a doctrine of results-oriented management be installed within the public service. Acceptance of this recommendation will require major changes in the current systems of personnel administration—specifically in the deployment, promotion, job evaluation and pay systems.

First, managers must acquire substantial knowledge of the organizations they manage. It will therefore no longer be possible to rotate senior personnel throughout the civil services as freely as has been the practice. Second, promotion must be based on demonstrated achievement matched with the results required from the new job. Third, through the delegation of responsibilities, the content and nature of subordinate jobs will be altered. Fourth, the pay system also must be changed from the current automatic, rather inconsequential incremental system to one in which there are significant increases, awarded primarily for effective performance.

Our second recommendation deals with the structure of work in the public services.

As a result of our investigations, we have concluded that it is both feasible and desirable to simplify and rationalize the various salary scales currently in use within the public services. We have concluded also that it is practicable to use a unified salary scale for all but the lower ranks of the Police Force.² We have developed and are recommending a method for accomplishing both of these goals through the creation of a unified grading system containing seventeen grade levels into which all positions in the public services can be placed. This has been achieved by the use of a comprehensive job evaluation plan comprised of several elements—the Senior Management System (SM), the Professional Administrative Technological Technical Clerical Evaluation System (PATTCES), the General Services and Operational Evaluation System (GSOES) and the Nigeria Police Force Evaluation System (NPFES).

¹ See Appendix 1a, para. 2.

² This special treatment for the police is described in Chapter 1 of the present volume and in Chapter 6 of Volume III.

These systems require a major shift in the approach to job grading. At present, jobs are graded primarily on the basis of entry qualifications and fall into a large variety of classes with overlapping salary scales. The systems we propose and will discuss briefly in the following paragraphs are based on our analysis of the work actually being performed in the Nigerian public services.

The Senior Management System

Our proposals for grading of senior management positions are based on the following premises:

1. There will be established throughout the civil services a unified senior management structure which will eliminate the administrative professional dichotomy.
2. Appointment to senior management positions will be based on demonstrated achievement, and not on membership in a specific group or class.
3. Grade differences will be based on significant differences in levels of responsibility.
4. Senior management grade levels can be determined by their structural relationship to the top position in the organization.
5. The burden of responsibility borne by top management, and hence the grade level of the top position in an organization, can be evaluated by a set of universal criteria.
6. Only the top three organization levels will be included in this category.

We have identified seven distinct grade levels into which senior managers can be placed. These we have designated as SM1 to SM7. A schedule of recommended senior management grade levels for specific civil service positions will be found at Appendix 2 (a).

Our initial evaluation indicated that the top positions of federal ministries fell into levels SM7 and SM6, while those of state ministries fell into SM6, 5 and 4.

In reviewing our work, the Senior Grading Advisory Committee of the Public Service Review Commission decided that, regardless of relative managerial burdens, the top positions of certain state ministries (Agriculture, Education, Finance, Justice, Health, Local Government) should be ranked at level SM6 while the rest should be at level SM5. Appendix 2 (a) reflects these decisions. For lower senior management positions, the rankings are based on our original evaluations of some top positions at the SM4 level.

Professional Administrative Technological Technical Clerical Evaluation System/General Services and Operational Evaluation System⁴

Our recommendations for grading these systems, which are designed to encompass all grades below that of the current Group 6, are based on a number of premises, all of which differ significantly from current practice:

1. Grade levels will be determined on the basis of job worth.
2. Grade differences will be determined by real differences in levels of work.
3. Job worth will be determined on a comparative evaluation of five basic factors: knowledge required, difficulty of work, responsibility, relationships and working environment.

³ This system is discussed in detail in Volume II.

⁴ These systems are discussed in Part II of Volume III.

4. Career mobility will be based on performance and will no longer be inhibited by artificial barriers between jobs.

5. Promotions will be based on performance and not on seniority.

Because the nature of work and the environment of the work place differed significantly between so-called white collar and blue collar workers, it was necessary to develop two evaluation sub-systems appropriate to the differing work levels and to allocate them to a universal grade structure. Although the general elements used in the analysis were similar, the difference in the nature of the work required the use of different weighting in the values assigned to each.

Appendix 2 (b) lists all positions authorized in the 1973-74 Estimates of federal and state governments together with their recommended new job levels. Appendix 4 of Volume IV provides a computer print-out, by Ministry and by recommended new job level, of all authorized positions in the Federal Government.

In arriving at these evaluations, in addition to the premises described above, the following criteria were used :

1. The job must be evaluated, not the job holder.
2. Only the regularly performed duties were included in the job.
3. Variety in the work was only considered if it increased the degree of difficulty.
4. The primary function of the job was considered to be the dominant element.
5. All jobs were being effectively performed.
6. All jobs were being performed with the requisite degree of public probity.

The Police System⁵

The rank-determined authority system of a police force, its particular role in society, and the specialized environment within which it generally has to work tends to create in the force a closed hierarchical system. This is sustained by the provision of somewhat more status levels or ranks than there may be actual differences in levels of work. So it is with the Nigeria Police Force.

The results of our analyses under the various systems devised to evaluate the Police Force tend to confirm the findings of the Task Force on the Civil Service : that there are too many rank levels in the Force. Although there is some divergence in the proposals submitted to rectify this situation, it must be kept in mind that the proposals of the Task Force on the Civil Service are based on a reorganized Force, while ours are based on an analysis of the work being performed within the existing organization.

We have three major proposals with respect to the Police Force. First, we recommend that the structure of the Nigeria Police Force as it is now organized be comprised of the rank equated grades shown in Appendix 2 (c)-1.

We recognize that uniforms and badges of rank have major social significance within a paramilitary organization and thus may be valued in other than material terms. We have, however, recommended the elimination of several ranks. This has been done primarily to ensure equal pay for equal levels of responsibility. The Force may choose to continue the special designations of its personnel for other reasons, but such designation should not have any salary benefit.

Second, we recommend that specialized police positions be ranked wherever possible in the same structure as their operational equivalents, as shown in Appendix 2 (c)-2.

⁵ The NPFES is described in Part II Volume III.

Large numbers of specialists work in direct support of police operation and may be subject to many of the same working conditions. Although they should carry the ranks indicated, for some there is no appropriate salary range in the police scale. In these cases, their salaries should be determined by the civil service gradings shown in the first column of the Appendix.

Third, we recommend that all jobs which are indirectly supportive of police operations be evaluated and graded in the same manner as their counterparts in the rest of the civil services.

We make no recommendation as to the desirability of civilianizing these positions, as this is a matter which should be resolved by the Force itself.

The Parastatals⁶

Because there is tremendous diversity of activity, purpose and organization among the parastatals, only general recommendations can be made. In Volume II, we have categorized all the parastatals we could identify into four classes determined basically by differences in size.

At Appendix 2(d)-1 we have listed our recommendations for the rankings of senior management posts in the parastatals. At Appendix 2(d)-2, 3, 4, we have listed our recommendations for the rankings of specific posts in a particular parastatal drawn from "B", "C" and "D" categories. Our principal recommendation with respect to the parastatals is that each undertake its own job evaluation process using the standards contained in Volume II, Appendix III-4 (d) to establish the proper grade allocation for its staff.

The Universities⁷ and Polytechnics⁸

In our proposal for the universities, we have recognized the special historical place they have held in Nigeria's society. We have compared the treatment of academics in Nigeria and in other countries both in terms of relative income and in terms of relative status within the society. We have concluded that university staffs in Nigeria have been treated equitably with respect to the rest of the public service.

Our general recommendation for the grading of senior positions will be found in Appendix 2 (e)-1, while a recommendation for the detailed gradings for each university will be found in Appendices 2 (e)-2 to 2 (e)-7.

Polytechnics have been examined using the same methodology as that used in the universities. Such institutions present a particular challenge because several of them appear to be embryonic universities, beset by many of the same problems. The proposals we have made for ranking the positions in polytechnics will be found in Appendix 2 (f). It should be noted that because of the dynamic nature of these institutions, they should be re-examined frequently so as to make any adjustments to the rankings that may be necessary.

The Teaching Service⁹

Our review of the teaching service covered all categories of schools—government schools, local authority schools, voluntary agency grant-aided schools and voluntary agencies non-grant-aided schools.

⁶ See Volume III, Chapter 12, for a full discussion of our proposals for the parastatals.

⁷ A detailed description of our proposals for universities will be found in Volume III, Chapter 9.

⁸ A detailed description of our proposals for polytechnics will be found in Volume III, Chapter 10.

⁹ See Volume III, Chapter 11, for the details of our proposal for the teaching service.

We have found that there is some difference between the conditions of service in the voluntary agency institutions and in the government institutions. We have also found differences in the criteria for determining the duty positions of principal, vice-principal and head of department.

Our analysis and conclusions support the findings of the Asabia Committee¹⁰ and also those of the Task Force on Education that there be a national teaching service. It is our recommendation that the service be unified by a common grading system.

At Appendix 2 (g)-1 will be found our recommendations for a unified grade structure for such a service ; at Appendix 2 (g)-2 will be found our proposals for the conversion of existing staff in grant-aided voluntary agency institutions ; at Appendix 2 (g)-3 will be found our proposals for the conversion of existing staff in government institutions. We recommend that principals and headmasters be graded by the appropriate education authority using the criteria outlined as Appendix 2 (g)-4.

Local Government

Our proposals for local government will be found in Addendum No. 1 to our report.

The Judiciary¹¹

Our proposals for the judiciary have been designed to protect the structure of the courts, to maintain their relative position in Nigerian society, and to ensure that an appointment to the Bench is sufficiently rewarding to attract persons of the calibre needed to fill these most demanding positions.

Although our ranking recommendations maintain court hierarchies, some minor shifts in relativities have occurred. These are the result of a change from a system built up of minute grade level differences to one in which the differences are considerable and embrace several former levels.

Our proposal for the grading of the Court structure recommended by the Task Force on the Civil Service will be found in Appendix 2 (h)-1. Our proposal for the gradings of the Lower Courts will be found in Appendix 2 (h)-2.

The Pay Change

Our terms of reference¹² charge us to base our salary recommendations on equivalent practices in the Nigerian private sector. Chapter 1 of this volume and Volume IV describe our methodology in detail. Here we will discuss briefly how our private sector compensation survey findings were used to develop our salary recommendations.

¹⁰ *Report of the Committee on the Grading of Duty Posts in Voluntary Agency Educational Institutions*, 1968.

¹¹ See Volume III, Chapter 8, for a full description of our proposals for the judiciary.

¹² See Appendix 1, para (c)

To ensure consistency, the key jobs in the private sector selected for matching with levels 1-10 in the public sector were evaluated and ranked by the same teams which evaluated the equivalent civil service positions. This matching process involved so much data that it was necessary to use a very complex computer program for their analysis. Plots were made of salary versus point values giving the distribution illustrated in Exhibit 1 (it should be noted that each recorded observation is the mean of many hundreds of other observations).¹³ By regression analysis, the curve representing the "average" salary versus point value in the private sector was derived.¹⁴ Exhibit 2 shows a comparison of the private sector salary curve with civil service salary points based on present salaries with no adjustment made for benefit differences. Exhibit 3 shows the same comparison curve with parastatal salaries added.

The public sector salary curve was determined by application of the principle of total compensation parity with the private sector. As many benefits and allowances as possible were quantified and analyzed. Exhibit 4 shows the resulting comparison. At the lower end, the public sector benefits are somewhat less than those in the private sector; at the higher end, the reverse is true. Only at the bottom end was any adjustment considered necessary.

The major conclusion from our analysis was that the only significant benefit difference was the non-contributory pension to which civil servants are entitled. The value of this benefit has been set at 15% of salary. Therefore, the public sector base salary curve must be set 13% below the private sector curve to get true parity in salary terms (civil service salary plus 15% is equivalent to private sector salary minus 13%). An across-the-board upward adjustment of 21.6% was made to provide for national productivity increases since 1971. There was an adjustment of N280 added to each grade level to adjust for cost of living increases. (Cost of living increases in some cases are applied on a percentage of salary basis. Such treatment gives higher absolute adjustment to higher income groups, whereas in Nigeria it is the low income groups which are most affected by inflation. The fixed sum adjustment permits a relatively larger adjustment to the lower levels of the public services.) Finally, the Commission adjusted the first three grades upward by a "social equity factor" which established the minimum salary in the public service at N720. Graphic depiction of this treatment is presented in Exhibit 5. Exhibit 6 shows a comparison of the proposed common salary curve (including the social equity adjustment) with common civil service and parastatal salaries. The extent of the required salary adjustment is plain.

Once the curve has been established and the number of grade levels determined, it is a fairly simple process to develop the maximum and minimum salaries for each level. These derivations can be found in Exhibit 7.

The development of specific salary scales is based on the following principles:

1. There would be minimum overlaps of salary scales.
2. Salaries would be rounded to the nearest N10.
3. The number of steps in each salary range would be substantially reduced and would be related to job learning time.

Our final proposals for salaries of job levels 1-10 are found in graphic form in Exhibit 8. The actual scales are shown in Exhibit 9.

The salary schedules for levels 11-17 were based on a somewhat different analysis. There is some doubt, in the present state of Nigerian industrial and commercial development, that the homologous relationship exists between senior management in the public and private

¹² See Appendix 1, para (c).

¹³ Exhibits 1-13 will be found in Appendix 3.

¹⁴ See Volume IV, Chapter 6 and Volume III, Part IV for elaboration.

sectors that can be established for lower levels. Few private enterprises are as large as ma or public enterprises or ministries, and in a number of cases the significant management relationships are not clear.

Exhibit 10 shows the salary versus jobmatching point value plot and regression line or salary curve for the firms of comparable size to major public sector organizations. It is derived from the rate measures¹⁵ for firms having gross revenues of N20 million or over. It also shows senior management salary points in the civil services for comparison purposes.

The determination of the senior management salary scales was based primarily on direct comparison with appropriate elements of the private sector but subject to the following constraints :

1. There will be a constant percentage difference between mid-point salaries of each level starting from level J0.
2. The top to bottom salary ratio must be reduced below that at present.

The derived values will be found in Exhibit 11. They are graphically displayed in Exhibit 12, and the resulting salary scales will be found in Exhibit 13.

The resulting combined salary scales (Appendix 4) meet the criteria laid down in our terms of reference. They are in accordance with the other constraints imposed and with the principles of modern salary design. Also, they are in harmony with pay scales in the private sector ; they recognize increases in productivity and in cost-of-living ; they have reduced numbers of steps, and the Adebo ratio¹⁶ has been reduced from 16 : 1,¹⁷ to 10 : 1.

Benefits

Our survey included an evaluation of a wide range of benefits. Some, such as leave, allowances and pensions, were quantifiable ; others, such as housing and medical services, were not.

In considering the non-quantifiable benefits, it is apparent that much more research is necessary before any recommendation can be developed. Apart from qualitative differences in benefits, which may be geographically related as well as rank related, there are differences resulting from the imbalance between entitlement and availability. For example, in Lagos large numbers of civil servants may be entitled to housing assistance or to medical care. Because the demand in both cases exceeds the supply, many may be unable to obtain these benefits, even though they are entitled to them.

In other parts of our report, we have argued that fringe benefits ultimately should be absorbed into the salary structure. Fringe benefits rarely are equitably distributed. The "free" provision of social infrastructure services such as housing, transportation and medical services to policy makers may actually inhibit their development for the benefit of the general public. The recipient may be less acutely aware of the inadequacy of such services if he has a priority claim upon them.

We recognize that many of the fringe benefits provided for both public and private sector employees are enshrined as "rights". We recommend that a process be initiated to change many of these employee rights to rights of the citizen either by cancelling them outright or by providing for them in the salary structure.

¹⁵ See Volume IV, Appendix 4.

¹⁶ The Adebo ratio was established on the salary ratio of a Group 7 officer and the minimum paid to unestablished staff. The equivalent of Group 7 in this system is level 11, which has a maximum salary of N7,657 (see Exhibit 9), yielding a ratio of 10.6 : 1 with the minimum of level 1.

¹⁷ *White Paper on the Second and Final Report of the Wages and Salary Review Commission, 1970-71*, Paragraph 40.

Implementing the Change

The introduction of a change of the magnitude we have recommended requires exceedingly careful management. As a result of grading changes, new authority relationships will emerge; former relativities will be upset; there will be perceived loss of opportunity; there will be presumption of inequitable treatment. As a result of pay changes, there will be shocks to the economy. In the following sections, we outline some of the measures which must be taken to minimize the adverse effects of a rapid rate of change.¹⁸

We also emphasize that there must be an effective information programme designed to ensure that all members of the public services understand the basis of the new systems being introduced. Understanding at all levels is essential for the success of our proposal.

Grading Implementation

Grading conversion for levels 01 to 08 for those who are in receipt of salaries of N2,688 or less should be immediate on the announcement by the Federal Government of the effective date, and should be subject to an appeal period during which adjustments can be made retroactive to the effective date.

Grade conversions for those whose salaries are above N2,688 and below N5,065 are allocated as shown below, pending immediate and automatic individual reassessment to confirm or modify the allocation.

<i>Salary range</i>	<i>Grade allocation</i>
£	
2,784-2,988	8
3,006-4,140	9
3,900-4,140 (former Group 8)	10
5,064 (former Group 7)	11

Grade conversion for those in the SM/SJ/SA series should occur on the effective date announced by the Federal Government.

Pay Implementation

In Chapter 2, we have discussed the impact on the Nigerian economy that may result from the introduction of large increases in salary to what is basically the non-productive sector of the economy. We have warned of the likelihood of major inflation unless a number of counter-measures are adopted. One of the most effective steps that can be taken is the phasing of salary increases over a period which will enable the economy to adjust more smoothly to the inevitable increase in levels of demand.

It is most unlikely that any measure taken by the Government to increase supply will have the response time necessary to counteract the relatively quick reaction from implementation of our salary proposals. Exhibit 14 shows the population distribution by grade level in the federal civil service. A similar pattern can be expected in other sectors of the public services. It should be noted that for the two most populous levels, which contain about 70% of the federal civil service (levels 3 and 4) the salary increases recommended on conversion range from 50-100%, depending on where individuals are located in their current ranges.

We therefore recommend that for all levels the increases be phased, with Phase I initial rates being applied to all incumbents in accordance with the schedule found in Appendix 5. This represents approximately 70% of the average increase due in the case of the civil service. For the entire public sector, Phase I amounts to about 50% of the estimated wage bill increase of £366 million cited in Chapter 2. One year after the date of implementation of Phase I, incumbents will move to the Phase II salary (which should be adjusted by any general economic factors that may be deemed necessary).

¹⁸ See Volume III, Chapter 13 for an elaboration of these procedures.

In this chapter, we have outlined our recommendation for change—change in management style, change in the method of evaluating jobs, and change in the system of determining pay. We have one more major recommendation which relates to these changes. Throughout Nigeria's recent history, it has been beset by a series of commissions, committees, task forces and experts who have conducted a series of surveys and studies of salaries and gradings. Such investigations inevitably cause considerable disruption in the flow of government business and often generate expectations which cannot be fulfilled. The public services of Nigeria are so large and so complex that this type of process can no longer effectively achieve its purpose—the development of rational and current salaries and grades for its public servants.

The process must now be institutionalized and established on a continuous basis so that a consistent philosophy can be developed and so that the process of adjustment to both job and pay can be activated when it is needed. Triennial commissions were satisfactory in a stable society. The government of a development-oriented society needs a much more dynamic instrument for change. Our recommendations in this regard will be found in the following chapter.

CHAPTER 4

THE ACTION PLAN

Acceptance of our proposal will generate a profound change in the way the public services are managed, in the way they undertake their tasks, and in their internal social attitudes and behaviour. Thus, its implementation presents two major challenges to the governments of Nigeria. One is the administrative task of implementing the new gradings and ensuring that members of the public services receive salary adjustments within a reasonable period of time. The other is the task of establishing the machinery for effecting not only those changes advanced as a result of our work, but also those flowing from the efforts of other components of the Public Service Review Commission.

It appears that the existing government institutions will not be able to do more than assist in the implementation of change. Change, particularly social change, is exceedingly difficult to introduce and rarely can be activated without the assistance of outside agencies. The administrative activities which will be generated within the various elements of the public services merely by the introduction of new technology will inundate the sparsely staffed personnel and pay units as they are presently constituted.

In our proposal, we concluded that Nigeria's public services were far too large and complex and that its governments were in too dynamic a state of development to solve their grading and pay problems by establishing special Commissions every two or three years. Nigeria's need now is for a central agency, constituted as an integral part of the continuing public service, which can grapple with the immediate technical problems of installing the new system, and which can ensure that the machinery of public administration is adjusted continually to meet the changing demands made upon it. Ideally, such an agency should be located in the federal capital. Realistically, such an ideal will not be possible until sufficient specialist personnel are developed within the public services.

We therefore propose the creation of a central agency charged with the following tasks :

- to maintain political liaison between federal and state governments
- to conduct specialist training in job evaluation
- to undertake continuous development of new job standards
- to undertake continuous development of compensation procedures and regulations
- to conduct continuous evaluation of job evaluation programmes and policies
- to undertake pay and benefit research
- to provide technical advice on request to all public sector components
- to provide the main thrust for the management training programme described in Volume II of this report¹.

On the following page, we illustrate a possible organisation for such an agency. In our view, the Director-General should have a rank and status close to that of the Chairman of the Federal Public Service Commission. An elaboration of the responsibilities of the component parts of the agency will be found in Part V of Volume III. Its specific tasks are outlined in Volume II, Chapter 3, and in Volume III, Part V.

¹ See Volume II, Chapter 3.

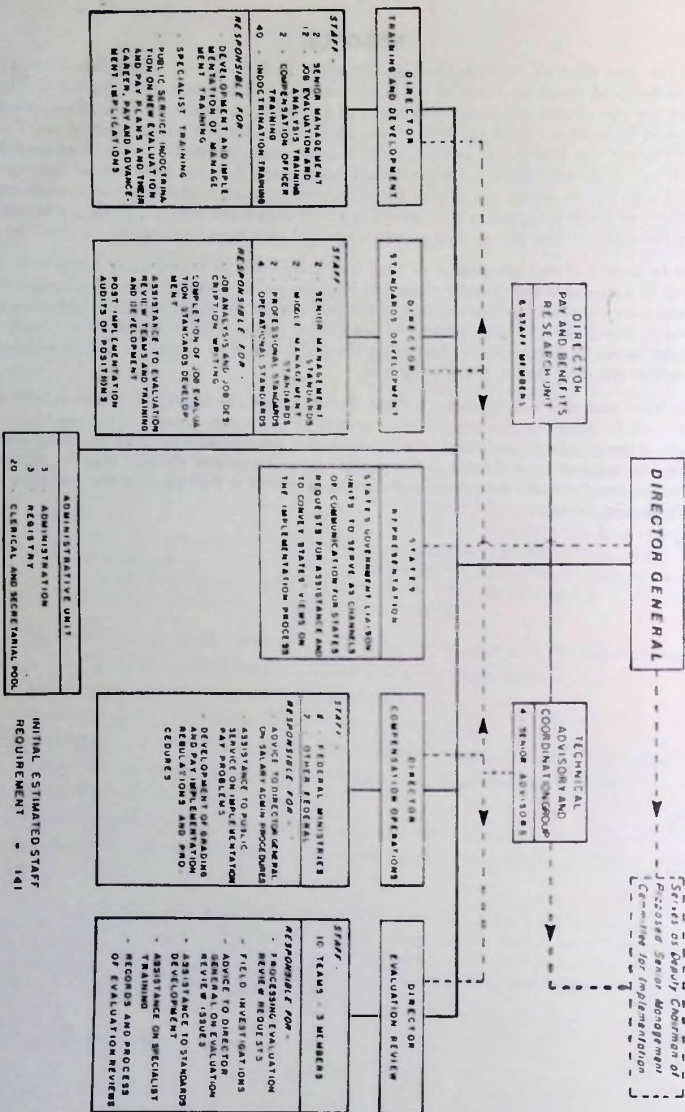
EPILOGUE

In the past thirteen months, the Compensation Task Force has accomplished far more than was believed possible. Many of our achievements could not have been attained if it had not been for the almost universal cooperation of the Nigerian public services. None of our work would have been completed without the continuous efforts of all members of our Task Force. It is not our practice to ascribe credit to individuals, but particular mention must be made of our Nigerian colleagues who worked long hours, deferred their annual leave and struggled with the problems of applying a new technology to an exceedingly complex environment. Many of our team spent months away from their homes and families. To all, our heartfelt thanks ; for without their perseverance, our task would have been impossible.

We believe that this investment of time and energy will be repaid many times over. It can result in a dramatic and positive change in Nigerian public administration. The compensation system we propose can become one of the instruments for realizing a new management philosophy, based on the achievement of results by public service organisations. Such a philosophy is, we feel, essential to furthering the development of a modern Nigeria which is responsive to the changing needs of its people.

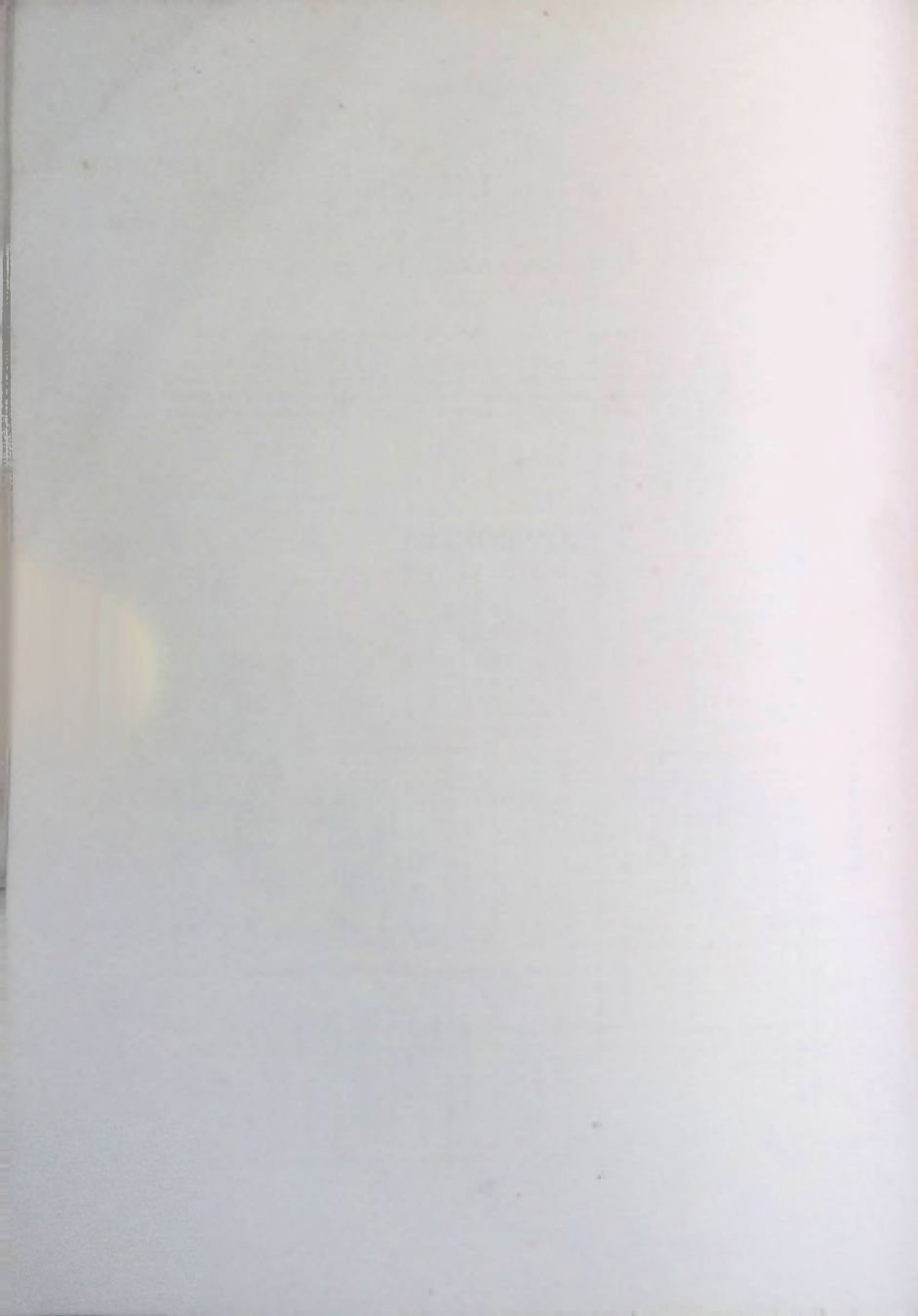
We have said that much has been done. But it is only the beginning. Many months of difficult work lie ahead, as the compensation system we propose is drawn into the organisation structure of the public services and as results-oriented management becomes the recognized and universal context for activities in the public sector. These two changes must be effected and brought into harmony to ensure that maximum benefit is derived from the resources of Nigeria's public services.

PROPOSED CENTRAL AGENCY ORGANIZATION



APPENDICES

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APPENDICES

Appendix-1 (a)

B 183

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L.N. 61 of 1972

CONSTITUTION (SUSPENSION AND MODIFICATION) DECREE 1966

(1966 No. 1)

Instrument Constituting the Public Service Review Commission

In exercise of the powers conferred upon me by section 7 (1) of the Constitution (Suspension and Modification) Decree 1966, and of all other powers enabling me in that behalf, I, General Yakubu Gowon, Head of the Federal Military Government, Commander-in-Chief of the Armed Forces, Federal Republic of Nigeria, hereby constitute and appoint a Commission to be known as the "Public Service Review Commission" with the Terms of Reference hereinafter appearing:

AND for this purpose I appoint—

CHIEF J. O. UDOJI

MR AHMED TALIB

*MR MICHAEL OMOLAYOLE

MR P. A. ALLI-IDOWU

MALLAM MAHMUD TUKUR

DR AKIN MABOGUNJE

DR ROBIN IMISHUE

MR ABUBAKAR KOKO

to be members of the Commission, which shall also include one expert from the United Kingdom or Canada (to be named hereafter); and I direct that Chief J. O. Udoji shall be the Chairman of the Commission, and Mr Abubakar Koko and the expert shall be full-time members, and the other members shall be part-time members thereof:

AND I direct that †Mr G. A. Nwanze shall be Secretary to the Commission and that he shall be assisted by Mr M. A. Soneye.

AND I further direct that the Chairman and any four other members of the Commission shall constitute a quorum, that the Commission shall hold its first meeting in Lagos on 25th September 1972, and that it shall have power to regulate its own proceedings.

TERMS OF REFERENCE

2. The Commission shall having regard to the need to secure adequate development and optimum utilization of manpower and to increase the efficiency and effectiveness of the Public Services in meeting the challenge of a development-oriented society,—

(a) examine the organization, structure and management of the Public Services and recommend reforms where desirable;

(b) investigate and evaluate the methods of recruitment and conditions of employment and the staff development programmes of the Public Services and recommend such changes as may be necessary;

* Later replaced by Mr G. O. Onosode.

† Later replaced by Mr R. C. Onyejeju.

(c) Examine all legislation relating to pensions as well as the various superannuation schemes in the Public Services and in the private sector and suggest such changes as may be appropriate with a view to facilitating mobility within the Public Services, and also between those Services on the one hand and the private sector on the other hand, while at the same time providing for the retention in the Public Services of qualified and efficient personnel ;

(d) undertake, with the aid of appropriate grading teams, the regrading of all posts in the Public Services, establish scales of salaries corresponding to such grades and, as a result of a job evaluation of posts, recommend salary scales to be applicable to each post in the Services ; and

(e) enquire into and make recommendations on any other matters which in the opinion of the Commission appear to be relevant to the foregoing and therefore ought, in the public interest, to be inquired into.

(2). For the purpose of this paragraph, "Public Services" means the Public Services of the Federation and of the States and includes local government service, teaching service, service in the Universities, Statutory Corporations and State-owned Companies, the Police and the Judiciary.

GIVEN and ISSUED under my hand at Lagos this 13th day of September 1972.

GENERAL Y. GOWON,
*Head of the Federal Military Government,
Commander-in-Chief of the Armed Forces,
Federal Republic of Nigeria*

EXPLANATORY NOTE

(This note does not form part of the above instrument but is intended to explain its purpose)

The above instrument constitutes a Commission and charges it with the duty of carrying out a general review of all the public services in the Federation and recommending such changes as the Commission may think necessary in order to increase efficiency and secure optimum utilization of manpower.

RE-GRADING AND JOB EVALUATION OF
POSTS IN THE PUBLIC SERVICES

TERMS OF REFERENCE

Having regard to the Commission's Terms of Reference and in particular to paragraph 2 (d) thereof :

(a) to review the existing gradings of all posts in the Public Services and recommend such changes in post gradings as may be necessary to ensure overall consistency and equity in the allotment of grades and scales of salary within and between the Public Services ;

(b) to examine and report on the feasibility and desirability of simplifying and rationalising the various salary scales currently in use within the Public Services—this examination should include particular consideration of :

(i) possible use of a unified salary scale for the Public Services as a whole ;

(ii) possible use of a separate unified salary scale for each of the services ;

(c) to undertake surveys of actual levels of remuneration for broadly comparable employment groups in the Nigerian private sector and, in the light of these surveys, recommend for consideration by the Commission levels of salary and other benefits which would be appropriate for the Public Services, both in respect of existing salary scales and for any modified salary emerging from (b) above.

For purposes of the above paragraph the term "Public Services" means the Public Services of the Federation and of the States and includes Local Government Service, Teaching Service, service in the Universities, Statutory Corporations and State-owned Companies, the Police and the Judiciary.

These Terms of Reference should be read in conjunction with the Attached *Guidelines*.

Attachment

COMMISSION GUIDELINES FOR RE-GRADING AND JOB
EVALUATION OF POSTS IN THE PUBLIC SERVICES

TIMETABLE

Final reports on all aspects of the Terms of Reference should be available by August 1974.

Method to be adopted

Through collection and analysis of information on the work and organisation of the different occupational cadres of the Public Services, supplemented by appropriate job analysis of samples of posts, the Consultant Team should develop comprehensive documentation on all occupational groups, describing—

(i) characteristics of work appropriate to each occupational group ;

(ii) definitions and features of work appropriate to each work level within each occupational group.

The analysis and evaluation of work level and grade relationships within and between the different occupational groups should—

- (i) make use of appropriate objective and systematic methods and procedures ;
- (ii) involve maximum participation of staff and management of the Public Services concerned :

Commission Services and Support

The Consultant Team will be supported by appropriate number of senior Nigerian staff drawn from the various Public Services—staff numbers and other administrative support facilities to be agreed between the Commission and Consultant Team.

The Commission will be available during the assignment to discuss with the Consultant Team any matters of policy, methodology or programme which need to be resolved.

Appendix I. (c)

Ref. No. JF. 2/5

Public Service Review Commission,
Job Evaluation and Grading Team,
74 Rafiu Shittu Street,
Surulere,
7th September, 1973.

To : All Members of the Grading Team.

Administrative Circular No. 4

At the Commission meeting of 6th September, 1973 the Commission approved the following delineation of the scope of the Grading Task Force.

2. Since this information is somewhat sensitive, I would ask you not to discuss it with anyone not on the staff of the Grading Task Force. We want to ensure that all members of the Task Force understand our basic objectives ; however, it must be recognized that this information in the wrong hands could cause considerable embarrassment to the Commission as well as causing an increase in our workload.

Scope of Study

- (a) For : (i) FEDERAL SERVICE
(ii) STATES SERVICE
(iii) POLICE SERVICE
(iv) LEGAL SERVICE (Registrar and below)

The Team will provide by the end of June 1974 :

- (i) SIMPLIFICATION OF OCCUPATIONS—
by amalgamating some cadres to form broad occupational groupings ;
by consolidating the number of work levels to reflect realistic differences in work.
- (ii) Comprehensive position profiles for all work levels within major occupational groupings.
- (iii) A unified grading system which facilitates vertical mobility within occupational groupings in a manner which allows civil servants to progress to the highest levels of their capabilities.
- (iv) A coordinated job evaluation and salary administrative programme which will provide motivation to civil servants through a performance related plan.

Exclusion

- (b) Local Government will not be included for the following reasons :—
- (i) Organizational structures of Local Government are not uniform or consistent.
- (ii) Positions content and position titles are not standardized.
- (iii) Local Government is in the process of restructuring. A transitory “snapshot” of positions for grading purposes would be of only limited value.
- (iv) Salaries of Local Government personnel appear, so far, to be function of the ability to pay, rather than job worth. If this is true throughout Nigeria, job evaluation is not meaningful.

3. The Grading Team will analyse and evaluate positions in one Local Government area where integration with the State civil service has been completed. Schemes of service, organizational relationships, current salaries, etc. will all be reviewed with a view to presenting recommendations that are fully integrated with and compatible to the findings and recommendations being presented for the Federal and State Services.

- (c) For : UNIVERSITIES
TEACHING SERVICE
PARASTATALS
THE JUDICIARY

The Team will provide by the end of June 1974 :

On the basis of only limited sampling Salary Recommendations ONLY.

- (d) For Implementation of System :

By the end of June 1974, the Team will recommend continuing machinery for implementation of the job evaluation and compensation system which is accepted by Government.

D. O. HILLS,
Project Manager

Appendix 2 (A)

RANKS ASSIGNED TO ALL SENIOR MANAGEMENT POSITIONS
IN THE FEDERAL AND STATE CIVIL SERVICES

SM 7

FEDERAL					
Chief Executive	Ministry of Defence
Chief Executive	Ministry of External Affairs
Chief Executive	Ministry of Finance
Chief Executive	Ministry of Mines and Power
Chief Executive	Ministry of Personnel ¹
Chief Executive	Ministry of Economic Development and Reconstruction

SM 6

FEDERAL					
Deputy Inspector-General of Police	Nigeria Police Force
External Affairs Officer, Grade II	Ministry of External Affairs
Solicitor-General/Chief Executive	Ministry of Justice
Director of Petroleum Resources	Ministry of Mines and Power
Director of Public Prosecutions	Federal Ministry of Justice
² Chief Executive	Ministry of Transport
Chief Executive	Ministry of Agriculture and Natural Resources
Chief Executive	Cabinet Office
Chief Executive	Ministry of Communications
Chief Executive	Ministry of Education
Chief Executive	Ministry of Health
Chief Executive	Ministry of Industries
Chief Executive	Ministry of Information
Chief Executive	Ministry of Internal Affairs
Chief Executive	Ministry of Labour
Chief Executive	Ministry of Trade
Chief Executive	Ministry of Works and Housing
Principal Secretary	State House

NORTH-CENTRAL STATE

² Chief Executive	..	..	..	..	Ministry of Finance and Establishments
² Chief Executive	..	..	..	..	Ministry of Agriculture and Natural Resources
² Chief Executive	..	..	..	..	Ministry of Education
Chief Executive	..	..	..	..	Ministry of Health
² Solicitor-General/Chief Executive	..	..	..	..	Ministry of Justice
² Chief Executive	..	..	..	..	Local Government and Community Development

¹ The Commission's designation for a reconstituted Ministry of Establishments and Service Matters.

² Grading Advisory Board Ranking Decision.

NORTH-EASTERN STATE

² Solicitor-General/Chief Executive	..	..	..	..	Ministry of Justice
Chief Executive	..	..	..	..	Ministry of Health
² Chief Executive	..	..	..	..	Ministry of Natural Resources
² Chief Executive	..	..	..	..	Ministry of Education
² Chief Executive	..	..	..	..	Ministry of Local Government
² Chief Executive	..	..	..	..	Ministry of Finance

BENUE-PLATEAU STATE

² Solicitor-General/Chief Executive	..	..	..	..	Ministry of Justice
Chief Executive	..	..	..	..	Ministry of Health
² Chief Executive	..	..	..	..	Ministry of Local Government
² Chief Executive	..	..	..	..	Ministry of Natural Resources and Cooperatives
² Chief Executive	..	..	..	..	Ministry of Finance
² Chief Executive	..	..	..	..	Ministry of Education

LAGOS STATE

Director of Public Prosecutions	..	..	..	..	Ministry of Justice
Solicitor-General/Chief Executive	..	..	..	..	Ministry of Justice
Chief Executive	..	..	..	..	Ministry of Finance and Economic Development
Chief Executive	..	..	..	..	Ministry of Education and Community Development
Chief Executive	..	..	..	..	Ministry of Health and Social Welfare
² Chief Executive	..	..	..	..	Ministry of Agriculture and Natural Resources, Trade and Industry
² Chief Executive	..	..	..	..	Ministry of Local Government and Chieftaincy Affairs

NORTH-WESTERN STATE

² Solicitor-General/Chief Executive	..	..	..	..	Ministry of Justice
Chief Executive	..	..	..	..	Ministry of Health and Social Welfare
² Chief Executive	..	..	..	..	Ministry of Education
² Chief Executive	..	..	..	..	Ministry of Local Government and Community Development
² Chief Executive	..	..	..	..	Ministry of Finance
² Chief Executive	..	..	..	..	Ministry of Agriculture and Natural Resources

KWARA STATE

² Solicitor-General/Chief Executive	..	..	..	..	Ministry of Justice
Chief Executive	..	..	..	..	Ministry of Health and Social Welfare
² Chief Executive	..	..	..	..	Ministry of Education
² Chief Executive	..	..	..	..	Ministry of Local Government and Community Development
² Chief Executive	..	..	..	..	Ministry of Finance
Chief Executive	..	..	..	..	Ministry of Agriculture and Natural Resources

² Grading Advisory Board Ranking Decision.

KANO STATE

² Solicitor-General/Chief Executive	.. ..	Ministry of Justice
Chief Executive	.. ..	Ministry of Health and Social Welfare
² Chief Executive	.. ..	Ministry of Agriculture and Natural Resources
² Chief Executive	.. ..	Ministry of Education
² Chief Executive	.. ..	Ministry of Finance

RIVERS STATE

² Director of Public Prosecutions	.. ..	Ministry of Justice
² Solicitor-General/Chief Executive	.. ..	Ministry of Justice
Chief Executive	.. ..	Ministry of Health
² Chief Executive	.. ..	Ministry of Education
² Chief Executive	.. ..	Ministry of Agriculture, Fisheries and Natural Resources
² Chief Executive	.. ..	Ministry of Finance

EAST-CENTRAL STATE

Director of Public Prosecutions	.. ..	Ministry of Justice
Solicitor-General/Chief Executive	.. ..	Ministry of Justice
Chief Executive	.. ..	Ministry of Education
Chief Executive	.. ..	Ministry of Finance
Chief Executive	.. ..	Ministry of Health and Social Welfare
Chief Executive	.. ..	Ministry of Natural Resources and Agricultural Extension
² Chief Executive	.. ..	Divisional Administration Department

SOUTH-EASTERN STATE

² Director of Public Prosecutions	.. ..	Ministry of Justice
² Solicitor-General/Chief Executive	.. ..	Ministry of Justice
Chief Executive	.. ..	Ministry of Health
² Chief Executive	.. ..	Ministry of Agriculture
² Chief Executive	.. ..	Ministry of Education
² Chief Executive	.. ..	Ministry of Finance

WESTERN STATE

Director of Public Prosecutions	.. ..	Ministry of Justice
Solicitor-General/Chief Executive	.. ..	Ministry of Justice
Chief Executive	.. ..	Ministry of Finance
Chief Executive	.. ..	Ministry of Agriculture and Natural Resources
Chief Executive	.. ..	Ministry of Education
Chief Executive	.. ..	Ministry of Health
² Chief Executive	.. ..	Ministry of Local Government and Chieftaincy Affairs

² Grading Advisory Board Ranking Decision.

MID-WESTERN STATE

Director of Public Prosecutions	..	..	Ministry of Justice
Solicitor-General/Chief Executive	..	..	Ministry of Justice
Chief Executive	..	..	Ministry of Health
² Chief Executive	..	..	Ministry of Agriculture and Natural Resources
² Chief Executive	..	..	Ministry of Education
² Chief Executive	..	..	Ministry of Local Government and Chieftaincy Affairs
² Chief Executive	..	..	Ministry of Finance

FEDERAL

Commissioners of Police	..	..	Nigeria Police Force
Director, Federal Department of Agriculture	..	..	Ministry of Agriculture and Natural Resources
Director, Federal Department of Forestry	..	..	Ministry of Agriculture and Natural Resources
Director of Research	..	..	Ministry of Agriculture and Natural Resources
Director of Meteorology	..	..	Ministry of Agriculture and Natural Resources
Director, Federal Livestock Department	..	..	Ministry of Agriculture and Natural Resources
Director Central Planning Office	..	..	Ministry of Economic Development and Reconstruction
Chief Statistician	..	..	Ministry of Economic Development and Reconstruction
Deputy Chief Federal Adviser on Education	..	..	Ministry of Education
Chief Inspector of Education	..	..	Ministry of Education
External Affairs Officer, Grade III	..	..	Ministry of External Affairs
Secretary of Finance	..	..	Ministry of Finance
Deputy Chief Medical Adviser	..	..	Ministry of Health
Chief Consultant	..	..	Ministry of Health
Chief Health Officer	..	..	Ministry of Health
Director, Federal Institute of Industrial Research	..	..	Ministry of Industries
Director of Information	..	..	Ministry of Information
Director of Prisons	..	..	Ministry of Internal Affairs
Deputy Solicitor-General	..	..	Ministry of Justice
Deputy Parliamentary Counsel	..	..	Ministry of Justice
Director of Labour	..	..	Ministry of Labour
Director, National Provident Fund	..	..	Ministry of Labour
Deputy Director Petroleum Resources	..	..	Ministry of Mines and Power
Secretary for Mining Matters	..	..	Ministry of Mines and Power
Chief Inspecting Engineer	..	..	Ministry of Mines and Power
Director of Mineral Resources	..	..	Ministry of Mines and Power
Director of Geological Survey	..	..	Ministry of Mines and Power
Director, Inland Waterways ²	..	..	Ministry of Transport

² Grading Advisory Board Ruling Decision.

FEDERAL—continued

Director of Civil Aviation	..	..	..	Ministry of Transport
Assistant Director	..	..	..	Ministry of Works and Housing
Secretary for Works	..	..	..	Ministry of Works and Housing
Director of Surveys	..	..	..	Ministry of Works and Housing
Deputy Auditor-General	..	..	..	Ministry of Works and Housing

NORTH-CENTRAL STATE

² Director of Public Prosecutions	..	..	..	Ministry of Justice
Administrative Officers Principal Staff Grade				Military Governor's Office
Administrative Officers Senior Staff Grade				Military Governor's Office
Chief Consultant	..	..	..	Ministry of Health and Social Welfare
² Chief Executive	..	..	..	Ministry of Lands and Survey
Chief Medical Officer	..	..	..	Ministry of Health and Social Welfare
Chief Executive	..	..	..	Ministry of Information
Chief Executive	..	..	..	Ministry of Trade, Industry and Co-operatives
Chief Executive	..	..	..	Ministry of Works and Housing

NORTH-EASTERN STATE

² Director of Public Prosecutions	..	..	..	Ministry of Justice
Administrative Officers Senior Staff Grade				Military Governor's Office
Chief Executive	..	..	..	Military Governor's Office
Chief Executive	..	..	..	Ministry of Works and Housing
² Chief Executive	..	..	..	Ministry of Trade and Industry
² Chief Executive	..	..	..	Ministry of Lands and Survey
² Chief Executive	..	..	..	Ministry of Co-operatives and Community Development
Chief Executive	..	..	..	Ministry of Information and Social Welfare
¹ Chief Executive	..	..	..	Ministry of Establishments and Training

BENUE-PLATEAU STATE

² Director of Public Prosecutions	..	..	..	Ministry of Justice
Chief Executive	..	..	..	Military Governor's Office
² Chief Executive	..	..	..	Ministry of Internal Affairs and Information
² Chief Executive	..	..	..	Ministry of Trade and Industry
Chief Consultants	..	..	..	Ministry of Health
Chief Executive	..	..	..	Ministry of Works
² Chief Executive	..	..	..	Ministry of Lands and Survey

LAGOS STATE

Chief Executive	..	..	..	Office of the Secretary to the Military Government
Deputy Solicitor-General	..	..	..	Ministry of Justice
Accountant-General	..	..	..	Ministry of Finance
Commissioner Internal Revenue	..	..	..	Ministry of Finance
Legal Draftsman	..	..	..	Ministry of Justice

² Grading Advisory Board Ranking Decision.

LAGOS STATE—continued

Chief Inspector of Education	..	..	..	Ministry of Education and Community Development
Chief Consultants	..	..	..	Ministry of Health and Social Welfare
Chief Executive	..	..	..	Ministry of Works and Planning
² Chief Executive	..	..	..	Ministry of Information and Tourism

NORTH-WESTERN STATE

² Director of Public Prosecutions	..	..	..	Ministry of Justice
Chief Executive	..	..	..	Military Governor's Office
Chief Executive	..	..	..	Ministry of Works and Survey
Chief Consultant	..	..	..	Ministry of Health
² Chief Executive	..	..	..	Ministry of Information, Cultural and Social Development
² Chief Executive	..	..	..	Ministry of Establishments and Training
² Chief Executive	..	..	..	Ministry of Trade, Industry and Co-operatives

KWARA STATE

² Director of Public Prosecutions	..	..	..	Ministry of Justice
Chief Executive	..	..	..	Military Governor's Office
Chief Executive	..	..	..	Ministry of Economic Development
² Chief Executive	..	..	..	Ministry of Lands and Survey
² Chief Executive	..	..	..	Ministry of Home Affairs and Information
² Chief Executive	..	..	..	Ministry of Trade and Industry
Chief Executive	..	..	..	Ministry of Works

KANO STATE

² Director of Public Prosecutions	..	..	..	Ministry of Justice
Administrative Officers Senior Staff Grade	..	..	..	Military Governor's Office
Legal Draftsman	..	..	..	Ministry of Justice
Deputy Chief Medical Officer	..	..	..	Ministry of Health and Social Welfare
Chief Executive	..	..	..	Ministry of Works and Survey
² Chief Executive	..	..	..	Ministry of Cooperatives, Forestry and Community Development
² Chief Executive	..	..	..	Ministry of Establishments and Service Matters
² Chief Executive	..	..	..	Ministry of Trade and Industry

RIVERS STATE

Chief Executive	..	..	..	Military Governor's Office
Chief Executive	..	..	..	Ministry of Economic Development and Reconstruction
Legal Draftsman	..	..	..	Ministry of Justice
² Chief Executive	..	..	..	Ministry of Works and Transport
² Chief Executive	..	..	..	Ministry of Establishments
² Chief Executive	..	..	..	Ministry of Information
² Chief Executive	..	..	..	Ministry of Lands and Housing

² Grading Advisory Board Ranking Decision.

RIVERS STATE—continued

² Chief Executive	..	..	..	..	Ministry of Rural Development and Social Welfare
² Chief Executive	..	..	..	..	Ministry of Trade and Industry
² Chief Executive	..	..	..	..	Ministry of Trade and Industry

EAST-CENTRAL STATE

Chief Executive	..	..	..	..	Cabinet Office
Chief Inspector of Education	..	..	..	..	Ministry of Education
Controller of Planning and Chief Executive	..	..	..	..	Ministry of Economic Development and Reconstruction
Chief Executive	..	..	..	..	Ministry of Establishments
Chief Medical Officer	..	..	..	..	Ministry of Health and Social Welfare
Chief Consultants	..	..	..	..	Ministry of Health and Social Welfare
Chief Health Officer	..	..	..	..	Ministry of Health and Social Welfare
Chief Executive	..	..	..	..	Ministry of Industries
Chief Executive	..	..	..	..	Ministry of Information and Home Affairs
Deputy Solicitor-General	..	..	..	..	Ministry of Justice
Chief Executive	..	..	..	..	Ministry of Lands, Survey and Urban Development
Chief Agricultural Officer	..	..	..	..	Ministry of Natural Resources and Agricultural Extension
Chief Conservator of Forests	..	..	..	..	Ministry of Natural Resources and Agricultural Extension
Chief Veterinary Officer	..	..	..	..	Ministry of Natural Resources and Agricultural Extension
Accountant-General	..	..	..	..	Ministry of Finance
Chairman of the Board of Inland Revenue	..	..	..	..	Ministry of Finance
Chief Executive	..	..	..	..	Ministry of Trade and Transport
Director of Works Services Chief Executive	..	..	..	..	Ministry of Works and Housing

SOUTH-EASTERN STATE

Chief Executive	..	..	..	..	Ministry of Economic Development and Reconstruction
Chief Executive	..	..	..	..	Ministry of Information and Cultural Affairs
Chief Executive	..	..	..	..	Ministry of Lands, Survey and Town Planning
Chief Executive	..	..	..	..	Government House
Chief Executive	..	..	..	..	Cabinet Office
Chief Executive	..	..	..	..	Ministry of Works and Housing
² Chief Executive	..	..	..	..	Ministry of Home Affairs and Social Welfare
² Chief Executive	..	..	..	..	Ministry of Industries and Tourism
² Chief Executive	..	..	..	..	Ministry of Transport
² Chief Executive	..	..	..	..	Ministry of Trade and Cooperatives

² Grading Advisory Board Ranking Decision.

WESTERN STATE

Chief Executive	..	..	..	..	Military Governor's Office
Chief Executive	..	..	..	..	Ministry of Establishments and Training
Chief Agricultural Officer	..	..	..	..	Ministry of Agriculture and Natural Resources
Chief Agricultural Planning Officer	..	..	..	..	Ministry of Agriculture and Natural Resources
Chief Veterinary Officer	..	..	..	..	Ministry of Agriculture and Natural Resources
Chief Conservator of Forests	..	..	..	..	Ministry of Agriculture and Natural Resources
Chief Executive	..	..	..	..	Ministry of Economic Planning and Reconstruction
Deputy Chief Inspector of Education	..	..	..	..	Ministry of Education
Chief Consultant	..	..	..	..	Ministry of Health
Chief Medical Officer	..	..	..	..	Ministry of Health
Principal Consultant	..	..	..	..	Ministry of Health
Chief Health Officer	..	..	..	..	Ministry of Health
Chief Executive	..	..	..	..	Ministry of Home Affairs and Information
Commissioner for Boundary Settlement	..	..	..	..	Ministry of Justice
Legal Draughtsman	..	..	..	..	Ministry of Justice
Deputy Solicitor-General	..	..	..	..	Ministry of Justice
Chief Executive	..	..	..	..	Ministry of Lands and Housing
Chief Executive	..	..	..	..	Ministry of Industries
Chief Executive	..	..	..	..	Ministry of Trade and Cooperatives
Chief Executive	..	..	..	..	Ministry of Works and Transport
Accountant-General	..	..	..	..	Ministry of Finance
Commissioner of Internal Revenue	..	..	..	..	Ministry of Finance

MID-WESTERN STATE

Chief Executive	..	..	..	..	Military Governor's Office
Chief Executive	..	..	..	..	Ministry of Economic Development and Reconstruction
Chief Medical Officer	..	..	..	..	Ministry of Health
Chief Consultants	..	..	..	..	Ministry of Health
Chief Medical Officer of Health	..	..	..	..	Ministry of Health
Chief Executive	..	..	..	..	Ministry of Home Affairs and Information
Legal Draughtsman	..	..	..	..	Ministry of Justice
Deputy Solicitor-General	..	..	..	..	Ministry of Justice
Chief Executive	..	..	..	..	Ministry of Lands and Housing
Chief Executive	..	..	..	..	Ministry of Works and Transport
Chairman Youth Service Corps	..	..	..	..	Military Governor's Office
² Chief Executive	..	..	..	..	Ministry of Establishments
² Chief Executive	..	..	..	..	Ministry of Trade and Industry

² Grading Advisory Board Ranking Decision.

Appendix 2 (A)—continued

FEDERAL

Deputy Commissioners of Police	Nigeria Police Force
Chief Agricultural Planning Officer	Ministry of Agriculture and Natural Resources
Chief Water Resources Officer	Ministry of Agriculture and Natural Resources
Chief Agricultural Officer	Ministry of Agriculture and Natural Resources
Chief Livestock Planning Officer	Ministry of Agriculture and Natural Resources
Chief Veterinary Officer	Ministry of Agriculture and Natural Resources
Chief Veterinary Tsetse Officer	Ministry of Agriculture and Natural Resources
Director, Department of Fisheries	Ministry of Agriculture and Natural Resources
Deputy Director of Veterinary Research	Ministry of Agriculture and Natural Resources
Deputy Permanent Secretary	Cabinet Office
Deputy Permanent Secretary	Ministry of Agriculture and Natural Resources
Deputy Permanent Secretary	Ministry of Communications
Deputy Permanent Secretary	Ministry of Defence
Deputy Permanent Secretary	Ministry of Economic Development and Reconstruction
Deputy Permanent Secretary	Ministry of Education
Deputy Permanent Secretary	Ministry of Personnel
Deputy Permanent Secretary	Ministry of External Affairs
Deputy Permanent Secretary	Ministry of Finance
Deputy Permanent Secretary	Ministry of Health
Deputy Permanent Secretary	Ministry of Industries
Deputy Permanent Secretary	Ministry of Information
Deputy Permanent Secretary	Ministry of Internal Affairs
Deputy Permanent Secretary	Ministry of Labour
Deputy Permanent Secretary	Ministry of Mines and Power
Deputy Permanent Secretary	Ministry of Trade
Deputy Permanent Secretary	Ministry of Transport
Deputy Permanent Secretary	Ministry of Works and Housing
Legal Adviser	Ministry of Communications
Legal Adviser	Ministry of Defence
Director of Studies	Ministry of Defence
Assistant Director	Ministry of Economic Development and Reconstruction
Deputy Chief Inspector of Education	Ministry of Education
Adviser on Education	Ministry of Education
Building Officer, National Universities	Cabinet Office
Academic Planning Officer	Cabinet Office

Principal, King's College	Ministry of Education
Director, Antiquities	Ministry of Education
Secretary, Staff Development	Ministry of Personnel
External Affairs Officer, Grade IV	Ministry of External Affairs
Preventive Commandant	Ministry of Finance
Chief Economic Officer	Ministry of Finance
Legal Adviser	Ministry of Finance
Director of Research	Ministry of Finance
Deputy Accountant-General	Ministry of Finance
Deputy Chairman, Board of Customs and Excise	Ministry of Finance
Comptroller, Customs and Excise	Ministry of Finance
Deputy Chairman, Board of Inland Revenue	Ministry of Finance
Principal Medical Officer	Ministry of Health
Senior Consultants	Ministry of Health
Federal Government Chemist	Ministry of Health
Director, Industrial Inspectorate Division	Ministry of Industries
Director, Nigerian Standards Organisation	Ministry of Industries
Government Printer	Ministry of Information
Deputy Director of Prisons	Ministry of Internal Affairs
Legal Adviser	Ministry of Justice
Deputy Director of Public Prosecutions	Ministry of Justice
Director of Social Development	Ministry of Labour
Registrar of Cooperative Societies	Ministry of Labour
Deputy Director of Labour	Ministry of Labour
Chief Inspector of Factories	Ministry of Labour
Medical Inspector Senior Consultant	Ministry of Health
Legal Adviser	Ministry of Labour
Deputy Director, National Provident Fund	Ministry of Labour
Controller of Finance and Accounts, National Provident Fund	Ministry of Labour
Chief Petroleum Engineer	Ministry of Mines and Power
Legal Adviser	Ministry of Mines and Power
Government Inspector of Railways	Ministry of Transport
Legal Adviser	Ministry of Transport
Chief Mechanical Engineer	Ministry of Transport
Chief Aerodrome Engineer	Ministry of Transport
Chief Structural Engineer	Ministry of Works and Housing
Chief Civil Engineer	Ministry of Works and Housing
Chief Architect	Ministry of Works and Housing
Chief Quantity Surveyor	Ministry of Works and Housing
Chief Electrical/Mechanical Engineer	Ministry of Works and Housing
Legal Adviser	Ministry of Works and Housing
Secretary	Federal Public Service Commission
Chief Scientific Officer	Federal Cabinet Office

NORTH-CENTRAL STATE

Chief Agricultural Officer	Ministry of Agriculture and Natural Resources
Chief Veterinary Officer	Ministry of Agriculture and Natural Resources

NORTH CENTRAL STATE—*continued*

Deputy Chief Inspector	Ministry of Education
Commissioner of Revenue	Ministry of Finance and Establishments
Principal Medical Officer	Ministry of Health and Social Welfare
Senior Dental Consultant	Ministry of Health and Social Welfare
Senior Consultants	Ministry of Health and Social Welfare
Chief Commercial Officer	Ministry of Trade, Industry and Co-operatives
Registrar of Cooperatives	Ministry of Trade, Industry and Co-operatives
Chief Civil Engineer	Ministry of Works and Housing
Chief Architect	Ministry of Works and Housing
Deputy Auditor-General	Ministry of Finance
Accountant-General	Ministry of Finance

NORTH-EASTERN STATE

Deputy Auditor-General	Ministry of Finance
Commissioner of Internal Revenue	Ministry of Finance
Adviser on Stores	Ministry of Finance
Controller of Works Services	Ministry of Works and Housing
Chief Agricultural Officer	Ministry of Natural Resources
Chief Conservator of Forests	Ministry of Natural Resources
Chief Veterinary Officer	Ministry of Natural Resources
Chief Planning Officer	Ministry of Education
Deputy Chief Inspectors of Education	Ministry of Education
Deputy Permanent Secretary	Ministry of Health
Principal Medical Officer of Health	Ministry of Health
Senior Consultants	Ministry of Health
Chief Information Officer	Ministry of Information and Social Welfare
Accountant-General	Ministry of Finance
Commissioner of Revenue	Ministry of Finance

BENUE-PLATEAU STATE

Deputy Solicitor-General	Ministry of Justice
Chief Civil Engineer	Ministry of Works
Chief Mechanical Engineer	Ministry of Works
Chief Architect	Ministry of Works
Chief Agricultural Officer	Ministry of Natural Resources and Cooperatives
Chief Irrigation Engineer	Ministry of Natural Resources and Cooperatives
Chief Conservator of Forests	Ministry of Natural Resources and Cooperatives
Chief Veterinary Officer	Ministry of Natural Resources and Cooperatives
Chief Animal Husbandry Officer	Ministry of Natural Resources and Cooperatives
Registrar of Cooperatives	Ministry of Natural Resources and Cooperatives

BENUE-PLATEAU STATE—*continued*

Chief Inspector of Education	.. ..	Ministry of Education
Senior Consultants	.. ..	Ministry of Health
Principal Medical Officer	.. ..	Ministry of Health
Surveyor-General	.. ..	Ministry of Lands and Survey

LAGOS STATE

Deputy Commissioner of Internal Revenue	.. ..	Ministry of Finance and Economic Development
Deputy Accountant-General	.. ..	Ministry of Finance and Economic Development
Deputy Permanent Secretary	.. ..	Ministry of Finance and Economic Development
Deputy Director of Public Prosecutions	.. ..	Ministry of Justice
Assistant Legal Draftsman	.. ..	Ministry of Justice
Administrator-General	.. ..	Ministry of Justice
Chief Agricultural Officer	.. ..	Ministry of Agriculture and Natural Resources, Trade and Industry
Registrar of Cooperative Societies	.. ..	Ministry of Agriculture and Natural Resources, Trade and Industry
Deputy Permanent Secretary	.. ..	Ministry of Health and Social Welfare
Senior Consultants	.. ..	Ministry of Health and Social Welfare
Chief Dental Surgeon	.. ..	Ministry of Health and Social Welfare
Principal Medical Superintendent	.. ..	Ministry of Health and Social Welfare
Principal Medical Officer	.. ..	Ministry of Health and Social Welfare
Deputy Permanent Secretary	.. ..	Ministry of Education and Community Development
Deputy Chief Inspector of Education	.. ..	Ministry of Education and Community Development
Chief Community Development Officer	.. ..	Ministry of Education and Community Development
Chief Civil Engineer	.. ..	Ministry of Works and Housing
Chief Architect	.. ..	Ministry of Works and Planning
Chief Mechanical/Electrical Engineer	.. ..	Ministry of Works and Planning
Chief Water Engineer	.. ..	Ministry of Works and Planning
Chief Lands Officer	.. ..	Ministry of Works and Planning
Surveyor General	.. ..	Ministry of Works and Planning
Chief Town Planning Officers	.. ..	Ministry of Works and Planning
Deputy Auditor-General	.. ..	Ministry of Finance

NORTH-WESTERN STATE

Deputy Solicitor-General	.. ..	Ministry of Justice
Surveyor General	.. ..	Ministry of Works and Survey
Chief Agricultural Officer	.. ..	Ministry of Natural Resources
Deputy Chief Inspectors	.. ..	Ministry of Education
Principal Medical Officers	.. ..	Ministry of Health
Senior Consultants	.. ..	Ministry of Health

KWARA STATE

Deputy Chief Inspector of Education	..	..	..	Ministry of Education
Deputy Permanent Secretary	..	..	..	Ministry of Health and Social Welfare
Senior Consultants	..	..	..	Ministry of Health and Social Welfare
Deputy Solicitor-General	..	..	..	Ministry of Justice
Chief Agricultural Officer	..	..	..	Ministry of Agriculture and Natural Resources
Chief Veterinary Officer	..	..	..	Ministry of Agriculture and Natural Resources
Chief Architect	..	..	..	Ministry of Works
Chief Civil Engineer	..	..	..	Ministry of Works
Chief Mechanical/Electrical Engineer	..	..	..	Ministry of Works
Chief Planning Officer	..	..	..	Ministry of Economic Development
Consultant Economist	..	..	..	Ministry of Economic Development
Deputy Auditor-General	..	..	..	Ministry of Finance
Accountant-General	..	..	..	Ministry of Finance

KANO STATE

Deputy Solicitor-General	..	..	..	Ministry of Justice
Deputy Auditor-General	..	..	..	Ministry of Justice
Chief Agricultural Officer	..	..	..	Ministry of Agriculture and Natural Resources
Chief Veterinary Officer	..	..	..	Ministry of Agriculture and Natural Resources
Chief Irrigation Engineer	..	..	..	Ministry of Agriculture and Natural Resources
Chief Produce Officer	..	..	..	Ministry of Agriculture and Natural Resources
Deputy Chief Inspector of Education	..	..	..	Ministry of Education
Principal Medical Officers	..	..	..	Ministry of Health and Social Welfare
Senior Consultants	..	..	..	Ministry of Health and Social Welfare
Chief Engineers	..	..	..	Ministry of Works and Survey
Chief Architect	..	..	..	Ministry of Works and Survey
Accountant-General	..	..	..	Ministry of Finance
Commissioner of Revenue	..	..	..	Ministry of Finance

RIVERS STATE

Chief Agricultural Officer (Extension Service)	..	..	..	Ministry of Agriculture, Fisheries and Natural Resources
Chief Agricultural Research Officer	..	..	..	Ministry of Agriculture, Fisheries and Natural Resources
Chief Fisheries Officer	..	..	..	Ministry of Agriculture, Fisheries and Natural Resources
Chief Veterinary Officer	..	..	..	Ministry of Agriculture, Fisheries and Natural Resources
Chief Planning Officer	..	..	..	Ministry of Economic Development and Reconstruction
Deputy Director of Education	..	..	..	Ministry of Education
Project Manager	..	..	..	Ministry of Education
Principal Medical Officer	..	..	..	Ministry of Health
Chief Dental Surgeon	..	..	..	Ministry of Health

RIVER STATE—*continued*

Principal Health Officer	.. .. .	Ministry of Health
Senior Consultants	.. .. .	Ministry of Health
Deputy Solicitor-General	.. .. .	Ministry of Justice
Head of Law Revision	.. .. .	Ministry of Justice
Administrator-General	.. .. .	Ministry of Justice
Chief Architect	.. .. .	Ministry of Works and Transport
Chief Executive Engineer	.. .. .	Ministry of Works and Transport
Chief Mechanical/Electrical Engineer	.. .. .	Ministry of Works and Transport
Director of Marine Services	.. .. .	Ministry of Works and Transport
Deputy Auditor-General	.. .. .	Audit Department
Controller of Internal Revenue	.. .. .	Ministry of Finance
Accountant-General	.. .. .	Ministry of Finance

EAST-CENTRAL STATE

Deputy Auditor-General	.. .. .	Audit Department
Deputy Permanent Secretary	.. .. .	Ministry of Education
Deputy Chief Inspector of Education	.. .. .	Ministry of Education
Chief Education Officers (Standards)	.. .. .	Ministry of Education
Chief Planning Officer	.. .. .	Ministry of Education
Deputy Controller of Planning	.. .. .	Ministry of Economic Development and Reconstruction
Deputy Permanent Secretary	.. .. .	Ministry of Finance
Deputy Accountant-General	.. .. .	Ministry of Finance
Deputy Chairman of the Board of Internal Revenue	.. .. .	Ministry of Finance
Financial Controller	.. .. .	Ministry of Finance
Chief Inspector of Taxes	.. .. .	Ministry of Finance
Senior Consultants	.. .. .	Ministry of Health and Social Welfare
Chief Dental Surgeon	.. .. .	Ministry of Health and Social Welfare
Principal Medical Officer	.. .. .	Ministry of Health and Social Welfare
Deputy Permanent Secretary	.. .. .	Ministry of Health and Social Welfare
Chief Information Officer	.. .. .	Ministry of Information and Home Affairs
Legal Draftsman	.. .. .	Ministry of Justice
Administrator-General	.. .. .	Ministry of Justice
Chief Land Officer	.. .. .	Ministry of Lands, Survey and Urban Development
Surveyor General	.. .. .	Ministry of Lands, Survey and Urban Development
Deputy Permanent Secretary	.. .. .	Ministry of Natural Resources and Agricultural Extension
Deputy Chief Agricultural Officer	.. .. .	Ministry of Natural Resources and Agricultural Extension
Chief Agricultural Engineer	.. .. .	Ministry of Natural Resources and Agricultural Extension
Chief Fisheries Officer	.. .. .	Ministry of Natural Resources and Agricultural Extension
Deputy Chief Veterinary Officer	.. .. .	Ministry of Natural Resources and Agricultural Extension
Chief Animal Husbandry Officer	.. .. .	Ministry of Natural Resources and Agricultural Extension
Deputy Chief Conservator of Forests	.. .. .	Ministry of Natural Resources and Agricultural Extension

EAST-CENTRAL STATE—continued

Registrar of Cooperative Societies	..	Ministry of Trade and Transport
Deputy Director of Works Services	..	Ministry of Works and Housing
Assistant Directors	.. .. .	Ministry of Works and Housing

SOUTH-EASTERN STATE

Establishment Secretary	.. .. .	Cabinet Office
Chief Agricultural Officer	.. .. .	Ministry of Agriculture
Secretary, Planning	.. .. .	Ministry of Economic Development and Reconstruction
Project Manager	.. .. .	Ministry of Education
Deputy Permanent Secretary	.. .. .	Ministry of Health
Principal Medical Officer	.. .. .	Ministry of Health
Principal Medical Officer of Health	.. .. .	Ministry of Health
Senior Consultants	.. .. .	Ministry of Health
Chief Information Officer	.. .. .	Ministry of Information and Cultural Affairs
Deputy Solicitor-General	.. .. .	Ministry of Justice
Legal Adviser	.. .. .	Ministry of Justice
Legal Draftsman	.. .. .	Ministry of Justice
Surveyor General	.. .. .	Ministry of Lands, Survey and Town Planning
Chief Veterinary Officer	.. .. .	Ministry of Natural Resources
Chief Conservator of Forests	.. .. .	Ministry of Natural Resources
Chief Fisheries Officer	.. .. .	Ministry of Natural Resources
Accountant-General	.. .. .	Ministry of Finance
Chairman, Board of Inland Revenue	.. .. .	Ministry of Finance
Controller of Works Services	.. .. .	Ministry of Transport
Deputy Auditor-General	.. .. .	Audit Department

WESTERN STATE

Deputy Permanent Secretary	.. .. .	Ministry of Finance
Deputy Commissioner of Internal Revenue	.. .. .	Ministry of Finance
Deputy Accountant-General	.. .. .	Ministry of Finance
Fiscal Research Officer	.. .. .	Ministry of Finance
Deputy Permanent Secretary	.. .. .	Ministry of Agriculture and Natural Resources
Chief Agricultural Engineer	.. .. .	Ministry of Agriculture and Natural Resources
Deputy Chief Conservator of Forests	.. .. .	Ministry of Agriculture and Natural Resources
Chief Produce Officer	.. .. .	Ministry of Agriculture and Natural Resources
Chief Statistician	.. .. .	Ministry of Economic Planning and Reconstruction
Chief Social Development Officer	.. .. .	Ministry of Economic Planning and Reconstruction
Deputy Permanent Secretary	.. .. .	Ministry of Education
Chief Education Officer	.. .. .	Ministry of Education
Deputy Permanent Secretary	.. .. .	Ministry of Health
Principal Medical Officers	.. .. .	Ministry of Health

WESTERN STATE—*continued*

Chief Dental Surgeon	Ministry of Health
Senior Consultants	Ministry of Health
Chief Information Officer	Ministry of Home Affairs and Information
Assistant Legal Draftsman	Ministry of Justice
Chief Lands Officer	Ministry of Lands and Housing
Chief Town Planning Officer	Ministry of Lands and Housing
Surveyor-General	Ministry of Lands and Housing
Registrar of Cooperative Societies	Ministry of Trade and Cooperatives
Chief Architect	Ministry of Works and Transport
Chief Civil Engineer	Ministry of Works and Transport
Chief Mechanical/Electrical Engineer	Ministry of Works and Transport
Chief Engineer (Sewage)	Ministry of Works and Transport
Deputy Auditor-General	Audit

MID-WESTERN STATE

Director, University of Benin Building Project	Military Governor's Office
Chief Agricultural Officer	Ministry of Agriculture and Natural Resources
Chief Veterinary Officer	Ministry of Agriculture and Natural Resources
Chief Fisheries Officer	Ministry of Agriculture and Natural Resources
Chief Statistician	Ministry of Economic Development and Reconstruction
Deputy Chief Inspector of Projects	Ministry of Economic Development and Reconstruction
Chief Education Officers	Ministry of Education
Deputy Chief Inspectors of Education	Ministry of Education
Deputy Provost	Ministry of Education
Senior Specialists	Ministry of Health
Principal Medical Officers of Health	Ministry of Health
Accountant-General	Ministry of Finance
Director of Internal Revenue	Ministry of Finance
Chief Information Officer	Ministry of Home Affairs and Information
Director of Chieftaincy Research	Ministry of Local Government and Chieftaincy Affairs
Deputy Director of Public Prosecutions	Ministry of Justice
Chief Lands Officer	Ministry of Lands and Housing
Surveyor-General	Ministry of Lands and Housing
Chief Architect	Ministry of Works and Transport
Chief Engineer (Design and Planning)	Ministry of Works and Transport
Chief Civil Engineer	Ministry of Works and Transport
Chief Electrical/Mechanical Engineer	Ministry of Works and Transport
Deputy Auditor-General	Audit

FEDERAL

Under-Secretary	..	..	..	..	Federal Cabinet Office
Under-Secretary	..	..	..	..	Ministry of Agriculture and Natural Resources
Under-Secretary	..	..	..	..	Ministry of Communications
Under-Secretary	..	..	..	..	Ministry of Defence
Under-Secretary	..	..	..	..	Ministry of Economic Development and Reconstruction
Under-Secretary	..	..	..	..	Ministry of Education
Under-Secretary	..	..	..	..	Ministry of Personnel
Under-Secretary	..	..	..	..	Ministry of Finance
Under-Secretary	..	..	..	..	Ministry of Industries
Under-Secretary	..	..	..	..	Ministry of Information
Under-Secretary	..	..	..	..	Ministry of Labour
Under-Secretary	..	..	..	..	Ministry of Mines and Power
Under-Secretary	..	..	..	..	Ministry of Trade
Under-Secretary	..	..	..	..	Ministry of Transport
Under-Secretary	..	..	..	..	Ministry of Works and Housing
Under-Secretary	..	..	..	..	Ministry of Internal Affairs
Deputy Director of Meteorological Services					Ministry of Agriculture and Natural Resources
Deputy Chief Water Resources Officer	..				Ministry of Agriculture and Natural Resources
Deputy Director	..	..	..	..	Ministry of Agriculture and Natural Resources
Chief Forestry Planning Officer	..	..			Ministry of Agriculture and Natural Resources
Chief Veterinary Officer (Research)	..				Ministry of Agriculture and Natural Resources
Deputy Chief Veterinary Officer	..	..			Ministry of Agriculture and Natural Resources
Deputy Chief Veterinary Tsetse Officer	..				Ministry of Agriculture and Natural Resources
Deputy Director of Agricultural Research					Ministry of Agriculture and Natural Resources
Deputy Director of Forest Research	..				Ministry of Agriculture and Natural Resources
Deputy Chief Statistician	..	..	..	..	Ministry of Economic Development and Reconstruction
Secretary and Chief Manpower Planning Officer					Ministry of Economic Development and Reconstruction
Chief Planning Officer	..	..	..	..	Ministry of Economic Development and Reconstruction
Chief Education Officer	..	..	..	..	Ministry of Education
Secretary, Bureau of External Aid	..	..	..	..	Ministry of Education
Secretary, UNESCO	..	..	..	..	Ministry of Education
Director of National Archives	..	..	..	..	Ministry of Education
External Affairs Officer, Grade V	..	..	..	..	Ministry of External Affairs
Deputy Director Information	..	..	..	..	Ministry of External Affairs
Principal Private Secretary	..	..	..	..	State House

FEDERAL—continued

Deputy Chief Economic Officer	Ministry of Finance
Chief Economist	Ministry of Finance
Chief Accountant	Ministry of Finance
Assistant Comptroller, Customs	Ministry of Finance
Deputy Preventive Commandant	Ministry of Finance
Administrative Secretary, Customs	Ministry of Finance
Chief Investigating Officer, Inland Revenue	Ministry of Finance
Chief Inspecting Officer, Inland Revenue ..	Ministry of Finance
Chief Inspector of Taxes, Inland Revenue ..	Ministry of Finance
Chief Pharmacist	Ministry of Health
Director, Pharmaceutical Manufacturing Laboratory	Ministry of Health
Consultants	Ministry of Health
Senior Medical Superintendents	Ministry of Health
Deputy Federal Government Chemist	Ministry of Health
Principal, School of Dental Hygiene and Dental Technology	Ministry of Health
Chief Health Educator	Ministry of Health
Deputy Director, Federal Institute of Industrial Research	Ministry of Industries
Principal State Counsel	Ministry of Industries
Deputy Director	Ministry of Information
Chief Cultural Officer	Ministry of Information
Chief Accountant	Ministry of Internal Affairs
Administrative Secretary (Prisons)	Ministry of Internal Affairs
Principal Medical Officer (Prisons)	Ministry of Internal Affairs
Chief Immigration Officer	Ministry of Internal Affairs
Principal State Counsel	Ministry of Justice
Assistant Parliamentary Counsel, Grade I ..	Ministry of Justice
Assistant Director of Labour	Ministry of Labour
Chief Accountant	Ministry of Labour
Assistant Director, Social Development ..	Ministry of Labour
Deputy Chief Inspecting Engineer	Ministry of Mines and Power
Deputy Director of Mineral Resources	Ministry of Mines and Power
Chief Economist	Ministry of Mines and Power
Deputy Director, Geological Survey	Ministry of Mines and Power
Chief Geophysicist	Ministry of Mines and Power
Director, Nigerian Stored Products Research Institute	Ministry of Trade
Chief Produce Officer	Ministry of Trade
Principal State Counsel	Ministry of Trade
Assistant Director, Inland Waterways	Ministry of Transport
Government Inspector of Shipping	Ministry of Transport
Deputy Director of Civil Aviation	Ministry of Transport
Chief Air Traffic Control Officer	Ministry of Transport
Coastal Agent	Ministry of Transport
Chief Accountant	Ministry of Works and Housing
Chief Federal Lands Officer	Ministry of Works and Housing
Deputy Director of Surveys	Ministry of Works and Housing
Chief Auditor	Department of the Auditor-General

FEDERAL—continued

Secretary	Police Service Commission
Secretary	Statutory Corporations Service Commission
Secretary, National Council on Establishments	Ministry of Personnel
Secretary of the National Census Board ..	Federal Cabinet Office

NORTH-CENTRAL STATE

Administrative Officers, Staff Grade ..	Military Governor's Office
Economic Adviser	Military Governor's Office
Administrator-General Public Trustee ..	Ministry of Justice
Principal State Counsel	Ministry of Justice
Deputy Chief Agricultural Officer	Ministry of Agriculture and Natural Resources
Chief Produce Officer	Ministry of Agriculture and Natural Resources
Chief Conservator of Forests	Ministry of Agriculture and Natural Resources
Chief Animal Husbandry	Ministry of Agriculture and Natural Resources
Chief Education Officer	Ministry of Education
Deputy Accountant-General	Ministry of Finance and Establishments
Under-Secretary	Ministry of Agriculture and Natural Resources
Under-Secretary	Ministry of Health and Social Welfare
Under-Secretary	Ministry of Finance and Establishments
Senior Medical Superintendent	Ministry of Health and Social Welfare
Chief Social Welfare Officer	Ministry of Health and Social Welfare
Consultants	Ministry of Health and Social Welfare
Chief Information Officer	Ministry of Information
Government Printer	Ministry of Information
Surveyor-General	Ministry of Lands and Survey
Chief Community Development Inspector ..	Ministry of Local Government Community Development
Deputy Chief Civil Engineer	Ministry of Works and Housing
Deputy Chief Architect	Ministry of Works and Housing
Secretary	Public Service Commission

NORTH-EASTERN STATE

Administrative Officers, Staff Grade ..	Military Governor's Office
Provincial Secretaries	Military Governor's Office
Secretary	Public Service Commission
Deputy Permanent Secretary	Ministry of Finance
Deputy Commissioner of Internal Revenue	Ministry of Finance
Deputy Accountant-General	Ministry of Finance
Deputy Director of Public Prosecutions ..	Ministry of Justice
Deputy Permanent Secretary	Ministry of Works and Housing
Chief Civil Engineer	Ministry of Works and Housing
Chief Water Engineer	Ministry of Works and Housing

NORTH-EASTERN STATE—*continued*

Chief Mechanical and Electrical Engineer ..	..	Ministry of Works and Housing
Chief Architect .. .. .	..	Ministry of Works and Housing
Deputy Chief Agricultural Officer ..	..	Ministry of Natural Resources
Chief Produce Officer .. .. .	..	Ministry of Natural Resources
Chief Irrigation Engineer .. .. .	..	Ministry of Natural Resources
Deputy Chief Conservator of Forests ..	..	Ministry of Natural Resources
Deputy Chief Veterinary Officer ..	..	Ministry of Natural Resources
Chief Education Officers .. .. .	..	Ministry of Education
Chief Commercial Officer .. .. .	..	Ministry of Trade and Industry
Surveyor-General .. .. .	..	Ministry of Lands and Survey
Registrar of Cooperative Societies ..	..	Ministry of Cooperatives and Community Development
Consultants .. .. .	..	Ministry of Health
Senior Medical Officer of Health ..	..	Ministry of Health
Senior Medical Superintendents ..	..	Ministry of Health

BENUE-PLATEAU STATE

Deputy Permanent Secretary .. ..	..	Ministry for Local Government
Secretary .. .. .	..	Local Administration Service Board
Secretary .. .. .	..	Public Service Commission
Deputy Commissioner of Revenue ..	..	Ministry of Finance
Deputy Permanent Secretary ..	..	Military Governor's Office
Deputy Accountant-General .. .. .	..	Ministry of Finance
Deputy Permanent Secretary .. ..	..	Ministry of Finance
Legal Draftsman .. .. .	..	Ministry of Justice
Principal State Counsel .. .. .	..	Ministry of Justice
Deputy Permanent Secretary .. ..	..	Ministry of Works
Deputy Permanent Secretary .. ..	..	Ministry of Natural Resources and Cooperatives
Deputy Chief Inspector of Education ..	..	Ministry of Education
Chief Education Officers .. .. .	..	Ministry of Education
Consultants .. .. .	..	Ministry of Health
Senior Medical Superintendents .. ..	..	Ministry of Health
Chief Information Officer .. .. .	..	Ministry of Internal Affairs and Informa- tion
Chief Commercial Officer .. .. .	..	Ministry of Trade and Industry
Deputy Surveyor-General .. .. .	..	Ministry of Lands and Survey

LAGOS STATE

Principal State Counsel .. .. .	..	Ministry of Justice
Senior Medical Superintendents .. ..	..	Ministry of Health and Social Welfare
Principal Dental Surgeon .. .. .	..	Ministry of Health and Social Welfare
Chief Social Welfare Officer .. .. .	..	Ministry of Health and Social Welfare
Deputy Permanent Secretary .. .. .	..	Office of the Secretary to the Military Government
Deputy Permanent Secretary .. .. .	..	Ministry of Works and Planning
Deputy Permanent Secretary .. .. .	..	Ministry of Agriculture, and Natural Resources, Trade and Industry
Deputy Chief Engineers .. .. .	..	Ministry of Works and Planning

LAGOS STATE—*continued*

Deputy Chief Architect	.. .. .	Ministry of Works and Planning
Deputy Chief Structural Engineer	.. .. .	Ministry of Works and Planning
Deputy Chief Quantity Surveyor	.. .. .	Ministry of Works and Planning
Deputy Chief Mechanical/Electrical Engineer	.. .. .	Ministry of Works and Planning
Deputy Chief Lands Officer	.. .. .	Ministry of Works and Planning
Deputy Surveyor-General	.. .. .	Ministry of Works and Planning
Deputy Chief Town Planning Officers	.. .. .	Ministry of Works and Housing
Government Printer	.. .. .	Ministry of Information and Tourism
Secretary	.. .. .	Public Service Commission

NORTH-WESTERN STATE

Secretary	.. .. .	Public Service Commission
Deputy Permanent Secretary	.. .. .	Ministry of Finance
Deputy Accountant-General	.. .. .	Ministry of Finance
Principal State Counsel	.. .. .	Ministry of Justice
Deputy Permanent Secretary	.. .. .	Ministry of Works and Survey
Deputy Permanent Secretary	.. .. .	Military Governor's Office
Assistant Chief Planning Officer	.. .. .	Military Governor's Office
Progress Engineer	.. .. .	Ministry of Works and Survey
Chief Civil Engineer	.. .. .	Ministry of Works and Survey
Chief Water Engineer	.. .. .	Ministry of Works and Survey
Chief Mechanical Engineer	.. .. .	Ministry of Works and Survey
Chief Architect	.. .. .	Ministry of Works and Survey
Assistant Surveyor-General	.. .. .	Ministry of Works and Survey
Deputy Permanent Secretary	.. .. .	Ministry of Natural Resources
Chief Agricultural Planning Officer	.. .. .	Ministry of Natural Resources
Chief Irrigation Engineer	.. .. .	Ministry of Natural Resources
Chief Produce Officer	.. .. .	Ministry of Natural Resources
Chief Conservator of Forests	.. .. .	Ministry of Natural Resources
Chief Veterinary Officer	.. .. .	Ministry of Natural Resources
Deputy Permanent Secretary	.. .. .	Ministry of Education
Chief Education Officers	.. .. .	Ministry of Education
Senior Medical Superintendents	.. .. .	Ministry of Health
Consultants	.. .. .	Ministry of Health
Chief Community Development Inspector	.. .. .	Ministry for Local Government and Community Development
Chief Commercial Officer	.. .. .	Ministry of Trade, Industry and Co-operatives
Chief Industrial Officer	.. .. .	Ministry of Trade, Industry and Co-operatives
Registrar of Cooperatives	.. .. .	Ministry of Trade, Industry and Co-operatives
Chief Information Officer	.. .. .	Ministry of Information, Cultural and Social Development
Chief Social Welfare Officer	.. .. .	Ministry of Information, Cultural and Social Development
Director of Youth and Culture	.. .. .	Ministry of Information, Cultural and Social Development

KWARA STATE

Principal Private Secretary	Government House
Deputy Permanent Secretary	Military Governor's Office
Chief Fire Officer	Military Governor's Office
Chief Education Officer	Ministry of Education
Deputy Permanent Secretary	Ministry of Finance
Deputy Commissioner of Revenue	Ministry of Finance
Deputy Accountant-General	Ministry of Finance
Deputy Director of Public Prosecution	Ministry of Justice
Consultants	Ministry of Health and Social Welfare
Senior Medical Superintendent	Ministry of Health and Social Welfare
Chief Lands Officer	Ministry of Lands and Surveys
Chief Town Planning Officer	Ministry of Lands and Surveys
Deputy Permanent Secretary	Ministry of Agriculture and Natural Resources
Registrar of Cooperative Societies	Ministry of Agriculture and Natural Resources
Chief Conservator of Forests	Ministry of Agriculture and Natural Resources
Legal Draftsman	Ministry of Justice
Deputy Permanent Secretary	Ministry of Works
Assistant Chief Civil Engineer	Ministry of Works
Assistant Chief Mechanical/Electrical Engineer	Ministry of Works
Assistant Chief Architect	Ministry of Works
Principal Technical Officer	Ministry of Works
Chief Information Officer	Ministry of Economic Development
Government Printer	Ministry of Home Affairs and Information
Deputy Chief Planning Officer	Ministry of Economic Development
Agricultural Economist	Ministry of Economic Development
Deputy Chief Statistician	Ministry of Economic Development
Chief Commercial Officer	Ministry of Trade and Industry
Secretary	Public Service Commission

KANO STATE

Administrative Officers, Staff Grade	Military Governor's Office
Chief Information Officer	Military Governor's Office
Government Printer	Military Governor's Office
Deputy Director of Public Prosecution	Ministry of Justice
Principal State Counsel	Ministry of Justice
Secretary	Public Service Commission
Deputy Chief Agricultural Officer	Ministry of Agriculture and Natural Resources
Deputy Chief Veterinary Officer	Ministry of Agriculture and Natural Resources
Deputy Chief Irrigation Officer	Ministry of Agriculture and Natural Resources
Deputy Permanent Secretary	Ministry of Agriculture and Natural Resources
Registrar of Cooperatives	Ministry of Cooperatives, Forestry and Community Development

KANO STATE—*continued*

General Manager, Communications	..	..	Ministry of Cooperatives, Forestry and Community Development
Chief Education Officers	..	..	Ministry of Education
Deputy Permanent Secretary	..	..	Ministry of Finance
Deputy Permanent Secretary	..	..	Ministry of Education
Deputy Commissioner of Revenue	..	..	Ministry of Finance
Deputy Accountant-General	..	..	Ministry of Finance
Consultants	..	..	Ministry of Health and Social Welfare
Senior Medical Superintendents	..	..	Ministry of Health and Social Welfare
Chief Commercial Officer	..	..	Ministry of Trade and Industry
Industrial Economist	..	..	Ministry of Trade and Industry
Deputy Permanent Secretary	..	..	Ministry of Works and Survey
Deputy Chief Engineer	..	..	Ministry of Works and Survey
Surveyor-General	..	..	Ministry of Works and Survey

RIVERS STATE

Principal Secretary	..	..	Government House
Principal, Advanced Teacher Training College	..	..	Ministry of Education
Organization and Method Consultant	..	..	Ministry of Establishments
Chief Training Adviser	..	..	Ministry of Establishments
Deputy Accountant-General	..	..	Ministry of Finance
Deputy Controller, Internal Revenue	..	..	Ministry of Finance
Under-Secretary	..	..	Ministry of Health
Specialist Medical Statistician	..	..	Ministry of Health
Chief Pharmacist	..	..	Ministry of Health
Senior Medical Superintendent	..	..	Ministry of Health
Consultants	..	..	Ministry of Health
Director of Information	..	..	Ministry of Information
Government Printer	..	..	Ministry of Information
Principal State Counsel	..	..	Ministry of Justice
Assistant Legal Draftsman	..	..	Ministry of Justice
Deputy Director of Public Prosecution	..	..	Ministry of Justice
Customary Court Adviser	..	..	Ministry of Justice
Surveyor-General	..	..	Ministry of Lands and Housing
Chief Lands Officer	..	..	Ministry of Lands and Housing
Chief Town Planning Officer	..	..	Ministry of Lands and Housing
Chief Rural Development Officer	..	..	Ministry of Rural Development and Social Welfare
Registrar of Cooperative Societies	..	..	Ministry of Rural Development and Social Welfare
Industrial Advisor	..	..	Ministry of Trade and Industry
Chief Produce Officer	..	..	Ministry of Trade and Industry
Chief Commercial Officer	..	..	Ministry of Trade and Industry
Chief Industrial Promotion Officer	..	..	Ministry of Trade and Industry
Secretary	..	..	Public Service Commission

EAST-CENTRAL STATE

Chief Economist	..	..	..	Ministry of Economic Development and Reconstruction
Chief Statistician	..	..	..	Ministry of Economic Development and Reconstruction

EAST-CENTRAL STATE—*continued*

Secretary for Administration	Ministry of Economic Development and Reconstruction
Deputy Permanent Secretary	Ministry of Establishments
Under-Secretary	Ministry of Finance
Public Health Consultant	Ministry of Health and Social Welfare
Consultants	Ministry of Health and Social Welfare
Senior Medical Superintendent	Ministry of Health and Social Welfare
Principal Dental Surgeon	Ministry of Health and Social Welfare
Chief Pharmacist	Ministry of Health and Social Welfare
Deputy Permanent Secretary	Ministry of Industries
Deputy Permanent Secretary	Ministry of Information and Home Affairs
Government Printer	Ministry of Information and Home Affairs
Principal State Counsel	Ministry of Justice
Deputy Permanent Secretary	Ministry of Lands, Survey and Urban Development
Chief Town Planning Officer	Ministry of Lands, Survey and Urban Development
Deputy Surveyor-General	Ministry of Lands, Survey and Urban Development
Deputy Permanent Secretary	Ministry of Trade and Commerce
Deputy Permanent Secretary	Cabinet Office
Principal Secretary to the Administrator	Government House
Deputy Registrar of Cooperative Societies	Ministry of Trade and Transport
Chief Produce Officer	Ministry of Trade and Transport
Chief Commercial Officer	Ministry of Trade and Transport
Chief Architect	Ministry of Works and Housing
Chief Engineers	Ministry of Works and Housing
Deputy Permanent Secretary	Ministry of Works and Housing
Secretary, State School Board	Ministry of Education
Secretary	Public Service Commission

SOUTH-EASTERN STATE

Deputy Chief Agricultural Officer	Ministry of Agriculture
Principal, School of Agriculture	Ministry of Agriculture
Deputy Permanent Secretary	Ministry of Economic Development and Reconstruction
Chief Statistician	Ministry of Economic Development and Reconstruction
Deputy Permanent Secretary	Ministry of Education
Chief Inspector of Education (Technical)	Ministry of Education
Deputy Chairman, Board of Internal Revenue	Ministry of Finance
Deputy Permanent Secretary	Ministry of Finance
Consultants	Ministry of Health
Senior Dental Surgeon	Ministry of Health
Senior Medical Superintendent	Ministry of Health
Principal, Institute of Public Health	Ministry of Health
Deputy Permanent Secretary	Ministry of Information and Cultural Affairs
Chief Cultural Affairs Officer	Ministry of Information and Cultural Affairs

SOUTH-EASTERN STATE—*continued*

Government Printer	.. ..	Ministry of Information and Cultural Affairs
Deputy Director of Public Prosecution	.. ..	Ministry of Justice
Principal State Counsel	.. ..	Ministry of Justice
Assistant Legal Draftsman	.. ..	Ministry of Justice
Administrator-General, Public Trustee	.. ..	Ministry of Justice
Customary Court Advisor	.. ..	Ministry of Justice
Deputy Surveyor-General	.. ..	Ministry of Lands, Surveys and Town Planning
Chief Town Planning Officer	.. ..	Ministry of Lands, Surveys and Town Planning
Deputy Permanent Secretary	.. ..	Ministry of Natural Resources
Registrar of Cooperatives	.. ..	Ministry of Trade and Cooperatives
Chief Produce Officer	.. ..	Ministry of Trade and Cooperatives
Deputy Permanent Secretary	.. ..	Ministry of Works and Housing
Chief Engineers	.. ..	Ministry of Works and Housing
Chief Architect	.. ..	Ministry of Works and Housing
Secretary	.. ..	Public Service Commission
Principal Secretary to the Military Governor	.. ..	Government House
Inter-State Liaison Officer	.. ..	Government House
Deputy Permanent Secretary	.. ..	Cabinet Office

WESTERN STATE

Deputy Permanent Secretary	.. ..	Ministry of Establishment and Training
Organization, Methods and Complementary Officer	.. ..	Ministry of Establishment and Training
Deputy Permanent Secretary	.. ..	Military Governor's Office
Deputy Permanent Secretary	.. ..	Ministry of Economic Planning and Reconstruction
Deputy Chief Statistician	.. ..	Ministry of Economic Planning and Reconstruction
Assistant Chief Social Development Officer	.. ..	Ministry of Economic Planning and Reconstruction
Secretary, School Board Division	.. ..	Ministry of Education
Consultants	.. ..	Ministry of Health
Principal Dental Surgeon	.. ..	Ministry of Health
Deputy Permanent Secretary	.. ..	Ministry of Home Affairs and Information
Government Printer	.. ..	Ministry of Home Affairs and Information
Administrator-General, Public Trustee	.. ..	Ministry of Justice
Commissioner for Customary Courts	.. ..	Ministry of Justice
Principal State Counsel	.. ..	Ministry of Justice
Deputy Permanent Secretary	.. ..	Ministry of Lands and Housing
Deputy Surveyor-General	.. ..	Ministry of Lands and Housing
Deputy Permanent Secretary	.. ..	Ministry of Local Government and Chieftaincy Affairs
Divisional Officers	.. ..	Ministry of Local Government and Chieftaincy Affairs
Deputy Permanent Secretary	.. ..	Ministry of Industries
Chief Investment Officer	.. ..	Ministry of Industries
Chief Industrial Officer	.. ..	Ministry of Industries
Deputy Permanent Secretary	.. ..	Ministry of Trade and Cooperatives

WESTERN STATE—*continued*

Chief Commercial Officer	Ministry of Trade and Cooperatives
Deputy Permanent Secretary	Ministry of Works and Transport
Deputy Chief Architect	Ministry of Works and Transport
Deputy Chief Engineer	Ministry of Works and Transport
Deputy Chief Civil Engineer	Ministry of Works and Transport
Deputy Chief Mechanical/Electrical Engineer	Ministry of Works and Transport

MID-WESTERN STATE

Deputy Chief Training and Special Services Officer	Ministry of Agriculture and Natural Resources
Deputy Chief Agricultural Research Officer	Ministry of Agriculture and Natural Resources
Deputy Chief Agricultural Officer	Ministry of Agriculture and Natural Resources
Assistant Chief Planning Officer	Ministry of Economic Development and Reconstruction
Assistant Chief Appraisal Officer	Ministry of Economic Development and Reconstruction
Deputy Permanent Secretary	Military Governor's Office
Principal Inspector, State Secretariat	Military Governor's Office
Deputy Permanent Secretary	Ministry of Education
Chief Education Officer (Planning)	Ministry of Education
Director, Continuing Education Centre	Ministry of Education
Director of Training and Manpower	Ministry of Establishments
Deputy Permanent Secretary	Ministry of Finance
Deputy Accountant-General	Ministry of Finance
Chief Accountant	Ministry of Finance
Senior Medical Officer of Health	Ministry of Health
Specialist	Ministry of Health
Chief Community Development Officer	Ministry of Home Affairs and Information
Government Printer	Ministry of Home Affairs and Information
Deputy Permanent Secretary	Ministry of Home Affairs and Information
Principal State Counsel	Ministry of Justice
Administrator-General/Public Trustee	Ministry of Justice
Deputy Director of Chieftaincy Research	Ministry of Local Government and Chieftaincy Affairs
Registrar of Cooperative Societies	Ministry of Trade and Industry
Deputy Permanent Secretary	Ministry of Works and Transport
Assistant Chief Architect	Ministry of Works and Transport
Chief Accountant	Ministry of Works and Transport
Assistant Quantity Surveyor	Ministry of Works and Transport
Assistant Chief Engineer	Ministry of Works and Transport
Assistant Chief Civil Engineer	Ministry of Works and Transport
Assistant Chief Mechanical Engineer	Ministry of Works and Transport
Secretary	Public Service Commission

NORTH-CENTRAL STATE

Under-Secretary	Military Governor's Office
Under-Secretary	Ministry of Information
Under-Secretary	Ministry of Lands and Survey

NORTH-EASTERN STATE

Under-Secretary	..	..	..	..	Ministry of Natural Resources
Deputy Surveyor-General	..	..	..	..	Ministry of Lands and Survey
Under-Secretary	..	..	..	..	Military Governor's Office

LAGOS STATE

Deputy Permanent Secretary	..	..	..	..	Ministry of Information and Tourism
Deputy Permanent Secretary	..	..	..	..	Ministry of Local Government and Chieftaincy Affairs

NORTH-WESTERN STATE

Deputy Permanent Secretary	Ministry for Local Government and Community Development
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KWARA STATE

Under-Secretary	Military Governor's Office
Administrative Officers, Grade I	Military Governor's Office
Under-Secretary	..	..	..	..	Ministry of Education
Under-Secretary	..	..	..	..	Ministry of Finance
Deputy Permanent Secretary	..	..	..	..	Ministry of Local Government and Community Development
Deputy Permanent Secretary	..	..	..	..	Ministry of Home Affairs and Information
Under-Secretary	..	..	..	..	Ministry of Economic Development
Deputy Permanent Secretary	..	..	..	..	Ministry of Lands and Survey

KANO STATE

Administrative Officers, Grade I	..	..	..	..	Military Governor's Office
Deputy Permanent Secretary	..	..	..	..	Ministry of Establishments and Service Matters

RIVERS STATE

Under-Secretary	..	..	..	..	Ministry of Agriculture, Fisheries and Natural Resources
Under-Secretary	..	..	..	..	Ministry of Education
Under-Secretary	..	..	..	..	Ministry of Finance
Chief Social Welfare Officer	..	..	..	..	Ministry of Rural Development and Social Welfare
Under-Secretary	..	..	..	..	Ministry of Works and Transport
Under-Secretary	..	..	..	..	Ministry of Trade and Industry

EAST-CENTRAL STATE

Under-Secretary	..	..	..	..	Ministry of Establishments
Assistant Chief Engineers	..	..	..	..	Ministry of Works and Housing
Assistant Chief Architect	..	..	..	..	Ministry of Works and Housing
Deputy Secretary, State School Board	..	..	..	..	Ministry of Education
Chief Financial Officer, State School Board	..	..	..	..	Ministry of Education
Superintendent of Schools, State School Board	..	..	..	..	Ministry of Education
Chief Planning Officer, State School Board	..	..	..	..	Ministry of Education
Under-Secretary	..	..	..	..	Cabinet Office

SOUTH-EASTERN STATE

Deputy Permanent Secretary	..	..	..	Ministry of Home Affairs and Social Welfare
Deputy Permanent Secretary	..	..	..	Ministry of Industries and Tourism
Under-Secretary	..	..	..	Cabinet Office

WESTERN STATE

Under-Secretary	..	..	..	Ministry of Economic Planning and Reconstruction
Under-Secretary	..	..	..	Military Governor's Office

MID-WESTERN STATE

Under-Secretary	..	..	..	Ministry of Education
Deputy Permanent Secretary	..	..	..	Ministry of Establishments
Under-Secretary	..	..	..	Ministry of Finance
Under-Secretary	..	..	..	Ministry of Local Government and Chieftaincy Affairs
Chief Commercial Officer	..	..	..	Ministry of Trade and Industry
Chief Industrial Officer	..	..	..	Ministry of Trade and Industry
Deputy Permanent Secretary	..	..	..	Ministry of Trade and Industry
Under-Secretary	..	..	..	Ministry of Economic Development and Reconstruction

JOBS COMMON TO MINISTRIES AND DEPARTMENTS

<i>Existing Designation and Grading</i>	<i>Proposed Designation</i>	<i>Neco Grade</i>
ADMINISTRATIVE SERVICES		
<i>Administrative Officer</i>		
Principal Assistant Secretary, Group 7 ..	Principal Assistant Secretary	11
Senior Principal Assistant Secretary, Group 7 ..	Principal Assistant Secretary	11
Principal Private Secretary, Group 7 ..	Principal Private Secretary	11
Senior Assistant Secretary, Group 8 ..	Senior Assistant Secretary	10
Principal Assistant Secretary, Group 8 ..	Senior Assistant Secretary	10
Private Secretary, Group 8 ..	Private Secretary	10
Assistant Secretary, Grade I, Scale A(U) or X ..	Assistant Secretary, Grade I	09
Private Secretary, Scale A(U) ..	Private Secretary	09
Senior Assistant Secretary, Scale A(U) ..	Assistant Secretary, Grade I	09
Assistant Secretary, Grade II, Scale A ..	Assistant Secretary, Grade II	08
Assistant Secretary, Scale A ..	Assistant Secretary, Grade II	08
Private Secretary, Scale A ..	Private Secretary	08
Personal Secretary to His Excellency, Scale A ..	Personal Secretary to His Excellency ..	08
<i>Organisation and Methods Officer</i>		
Organisation and Methods Officer, Group 7 ..	Organisation and Methods Officer	11
Organisation Methods and Complementing Officer, Group 7 ..	Organisation Methods and Complementing Officer	11
Deputy Organisation Methods and Complementing Officer, Group 8 ..	Deputy Organisation Methods and Complementing Officer	10
Organisation and Methods Officer, Group 8 ..	Organisation and Methods Officer	10
Assistant Organisation Methods and Complementing Officer, Scale A ..	Assistant Organisation Methods and Complementing Officer	08
Lecturer (Organisation and Methods), Scale A ..	Lecturer (Organisation and Methods) ..	08
<i>Other Administrative Posts</i>		
Finance Officer, Group 7	Finance Officer	11
Liaison Officer, Group 7	Liaison Officer	11
Secretary, Local Government Service Board, Group 7	Secretary, Local Government Service Board	11
Secretary, Local Government Service Board, Group 8	Secretary, Local Government Service Board	10
Secretary, Economic Projects Performance Unit, Group 8	Secretary, Economic Projects Performance Unit	10
Chairman Pension Assessment Board, Scale A(U)	Chairman Pension Assessment Board ..	09
Establishment Officer, Scale A	Establishment Officer	08
President, Board of Survey and Enquiry, Scale C(E) 5	President, Board of Survey and Enquiry ..	08
Registrar, Advisory Committee on Prerogative of Mercy, Scale C(E) 5	Registrar, Advisory Committee on Prerogative of Mercy	08
Administrative Assistant, Scale C(T) 4 ..	Administrative Assistant	07
Transport Officer, Scale C(E) 2, 3, 4 ..	Transport Officer	07

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
<i>Protocol Officer</i>		
Chief of Protocol, Group 7	Chief of Protocol	10
Protocol Officer, Group 7	Chief of Protocol	10
Chief of Protocol, Group 8	Principal Protocol Officer	09
Protocol Officer, Group 8	Principal Protocol Officer	09
Higher Protocol Officer, Scale C(E) 5	Higher Protocol Officer	08
Protocol Officer, Scale C(E) 2, 3, 4	Protocol Officer	07
Assistant Protocol Officer, Scale C(E) 1, 2	Assistant Protocol Officer	06
<i>Administrative Research Officer</i>		
Administrative Research Officer, Grade I, Scale A(U)	Administrative Research Officer, Grade I	09
Administrative Research Officer, Grade II, Scale A	Administrative Officer, Grade II	08
<i>Executive Officer (General Duties)</i>		
Principal Executive Officer, Group 8	Principal Executive Officer	09
Senior Executive Officer, Scale C(E) 6	Senior Executive Officer	08
Higher Executive Officer, Scale C(E) 5	Higher Executive Officer	08
Executive Officer, Scale C(E) 2, 3, 4	Executive Officer	07
Private Secretary, Scale C(E) 2, 3, 4	Private Secretary	07
Assistant Executive Officer, Scale C(E) 1, 2	Assistant Executive Officer	06
Assistant Executive Officer-in-Training, Scale C(E) Training	Assistant Executive Officer-in-Training	05
<i>Clerical Officer</i>		
Chief Clerical Officer, Scale D 5	Chief Clerical Officer	06
Senior Clerical Officer, Scale D 4	Senior Clerical Officer	05
Clerical Officer, Scale D 1, 2, 3	Clerical Officer	04
<i>Clerical Assistant</i>		
Clerical Assistant, Scale F 1, 2, 3	Clerical Assistant	03
Transport Clerk, Scale F 1, 2, 3	Clerical Assistant	03
<i>Messenger Grades</i>		
Head Messenger, Scale G 4	Head Messenger	03
Express Messenger, Scale G 3	Messenger	02
Messenger, Scale G 1, 2, 3	Messenger	02
Messenger, Scale G 1	Messenger	02
Despatch Rider, Scale G 3	Messenger	02
ACCOUNTING SERVICES		
<i>Accountant</i>		
Principal Accountant, Group 7	Principal Accountant	11
Senior Principal Accountant, Group 7	Principal Accountant	11
Senior Accountant, Group 8	Senior Accountant	10
Principal Accountant, Group 8	Senior Accountant	10

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
<i>Accountant—Continued</i>		
Accounting Advisor, Group 8	Senior Accountant	10
Accountant, Grade I, Scale A(U) or X	} Accountant, Grade I	09
Senior Accountant, Scale A(U)		
Accountant, Grade II, Scale A	Accountant, Grade II	08
Accountant-in-Training, Scale C(E) 1, 2	} Accountant-in-Training	06
Accountant-in-Training, Scale C(E) 1		

Treasurer

Sub-Treasurer, Scale C(E) 2, 3, 4	Sub-Treasurer	08
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Lotteries Officer

Principal Government Lotteries Officer, Group 7	} Principal Government Lotteries Officer	10
Principal Government Lotteries Officer, Group 8		
Lotteries Officer, Grade I, Scale A(U)	Lotteries Officer, Grade I	08
Lotteries Officer, Scale C(E) 2, 3, 4	Lotteries Officer, Grade II	07
Assistant Lotteries Officer, Scale C(E) 1, 2	Assistant Lotteries Officer	06

Executive Officer (Accounts)

Principal Executive Officer, Group 8	Principal Executive Officer	09
Senior Executive Officer, Scale C(E) 6	Senior Executive Officer	08
Higher Executive Officer, Scale C(E) 5	Higher Executive Officer	08
Executive Officer, Scale C(E) 2, 3, 4	Executive Officer	07
Assistant Executive Officer, Scale C(F) 1, 2	Assistant Executive Officer	06
Assistant Executive Officer-in-Training, Scale C(E) Training	Assistant Executive Officer-in-Training	05

Controller of Savings Bank

Controller, Federal Savings Bank, Group 7	Controller, Federal Savings Bank	11
Assistant Controller, Federal Savings Bank, Group 8	Assistant Controller, Federal Savings Bank	10

CATERING AND DOMESTIC SERVICES

Catering Supervisor

Senior Catering Supervisor, Scale C(T) 6	Senior Catering Supervisor	08
Higher Catering Supervisor, Scale C(T) 5	Higher Catering Supervisor	08
Higher Catering Superintendent, Scale C(T) 5	Higher Catering Superintendent	08
Catering Supervisor, Scale C(T) 2, 3, 4	Catering Supervisor	07

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
Catering Officer, Scale C(E) 2, 3, 4 ..	Catering Officer	07
Catering Superintendent, Scale C(T) 2, 3, 4 ..	Catering Superintendent	07
Hostel/Catering Officer, Scale C(E) 1, 2 ..	Hostel/Catering Officer	06
Catering Supervisor, Scale C(T) 1, 2 ..	Catering Supervisor	06
Catering Supervisor, Grade II, Scale C(T) 1, 2 ..	Catering Supervisor, Grade II	06
Assistant Catering Supervisor, Scale C(T) 1, 2 ..	Assistant Catering Supervisor	06
Assistant Catering Officer, Scale C(T) 1, 2 ..	Assistant Catering Officer	06
Assistant Catering Superintendent, Scale C(T) 1, 2 ..	Assistant Catering Superintendent	06
Kitchen Supervisor, Scale C(E) 1, 2 ..	Kitchen Supervisor	06
Kitchen Supervisor, Scale C(T) 1, 2 ..	Kitchen Supervisor	06
Catering Supervisor, Scale D 5	Catering Supervisor	05
Catering Supervisor, Scale D 4	Catering Supervisor	05
Catering Supervisor, Scale D 3	Assistant Catering Supervisor	04
Assistant Catering Supervisor, Scale D 3 ..	Assistant Catering Supervisor	04
Assistant Catering Supervisor, Scale D 1, 2, 3 ..	Assistant Catering Supervisor	04
<i>Hostel Supervisor</i>		
Hostel Supervisor, Scale C(E) 2, 3 ..	Hostel Supervisor	07
Hostel Superintendent, Scale C(E) 2, 3, 4 ..	Hostel Superintendent	07
Hostel Officer, Scale C(T) 1, 2	} Hostel Officer	06
Hostel Officer, Scale C(E) 1, 2		
Domestic Warden, Scale C(E) 1, 2 ..	Domestic Warden	06
Hostel Supervisor, Scale	Hostel Supervisor	04
Hostel Superintendent, Scale F 4	Hostel Superintendent	04
Assistant Hostel Superintendent, Scale F 2, 3 ..	Assistant Hostel Superintendent	04
<i>House Keepers and Domestic Supervisor</i>		
Higher Supervisor, Scale C(E) 5	Higher Supervisor	08
Housekeeper Fixed Salary	} House Keeper	07
Housekeeper, Scale C(E) 2, 3, 4		
Housekeeper, Scale C(E) 2, 3		
Housekeeper, Scale C(E) 1, 2	Housekeeper	06
Assistant Housekeeper, Scale C(E) 1, 2 ..	Assistant Housekeeper	06
Supervisor, Scale C(E) 1, 2	Supervisor	06
Assistant Domestic Officer, Scale C(T) 1, 2 ..	Assistant Domestic Officer	06
Domestic Supervisor, Scale D 4, 5	Domestic Supervisor	05
Assistant Housekeeper, Scale D 3	Assistant Housekeeper	04
Domestic Supervisor, Scale D 1, 2, 3 ..	Domestic Supervisor	04
Assistant Housekeeper, Scale D 1, 2, 3 ..	Assistant Housekeeper	04
Assistant Domestic Supervisor, Scale F 1, 2, 3 ..	Assistant Domestic Supervisor	03
<i>Manager</i>		
Manageress, Scale C(E) 1, 2, 3, 4	Manageress	07
House Manageress, Scale C(E) 2, 3, 4 ..	House Manageress	07
Assistant Manageress, Scale C(E) 1, 2 ..	Assistant Manageress	06

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
<i>School Meal Supervisor</i>		
School Meal Organizer, Scale C(T) 5 ..	School Meal Organizer	08
School Meal Superintendent, Scale C(T) 1, 2	School Meal Superintendent	06
<i>Guest House Supervisor</i>		
Supervisor, Government Guest House, (Fixed Salary)	Supervisor, Government Guest House	07
Assistant Supervisor, Government Guest House, (Fixed Salary)	Assistant Supervisor, Government Guest House	06
V.I.P. Guest House Superintendent, Scale F 4	Guest House Superintendent	04
Guest House Supervisor, Scale F 4 ..	Guest House Supervisor	04
House Supervisor, Scale F 1, 2, 3 ..	House Supervisor	03
House Caretaker, Scale G 1, 2, 3 ..	House Caretaker	02
Rest House Caretaker, Scale G 1, 2, 3 ..	Rest House Caretaker	02
Rest House Caretaker, Scale G 1, 2, 3 ..	Caretaker	02
<i>Catering Assistant</i>		
Catering Assistant, Scale E 1 (B & C) 3 ..	Catering Assistant	04
<i>Catering Attendant</i>		
Catering Attendant, Scale G 1, 2 ..	Catering Attendant	01
<i>Cook and Steward</i>		
Head Chef, Scale F 4	} Head Chief	04
Head Chef, Scale F 3		
Head Steward, Scale F 4	} Head Steward	03
Chief Steward, Scale F 3		
Chief Steward, Scale F 2, 3		
Head Steward, Scale F 1, 2, 3	} Head Cook	04
Senior Cook, Scale F 2		
Chef, Scale F 1, 2, 3	Chef	04
Head Barman, Scale F 1, 2, 3	Head Barman	04
Cook, Scale F 1, 2	Senior Cook	03
Senior Chef/Senior Steward, Scale G 4 ..	Head Chef/Head Steward	04/03
Chief Cook, Scale G 4	Head Cook	04
Chief Steward, Scale G 3	Head Steward	03
Butler, Scale G 3	Butler	03
Chief Steward, Scale G 3	} Senior Steward	02
Head Steward, Scale G 3		
Senior Steward, Scale G 3	} Senior Cook	03
Head Cook, Scale G 3		
Senior Cook, Scale G 3	Senior Cook	03
Head Cook/Steward, Scale G 2, 3, 4 ..	} Senior Steward	02
Head Steward, Scale G 2, 3, 4 ..		
Senior Steward, Scale G 2, 3	} Senior Cook	03
Cook, Grade I, Scale G 2, 3		
Steward, Grade I, Scale G 2, 3	Senior Steward	02
Assistant Chef, Scale G 2, 3	Assistant Chef	02
Cook/Steward, Grade II, Scale G 1, 2, 3 ..	Cook/Steward	02
Kitchen Attendant, Scale G 1, 2, 3 ..	Kitchen Attendant	01
Dish Washer, Scale G 1, 2, 3	Dish Washer	01

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
House Boys, Scale G 1, 2	House Boys	01
Kitchen Attendant, Scale G 1, 2	Kitchen Attendant	01
Hostel Stewards, Scale G 1, 2	Steward	01
Cook/Steward, Grade II, Scale G 1, 2	Cook	02
	Steward	01
Steward/Waitress, Scale G 1, 2	Steward/Waitress	01
Assistant Head Steward, Scale G 1, 2	Steward	01
Baker, Scale G 1, 2	Baker	02
Barman, Scale G 1, 2	Barman	01
Canteen Steward Scale G 1, 2	Steward	01
Maid, Scale G 1, 2	Maid	01
Rest House Attendant, Scale G 1, 2	Rest House Attendant	01

COMPUTER AND DATA PROCESSING SERVICES

Programmer Analyst

Principal Programmer, Group 7	Principal Programmer	10
Senior Systems Analyst, Group 8	Senior Systems Analyst	10
Senior Programmer/Analyst, Group 8	Senior Programmer/Analyst	09
Programmer/Analyst, Grade I, Scale A(U)	Programmer/Analyst, Grade I	08
Programmer/Analyst, Grade II, Scale A ..	Programmer/Analyst, Grade II	08

Programming Officer

Senior Programming Officer, Scale C(E) 6	Senior Programming Officer	08
Higher Programming Officer, Scale C(E) 5	Higher Programming Officer	08
Programming Officer, Scale C(E) 2, 3, 4 ..	Programming Officer	07
Assistant Programming Officer, Scale C(E) 1, 2	Assistant Programming Officer	06
Assistant Programming Officer-in- Training	Assistant Programming Officer-in- Training	05

Programming Assistant

Chief Programming Assistant, Scale D 5 ..	Chief Programming Assistant	06
Senior Programming Assistant, Scale D 4	Senior Programming Assistant	05
Programming Assistant, Scale D 1, 2, 3 ..	Programming Assistant	04

Data Processing Superintendent

Data Processing Controller, Group 7	Data Processing Controller	11
Chief Data Processing Superintendent, Group 8	Chief Data Processing Superintendent ..	09
Principal Data Processing Superintendent, Group 8	Principal Data Processing Superinten- dent	09
Senior Data Processing Superintendent, Scale C(E) 6	Senior Data Processing Superintendent ..	08
Senior Data Processing Officer, Scale C(E) 6	Senior Data Processing Officer	08
Higher Data Processing Superintendent, Scale C(E) 5	Higher Data Processing Superintendent ..	08
Higher Data Processing Officer, Scale C(E) 5	Higher Data Processing Officer	08
Data Processing Superintendent, Scale C(E) 2, 3, 4	Data Processing Superintendent	07

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
<i>Data Processing Superintendent—continued</i>		
Data Processing Officer, Scale C(E) 2, 3, 4	Data Processing Officer	07
Assistant Data Processing Superintendent, Scale C(E) 1, 2	Assistant Data Processing Superintendent	06
<i>Assistant Data Processor</i>		
Assistant Data Processor, Scale C(E) 1, 2 ..	Assistant Data Processor	06
Assistant Data Processing Officer, Scale C(E) 1, 2	Assistant Data Processing Officer	06
<i>Data Processing Assistant</i>		
Chief Data Processing Assistant, Scale D 5	Chief Data Processing Assistant	06
Data Processing Supervisor, Scale D 5 ..		
Senior Data Processing Superintendent, Scale D 5	Senior Data Processing Assistant	05
Senior Data Processing Assistant, Grade I, Scale D 5		
Senior Data Processing Assistant, Scale D 4		
Data Processing Supervisor, Scale D 4 ..	Data Processing Assistant	04
Senior Data Processing Assistant, Grade II, Scale D 4		
Data Processing Assistant, Scale D 1, 2, 3	Data Processing Assistant-in-Training	03
Data Processing Assistant-in-Training, Scale F 1, 2, 3	Data Processing Assistant-in-Training	03
<i>Punch Verifying Assistant</i>		
Punch Verifying Assistant, Scale F 1, 2, 3	Punch Verifying Assistant	04
<i>Technical Officer (Computer)</i>		
Technical Officer (Computer), C(E) 2, 3, 4 Scale	Technical Officer (Computer)	07
<i>Computer Operator</i>		
Operation Centre Supervisor, Group 7 ..	Operation Centre Supervisor	10
Senior Console Operator, Scale C(T) 6 ..	Senior Console Operator	08
Higher Console Operator, Scale C(T) 5	Higher Console Operator	08
Console Operator, Scale C(T) 2, 3, 4 ..	Console Operator	07
Assistant Console Operator, Scale C(T) 1, 2	Assistant Console Operator	06
Computer Operator, Scale C(T) 1, 2 ..	Computer Operator	06

FISCAL SERVICES

Fiscal Research Officer

Principal Fiscal Research Officer, Group 7	Principal Fiscal Research Officer	11
Senior Fiscal Research Officer, Group 8 ..	Senior Fiscal Research Officer	10
Fiscal Research Officer, Grade I, Scale A(U) or X	Fiscal Research Officer, Grade I	09
Fiscal Research Officer, Grade II, Scale A	Fiscal Research Officer, Grade II	08

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
<i>Estimates Officer</i>		
Estimates Officer, Group 8	Estimates Officer	10
Principal Estimates Officer, Group 8	Principal Estimates Officer	09
Senior Estimates Officer, Scale C(E) 6	Senior Estimates Officer	08
Higher Estimates Officer, Scale C(E) 5	Higher Estimates Officer	08
Estimates Officer, Scale C(E) 2, 3, 4	Estimates Officer	07
Assistant Estimates Officer, Scale C(E) 1, 2	Assistant Estimates Officer	06

Estimates Assistant

Senior Estimates Assistant, Scale D 4	Senior Estimates Assistant	05
Estimates Assistant, Scale D 1, 2, 3	Estimates Assistant	04

Estimates Examiner

Principal Estimates Examiner, Group 8	Principal Estimates Examiner	09
Estimates Examiner, Scale C(E) 2, 3, 4	Estimates Examiner	07
Assistant Estimates Examiner, Scale C(E) 1, 2	Assistant Estimates Examiner	06

SECRETARIAL SERVICES

Bilingual Secretary

Bilingual Secretary, Scale C(E) 2, 3	Bilingual Secretary	07
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Official Reporter and Editor

Principal Editor, Group 7	Principal Editor	09
Editor of Official Report, Group 7	Editor of Official Report	09
Assistant Editor, Scale C(E) 6	Assistant Editor	08
Senior Official Reporter, Scale E 5	Senior Official Reporter	08
Official Reporter, Scale C(E) 2, 3, 4	Official Reporter	07
Transcriber, Scale C(E) 2, 3, 4	Transcriber	07
Editing Assistant, Scale D 1, 2, 3	Editing	04

Confidential Secretary

Confidential Secretary, Grade I, Scale C(E) 4, 5	} Confidential Secretary, Grade I	07
Confidential Secretary, Grade I, Scale C(E) 4		
Confidential Secretary, Grade II, Scale C(E) 2, 3	Confidential Secretary, Grade II	07
Confidential Secretary, Grade III, Scale C(E) 1, 2	Confidential Secretary, Grade III	06

Stenographer

Stenographer, Scale D 2, 3	Stenographer	05
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Typist

Senior Typist, Scale F 4	Senior Typist	04
Typist, Grades I, II and III, Scale F 1, 2, 3	Typist	03

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
STAFF DEVELOPMENT		
<i>Lecturer</i>		
Director of Studies, Group 7	Director of Studies	11
Principal, Group 7	Principal	11
Principal, Group 8	Principal	10
Senior Lecturer, Group 8	Senior Lecturer	10
Vice-Principal, Scale A(U)	Vice-Principal	09
Senior Lecturer, Scale A(U)	} Lecturer, Grade I	09
Lecturer, Grade I, Scale A(U)		
Principal, Scale A(U)	Principal	09
Lecturer, Grade II, Scale A	Lecturer, Grade II	08
<i>Instructor</i>		
Chief Instructor, Group 7	} Chief Instructor	09
Chief Instructor, Group 8		
Principal Instructor, Group 8	Principal Instructor	09
Senior Instructor, Scale C(E) 6	Senior Instructor	08
Instructor, Grade I, Scale C(E) 5	Instructor, Grade I	08
Clerical Instructor, Scale C(T) 2, 3, 4	} Instructor, Grade II	07
Instructor, Grade II, Scale C(E) 2, 3, 4		
Assistant Instructor, Scale C(E) 1, 2	Assistant Instructor	06
Assistant Instructor-in-Training, Scale C(E) Training	Assistant Instructor-in-Training	05
<i>Language Tutor</i>		
French Tutor, Scale A	French Tutor	08
English Tutor, Scale A	English Tutor	08
STORES STAFF		
Chief Stores Officer, Group 7	Chief Stores Officer	09
Principal Stores Officer, Group 8	Principal Stores Officer	09
Senior Stores Officer, Scale C(E) 6	Senior Stores Officer	08
Higher Stores Officer, Scale C(E) 5	Higher Stores Officer	08
Stores Officer, Scale C(E) 2, 3, 4	Stores Officer	07
Assistant Stores Officer, Scale C(E) 1, 2	Assistant Stores Officer	06
Chief Storekeeper, Scale D 5	Chief Storekeeper	06
Senior Storekeeper, Scale D 4	Senior Storekeeper	05
Storekeeper, Scale D 1, 2, 3	Storekeeper	04
Stores Assistant, Scale F 1, 2, 3	Stores Assistant	03
Storeman, Scale G 1, 2, 3	Storeman	02
Senior Stock Verifier, Scale C(E) 6	Senior Stock Verifier	08
Higher Stock Verifier, Scale C(E) 5	Higher Stock Verifier	07
Stock Verifier, Scale C(E) 2, 3, 4	Stock Verifier	07
Assistant Stock Verifier, Scale C(E) 1, 2	Assistant Stock Verifier	06
Chief Stores Examiner, Scale D 5	Chief Stores Examiner	06
Senior Stores Examiner, Scale D 4	Senior Stores Examiner	05
Stores Examiner, Scale D 1, 2, 3	Stores Examiner	04
Stores Examiner Assistant, Scale F 1, 2, 3	Stores Examiner Assistant	03
Stores Checker, Scale G 1, 2, 3	Stores Checker	02

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
MOTOR DRIVERS		
Senior Motor Driver-Mechanic, Scale E 4	Senior Motor Driver-Mechanic	.. 05
Motor Driver-Mechanic, Grade I, Scale F 4	Motor Driver-Mechanic, Grade I	.. 04
Motor Driver-Mechanic, Grade II, Scale F 2, 3	Motor Driver-Mechanic, Grade II	.. 03
Motor Driver, Scale G 2, 3	Motor Driver	.. 03
GENERAL SERVICE POSTS		
<i>Accounting Machine Operator</i>		
Machine Supervisor, Scale D 5	Senior Machine Supervisor	.. 06
Senior Machine Supervisor, Scale D 4	Machine Supervisor	.. 05
Machine Operator, Scale D 1, 2, 3	Machine Operator	.. 04
<i>Office Machine Operator</i>		
Machine Operator, Scale G 1, 2, 3	Machine Operator	.. 02
Duplicating Machine Operator, Scale G 1, 2, 3	Duplicating Machine Operator	.. 02
Gestelith Duplicating Machine Operator, Scale G 1, 2, 3		
<i>Receptionist</i>		
Lady Receptionist, Scale D 2, 3	Receptionist	.. 03
Receptionist, Scale F 1, 2, 3		
Receptionist, Scale G 1, 2		
Receptionist, Scale G 1, 2, 3		
<i>Security Officer and Guard</i>		
Security Officer, Scale C(E) 1, 2	Security Officer	.. 06
Security Officer, Scale D 5		
Senior Security Guard, Scale D 3	Senior Security Guard	.. 03
Senior Security Guard, Scale F 2, 3	Senior Security Guard	.. 03
Senior Security Guard, Scale F 2, 3	Senior Security Guard	.. 02
Security Guard, Scale F 1, 2, 3	Security Guard	.. 02
Security Men, Scale F 1, 2, 3	Security Men	.. 02
Special Security Guard, Scale F 1, 2, 3	Special Security Guard	.. 02
Security Guard (Special), Scale F 1, 2	Security Guard (Special)	.. 02
Security Guard, Scale F 1, 2	Security Guard	.. 02
School Sergeant, Scale G 4	School Sergeant	.. 02
Caretaker, Scale G 3	Caretaker	.. 01
Head Watchman, Scale G 3	Head Watchman	.. 02
Caretaker, Scale G 2	Caretaker	.. 01
Security, Scale G 2	Security	.. 01
Watchman/Caretaker, Scale G 1, 2	Watchman/Caretaker	.. 01
Security Officer, Scale G 1, 2	Security Officer	.. 01
Caretaker, Scale G 1, 2, 3	Caretaker	.. 01
Gateman/Gatekeeper, Scale G 1, 2	Gateman/Gatekeeper	.. 01

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
<i>Hall Porter</i>		
Head Hall Porter, Scale F 3	Head Porter	04
Head Porter, Scale F 3		
Head Porter, Scale G 2, 3, 4	Porter	03
Hall Porter, Scale F 2, 3		
Porter-in-Charge, Scale F 2, 3		
Hall Porter, Scale G 2, 3, 4		
Porter-in-Charge, Scale G 2, 3, 4		
Porter, Scale G 1, 2, 3		
<i>Lift Operator</i>		
Head Lift Attendant, Scale G 4	Head Lift Attendant	03
Lift Attendant, Scale G 1, 2, 3	Lift Attendant	01
<i>Commissionaire</i>		
Commissionaire, Scale D 2	Commissionaire	04
Hall Porter/Commissionaire, Scale F 2, 3	Commissionaire	04
<i>Cleaner</i>		
Head Cleaner, Scale G 2, 3	Head Cleaner	02
Cleaner, Scale G 1, 2	Cleaner	01
Cleaner, Scale G 1		
<i>Cloakroom/Sanitary Attendant</i>		
Head Cloakroom/Sanitary Attendant, Scale G 3	Head Cloakroom/Sanitary Attendant	02
Cloakroom/Sanitary Attendant, Scale G 1, 2	Cloakroom/Sanitary Attendant	01
Cloakroom Attendant, Scale G 1	Cloakroom Attendant	01
<i>Washerman</i>		
Laundry Officer, Scale C(T) 2, 3, 4	Laundry Officer	07
Assistant Laundry Officer, Scale C(T) 1, 2	Assistant Laundry Officer	06
Laundry Supervisor, Scale C(T) 1, 2		
Washerman, Scale F 1, 2	Washerman	02
Head Hospital Washerman, Scale G 4	Head Washerman	04
Head Washerman, Scale G 3		
Senior Washerman, Scale G 4		
Washerman, Scale G 1, 2	Washerman	02
Hospital Washerman, Scale G 1, 2		
Laundryman, Scale G 1, 2		
Laundry Attendant, Scale G 1, 2	Laundry Attendant	01
<i>Gardeners/Groundsmen</i>		
Head Gardener, Scale G 3	Head Gardener	03
Groundsman, Scale G 2	Groundsman	02
Groundsman, Scale G 1, 2, 3		
Gardener, Scale G 1, 2	Gardener	02
<i>Usher/Orderly</i>		
Usher/Orderly, Scale G 1, 2, 3	Usher/Orderly	01

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
Warden		
Chief Warden, Scale D 5	Chief Warden	05
Senior Warden, Scale D 5		
Senior Warden, Scale D 4		
Warden, Grade I, Scale D 4		
Warden, Grade II, Scale D 3		
Hostel Warden, Scale D 3		
Assistant Warden, Grade I, Scale D 3	Senior Warden	04
Warden, Scale D 1, 2, 3		
Warden, Grade III, Scale D 1		
Assistant Warden, Grade I, Scale F 3		
Hostel Warden, Scale F 3		
Warden, Grade II, Scale F 3		
Assistant Warden, Grade II, Scale F 2, 3	Warden	03
Assistant Warden, Scale F 1, 2, 3		
Assistant Hostel Warden, Scale F 1, 2, 3		
Assistant Warden, Scale F 1, 2		
Assistant Warden, Grade III, Scale G 3		
Assistant Warden, Grade II, Scale G 3		
Assistant Warden, Scale G 1, 2, 3	Assistant Warden	02
Warden, Grade III, Scale G 2, 3		
Warden, Scale G 1, 2, 3		
Assistant Warden, Grade III, Scale G 1, 2		
Hostel Warden, Scale G 1, 2		
Hostel Warden, Scale G 1, 2		
Other Hostel Staff		
Hostel Maid, Scale G 1, 2, 3	Hostel Maid	01
Children Attendant, Scale G 1, 2, 3	Children Attendant	01
Maid Attendant, Scale G 1, 2, 3	Maid Attendant	01

AGRICULTURAL AND NATURAL RESOURCES

Agricultural Officer

Deputy Chief Agricultural Officer, Group 7	Deputy Chief Agricultural Officer ..	11
Principal, School of Agriculture, Group 7	Principal, School of Agriculture ..	11
Principal Agricultural Officer, Group 7 ..	Principal Agricultural Officer ..	12
Senior Agricultural Officer, Group 8 ..	Senior Agricultural Officer ..	10
Agricultural Officer, Grade I, Scale X/A(U)	Agricultural Officer, Grade I ..	09
Agricultural Officer, Grade II, Scale A ..	Agricultural Officer, Grade II ..	08

Agricultural Superintendent

Principal Agricultural Superintendent, Group 8	Principal Agricultural Superintendent	09
Senior Agricultural Superintendent, Scale C(T) 6	Senior Agricultural Superintendent ..	08
Higher Agricultural Superintendent, Scale C(T) 5	Higher Agricultural Superintendent ..	08
Agricultural Superintendent, Scale C(T) 2, 3, 4	Agricultural Superintendent	07
Show Organizer, Scale C(T) 5	Show Organizer	08

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
<i>Agricultural Assistant</i>		
Senior Agricultural Assistant, Grade I Scale E 5	Senior Agricultural Assistant, Grade I,	06
Senior Agricultural Assistant, Grade II Scale E 4	Senior Agricultural Assistant, Grade II,	06
Agricultural Assistant, Grade I, Scale E 1 (B & C) 3	Agricultural Assistant, Grade I	06
Agricultural Assistant, Scale E 1 (B & C) 3	Agricultural Assistant	06
Agricultural Assistant, Scale F 1, 2, 3 ..	Agricultural Assistant	06
<i>Field Overseer</i>		
Senior Field Overseer, Scale F 4 E 4 ..	Senior Field Overseer	04
Field Overseer, Scale F 1, 2, 3	Field Overseer	04
Assistant Matron, Farm Institute, Scale F 2, 3	Assistant Matron, Farm Institute	03
<i>Field Attendant</i>		
Field Attendant, Scale G 1, 2, 3	Field Attendant	03
Nursery and Garden Attendant, Scale G 1, 2, 3	Nursery and Garden Attendant	03
<i>Home Economist/Superintendent</i>		
Home Economist, Grade I, Scale X/A(U)	Home Economist, Grade I	09
Home Economist, Grade II, Scale A ..	Home Economist, Grade II	08
Home Economist/Field Demonstrator, Scale A	Home Economist/Field Demonstrator	08
Agricultural Home Economist Superinten- dent, Scale C(T) 1, 2	Agricultural Home Economist Superintendent	06
Assistant Home Superintendent, Scale C(T) 2, 3, 4	Assistant Home Superintendent	07
Assistant Home Superintendent-in-Train- ing, Scale C(T) Training	Assistant Home Superintendent-in- Training	05
<i>Home Agent/Instructor</i>		
Senior Agricultural Home Agent, Scale E 4	Senior Agricultural Home Agent ..	05
Agricultural Home Agent, Scale E 1 (B & C) 3	Agricultural Home Agent	04
Agricultural Instructor, Scale F 1, 2, 3 ..	Agricultural Instructor	03
Agricultural Home Instructor, Scale F 1, 2, 3	Agricultural Home Instructor	03
Agricultural Home Overseer, Scale F 1, 2, 3	Agricultural Home Overseer	03
Agricultural Home Attendant, Scale G 1, 2, 3	Agricultural Home Attendant	02
<i>Poultry Extension Assistant</i>		
Senior Poultry Extension Assistant, Scale F 4	Senior Poultry Extension Assistant ..	04
Poultry Extension Assistant, Scale F 4 ..	Poultry Extension Assistant	03
Poultry Attendant, Scale G 1, 2	Poultry Attendant	02

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
<i>Nurseryman</i>		
Senior Nurseryman, Scale F 4	Senior Nurseryman	04
Nurseryman, Grade I, Scale F 1, 2, 3 ..	Nurseryman, Grade I	03
Nurseryman, Grade II, Scale G 1, 2, 3 ..	Nurseryman, Grade II	02
Plant Quarantine Attendant, Scale F 1, 2, 3	Plant Quarantine Attendant	02
Plant Quarantine Attendant, Scale G 1, 2, 3	Plant Quarantine Attendant	02
<i>Recorder</i>		
Recorder, Grade I, Scale F 1, 2, 3 ..	Recorder, Grade I	03
Recorder, Grade II, Scale G 1, 2, 3 ..	Recorder, Grade II	02
<i>Rubber Demonstrator</i>		
Rubber Demonstrator, Scale G 1, 2 ..	Rubber Demonstrator	02
Rubber Budder, Scale G 1, 2	Rubber Budder	02
Budder/Nursery Attendant, Scale G 1, 2	Budder/Nursery Attendant	02
<i>Horticultural Superintendent</i>		
Senior Horticultural Superintendent, Scale C(T) 6	Senior Horticultural Superintendent ..	08
Higher Horticultural Superintendent, Scale C(T) 5	Higher Horticultural Superintendent	08
Horticultural Superintendent, Scale C(T) 2, 3, 4	Horticultural Superintendent ..	07
Assistant Horticultural Superintendent, Scale C(T) 1, 2	Assistant Horticultural Superintendent	06
<i>Press Mechanic/Demonstrator</i>		
Oil Palm Press Mechanic, Scale G 1, 2, 3	Oil Palm Press Mechanic	03
Rubber Press Demonstrator, Scale G 1, 2, 3	Rubber Press Demonstrator	02
<i>Beekeeper</i>		
Artisan Beekeeper, Scale F 1, 2, 3 ..	Artisan Beekeeper	03
Beekeeper, Scale F 1, 2, 3	Beekeeper	03
<i>Farm Manager</i>		
Farm Manager, Scale X/A(U)	Farm Manager	09
<i>Fertilizer Demonstrator</i>		
Senior Fertilizer Demonstrator, Scale F 4	Senior Fertilizer Demonstrator ..	03
Fertilizer Demonstrator, Grade I, Scale F 1, 2, 3	Fertilizer Demonstrator, Grade I ..	03
Fertilizer Demonstrator, Grade II, Scale G 1, 2, 3	Fertilizer Demonstrator, Grade II ..	02
<i>Nursery/Demonstrator/Nurseryman</i>		
Senior Nursery Demonstrator, Scale F 4	Senior Nursery Demonstrator ..	04
Nursery Demonstrator, Scale F 1, 2, 3 ..	Nursery Demonstrator	03
Senior Nurseryman, Scale F	Senior Nurseryman	04
Nurseryman, Grade I, Scale F 1, 2, 3 ..	Nurseryman, Grade I	03
Nurseryman, Grade II, Scale G 1, 2, 3 ..	Nurseryman, Grade II	02

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
<i>Agricultural Planning Officer/Agricultural Economist</i>		
Principal Agricultural Planning Officer/ Economist, Group 7	Principal Agricultural Planning Officer/ Economist	11
Senior Agricultural Planning Officer/ Economist, Group 8	Senior Agricultural Planning Officer/ Economist	10
Project and Planning Officer, Group 8	Project and Planning Officer	10
Agricultural Planning Officer/Economist, Grade I, Scale X/A(U)	Agricultural Planning Officer/ Economist, Grade I	09
Agricultural Planning Officer/Economist, Grade II, Scale A	Agricultural Planning Officer/ Economist, Grade II	08
<i>Agricultural Research Officer</i>		
Principal Agricultural Research Officer, Group 7	Principal Agricultural Research Officer	12
Senior Agricultural Research Officer, Group 8	Senior Agricultural Research Officer ..	11
Agricultural Research Officer, Grade I Scale X/A(U)	Agricultural Research Officer, Grade I	09
Agricultural Research Officer, Grade II, Scale A	Agricultural Research Officer, Grade II	08
<i>Agronomist</i>		
Principal Agronomist, Group 7	Principal Agronomist	11
Senior Agronomist, Group 8	Senior Agronomist	10
Agronomist, Grade I, Scale X/A(U)	Agronomist, Grade I	09
Agronomist, Grade II, Scale A	Agronomist, Grade II	08
<i>Plant Breeder</i>		
Plant Breeder, Scale A(U)	Plant Breeder, Grade I	09
Plant Breeder, Scale A	Plant Breeder, Grade II	08
Senior Plant Breeder, Scale F 4	Senior Plant Breeding Overseer	04
Plant Breeder, Scale F 1, 2, 3	Plant Breeding Overseer	03
<i>Plant Pathologist</i>		
Plant Pathologist, Grade I, Scale X/A(U)	Plant Pathologist, Grade I	09
Plant Pathologist, Grade II, Scale A	Plant Pathologist, Grade II	08
Fly Catcher, Scale G 1, 2	Fly Catcher	01
<i>Scientific Officer</i>		
Principal Scientific Officer, Group 7	Principal Scientific Officer	12
Senior Scientific Officer, Group 8	Senior Scientific Officer	10
Scientific Officer, Grade I, Scale X/A(U)	Scientific Officer, Grade I	09
Scientific Officer, Grade II, Scale A	Scientific Officer, Grade II	08
<i>Research Officer</i>		
Principal Research Officer, Group 7	Principal Research Officer	12
Senior Research Officer, Group 8	Senior Research Officer	11
Research Officer, Grade I, Scale X/A(U)	Research Officer, Grade I	09
Research Officer, Grade II, Scale A	Research Officer, Grade II	08

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
<i>Chemist</i>		
Principal Chemist, Group 7	Principal Chemist	11
Senior Chemist, Group 8	Senior Chemist	11
Chemist, Grade I, Scale X/A(U)	Chemist, Grade I	09
Chemist, Grade II, Scale A	Chemist, Grade II	08
Principal Technical Officer (Chemist), Group 7	Principal Technical Officer (Chemist)	11
<i>Technical Officer (Electronics)</i>		
Principal Technical Officer (Electronics), Group 8	Principal Technical Officer (Electronics)	09
Senior Technical Officer (Electronics), Scale C(T) 6	Senior Technical Officer (Electronics)	08
Higher Technical Officer (Electronics), Scale C(T) 5	Higher Technical Officer (Electronics)	08
Technical Officer (Electronics), Scale C(T) 2, 3, 4	Technical Officer (Electronics) ..	07
Assistant Technical Officer (Electronics), Scale C(T) 1, 2	Assistant Technical Officer (Electronics)	06
<i>Technical Officer (Instruments)</i>		
Principal Technical Officer (Instruments), Group 8	Principal Technical Officer (Instruments)	09
Senior Technical Officer (Instruments), Scale C(T) 6	Senior Technical Officer (Instruments)	08
Higher Technical Officer (Instruments), Scale C(T) 5	Higher Technical Officer (Instruments)	08
Technical Officer (Instruments), Scale C(T) 2, 3, 4	Technical Officer (Instruments) ..	07
Assistant Technical Officer, Scale C(T) 1, 2	Assistant Technical Officer (Instruments)	06
<i>Agricultural Engineer</i>		
Principal Agricultural Engineer, Group 7	Principal Agricultural Engineer ..	12
Senior Agricultural Engineer, Group 8	Senior Agricultural Engineer ..	10
Agricultural Engineer, Grade I, Scale X/A(U)	Agricultural Engineer, Grade I ..	09
Agricultural Engineer, Grade II, Scale A	Agricultural Engineer, Grade II ..	08
<i>Agricultural Superintendent (Mech.)</i>		
Principal Agricultural Superintendent (Mechanical), Group 8	Principal Agricultural Superintendent (Mechanical)	10
Senior Agricultural Superintendent (Mechanical), Scale C(T) 6	Senior Agricultural Superintendent (Mechanical)	08
Higher Agricultural Superintendent (Mechanical), Scale C(T) 5	Higher Agricultural Superintendent (Mechanical)	08
Agricultural Superintendent (Mechanical), Scale C(T) 2, 3, 4	Agricultural Superintendent (Mechanical)	07
Assistant Agricultural Superintendent (Mechanical), Scale C(T) 1, 2	Assistant Agricultural Superintendent (Mechanical)	06
Assistant Agricultural Mechanization Superintendent, Scale C(T) 1, 2	Assistant Agricultural Mechanization Superintendent	06
Assistant Agricultural Superintendent-in- Training, Scale C(T) Training	Assistant Agricultural Superintendent-in- Training	05

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
<i>Other Agricultural Engineering Posts</i>		
Senior Mechanical Demonstrator, Scale C(T) 6	Senior Mechanical Demonstrator ..	08
Higher Mechanical Demonstrator, Scale C(T) 5	Higher Mechanical Demonstrator ..	08
Mechanical Demonstrator, Scale C(T) 2, 3, 4	Mechanical Demonstrator	07
Tractor Driver/Mechanic, Grade I, Scale F 4	Tractor Driver/Mechanic, Grade I ..	04
Tractor Driver/Mechanic, Grade II, Scale F 2, 3	Tractor Driver/Mechanic, Grade II ..	04
Tractor Driver/Mechanic, Scale G 2, 3 ..	Tractor Driver/Mechanic	03
Senior Plant Operator, Scale F 4	Senior Plant Operator	03
Plant Operator, Scale F 1, 2, 3	Plant Operator	03
Demonstrator/Crop Enumerator, Scale G 1, 2, 3	Demonstrator/Crop Enumerator ..	02
<i>Irrigation Engineer</i>		
Principal Irrigation Engineer, Group 7 ..	Principal Irrigation Engineer	11
Senior Irrigation Engineer, Group 8 ..	Senior Irrigation Engineer	10
Irrigation Engineer, Grade I, Scale X/A(U)	Irrigation Engineer, Grade I	09
Irrigation Engineer, Grade II, Scale A ..	Irrigation Engineer, Grade II	08
<i>Hydrologist</i>		
Principal Hydrologist, Group 7	Principal Hydrologist	11
Senior Hydrologist, Group 8	Senior Hydrologist	10
Hydrologist, Grade I, Scale X/A(U) ..	Hydrologist, Grade I	09
Hydrologist, Grade II, Scale A	Hydrologist, Grade II	08
<i>Hydrological Engineer</i>		
Principal Hydrological Engineer, Group 7	Principal Hydrological Engineer ..	11
Senior Hydrological Engineer, Group 8 ..	Senior Hydrological Engineer ..	10
Hydrological Engineer, Grade I, Scale X/A(U)	Hydrological Engineer, Grade I ..	09
Hydrological Engineer, Grade II, Scale A	Hydrological Engineer, Grade II ..	08
<i>Irrigation Superintendent (Mechanical)</i>		
Principal Irrigation Superintendent (Mechanical), Group 8	Principal Irrigation Superintendent (Mechanical)	10
Senior Irrigation Superintendent (Mechanical), Scale C(T) 6	Senior Irrigation Superintendent (Mechanical)	08
Higher Irrigation Superintendent (Mechanical), Scale C(T) 5	Higher Irrigation Superintendent (Mechanical)	08
Irrigation Superintendent (Mechanical), Scale C(T) 2, 3, 4	Irrigation Superintendent (Mechanical) ..	07
Assistant Irrigation Superintendent (Mechanical), Scale C(T) 1, 2	Assistant Irrigation Superintendent (Mechanical)	06
Assistant Irrigation Superintendent-in-Training (Mechanical), Scale C(T) Training	Assistant Irrigation Superintendent-in-Training (Mechanical)	05

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
<i>Irrigation Superintendent</i>		
Principal Irrigation Superintendent, Group 8	Principal Irrigation Superintendent ..	10
Senior Irrigation Superintendent, Scale C(T) 6	Senior Irrigation Superintendent ..	08
Higher Irrigation Superintendent, Scale C(T) 5	Higher Irrigation Superintendent ..	08
Irrigation Superintendent, Scale C(T) 2, 3, 4	Irrigation Superintendent	07
Irrigation Superintendent (Hydrological), Scale C(T) 2, 3, 4	Irrigation Superintendent (Hydrological),	07
Assistant Irrigation Superintendent, Scale C(T) 1, 2	Assistant Irrigation Superintendent ..	06
Assistant Irrigation Superintendent-in-Training, Scale C(T) Training	Assistant Irrigation Superintendent-in-Training	05
<i>Hydrological Surveyor</i>		
Principal Hydrological Surveyor, Group 7	Principal Hydrological Surveyor ..	11
Senior Hydrological Surveyor, Group 8 ..	Senior Hydrological Surveyor ..	10
Hydrological Surveyor, Grade I, Scale X/A(U)	Hydrological Surveyor, Grade I ..	09
Hydrological Surveyor, Grade II, Scale A	Hydrological Surveyor, Grade II ..	08
<i>Irrigation Assistant/Tracer</i>		
Senior Irrigation Assistant, Grade I, Scale E 5	Senior Irrigation Assistant, Grade I ..	06
Senior Irrigation Assistant, Grade II, Scale E 4	Senior Irrigation Assistant, Grade II	06
Irrigation Assistant, Scale E 1 (B & C) 3	Irrigation Assistant	05
Irrigation Assistant-in-Training, Scale E 1 (B & C) 3	Irrigation Assistant-in-Training ..	04
Irrigation Tracer, Grade I, Scale F 1, 2, 3	Irrigation Tracer, Grade I	03
Irrigation Tracer, Grade II, Scale G 1, 2, 3	Irrigation Tracer, Grade II	03
Senior Printer, Scale G 1, 2, 3	Senior Printer	02
<i>Irrigation Instructor/Overseer</i>		
Senior Irrigation Instructor, Scale F 4 ..	Senior Irrigation Instructor	04
Senior Irrigation Overseer, Scale F 4 ..	Senior Irrigation Overseer	04
Irrigation Overseer, Scale F 1, 2, 3 ..	Irrigation Overseer	03
Irrigation Field Overseer, Scale G 1, 2, 3	Irrigation Field Overseer ..	02
<i>Irrigation Draughtsman</i>		
Senior Irrigation Draughtsman, Grade I, Scale E 5	Senior Irrigation Draughtsman I ..	06
Senior Irrigation Draughtsman, Grade II, Scale E 4	Senior Irrigation Draughtsman II ..	05
Irrigation Draughtsman, Scale E 1 (B & C) 3	Irrigation Draughtsman	05
Assistant Irrigation Draughtsman, Scale F 1, 2, 3	Assistant Irrigation Draughtsman ..	03
Minesland Reclamation Superintendent, Scale C(T) 2, 3, 4	Minesland Reclamation Superintendent	07

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
<i>Irrigation Draughtsman—continued</i>		
Irrigation Pump Operator, Scale G 1, 2, 3	Irrigation Pump Operator	02
Gauge Reader, Scale F 1, 2, 3/G 1 2, 3 ..	Gauge Reader	01
Hydrological Assistant, Scale E1 (B & C) 3	Hydrological Assistant	05
<i>Fisheries Officer</i>		
Principal Fisheries Officer, Group 7 ..	Principal Fisheries Officer	12
Senior Fisheries Officer, Group 8.. ..	Senior Fisheries Officer	10
Fisheries Officer, Grade I, Scale X/A(U)	Fisheries Officer, Grade I	09
Fisheries Officer, Grade II, Scale A ..	Fisheries Officer, Grade II	08
<i>Fisheries Research Officer</i>		
Principal Fisheries Research Officer, Group 7	Principal Fisheries Research Officer ..	11
Senior Fisheries Research Officer, Group 8	Senior Fisheries Research Officer ..	10
Fisheries Officer, Grade I, Scale X/A(U)	Fisheries Officer, Grade I	09
Fisheries Officer, Grade II, Scale A ..	Fisheries Officer, Grade II	08
<i>Fisheries Instructor</i>		
Senior Fisheries Instructor, Scale C(T) 6	Senior Fisheries Instructor	09
Fisheries Instructor, Grade I, Scale C(T) 5	Fisheries Instructor, Grade I	08
Fisheries Instructor, Grade II, Scale C(T) 2, 3, 4	Fisheries Instructor, Grade II.. ..	07
Fisheries Education Officer, Grade II, Scale A	Fisheries Education Officer	08
<i>Fisheries Superintendent</i>		
Principal Fisheries Superintendent, Group 8	Principal Fisheries Superintendent ..	10
Senior Fisheries Superintendent, Scale C(T) 6	Senior Fisheries Superintendent ..	08
Higher Fisheries Superintendent, Scale C(T) 5	Higher Fisheries Superintendent ..	08
Fisheries Superintendent, Scale C(T) 2, 3, 4	Fisheries Superintendent	07
Assistant Fisheries Superintendent, Scale C(T) 1, 2	Assistant Fisheries Superintendent ..	06
Assistant Fisheries Superintendent-in- Training, Scale C(T) Training	Assistant Fisheries Superintendent-in- Training	05
Assistant Fisheries Superintendent (Mechanical), Scale C(T) Training	Assistant Fisheries Superintendent (Mechanical)	05
<i>Planning Officer (Fisheries)</i>		
Planning Officer (Fisheries), Grade I, Scale X/A(U)	Planning Officer (Fisheries), Grade I	09
Planning Officer (Fisheries), Grade II, Scale A	Planning Officer (Fisheries), Grade II	08

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
<i>Fisheries Assistant/Fisheries Station Assistant</i>		
Senior Fisheries Assistant, Grade I, Scale E 5	Senior Fisheries Assistant, Grade I ..	06
Senior Fisheries Assistant, Grade II, Scale E 4	Senior Fisheries Assistant, Grade II ..	06
Fisheries Assistant, Scale E 1 (B & C) 3 ..	Fisheries Assistant	06
Senior Fisheries Station Assistant, Scale F 4	Senior Fisheries Station Assistant ..	04
Fisheries Station Assistant, Scale F 1, 2, 3	Fisheries Station Assistant	03
Fish Processor, Scale G 1, 2	Fish Processor	02
Fish Curer, Scale G 1, 2, 3	Fish Curer	02
<i>Fisheries Foreman/Overseer/Fisherman</i>		
Senior Fisheries Foreman/Overseer, Scale F 4	Senior Fisheries Foreman/Overseer ..	04
Fisheries Foreman, Scale F 4	Fisheries Foreman	04
Fisheries Overseer, Scale F 1, 2, 3	Fisheries Overseer	03
Head Fisherman, Scale E 4/F 4	Head Fisherman	05
Fisherman, Scale E 1 (B & C) 3	Fisherman	04
Assistant Fisherman, Scale F 1, 2, 3	Assistant Fisherman	03
Fisherman, Scale G 1, 2	Fisherman	02
<i>Master Fisherman/Fishing Mate/Coxswain</i>		
Master Fisherman, Class I, Scale C(T) 6	Master Fisherman, Class I	08
Master Fisherman, Class II, Scale C(T) 5	Master Fisherman, Class II	08
Master Fisherman, Class III, Scale C(T) 2, 3, 4	Master Fisherman, Class III	07
Assistant Master Fisherman, Scale E 1 (B & C) 3	Assistant Master Fisherman	04
Fishing Mate, Class I, Scale C(T) 1, 2	Fishing Mate, Class I	06
Fishing Mate, Class II, Scale E 4/5	Fishing Mate, Class II	05
Coxswain (Fisheries), Scale J 2, 3, 4	Coxswain (Fisheries)	03
Able Seaman, Scale J 1, 2, 3	Able Seaman	03
Deck Hand, Scale G 1, 2	Deck Hand	02
<i>Fishing Motorman/Fisheries Artisan/Mechanic</i>		
Fishing Motorman, Scale C(T) 1, 2	Fishing Motorman	06
Senior Fisheries Artisan, Scale F 4	Senior Fisheries Artisan	04
Fisheries Artisan, Scale F 1, 2, 3	Fisheries Artisan	04
Artisan Fisherman, Scale G 1, 2	Artisan, Fisherman	02
Senior Fisheries Mechanic, Grade I, Scale E 5	Senior Fisheries Mechanic, Grade I ..	06
Senior Fisheries Mechanic, Grade II, Scale E 4	Senior Fisheries Mechanic, Grade II	05
Fisheries Mechanic, Scale E 1 (B & C) 3	Fisheries Mechanic	04
Fisheries Mechanic, Scale F 1, 2, 3		
<i>Fish Farmer/Mechanical Superintendent</i>		
Fish Farmer, Scale C(T) 5, 6	Fish Farmer	08
Assistant Fish Farmer, Scale C(T) 2, 3, 4	Assistant Fish Farmer	07
Mechanical Superintendent (Fisheries) Scale C(T) 2, 3, 4	Mechanical Superintendent (Fisheries)	07

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
<i>Fisheries Attendant</i>		
Fishing Port Attendant, Scale G 1, 2, 3 ..	Fishing Port Attendant	01
Fishing Pond Attendant, Scale G 1, 2, 3 ..	Fishing Pond Attendant	01
Fisheries Attendant, Scale G 1, 2, 3 ..	Fisheries Attendant	01
<i>Laboratory Technician|Fish Curer</i>		
Senior Laboratory Technician (Fisheries) Scale E 4	Senior Laboratory Technician (Fisheries)	06
Senior Laboratory Technician (Fisheries), Scale E 1 (B & C) 3	Senior Laboratory Technician (Fisheries)	05
Laboratory Attendant/Fish Curer, Scale G 1, 2, 3	Laboratory Attendant/Fish Curer	02
<i>Conservator of Forests|Forest Officer</i>		
Conservator of Forests/Principal Assistant Conservator of Forests, Group 7	Conservator of Forests/Principal Assistant Conservator of Forests	11
Senior Assistant Conservator of Forests, Group 8	Senior Assistant Conservator of Forests	10
Assistant Conservator of Forests, Grade I, Scale X/A(U)	Assistant Conservator of Forests, Grade I	09
Assistant Conservator of Forests, Grade II, Scale A	Assistant Conservator of Forests, Grade II	08
Forest Officer, Scale A	Forest Officer	08
Forest Economist, Scale A	Forest Economist	08
Forest Utilization Officer, Scale C(T) 2, 3, 4	Forest Utilization Officer	07
<i>Forest Superintendent</i>		
Principal Forest Superintendent, Group 8	Principal Forest Superintendent	09
Senior Forest Superintendent, Scale C(T) 6	Senior Forest Superintendent	08
Higher Forest Superintendent, Scale C(T) 5	Higher Forest Superintendent	08
Forest Superintendent, Scale C(T) 2, 3, 4	Forest Superintendent	07
Assistant Forest Superintendent, Scale C(T) 1, 2	Assistant Forest Superintendent	06
Assistant Forest Superintendent-in-Train- ing, Scale C(T) Training	Assistant Forest Superintendent-in- Training	05
<i>Forest Superintendent (Mechanical)</i>		
Senior Forest Superintendent (Mechanical), Scale C(T) 6	Senior Forest Superintendent (Mechanical)	08
Higher Forest Superintendent (Mechanical), Scale C(T) 5	Higher Forest Superintendent (Mechanical)	08
Forest Superintendent (Mechanical), Scale C(T) 2, 3, 4	Forest Superintendent (Mechanical)	07
Assistant Forest Superintendent (Mechanical), Scale C(T) 1, 2	Assistant Forest Superintendent (Mechanical)	06
<i>Forest Assistant|Surveyor</i>		
Senior Forest Assistant, Grade I, Scale E 5	Senior Forest Assistant, Grade I	06
Senior Forest Assistant, Grade II, Scale E 4	Senior Forest Assistant, Grade II	06
Forest Assistant, Scale E 1 (B & C) 3 ..	Forest Assistant	06

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
Forest Assistant-in-Training, Scale E 1 (B & C) 3	Forest Assistant-in-Training	04
Forest Surveyor, Scale E 1 (B & C) 3 ..	Forest Surveyor	04
Working Plan Assistant (Forestry), Scale D 1, 2, 3	Working Plan Assistant (Forestry)	04
<i>Forest Ranger Guard</i>		
Chief Ranger, Scale H II	Chief Ranger	06
Forest Ranger, Scale H 9, 10	Forest Ranger	05
Forester, Scale H 6, 7	Forester	04
Forest Guard, Scale H 2, 3, 4, 5	Forest Guard	03
Field Attendant, Scale G 1, 2, 3	Field Attendant	02
Forest Artisan, Scale G 1, 2	Forest Artisan	03
Boundary Guard, Scale G 1, 2, 3	Boundary Guard	02
<i>Field Overseer/Silvicultural Assistant</i>		
Senior Field Overseer/Silvicultural Assistant, Scale F 4	Senior Field Overseer/Silvicultural Assistant	05
Field Overseer/Silvicultural Assistant, Scale F 1, 2, 3	Field Overseer/Silvicultural Assistant	04
Silvicultural Assistant, Grade I, Scale F 3	Silvicultural Assistant, Grade I	04
Silvicultural Assistant, Grades II & III, Scale F 1, 2	Silvicultural Assistant, Grade II & III	03
Silvicultural Attendant, Scale G 1, 2, 3 ..	Silvicultural Attendant	02
<i>Forest Draughtsmen</i>		
Senior Forest Draughtsman, Grade I, Scale E 5	Senior Forest Draughtsman, Grade I	05
Senior Forest Draughtsman, Grade II, Scale E 4	Senior Forest Draughtsman, Grade II	05
Forest Draughtsman, Scale E 1 (B & C) 3 ..	Forest Draughtsman	04
Assistant Forest Draughtsman, Scale F 1, 2, 3	Assistant Forest Draughtsman	03
Forest Draughtsman Attendant, Scale G 1, 2, 3	Forest Draughtsman Attendant	02
<i>Sawmill Manager</i>		
Senior Sawmill Manager, Scale C(T) 6 ..	Senior Sawmill Manager	09
Higher Sawmill Manager, Scale C(T) 5	Higher Sawmill Manager	08
Sawmill Manager, Scale C(T) 2, 3, 4 ..	Sawmill Manager	07
Assistant Sawmill Manager, Scale C(T) 1, 2	Assistant Sawmill Manager	06
<i>Sawmill Technician</i>		
Higher Sawmill Technician, Scale C(T) 5	Higher Sawmill Technician	08
Sawmill Technician, Scale C(T) 2, 3, 4 ..	Sawmill Technician	07
Senior Sawmill Assistant, Scale E 4 ..	Senior Sawmill Assistant	06
Sawmill Assistant, Scale E 1 (B & C) 3 ..	Sawmill Assistant	06
Master Sawmiller, Scale F 1, 2, 3 ..	Master Sawmiller	03
Mill Operator, Scale F 1, 2, 3 ..	Mill Operator	03

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
<i>Forest Enumeration Officer</i>		
Forest Enumeration Officer Scale C(E) 2, 3, 4	Forest Enumeration Officer	07
Assistant Forest Enumeration Officer, Scale C(E) 1, 2	Assistant Forest Enumeration Officer	06
<i>Forest Enumeration Assistant</i>		
Enumeration Assistant, Grade I, Scale F 1, 2, 3	Enumeration Assistant, Grade I ..	03
Enumeration Assistant, Grade II, Scale G 1, 2, 3	Enumeration Assistant, Grade II ..	02
Forest Inventory Attendant, Scale G1,2,3	Forest Inventory Attendant	02
<i>Landscape Superintendent</i>		
Landscape Superintendent, Scale C(T) 2, 3, 4	Landscape Superintendent	06
Assistant Landscape Superintendent, Scale C(T) 1, 2	Assistant Landscape Superintendent ..	06
<i>Parks and Gardens Superintendent/Warden</i>		
Senior Parks and Gardens Superintendent/ Warden, Scale C(T) 6	Senior Parks and Gardens Superin- tendent/Warden	08
Higher Parks and Gardens Superintendent/ Warden, Scale C(T) 5	Higher Parks and Gardens Superin- tendent/Warden	07
Parks and Gardens Superintendent/War- den, Scale C(T) 2, 3, 4	Parks and Gardens Superintendent/ Warden	06
Assistant Parks and Gardens Superinten- dent, Scale C(T) 1, 2	Assistant Parks and Gardens Superin- tendent/Warden	05
<i>Parks Warden</i>		
Parks Warden, Scale C(T) 2, 3, 4 ..	Parks Warden	06
<i>Parks and Gardens Assistant</i>		
Senior Parks and Gardens Assistant, Grade I, Scale	Senior Parks and Gardens Assistant, Grade I	05
Senior Parks and Gardens Assistant, Grade II, Scale	Senior Parks and Gardens Assistant, Grade II	05
Parks and Gardens Assistant, Scale E 1 (B & C) 3	Parks and Gardens Assistant	05
Park Attendant, Scale	Park Attendant	02
<i>Zoologist/Game Preservation Officer</i>		
Consultant Zoologist, Group 7	Consultant Zoologist	11
Principal Game Preservation Officer, Group 7	Principal Game Preservation Officer ..	11
Senior Game Preservation Officer, Group 8	Senior Game Preservation Officer ..	10
Game Preservation Officer, Grade I, Scale X/A(U)	Game Preservation Officer, Grade I ..	09
Game Preservation Officer, Grade II, Scale A	Game Preservation Officer, Grade II	08
Senior Wildlife Officer, Group 8 ..	Senior Wildlife Officer	10

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grad</i>
<i>Game Officer/Ecologist</i>		
Principal Game Officer, Group 7	Principal Game Officer	11
Senior Game Officer, Group 8	Senior Game Officer	10
Game Officer, Grade I, Scale X/A(U)	Game Officer Grade, I	09
Game Officer, Grade II, Scale A	Game Officer, Grade II	08
Ecologist (Wildlife Management), Scale A	Ecologist (Wildlife Management)	08
<i>Game Warden/Ranger</i>		
Area Game Warden, Scale A(U)	Area Game Warden	09
Senior Game Warden, Scale C(T) 6	Senior Game Warden	08
Higher Game Warden, Scale C(T) 5	Higher Game Warden	08
Game Warden, Scale C(T) 2, 3, 4	Game Warden	07
Assistant Game Warden, Scale C(T) 1, 2	Assistant Game Warden	06
Assistant Game Warden-in-Training, Scale C(T) Training	Assistant Game Warden-in-Training	05
Game Survey Assistant, Scale F 1, 2, 3	Game Survey Assistant	03
Game Ranger, Scale H 9, 10/E 1(B & C)3	Game Ranger	05
Assistant Game Ranger, Scale H 6, 7	Assistant Game Ranger	04
<i>Zoo Assistant</i>		
Zoo Assistant, Scale	Zoo Assistant	03
<i>Zoo Guide/Attendant</i>		
Senior Zoo Guide, Scale F 2, 3, 4	Senior Zoo Guide	03
Zoo Guide, Scale G 1, 2, 3	Zoo Guide	02
Zoo Attendant, Scale G 1, 2, 3	Zoo Attendant	02
<i>Zoo Keeper</i>		
Zoo Keeper, Scale H 7, 8	Zoo Keeper	04
Assistant Zoo Keeper, Scale H 1, 2, 3, 4, 5	Assistant Zoo Keeper	04
<i>Zoo Curator/Animal Keeper</i>		
Senior Zoo Curator, Scale C(T) 6	Senior Zoo Curator	08
Higher Zoo Curator, Scale C(T) 5	Higher Zoo Curator	08
Zoo Curator, Scale C(T) 2, 3, 4	Zoo Curator	07
Assistant Zoo Curator, Scale C(T) 1, 2	Assistant Zoo Curator	06
<i>Animal Keeper/Enumerator</i>		
Animal Keeper, Scale G 1, 2, 3	Animal Keeper	02
Wildlife Assistant, Scale E 1 (B & C) 3	Wildlife Assistant	05
Enumeration Assistant, Grade II, Scale G 1, 2, 3	Enumeration Assistant, Grade II	02
<i>Game Scout</i>		
Senior Game Scout, Scale H 6, 7	Senior Game Scout	04
Game Scout, Scale H 2, 3, 4, 5/G 1, 2, 3	Game Scout	03
Game Museum Assistant, Scale F 1, 2, 3	Game Museum Assistant	03
<i>Game Guard</i>		
Senior Game Guard, Scale H 6, 7	Senior Game Guard	04
Game Guard, Scale H 2, 3, 4, 5	Game Guard	03
<i>Game Assistant/Photographic Assistant</i>		
Game Assistant, Scale E 1 (B & C) 3	Game Assistant	05
Game Photographic Assistant, Scale F 1, 2, 3	Game Photographic Assistant	03

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
<i>Meteorologist</i>		
Principal Meteorologist, Group 7 ..	Principal Meteorologist	12
Senior Meteorologist, Group 8	Senior Meteorologist	11
Meteorologist, Grade I, Scale A(U) ..	Meteorologist, Grade I	09
Meteorologist, Grade II, Scale A	Meteorologist, Grade II	08
<i>Meteorological Officer</i>		
Chief Meteorological Officer, Group 7 ..	Chief Meteorological Officer	10
Principal Meteorological Officer, Group 8	Principal Meteorological Officer	10
Senior Meteorological Officer, Scale B 4	Senior Meteorological Officer	09
Meteorological Officer, Scale B 2, 3 ..	Meteorological Officer	08
Assistant Meteorological Officer, Scale B 1	Assistant Meteorological Officer	07
Assistant Meteorological Officer-in- Training, Scale B (Training)	Assistant Meteorological Officer-in- Training	06
<i>Meteorological Superintendent</i>		
Principal Meteorological Superintendent, Group 8	Principal Meteorological Superin- tendent	08
Senior Meteorological Superintendent, Scale C(T) 6	Senior Meteorological Superintendent ..	08
Higher Meteorological Superintendent, Scale C(T) 5	Higher Meteorological Superintendent ..	07
Meteorological Superintendent, Scale C(T) 2, 3, 4	Meteorological Superintendent	07
Assistant Meteorological Superintendent, Scale C(T) 1, 2	Assistant Meteorological Superinten- dent	06
<i>Meteorological Assistant</i>		
Senior Meteorological Assistant, Grade I, Scale E 5	Senior Meteorological Assistant, Grade I	06
Senior Meteorological Assistant, Grade II, Scale E 4	Senior Meteorological Assistant, Grade II	05
Meteorological Assistant, Scale E 1 (B & C) 3	Meteorological Assistant	04
<i>Climatological Assistant</i>		
Senior Climatological Assistant, Scale F 4	Senior Climatological Assistant	04
Climatological Assistant, Scale F 1, 2, 3 ..	Climatological Assistant	04
<i>Meteorological Attendant</i>		
Meteorological Attendant, Scale G 1, 2, 3	Meteorological Attendant	02
<i>Produce Officer</i>		
Principal Produce Officer, Group 7 ..	Principal Produce Officer	10
Senior Produce Officer, Group 8	Senior Produce Officer	09
Produce Officer, Grade I, Scale A(U) ..	Produce Officer, Grade I	08
Produce Officer, Grade II, Scale A	Produce Officer, Grade II	08
Produce Officer, Scale C(T) 2, 3, 4 ..	Produce Officer	07
Produce Officer-in-Training, Scale C(T) Training	Produce Officer-in-Training	06

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
<i>Produce Superintendent</i>		
Principal Produce Superintendent, Group 8	Principal Produce Superintendent ..	09
Senior Produce Superintendent, Scale C (T) 6	Senior Produce Superintendent ..	08
Higher Produce Superintendent, Scale C(T) 5	Higher Produce Superintendent ..	08
Produce Superintendent, Scale C(T) 2, 3, 4	Produce Superintendent	07
Assistant Produce Superintendent, Scale C(T) 1, 2	Assistant Produce Superintendent ..	06
Assistant Produce Superintendent-in- Training, Scale C(T) Training	Assistant Produce Superintendent-in- Training	05
<i>Produce Inspector</i>		
Senior Produce Inspector, Grade I, Scale E 5	Senior Produce Inspector, Grade I ..	06
Senior Produce Inspector, Grade II, Scale E 4	Senior Produce Inspector, Grade II	05
Senior Produce Warden, Scale D 5 ..	Senior Produce Warden	06
Produce Inspector, Scale E 1 (B & C) 3	Produce Inspector	04
Senior Produce Examiner, Scale F 4 ..	Senior Produce Examiner	04
Produce Examiner, Scale F 1, 2, 3 ..	Produce Examiner	03
Produce Warden, Scale F 1, 2, 3 ..	Produce Warden	03
<i>Pest Control Officer</i>		
Pest Control Officer, Grade I, Scale A(U)	Pest Control Officer, Grade I	09
Pest Control Officer, Grade II, Scale A	} Pest Control Officer, Grade II ..	08
Pest Control Officer, Grade II, Scale A		
Assistant Pest Control Officer, Scale C(T) 2, 3, 4	Assistant Pest Control Officer	07
<i>Pest Control Superintendent</i>		
Senior Pest Control Superintendent, Scale C(T) 6	Senior Pest Control Superintendent ..	07
Higher Pest Control Superintendent, Scale C(T) 5	Higher Pest Control Superintendent ..	07
Pest Control Superintendent, Scale C(T) 2, 3, 4	Pest Control Superintendent	06
Assistant Pest Control Superintendent, Scale C(T) 1, 2	Assistant Pest Control Superintendent	05
<i>Pest Control Inspector</i>		
Senior Pest Control Inspector, Grade I Scale E 5	Senior Pest Control Inspector, Grade I	05
Senior Pest Control Inspector, Grade II Scale E 4	Senior Pest Control Inspector, Grade II	04
Pest Control Inspector, Scale E 1 (B & C) 3	Pest Control Inspector	04
Project Manager, Scale C(T) 2, 3, 4 ..	Project Manager	07
<i>Pest Control Assistant Overseer</i>		
Senior Pest Control Assistant, Scale G 4/F 1, 2, 3	Senior Pest Control Assistant	03

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
<i>Pest Control Assistant Overseer—continued</i>		
Pest Control Assistant, Scale G 1, 2, 3	Pest Control Assistant	02
Senior Pest Scout, Scale G 3	Senior Pest Scout	02
Pest Control Assistant/Pest Scout, Scale G 1, 2, 3	Pest Control Assistant/Pest Scout	02
Pest Control Overseer, Scale G 1, 2, 3	Pest Control Overseer	02
Pest Infestation Attendant, Scale G 1	Pest Infestation Attendant	01
<i>Spraymen</i>		
Sprayman, Scale G 1, 2, 3	Sprayman	01
Sprayer, Grade I, Scale F 1, 2, 3	Sprayer, Grade I	03
Sprayer, Grade II, Scale G 1, 2, 3	Sprayer, Grade II	02
<i>Soil Conservation Officer</i>		
Principal Soil Conservation Officer, Group 7	Principal Soil Conservation Officer	11
Senior Soil Conservation Officer, Group 8	Senior Soil Conservation Officer	10
Soil Conservation Officer, Grade I, Scale X/A(U)	Soil Conservation Officer, Grade I	09
Soil Conservation Officer, Grade II, Scale A	Soil Conservation Officer, Grade II	08
<i>Soil Officer</i>		
Principal Soil Officer, Group 7	Principal Soil Officer	11
Senior Soil Officer, Group 8	Senior Soil Officer	10
Soil Officer, Grade I, Scale X/A(U)	Soil Officer, Grade I	09
Soil Officer, Grade II, Scale A	Soil Officer, Grade II	08
<i>Soil Technologist</i>		
Principal Soil Technologist, Group 7	Principal Soil Technologist	11
Senior Soil Technologist, Group 8	Senior Soil Technologist	10
Soil Technologist, Grade I, Scale X/A(U)	Soil Technologist, Grade I	09
Soil Technologist, Grade II, Scale A	Soil Technologist, Grade II	08
Assistant Soil Technologist, Scale C(T) 1, 2	Assistant Soil Technologist	06
<i>Agricultural Superintendent (Soil)</i>		
Agricultural Superintendent (Soil), Scale C(T) 2, 3, 4	Agricultural Superintendent (Soil)	07
Assistant Agricultural Superintendent (Soil) Scale C(T) 1, 2	Assistant Agricultural Superintendent (Soil)	06
Assistant Agricultural Superintendent (Soil)-in-Training, Scale C(T) Training	Assistant Agricultural Superintendent (Soil)-in-Training	05
<i>Soil Conservation Superintendent</i>		
Senior Soil Conservation Superintendent, Scale C(T) 6	Senior Soil Conservation Superintendent	08
Higher Soil Conservation Superintendent, Scale C(T) 5	Higher Soil Conservation Superin- tendent	08
Soil Conservation Superintendent, Scale C(T) 2, 3, 4	Soil Conservation Superintendent	07
Assistant Soil Conservation Superintendent, Scale C(T) 1, 2	Assistant Soil Conservation Superintendent	06

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
<i>Soil Conservation Assistant/Instructor</i>		
Senior Soil Conservation Assistant, Grade I, Scale	Senior Soil Conservation Assistant, Grade I	06
Senior Soil Conservation Assistant, Grade II, Scale	Senior Soil Conservation Assistant, Grade II	06
Soil Conservation Assistant, Scale E 1 (B & C) 3	Soil Conservation Assistant	05
Soil Conservation Instructor, Scale F 1, 2, 3	Soil Conservation Instructor	05
<i>Soil Assistant</i>		
Senior Soil Assistant, Grade I, Scale E 5	Senior Soil Assistant, Grade I	06
Senior Soil Assistant, Grade II, Scale E 4	Senior Soil Assistant, Grade II	06
Soil Assistant, Scale E 1 (B and C) 3	Soil Assistant	05
Agricultural Assistant (Soil), Scale E 1 (B & C) 3	Agricultural Assistant (Soil)	06
<i>Soil Surveyor/Soil Surveyor Officer</i>		
Principal Soil Surveyor, Group 7	Principal Soil Surveyor	11
Senior Soil Surveyor, Group 8	Senior Soil Surveyor	10
Soil Surveyor, Grade I, Scale X/A(U)	Soil Surveyor, Grade I	09
Soil Surveyor, Grade II, Scale A	Soil Surveyor, Grade II	08
Soil Surveyor Officer, Scale A	Soil Surveyor Officer	08
<i>Soil Chemist/Physicist/Analyst</i>		
Principal Soil Chemist, Group 7	Principal Soil Chemist	11
Senior Soil Chemist, Group 8	Senior Soil Chemist	10
Soil Chemist, Grade I, Scale X/A(U)	Soil Chemist, Grade I	09
Soil Chemist, Grade II, Scale A	Soil Chemist, Grade II	08
Soil Physicist, Grade II, Scale A	Soil Physicist, Grade II	08
Soil Analyst, Scale C(T) 4, 5	Soil Analyst	07
Principal Technical Officer (Chemistry), Group 8	Principal Technical Officer (Chemistry)	09
<i>Soil Survey Draughtsman</i>		
Senior Soil Draughtsman, Grade I, Scale E 5	Senior Soil Draughtsman, Grade I	06
Senior Soil Draughtsman, Grade II, Scale E 4	Senior Soil Draughtsman, Grade II	05
Soil Draughtsman, Scale E 1 (B & C) 3	Soil Draughtsman	04
Soil Survey Draughtsman, Scale E 1(B & C) 3	Soil Survey Draughtsman	04
Soil Attendant, Scale G 1, 2, 3	Soil Attendant	02
<i>Veterinary Research Officer</i>		
Principal Veterinary Specialist Officer, Group 7	Principal Veterinary Specialist Officer	11
Veterinary Specialist Officer, Group 7	Veterinary Specialist Officer	11
Principal Veterinary Research Officer, Group 7	Principal Veterinary Research Officer	11
Senior Veterinary Research Officer, Group 8	Senior Veterinary Research Officer	11

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
<i>Veterinary Research Officer—continued</i>		
Veterinary Research Officer, Grade I Scale X/A(U)	Veterinary Research Officer, Grade I ..	10
Veterinary Research Officer, Grade II, Scale A	Veterinary Research Officer, Grade II	09
Senior Poultry Pathologist, Scale X/A(U) ..	Senior Poultry Pathologist	10
<i>Veterinary Officer</i>		
Principal Veterinary Officer, Group 7 ..	Principal Veterinary Officer	12
Senior Veterinary Officer, Group 8 ..	Senior Veterinary Officer	10
Veterinary Officer, Grade I, Scale X/A(U)	Veterinary Officer, Grade I	10
Veterinary Officer, Grade II, Scale A ..	Veterinary Officer, Grade II	09
<i>Meat Superintendent/Inspector</i>		
Principal Meat Superintendent, Group 8 ..	Principal Meat Superintendent	10
Senior Meat Superintendent, Scale C(T) 6	Senior Meat Superintendent	08
Higher Meat Superintendent, Scale C(T) 5	Higher Meat Superintendent	08
Meat Superintendent, Scale C(T) 2, 3, 4 ..	Meat Superintendent	07
Assistant Meat Superintendent, Scale C(T) 1, 2	Assistant Meat Superintendent	06
Meat Inspector, Scale E 1 (B & C) 3 ..	Meat Inspector	05
<i>Dairy Extension Assistant</i>		
Dairy Extension Assistant, Scale E 1 (B & C) 3	Dairy Extension Assistant	04
Dairy Assistant, Scale G 1, 2, 3	Dairy Assistant	02
Rabbit Extension Assistant, Scale F 1, 2; G 1, 2	Rabbit Extension Assistant	02
Pig Extension Assistant, Scale F 1, 2, 3 ..	Pig Extension Assistant	02
<i>Abattoir Worker/Butcher</i>		
Abattoir Manager, Scale C(T) 2, 3, 4 ..	Abattoir Manager	07
Abattoir Attendant, Scale G 1, 2, 3 ..	Abattoir Attendant	02
Head Butcher, Scale F 1, 2, 3	Head Butcher	03
Head Slaughterman, Scale G 4	Head Slaughterman	03
Butcher, Scale F 1, 2, 3	Butcher	03
Slaughterman, Scale G 1, 2, 3	Slaughterman	02
<i>Veterinary Assistant/Clinic Assistant</i>		
Veterinary Assistant, Grade II, Scale E 1 (B & C) 3	Veterinary Assistant, Grade II	06
Veterinary Assistant, Grade III, Scale E 1 (B & C) 3	Veterinary Assistant, Grade III	06
Veterinary Clinic Assistant, Grade I, Scale F 4	Veterinary Clinic Assistant, Grade I ..	04
Veterinary Clinic Assistant, Grade II/ Clinic Assistant, Scale F 1, 2, 3	Veterinary Clinic Assistant, Grade II/ Clinic Assistant	03
Veterinary Clinic Attendant, Scale G 1, 2, 3	Veterinary Clinic Attendant	02
<i>Veterinary Tse-Tse Officer</i>		
Principal Veterinary Tse-Tse Officer, Group 7	Principal Veterinary Tse-Tse Officer ..	11

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
Senior Veterinary Tse-Tse Officer, Group 8	Senior Veterinary Tse-Tse Officer ..	10
Veterinary Tse-Tse Officer, Scale X/A(U)	Veterinary Tse-Tse Officer, Grade I ..	09
Veterinary Tse-Tse Officer, Scale A ..	Veterinary Tse-Tse Officer, Grade II ..	08
Senior Veterinary Investigation Officer, Scale X/A(U)	Senior Veterinary Investigation Officer	09
<i>Veterinary Education Officer</i>		
Principal Veterinary Education Officer, Group 7	Principal Veterinary Education Officer	11
Senior Veterinary Education Officer, Group 8	Senior Veterinary Education Officer ..	10
Veterinary Education Officer, Grade I, Scale X/A(U)	Veterinary Education Officer, Grade I	10
Veterinary Education Officer, Grade II, Scale A	Veterinary Education Officer, Grade II	09
<i>Tse-Tse Control Officer</i>		
Principal Tse-Tse Control Officer, Group 8	Principal Tse-Tse Control Officer ..	08
Senior Tse-Tse Control Officer, Scale C(T) 6	Senior Tse-Tse Control Officer ..	07
Higher Tse-Tse Control Officer, Scale C(T) 5	Higher Tse-Tse Control Officer ..	07
Tse-Tse Control Officer, Scale C(T) 2, 3, 4	Tse-Tse Control Officer ..	06
Assistant Tse-Tse Control Officer, Scale C(T) 1, 2	Assistant Tse-Tse Control Officer ..	05
<i>Tse-Tse Control Assistant/Overseer</i>		
Tse-Tse Control Assistant, Scale F 1, 2, 3	Tse-Tse Control Assistant ..	03
Tse-Tse Control Overseer, Scale G 1, 2, 3	Tse-Tse Control Overseer ..	02
Senior Tse-Tse Field Assistant, Grade I, Scale E 5	Senior Tse-Tse Field Assistant, Grade I ..	06
Senior Tse-Tse Field Assistant, Grade II, Scale	Senior Tse-Tse Field Assistant, Grade II ..	05
Tse-Tse Field Assistant, Scale E 1 (B & C) 3	Tse-Tse Field Assistant ..	04
<i>Animal Health Superintendent</i>		
Animal Health Superintendent, Scale C(T) 2, 3, 4	Animal Health Superintendent ..	06
Animal Health Assistant, Scale F 1, 2, 3 ..	Animal Health Assistant ..	04
Animal Health Supervisor, Scale F 1, 2, 3	Animal Health Supervisor ..	04
<i>Livestock Planning Officer</i>		
Principal Livestock Planning Officer, Group 7	Principal Livestock Planning Officer ..	11
Senior Livestock Planning Officer, Group 8	Senior Livestock Planning Officer ..	10
Livestock Planning Officer, Grade I, Scale X/A(U)	Livestock Planning Officer, Grade I ..	09
Livestock Planning Officer, Grade II, Scale A	Livestock Planning Officer, Grade II ..	08

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
<i>Livestock Development Officer</i>		
Principal Livestock Development Officer, Group 7	Principal Livestock Development Officer	11
Senior Livestock Development Officer, Group 8	Senior Livestock Development Officer	10
Livestock Development Officer, Grade I, Scale X/A(U)	Livestock Development Officer, Grade I	09
Livestock Development Officer, Grade II, Scale A	Livestock Development Officer, Grade II	08
Livestock Officer, Grade II, Scale A ..	Livestock Officer, Grade II	08
Livestock Husbandry Officer, Grade II, Scale A	Livestock Husbandry Officer, Grade II	08
<i>Livestock Superintendent</i>		
Principal Livestock Superintendent, Group 8	Principal Livestock Superintendent ..	10
Senior Livestock Superintendent, Scale C(T) 6	Senior Livestock Superintendent ..	08
Higher Livestock Superintendent, Scale C(T) 5	Higher Livestock Superintendent ..	08
Livestock Superintendent, Scale C(T) 2, 3, 4	Livestock Superintendent	07
Assistant Livestock Superintendent, Scale C(T) 1, 2	Assistant Livestock Superintendent ..	06
Assistant Livestock Superintendent-in-Training, Scale C(T) Training	Assistant Livestock Superintendent-in-Training	05
<i>Livestock Assistant</i>		
Senior Livestock Assistant, Grade I, Scale E 5	Senior Livestock Assistant, Grade I ..	06
Senior Livestock Assistant, Grade II, Scale E 4	Senior Livestock Assistant, Grade II	06
Livestock Assistant, Grade II, Scale E 1 (B & C) 3	Livestock Assistant, Grade I	06
Livestock Assistant, Grade II, Scale E 1 (B & C)/F 1, 2, 3	Livestock Assistant, Grade II	05
Livestock Assistant-in-Training, Scale F 1, 2, 3	Livestock Assistant-in-Training ..	04
<i>Livestock Overseer/Attendant</i>		
Senior Livestock Overseer, Scale F 4 ..	Senior Livestock Overseer	04
Livestock Overseer, Scale F 1, 2, 3 ..	Livestock Overseer	03
Livestock Attendant, Scale F 1, 2, 3 / G 1, 2, 3	Livestock Attendant	02
<i>Livestock Inoculator</i>		
Senior Livestock Inoculator, Scale G 4 ..	Senior Livestock Inoculator	03
Livestock Inoculator, Scale G 1, 2, 3 ..	Livestock Inoculator	02

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
<i>Stockman/Herdsmen</i>		
Senior Stockman, Grade I, Scale E 4/F 4	Senior Stockman, Grade I	04
Stockman, Grade I, Scale F 1, 2, 3	Stockman, Grade I	03
Stockman, Grade II, Scale G 1, 2, 3	Stockman, Grade II	03
Stock Route Overseer, Scale F 1, 2, 3	Stock Route Overseer	03
Herdsmen, Grade I, Scale F 1, 2, 3	Herdsmen, Grade I	03
Herdsmen, Grade II, Scale G 1, 2, 3	Herdsmen, Grade II	02
<i>Leather Technologist</i>		
Principal Leather Technologist, Group 8	Principal Leather Technologist	09
Senior Leather Technologist, Scale C(T) 6	Senior Leather Technologist	08
Higher Leather Technologist, Scale C(T) 5	Higher Leather Technologist	08
Leather Technologist, Scale C(T) 2, 3, 4 ..	Leather Technologist	07
Assistant Leather Technologist, Scale C(T) 1, 2	Assistant Leather Technologist	06
<i>Tanner</i>		
Head Tanner, Scale G 4	Head Tanner	03
Tanner, Scale G 1, 2, 3	Tanner	02
Tannery Attendant, Scale G 1, 2, 3	Tannery Attendant	02
Tannery Mechanic, Scale F 1, 2, 3	Tannery Mechanic	03
<i>Hides and Skins Superintendent</i>		
Principal Hides and Skins Superintendent, Group 8	Principal Hides and Skins Superinten- dent	09
Senior Hides and Skins Superintendent, Scale C(T) 6	Senior Hides and Skins Superintendent	08
Higher Hides and Skins Superintendent, Scale C(T) 5	Higher Hides and Skins Superintendent	07
Hides and Skins Superintendent, Scale C(T) 2, 3, 4	Hides and Skins Superintendent	07
Assistant Hides and Skins Superintendent, Scale C(T) 1, 2	Assistant Hides and Skins Superinten- dent	06
Assistant Hides and Skins Superintendent- in-Training, Scale C(T) Training	Assistant Hides and Skins Superinten- dent-in-Training	05
<i>Hides and Skins Inspector</i>		
Senior Hides and Skins Inspector, Grade I, Scale E 5	Senior Hides and Skins Inspector, Grade I	06
Senior Hides and Skins Inspector, Grade II, Scale E 4	Senior Hides and Skins Inspector, Grade II	06
Hides and Skins Inspector, Scale E 1 (B & C) 3	Hides and Skins Inspector	05
<i>Hides and Skins Assistant</i>		
Senior Hides and Skins Assistant, Grade I, Scale E 5	Senior Hides and Skins Assistant, Grade I	06
Senior Hides and Skins Assistant, Grade II, Scale E 4	Senior Hides and Skins Assistant, Grade II	06

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
<i>Hide and Skin Assistant—continued</i>		
Hides and Skins Assistant, Grade I, Scale E 1 (B & C) 3	Hides and Skins Assistant, Grade I	05
Hides and Skins Assistant, Grade III, Scale F 1, 2, 3	Hides and Skins Assistant, Grade III	04
<i>Hides and Skins Overseer</i>		
Senior Hides and Skins Overseer, Scale F 4	Senior Hides and Skins Overseer	04
Hides and Skins Overseer, Scale F 1, 2, 3	Hides and Skins Overseer	03
<i>Hides and Skins Attendant/Artisan</i>		
Hides and Skins Artisan, Grade I, Scale E 5	Hides and Skins Artisan, Grade I	06
Hides and Skins Artisan, Grade II, Scale E 4	Hides and Skins Artisan, Grade II	05
Hides and Skins Attendant, Scale G 1, 2, 3	Hides and Skins Attendant	02
<i>Laboratory Technologist (Veterinary)</i>		
Principal Laboratory Technologist (Veterinary), Group 8	Principal Laboratory Technologist (Veterinary)	09
Senior Laboratory Technologist (Veterinary), Scale C(T) 6	Senior Laboratory Technologist (Veterinary)	08
Higher Laboratory Technologist (Veterinary), Scale C(T) 5	Higher Laboratory Technologist (Veterinary)	08
Laboratory Technologist (Veterinary), Scale C(T) 2, 3, 4	Laboratory Technologist (Veterinary)	07
AUDIT		
<i>Auditor</i>		
Assistant Auditor-General, Group 7	Assistant Auditor-General	11
Principal Auditor, Group 7	Principal Auditor	11
Principal Auditor, Group 8	Senior Auditor	10
Senior Auditor, Group 8		
Senior Auditor, Scale A(U)	Auditor, Grade I	09
Auditor, Grade I, Scale A(U) or X		
Auditor, Grade II, Scale A	Auditor, Grade II	08
Auditor-in-Training, Scale C(E) 2, 3, 4	Auditor-in-Training	07
Auditor-in-Training, Scale C(E) 1, 2	Auditor-in-Training	06
Auditor-in-Training, Scale C(E) Training	Auditor-in-Training	05
<i>Executive Officer (Audit)</i>		
Principal Executive Officer, Group 8	Principal Executive Officer	10
Senior Executive Officer, Scale C(E) 6	Senior Executive Officer	09
Higher Executive Officer, Scale C(E) 5	Higher Executive Officer	08
Executive Officer, Scale C(E) 2, 3, 4	Executive Officer	07
Assistant Executive Officer, Scale C(E) 1, 2	Assistant Executive Officer	06
Assistant Executive Officer-in-Training, Scale C(E) 1, 2	Assistant Executive Officer-in-Training	06
Assistant Executive Officer-in-Training, Scale C(E) Training	Assistant Executive Officer-in-Training	05

Existing Designation and Gradings

Proposed Designation

New
Grade

COOPERATIVE

Assistant Registrar of Cooperative Societies

Principal Assistant Registrar of Cooperative Societies, Group 7	Principal Assistant Registrar of Cooperative Societies	11
Senior Assistant Registrar of Cooperative Societies, Group 8	Senior Assistant Registrar of Cooperative Societies	10
Assistant Registrar of Cooperative Societies, Grade I, Scale A(U)	Assistant Registrar of Cooperative, Grade I	09
Assistant Registrar of Cooperative Societies, Grade II, Scale A	Assistant Registrar of Cooperative, Grade II	08

Cooperative Officer

Principal Cooperative Officer, Group 8	Principal Cooperative Officer	09
Senior Cooperative Officer, Scale C(E) 6	Senior Cooperative Officer	08
Higher Cooperative Officer, Scale C(E) 5	Higher Cooperative Officer	08
Cooperative Officer, Scale C(E) 2, 3, 4	Cooperative Officer	07
Assistant Cooperative Officer, Scale C(E) 1, 2	Assistant Cooperative Officer	06
Assistant Cooperative Officer-in-Training, Scale C(E) Training	Assistant Cooperative Officer-in-Training	05

Cooperative Inspector

Chief Cooperative Inspector, Scale D 5	Chief Cooperative Inspector	06
Senior Cooperative Inspector, Scale D 4	Senior Cooperative Inspector	05
Cooperative Inspector, Scale D 1, 2, 3	Cooperative Inspector	04

CUSTOMS AND EXCISE

Collector of Customs

Chief Collector, Group 7	Chief Collector	11
Principal Collector, Group 8	Principal Collector	10
Collector, Grade I, Scale A(U)	Collector, Grade I	09
Collector, Grade II, Scale A	Collector, Grade II	08

Assistant Collector of Customs

Senior Assistant Collector, Scale P 1	Senior Assistant Collector	08
Higher Assistant Collector, Scale P 4	Higher Assistant Collector	08
Assistant Collector, Grade I, Scale P 5, 6, 7	Assistant Collector, Grade I	07
Assistant Collector, Grade II, Scale P 7, 8, 9	Assistant Collector, Grade II	06
Assistant Collector-in-Training, Scale P 21	Assistant Collector-in-Training	05

Officer of Customs

Officer of Customs and Excise, Scale P 13	Officer of Customs and Excise	04
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Clerk

Entry Filing Clerk, Scale F 1, 2, 3	Entry Filing Clerk	03
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<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
<i>Preventive Superintendent</i>		
Assistant Preventive Commandant, Group 7	Assistant Preventive Commandant ..	11
Chief Preventive Superintendent, Group 8	Chief Preventive Superintendent ..	10
Preventive Superintendent, Scale B 4 ..	Preventive Superintendent	09
Deputy Preventive Superintendent, Scale B 3, 4	Deputy Preventive Superintendent ..	08
Assistant Preventive Superintendent, Scale B 1, 2, 3	Assistant Preventive Superintendent ..	08
<i>Preventive Officer</i>		
Senior Preventive Officer, Grade I, Scale E 5 ..	Senior Preventive Officer, Grade I ..	07
Senior Preventive Officer, Grade II, Scale E 4 ..	Senior Preventive Officer, Grade II ..	06
Senior Preventive Officer, Grade III, Scale E 1 (B&C) ..	Senior Preventive Officer	05
Preventive Officer, Scale E 1 (B & C) ..	Preventive Officer	04
Assistant Preventive Officer, Scale F 1, 2, 3	Assistant Preventive Officer	03
<i>Other Customs Posts</i>		
Boarder Rest House Keeper, Scale F 1, 2, 3	Rest House Keeper	03
Female Searcher, Scale F 1, 2, 3	Female Searcher	03
Head Canoe/Canoe Boy, Scale J 1, 2, 3 ..	Head Canoe/Canoe Boy	01
Stable Attendant, Scale G 1, 2, 3	Stable Attendant	01
<i>Investigating Officer</i>		
Chief Investigating Officer, Group 7 ..	Chief Investigating Officer	11
Principal Investigating Officer, Group 8	Principal Investigating Officer ..	10
Senior Investigating Officer/Investigating Officer, Grade I, Scale A(U)	Senior Investigating Officer	09
Investigating Officer, Grade II, Scale A ..	Investigating Officer, Grade II ..	08
Assistant Investigating Officer, Grade I, Scale P 4	Assistant Investigating Officer, Grade I	08
Assistant Investigating Officer, Grade II, Scale P 7, 6, 5	Assistant Investigating Officer, Grade II	07

ECONOMIC AND PLANNING SERVICES

Economist

Economist, Group 7 ..	}	Principal Economist	11
Principal Economist, Group 7		Senior Economist	10
Economist, Group 8 ..	}	Economist, Grade I	09
Senior Economist, Group 8		Economist (Petroleum), Scale A	08
Economist, Grade I, Scale A(U) ..		Economist, Grade II	08
Economist (Petroleum), Scale A ..			
Economist, Grade II, Scale A ..			

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
<i>Planning Officer</i>		
Principal Planning Officer, Group 7	Principal Planning Officer	11
Senior Principal Planning Officer, Group 7		
Senior Planning Officer, Group 8 ..	Senior Planning Officer	10
Principal Planning Officer, Group 8		
Planning Officer, Grade I, Scale A(U)	Planning Officer, Grade I	09
Senior Planning Officer, Scale A(U)		
Planning Officer, Grade II, Scale A ..	Planning Officer, Grade II	08
<i>Economic Officer</i>		
Principal Economic Officer, Group 7 ..	Principal Economic Officer	11
Senior Economic Officer, Group 8 ..	Senior Economic Officer	10
Economic Officer, Grade I, Scale A(U) ..	Economic Officer, Grade I	09
Economic Officer, Grade II, Scale A ..	Economic Officer, Grade II	08
<i>Appraisal Officer</i>		
Principal Appraisal Officer, Group 7 ..	Principal Appraisal Officer	11
Senior Appraisal Officer, Group 8 ..	Senior Appraisal Officer	10
Appraisal Officer, Grade I, Scale A(U) ..	Appraisal Officer, Grade I	09
Appraisal Officer, Grade II, Scale A ..	Appraisal Officer, Grade II	08
<i>Project Evaluation Officer</i>		
Project Analyst, Group 7	Project Analyst	11
Principal Project Officer, Group 7 ..	Principal Project Officer	11
Project Manager, Group 8	Project Manager	09
Project Evaluation Officer, Group 8 ..	Project Evaluation Officer	10
Senior Project Officer, Group 8	Senior Project Officer	10
Project Officer, Grade I, Scale A(U) ..	Project Officer, Grade I	09
Project Officer, Grade II, Scale A ..	Project Officer, Grade II	08
Project Officer, Scale C(E) 2, 3, 4 ..	Project Officer	07
Project Superintendent, Scale C(T) 2, 3, 4 ..	Project Superintendent	07
Assistant Project Officer, Scale C(E) 1, 2 ..	Assistant Project Officer	06
<i>Investment Officer</i>		
Principal Investment Officer, Group 7 ..	Principal Investment Officer	11
Senior Investment Officer, Group 8 ..	Senior Investment Officer	10
Investment Officer, Grade I, Scale X ..	Investment Officer, Grade I	09
Investment Officer, Grade II, Scale A ..	Investment Officer, Grade II	08
<i>Statistician</i>		
Principal Statistician, Group 7	Principal Statistician	11
Senior Statistician, Group 8	Senior Statistician	10
Statistician, Grade I, Scale A(U) or X ..	Statistician, Grade I	09
Statistician, Grade II, Scale A	Statistician, Grade II	08
<i>Statistic A Officer</i>		
Principal Statistical Officer, Group 8 ..	Principal Statistical Officer	09

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
<i>Statistical Officer</i>		
Principal Statistical Officer, Group 8 ..	Principal Statistical Officer	09
Senior Statistical Officer, Scale C(E) 6 ..	Senior Statistical Officer	08
Higher Statistical Officer, Scale C(E) 5 ..	Higher Statistical Officer	08
Statistical Officer, Scale C(E) 2, 3, 4 ..	Statistical Officer	07
Assistant Statistical Officer, Scale C(E) 1, 2 ..	Assistant Statistical Officer	06
Assistant Statistical Officer-in-Training, Scale C(E) Training ..	Assistant Statistical Officer-in-Training ..	05
Assistant Statistician, Scale C(E) 1, 2 ..	Assistant Statistical Officer	06
<i>Statistical Assistant</i>		
Chief Statistical Assistant, Scale D 5 ..	Chief Statistical Assistant	06
Senior Statistical Assistant, Scale D 4 ..	Senior Statistical Assistant	05
Statistical Assistant, Scale D 1, 2, 3 ..	Statistical Assistant	04
Statistical Assistant, Grade II, Scale D 2 ..		
Statistical Assistant, Grade III, Scale D 1 ..		
<i>Enumerator</i>		
Enumerator, Scale F 1, 2, 3 ..	Enumerator	04
Assistant Enumerator, Scale G 1, 2, 3 ..	Assistant Enumerator	03
Enumerator, Scale G 1, 2, 3 ..		
<i>Field Superintendent</i>		
Principal Field Superintendent, Group 8 ..	Principal Field Superintendent	09
Senior Field Superintendent, Scale C(E) 6 ..	Senior Field Superintendent	08
Higher Field Superintendent, Scale C(E) 5 ..	Higher Field Superintendent	08
Field Superintendent, Scale C(E) 2, 3, 4 ..	Field Superintendent	07
Assistant Field Superintendent, Scale C(E) 1, 2 ..	Assistant Field Superintendent	06
<i>Field Assistant</i>		
Chief Field Assistant, Scale D 5 ..	Chief Field Assistant	06
Senior Field Assistant, Scale D 4 ..	Senior Field Assistant	05
Field Assistant, Scale D 1, 2, 3 ..	Field Assistant	04
<i>Training Officer</i>		
Training Officer, Scale Group 8 ..	Training Officer	09
EDUCATION		
<i>Education Officer</i>		
Principal Education Officer, Group 7 ..	Principal Education Officer	11
Principal Woman Education Officer, Group 7 ..	Principal Woman Education Officer ..	11
Senior Education Officer, Group 8 ..	Senior Education Officer	10
Education Officer, Grade I, Scale A(U) ..	Education Officer, Grade I	09
Education Officer, Grade II, Scale A ..	Education Officer, Grade II	08
<i>Inspector of Education</i>		
Senior Principal Inspector of Education, Group 7 ..	Senior Principal Inspector of Education	11

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
Principal Inspector of Education, Group 7	Principal Inspector of Education	.. 11
Senior Inspector of Education, Group 8	Senior Inspector of Education	.. 10
Inspector of Education, Grade I, Scale A(U)	Inspector of Education, Grade I	.. 09
Inspector of Education, Grade II, Scale A	Inspector of Education, Grade II	.. 08
<i>Assistant Education Officer</i>		
Principal Assistant Education Officer, Group 8	Principal Assistant Education Officer	.. 09
Senior Assistant Education Officer, Scale C(E) 6	Senior Assistant Education Officer	.. 08
Assistant Education Officer, Grade I, Scale C(E) 5	Assistant Education Officer, Grade I	.. 08
Higher Inspecting Assistant, Scale C(E) 5	Higher Inspecting Assistant	.. .. 08
Assistant Education Officer, Grade II, Scale C(E) 2, 3, 4	Assistant Education Officer, Grade II	.. .. 07
Secretary/Education Assistant, Grade II, Scale C(E) 2, 3, 4	Secretary/Education Assistant	.. .. 07
<i>Adult Education Officer</i>		
Principal Adult Education Officer, Group 7	Principal Adult Education Officer	.. 11
Senior Adult Education Officer, Group 8	Senior Adult Education Officer	.. 10
Adult Education Officer, Grade I, Scale A(U)	Adult Education Officer, Grade I	.. 09
Adult Education Officer, Grade II, Scale A	Adult Education Officer, Grade II	.. 08
<i>Assistant Adult Education Officer</i>		
Higher Assistant Adult Education Officer, Scale C(E) 5	Higher Assistant Adult Education Officer	.. .. 08
Assistant Adult Education Officer, Grade I, Scale C(E) 5	Assistant Adult Education Officer, Grade I	.. .. 08
Assistant Adult Education Officer, Grade II, Scale C(E) 2, 3, 4	Assistant Adult Education Officer, Grade II	.. .. 07
Assistant Adult Education Officer, Scale C(E) 2, 3, 4	Assistant Adult Education Officer	.. .. 07
Senior Superintendent of Adult Education, Scale C(E) 1, 2	Senior Superintendent of Adult Education	.. .. 06
Senior Adult Education Officer, Scale D 4	Senior Adult Education Officer	.. .. 05
Senior Superintendent of Adult Education/ Superintendent of Adult, Scale D 2, 3, 4	Senior Superintendent of Adult Education/ Superintendent of Adult Education	.. .. 05/04
Senior Technical Assistant, Scale E 1	Senior Technical Assistant	.. .. 04
Supervisor of Adult Education, Scale D 1, 2, 3	Supervisor of Adult Education	.. 04
Supervisor of Adult Education, Scale F 1, 2, 3	Supervisor of Adult Education	.. 03

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
<i>Adult Education Organizer</i>		
Senior Adult Education Organizer, Scale C(E) 1, 2	Senior Adult Education Organizer ..	06
Adult Education Organizer, Scale F 1, 2, 3	Adult Education Organizer	03
<i>Technical Education Officer</i>		
Principal Technical Education Officer, Group 7	Principal Technical Education Officer	11
Senior Technical Education Officer, Group 8	Senior Technical Education Officer ..	10
Technical Education Officer, Grade I, Scale A(U)	Technical Education Officer, Grade I	09
Technical Education Officer, Grade II, Scale A	Technical Education Officer, Grade II	08
<i>Technical Assistant</i>		
Assistant Domestic Science Organizer, Scale C(T) 1, 2	Assistant Domestic Science Organizer	06
Senior Technical Assistant, Grade II, Scale E 1 (B & C) 3	Senior Technical Assistant	04
Technical Assistant, Scale G 1, 2, 3 ..	Technical Assistant	02
<i>Handicraft Assistant</i>		
Handicraft Assistant, Scale F 1, 2, 3 ..	Handicraft Assistant	03
<i>Workshop</i>		
Workshop Attendant, Scale F 1, 2, 3 } ..	Workshop Assistant	03
Workshop Assistant, Scale F 1, 2, 3 }		
<i>Adult Education Supervisor</i>		
Senior Supervisor of Adult Education, Scale C(T) 6	Senior Supervisor of Adult Education	08
Higher Supervisor of Adult Education, Scale C(T) 5	Higher Supervisor of Adult Education	08
Supervisor of Adult Education, Scale C(T) 2, 3, 4	Supervisor of Adult Education ..	07
Assistant Supervisor of Adult Education, Scale C(T) 1, 2	Assistant Supervisor of Adult Education	06
Education Assistant, Scale D 1, 2, 3 ..	Education Assistant	04
Workshop Assistant, Scale F 1, 2, 3 ..	Workshop Assistant	03
<i>School Meal Organizer</i>		
School Meal Organizer, Scale C(T) 5 ..	School Meal Organizer	08
Student Welfare Officer, Scale C(E) 2, 3, 4	Student Welfare Officer	07
Matron, Scale C(T) 2, 3, 4	School Matron	07
School Meal Superintendent, Scale C(T) 1, 2	School Meal Superintendent	06
Assistant Matron, Scale C(T) 1, 2	Assistant School Matron	06
<i>Archivist</i>		
Principal Archivist, Group 7	Principal Archivist	11
Senior Archivist, Group 8	Senior Archivist	10

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
Archivist, Grade I, Scale A(U)	Archivist, Grade I	09
Archivist, Grade II, Scale A	Archivist, Grade II	08
Technical Officer (Archives), Scale C(T) 2, 3, 4	Technical Officer (Archives)	07
<i>Archives Assistant</i>		
Chief Archives Assistant, Scale D 5	Chief Archives Assistant	06
Senior Archives Assistant, Scale D 4	Senior Archives Assistant	05
Archives Assistant, Scale E 1(B & C) 3	Archives Assistant	04
Repository Assistant, Scale F 1, 2, 3	Repository Assistant	03
Stockroom Attendant, Scale G 1, 2, 3	Stockroom Attendant	02
Paperkeeper, Scale G 1, 2, 3	Paperkeeper	02
<i>Binder Repairer</i>		
Chief Binder Repairer, Scale E 5	Chief Binder Repairer	06
Senior Binder Repairer, Scale E 4	Senior Binder Repairer	05
Binder Repairer, Grades I, II, III, Scale E 1 (B & C) 3	Binder Repairer	04
<i>Librarian</i>		
Principal Librarian, Group 7	Principal Librarian	12
Senior Librarian, Group 8	Senior Librarian	10
Librarian, Grade I, Scale A(U)	Librarian, Grade I	09
Librarian, Grade II, Scale A	Librarian, Grade II	08
<i>Library Officer</i>		
Principal Library Officer, Group 8	Principal Library Officer	09
Senior Library Officer, Scale C(E) 6	Senior Library Officer	08
Higher Library Officer, Scale C(E) 5	Higher Library Officer	08
Library Officer, Scale C(E) 2, 3, 4	Library Officer	07
Assistant Library Officer, Scale C(E) 1, 2	Assistant Library Officer	06
Assistant Library Officer-in-Training, Scale C(E) Training	Assistant Library Officer-in-Training	05
<i>Library Assistant</i>		
Chief Library Assistant, Scale D 5	Chief Library Assistant	06
Senior Library Assistant, Scale D 4	Senior Library Assistant	05
Library Assistant, Scale D 1, 2, 3	Library Assistant	04
Library Attendant, Scale F 1, 2, 3	Library Attendant	03
<i>Photo Library Assistant</i>		
Sound Assistant, Scale E 1 (B & C) 3	Sound Assistant	04
Sound Recording Assistant, Scale F 1, 2, 3	Sound Recording Assistant	03
Press Assistant, Scale F 1, 2, 3	Press Assistant	03
Studio Attendant, Scale G 1, 2, 3	Studio Attendant	02
Printing Attendant, Scale G 1, 2, 3	Printing Attendant	02
<i>Archaeologist</i>		
Deputy Director/Principal Archaeologist, Group 7	Deputy Director/Principal Archaeologist	11
Senior Archaeologist, Group 8*	Senior Archaeologist	10
Archaeologist, Grade I, Scale A(U)	Archaeologist, Grade I	09
Archaeologist, Grade II, Scale A	Archaeologist, Grade II	08

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
<i>Curator (Antiquities)</i>		
Principal Curator, Group 7	Principal Curator	11
Senior Curator, Group 8	Senior Curator	10
Curator, Grade I, Scale A(U)	Curator, Grade I	09
Curator, Grade II, Scale A	Curator, Grade II	08
<i>Technical Officer</i>		
Higher Technical Officer, Scale C(T) 5 ..	Higher Technical Officer	08
Technical Officer, Scale C(T) 2, 3, 4 ..	Technical Officer	07
Assistant Technical Officer, Scale C(T) 1, 2	Assistant Technical Officer	06
<i>Antiquities Assistant</i>		
Chief Antiquities Assistant, Scale E 5 ..	Chief Antiquities Assistant	06
Senior Antiquities Assistant, Scale E 4 ..	Senior Antiquities Assistant	05
Antiquities Assistant, Scale E I (B & C) 3	Antiquities Assistant	04
Museum Guide, Scale E I (B & C) 3 ..	Museum Guide	04
Museum Assistant, Scale F 1, 2, 3 ..	Museum Assistant	03
Museum Attendant, Grades I & II, Scale G 2, 3/G 2, 3, 4	Museum Attendant	03
<i>Visual Art Officer</i>		
Principal Visual Art Officer, Group 8 ..	Principal Visual Art Officer	10
<i>Groundsman</i>		
Groundsman, Scale G 1, 2, 3	Groundsman	02
<i>Ethnographer (Antiquities)</i>		
Principal Ethnographer, Group 7	Principal Ethnographer	11
Senior Ethnographer, Group 8	Senior Ethnographer	10
Ethnographer, Grade I, Scale A(U)	Ethnographer, Grade I	09
Ethnographer, Grade II, Scale A	Ethnographer, Grade II	08
<i>Architect (Monuments)</i>		
Principal Architect (Monuments) Group 7	Principal Architect (Monuments) ..	11
<i>Superintendent of Monuments</i>		
Senior Superintendent of Monuments, Scale C(T) 6	Senior Superintendent of Monuments	08
Higher Superintendent of Monuments, Scale C(T) 5	Higher Superintendent of Monuments	08
Superintendent of Monuments, Scale C(T) 2, 3, 4	Superintendent of Monuments	07
Assistant Superintendent of Monuments, Scale C(T) 1, 2	Assistant Superintendent of Monuments	06

Note : For the Teaching Positions, see Chapter 11—National Teaching Service.

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
EXTERNAL AFFAIRS		
<i>External Affairs Officer</i>		
External Affairs Officer, Grade VI, Group 7	External Affairs Officer, Grade VI ..	11
External Affairs Officer, Grade VII, Group 8	External Affairs Officer, Grade VII ..	10
External Affairs Officer, Grade VIII, Scale A(U)	External Affairs Officer, Grade VIII ..	09
External Affairs Officer, Grade IX, Scale A	External Affairs Officer, Grade IX ..	08
<i>Passport Officer</i>		
Chief Passport Officer, Group 7	Chief Passport Officer	11
Deputy Chief Passport Officer, Group 8	Deputy Chief Passport Officer ..	10
Senior Passport Officer, Scale A(U) ..	Senior Passport Officer	09
<i>Recruitment Attaché</i>		
Recruitment Attaché, Group 8	Recruitment Attaché	10
<i>Executive Officer (External Affairs)</i>		
Principal Executive Officer, Group 8 ..	Principal Executive Officer	09
Senior Executive Officer, Scale C(E) 6 ..	Senior Executive Officer	08
Higher Executive Officer, Scale C(E) 5 ..	Higher Executive Officer	08
Executive Officer, Scale C(E) 2, 3, 4 ..	Executive Officer	07
Assistant Executive Officer, Scale C(E) 1, 2	Assistant Executive Officer	06
Trainee for Representation Overseas, Scale C(E) Training 1, 2	Trainee for Representation Overseas ..	06
<i>Official Translator</i>		
Official Translator, Scale A(U)	Official Translator	09
<i>Trade Attaché</i>		
Trade Attaché, Scale A(U)	Trade Attaché	09
<i>Pilgrim Officer</i>		
Pilgrim Officer, Scale A	Pilgrim Officer	08
Pilgrim Officer, Scale C(E) 2, 3, 4 ..	Pilgrim Assistant	08
<i>Superintendent of Overseas Communications</i>		
Superintendent of Overseas Communications, Group 8	Superintendent of Overseas Communications	09
Deputy Superintendent of Overseas Communications, Scale C(E) 6	Deputy Superintendent of Overseas Communications	08
Assistant Superintendent of Overseas Communications, Scale C(E) 5	Assistant Superintendent of Overseas Communications	08
<i>Courier</i>		
Head Courier, Scale H 10	Head Courier	07
Courier, Scale H 8	Courier	06

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New-Grade</i>
<i>Security Officer</i>		
Senior Security Officer, Scale C(E) 6	Senior Security Officer	09
Higher Security Officer, Scale C(E) 5	Higher Security Officer	08
Security Officer, Scale C(E) 2, 3, 4	Security Officer	08
Security Guard, Scale G 2, 3, 4	Security Guard	02
Chancery Guard, Scale G 2, 3, 4	Chancery Guard	02

Hostel Warden

Warden (Students' Hostel), Scale C(E) 2, 3, 4	Warden (Students' Hostel)	07
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Driver

Ambassador's Driver, Scale G 2, 3, 4	Ambassador's Driver	03
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FIRE SERVICES

Fire Officer

Chief Fire Officer, Group 7	} Chief Fire Officer	11
Principal Fire Officer, Group 8		
Chief Fire Officer, Group 8		
Deputy Chief Fire Officer, Group 8	} Deputy Chief Fire Officer	10
Assistant Chief Fire Officer, Group 8		
Deputy Chief Fire Officer, Scale C(T) 6		
Senior Fire Officer, Scale C(T) 6		
Senior Divisional Fire Officer, Scale C(T) 6		
Deputy Chief Fire Officer, Scale B 3, 4	} Higher Divisional Fire Officer	09
Deputy Chief Fire Officer, Scale C(T) 5		
Higher Fire Officer, Scale C(T) 5	} Divisional Fire Officer	08
Higher Divisional Fire Officer, Scale C(T) 5		
Divisional Fire Officer, Scale C(T) 2, 3, 4		
Divisional Fire Officer, Scale C(T) 2, 3	} Station Officer	07
Divisional Fire Officer, Scale B 1, 2		
Divisional Fire Officer-in-Training, Scale B 1 A		
Assistant Divisional Fire Officer, Scale C(T) 1, 2		
Station Officer, Scale H 10, 11		
Cadet Officer, Scale H 10	} Sub-Officer	06
Station Officer, Scale H 9		
Sub-Officer, Scale H 7, 8	} Sub-Officer (Trainee)	05
Assistant Divisional Fire Officer-in-Train- ing, Scale C(T) Training		
Assistant Fire Officer, Scale C(T) Training		

Fireman

Leading Fireman, Scale H 5, 6	} Leading Fireman	04
Leading Fireman, Scale H 6		
Leading Fireman, Scale H 6, 7		
Fireman, Scale H 2, 3, 4, 5	} Fireman	03
Fireman, Scale H 2, 3, 4		

Existing Designation and Gradings

Proposed Designation

New
Grade

IMMIGRATION

Immigration Officer

Deputy Chief Immigration Officer, Group 7	Deputy Chief Immigration Officer ..	10
Assistant Chief Immigration Officer, Group 8	Assistant Chief Immigration Officer ..	09
Senior Immigration Officer, Scale C(E) 6	Senior Immigration Officer	08
Higher Immigration Officer, Scale C(E) 5	Higher Immigration Officer	08
Immigration Officer, Scale C(E) 2, 3, 4 ..	Immigration Officer	07
Assistant Immigration Officer, Scale C(E) 1, 2	Assistant Immigration Officer	06

Immigration Assistant

Chief Immigration Assistant, Scale D 5 ..	Chief Immigration Assistant	06
Senior Immigration Assistant, Scale D 4	Senior Immigration Assistant	05
Immigration Assistant, Scale D 1, 2, 3 ..	Immigration Assistant	04

Immigration Attendant

Immigration Attendant, Scale F 1, 2, 3 ..	Immigration Attendant	03
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INDUSTRIAL PROMOTION

Industrial Promotion Officer

Principal Industrial Promotion Officer, Group 7	Principal Industrial Promotion Officer	11
Senior Industrial Promotion Officer, Group 8	Senior Industrial Promotion Officer ..	10
Industrial Promotion Officer, Grade I, Scale A(U)	Industrial Promotion Officer, Grade I	09
Industrial Promotion Officer, Grade II, Scale A	Industrial Promotion Officer, Grade II	08

Industrial Officer

Principal Industrial Officer, Group 7 ..	Principal Industrial Officer	11
Principal Industrial Officer, Group 8 ..	Principal Industrial Officer	10
Senior Industrial Officer, Group 8 ..	Senior Industrial Officer	10
Industrial Officer, Grade I, Scale A(U) or X	Industrial Officer, Grade I	09
Industrial Officer, Grade II, Scale A ..	Industrial Officer, Grade II	08

Assistant Industrial Officer

Principal Assistant Industrial Officer, Group 8	Principal Assistant Industrial Officer ..	09
Senior Assistant Industrial Officer, Scale C (E)/C(T) 6	} Senior Assistant Industrial Officer ..	08
Senior Industrial Officer, Scale C(E)/(T) 6		
Higher Industrial Officer, Scale C(E)/ C(T) 5	} Higher Assistant Industrial Officer ..	08
Higher Assistant Industrial Officer, Scale C(E)/C(T) 5		
Assistant Industrial Officer, Grade I, Scale C(E)/C(T) 2, 3, 4	} Assistant Industrial Officer, Grade I ..	07
Industrial Officer, Scale C(E)/C(T) 2, 3, 4		

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
<i>Assistant Industry Officer—continued</i>		
Assistant Industrial Officer, Grade II, Scale C(E)/C(T) 1, 2	} Assistant Industrial Officer, Grade II ..	06
Assistant Industrial Officer, Scale C(E)/ C(T) 1, 2		
<i>Industrial Technical Officer</i>		
Principal Industrial Technical Officer, Group 8	Principal Industrial Technical Officer	09
Senior Industrial Technical Officer, Scale C(T) 6	Senior Industrial Technical Officer	08
Higher Industrial Technical Officer, Scale C(T) 5	Higher Industrial Technical Officer ..	08
Industrial Technical Officer, Scale C(T) 2, 3, 4	Industrial Technical Officer	07
Assistant Industrial Technical Officer, Scale C(T) 1, 2	Assistant Industrial Technical Officer	06
Assistant Industrial Technical Officer-in- Training, Scale C(T) Training	Assistant Industrial Technical Officer- in-Training	05
<i>Industrial Technician</i>		
Senior Industrial Technician, Grade I, Scale E 5	Senior Industrial Technician, Grade I	06
Senior Industrial Technician, Grade II, Scale E 4	Senior Industrial Technician, Grade II	05
Industrial Technician, Scale E 1 (B & C) 3	Industrial Technician	04
Senior Industrial Technical Assistant, Scale F 4	Senior Industrial Technical Assistant ..	04
Industrial Technical Assistant, Scale F 1, 2, 3	Industrial Technical Assistant	03
<i>Industrial Manager</i>		
Industrial Manager, Group 8	Industrial Manager	09
<i>Industrial Inspector</i>		
Principal Industrial Inspector, Group 7 ..	Principal Industrial Inspector	11
Senior Industrial Inspector, Group 8 ..	Senior Industrial Inspector	10
Industrial Inspector, Grade I, Scale A(U)	Industrial Inspector, Grade I	09
Industrial Inspector, Grade II, Scale A ..	Industrial Inspector, Grade II	08
<i>Quality Inspector/Instructor</i>		
Principal Quality Inspector/Instructor, Group 7	Principal Quality Inspector/Instructor	11
Senior Quality Inspector/Instructor, Group 8	Senior Quality Inspector/Instructor ..	10
Quality Inspector/Instructor, Grade I, Scale A(U)	Quality Inspector/Instructor, Grade I ..	09
Quality Inspector/Instructor, Grade II, Scale A	Quality Inspector/Instructor, Grade II	08

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
<i>Superintendent/Inspector of Weights and Measures</i>		
Superintendent of Weights and Measures, Group 8	Superintendent of Weights and Measures	10
Senior Inspector of Weights and Measures Scale C(T) 6	Senior Inspector of Weights and Measures	09
Higher Inspector of Weights and Measures, Scale C(T) 5	Higher Inspector of Weights and Measures	08
Inspector of Weights and Measures, Scale C(T) 2, 3, 4	Inspector of Weights and Measures	07
Assistant Inspector of Weights and Measures, Scale C(T) 1, 2	Assistant Inspector of Weights and Measures	06
Assistant Inspector of Weights and Measures-in-Training, Scale C(T) Training	Assistant Inspector of Weights and Measures in-Training	05
Inspection Attendant, Scale F 1, 2, 3	Inspection Attendant	03
<i>Registrar of Companies and Business Names</i>		
Registrar of Companies and Business Names	Registrar of Companies and Business Names	11
Senior Assistant Registrar of Companies and Business Names, Grade I, Group 8	Senior Assistant Registrar of Companies and Business Names	10
Assistant Registrar of Companies and Business Names, Grade I, Scale A(U)	Assistant Registrar of Companies and Business Names, Grade I	09
Assistant Registrar of Companies and Business Names, Grade II, Scale A	Assistant Registrar of Companies and Business Names, Grade II	08
<i>Examiner of Patents and Designs</i>		
Registrar of Patents and Designs, Group 7	Registrar of Patents and Designs	11
Senior Examiner of Patents and Designs, Group 8	Senior Examiner of Patents and Designs	10
Examiner of Patents, Grade I, Scale A(U)	Examiner of Patents, Grade I	09
Examiner of Patents, Grade II, Scale A ..	Examiner of Patents, Grade II	08
<i>Brickmaking Officer</i>		
Higher Brickmaking Officer, Scale C(T) 5	Higher Brickmaking Officer	08
Brickmaking Officer, Scale C(T) 2, 3, 4 ..	Brickmaking Officer	07
Assistant Brickmaking Officer, Scale C(T) 1, 2	Assistant Brickmaking Officer	06
Brickmaking Assistant, Scale E 1 (B & C) 3	Brickmaking Assistant	04
Brickmaking Demonstrator, Scale E 1 (B & C) 3	Brickmaking Demonstrator	04
Brickmaking Demonstrator, Scale F 1, 2, 3	Brickmaking Demonstrator	04
<i>Textile Officer</i>		
Principal Textile Officer, Group 8 ..	Principal Textile Officer	10
Senior Textile Officer, Scale C(T) 6 ..	Senior Textile Officer	09
Higher Textile Officer, Scale C(T) 5 ..	Higher Textile Officer	08
Textile Officer, Scale C(T) 2, 3, 4 ..	Textile Officer	07
Assistant Textile Officer, Scale C(T) 1, 2	Assistant Textile Officer	06
Textile Assistant, Scale E 1 (B and C) 3 ..	Textile Assistant	04
Textile Demonstrator, Scale F 1, 2, 3 ..	Textile Demonstrator	03
Sales Assistant, Scale F 1, 2, 3 ..	Sales Assistant	03

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
<i>Pottery Officer</i>		
Principal Pottery Officer, Group 8 ..	Principal Pottery Officer	10
Pottery Officer, Scale C(E) 2, 3, 4 ..	Pottery Officer	07
Assistant Pottery Officer, Scale C(E) 1, 2 ..	Assistant Pottery Officer	06
Senior Pottery Instructor, Scale F 4 ..	Senior Pottery Instructor	05
Pottery Assistant, Grade I and II, Scale E 1 (B and C) 3 ..	Pottery Instructor	04
Pottery Salesman, Scale D 1, 2, 3 ..	Pottery Salesman	04
Pottery Instructor, Scale F 2, 3 ..	Pottery Instructor	04
Pottery Assistant, Scale F 1, 2, 3 ..	Pottery Assistant	03
Pottery Demonstrator, Scale F 1, 2, 3 ..	Pottery Demonstrator	03
Clay Mixer, Scale F 1, 2, 3 ..	Clay Mixer	03
Pottery Storeman, Scale G 1, 2, 3 ..	Pottery Storeman	02
INFORMATION SERVICES		
<i>Information Officer</i>		
Principal Information Officer, Group 7 ..	Principal Information Officer	11
Senior Information Officer, Group 8 ..	Senior Information Officer	10
Information Officer, Grade I, Scale A(U) ..	Information Officer, Grade I	09
Information Officer, Grade II, Scale A ..	Information Officer, Grade II	08
<i>Assistant Information Officer</i>		
Principal Assistant Information Officer, Group 8 ..	Principal Assistant Information Officer ..	10
Senior Assistant Information Officer, Scale C(E) 6 ..	Senior Assistant Information Officer ..	08
Higher Assistant Information Officer, Scale C(E) 5 ..	Higher Assistant Information Officer ..	08
Assistant Information Officer, Grade I, Scale C(E) 2, 3, 4 ..	Assistant Information Officer, Grade I ..	07
Assistant Information Officer, Grade II, Scale C(E) 1, 2 ..	Assistant Information Officer, Grade II ..	06
<i>Information Assistant</i>		
Senior Information Assistant, Grade I, Scale D 5 ..	Senior Information Assistant, Grade I ..	06
Senior Information Assistant, Grade II, Scale D 4 ..	Senior Information Assistant, Grade II ..	05
Information Assistant, Scale D 1, 2, 3 ..	Information Assistant	04
Field Publicity Assistant, Scale F 1, 2, 3 ..	Field Publicity Assistant	03
Radio Operator, Scale G 1, 2, 3/F 1, 2, 3 ..	Radio Operator	03
Television Attendant, Scale G 1, 2, 3 ..	Television Attendant	02
<i>Photographer</i>		
Chief/Principal Photographer, Group 8 ..	Chief/Principal Photographer	10
Senior Photographer, Scale C(T) 6 ..	Senior Photographer	09
Higher Photographer, Scale C(T) 5 ..	Higher Photographer	08
Photographer, Scale C(T) 2, 3, 4 ..	Photographer	07
Assistant Photographer, Scale C(T) 1, 2 ..	Assistant Photographer	06
Assistant Photo Library Superintendent, Scale C(T) 1, 2 ..	Assistant Photo Library Superintendent ..	06

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
<i>Photographic Library Officer</i>		
Assistant Photo Library Officer, Scale C(E) 1, 2	Assistant Photo Library Officer	.. 06
<i>Photographic Assistant</i>		
Senior Photographic Assistant, Grade I, Scale E 5	Senior Photographic Assistant, Grade I	06
Senior Photographic Assistant, Grade II, Scale E 4	Senior Photographic Assistant, Grade II	05
Photographic Assistant, Grade III, Scale E 1 (B & C) 3	Photographic Assistant	04
<i>Photo Library Assistant</i>		
Senior Photo Library Assistant, Scale D 4	Senior Photo Library Assistant	.. 05
Photo Library Assistant, Scale D 1, 2, 3 ..	Photo Library Assistant	.. 04
Colour Printer, Scale E 1 (B & C) 3 ..	Colour Printer ..	.. 04
Photo Library Assistant, Grade II, Scale F 1, 2, 3	Photo Library Assistant, Grade II	.. 03
Laboratory and Studio Attendant, Scale F 1, 2, 3	Laboratory and Studio Attendant	.. 03
<i>Photo Library Attendant</i>		
Photo Library Attendant, Scale F 1, 2, 3 ..	Photo Library Attendant	.. 03
Information or Press Attendant, Scale G 1, 2, 3	Information or Press Attendant	.. 02
<i>Photographic Printer</i>		
Photo Printer, Scale E 1 (B & C) 3 ..	Photo Printer .. ..	.. 04
<i>Art Production Officer</i>		
Senior Art Production Officer, Scale C(T) 6	Senior Art Production Officer ..	.. 09
Higher Art Production Officer, Scale C(T) 5	Higher Art Production Officer ..	.. 08
Art Production Officer, Scale C(T) 2, 3 ..	Art Production Officer ..	.. 07
Assistant Art Production Officer, Scale C(T) 1, 2	Assistant Art Production Officer	.. 06
<i>Publications Staff</i>		
Editor, Scale A	Editor .. ..	.. 08
Assistant Editor, Scale C(E) 2, 3, 4 ..	Assistant Editor .. ..	.. 07
Sub-Editor, Scale C(E) 1, 2 ..	Sub-Editor .. ..	.. 06
Reporters, Scale D 1, 2, 3	Reporters .. ..	.. 04
Proof Readers, Scale D 1, 2, 3	Proof Readers .. ..	.. 04
<i>Art Production Assistant</i>		
Chief Art Production Assistant, Scale E 5	Chief Art Production Assistant	.. 06
Senior Art Production Assistant Scale E 4	Senior Art Production Assistant	.. 05
Art Production Assistant, Scale E 1 (B & C) 3	Art Production Assistant	.. 04
<i>Art Production Attendant</i>		
Art Production Attendant, Scale F 1, 2, 3	Art Production Attendant	.. 03

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
<i>Film Production Officer</i>		
Producer (Film), Group 8	Producer (Film)	11
Senior Film Production Officer, Scale C(T) 6	Senior Film Production Officer	09
Higher Film Production Officer, Scale C(T) 5	Higher Film Production Officer	08
Film Production Officer, Scale C(T) 2, 3, 4	Film Production Officer	07
Assistant Film Production Officer, Scale C(T) 1, 2	Assistant Film Production Officer	06
<i>Sound Engineer</i>		
Senior Sound Engineer, Scale C(T) 6	Senior Sound Engineer	09
Higher Sound Engineer, Scale C(T) 5	Higher Sound Engineer	08
Sound Engineer, Scale C(T) 2, 3, 4	Sound Engineer	07
Assistant Sound Engineer, Scale C(T) 1, 2	Assistant Sound Engineer	06
<i>Cultural Officer</i>		
Principal Cultural Officer, Group 7	Principal Cultural Officer	12
Senior Cultural Officer, Group 8	Senior Cultural Officer	10
Cultural Officer, Grade I, Scale A(U)	Cultural Officer, Grade 1	09
Cultural Officer, Grade II, Scale A	Cultural Officer, Grade II	08
<i>Editorial Staff</i>		
Principal Editor, Group 7	Principal Editor	11
Senior Business Editor, Scale C(E) 5	Business Editor	08
Assistant Editor, Scale C(E) 2, 3, 4	Assistant Editor	07
<i>Conference Visitors Officer</i>		
Conference Visitors Officer, Group 8	Conference Visitors Officer	10
<i>Printing Staff</i>		
Deputy Government Printer, Group 7	Deputy Government Printer	11
Principal Superintendent of Press, Group 8	Principal Superintendent of Press	10
Senior Superintendent of Press, Scale C(T) 6	Senior Superintendent of Press	09
Higher Superintendent of Press, Scale C(T) 5	Higher Superintendent of Press	08
Superintendent of Press, Scale C(T) 2, 3, 4	Superintendent of Press	07
Assistant Superintendent of Press, Scale C(T) 1, 2	Assistant Superintendent of Press	06
Assistant Superintendent of Press-in- Training, Scale C(T) Training	Assistant Superintendent of Press-in- Training	05
Apprentice Master, Scale C(T) 2, 3, 4	Apprentice Master	07
Senior Printer, Grade I, Scale E 5	Senior Printer, Grade I	06
Senior Printer, Grade II, Scale E 4	Senior Printer, Grade II	05
Printer, Scale E 1 (B & C) 3	Printer	04
Apprentice Printer, Scale F 1, 2, 3	Apprentice Printer	03
Senior Press Attendant, Scale G 4	Senior Press Attendant	03
Press Attendant, Scale G 1, 2, 3	Press Attendant	02
Chargeman (Technical), Scale F 4	Chargeman (Technical)	04
Book-Binding Assistant, Scale F 1, 2, 3	Book-Binding Assistant	03
Technical Assistant, Scale F 1, 2, 3	Technical Assistant	03

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
Press Electrician, Scale C(T) 2, 3, 4 ..	Press Electrician	07
Assistant Press Electrician, Scale C(T) 1, 2	Assistant Press Electrician	06
Senior Office Equipment Engineer, Scale C(T) 6	Senior Office Equipment Engineer	09
Higher Office Equipment Engineer, Scale C(T) 5	Higher Office Equipment Engineer	08
Office Equipment Engineer, Scale C(T) 2, 3, 4	Office Equipment Engineer	07
Assistant Office Equipment Engineer, Scale C(T) 1, 2	Assistant Office Equipment Engineer	06

INTERNAL REVENUE

Administrative Posts

Secretary, Board of Inland Revenue, Group 7	Secretary, Board of Inland Revenue	11
Secretary, Joint Tax Board, Group 8 ..	Secretary, Joint Tax Board	10

Instructor

Principal Instructor, Group 7	Principal Instructor	11
Senior Instructor, Group 8	Senior Instructor	10
Instructor, Scale A(U)	Instructor	09

Inspector of Taxes

Principal Inspector of Taxes, Group 7 ..	} Principal Inspector of Taxes	11
Senior Principal Inspector of Taxes, Group 7		
Senior Inspector of Taxes, Group 8 ..	} Senior Inspector of Taxes	10
Principal Inspector of Taxes, Group 8 ..		
Inspector of Taxes, Grade I, Scale A(U) or X	} Inspector of Taxes, Grade I	09
Senior Inspector of Taxes, Scale A(U)		
Inspector of Taxes, Grade II, Scale A ..	Inspector of Taxes, Grade II	08
Inspector of Taxes-in-Training, Scale C(E) 2, 3, 4	Inspector of Taxes-in-Training	07
Inspector of Taxes-in-Training, Scale C(E) 1, 2	Inspector of Taxes-in-Training	06

Inspecting Officer

Principal Inspecting Officer, Group 7 ..	Principal Inspecting Officer	11
Senior Inspecting Officer, Group 8 ..	Senior Inspecting Officer	10
Inspecting Officer, Grade I, Scale A(U) ..	Inspecting Officer, Grade I	09
Inspecting Officer, Grade II, Scale A ..	Inspecting Officer, Grade II	08

Investigating Officer

Chief Investigating Officer, Group 7 ..	} Principal Investigating Officer	11
Principal Investigating Officer, Group 7 ..		
Senior Investigating Officer, Group 8 ..	Senior Investigating Officer	10
Investigating Officer, Grade I, Scale A(U) ..	Investigating Officer, Grade I	09
Investigating Officer, Grade II, Scale A ..	Investigating Officer, Grade II	08
Assistant Investigating Officer, Grade I, Scale C(E) 2, 3, 4	Assistant Investigating Officer, Grade I	07
Assistant Investigating Officer, Grade II, Scale C(E) 1, 2	Assistant Investigating Officer, Grade II	06

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
<i>Tax Clerk</i>		
Chief Tax Clerk, Scale D 5	Chief Tax Clerk	06
Senior Tax Clerk, Scale D 4	Senior Tax Clerk	05
Tax Clerk, Scale D 1, 2, 3	Tax Clerk	04
<i>Tax Superintendent</i>		
Tax Superintendent, Scale C(E) 2, 3, 4 ..	Tax Superintendent	07
<i>Ticket Examiner</i>		
Head Ticket Examiner, Scale G 4	Head Ticket Examiner	03
Ticket Examiner, Scale G 1, 2, 3	Ticket Examiner	02
Ticket Attendant, Scale G 1, 2, 3	Ticket Attendant	02
<i>Tax Collecting Assistant</i>		
Tax Collecting Assistant, Scale F 1, 2, 3 ..	Tax Collecting Assistant	03
<i>Tax Collector</i>		
Chief Tax Collector, Scale D 5	Chief Tax Collector	06
Senior Tax Collector, Scale D 4	Senior Tax Collector	05
Revenue Clerk, Scale D 3	Revenue Clerk	04
Tax Collector, Scale D 1, 2, 3	Tax Collector	04
<i>Executive Officer (Tax)</i>		
Principal Executive Officer (Tax), Group 8	Principal Executive Officer (Tax)	10
Senior Executive Officer (Tax), Scale C(E) 6	Senior Executive Officer (Tax)	09
Higher Executive Officer (Tax), Scale C(E) 5	Higher Executive Officer (Tax)	08
Executive Officer (Tax), Scale C(E) 2, 3, 4	Executive Officer (Tax)	07
Assistant Executive Officer (Tax), Scale C(E) 1, 2	Assistant Executive Officer (Tax)	06
Assistant Executive Officer (Tax)-in- Training, Scale C(E) Training	Assistant Executive Officer (Tax)-in- Training	05
<i>Executive Officer (Revenue)</i>		
Principal Executive Officer, Group 8 ..	Principal Executive Officer	10
Senior Executive Officer, Scale C(E) 6 ..	Senior Executive Officer	09
Higher Executive Officer, Scale C(E) 5 ..	Higher Executive Officer	08
Executive Officer, Scale C(E) 2, 3, 4 ..	Executive Officer	07
Assistant Executive Officer, Scale C(E) 1, 2	Assistant Executive Officer	06
Assistant Executive Officer-in-Training, Scale C(E) Training	Assistant Executive Officer-in-Training	05

JUDICIAL

Registrar

Registrar (Sharia Court of Appeal), Group 7	Registrar (Sharia Court of Appeal)	11
Principal Registrar, Group 8	Principal Registrar	10
Senior Registrar, Scale C(E) 6	Senior Registrar	09
Higher Registrar, Scale C(E) 5	Higher Registrar	08

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
Deputy Registrar (Sharia Court of Appeal), Scale C(E) 5	Deputy Registrar (Sharia Court of Appeal)	08
Deputy Registrar (Sharia Court of Appeal), Scale C(E) 2, 3, 4	Deputy Registrar (Sharia Court of Appeal)	07
Registrar, Scale C(E) 2, 3, 4	Registrar	07
Assistant Registrar, Scale C(E) 1, 2	Assistant Registrar	06
Assistant Registrar-in-Training, Scale C(E) Training	Assistant Registrar-in-Training	05
<i>Inspectorate (Customary Courts)</i>		
Senior Customary Court Inspector, Group 8	Senior Customary Court Inspector	10
Customary Court Inspector, Grade I, Scale X	Customary Court Inspector, Grade I	09
Customary Court Inspector, Grade II, Scale A	Customary Court Inspector, Grade II	08
<i>Inspectorate (Area Courts)</i>		
Chief Inspector of Area Courts, Group 7	Chief Inspector of Area Courts	11
Senior Principal Inspector of Area Courts, Group 7	Senior Principal Inspector of Area Courts	11
Principal Inspector of Area Courts, Group 7	Principal Inspector of Area Courts	11
Principal Inspector of Area Courts, Group 8	Principal Inspector of Area Courts	10
Senior Inspector of Area Courts, Group 8	Senior Inspector of Area Courts	10
Senior Inspector of Area Courts, Scale A(U)	Senior Inspector of Area Courts	09
Inspector of Area Courts, Scale A(U)	Inspector of Area Courts	09
Senior Assistant Inspector of Area Courts, Grade I, Scale A(U)	} Senior Assistant Inspector of Area Courts	09
Senior Assistant Inspector of Area Courts, Grade II, Scale C(E) 6		
Senior Assistant Inspector of Area Courts, Scale C(E) 6		
Inspector of Area Courts, Grade II, Scale A	Inspector of Area Courts, Grade II	08
Inspector of Area Courts, Scale A	Inspector of Area Courts	08
Higher Assistant Inspector of Area Courts, Scale C(E) 5	Higher Assistant Inspector of Area Courts	08
Assistant Inspector of Area Courts, Scale C(E) 2, 3, 4	Assistant Inspector of Area Courts	07
<i>Court Clerk</i>		
Customary Court Registrar, Scale D 4	Senior Clerical Officer	05
Senior Court Clerk, Scale D 4	Senior Clerical Officer	05
Customary Court Registrar, Scale D 1, 2, 3	Clerical Officer	04
Record Clerk, Scale D 1, 2, 3	Clerical Officer	04
Court Clerk, Scale D 1, 2, 3 or F 1, 2, 3	Clerical Assistant	03

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
<i>Court Clerk—continued</i>		
Assistant Customary Court Registrar, Scale F 1, 2, 3	Clerical Assistant	03
Court Scribe, Scale F 1, 2, 3	Clerical Assistant	03
Court Clerical Assistant, Scale F 1, 2, 3 ..	Clerical Assistant	03
<i>Court Messenger</i>		
Court Messenger, Scale G 1, 2, 3	Messenger	02
<i>Court Cleaner</i>		
Court Cleaner, Scale G 1	Cleaner	01
<i>Interpreter/Translator</i>		
Senior Interpreter/Translator, Scale C(E) 6	Interpreter/Translator	06
Higher Interpreter/Translator, Scale C(E) 5	Interpreter/Translator	06
Interpreter/Translator, Grade I, Scale C(E) 2, 3, 4	Interpreter/Translator	06
Interpreter/Translator, Grade II, Scale C(E) 2, 3	Interpreter/Translator	06
Interpreter/Translator, Grade III, Scale C(E) 1, 2	Interpreter/Translator	06
Interpreter/Translator-in-Training, Scale C(E) Training 1, 2	Interpreter/Translator-in-Training ..	05
<i>Bailiff</i>		
Chief Bailiff, Scale D 5	Chief Bailiff	06
Senior Bailiff, Scale D 4	Senior Bailiff	05
Senior Bailiff, Scale F 4	Senior Bailiff	05
Bailiff, Scale D 1, 2, 3	Bailiff	04
Bailiff, Scale F 1, 2, 3	Bailiff	04
Bailiff Assistant, Scale F 1, 2, 3	Bailiff	04
Customary Court Bailiff, Scale F 1, 2, 3	Bailiff	04
<i>Deputy Sheriff</i>		
Deputy Sheriff, Scale C(E) 5	Deputy Sheriff	08
<i>Court Attendant</i>		
Court Attendant, Scale G 1, 2, 3	Court Attendant	02
<i>Usher</i>		
Usher, Scale G 1, 2	Usher	01
LABOUR		
<i>Labour Officer</i>		
Principal Labour Officer, Group 7	Principal Labour Officer	11
Senior Labour Officer, Group 8	Senior Labour Officer	10
Labour Officer, Grade I, Scale A(U)	Labour Officer, Grade I	09
Labour Officer, Grade II, Scale A	Labour Officer, Grade II	08
<i>Registrar of Trade Unions</i>		
Registrar of Trade Unions, Group 7	Registrar of Trade Unions	11
Assistant Registrar of Trade Unions, Group 8	Assistant Registrar of Trade Unions	09

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
<i>Trade Union Adviser</i>		
Trade Union Adviser, Group 8	Trade Union Adviser	10
<i>Labour Inspector</i>		
Principal Labour Inspector, Group 8 ..	Principal Labour Inspector	09
Senior Labour Inspector, Scale C(E) 6 ..	Senior Labour Inspector	08
Higher Labour Inspector, Scale C(E) 5 ..	Higher Labour Inspector	08
Labour Inspector, Scale C(E) 1, 2, 3 ..	Labour Inspector	07
Assistant Labour Inspector, Scale C(E) 1, 2	Assistant Labour Inspector	06
<i>Labour Relations Officer</i>		
Principal Labour Relations Officer, Group 8	Principal Labour Relations Officer	09
Senior Labour Relations Officer, Scale C(E) 6	Senior Labour Relations Officer	08
Higher Labour Relations Officer, Scale C(E) 5	Higher Labour Relations Officer	08
Labour Relations Officer, Scale C(E) 2, 3, 4	Labour Relations Officer	07
Assistant Labour Relations Officer, Scale C(E) 1, 2	Assistant Labour Relations Officer	06
Assistant Labour Relations Officer-in- Training, Scale C(E) Training	Assistant Labour Relations Officer-in- Training	05
<i>Labour Instructor</i>		
Higher Instructor, Scale C(T) 5	Higher Instructor	08
Instructor, Scale C(T) 2, 3, 4	Instructor	07
Assistant Instructor, Scale C(T) 1, 2 ..	Assistant Instructor	06
<i>Inspector of Factories</i>		
Principal Inspector of Factories, Group 7 ..	Principal Inspector of Factories	10
Senior Inspector of Factories, Group 8 ..	Senior Inspector of Factories	09
Inspector of Factories, Grade I, Scale A(U)	Inspector of Factories, Grade I	08
Inspector of Factories, Grade II, Scale A ..	Inspector of Factories, Grade II	08
<i>Safety Inspector</i>		
Principal Safety Inspector, Group 8 ..	Principal Safety Inspector	09
Senior Safety Inspector, Scale C(T) 6 ..	Senior Safety Inspector	08
Higher Safety Inspector, Scale C(T) 5 ..	Higher Safety Inspector	08
Safety Inspector, Scale C(T) 2, 3, 4 ..	Safety Inspector	07
Assistant Safety Inspector, Scale C(T) 1, 2	Assistant Safety Inspector	06
<i>Trade Testing Officer</i>		
Principal Trade Testing Officer, Group 8	Principal Trade Testing Officer	10
Senior Trade Testing Officer, Scale C(T) 6	Senior Trade Testing Officer	08
Higher Trade Testing Officer, Scale C(T) 5	Higher Trade Testing Officer	08
Trade Testing Officer, Scale C(T) 2, 3, 4	Trade Testing Officer	07
Assistant Trade Testing Officer, Scale C(T) 1, 2	Assistant Trade Testing Officer	06
<i>Compliance Officer</i>		
Principal Compliance Officer, Group 7 ..	Principal Compliance Officer	09
Senior Compliance Officer, Group 8 ..	Senior Compliance Officer	08
Compliance Officer, Grade I, Scale A(U)	Compliance Officer, Grade I	07
Compliance Officer, Grade II, Scale A ..	Compliance Officer, Grade II	07

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
<i>Compliance Inspector</i>		
Principal Compliance Inspector, Group 8	Principal Compliance Inspector	08
Senior Compliance Inspector, Scale C(E) 6	Senior Compliance Inspector	07
Higher Compliance Inspector, Scale C(E) 5	Higher Compliance Inspector	07
Compliance Inspector, Scale C(E) 2, 3, 4	Compliance Inspector	06
Assistant Compliance Inspector, Scale C(E) 1, 2	Assistant Compliance Inspector	05
LANDS		
<i>Lands Officer</i>		
Principal Lands Officer, Group 7	Principal Lands Officer	10
Senior Lands Officer, Group 8	Senior Lands Officer	09
Lands Officer, Grade I, Scale A(U) or X	Lands Officer, Grade I	08
Lands Officer, Grade II, Scale A	Lands Officer, Grade II	08
Pupil Lands Officer, Scale A	Pupil Lands Officer	08
<i>Estate Officer</i>		
Principal Estate Officer, Group 8	Principal Estate Officer	09
Senior Estate Officer, Scale C(T) 6	Senior Estate Officer	08
Higher Estate Officer, Scale C(T) 5	Higher Estate Officer	08
Estate Officer, Scale C(T) 2, 3, 4	Estate Officer	07
Assistant Estate Officer, Scale C(T) 1, 2	Assistant Estate Officer	06
<i>Inspector of Lands</i>		
Senior Inspector of Lands, Scale E 4	Senior Inspector of Lands	05
Inspector of Lands, Scale E 1 (B & C) 3	Inspector of Lands	04
Sub-Inspector of Lands, Scale E 1 (B & C) 3	Sub-Inspector of Lands	04
<i>Valuation Officer</i>		
Principal Valuation Officer, Group 7	Principal Valuation Officer	10
Senior Valuation Officer, Group 8	Senior Valuation Officer	09
Valuation Officer, Grade I, Scale A(U)	Valuation Officer, Grade I	08
Valuation Officer, Grade II, Scale A	Valuation Officer, Grade II	08
Pupil Valuation Officer, Scale A	Pupil Valuation Officer	08
<i>Valuation/Estate Assistant</i>		
Senior Valuation/Estate Assistant, Grade I, Scale E 5	Senior Valuation/Estate Assistant, Grade I	06
Senior Valuation/Estate Assistant, Grade II, Scale E 4	Senior Valuation/Estate Assistant, Grade II	05
Valuation/Estate Assistant, Scale E 1 (B & C) 3	Valuation/Estate Assistant	04
<i>Land Registry</i>		
Deputy Registrar of Lands, Group 8	Deputy Registrar of Lands	10
Demarcation Officer, Scale A(U)	Demarcation Officer	09
Assistant Registrar of Lands, Scale A	Assistant Registrar of Lands	08
Senior Investigation Officer, Scale C(E) 6	Senior Investigation Officer	09
Higher Investigation Officer, Scale C(E) 5	Higher Investigation Officer	08

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
Investigation officer, Scale C(E) 2, 3, 4 ..	Investigation Officer	07
Assistant Investigation Officer, Scale C(E) 1, 2	Assistant Investigation Officer	06
Temporary Registry Draftsman, Scale C(T) 1, 2	Temporary Registry Draftsman	06
Plan Record Keeper, Scale E 3	Plan Record Keeper	04
Junior Plan Record Keeper, Scale E 1 (B & C) 3	Junior Plan Record Keeper	04
Examiner of Titles, Scale D 1, 2, 3 ..	Examiner of Titles	03
Technical Assistant, Scale F 1, 2, 3 ..	Technical Assistant	03
Registry Draftsman, Scale F 1, 2, 3 ..	Registry Draftsman	03
Senior Developing Machine Operator, Scale E 4	Senior Developing Machine Operator	05

LEGAL SERVICES

Legal Officer

Deputy Legal Draftsman, Group 7 ..	Deputy Legal Draftsman	11
Assistant Parliamentary Counsel, Grade II, Group 7	Assistant Parliamentary Counsel, Grade II	11
Assistant Principal State Counsel, Group 7	Senior State Counsel, Grade I	11
Senior State Counsel, Grade I, Group 7	Senior State Counsel, Grade I	11
Deputy Administrator-General, Group 7	Deputy Administrator-General	11
Senior State Counsel, Grade II, Group 8	Senior State Counsel, Grade II	10
State Counsel, Grade I, Scale A(U) or X	State Counsel, Grade I	09
State Counsel, Grade II, Scale A	State Counsel, Grade II	08
Legal Assistant, Scale A	Legal Assistant	08
Pupil State Counsel, Scale A	Pupil State Counsel	08

Law Librarian

Law Librarian, Scale A	Librarian	08
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Other Legal Posts

Legal Advisor, Group 7	Legal Advisor	11
Assistant Legal Advisor, Group 8 ..	Assistant Legal Advisor	10
Legal Secretary, Group 8	Legal Secretary	10

Litigation Officer

Senior Litigation Officer, Scale C(E) 6 ..	Senior Litigation Officer	08
Higher Litigation Officer, Scale C(E) 5 ..	Higher Litigation Officer	08
Litigation Officer, Scale C(E) 2, 3, 4 ..	Litigation Officer	07
Executive Officer (Litigation), Scale C(E) 2, 3, 4	Litigation Officer	07
Assistant Litigation Officer, Scale C(E) 1, 2	Assistant Litigation Officer	06

Executive Officer (Estates)

Principal Executive Officer, Group 8 ..	Principal Executive Officer	09
Senior Executive Officer, Scale C(E) 6 ..	Senior Executive Officer	08
Higher Executive Officer, Scale C(E) 5 ..	Higher Executive Officer	08
Executive Officer, Scale C(E) 2, 3, 4 ..	Executive Officer	08
Assistant Executive Officer, Scale C(E) 1, 2	Assistant Executive Officer	07

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
<i>Estate Clerk</i>		
Senior Estate Clerk, Scale D 4	Senior Estate Clerk	05
<i>Inspector of Accounts and Property</i>		
Inspector of Accounts and Properties, Scale C(E) 2, 3, 4	Inspector of Accounts and Properties	08
Assistant Inspector of Accounts and Pro- perties, Scale C(E) 1, 2	Assistant Inspector of Accounts and Properties	07

LOCAL GOVERNMENT AND MUNICIPAL SERVICES

Local Government Officer

Chief Local Government Officer, Group 7	Chief Local Government Officer ..	11
Principal Local Government Officer, Group 8	Principal Local Government Officer ..	09
Senior Local Government Officer, Scale C(E) 6	Senior Local Government Officer ..	08
Higher Local Government Officer, Scale C(E) 5	Higher Local Government Officer ..	08
Local Government Officer, Scale C(E) 2, 3, 4	Local Government Officer	07
Assistant Local Government Officer, Scale C(E) 1, 2	Assistant Local Government Officer ..	06
Assistant Local Government Officer-in- Training, Scale C(E) Training	Assistant Local Government Officer- in-Training	05

Local Government Inspector

Local Government Inspector, Group 8 ..	Local Government Inspector	10
Local Government Inspector, Scale A ..	Local Government Inspector	08

Local Government Assistant

Chief Local Government Assistant, Scale D 5	Chief Local Government Assistant ..	06
Senior Local Government Assistant, Scale D 4	Senior Local Government Assistant ..	05
Local Government Assistant, Scale D 1, 2, 3	Local Government Assistant	04

Examiner of Local Government Accounts

Examiner of Local Government Accounts, Scale C(E) 2, 3	Examiner of Local Government Accounts	07
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Local Government Instructor

Senior Local Government Instructor, Scale C(E) 6	Senior Local Government Inspector	08
Higher Local Government Instructor, Scale C(E) 5	Higher Local Government Instructor	08
Assistant Local Government Instructor, Scale C(E) 1, 2	Assistant Local Government Instructor	06

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
<i>Divisional/District Officer</i>		
Divisional Officer/Local Government Adviser, Group 7	Divisional Officer/Local Government Adviser	12
Senior District Officer, Group 7	Senior District Officer	12
Divisional Officer, Group 7	Divisional Officer	12
Divisional Officer, Group 8	Divisional Officer	10
Senior Divisional Officer, Group 8	Senior Divisional Officer	10
Assistant Divisional Officer, Scale A	Assistant Divisional Officer	09
District Officer Grade I, Scale A(U)	District Officer, Grade I	09
District Officer, Grade II, Scale A	District Officer, Grade II	08
District Officer, Scale A	District Officer	08
<i>Market Officer</i>		
Higher Market Superintendent, Scale C(E) 5	Higher Market Superintendent	08
Market Superintendent, Scale C(E) 2, 3, 4	Market Superintendent	07
Market Superintendent, Scale C(E) 1, 2	Market Superintendent	06
Market Supervisor, Scale D 4	Market Supervisor	05
Market Supervisor, Scale D 3, 4	Market Supervisor	05
Senior Market Master, Scale F 3	Market Master	04
Senior Market Master, Scale F 1, 2, 3	Market Master	04
Market Master, Scale D 1, 2, 3	Market Master	04
Market Master, Scale F 1, 2, 3	Market Master	04
Market Assistant, Scale F 1, 2, 3	Market Master	04
Market Attendant, Scale G 2, 3	Market Attendant	03
<i>Enforcement Officer</i>		
Enforcement Officer, Scale G 1, 2, 3	Enforcement Officer	02
<i>Toll Collector</i>		
Toll Collector, Scale G 1, 2, 3	Toll Collector	02
<i>Pound Master</i>		
Pound Master, Scale G 1, 2, 3	Pound Master	02
<i>Motor Park Attendant</i>		
Head Motor Park Attendant, Scale G 4	Head Motor Park Attendant	04
Motor Park Superintendent, Scale G 4	Motor Park Superintendent	04
Motor Park Attendant, Scale G 1, 2, 3	Motor Park Attendant	03
<i>Mail Runner</i>		
Mail Runner, Scale G 1, 2, 3	Mail Runner	02
<i>Cemetery Keeper</i>		
Cemetery Keeper, Scale F 1, 2, 3	Cemetery Keeper	02
<i>Motor Licensing Officer</i>		
Motor Licensing Officer, Scale C(E) 2, 3, 4	Motor Licensing Officer	07

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
MEDICAL AND HEALTH SERVICES		
<i>Registrar/Consultant</i>		
Senior Registrar, Group 7	Senior Registrar	12
Registrar, Group 8	Registrar	10
<i>Medical Officer</i>		
Medical Superintendent, Group 7 ..	Medical Superintendent	12
Medical Officer, Grade I, Group 8 ..	Medical Officer, Grade I	10
Medical Officer, Grade I, Medical Extension ..	Medical Officer, Grade I	10
Medical Officer, Grade II, Scale A ..	Medical Officer, Grade II	09
House Physician, Scale A	House Physician	08
House Officer, Scale A	House Officer	08
<i>General Nursing—Nurse</i>		
Chief Nursing Officer, Group 7 ..	Chief Nursing Officer	11
Principal Nursing Officer, Group 8 ..	Principal Nursing Officer	10
Principal Matron/Superintendent, Scale C(T) 6 ..	Principal Matron/Superintendent	09
Senior Matron/Senior Nursing Superintendent Scale C(T) 6 ..	Senior Matron/Senior Nursing Superintendent	09
Matron/Higher Nursing Superintendent Scale C(T) 5 ..	Matron/Higher Nursing Superintendent	08
Night Sister/Night Superintendent, Scale C(T) 5 ..	Night Sister/Night Superintendent	08
Administrative Sister, Scale C(T) 4 ..	Administrative Sister	07
Administrative Superintendent, Scale C(T) 4 ..	Administrative Superintendent	07
Home Sister, Scale C(T) 2, 3, 4 ..	Home Sister	07
Nursing Sister/Nursing Superintendent Scale C(T) 2, 3, 4 ..	Nursing Sister/Nursing Superintendent	07
Clinical Sister, Scale C(T) 2, 3, 4 ..	Clinical Sister	07
Staff Nurse, Scale C(T) 1, 2	Staff Nurse	06
Staff Nurse/Midwife, Scale C(T) 1, 2 ..	Staff Nurse/Midwife	06
Student Nurse, Scale E 1 (B & C) 3 ..	Student Nurse	04
<i>Midwife</i>		
Midwife Sister, Scale C(T) 2, 3, 4 ..	Midwife Sister	07
Staff Midwife, Scale C(T) 1, 2	Staff Midwife	06
Midwife, Grade II, Scale E 1 (B & C) 3 ..	Midwife, Grade II	05
Pupil Midwife, Scale E 1 (B & C) 3 ..	Pupil Midwife	04
<i>Nursing Education Nurse Tutor</i>		
Principal, School of Nursing, Group 8 ..	Principal, School of Nursing	10
Principal Nurse Tutor, Group 8	Principal Nurse Tutor	10
Senior Nurse Tutor, Scale C(T) 6	Senior Nurse Tutor	09
Senior Male Tutor, Scale C(T) 6	Senior Male Tutor	09
Nurse Tutor, Scale C(T) 5	Nurse Tutor	08
Clinical Nurse Tutor, Scale C(T) 2, 3, 4 ..	Clinical Nurse Tutor	07
Clinical Instructor, Scale C(T) 2, 3, 4 ..	Clinical Instructor	07

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
<i>Midwifery Tutor</i>		
Senior Midwife Tutor, Scale C(T) 6	Senior Midwife Tutor	09
Midwife Tutor, Scale C(T) 5	Midwife Tutor	08
Midwifery Sister, Scale C(T) 2, 3, 4	Midwifery Sister	07
<i>Community Nurse Tutor</i>		
Senior Health Tutor, Scale C(T) 6	Senior Health Tutor	09
Health Tutor, Scale C(T) 5	Health Tutor	08
<i>Psychiatric Nurse</i>		
Principal Nursing Officer (Psychiatry), Group 8	Principal Nursing Officer (Psychiatry)	10
Senior Matron/Senior Nursing Superin- tendent (Psychiatry), Scale C(T) 6	Senior Matron/Senior Nursing Superintendent (Psychiatry)	09
Matron/Higher Nursing Superintendent (Psychiatry), Scale C(T) 5	Matron/Higher Nursing Superin- tendent (Psychiatry)	08
Nursing Sister/Nursing Superintendent (Psychiatry), Scale C(T) 2, 3, 4	Nursing Sister/Nursing Superin- tendent (Psychiatry)	07
Staff Nurse (Mental), Scale C(T) 1, 2	Staff Nurse (Mental)	06
Student Nurse (Mental), Scale E 1 (B & C) 3	Student Nurse (Mental)	04
<i>Health Nurse</i>		
Principal Nursing Officer (Health), Group 8	Principal Nursing Officer (Health)	10
Senior Nursing Officer (Health), Scale C(T) 6	Senior Nursing Officer (Health)	09
Higher Nursing Officer (Health), Scale C(T) 5	Higher Nursing Officer (Health)	08
Health Sister, Scale C(T) 2, 3, 4	Health Sister	07
Staff Nurse (Health), Scale C(T) 1, 2	Staff Nurse (Health)	06
Public Health Nurse, Scale C(T) 1, 2	Public Health Nurse	06
<i>Community Nurse</i>		
Community Nurse, Scale C(T) 1, 2	Community Nurse	06
Community Nurse-in-Training, Scale E 1 (B & C) 3	Community Nurse-in-Training	04
Pupil Community Nurse, Scale E 1 (B & C) 3	Pupil Community Nurse	04
Student Community Nurse, Scale E 1 (B & C) 3	Student Community Nurse	04
<i>State Enrolled Nurse</i>		
Senior State Enrolled Nurse, Scale E 1 (B & C) 3	Senior State Enrolled Nurse	05
State Enrolled Nurse, Scale F 1, 2, 3	State Enrolled Nurse	04
<i>Nursing Auxilliary</i>		
Nursing Auxilliary, Scale G 1	Nursing Auxilliary	03

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
<i>Hospital Administration/Hospital Secretary</i>		
Principal Hospital Secretary, Group 8 ..	Principal Hospital Secretary	08
Higher Hospital Secretary, Scale C(E) 5 ..	Higher Hospital Secretary	07
Hospital Secretary, Scale C(E) 2, 3, 4 ..	Hospital Secretary	07
Assistant Hospital Secretary, Scale C(E) 1, 2 ..	Assistant Hospital Secretary	06
Assistant Hospital Secretary-in-Training Scale C(E) Training	Assistant Hospital Secretary-in-Training	04
<i>Hospital Treasurer/Almoner</i>		
Hospital Treasurer, Scale C(E) 2, 3, 4 ..	Hospital Treasurer	07
Almoner, Scale C(E) 2, 3, 4	Almoner	06
<i>Medical Records Officer/Statistical Officer</i>		
Medical Statistician, Grade II, Scale A ..	Medical Statistician, Grade II	08
Senior Medical Records Officer, Scale C(E) 6	Senior Medical Records Officer	07
Higher Medical Records Officer, Scale C(E) 5	Higher Medical Records Officer	07
Medical Records Officer, Scale C(E) 2, 3, 4 ..	Medical Records Officer	06
Statistical Officer, Scale C(E) 2, 3, 4 ..	Statistical Officer	06
Assistant Medical Records Officer, Scale C(E) 1, 2	Assistant Medical Records Officer	06
Assistant Statistical Officer, Scale C(E) 1, 2 ..	Assistant Statistical Officer	06
<i>Medical Records Assistant/Statistical Assistant</i>		
Medical Records Assistant, Scale D 1, 2, 3 ..	Medical Records Assistant	04
Medical Statistical Assistant, Scale D 1, 2, 3 ..	Medical Statistical Assistant	04
1st Class Medical Statistical Assistant, Scale D 3	1st Class Medical Statistical Assistant	04
Statistical Assistant, Scale D 1, 2, 3 ..	Statistical Assistant	04
Junior Medical Statistical Assistant, Scale F 1, 2, 3	Junior Medical Statistical Assistant	03
Medical Records Attendant, Scale G 1, 2, 3 ..	Medical Records Attendant	03
<i>Medical Librarian</i>		
Medical Librarian, Grade I, Scale X/A(U) ..	Medical Librarian, Grade I	08
Medical Librarian, Grade II, Scale A ..	Medical Librarian, Grade II	07
<i>Hospital Technical Services</i>		
<i>Hospital Engineer/Curator of Medical Appliances</i>		
Hospital Engineer, Scale A(U)	Hospital Engineer	09
Sanitary Engineer, Scale A	Sanitary Engineer	08
Senior Curator of Medical Appliances, Scale C(T) 6	Senior Curator of Medical Appliances	08
Higher Curator of Medical Appliances, Scale C(T) 5	Higher Curator of Medical Appliances	08
Curator of Medical Appliances, Scale C(T) 2, 3, 4	Curator of Medical Appliances	07
Technical Officer (Medical Appliances) ..	Technical Officer (Medical Appliances) ..	07

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
<i>Instrument Technologist</i>		
Senior Instrument Technologist, Scale C(T) 6	Senior Instrument Technologist	.. 08
Higher Instrument Technologist, Scale C(T) 5	Higher Instrument Technologist	.. 08
Instrument Technologist, Scale C(T) 2, 3, 4	Instrument Technologist	.. .. 07
E.E.G. Technician, Scale C(T) 2, 3, 4	E.E.G. Technician	.. .. 07
Anaesthetic Attendant, Scale G 1, 2, 3	Anaesthetic Attendant	.. .. 02
Instrument Technician, Scale G 4	Instrument Technician	.. .. 02
Sterilizing Technician, Scale G 4	Sterilizing Technician	.. .. 02
Instrument Attendant, Scale G 1, 2, 3	Instrument Attendant	.. .. 02
<i>Miscellaneous Hospital Workers</i>		
Hospital Assistant, Scale F 1, 2, 3	Hospital Assistant	.. .. 04
Autoclave Attendant, Scale G 1, 2, 3	Autoclave Attendant	.. .. 02
Dresser, Grade I, Scale F 1, 2, 3	Dresser, Grade I	.. .. 02
Dresser, Grade II, Scale G 1, 2, 3	Dresser, Grade II	.. .. 01
Head Hospital Orderly, Scale G 4	Head Hospital Orderly	.. .. 02
Senior/Head Ward Orderly, Scale G 4	Senior/Head Ward Orderly	.. .. 02
Hospital Orderly, Scale G 1, 2, 3	Hospital Orderly	.. .. 01
Hospital Ward Orderly, Scale G 1, 2, 3	Hospital Ward Orderly	.. .. 01
Ward Orderly, Scale G 1, 2, 3	Ward Orderly	.. .. 01
Ward Auxiliary, Scale G 1, 2, 3	Ward Auxiliary	.. .. 01
Ward Attendant, Scale G 1, 2, 3	Ward Attendant	.. .. 01
Maid Attendant, Scale G 1, 2, 3	Maid Attendant	.. .. 01
Hospital Attendant, Scale G 1, 2, 3	Hospital Attendant	.. .. 01
Clinic Attendant, Scale G 1, 2, 3	Clinic Attendant	.. .. 02
Higher Laundry Officer, Scale C(T) 5	Higher Laundry Officer	.. .. 08
Laundry Officer/Laundry Superintendent, Scale C(T) 2, 3, 4	Laundry Officer/Laundry Superintendent	.. .. 07
Laundry Supervisor, Scale C(T) 1, 2	Laundry Supervisor	.. .. 06
Laundry Superintendent, Scale C(T) 1, 2	Laundry Superintendent	.. .. 06
Assistant Laundry Superintendent, Scale C(T) 1, 2	Assistant Laundry Superintendent	.. .. 06
Head Hospital Washerman, Scale G 4	Head Hospital Washerman	.. .. 04
Hospital Washerman, Scale G 1, 2, 3	Hospital Washerman	.. .. 02
Tailor, Scale F 1, 2, 3	Tailor	.. .. 03
Hospital Sub-Staff, Scale F 1, 2, 3	Hospital Sub-Staff	.. .. 02
Hospital Auxiliary/Hospital Attendant, Scale G 1, 2, 3	Hospital Auxiliary/Hospital Attendant	01
Senior Card Issuer, Scale G 4	Senior Card Issuer	.. .. 02
Card Issuer, Scale G 1, 2, 3	Card Issuer	.. .. 01
<i>Dental Services</i>		
<i>Dental Surgeon</i>		
Superintendent Dental Surgeon, Group 7	Superintendent Dental Surgeon	.. 11
Senior Dental Surgeon, Group 3	Senior Dental Surgeon	.. 10
Dental Surgeon, Grade I, Scale X/A(U)	Dental Surgeon, Grade I	.. 10
Dental Surgeon, Grade II, Scale A	Dental Surgeon, Grade II	.. 09

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
<i>Dental Technologist</i>		
Principal Dental Technologist, Group 8 ..	Principal Dental Technologist ..	09
Senior Dental Technologist, Scale C(T) 6 ..	Senior Dental Technologist ..	08
Higher Dental Technologist, Scale C(T) 5 ..	Higher Dental Technologist ..	08
Dental Technologist, Scale C(T) 2, 3, 4 ..	Dental Technologist ..	07
Assistant Dental Technologist, Scale C(T) 1, 2 ..	Assistant Dental Technologist ..	06
Assistant Dental Technologist-in-Training, Scale C(T) Training ..	Assistant Dental Technologist-in- Training	05
<i>Dental Technical Instructor</i>		
Senior Dental Technical Instructor, Scale C(T) 6 ..	Senior Dental Technical Instructor ..	08
Higher Dental Technical Instructor, Scale C(T) 5 ..	Higher Dental Technical Instructor ..	08
Dental Technical Instructor, Scale C(T) 2, 3, 4 ..	Dental Technical Instructor ..	07
<i>Dental Therapy Instructor</i>		
Senior Dental Therapy Instructor, Scale C(T) 6 ..	Senior Dental Therapy Instructor ..	08
Higher Dental Therapy Instructor, Scale C(T) 5 ..	Higher Dental Therapy Instructor ..	08
Dental Therapy Instructor, Scale C(T) 2, 3, 4 ..	Dental Therapy Instructor ..	07
Assistant Dental Therapy Instructor, Scale C(T) 1, 2 ..	Assistant Dental Therapy Instructor ..	06
<i>Dental Therapist</i>		
Senior Dental Therapist, Scale C(T) 6 ..	Senior Dental Therapist ..	08
Higher Dental Therapist, Scale C(T) 6 ..	Higher Dental Therapist ..	08
Dental Therapist, Scale C(T) 2, 3, 4 ..	Dental Therapist ..	07
Assistant Dental Therapist, Scale C(T) 1, 2 ..	Assistant Dental Therapist ..	06
<i>Dental Hygienist</i>		
Chief Dental Hygienist, Scale E 5 ..	Chief Dental Hygienist ..	06
Senior Dental Hygienist, Grade I, Scale E 5 ..	Senior Dental Hygienist I ..	06
Senior Dental Hygienist, Grade II, Scale E 4 ..	Senior Dental Hygienist II ..	06
Dental Hygienist, Scale E 1 (B & C) 3 ..	Dental Hygienist ..	05
Dental Hygienist-in-Training, Scale E 1(B & C) 3 ..	Dental Hygienist-in-Training ..	04
<i>Dental Surgery Assistant</i>		
Senior Dental Surgery Assistant, Scale F 4 ..	Senior Dental Surgery Assistant ..	04
Dental Surgery Assistant, Scale F 1, 2, 3 ..	Dental Surgery Assistant ..	04
Dental Assistant, Scale F 1, 2, 3 ..	Dental Assistant ..	04
<i>Dental Auxiliary</i>		
Senior Dental Auxiliary, Scale E 4 ..	Senior Dental Auxiliary ..	05
Dental Auxiliary, Scale E 1 (B & C) 3 ..	Dental Auxiliary ..	04
Dental Nurse, Scale E 4 ..	Dental Nurse ..	05

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
Dental Technician		
Senior Dental Technician, Grade I, Scale E 5	Senior Dental Technician, Grade I	.. 05
Senior Dental Technician, Grade II, Scale E 4	Senior Dental Technician, Grade II	.. 05
Dental Technician, Scale E 1 (B & C) 3 ..	Dental Technician	.. .. 04
Dental Technician-in-Training, Scale E 1 (B & C) 3	Dental Technician-in-Training	.. 04
Dental Attendant		
Dental Attendant, Scale G 1, 2, 3	Dental Attendant	.. .. 01
Paramedical Services		
Physiotherapy		
Physiotherapist		
Principal Physiotherapist, Group 8	Principal Physiotherapist	.. .. 10
Senior Physiotherapist, Scale C(T) 6	Senior Physiotherapist	.. .. 09
Higher Physiotherapist, Scale C(T) 5	Senior Physiotherapist	.. .. 09
Physiotherapist, Scale C(T) 2, 3, 4	Physiotherapist	.. .. 08
Assistant Physiotherapist, Scale C(T) 1, 2	Assistant Physiotherapist	.. .. 07
Assistant Physiotherapist-in-Training, Scale C(T) Training	Assistant Physiotherapist-in-Training	05
Physiotherapy Instructor		
Senior Instructor (Physiotherapist), Scale C(T) 6	Senior Instructor (Physiotherapist)	.. 09
Superintendent Instructor (Physiotherapist), Scale C(T) 5	Superintendent Instructor (Physiotherapist)	.. .. 09
Instructor (Physiotherapist), Scale C(T) 2, 3, 4	Instructor	.. .. 08
Physiotherapy Technician		
Senior Physiotherapist Technician, Grade I, Scale E 5	Senior Physiotherapist Technician, Grade I	.. .. 06
Senior Physiotherapist Technician, Grade II, Scale E 4	Senior Physiotherapist Technician, Grade II	.. .. 05
Physiotherapist Technician, Scale E 1 (B & C) 3	Physiotherapist Technician	.. .. 05
Physiotherapy Attendant, Scale G 1, 2, 3	Physiotherapy Attendant	.. .. 01
Radiographer		
Principal Radiographer, Group 8	Principal Radiographer	.. .. 09
Senior Radiographer, Scale C(T) 6	Senior Radiographer	.. .. 08
Higher Radiographer, Scale C(T) 5	Higher Radiographer	.. .. 08
Radiographer, Scale C(T) 2, 3, 4 ..	Radiographer	.. .. 07
Assistant Radiographer, Scale C(T) 1, 2 ..	Assistant Radiographer	.. .. 06
Radiographer-in-Training, Scale E 1 (B & C) 3	Radiographer-in-Training	.. .. 04
Assistant Radiographer-in-Training, Scale E 1 (B & C) 3	Assistant Radiographer-in-Training	.. 04

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
<i>Radiography Instructor</i>		
Principal, School of Radiography, Group 8	Principal, School of Radiography	.. 10
Principal Radiography Instructor, Group 8	Principal Radiography Instructor	.. 10
Senior Radiography Instructor, Scale C(T) 6	Senior Radiographer Instructor	.. 08
Higher Radiography Instructor, Scale C(T) 5	Higher Radiography Instructor	.. 08
Radiography Instructor, Scale C(T) 2, 3, 4	Radiography Instructor	.. .. 07
<i>X-Ray Technician</i>		
Chief X-Ray Technician, Scale E 5	Chief X-Ray Technician	.. .. 06
Senior X-Ray Technician, Scale E 4	Senior X-Ray Technician	.. .. 06
X-Ray Technician, Scale E 1 (B & C) 3	X-Ray Technician	.. .. 06
First Class X-Ray Technician, Scale E 1 (B & C) 3 E 3	First Class X-Ray Technician	.. .. 06
Second and Third Class X-Ray Technician, Scale E 1 (B & C) 3	Second and Third Class X-Ray Technician	.. .. 05
X-Ray Technician-in-Training, Scale F 1, 2, 3	X-Ray Technician-in-Training	.. .. 04
<i>X-Ray Assistant</i>		
Senior X-Ray Assistant, Scale F 4	Senior X-Ray Assistant	.. .. 04
X-Ray Assistant, Scale F 1, 2, 3	X-Ray Assistant	.. .. 04
First Class X-Ray Assistant, Scale F 1, 2, 3	First Class X-Ray Assistant	.. .. 04
<i>X-Ray Attendant</i>		
Senior X-Ray Attendant, Scale G 4	Senior X-Ray Attendant	.. .. 02
X-Ray Attendant, Scale G 1, 2, 3	X-Ray Attendant	.. .. 01
Darkroom Technician, Scale F 1, 2, 3	Darkroom Technician	.. .. 04
Darkroom Attendant, Scale G 1, 2,	Darkroom Attendant	.. .. 01
<i>Optometrist/Ophthalmic Optician</i>		
Optometrist, Scale C(T) 2, 3, 4	Optometrist	.. .. 07
Principal Ophthalmic Optician, Group 8	Principal Ophthalmic Optician	.. 10
Senior Ophthalmic Optician, Scale C(T) 6	Senior Ophthalmic Optician	.. .. 09
Higher Ophthalmic Optician, Scale C(T) 5	Higher Ophthalmic Optician	.. .. 08
Ophthalmic Optician, Scale C(T) 2, 3, 4	Ophthalmic Optician	.. .. 07
Assistant Ophthalmic Optician, Scale C(T) 1, 2	Assistant Ophthalmic Optician	.. .. 06
<i>Audiotrician</i>		
Audiotrician, Scale C(T) 2, 3, 4	Audiotrician	.. .. 07
<i>Occupational Therapy</i>		
<i>Occupational Therapist</i>		
Senior Occupational Therapist, Scale C(T) 6	Senior Occupational Therapist	.. 08
Higher Occupational Therapist, Scale C(T) 5	Higher Occupational Therapist	.. 08
Occupational Therapist, Grade I, Scale C(T) 2, 3, 4	Occupational Therapist, Grade I	.. 07
Occupational Therapist, Grade II, Scale C(T) 1, 2	Occupational Therapist, Grade II	.. 06

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
<i>Occupational Therapy Assistant/Attendant</i>		
Occupational Therapy Assistant, Scale F 1, 2, 3	Occupational Therapy Assistant	.. 04
Occupational Therapy Attendant, Scale G 1, 2, 3	Occupational Therapy Attendant	.. 01
<i>Occupational Therapy Instructor/ Occupational Instructor</i>		
Senior Occupational Therapy Instructor, Scale C(T) 6	Senior Occupational Therapy Instructor	.. 08
Higher Occupational Therapy Instructor, Scale C(T) 5	Higher Occupational Therapy Instructor	.. 08
Occupational Therapy Instructor, Scale C(T) 2, 3, 4	Occupational Therapy Instructor	.. 07
Assistant Occupational Therapy Instructor, Scale C(T) 1, 2	Assistant Occupational Therapy Instructor	.. 06
Senior Occupational Instructor, Scale F 4	Senior Occupational Instructor	.. 04
Occupational Instructor, Scale E 2, 3/F 2, 3	Occupational Instructor	.. 04
<i>Radiotherapist</i>		
Radiotherapist, Scale C(T) 2, 3, 4	Radiotherapist	.. 07
<i>Speech Therapist</i>		
Speech Therapist, Scale C(T) 2, 3, 4	Speech Therapist	.. 07
<i>Clinical Psychologist</i>		
Clinical Psychologist, Scale A	Clinical Psychologist	.. 08
<i>Psychiatrist Social Welfare Worker</i>		
Higher Psychiatrist Social Welfare Officer, Scale C(E) 5	Higher Psychiatrist Social Welfare Officer	.. 08
Psychiatrist Social Welfare Officer, Scale C(E) 2, 3, 4	Psychiatrist Social Welfare Officer	.. 07
Social Welfare Officer (Psychiatry), Scale C(E) 2, 3, 4	Social Welfare Officer (Psychiatry)	.. 07
Psychiatrist Senior Social Worker, Scale D 4	Psychiatrist Senior Social Worker	.. 06
Psychiatrist Social Worker, Scale D 3	Psychiatrist Social Worker	.. 05
<i>Family Visitor</i>		
Family Visitor, Grade I, Scale F 4	Family Visitor, Grade I	.. 05
Family Visitor, Grade II, Scale F 1, 2, 3	Family Visitor, Grade II	.. 04
<i>Orthopaedic Services</i>		
<i>Limb Maker</i>		
Principal Limb Maker, Group 8	Principal Limb Maker	.. 09
Senior Limb Maker, Scale C(T) 6	Senior Limb Maker	.. 08
Higher Limb Maker, Scale C(T) 5	Higher Limb Maker	.. 08
Limb Maker, Scale C(T) 2, 3, 4	Limb Maker	.. 07
Limb Maker, Grade II, Scale C(T) 1, 2	Limb Maker, Grade II	.. 06
Assistant Limb Maker, Scale C(T) 1, 2	Assistant Limb Maker	.. 06
Assistant Limb Maker-in-Training, Scale C(T) Training	Assistant Limb Maker-in-Training	.. 04

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
<i>Limb Technician</i>		
Senior Limb Making Technician, Grade I, Scale E 5	Senior Limb Making Technician, Grade I	06
Senior Limb Making Technician, Grade II, Scale E 4	Senior Limb Making Technician, Grade II	06
Limb Making Technician, Scale E 1 (B & C) 3	Limb Making Technician	05
<i>Plaster Cast Maker</i>		
Plaster Cast Maker, Scale G 1, 2, 3	Plaster Cast Maker	02
<i>Orthopaedic Shoemaker</i>		
Shoe Technician, Scale F 1, 2, 3	Shoe Technician	04
Orthopaedic Shoemaker, Scale G 1, 2, 3	Orthopaedic Shoemaker	02
<i>Limb Fitter/Fitter Technician</i>		
Senior Limb Fitter, Scale C(T) 5	Senior Limb Fitter	07
Limb Fitter, Scale C(T) 2, 3, 4	Limb Fitter	06
Limb Fitter Technician, Scale E 1 (B & C) 3	Limb Fitter Technician	05
<i>Health Laboratory Services</i>		
<i>Pathologist</i>		
Senior Pathologist, Group 8	Senior Pathologist	10
Pathologist, Grade I, Scale X/A(U)	Pathologist, Grade I	10
Pathologist, Grade II, Scale A	Pathologist, Grade II	09
<i>Medical Laboratory Technologist</i>		
Principal Medical Laboratory Technologist, Group 8	Principal Medical Laboratory Technologist	09
Senior Medical Laboratory Technologist, Scale C(T) 6	Senior Medical Laboratory Technologist	08
Higher Medical Laboratory Technologist, Scale C(T) 5	Higher Medical Laboratory Technologist	08
Medical Laboratory Technologist, Scale C(T) 2, 3, 4	Medical Laboratory Technologist	07
Assistant Medical Laboratory Technologist, Scale C(T) 1, 2	Assistant Medical Laboratory Technologist	06
Assistant Medical Laboratory Technologist-in-Training, Scale C(T) Training	Assistant Medical Laboratory Technologist-in-Training	05
<i>Medical Laboratory Technician</i>		
Senior Medical Laboratory Technician, Grade I, Scale E 5	Senior Medical Laboratory Technician, Grade I	06
Senior Medical Laboratory Technician, Grade II	Senior Medical Laboratory Technician, Grade II	06
Medical Laboratory Technician, Scale E 1 (B & C) 3	Medical Laboratory Technician	05

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
<i>Microscopist</i>		
Senior Microscopist, Grade I, Scale E 5 ..	Senior Microscopist, Grade I ..	06
Senior Microscopist, Grade II, Scale E 4	Senior Microscopist, Grade II ..	05
Microscopist, Scale E 1 (B & C) 3 ..	Microscopist ..	05
Assistant Microscopist, Scale F 1, 2, 3 ..	Assistant Microscopist ..	04
<i>Laboratory Assistant/Attendant</i>		
Senior Medical Laboratory Assistant, Scale F 4	Senior Medical Laboratory Assistant ..	04
Laboratory Assistant, Scale F 1, 2, 3 ..	Laboratory Assistant ..	03
Laboratory Assistant-In-Training, Scale F 1, 2	Laboratory Assistant-in-Training ..	03
Senior Laboratory Attendant, Scale G 4 ..	Senior Laboratory Attendant ..	02
Laboratory Attendant, Scale G 1, 2, 3 ..	Laboratory Attendant ..	01
<i>Medical Laboratory Technology Instructor</i>		
Principal, School of Medical Laboratory Technology, Group 8	Principal, School of Medical Laboratory Technology ..	10
Principal Medical Laboratory Technology Instructor, Group 8	Principal Medical Laboratory Technology Instructor ..	09
Senior Medical Laboratory Technology Instructor, Scale C(T) 6	Senior Medical Laboratory Technology Instructor ..	08
Higher Medical Laboratory Technology Instructor, Scale C(T) 5	Higher Medical Laboratory Technology Instructor ..	08
Medical Laboratory Technology Instructor, Scale C(T) 2, 3, 4	Medical Laboratory Technology Instructor ..	07
<i>Blood Donor Organizer/Assistant</i>		
Blood Donor Organizer, Scale C(T) 2, 3, 4	Blood Donor Organizer ..	07
Assistant Blood Donor Organizer, Scale C(T) 1, 2	Assistant Blood Donor Organizer ..	06
Senior Blood Donor Assistant, Scale E 4 ..	Senior Blood Donor Assistant ..	04
Blood Donor Assistant, Scale F 1, 2, 3/ E 1 (B & C) 3	Blood Donor Assistant ..	03
Senior Blood Donor Attendant, Scale F 4	Senior Blood Donor Attendant ..	02
Blood Donor Attendant, Scale G 1, 2, 3 ..	Blood Donor Attendant ..	01
<i>Environmental and Public Health Services</i>		
<i>Medical Officers of Health</i>		
Medical Officer of Health, Group 7 ..	Medical Officer of Health ..	11
Medical Officer of Health, Grade I, Scale X/A(U)	Medical Officer of Health, Grade I ..	10
Medical Officer of Health, Grade II, Scale A	Medical Officer of Health, Grade II ..	09
<i>Health Educator</i>		
Principal Health Educator, Group 7 } Principal, Medical Auxiliary Training, School Group 8	Principal Health Educator ..	10
Senior Health Educator, Group 8 ..	Senior Health Educator ..	09
Higher Health Educator, Scale C(T) 6 ..	Higher Health Educator ..	08

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
<i>Health Education—continued</i>		
Health Educator, Grade I, Scale C(T) 5 ..	Health Educator, Grade I	08
Health Educator, Grade II, Scale C(T) 2, 3, 4	Health Educator, Grade II	07
<i>Health Education Officer</i>		
Health Education Officer, Scale A ..	Health Education Officer	08
Hospital Teacher, Scale C(T) 2, 3, 4 ..	Hospital Teacher	07
Health Tutor, Scale C(T) 5	Health Tutor	08
Health Education Superintendent, Scale C(T) 2, 3, 4	Health Education Superintendent ..	07
Assistant Health Education Superintendent, Scale C(T) 1, 2	Assistant Health Education Superinten- dent	06
Health Education Assistant, Scale E 1 (B & C) 3	Health Education Assistant	05
Health Education Attendant, Scale G 1, 2, 3	Health Education Attendant	01
<i>Health Superintendent</i>		
Chief Health Superintendent, Group 8 ..	Chief Health Superintendent	10
Principal Health Superintendent, Group 8	Principal Health Superintendent	09
Senior Health Superintendent, Scale C(T) 6	Senior Health Superintendent	08
Higher Health Superintendent, Scale C(T) 5	Higher Health Superintendent	08
Health Superintendent, Scale C(T) 2, 3, 4	Health Superintendent	07
Assistant Health Superintendent, Scale C(T) 1, 2	Assistant Health Superintendent	06
Assistant Health Superintendent-in- Training, Scale C(T) Training	Assistant Health Superintendent-in- Training	04
Health Superintendent (Statistics), Scale C(T) 2, 3, 4	Health Superintendent (Statistics) ..	07
<i>Health Inspector</i>		
Senior Health Inspector, Grade I, Scale E 5	Senior Health Inspector, Grade I	06
Senior Health Inspector, Grade II, Scale E 4	Senior Health Inspector, Grade II	06
Health Inspector, Scale E 1 (B & C) 3 ..	Health Inspector	06
Assistant Inspector, Scale E 1 (B & C) 3 ..	Assistant Inspector	05
Assistant Inspector-in-Training, Scale E 1 (B & C) F 1, 2, 3	Assistant Inspector-in-Training	04
Health Inspector-in-Training, Scale E 1 (B & C)	Health Inspector-in-Training	04
Student Inspector, Scale E 1 (B & C) 3 ..	Student Inspector	04
<i>Rural Health Superintendent</i>		
Principal Rural Health Superintendent, Group 8	Principal Rural Health Superintendent	10
Senior Rural Health Superintendent, Scale C(T) 6	Senior Rural Health Superintendent ..	09
Higher Rural Health Superintendent, Scale C(T) 5	Higher Rural Health Superintendent ..	08
Rural Health Superintendent, Scale C(T) 2, 3, 4	Rural Health Superintendent	07
Assistant Rural Health Superintendent, Scale C(T) 1, 2	Assistant Rural Health Superintendent	06

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
<i>Rural Health Inspector</i>		
Senior Rural Health Inspector, Scale E 4	Senior Rural Health Inspector	.. 06
Rural Health Inspector, Scale E 1 (B & C) 3	Rural Health Inspector	.. .. 05
<i>Rural Health Assistant/Health Assistant</i>		
Rural Health Assistant, Scale F 1, 2, 3 ..	Rural Health Assistant	.. .. 04
Rural Health Sub-Staff, Scale G 1, 2, 3 ..	Rural Health Sub-Staff	.. .. 02
Senior Port Health Assistant, Scale F 4 ..	Senior Port Health Assistant	.. .. 04
Senior Health Assistant, Scale F 4 ..	Senior Health Assistant	.. .. 04
Health Assistant, Scale F 1, 2, 3 ..	Health Assistant	.. .. 04
Port Health Assistant, Scale F 1, 2, 3 ..	Port Health Assistant	.. .. 04
Port Health Assistant-in-Training, Scale F 1 ..	Port Health Assistant-in-Training	.. .. 03
<i>Vaccinator</i>		
Senior Vaccinator, Scale F 4	Senior Vaccinator	.. .. 04
Vaccinator, Scale F 1, 2, 3	Vaccinator	.. .. 03
<i>Health Overseer</i>		
Senior Health Overseer, Scale F 4 ..	Senior Health Overseer	.. .. 04
Health Overseer, Scale F 1, 2, 3	Health Overseer	.. .. 04
Sanitary Overseer, Scale G 1, 2, 3 ..	Sanitary Overseer	.. .. 03
Quarantine Assistant, Scale F 1, 2, 3 ..	Quarantine Assistant	.. .. 03
<i>Health Attendant</i>		
Senior Health Attendant, Scale G 4 ..	Senior Health Attendant	.. .. 02
Health Attendant/Orderly, Scale G 1, 2, 3 ..	Health Attendant/Orderly	.. .. 02
Public Health Attendant/Orderly, Scale G 1, 2, 3 ..	Public Health Attendant/Orderly	.. .. 02
Health Orderly, Scale G 1, 2, 3	Health Orderly	.. .. 02
Quarantine Attendant, Scale G 1, 2, 3 ..	Quarantine Attendant	.. .. 01
School Health Attendant, Scale G 1, 2, 3 ..	School Health Attendant	.. .. 01
Head Sanitary Attendant, Scale G 4 ..	Head Sanitary Attendant	.. .. 03
Sanitary Attendant, Scale G 1, 2, 3 ..	Sanitary Attendant	.. .. 02
Port Health Attendant, Scale G 1, 2, 3 ..	Port Health Attendant	.. .. 01
Community Attendant, Scale G 1, 2, 3 ..	Community Attendant	.. .. 02
Inspectorate Attendant, Scale G 1, 2, 3 ..	Inspectorate Attendant	.. .. 01
<i>Mortuary Attendant</i>		
Senior Public Mortuary Attendant, Scale G 4	Senior Public Mortuary Attendant	03
Public Mortuary Attendant, Scale G 1, 2, 3	Public Mortuary Attendant	.. .. 02
<i>Malariologist/Medical Officer (Malaria)</i>		
Principal Malariologist, Group 7 ..	Principal Malariologist	.. .. 11
Senior Malariologist, Group 8 ..	Senior Malariologist	.. .. 10
Malariologist, Grade I, Scale X/A(U) ..	Malariologist, Grade I	.. .. 10
Malariologist, Grade II, Scale A ..	Malariologist, Grade II	.. .. 09
Medical Officer (Malaria), Scale A ..	Medical Officer (Malaria)	.. .. 09

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
<i>Microbiologist</i>		
Microbiologist, Scale X/A(U)	Microbiologist	09
Mosquito Scout, Scale G 1, 2, 3	Mosquito Scout	02
Sprayman, Scale G 1, 2	Sprayman	01
<i>Research Parasitologist</i>		
Principal Research Parasitologist, Group 7	Principal Research Parasitologist ..	11
Senior Research Parasitologist, Group 8	Senior Research Parasitologist ..	10
Research Parasitologist, Grade I, Scale X/A(U)	Research Parasitologist, Grade I ..	10
Research Parasitologist, Grade II, Scale A	Research Parasitologist, Grade II ..	09
<i>Entomologist</i>		
Principal Entomologist, Group 7	Principal Entomologist	11
Senior Entomologist, Group 8	Senior Entomologist	10
Entomologist, Grade I, Scale X/A(U) ..	Entomologist, Grade I	09
Entomologist, Grade II, Scale A	Entomologist, Grade II	08
Senior Entomology Technician, Scale E 4	Senior Entomology Technician ..	05
Entomology Technician, Scale E 1 (B & C) 3	Entomology Technician	05
<i>Epidemiologist</i>		
Epidemiologist, Grade II, Scale A	Epidemiologist	09
<i>Leprosy Control Superintendent</i>		
Higher Leprosy Control Superintendent, Scale C(T) 5	Higher Leprosy Control Superinten- dent	08
Leprosy Control Superintendent, Scale C(T) 2, 3, 4	Leprosy Control Superintendent ..	07
Assistant Leprosy Control Superintendent, Scale C(T) 1, 2	Assistant Leprosy Control Superinten- dent	06
<i>Leprosy Inspector</i>		
Senior Leprosy Inspector, Scale C(T) 1, 2	Senior Leprosy Inspector	06
Leprosy Inspector, Scale E 4/E 1 (B & C) 3	Leprosy Inspector	05
Assistant Leprosy Inspector, Scale F 1, 2, 3	Assistant Leprosy Inspector	04
Leprosy Assistant, Scale F 1, 2, 3 ..	Leprosy Assistant	04
Leprosy Attendant, Scale G 1, 2, 3 ..	Leprosy Attendant	02
Rat Catcher, Scale G 1, 2, 3	Rat Catcher	02
<i>Nutritionist</i>		
Nutritionist, Scale A	Nutritionist	08
Senior Nutrition Officer, Scale C(T) 6 ..	Senior Nutrition Officer	08
Higher Nutrition Officer, Scale C(T) 5 ..	Higher Nutrition Officer	08
Nutrition Officer, Scale C(T) 2, 3, 4 ..	Nutrition Officer	07
Assistant Nutrition Officer, Scale C(T) 1, 2	Assistant Nutrition Officer	06
Senior Nutrition Assistant, Scale E 4 ..	Senior Nutrition Assistant	05
Nutrition Assistant, Scale E 1 (B & C) 3	Nutrition Assistant	04
Nutrition Attendant, Scale G 1, 2, 3 ..	Nutrition Attendant	02

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
<i>Dietician</i>		
Principal Dietician, Group 8	Principal Dietician	09
Senior Dietician, Scale C(T) 6	Senior Dietician	08
Higher Dietician, Scale C(T) 5	Higher Dietician	08
Dietician, Scale C(T) 2, 3, 4	Dietician	07
Assistant Dietician, Scale C(T) 1, 2 ..	Assistant Dietician	06
Assistant Dietician-in-Training, Scale C(T) Training	Assistant Dietician-in-Training ..	05
<i>Pharmaceutical Services</i>		
<i>Pharmacist</i>		
Principal Pharmacist, Group 7	Principal Pharmacist	11
Senior Pharmacist, Group 8	Senior Pharmacist	10
Pharmacist, Grade I, Scale X/A(U) ..	Pharmacist, Grade I	09
Pharmacist, Grade II, Scale A	Pharmacist, Grade II	08
Staff Pharmacist, Scale A	Staff Pharmacist	08
Pupil Pharmacist, Scale A	Pupil Pharmacist	08
Pharmacist-in-Training, Scale A	Pharmacist-in-Training	08
<i>Pharmaceutical Inspector</i>		
Principal Pharmaceutical Inspector, Group 7	Principal Pharmaceutical Inspector ..	11
Senior Pharmaceutical Inspector, Group 8	Senior Pharmaceutical Inspector ..	10
Pharmaceutical Inspector, Grade I, Scale X/A(U)	Pharmaceutical Inspector, Grade I ..	09
Pharmaceutical Inspector, Grade II, Scale A	Pharmaceutical Inspector, Grade II ..	08
<i>Pharmaceutical Instructor</i>		
Principal, School of Dispensing Assistants/ Registrar, Group 8	Principal, School of Dispensing Assistants/ Registrar	10
Assistant Pharmaceutical Registrar, Group 8	Assistant Pharmaceutical Registrar ..	10
Deputy Pharmaceutical Registrar, Scale X/A(U)	Deputy Pharmaceutical Registrar ..	09
Pharmaceutical Instructor, Grade II, Scale A	Pharmaceutical Instructor	08
<i>Pharmaceutical Manufacturing Technologist</i>		
Principal Pharmaceutical Manufacturing Technologist, Group 8	Principal Pharmaceutical Manufacturing Technologist	09
Senior Pharmaceutical Manufacturing Technologist, Scale C(T) 6	Senior Pharmaceutical Manufacturing Technologist	08
Higher Pharmaceutical Manufacturing Technologist, Scale C(T) 5	Higher Pharmaceutical Manufacturing Technologist	08
Pharmaceutical Manufacturing Techno- logist, Scale C(T) 2, 3, 4	Pharmaceutical Manufacturing Techno- logist	07
Assistant Pharmaceutical Manufacturing Technologist, Scale C(T) 1, 2	Assistant Pharmaceutical Manufacturing Technologist	06

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
<i>Pharmaceutical Manufacturing Technologist—continued</i>		
Assistant Pharmaceutical Manufacturing Technologist, Scale E 1 (B & C) 3	Assistant Pharmaceutical Manufacturing Technologist	06
Pharmaceutical Attendant, Scale G 1, 2, 3	Pharmaceutical Attendant	02
<i>Pharmaceutical Manufacturing Technician</i>		
Senior Pharmaceutical Manufacturing Technician, Scale E 4	Senior Pharmaceutical Manufacturing Technician	06
Pharmaceutical Manufacturing Technician, Scale E 1 (B & C) 3	Pharmaceutical Manufacturing Technician	05
Pharmaceutical Manufacturing Assistant, Scale F 1, 2, 3	Pharmaceutical Manufacturing Assistant	04
Pharmaceutical Manufacturing Attendant, Scale G 1, 2, 3	Pharmaceutical Manufacturing Attendant	02
<i>Pharmaceutical Laboratory Technologist</i>		
Principal Pharmaceutical Laboratory Technologist, Group 8	Principal Pharmaceutical Laboratory Technologist	09
Senior Pharmaceutical Laboratory Technologist, Scale C(T) 6	Senior Pharmaceutical Laboratory Technologist	08
Higher Pharmaceutical Laboratory Technologist, Scale C(T) 5	Higher Pharmaceutical Laboratory Technologist	08
Pharmaceutical Laboratory Technologist, Scale C(T) 2, 3, 4	Pharmaceutical Laboratory Technologist	07
<i>Pharmaceutical Laboratory Technician</i>		
Senior Pharmaceutical Laboratory Technician, Scale E 4	Senior Pharmaceutical Laboratory Technician	06
Pharmaceutical Laboratory Technician, Scale E 1 (B & C) 3	Pharmaceutical Laboratory Technician	05
<i>Dispensing Assistant</i>		
Chief Dispensing Assistant, Scale E 5 ..	Chief Dispensing Assistant	06
Senior Dispensing Assistant, Scale E 4 ..	Senior Dispensing Assistant	06
Dispensing Assistant, Scale E 1 (B & C) 3	Dispensing Assistant	05
Dispensing Assistant-in-Training, Scale F 1, 2, 3	Dispensing Assistant-in-Training	04
Dispensing Attendant, Scale G 1, 2, 3 ..	Dispensing Attendant	01

MINES AND POWER

Inspector of Mines

Principal Inspector of Mines, Group 7 ..	Principal Inspector of Mines	11
Senior Inspector of Mines, Group 8 ..	Senior Inspector of Mines	10
Inspector of Mines, Grade I, Scale A(U)	Inspector of Mines, Grade I	09
Inspector of Mines, Grade II, Scale A ..	Inspector of Mines, Grade II	08

Sub-Inspector of Mines

Chief Sub-Inspector of Mines, Scale B 5	Chief Sub-Inspector of Mines	07
Senior Sub-Inspector of Mines, Scale E 4	Senior Sub-Inspector of Mines	06
Sub-Inspector of Mines, Scale E 1 (B & C) 3	Sub-Inspector of Mines	05

<i>Existing Designation Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
<i>Inspecting Engineer</i>		
Principal Inspecting Engineer, Group 7 ..	Principal Inspecting Engineer ..	11
Senior Inspecting Engineer, Group 8 ..	Senior Inspecting Engineer ..	10
Inspecting Engineer, Grade II, Scale A(U)	Inspecting Engineer, Grade I ..	09
Inspecting Engineer, Grade II, Scale A	Inspecting Engineer, Grade II ..	08
<i>Geologist</i>		
Principal Geologist, Group 7	Principal Geologist	11
Senior Geologist, Group 8	Senior Geologist	10
Geologist, Grade I, Scale A(U)	Geologist, Grade I	09
Geologist, Grade II, Scale A	Geologist, Grade II	08
<i>Geological Assistant</i>		
Chief Geological Assistant, Scale E 5 ..	Chief Geological Assistant	07
Senior Geological Assistant, Scale E 4 ..	Senior Geological Assistant	06
Geological Assistant, Scale E 1 (B & C) 3	Geological Assistant	05
<i>Geophysicist</i>		
Principal Geophysicist, Group 7	Principal Geophysicist	11
Senior Geophysicist, Group 8	Senior Geophysicist	10
Geophysicist, Grade I, Scale A(U)	Geophysicist, Grade I	09
Geophysicist, Grade II, Scale A	Geophysicist, Grade II	08
<i>Driller</i>		
Senior Drilling Superintendent, Scale C(T) 6	Senior Drilling Superintendent ..	08
Higher Drilling Superintendent, Scale C(T) 5	Higher Drilling Superintendent ..	08
Driller, Scale C(T) 2, 3, 4	Driller	07
Assistant Driller, Scale C(T) 1, 2 ..	Assistant Driller	06
<i>Geochemist</i>		
Principal Geochemist, Group 7	Principal Geochemist	11
Senior Geochemist, Group 8	Senior Geochemist	10
Geochemist, Grade I, Scale A(U)	Geochemist, Grade I	09
Geochemist, Grade II, Scale A	Geochemist, Grade II	08
<i>Petroleum Chemist</i>		
Petroleum Chemist, Scale A(U)	Petroleum Chemist	09
<i>Petroleum Engineer</i>		
Principal Petroleum Engineer, Group 7 ..	Principal Petroleum Engineer ..	11
Senior Petroleum Engineer, Group 8 ..	Senior Petroleum Engineer ..	10
Petroleum Engineer, Grade I, Scale A(U)	Petroleum Engineer, Grade I ..	09
Petroleum Engineer, Grade II, Scale A ..	Petroleum Engineer, Grade II ..	08
<i>Oil Gauger</i>		
Senior Oil Gauger, Scale E 4	Senior Oil Gauger	05
Oil Gauger, Scale E 1 (B & C) 3	Oil Gauger	04

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
<i>Oil Technologist</i>		
Principal Oil Technologist, Group 8 ..	Principal Oil Technologist	09
Senior Oil Technologist, Scale C(T) 6 ..	Senior Oil Technologist	08
Higher Oil Technologist, Scale C(T) 5 ..	Higher Oil Technologist	08
Oil Technologist, Scale C(T) 2, 3, 4 ..	Oil Technologist	07
Assistant Oil Technologist, Scale C(T) 1, 2	Assistant Oil Technologist	06
Assistant Oil Technologist-in-Training, Scale C(T) Training	Assistant Oil Technologist-in- Training	05
<i>Petroleum Inspector</i>		
Principal Petroleum Inspector, Group 8 ..	Principal Petroleum Inspector	09
Senior Petroleum Inspector, Scale C(T) 6	Senior Petroleum Inspector	08
Higher Petroleum Inspector, Scale C(T) 5	Higher Petroleum Inspector	07
Assistant Petroleum Inspector, Scale C(T) 1, 2	Assistant Petroleum Inspector	06
Assistant Petroleum Inspector-in-Training, Scale C(T) Training	Assistant Petroleum-in-Training	05
<i>Laboratory Technologist</i>		
Principal Laboratory Technologist, Group 8	Principal Laboratory Technologist	09
Senior Laboratory Technologist, Scale C(T) 6	Senior Laboratory Technologist	08
Higher Laboratory Technologist, Scale C(T) 5	Higher Laboratory Technologist	08
Laboratory Technologist, Scale C(T) 2, 3, 4	Laboratory Technologist	07
Assistant Laboratory Technologist, Scale C(T) 1, 2	Assistant Laboratory Technologist	06
<i>Scientific Officer</i>		
Principal Scientific Officer, Group 7 ..	Principal Scientific Officer	11
Senior Scientific Officer, Group 8 ..	Senior Scientific Officer	10
Scientific Officer, Grade I, Scale A(U) ..	Scientific Officer, Grade I	09
Scientific Officer, Grade II, Scale A ..	Scientific Officer, Grade II	08
<i>Technical Officer (Instruments)</i>		
Higher Technical Officer, Scale C(T) 5 ..	Higher Technical Officer	08
Technical Officer, Scale C(T) 2, 3, 4 ..	Technical Officer	07
Assistant Technical Officer, Scale C(T) 1, 2	Assistant Technical Officer	06
<i>Mines Ranger</i>		
Mines Ranger, Scale F 1, 2, 3	Mines Ranger	03
<i>Laboratory Attendant</i>		
Laboratory Attendant, Scale G 1, 2, 3 ..	Laboratory Attendant	01
<i>Laboratory Technician</i>		
Laboratory Technician, Scale E 1 (B & C) 3	Laboratory Technician	05
<i>Laboratory Assistant</i>		
Senior Laboratory Assistant, Scale E 1 (B & C) 3	Senior Laboratory Assistant	04
Laboratory Assistant, Scale F 1, 2, 3 ..	Laboratory Assistant	03

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
PARLIAMENT BUILDINGS		
<i>Clerk of Parliament</i>		
Clerk of Parliament, Group 8	Clerk of Parliament	10
2nd Clerk Assistant, Scale A(U)	2nd Clerk Assistant	09
3rd Clerk Assistant, Scale A	3rd Clerk Assistant	08
<i>Other Posts</i>		
Officer-in-Charge of Parliament Building, Group 7	Officer-in-Charge of Parliament Building	11
Assistant Officer-in-Charge of Parliament Building, Scale A(U)	Assistant Officer-in-Charge of Parliament Building	09
Sergeant-at-Arms, Parliament Building, Scale NP 8	Sergeant-at-Arms, Parliament Building	08
Deputy Sergeant-at-Arms, Scale NP 7	Deputy Sergeant-at-Arms	07
Junior Technical Officer, Scale E 1 (B & C) 3	Senior Technical Assistant, Grade II, Scale E 1 (B & C) 3	05
PRISON SERVICES		
<i>Prison Superintendent</i>		
Assistant Director of Prisons, Group 7 ..	Assistant Director of Prisons	12
Chief Superintendent of Prisons, Group 8	Chief Superintendent of Prisons	11
Superintendent of Prisons, Scale B 4 ..	Superintendent of Prisons	10
Deputy Superintendent of Prisons, Scale B 3	Deputy Superintendent of Prisons	09
Assistant Superintendent of Prisons, Scale B 1, 2	Assistant Superintendent of Prisons	08
<i>Warder</i>		
Chief Warder, Grade I, Scale H 12 ..	Chief Warder	06
Chief Warder/Wardress, Grade II, Scale H 10, 11	Chief Warder/Wardress	06
Assistant Chief Warder/Wardress, Scale H 9	Assistant Warder/Wardress	05
Senior Warder/Wardress, Grade I, Scale H 7	Senior Warder/Wardress	04
Senior Warder/Wardress, Grade II, Scale H 5, 6	Senior Warder/Wardress	04
Warder/Wardress, Scale H 2, 3, 4	Warder/Wardress	03
<i>Hangman</i>		
Senior Hangman, Scale H 7, 8, 9 ..	Hangman	04
Hangman, Scale H 4, 5, 6	Hangman	04
<i>After Care Officer</i>		
After Care Officer, Scale D 1, 2, 3 ..	After Care Officer	04
<i>Prison Teacher</i>		
Prison Teacher, Grade I, Scale C(II) 1, 2	Prison Teacher, Grade I	06
Prison Teacher, Grade II & III, Scale D 1, 2, 3	Prison Teacher, Grade II	05

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
<i>Prison Instructor</i>		
Chief Trade Instructor, Scale H 10 ..	Trade Instructor	07
Senior Trade Instructor, Scale H 9 ..	Assistant Trade Instructor	06
Trade Instructor Grades I, II, III, Scale H 4, 5, 6, 7	Assistant Instructor-in-Training ..	05
<i>Borstal Teacher</i>		
Borstal Teacher, Scale D 1, 2	Borstal Teacher	05
<i>Warder/Dispensary Orderly</i>		
Warder/Dispensary Orderly, Scale H 2, 3, 4	Warder/Dispensary Orderly	03
<i>Chaplain</i>		
Prison Chaplain, Scale H 1, 2, 3	Prison Chaplain	03

SOCIAL WELFARE AND COMMUNITY DEVELOPMENT

<i>Home Economist</i>		
Home Economist, Grade I, Scale A(U) or X	Home Economist, Grade I	09
Home Economist, Grade II, Scale A ..	Home Economist, Grade II	08
<i>Home Economic Officer</i>		
Home Economic Officer, Scale C(T) 2, 3, 4	Home Economic Officer	07
Assistant Home Economic Officer, Scale C (T) 1, 2	Assistant Home Economic Officer	06
Assistant Home Economic Officer-in- Training, Scale C(T) Training	Assistant Home Economic Officer-in- Training	05
<i>Home Agent</i>		
Home Agent, Grades I and II, Scale E 1 (B & C) 3	Home Agent	05
Woman Home Agent, Scale E 1 (B & C) 3	Home Agent	05
Home Agent-in-Training, Scale E 1 (B & C) 3	Home Agent-in-Training	04
<i>Home Instructor</i>		
Home Instructor, Scale F 1, 2, 3	Home Instructor	05
Home Instructor-in-Training, Scale G 1, 2, 3	Home Instructor-in-Training	04
<i>Social Development Officer</i>		
Principal Social Development Officer, Group 7	Principal Social Development Officer ..	11
Senior Social Development Officer, Group 8	} Senior Social Development Officer ..	10
Principal Social Development Officer, Group 8		

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
Social Development Officer, Grade I, Scale A(U)	Social Development Officer, Grade I	09
Senior Social Development Officer, Scale C(E) 6		
Higher Social Development Officer, Scale C(E) 5		
Social Development Officer, Grade II, Scale A	Social Development Officer, Grade II	08
Social Development Officer, Scale C(E) 2, 3, 4		
<i>Welfare Officer</i>		
Chief Social Welfare Officer, Group 7 ..	Chief Social Welfare Officer	12
Principal Social Welfare Officer, Group 8	Principal Social Welfare Officer	10
Social Welfare Inspector, Scale A ..	Social Welfare Inspector	08
Senior Social Welfare Officer, Scale C(E) 6	Senior Social Welfare Officer	09
Higher Social Welfare Officer, Scale C(E) 5	Higher Social Welfare Officer	09
Social Welfare Officer, Scale C(E) 2, 3, 4	Social Welfare Officer	08
Assistant Social Welfare Officer, Scale C(E) 1, 2	Assistant Social Welfare Officer	07
Assistant Social Welfare Officer-in-Train- ing, Scale C(E) Training	Assistant Social Welfare Officer-in- Training	05
<i>Welfare Worker</i>		
Chief Social Welfare Worker, Scale D 5	Chief Social Welfare Worker	07
Senior Social Welfare Worker, Scale D 4	Senior Social Welfare Worker	07
Social Welfare Worker, Scale D 4	Social Welfare Worker	06
Social Welfare Worker, Scale D 1, 2, 3		
<i>Social Welfare Assistant</i>		
Senior Social Welfare Assistant, Scale F 4	Social Welfare Assistant	05
Social Welfare Assistant, Scale F 1, 2, 3		
<i>Instructor</i>		
Supervisor, Scale C(E) 1, 2	Supervisor	06
Senior Manual Training Instructor, Scale E 3	Senior Manual Training Instructor	04
Manual Training Instructor, Scale E 3	Manual Training Instructor	04
Senior Craftsman Instructor, Scale E 3 ..	Senior Craftsman Instructor	04
Manual Training Instructor, Scale E 1 (B & C) 2	Manual Training Instructor	04
Masonry Instructor, Scale E 1 (B & C) 3	Masonry Instructor	04
Carpentry Instructor, Scale E 1 (B & C) 3	Carpentry Instructor	04
Instructor (Plumbing Electrical Painting), Scale E 1 (B & C) 3	Instructor (Plumbing Electrical Painting)	04
Farming Instructor, Scale E 1 (B & C) 3	Farming Instructor	04
Senior Artisan Instructor, Scale F 4 ..	Senior Artisan Instructor	04
Handicraft Instructor, Scale F 1, 2, 3 ..	Handicraft Instructor	03
Home Craft Instructor, Scale F 1, 2, 3	Home Craft Instructor	03
Religious Instructor, Scale F 1, 2, 3 ..	Religious Instructor	03
Weaving Instructor, Scale F 1, 2, 3 ..	Weaving Instructor	03

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
<i>Instructor continued</i>		
Rural Trade Instructor, Scale F 1, 2, 3 ..	Rural Trade Instructor	03
Carpentry/Leather Instructor, Scale F 1, 2, 3	Carpentry/Leather Instructor	03
Physical Training Instructor, Scale G 1, 2	Physical Training Instructor	02
<i>Life Guard</i>		
Life Guard Instructor, Scale F 2, 3, 4 ..	Life Guard Instructor	04
Head Life Guard, Scale F 4 ..	Head Life Guard	04
Senior Life Guard, Scale F 1, 2, 3 ..	Senior Life Guard	03
Life Guard, Scale G 3, 4 ..	Life Guard	03
Trainee Life Guard, Scale G 2, 3 ..	Trainee Life Guard	02
<i>Motivator</i>		
Male Motivator, Scale D 1, 2, 3 ..	Male Motivator	04
Female Motivator, Scale D 1, 2, 3 ..	Female Motivator	04
<i>Tradesman</i>		
Tailor, Scale G 2, 3	} Tailor	03
Tailor, Scale F 1, 2, 3		
Trade Apprentice, Scale G 1, 2 ..	Trade Apprentice	01
<i>Attendant</i>		
Community Attendant, Scale G 1, 2, 3 ..	Community Attendant	01
Craftshop Attendant, Scale G 1, 2 ..	Craftshop Attendant	01
<i>Remand Home Warden</i>		
Matron, Children's Home, Scale C(T) 5 ..	Matron, Children's Home	08
Warden/Teacher (Remand Home), Scale C(E) 1, 2	Warden/Teacher (Remand Home)	06
Warden/Teacher (Welfare Home), Scale C (E) 1, 2	Warden/Teacher (Welfare Home)	06
Remand Home Warden, Scale D 1, 2, 3	Remand Home Warden	05
Assistant Home Warden, Scale F 1, 2, 3	Assistant Home Warden	04
Assistant Warden, Scale G 1, 2, 3 ..	Assistant Warden	03
<i>Blind Welfare Officer</i>		
Administrative Secretary for the Blind, Group 8	Administrative Secretary for the Blind	10
Blind Welfare Officer, Scale C(E) 2, 3, 4 ..	Blind Welfare Officer	08
Assistant Blind Welfare Officer, Scale C(E) 1, 2	Assistant Blind Welfare Officer	07
Blind Centre Supervisor/Administrative Secretary, Scale C(E) 1, 2	Blind Centre Supervisor/Administrative Secretary	06
<i>Instructor (Blind)</i>		
Braille Instructor, Scale C(E) 2, 3, 4 ..	Braille Instructor	07
Assistant Braille Instructor, Scale C(E) 1, 2	Assistant Braille Instructor	06
Craft Instructor, Scale E 1 (B & C) 3 ..	Craft Instructor	05
Blind Instructor, Scale D 1, 2, 3 ..	Blind Instructor	05
Craft Instructor, Scale F 1, 2, 3 ..	Craft Instructor	05

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
Blind Handwork Instructor, Scale F 1, 2, 3	Blind Handwork Instructor	05
Blind Craftsman, Scale G 1, 2, 3	Blind Craftsman	04
Assistant Blind Instructor, Scale G 1, 2, 3	Assistant Blind Instructor	04
<i>Workshop/Farm Supervisor</i>		
Principal, Zaria Farm Craft Centre, Scale C(E) 2, 3, 4	Principal, Zaria Farm Craft Centre ..	07
Blind Workshop Supervisor, Scale D 1, 2, 3	Blind Workshop Supervisor	05
Workshop/Farm Supervisor, Scale F 1, 2, 3	Workshop/Farm Supervisor	05
Farm Inspector, Scale G 2	Farm Inspector	03
Craft Inspector, Scale G 2	Craft Inspector	03
Workshop/Farm Attendant, Scale G 1, 2, 3	Workshop/Farm Attendant	01
<i>Community Development Inspector</i>		
Principal Community Development Inspector, Group 7	Principal Community Development Inspector	11
Senior Community Development Inspector, Group 8	Senior Community Development Inspector	10
Community Development Inspector, Grade I, Scale U(A)	Community Development Inspector, Grade I	09
Community Development Inspector, Grade II, Scale A	Community Development Inspector, Grade II	08
<i>Community Development Officer</i>		
Principal Community Development Officer, Group 8	Principal Community Development Officer	10
Senior Community Development Officer, Scale C(E) 6	Senior Community Development Officer	09
Higher Community Development Officer, Scale C(E) 5	Higher Community Development Officer	09
Community Development Officer, Scale C(E) 2, 3, 4	Community Development Officer ..	08
Assistant Community Development Officer, Scale C(E) 1, 2	Assistant Community Development Officer	07
Assistant Community Development Officer-in-Training, Scale C(E) Training	Assistant Community Development Officer-in-Training	05
<i>Community Development Assistant</i>		
Chief Community Development Assistant Scale D 5	} Chief Community Development Assistant	07
Senior Community Development Assistant, Grade I, Scale D 5		
Senior Community Development Assistant, Grade II, Scale D 4	} Senior Community Development Assistant	06
Senior Community Development Assistant, Scale D 4		
Community Development Assistant, Scale D 1, 2, 3	Community Development Assistant ..	05
<i>Development Officer</i>		
Principal Development Officer, Group 8	Principal Development Officer ..	09
Senior Development Officer, Scale C(E) 6	Senior Development Officer ..	08

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
<i>Development Officer—continued</i>		
Higher Development Officer, Scale C(E) 5	Higher Development Officer	08
Development Officer, Scale C(E) 2, 3, 4	Development Officer	07
Assistant Development Officer, Scale C(E) 1, 2	Assistant Development Officer	06
<i>Community Development Organizer</i>		
Senior Community Development Organizer, Scale D 4	Senior Community Development Organizer	06
Community Development Organizer, Scale D 1, 2, 3	Community Development Organizer	05
Development Organizer, Scale D 1	Development Organizer	05
<i>Community Development Worker</i>		
Community Development Worker, Scale F 1, 2, 3	Community Development Worker	05
<i>Town Warden</i>		
Town Warden, Scale F 1, 2, 3	Town Warden	03
<i>Valuation Officer</i>		
Valuation Officer, Scale A	Valuation Officer	08
<i>Community Rural Development Officer</i>		
Principal Community Rural Develop- ment Officer, Group 8	Principal Community Development Officer	10
Deputy Chief Community Rural Development Officer, Group 8		
Senior Deputy Chief Community Rural Development Officer, Scale C(E) 6	Senior Community Development Officer	09
Higher Deputy Chief Community Rural Development Officer, Scale C(E) 5	Higher Community Development Officer	09
Community Rural Development Officer, Scale C(E) 2, 3, 4	Community Development Officer	08
Assistant Community Rural Development Officer, Scale C(E) 1, 2	Assistant Community Development Officer	07
Assistant Community Rural Development Officer-in-Training, Scale C(E) Training	Assistant Community Development Officer-in-Training	05
<i>Community Rural Development Worker</i>		
Community Development Worker, Scale F 1, 2, 3	Community Development Worker	05
<i>Rural Development Officer</i>		
Principal Rural Development Officer, Group 8	Principal Rural Development Officer	10
Senior Rural Development Officer, Scale C(E) 6	Senior Rural Development Officer	09
Higher Rural Development Officer, Scale C(E) 5	Higher Rural Development Officer	09
Rural Development Officer, Scale C(E) 2, 3, 4	Rural Development Officer	08
Assistant Rural Development Officer, Scale C(E) 1, 2	Assistant Rural Development Officer	07

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
Rural Development Organizer, Scale D 1, 2, 3	Rural Development Organizer . .	06
Rural Trade Instructor, Scale F 1, 2, 3 . .	Rural Trade Instructor	05
Rural Development Worker, Scale F 1, 2, 3	Rural Development Worker	05
SPORTS ADMINISTRATION		
<i>Sports Council Secretary</i>		
Director of Sports, Group 8	Director of Sports	11
Secretary, Sports Council, Group 8 . .	Secretary, Sports Council	10
Secretary, Sports Council, Scale C(E) 6 . .	Secretary, Sports Council	09
Secretary, Sports Council, Scale A(U) . .	Secretary, Sports Council	09
Secretary, Sports Council, Scale A . .	Secretary, Sports Council	08
Higher Sports Secretary, Scale C(E) 5 . .	Higher Sports Secretary	08
<i>Organizing Secretary</i>		
Senior Sports Organizing Secretary, Scale C(E) 6	Senior Sports Organizing Secretary . .	08
Higher Sports Organizing Secretary, Scale C(E) 5	Higher Sports Organizing Secretary . .	08
Sports Organizing Secretary, Scale C(E) 2, 3, 4	Sports Organizing Secretary	07
Assistant Sports Organizing Secretary, Scale C(E) 1, 2	Assistant Sports Organizing Secretary	06
Assistant Organizing Secretary, Scale C(T) 1, 2	Assistant Organizing Secretary	06
Organizing Assistant, Scale D 1, 2, 3 . .	Organizing Assistant	04
<i>Stadium Management</i>		
Stadium Manager, Scale C(E) 2, 3, 4 . .	Stadium Manager	07
Stadium Supervisor, Scale D 2, 3, 4 . .	Stadium Supervisor	04
Stadium Caretaker, Scale G 1, 2, 3 . .	Stadium Caretaker	02
Stadium Groundsman, Scale G 1, 2, 3 . .	Stadium Groundsman	02
Gymnasium Caretaker, Scale G 1, 2 . .	Gymnasium Caretaker	02
<i>Coach</i>		
Senior Coach, Group 8	Senior Coach	09
Senior Coach, Scale C(E) 6	Higher Coach	08
Higher Coach, Scale C(E) 5	Higher Coach	08
Coach, Scale C(E) 2, 3, 4	Coach	07
Coach (Fixed Salary)	Coach	07
Coach, Grade I, (Fixed Salary)	Coach	07
Coach, Grade II, Scale C(E) 2, 3, 4 . .	Coach	07
Assistant Coach, Scale C(T) 1, 2	Assistant Coach	06
Coaching Assistant, Scale D 1, 2, 3 . .	Coaching Assistant	04
SURVEY		
<i>Surveyor</i>		
Principal Surveyor (Research), Group 7 . .	Principal Surveyor (Research)	12
Principal Surveyor (Field Headquarters), Group 7	Principal Surveyor (Field Headquarters)	12

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
<i>Surveyor—Continued</i>		
Senior Surveyor, Group 8	Senior Surveyor	10
Surveyor, Grade I, Scale A(U) or X	Surveyor, Grade I	09
Surveyor, Grade II, Scale A	Surveyor, Grade II	08
Pupil Surveyor, Scale A	Pupil Surveyor	08
<i>Surveyor Assistant</i>		
Chief Survey Assistant, Scale E 5	Chief Survey Assistant	06
Senior Survey Assistant, Scale E 4	Senior Survey Assistant	05
Survey Assistant, Scale E 1 (B & C) 3	Survey Assistant	05
Senior Survey Overseer, Scale F 4	Senior Survey Overseer	04
Survey Overseer, Scale F 1, 2, 3	Survey Overseer	04
<i>Survey Draughtsman</i>		
Senior Survey Draughtsman, Grade I, Scale E 5	Senior Survey Draughtsman, Grade I	06
Senior Survey Draughtsman, Grade II, Scale E 4	Senior Survey Draughtsman, Grade II	05
Survey Draughtsman, Scale E 1 (B & C) 3	Survey Draughtsman	04
<i>Technical Officer (Survey)</i>		
Principal Technical Officer (Survey), Group 8	Principal Technical Officer (Survey)	09
Senior Technical Officer (Survey), Scale C(T) 6	Senior Technical Officer (Survey)	08
Higher Technical Officer (Survey), Scale C(T) 5	Higher Technical Officer (Survey)	08
Technical Officer (Survey), Scale C(T) 2, 3, 4	Technical Officer (Survey)	07
Assistant Technical Officer (Survey), Scale C(T) 1, 2	Assistant Technical Officer (Survey)	06
<i>Technical Officer (Aerial Survey)</i>		
Principal Technical Officer (Aerial Survey), Group 8	Principal Technical Officer (Aerial Survey)	09
Senior Technical Officer (Aerial Survey), Scale C(T) 6	Senior Technical Officer (Aerial Survey)	08
Higher Technical Officer (Aerial Survey), Scale C(T) 5	Higher Technical Officer (Aerial Survey)	08
Technical Officer (Aerial Survey), Scale C(T) 2, 3, 4	Technical Officer (Aerial Survey)	07
Technical Officer (Photogrammetry), Scale C(T) 2, 3, 4	Technical Officer (Photogrammetry)	07
Assistant Technical Officer (Aerial Survey), Scale C(T) 1, 2	Assistant Technical Officer (Aerial Survey)	06
<i>Technical Assistant (Aerial Survey)</i>		
Technical Assistant (Air Survey), Scale F 1, 2, 3	Technical Assistant (Air Survey)	04

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
Technical Officer (Photolithography)		
Principal Technical Officer (Photolithography), Group 8	Principal Technical Officer (Photolithography)	08
Senior Technical Officer (Photolithography), Scale C(T) 6	Senior Technical Officer (Photolithography)	07
Higher Technical Officer (Photolithography), Scale C(T) 5	Higher Technical Officer (Photolithography)	07
Technical Officer (Photolithography), Scale C(T) 2, 3, 4	Technical Officer (Photolithography)	06
Assistant Technical Officer (Photolithography), Scale C(T) 1, 2	Assistant Technical Officer (Photolithography)	05
Senior Photo-Lithographer, Scale E 4 ..	Senior Photo-Lithographer	05
Photo-Lithographer, Scale E 1 (B & C) 3	Photo-Lithographer	04
Senior Photo-Lithographer Attendant, Scale E 4	Senior Photo-Lithographer Attendant	04
Technical Assistant (Photo-Lithographer), Scale F 1, 2, 3	Technical Assistant (Photo- Lithographer)	03
Photo-Lithographer Attendant, Scale F 1, 2, 3	Photo-Lithographer Attendant ..	03
Computing Assistant		
Senior Computing Assistant, Grade I, Scale E 5	Senior Computing Assistant, Grade I	06
Senior Computing Assistant, Grade II, Scale E 4	Senior Computing Assistant, Grade II	05
Computing Assistant, Scale E 1 (B & C) 3 ..	Computing Assistant	04
Air Mapping Assistant		
Chief Air Mapping Assistant, Scale E 5 ..	Chief Air Mapping Assistant	06
Senior Air Mapping Assistant, Scale E 4	Senior Air Mapping Assistant	05
Air Mapping Assistant, Scale E 1 (B & C) 3	Air Mapping Assistant	04
Map Reproduction Officer		
Map Reproduction Officer, Group 8 ..	Map Reproduction Officer	09
Press Mechanic, Scale E 1 (B & C) 3 ..	Press Mechanic	04
Technical Officer (Cartography)		
Principal Technical Officer (Cartography), Group 8	Principal Technical Officer (Cartography)	09
Senior Technical Officer (Cartography), Scale C(T) 6	Senior Technical Officer (Cartography)	08
Higher Technical Officer (Cartography), Scale C(T) 5	Higher Technical Officer (Cartography)	08
Technical Officer (Cartography), Scale C(T) 2, 3, 4	Technical Officer (Cartography) ..	07
Assistant Technical Officer (Cartography), Scale C(T) 1, 2	Assistant Technical Officer (Cartography)	06
Map Production Assistant/Attendant		
Map Production Assistant, Scale F 1, 2, 3	Map Production Assistant	03
Map Production Attendant, Scale G 1, 2, 3	Map Production Attendant	02

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
<i>Boundaryman</i>		
Senior Boundaryman, Scale F 4	Senior Boundaryman	04
Boundaryman, Scale F 1, 2, 3	Boundaryman	03
<i>Chainman</i>		
Chainman, Scale G 1, 2, 3	Chainman	03
<i>Air Mapping Attendant</i>		
Air Mapping Attendant, Scale F 1, 2, 3 ..	Air Mapping Attendant	03
<i>Plan Record Attendant</i>		
Plan Attendant, Scale G 1, 2, 3	Plan Attendant	02
<i>Map Depot Attendant</i>		
Map Depot Attendant, Scale G 1, 2, 3 ..	Map Depot Attendant	02
<i>Records Assistant</i>		
Senior Records Assistant, Scale E 4 ..	Senior Records Assistant	05
Records Assistant, Scale E 1 (B & C) 3 ..	Records Assistant	04
<i>Senior Lithographic Instructor</i>		
Senior Lithographic Instructor, Scale C(T) 6	Senior Lithographic Instructor ..	08
<i>Reproduction Attendant</i>		
Reproduction Attendant, Scale G 1, 2 ..	Reproduction Attendant	01
<i>Lithographic Attendant</i>		
Lithographic Attendant, Scale F 1, 2, 3 ..	Lithographic Attendant	03
Lithographic Attendant, Scale G 1, 2, 3 ..	Lithographic Attendant	02
<i>Cartographic Draughtsman</i>		
Chief Cartographic Draughtsman, Scale E 5	Chief Cartographic Draughtsman ..	06
Senior Cartographic Draughtsman, Scale E 4	Senior Cartographic Draughtsman ..	05
Cartographic Draughtsman, Scale E 1 (B & C) 3	Cartographic Draughtsman	04
<i>Lithographic Assistant</i>		
Senior Lithographic Assistant E 4 ..	Senior Lithographic Assistant	05
Lithographic Assistant, Scale E 1, 2, 3 ..	Lithographic Assistant	03
Lithographic Assistant, Scale E 1 (B & C) 3	Lithographic Assistant	04
<i>Drawing Office Attendant</i>		
Drawing Office Attendant, Scale G 1, 2, 3	Drawing Office Attendant	02
<i>Tracer</i>		
Tracer, Scale G 1, 2, 3	Tracer	01

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
<i>Air Surveyor Officer</i>		
Air Surveyor Officer, Group 7	Air Surveyor Officer	11
<i>Senior Mapping Assistant</i>		
Senior Mapping Assistant, Scale E 4 ..	Senior Mapping Assistant	05
Mapping Assistant, Scale E 1 (B & C) 3 ..	Mapping Assistant	04
<i>Sun-Printer</i>		
Senior Sun-Printer, Scale G 4	Senior Sun-Printer	03
Sun-Printer, Scale G 1, 2, 3	Sun-Printer	02
<i>Air Mapping Assistant</i>		
Senior Air Mapping Assistant, Scale E 4	Senior Air Mapping Assistant ..	05
<i>Drawing Attendant</i>		
Drawing Attendant, Scale F 1, 2, 3 ..	Drawing Attendant	03
<i>Photographic Assistant</i>		
Senior Photographic Assistant, Grade I, Scale E 5	Senior Photographic Assistant ..	05
Photographic Assistant, Scale E 1 (B & C) 3	Photographic Assistant	04
<i>Valuation Assistant</i>		
Senior Valuation Assistant, Grade I, Scale E 5	Senior Valuation Assistant, Grade I ..	06
Senior Valuation Assistant, Grade II, Scale E 4	Senior Valuation Assistant, Grade II ..	05
Valuation Assistant, Scale E 1 (B & C) 3	Valuation Assistant	05

TOWN PLANNING

<i>Town Planning Officer</i>		
Principal Town Planning Officer, Group 7	Principal Town Planning Officer ..	11
Senior Town Planning Officer, Group 8	Senior Town Planning Officer ..	10
Town Planning Officer, Grade I, Scale A(U)	Town Planning Officer, Grade I ..	09
Town Planning Officer, Grade II, Scale A	Town Planning Officer, Grade II ..	08
Assistant Town Planning Officer, Grade I, Scale C(T) 2, 3, 4	Assistant Town Planning Officer, Grade I	07
Assistant Town Planning Officer, Grade II, Scale C(T) 1, 2	Assistant Town Planning Officer, Grade II	06
<i>Town Planning Assistant</i>		
Senior Town Planning Assistant, Grade I, Scale E 5	Senior Town Planning Assistant, Grade I	06
Senior Town Planning Assistant, Grade II, Scale E 4	Senior Town Planning Assistant, Grade II	05
Town Planning Assistant, Scale E 1 (B & C) 3	Town Planning Assistant	05

TRADE

<i>Trade Officer</i>		
Principal Trade Officer, Group 8 ..	Principal Trade Officer	09
Senior Trade Officer, Scale C(E) 6 ..	Senior Trade Officer	08

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
Higher Trade Officer, Scale C(E) 5 ..	Higher Trade Officer	08
Trade Officer, Scale C(E) 2, 3, 4 ..	Trade Officer	07
Assistant Trade Officer, Scale C(E) 1, 2 ..	Assistant Trade Officer	06
Assistant Trade Officer-in-Training, Scale C(E) Training ..	Assistant Trade Officer-in-Training	05
<i>Trade Fair Officer</i>		
Trade Fair Officer, Scale C(E) 2, 3, 4 ..	Trade Fair Officer	07
<i>Trade Assistant and Attendant</i>		
Senior Trade Assistant, Scale D 4 ..	Senior Trade Assistant	05
Trade Assistant, Scale D 1, 2, 3 ..	Trade Assistant	04
Trade Attendant, Scale F 1, 2, 3 ..	Trade Attendant	03
<i>Commercial Officer</i>		
Principal Commercial Officer, Group 7 ..	Principal Commercial Officer	11
Senior Commercial Officer, Group 8 ..	Senior Commercial Officer	10
Commercial Officer, Grade I, Scale A(U) ..	Commercial Officer, Grade I	09
Commercial Officer, Grade II, Scale A ..	Commercial Officer, Grade II	08
<i>Tourism Officer</i>		
Senior Tourism Officer, Scale A(U) ..	Senior Tourism Officer	09
Tourism Officer, Scale A ..	Tourism Officer	08
Senior Tourism Officer, Scale C(E) 6 ..	Senior Tourism Officer	08
Higher Tourism Officer, Scale C(E) 5 ..	Higher Tourism Officer	08
Tourism Officer, Scale C(E) 2, 3, 4 ..	Tourism Officer	07
Assistant Tourism Officer, Scale C(E) 1, 2 ..	Assistant Tourism Officer	06
<i>Tourist Guide</i>		
Tourist Guide, Scale D 4 ..	Tourist Guide	05
Tourist Guide Hostess, Scale D 1, 2, 3 ..	Tourist Guide Hostess	04
Circulation Officer, Scale D 1, 2, 3 ..	Circulation Officer	04
Circulation Assistant, Scale F 1, 2, 3 ..	Circulation Assistant	03
Circulation Attendant, Scale G 1, 2, 3 ..	Circulation Attendant	02
<i>Testing Officer</i>		
Senior Testing Officer, Group 8 ..	Senior Testing Officer	10
Testing Officer, Grade I, Scale A(U) ..	Testing Officer, Grade I	09
Testing Officer, Grade II, Scale A ..	Testing Officer, Grade II	08
<i>Scientific Officer</i>		
Principal Scientific Officer, Group 7 ..	Principal Scientific Officer	12
Senior Scientific Officer, Group 8 ..	Senior Scientific Officer	10
Scientific Officer, Grade I, Scale A(U) ..	Scientific Officer, Grade I	09
Scientific Officer, Grade II, Scale A ..	Scientific Officer, Grade II	08
<i>Superintendent of Insurance</i>		
Superintendent of Insurance, Group 7 ..	Superintendent of Insurance	11
Deputy Superintendent of Insurance, Group 8 ..	Deputy Superintendent of Insurance	10
Insurance Inspector, Scale C(E) 2, 3, 4 ..	Insurance Inspector	07

<i>Existing Designation And Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
<i>Insurance Auditor</i>		
Principal Insurance Auditor, Group 7	Principal Insurance Auditor	11
Senior Insurance Auditor, Group 8	Senior Insurance Auditor	10
Insurance Auditor, Grade I, Scale A(U)	Insurance Auditor, Grade I	09
Insurance Auditor, Grade II, Scale A	Insurance Auditor, Grade II	08
Insurance Inspector, Scale A	Insurance Inspector	08
<i>Actuary</i>		
Principal Actuary, Group 7	Principal Actuary	11
Senior Actuary, Group 8	Senior Actuary	10
Actuary, Grade I, Scale A(U)	Actuary, Grade I	09
Actuary, Grade II, Scale A	Actuary, Grade II	08
Actuary-in-Training, Scale A	Actuary-in-Training	08
<i>Registrar of Insurance</i>		
Registrar of Insurance, Group 7	Registrar of Insurance	11
Senior Assistant Registrar of Insurance, Group 8	Senior Assistant Registrar of Insurance	10
Assistant Registrar of Insurance, Grade I, Scale A(U)	Assistant Registrar of Insurance, Grade I	09
Assistant Registrar of Insurance, Grade II, Scale A	Assistant Registrar of Insurance, Grade II	08
Superintendent of Insurance, Group 7	Superintendent of Insurance	11
Deputy Superintendent of Insurance, Group 8	Deputy Superintendent of Insurance	10
Insurance Inspector, Scale C(E) 2, 3, 4	Insurance Inspector	07
<i>Standards Engineer</i>		
<i>(Nigerian Standards Organization)</i>		
Assistant Director of Nigerian Standards Organization, Group 7	Assistant Director of Nigerian Standards Organization	11
Principal Standards Engineer, Group 7	Principal Standards Engineer	11
Laboratory Manager, Group 7	Laboratory Manager	11
Senior Standards Engineer, Group 8	Senior Standards Engineer	10
Standards Engineer, Grade I, Scale A(U)	Standards Engineer, Grade I	09
Standards Engineer, Grade II, Scale A	Standards Engineer, Grade II	08
TRANSPORT		
<i>Air Traffic Control Officer</i>		
Principal Air Traffic Control Officer, Group 7	Principal Air Traffic Control Officer	11
Senior Air Traffic Control Officer, Group 8	Senior Air Traffic Control Officer	10
Air Traffic Control Officer, Grade I, Scale B 4	Air Traffic Control Officer, Grade I	09
Air Traffic Control Officer, Grade II, Scale B 3	Air Traffic Control Officer, Grade II	08
Air Traffic Control Officer, Grade III, Scale B 1, 2	Air Traffic Control Officer, Grade III	07
Air Traffic Control Officer-in-Training, Scale B (Training)	Air Traffic Control Officer-in-Training	06

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
<i>Air Traffic Control Superintendent</i>		
Senior Air Traffic Control Superintendent, Scale C(T) 6	Senior Air Traffic Control Superintendent	08
Higher Air Traffic Control Superintendent, Scale C(T) 5	Higher Air Traffic Control Superintendent	07
Air Traffic Control Superintendent, Scale C(T) 2, 3, 4	Air Traffic Control Superintendent	07
Assistant Air Traffic Control Superintendent, Scale C(T) 1, 2	Assistant Air Traffic Control Superintendent	06
<i>Air Traffic Control Assistant</i>		
Air Traffic Control Assistant, Grade I, Scale C(T) 2, 3, 4	Air Traffic Control Assistant, Grade I	06
Air Traffic Control Assistant, Grade II, Scale C(T) 1, 2	Air Traffic Control Assistant, Grade II	05
Air Traffic Control Assistant, Grade III, Scale E 1 (B & C) 3	Air Traffic Control Assistant, Grade III	04
<i>Operations Officer</i>		
Principal Operations Officer, Group 7	Principal Operations Officer	09
Senior Operations Officer, Group 8	Senior Operations Officer	08
Operations Officer, Grade I, Scale A(U)	Operations Officer, Grade I	07
Operations Officer, Grade II, Scale A	Operations Officer, Grade II	07
<i>Airport Flight Announcer</i>		
Airport Flight Announcer, Scale C(E) 2, 3, 4	Airport Flight Announcer	06
Trainee Airport Flight Announcer, Scale C(E) 1, 2	Trainee Airport Flight Announcer	05
<i>Aeronautical Information Service Officer</i>		
Senior Aeronautical Information Service Officer, Scale B 4	Senior Aeronautical Information Service Officer	08
Aeronautical Information Service Officer, Scale B 1 2, 3	Aeronautical Information Service Officer	07
Assistant Aeronautical Information Officer, Scale B 1A	Assistant Aeronautical Information Service Officer	06
<i>Aeronautical Information Service Assistant</i>		
Chief Aeronautical Information Assistant, Scale D 5	Chief Aeronautical Information Service Assistant	06
Senior Aeronautical Information Service Assistant, Scale D 4	Senior Aeronautical Information Service Assistant	05
Aeronautical Information Service Assistant, Scale E 1 (B & C) 3	Aeronautical Information Service Assistant	04

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
<i>Airworthiness Surveyor</i>		
Senior Airworthiness Surveyor, Group 8	Senior Airworthiness Surveyor ..	12
Airworthiness Surveyor, Scale A(U) ..	Airworthiness Surveyor	09
Airworthiness Surveyor-in-Training, Scale A	Airworthiness Surveyor-in-Training	08
<i>Aerodrome Engineer</i>		
Principal Aerodrome Engineer, Group 7	Principal Aerodrome Engineer ..	11
Senior Aerodrome Engineer, Group 8 ..	Senior Aerodrome Engineer	10
Aerodrome Engineer, Grade I, Scale A(U)	Aerodrome Engineer, Grade I ..	09
Aerodrome Engineer, Grade II, Scale A	Aerodrome Engineer, Grade II ..	08
<i>Aircraft Maintenance Engineer</i>		
Principal Aircraft Maintenance Engineer, Group 7	Principal Aircraft Maintenance Engineer	10
Senior Aircraft Maintenance Engineer, Group 8	Senior Aircraft Maintenance Engineer	09
Aircraft Maintenance Engineer, Grade I, Scale A(U)	Aircraft Maintenance Engineer, Grade I	08
Aircraft Maintenance Engineer, Grade II, Scale A	Aircraft Maintenance Engineer, Grade II	08
Senior Technical Officer Maintenance Engineer, Scale C(T) 6	Senior Technical Officer Aircraft Maintenance Engineer	08
Technical Officer Aircraft Maintenance Engineer, Scale C(T) 2, 3, 4	Technical Officer Aircraft Maintenance Engineer	07
Assistant Mechanical Superintendent Aircraft Engineer, Scale C(T) 1, 2	Assistant Mechanical Superintendent Aircraft Engineer	06
<i>Aircraft Maintenance Engineering Assistant</i>		
Senior Aircraft Engineering Assistant, Grade I, Scale E 5	Senior Aircraft Engineering Assistant, Grade I	06
Senior Aircraft Engineering Assistant, Grade II, Scale E 4	Senior Aircraft Engineering Assistant, Grade II	05
Aircraft Engineering Assistant, Scale E 1 (B & C) 3	Aircraft Engineering Assistant ..	04
<i>Aerodrome Fire Officer</i>		
Principal Aerodrome Fire Officer, Group 8	Principal Aerodrome Fire Officer ..	10
Senior Aerodrome Fire Officer, Scale B 4	Senior Aerodrome Fire Officer ..	09
Aerodrome Fire Officer, Scale B 1, 2, 3 ..	Aerodrome Fire Officer	08
Assistant Aerodrome Fire Officer, Scale B 1A	Assistant Aerodrome Fire Officer ..	07
Chief Aerodrome Fireman, Scale E 5 ..	Chief Aerodrome Fireman	06
Senior Fireman, Scale E 4	Senior Fireman	05
Fireman, Scale E 1 (B & C) 3 } ..	Fireman	03
Assistant Fireman, Scale F 1, 2, 3 }		

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
<i>Flight Training Officer</i>		
Senior Flight Training Officer, Scale B 4	Senior Flight Training Officer	08
Flight Training Officer, Scale B 1, 2, 3	Flight Training Officer	07
Assistant Flight Training Officer, Scale C(T) 1, 2	Assistant Flight Training Officer	06
<i>Signals Officer</i>		
Principal Signals Officer, Group 7	Principal Signals Officer	12
Senior Signals Officer, Group 8	Senior Signals Officer	10
Signals Officer, Grade I, Scale A(U)	Signals Officer, Grade I	09
Signals Officer, Grade II, Scale A	Signals Officer, Grade II	08
Principal Technical Officer (Signals), Group 8	Principal Technical Officer (Signals)	09
Senior Technical Officer (Signals), Scale C(T) 6	Senior Technical Officer (Signals)	08
Higher Technical Officer (Signals), Scale C(T) 5	Higher Technical Officer (Signals)	08
Technical Officer (Signals), Scale C(T) 2, 3, 4	Technical Officer (Signals)	07
Assistant Technical Officer (Signals), Scale C(T) 1, 2	Assistant Technical Officer (Signals)	06
Senior Technical Assistant, Grade II, Scale E 1 (B & C) 3	Senior Technical Assistant, Grade II	05
Technical Assistant, Scale F 1, 2, 3	Technical Assistant	03
<i>Communications Officer</i>		
Principal Communications Officer, Group 8	Principal Communications Officer	10
Senior Communications Officer, Scale C(T) 6	Senior Communications Officer	08
Higher Communications Officer, Scale C(T) 5	Higher Communications Officer	08
Communications Officer, Scale C(T) 2, 3, 4	Communications Officer	07
Assistant Communications Officer, Scale C(T) 1, 2	Assistant Communications Officer	06
<i>Communicator</i>		
Chief Communicator, Scale E 5	Chief Communicator	06
Senior Communicator, Scale E 4	Senior Communicator	05
Communicator, Scale E 1 (B & C) 3	Communicator	04
Telephone Operator, Scale F 1, 2, 3	Telephone Operator	03
<i>Wireless Operator</i>		
Wireless Supervisor, Scale C(T) 2, 3, 4	Wireless Supervisor	07
Assistant Wireless Supervisor, Scale C(T) 1, 2	Assistant Wireless Supervisor	05
Senior Wireless Operator, Scale E 4	Senior Wireless Operator	04
Wireless Operator, Scale E 1 (B & C) 3	Wireless Operator	04

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
<i>Air Radio Messenger</i>		
Air Radio Messenger, Scale G 1, 2, 3 ..	Air Radio Messenger	02
<i>Marine Officer</i>		
Principal Marine Officer, Group 7 ..	Principal Marine Officer	11
Senior Marine Officer, Group 8 ..	Senior Marine Officer	10
Marine Officer, Grade I, Scale A(U) ..	Marine Officer, Grade I	09
Marine Officer, Grade II, Scale A ..	Marine Officer, Grade II	08
Marine Officer Cadet, Scale C(T) Training	Marine Officer Cadet	05
<i>Patrol Officer</i>		
Patrol Officer, Grade I, Scale A(U) ..	Patrol Officer, Grade I	08
Patrol Officer, Grade II, Scale A ..	Patrol Officer, Grade II	07
Higher Technical Officer (Patrol), Scale C(T) 5	Higher Technical Officer (Patrol)	06
Assistant Patrol Officer, Scale C(T) 2, 3, 4	Assistant Patrol Officer	05
Patrolman, Scale H 1, 2, 3	Patrolman	02
<i>Superintendent (Marine)</i>		
Assistant Government Inspector of Ship- ping, Group 7	Assistant Government Inspector of Shipping	11
Superintendent (Marine), Scale C(E) 6 ..	Superintendent (Marine)	08
Deputy Superintendent, Scale C(T) 2, 3, 4	Deputy Superintendent (Marine) ..	07
Assistant Superintendent, Scale C(T) 1, 2	Assistant Superintendent (Marine) ..	06
<i>Waterways Officer</i>		
Waterways Officer, Grade I, Scale A(U)	Waterways Officer, Grade I	08
Waterways Officer, Grade II, Scale A ..	Waterways Officer, Grade II	07
Assistant Waterways Officer, Scale C(T) 2, 3, 4	Assistant Waterways Officer	06
<i>Nautical Surveyor</i>		
Principal Nautical Surveyor, Group 7 ..	Principal Nautical Surveyor	11
Senior Nautical Surveyor, Group 8 ..	Senior Nautical Surveyor	10
Nautical Surveyor, Grade I, Scale A(U)	Nautical Surveyor, Grade I	09
Nautical Surveyor, Grade II, Scale A ..	Nautical Surveyor, Grade II	08
<i>Hydrographic Surveyor</i>		
Principal Hydrographic Surveyor, Group 7	Principal Hydrographic Surveyor ..	11
Senior Hydrographic Surveyor, Group 8	Senior Hydrographic Surveyor ..	10
Hydrographic Surveyor, Grade I, Scale A(U)	Hydrographic Surveyor, Grade I ..	09
Hydrographic Surveyor, Grade II, Scale A	Hydrographic Surveyor, Grade II ..	08
<i>Hydrological Engineer</i>		
Principal Hydrological Engineer, Group 7	Principal Hydrological Engineer ..	11
Senior Hydrological Engineer, Group 8	Senior Hydrological Engineer ..	10
Hydrological Engineer, Grade I, Scale A(U)	Hydrological Engineer, Grade I ..	09
Hydrological Engineer, Grade II, Scale A	Hydrological Engineer, Grade II ..	08

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
<i>Engineer Surveyor</i>		
Principal Engineer Surveyor, Group 7 ..	Principal Engineer Surveyor ..	11
Senior Engineer Surveyor, Group 8 ..	Senior Engineer Surveyor ..	10
Engineer Surveyor, Grade I, Scale A(U) ..	Engineer Surveyor, Grade I ..	09
Engineer Surveyor, Grade II, Scale A ..	Engineer Surveyor, Grade II ..	08
<i>Master</i>		
Chief Master, Scale E 5	Chief Master	06
Master, Class I, Scale E 4	Master, Class I	05
Master, Class II, Scale E 3	Master, Class II	04
<i>Hydraulic Engineer</i>		
Principal Hydraulic Engineer, Group 7 ..	Principal Hydraulic Engineer ..	11
Senior Hydraulic Engineer, Group 8 ..	Senior Hydraulic Engineer ..	10
Hydraulic Engineer, Grade I, Scale A(U) ..	Hydraulic Engineer, Grade I ..	09
Hydraulic Engineer, Grade II, Scale A ..	Hydraulic Engineer, Grade II ..	08
Hydraulic Assistant, Scale E I (B & C) 3 ..	Hydraulic Assistant	04
<i>Marine Engineer</i>		
Principal Marine Engineer, Group 7 ..	Principal Marine Engineer ..	11
Senior Marine Engineer, Group 8 ..	Senior Marine Engineer ..	10
Marine Engineer, Grade I, Scale A(U) ..	Marine Engineer, Grade I ..	09
Marine Engineer, Grade II, Scale A ..	Marine Engineer, Grade II ..	08
Senior Marine Engineer Assistant, Scale E 5 ..	Senior Marine Engineer Assistant ..	06
Marine Engineer Assistant, Grades I & II, Scale E 4, 3 ..	Marine Engineer Assistant, Grades I & II ..	05
Marine Engineer Assistant, Grade III, Scale E I (B & C) 3 ..	Marine Engineer Assistant, Grade III ..	04
<i>Slipway Engineer</i>		
Slipway Engineer, Scale A	Slipway Engineer	08
<i>Beach Master</i>		
Senior Beachmaster, Scale C(T) 6 ..	Senior Beachmaster	07
Higher Beachmaster, Scale C(T) 5 ..	Higher Beachmaster	07
Beachmaster, Scale C(T) 2, 3, 4	Beachmaster	07
<i>Turnstile Operator</i>		
Turnstile Supervisor, Scale D 4	Turnstile Supervisor	04
Turnstile Operator, Scale F 1, 2, 3 ..	Turnstile Operator	03
Turnstile Attendant, Scale G 1, 2, 3 ..	Turnstile Attendant	02
<i>Other Posts</i>		
Shipwright Officer, Grade I, Scale A(U) ..	Shipwright Officer, Grade I ..	09
Higher Workshop Supervisor, Scale C(T) 5 ..	Higher Workshop Supervisor ..	08
Instructor (Inland Waterways Department), Scale C(T) 2, 3, 4 ..	Instructor (Inland Waterways Department) ..	07
Shipwright Instructor, Scale C(T) 2, 3, 4 ..	Shipwright Instructor	07
Workshop Supervisor, Scale C(T) 2, 3, 4 ..	Workshop Supervisor	07
Foreman, Scale E 4	Foreman	05

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
Assistant Foreman, Scale E 4	Assistant Foreman	05
Craftsman (Shipwright), Scale E 1 (B & C) 3	Craftsman (Shipwright)	05
Greaser, Scale J 1, 2, 3	Greaser	01
Hydrological Secretary, Group 8	Hydrological Secretary	10
Power-Driven Small Craft Operators, Scale G 1, 2	Power-Driven Craft Operators	02
Sail Maker, Scale F 1, 2, 3	Sail Maker	03
Waterways Headman, Scale J 4, 5, 6	Waterways Headman	03
Waterwings Men	Waterwings Men	01
<i>Seamen</i>		
Master, Grade II, Scale F 3	Master, Grade II	04
Boatswain, Scale J 5, 6, 7	Boatswain	04
Quartermaster, Scale J 4, 5, 6	Quartermaster	04
Coxwain, Scale J 2	Coxwain	03
Able Seaman, Scale J 1, 2, 3, 4	Able Seaman	03
Deckhand, Scale G 1, 2	Deckhand	02
Boatman, Scale J 1	Boatman	01
Outboard Engine Driver-Mechanic, Scale F 2, 3, 4	Outboard Engine Driver-Mechanic	03
Outboard Engine Driver, Scale G 2, 3	Outboard Engine Driver	03
Boilerman, Scale F 1, 2, 3	Boilerman	03
Ferryman, Scale G 1, 2, 3	Ferryman	02
Ferryman Attendant, Scale J 1, 2	Ferry Attendant	01
Pumpman, Scale F 1, 2, 3	Pumpman	03
Head Canoe Boy/Canoe Boy, Scale G 1, 2	Head Canoe Boy/Canoe Boy	01
Barge Headman, Scale J 1	Barge Headman	01
Rivertor, Scale F 1, 2, 3	Rivertor	03
<i>Diving Officer</i>		
Senior Diving Officer, Group 8	Senior Diving Officer	10
Diving Officer, Grade I, Scale A(U)	Diving Officer, Grade I	09
Diving Officer, Grade II, Scale A	Diving Officer, Grade II	08
Diving Instructor, Scale C(T) 2, 3, 4	Diving Instructor	07
Assistant Diving Instructor, Scale C(T) 1, 2	Assistant Diving Instructor	06
Diver, Grades I and II, Scale J 4, 5, 6	Diver, Grades I and II	06
Diver, Grade III, Scale J 1, 2, 3, 4	Diver, Grade III	05
Skin Diver, Scale J 4, 5, 6	Skin Diver	04
<i>Freight Officer</i>		
Deputy Coastal Agent, Group 7	Deputy Coastal Agent	09
Principal Freight Officer, Group 8	Principal Freight Officer	08
Senior Freight Officer, Scale C(T) 6	Senior Freight Officer	07
Higher Freight Officer, Scale C(T) 5	Higher Freight Officer	07
Freight Officer, Scale C(T) 2, 3, 4	Freight Officer	06
Assistant Freight Officer, Scale C(T) 1, 2	Assistant Freight Officer	05
Chief Coastal Assistant, Scale E 5	Chief Coastal Assistant	06
Senior Coastal Assistant, Scale E 4	Senior Coastal Assistant	05
Coastal Assistant, Scale E 1 (B & C) 3	Coastal Assistant	04
Coastal Attendant, Scale F 1, 2, 3	Coastal Attendant	03
Cargo Attendant, Scale G 1, 2, 3	Cargo Attendant	01

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
WORKS SERVICES		
<i>Architect</i>		
Principal Architect, Group 7	Principal Architect	11
Senior Architect, Group 8	Senior Architect	10
Architect, Grade I, Scale A(U) or X	Architect, Grade I	09
Architect, Grade II, Scale A	Architect, Grade II	08
Architectural Assistant, Scale E 1 (B & C) 3	Architectural Assistant	05
Senior Technical Officer (Architectural), Scale C(T) 6	Senior Technical Officer (Architectural)	08
Higher Technical Officer (Architectural), Scale C(T) 5	Higher Technical Officer (Architectural)	08
<i>Building Officer</i>		
Principal Building Officer, Group 7	Principal Building Officer	11
Senior Building Officer, Group 8	Senior Building Officer	10
Building Officer, Grade I, Scale A(U)	Building Officer, Grade I	09
Building Officer, Grade II, Scale A	Building Officer, Grade II	08
<i>Building Superintendent</i>		
Principal Building Superintendent, Group 8	Principal Building Superintendent	09
Senior Building Superintendent, Scale C(T) 6	Senior Building Superintendent	08
Higher Building Superintendent, Scale C(T) 5	Higher Building Superintendent	08
Building Superintendent, Scale C(T) 2, 3, 4	Building Superintendent	07
Assistant Building Superintendent, Scale C(T) 1, 2	Assistant Building Superintendent	06
<i>Housing Superintendent</i>		
Senior Housing Superintendent, Scale C(T) 6	Senior Housing Superintendent	08
Higher Housing Superintendent, Scale C(T) 5	Higher Housing Superintendent	08
Housing Superintendent, Scale C(T) 2, 3, 4	Housing Superintendent	07
Assistant Housing Superintendent, Scale C(T) 1, 2	Assistant Housing Superintendent	06
<i>Building Surveyor</i>		
Principal Building Surveyor, Group 7	Principal Building Surveyor	11
Senior Building Surveyor, Group 8	Senior Building Surveyor	10
Building Surveyor, Grade I, Scale A(U)	Building Surveyor, Grade I	09
Building Surveyor, Grade II, Scale A	Building Surveyor, Grade II	08
<i>Building Research Officer</i>		
Senior Building Research Officer, Group 7	Senior Building Research Officer	10
Building Research Officer, Grade I, Scale A(U)	Building Research Officer, Grade I	09
Building Research Officer, Grade II, Scale A	Building Research Officer, Grade II	08

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
<i>Civil Engineer</i>		
Principal Civil Engineer, Group 7 ..	Principal Civil Engineer ..	11
Senior Civil Engineer, Group 8 ..	Senior Civil Engineer ..	10
Civil Engineer, Grade I, Scale A(U) or X ..	Civil Engineer, Grade I ..	09
Civil Engineer, Grade II, Scale A ..	Civil Engineer, Grade II ..	08
Pupil Engineer, Scale A ..	Pupil Engineer ..	08
<i>Structural Engineer</i>		
Principal Structural Engineer, Group 7 ..	Principal Structural Engineer ..	11
Senior Structural Engineer, Group 8 ..	Senior Structural Engineer ..	10
Structural Engineer, Grade I, Scale A(U) or X ..	Structural Engineer, Grade I ..	09
Structural Engineer, Grade II, Scale A ..	Structural Engineer, Grade II ..	08
Pupil Structural Engineer, Scale A ..	Pupil Structural Engineer ..	08
Higher Technical Officer (Structures), Scale C(T) 5 ..	Higher Technical Officer (Structures) ..	08
<i>Quantity Surveyor</i>		
Principal Quantity Surveyor, Group 7 ..	Principal Quantity Surveyor ..	11
Senior Quantity Surveyor, Group 8 ..	Senior Quantity Surveyor ..	10
Quantity Surveyor, Grade I, Scale A(U) or X ..	Quantity Surveyor, Grade I ..	09
Quantity Surveyor, Grade II, Scale A ..	Quantity Surveyor, Grade II ..	08
Quantity Surveying Assistant, Scale E 1 (B & C) 3 ..	Quantity Surveying Assistant ..	04
Technical Officer (Quantity), Scale C(T) 2, 3, 4 ..	Technical Officer (Quantity) ..	07
<i>Works Superintendent</i>		
Principal Works Superintendent, Group 8 ..	Principal Works Superintendent ..	09
Senior Works Superintendent, Scale C(T) 6 ..	Senior Works Superintendent ..	08
Higher Works Superintendent, Scale C(T) 5 ..	Higher Works Superintendent ..	08
Works Superintendent, Scale C(T) 2, 3, 4 ..	Works Superintendent ..	07
Assistant Works Superintendent, Scale C(T) 1, 2 ..	Assistant Works Superintendent ..	06
<i>Mechanical Engineer</i>		
Principal Mechanical Engineer, Group 7 ..	Principal Mechanical Engineer ..	11
Senior Mechanical Engineer, Group 8 ..	Senior Mechanical Engineer ..	10
Mechanical Engineer, Grade I, Scale A(U) or X ..	Mechanical Engineer, Grade I ..	09
Mechanical Engineer, Grade II, Scale A ..	Mechanical Engineer, Grade II ..	08
Pupil Mechanical Engineer, Scale A ..	Pupil Mechanical Engineer ..	08
<i>Electrical Engineer</i>		
Principal Electrical Engineer, Group 7 ..	Principal Electrical Engineer ..	11
Senior Electrical Engineer, Group 8 ..	Senior Electrical Engineer ..	10

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
Electrical Engineer, Grade I, Scale A(U) or X	Electrical Engineer, Grade I	09
Electrical Engineer, Grade II, Scale A ..	Electrical Engineer, Grade II	08
Pupil Electrical Engineer, Scale A ..	Pupil Electrical Engineer	08
<i>Mechanical Superintendent</i>		
Principal Mechanical Superintendent, Group 8	Principal Mechanical Superintendent ..	09
Senior Mechanical Superintendent, Scale C(T) 6	Senior Mechanical Superintendent ..	08
Higher Mechanical Superintendent, Scale C(T) 5	Higher Mechanical Superintendent ..	08
Mechanical Superintendent, Scale C(T) 2, 3, 4	Mechanical Superintendent	07
Assistant Mechanical Superintendent, Scale C(T) 1, 2	Assistant Mechanical Superintendent ..	06
Assistant Mechanical Superintendent-in- Training, Scale C(T) Training	Assistant Mechanical Superintendent-in- in-Training	05
<i>Electrical Superintendent</i>		
Principal Electrical Superintendent, Group 8	Principal Electrical Superintendent ..	09
Senior Electrical Superintendent, Scale C(T) 6	Senior Electrical Superintendent ..	08
Higher Electrical Superintendent, Scale C(T) 5	Higher Electrical Superintendent ..	08
Electrical Superintendent, Scale C(T) 2, 3, 4	Electrical Superintendent	07
Assistant Electrical Superintendent, Scale C(T) 1, 2	Assistant Electrical Superintendent ..	06
<i>Technical Officer (Electrical)</i>		
Principal Technical Officer (Electrical), Group 8	Principal Technical Officer (Electrical)	09
Senior Technical Officer (Electrical), Scale C(T) 6	Senior Technical Officer (Electrical)	08
Higher Technical Officer (Electrical), Scale C(T) 5	Higher Technical Officer (Electrical)	08
Technical Officer (Electrical), Scale C(T) 2, 3, 4	Technical Officer (Electrical)	07
Assistant Technical Officer (Electrical), Scale C(T) 1, 2	Assistant Technical Officer (Electrical)	06
<i>Technical Officer (Mechanical)</i>		
Principal Technical Officer (Mechanical), Group 8	Principal Technical Officer (Mechanical)	09
Senior Technical Officer (Mechanical), Scale C(T) 6	Senior Technical Officer (Mechanical)	08
Higher Technical Officer (Mechanical), Scale C(T) 5	Higher Technical Officer (Mechanical)	08

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
Technical Officer (Mechanical), Scale C(T) 2, 3, 4	Technical Officer (Mechanical)	.. 07
Assistant Technical Officer (Mechanical), Scale C(T) 1, 2	Assistant Technical Officer (Mechanical)	.. .. 06
<i>Technical Officer (Building)</i>		
Principal Technical Officer (Building), Group 8	Principal Technical Officer (Building)	09
Senior Technical Officer (Building), Scale C(T) 6	Senior Technical Officer (Building)	.. 08
Higher Technical Officer (Building), Scale C(T) 5	Higher Technical Officer (Building)	.. 08
Technical Officer (Building), Scale C(T) 2, 3, 4	Technical Officer (Building)	.. .. 07
Assistant Technical Officer (Building), Scale C(T) 1, 2	Assistant Technical Officer (Building)	06
<i>Technical Officer (Water)</i>		
Principal Technical Officer (Water), Group 8	Principal Technical Officer (Water)	.. 09
Senior Technical Officer (Water), Scale C(T) 6	Senior Technical Officer (Water)	.. 08
Higher Technical Officer (Water), Scale C(T) 5	Higher Technical Officer (Water)	.. 08
Technical Officer (Water), Scale C(T) 2, 3, 4	Technical Officer (Water)	.. .. 07
Assistant Technical Officer (Water), Scale C(T) 1, 2	Assistant Technical Officer (Water)	.. 06
<i>Technical Assistant</i>		
Chief Technical Assistant, Scale E 5	Chief Technical Assistant	.. .. 06
Senior Technical Assistant, Scale E 1 (B & C) 3	Senior Technical Assistant	.. .. 05
Technical Assistant, Scale F 1 2, 3	Technical Assistant	.. .. 03
<i>Draughtsman</i>		
Senior Draughtsman, Grade I, Scale E 5	Senior Draughtsman, Grade I	.. 06
Senior Draughtsman, Grade II, Scale E 4	Senior Draughtsman, Grade II	.. 05
Draughtsman, Scale E 1 (B & C) 3	Draughtsman	.. .. 04
<i>Technical Instructor</i>		
Principal Technical Instructor, Group 8	Principal Technical Instructor	.. 09
Senior Technical Instructor, Scale C(T) 6	Senior Technical Instructor	.. .. 08
Higher Technical Instructor, Scale C(T) 5	Higher Technical Instructor	.. .. 08
Technical Instructor, Scale C(T) 2, 3, 4	Technical Instructor	.. .. 07
Assistant Technical Instructor, Scale C(T) 1, 2	Assistant Technical Instructor	.. 06

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
<i>Craftsman</i>		
Senior Foreman, Scale E 5	Senior Foreman	06
Foreman, Scale E 5	Foreman	06
Foreman, Scale E 4	Foreman	05
Senior Craftsman, Scale E 4	Senior Craftsman	05
Craftsman, Scale E 1 (B & C) 3	Craftsman	04
Assistant Foreman, Scale E 3	Assistant Foreman	04
<i>Trade Instructor</i>		
Chief Trade Instructor, Group 8	Chief Trade Instructor	09
Senior Trade Instructor, Scale C(T) 6	Senior Trade Instructor	08
Trade Instructor, Scale C(T) 2, 3, 4	Trade Instructor	07
<i>Water Engineer</i>		
Principal Water Engineer, Group 7	Principal Water Engineer	11
Senior Water Engineer, Group 8	Senior Water Engineer	10
Water Engineer, Grade I, Scale A(U) or X	Water Engineer Grade I	09
Water Engineer, Grade II, Scale A	Water Engineer, Grade II	08
<i>Water Supply Superintendent</i>		
Chief Water Supply Superintendent, Group 8	Chief Water Supply Superintendent	09
Senior Water Supply Superintendent, Scale C(T) 6	Senior Water Supply Superintendent	08
Higher Water Supply Superintendent, Scale C(T) 5	Higher Water Supply Superintendent	08
Water Supply Superintendent, Scale C(T) 2, 3, 4	Water Supply Superintendent	07
Assistant Water Supply Superintendent, Scale C(T) 1, 2	Assistant Water Supply Superintendent	06
<i>Technical Officer (Electronics)</i>		
Principal Technical Officer (Electronics), Group 8	Principal Technical Officer (Electronics)	09
Senior Technical Officer (Electronics), Scale C(T) 6	Senior Technical Officer (Electronics)	08
Higher Technical Officer (Electronics), Scale C(T) 5	Higher Technical Officer (Electronics)	08
Technical Officer (Electronics), Scale C(T) 2, 3, 4	Technical Officer (Electronics)	07
Assistant Technical Officer (Electronics), Scale C(T) 1, 2	Assistant Technical Officer (Electronics)	06
<i>Vehicle Inspection Officer</i>		
Principal Vehicle Inspection Officer, Group 8	Principal Vehicle Inspection Officer	09
Senior Vehicle Inspection Officer, Scale C(T) 6	Senior Vehicle Inspection Officer	09

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
Higher Vehicle Inspection Officer, Scale C(T) 5	Higher Vehicle Inspection Officer ..	08
Vehicle Inspection Officer, Scale C(T) 2, 3, 4	Vehicle Inspection Officer	07
Assistant Vehicle Inspection Officer, Scale C(T) 1, 2	Assistant Vehicle Inspection Officer ..	06
<i>Transport Officer</i>		
Principal Transport Officer, Group 8 ..	Principal Transport Officer	08
Senior Transport Officer, Scale C(T) 6 ..	Senior Transport Officer	07
Higher Transport Officer, Scale C(T) 5 ..	Higher Transport Officer	07
Transport Officer, Scale C(T) 2, 3, 4 ..	Transport Officer	06
Assistant Transport Officer, Scale C(T) 1, 2	Assistant Transport Officer	05
<i>Transport Engineer</i>		
Principal Transport Engineer, Group 7 ..	Principal Transport Engineer	11
Senior Transport Engineer, Group 8 ..	Senior Transport Engineer	10
Transport Engineer, Grade I, Scale A(U)	Transport Engineer, Grade I	09
Transport Engineer, Grade II, Scale A ..	Transport Engineer, Grade II	08
Senior Heavy Equipment Operator, Scale F 4	Senior Heavy Equipment Operator ..	05
Heavy Equipment Operator, Grade II, Scale F 2, 3	Heavy Equipment Operator, Grade II	04
Light Equipment Operator, Grade I, Scale F 1, 2, 3	Light Equipment Operator, Grade I ..	03
Senior Timekeeper, Scale F 4	Senior Timekeeper	04
Timekeeper, Scale F 1, 2	Timekeeper	03
Senior Artisan, Scale F 4	Senior Artisan	04
Artisan, Grade I, Scale F 3	Artisan, Grade I	04
Artisan, Grade II & III, Scale F 1, 2, 3 ..	Artisan, Grade II & III	03
Blacksmiths Striker, Scale F 1, 2	Blacksmiths Striker	03
Engineering Attendants, Scale F 1, 2, 3 ..	Engineering Attendants	03
Engine Room Attendant, Scale G 1, 2 ..	Engine Room Attendant	01
Furniture Checker, Scale F 1, 2, 3 ..	Furniture Checker	03
Workshop Assistant, Scale F 2, 3 ..	Workshop Assistant	03
Workshop Attendant, Scale G 1, 2, 3 ..	Workshop Attendant	02
Road Foreman, Scale E 4	Road Foreman	05
Head Road Overseer, Scale F 4	Head Road Overseer	04
Road Overseer, Scale F 1, 2, 3	Road Overseer	03
Assistant Road Overseer, Scale G 2, 3 ..	Assistant Road Overseer	02
Senior Water Metre Reader, Scale G 4 ..	Senior Water Metre Reader	02
Water Metre Reader, Scale G 1, 2, 3 ..	Water Metre Reader	01
Plan Record Attendant, Scale G 1, 2, 3 ..	Plan Record Attendant	02
Drawing Office Attendant, Scale G 1, 2, 3	Drawing Office Attendant	02
Senior Records Assistant, Scale E 4 ..	Senior Records Assistant	05
Records Assistant, Scale E 1 (B & C) 3 ..	Records Assistant	04
Higher Building Inspector, Scale C(T) 5	Higher Building Inspector	08
Building Inspector, Scale C(T) 2, 3, 4 ..	Building Inspector	07
Articulator Operator, Grade II, Scale F 2, 3	Articulator Operator, Grade II ..	04
	Chief Architectural Draughtsman ..	06

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
<i>Transport Engineer—continued</i>		
Architectural Draughtsman, Scale E 1 (B & C) 3	Architectural Draughtsman	05
Senior Maintenance Superintendent, Scale C(T) 6	Senior Maintenance Superintendent	08
Parts Officer, Scale E 1 (B & C) 3	Parts Officer	04
Aerodrome Foreman, Scale E 4	Aerodrome Foreman	05
Head Aerodrome Overseer, Scale E 4	Head Aerodrome Overseer	04
Aerodrome Overseer, Scale F 1, 2, 3	Aerodrome Overseer	03
Laboratory Attendant, Scale G 1, 2, 3	Laboratory Attendant	01
<i>Road Traffic Superintendent</i>		
Principal Road Traffic Superintendent, Group 8	Principal Road Traffic Superintendent	09
Senior Road Traffic Superintendent, Scale C(T) 6	Senior Road Traffic Superintendent	08
Higher Road Traffic Superintendent, Scale C(T) 5	Higher Road Traffic Superintendent	08
Road Traffic Superintendent, Scale C(T) 2, 3, 4	Road Traffic Superintendent	07
Assistant Road Traffic Superintendent, Scale C(T) 1, 2	Assistant Road Traffic Superintendent	06
Carpenter, Scale G 2, 3	Carpenter	02
Carpentry Assistant, Scale G 1, 2	Carpentry Assistant	01
Automobile Engineer, Scale A	Automobile Engineer	08
Senior Automobile Engineer, Scale C(T) 6	Senior Automobile Engineer	08
Vehicle Mechanic, Scale F 2, 3	Vehicle Mechanic	03
Auto Electrician, Scale F 1, 2, 3	Auto Electrician	03
Welder and Panel Beater, Scale F 1, 2, 3	Welder and Panel Beater	03
Trainee (Vehicle Mechanic, Panel Beater), Scale G 2, 3	Welder (Vehicle Mechanic, Panel Beater)	03
Principal Soil Engineer, Group 7	Principal Soil Engineer	11
<i>Other Technical and Technician Posts</i>		
Works Manager, Group 8	Works Manager	10
Assistant Crusher Superintendent, Scale F 1, 2, 3	Assistant Crusher Superintendent	03
Crusher Operator, Scale G 1, 2	Crusher Operator	01
Crusher Mechanic, Scale F 1, 2, 3	Crusher Mechanic	03
Mason, Scale F 1, 2, 3	Mason	03
Plumber, Scale F 1, 2, 3	Plumber	03
Painter and Spray Painter, Scale F 1, 2, 3	Painter	03
Painter Attendant, Scale G 1, 2	Painting Attendant	01
Pump Plant Operator, Scale F 1, 2, 3	Pump Plant Operator	03
Fitter, Scale F 1, 2, 3	Fitter	03
Trade Apprentice, Scale G 1, 2	Trade Apprentice	01
Chief Engineering Draughtsman, Scale E 5	Chief Engineering Draughtsman	06
Fibre Glass Builder, Scale F 1, 2, 3	Fibre Glass Builder	03
Senior Building/Site Inspector, Scale E 4	Senior Building/Site Inspector	05
Building/Site Inspector, Grades I & II, Scale E 1 (B & C) 3	Building/Site Inspector, Grades I & II	04

<i>Existing Designation and Gradings</i>	<i>Proposed Designation</i>	<i>New Grade</i>
Demolition Man, Scale G 1, 2, 3	Demolition Man	01
Plant Printing Operator, Scale F 1, 2, 3	Plant Printing Operator	03
Laboratory Technician, Scale E 1 (B & C) 3	Laboratory Technician	05
Technical/Maintenance Officer, Scale C(T) 2, 3, 4	Technical/Maintenance Officer	07
Assistant Mechanical Maintenance Officer, Scale C(T) 1, 2	Assistant Mechanical Maintenance Officer	06
Maintenance Assistant, Scale F 1, 2, 3	Maintenance Assistant	03
Technical Officer (Refrigeration & Air- conditioning), Scale C(T) 2, 3, 4	Technical Officer (Refrigeration & Air-conditioning)	07
Refrigeration & Air-conditioner Mechanic, Scale F 1, 2, 3	Refrigeration & Air-conditioner Mechanic	03
Plant Attendant, Scale F 1, 2, 3	Plant Attendant	03
Plant Operator, Grade I, Scale F 4	Plant Operator, Grade I	04
Senior Plant Operator, Scale F 4	Senior Plant Operator	04
Traffic Engineer, Scale A(U)	Traffic Engineer	09
Model Maker, Scale C(T) 2, 3, 4	Model Maker	07
Well Sinker, Scale F 1, 2, 3	Well Sinker	03
Vulcaniser, Scale F 1, 2, 3	Vulcaniser	03
Plant Mechanic, Scale F 1, 2, 3	Plant Mechanic	03
Blacksmith, Scale F 1, 2, 3	Blacksmith	03
Fitter Machinist, Scale F 1, 2, 3	Fitter Machinist	03
Parks Officer, Scale F 4	Parks Officer	04
Section Man, Scale G 1, 2, 3	Section Man	01
Termite Inspector, Scale F 1, 2, 3	Termite Inspector	03
Anti-Termite Man, Scale G 1, 2, 3	Anti-Termite Man	02

Appendix 2 (c) 1

PROPOSED CONSOLIDATION OF RANK STRUCTURE

NIGERIA POLICE FORCE

<i>Present Rank Structure</i>					<i>Proposed Rank Structure</i>	
Commissioner					Commissioner	
Deputy Commissioner					Deputy Commissioner	
Assistant Commissioner					Assistant Commissioner	
Chief Superintendent					Chief Superintendent	
Superintendent					Superintendent	
Deputy Superintendent	}				Deputy Superintendent	
Assistant Superintendent						
Chief Inspector	}					
Inspector		Inspector
Sub-Inspector						
Sergeant Major						
Sergeant		Sergeant
Corporal	Corporal
Constable	Constable

<i>Civil Service Grade</i>	<i>Job Title</i>					<i>Police Rank Equivalent</i>
11	Senior Medical Officer Senior Veterinary Officer Principal Pharmacist	}	..	..	..	Chief Superintendent
10	Senior Pharmacist Medical Officer, Grade I Veterinary Officer, Grade I	}	..	..	..	Superintendent
09	Medical Officer, Grade II, Scale A(U) Veterinary Officer, Grade II, Scale A(U) Pharmacist, Grade I, Scale A(U)	}	..			Superintendent
08	Aircraft Maintenance Engineer, Grade II, Scale A Pharmacist, Grade II, Scale A Matron	}	..			Deputy Superintendent
07	Nursing Sister	..	..	..	..	Inspector
06	Staff Nurse					

Appendix 2 (c) 3

PROPOSED EVALUATION OF CIVILIAN JOBS IN THE N.P.F.

Civil Service
Grade

Job Title

11	Force Public Relations Officer
10	Deputy Public Relations Officer
09	State Public Relations Officer Civilian Lecturer
08	Public Relations Officer I (Press and Complaints) Public Relations Officer II (Employer Information) Public Relations Officer III (Community Relations) Public Relations Officer IV (Administration) Artist Deputy State Public Relations Officer
07	Assistant Public Relations Officer : Complaints Press Administration Photography Film Production Officer : Editing Cinematography Cinema Officer Library Officer
06	Assistant Artist Assistant Photographer Printers Confidential Secretary Assistant Cinema Officer Assistant Library Officer Chief Inspector of Transport
05	O.C. Plumbing O.C. Bricklaying O.C. Workshop O.C. Electrical O.C. Drawing Office O.C. Painting Auto Electrician Painter-Decorator O.C. Signal Stores O.C. Bulk Stores Master Tailor Chief Inspector, Stationary Stores O.C. Officers' Shop O.C. Contract Section Site Supervisor Stores Administrator

PROPOSED EVALUATION OF CIVILIAN JOBS IN THE N.P.F.

<i>Civil Service</i>	<i>Job Title</i>
<i>Grade</i>	
04	Senior Film Projectionist
	Publication Assistant
	Employee Information Assistant
	Publicity Assistant
	Carpenter-Joiner
	Vehicle Mechanic
	Carpenter (Sgt.)
	Storekeeper Works
	Cobbler (Sgt.)
	Farrier (Sgt.)
	Tailor (Sgt.)
03	Library Assistant
	Driver Projectionist
	Art Studio Assistant
	Art Studio Attendant
	Library Attendant
	Photographic Assistant
	Draftsman
	Refrigeration Technician
	Electrician
	Painter (Cpl.)
	Bricklaying Artisan
	Welder
	Motor Mechanic (Cpl.)
	Panel Beater (Cpl.)
	Upholsterer
	Radio Technician
	O.C. 2 Stores
	Chief Groom
	Tailor (Corporal)
	Cobbler (Corporal)
	Farrier (Corporal)
	Tailor (Constable)
02	Draftsman (Constable)
	Painter (Constable)
	Electrician (Constable)
	Panel Beater (Constable)
	Groom, Grade I
	Cobbler (Constable)
	Farrier (Constable)
01	Dispensary Attendant
	Groom, Grade II

Appendix 2 (d) 1

RANKS ASSIGNED TO SENIOR MANAGEMENT POSITIONS
IN PARASTATALS

	<i>Management Level</i>
SM 7-	
FEDERAL	
National Electric Power Authority	1
Nigerian Railway Corporation	1
Nigerian Ports Authority	1
Nigeria Airways Corporation	1
Central Bank of Nigeria	1
SM 6-	
FEDERAL	
Nigerian Broadcasting Corporation	1
Nigerian Produce Marketing Company	1
Nigerian Steel Development Authority	1
Nigerian National Oil Corporation	1
Nigerian Mining Corporation	1
Nigerian External Telecommunications Limited	1
Nigerian Industrial Development Bank Limited	1
Nigerian Bank for Commerce and Industry	1
LAGOS STATE	
Lagos State Development and Property Corporation	1
WESTERN STATE	
Western Nigeria Water Corporation	1
EAST-CENTRAL STATE	
Agricultural Development Authority	1
SM 5-	
FEDERAL	
National Electric Power Authority	2
Nigerian Railway Corporation	2
Nigerian Ports Authority	2
Nigeria Airways Corporation	2
Nigerian Broadcasting Corporation	2
Nigerian Produce Marketing Company	2
Central Bank of Nigeria	2
Nigerian National Shipping Lines Limited	1
National Insurance Corporation of Nigeria	1
Nigerian National Supply Company	1
Nigerian Coal Corporation	1
Defence Industries Corporation	1

LAGOS STATE							
Lagos City Transport Service	..	..	..	..	..	..	1
Lagos State Development and Property Corporation	..	..	..	..	..	..	2
WESTERN STATE							
Western Nigeria Marketing Board	..	..	..	..	..	..	1
Western Nigeria Water Corporation	..	..	..	..	..	..	2
Western Nigeria Broadcasting Corporation	..	..	..	..	..	..	1
Western Nigeria Housing Corporation	..	..	..	..	..	..	1
Western State Industrial Investment and Credit Corporation	..	..	..	..	..	..	1
Western Nigeria Agricultural Investment Corporation	..	..	..	..	..	..	1
KWARA STATE							
Kwara State Water Corporation	..	..	..	..	..	..	1
EAST-CENTRAL STATE							
East-Central State Broadcasting Service	..	..	..	..	..	..	1
Housing Development Authority	..	..	..	..	..	..	1
Agricultural Development Authority	..	..	..	..	..	..	2
<i>SM A-</i>							
FEDERAL							
National Electric Power Authority	..	..	..	..	..	..	..
Nigerian Railway Corporation	..	..	..	..	..	..	..
Nigerian Ports Authority	..	..	..	..	..	..	3
Nigeria Airways Corporation	..	..	..	..	..	..	3
Nigerian Broadcasting Corporation	..	..	..	..	..	..	3
Nigerian National Shipping Lines Limited	..	..	..	..	..	..	2
National Insurance Corporation of Nigeria	..	..	..	..	..	..	2
Nigerian Steel Development Authority	..	..	..	..	..	..	2
Nigerian National Oil Corporation	..	..	..	..	..	..	2
Nigerian Produce Marketing Company	..	..	..	..	..	..	3
Nigerian National Supply Company	..	..	..	..	..	..	2
Central Bank of Nigeria	..	..	..	..	..	..	3
Nigerian Industrial Development Bank Limited	..	..	..	..	..	..	2
Nigerian Bank for Commerce and Industry	..	..	..	..	..	..	2
Nigerian Coal Corporation	..	..	..	..	..	..	2
Nigerian Mining Corporation	..	..	..	..	..	..	2
Defence Industries Corporation	..	..	..	..	..	..	2
Nigerian External Telecommunications Limited	..	..	..	..	..	..	2
LAGOS STATE							
Lagos State Development and Property Corporation	..	..	..	..	..	..	3
Lagos City Transport Service	..	..	..	..	..	..	2

Appendix 2 (d) 1—continued

WESTERN STATE							
Western Nigeria Marketing Board	..	..	..	..	..	..	2
Western Nigeria Water Corporation	..	..	..	..	..	..	3
Western Nigeria Broadcasting Corporation	..	..	..	..	..	..	2
Western Nigeria Housing Corporation	..	..	..	..	..	..	2
Western Nigeria Industrial Investment and Credit Corporation	..	..	..	..	..	..	2
Western Nigeria Agricultural Credit Corporation	..	..	..	..	..	..	1
Western Nigeria Agricultural Investment Corporation	..	..	..	..	..	..	2
Western State Sports Council	..	..	..	..	..	..	1
BENUE-PLATEAU STATE							
Benue-Plateau Marketing Board	..	..	..	..	..	..	1
KANO STATE							
Kano State Investment Company Limited	..	..	..	..	..	..	1
NORTH-EASTERN STATE							
North-Eastern Line Corporation	..	..	..	..	..	..	1
MID-WESTERN STATE							
Mid-Western State of Nigeria Water Board	..	..	..	..	..	..	1
Bendel Development and Planning Authority	..	..	..	..	..	..	1
KWARA STATE							
Kwara State Investment Corporation	..	..	..	..	..	..	1
Kwara State Water Corporation	..	..	..	..	..	..	2
EAST-CENTRAL STATE							
East-Central State Broadcasting Service	..	..	..	..	..	..	2
Reville Printing and Publishing Company Limited	..	..	..	..	..	..	1
East-Central State Marketing Board	..	..	..	..	..	..	1
Housing Development Authority	..	..	..	..	..	..	2
East-Central State Library Board	..	..	..	..	..	..	1
Agricultural Development Authority	..	..	..	..	..	..	3
Projects Development Agency	..	..	..	..	..	..	1
Nigeria Water Planning and Construction Limited	..	..	..	..	..	..	1
Development Finance Company	..	..	..	..	..	..	1
Central Water Transportation Company Limited	..	..	..	..	..	..	1

SM 3

FEDERAL

Nigerian National Shipping Lines Limited	3
National Insurance Corporation of Nigeria	3
Nigerian Steel Development Authority	3
Nigerian National Oil Corporation	3
Nigerian National Supply Company	3
Nigerian Industrial Development Bank Limited	3
Nigerian Bank for Commerce and Industry	3
Nigerian Coal Corporation	3
Nigerian Mining Corporation	3
Defence Industries Corporation	3
Nigerian External Telecommunications Limited	3

LAGOS STATE

Lagos City Transport Service	3
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WESTERN STATE

Western Nigeria Marketing Board	3
Western Nigeria Broadcasting Corporation	3
Western Nigeria Housing Corporation	3
Western Nigeria Industrial Investment and Credit Corporation	3
Western Nigeria Agricultural Credit Corporation	2
Western Nigeria Printing Corporation	1
Western Nigeria Agricultural Investment Corporation	3
Western State Sports Council	2

BENUE-PLATEAU STATE

Benue-Plateau Marketing Board	2
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KANO STATE

Kano State Investment Company Limited	2
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NORTH-EASTERN STATE

North-Eastern Line Corporation	2
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MID-WESTERN STATE

Mid-Western State of Nigeria Water Board	2
Mid-West Pharmaceuticals Limited	1
Bendel Development and Planning Authority	2

KWARA STATE

Kwara State Investment Corporation	2
Kwara Food Production Company (Nigeria) Limited	1
Kwara State Water Corporation	3

Appendix 2 (d) 1—continued

EAST-CENTRAL STATE

East-Central State Broadcasting Service	3
Reveille Printing and Publishing Company Limited	2
Eastern Nigeria Industrial Estates Limited	1
East-Central State Marketing Board	2
Enugu Passenger Transport Company Limited	1
Housing Development Authority	3
East-Central State Library Board	2
Projects Development Agency	2
Nigeria Water Planning and Construction Limited	2
Development Finance Company	2
Central Water Transportation Company Limited	2

SM 2

WESTERN STATE

Western Nigeria Agricultural Credit Corporation	3
Western Nigeria Printing Corporation	2
Western State Sports Council	3

BENUE-PLATEAU STATE

Benue-Plateau Marketing Board	3
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KANO STATE

Kano State Investment Company Limited	3
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NORTH-EASTERN STATE

North-Eastern Line Corporation	3
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MID-WESTERN STATE

Mid-Western State of Nigeria Water Board	3
Mid-West Pharmaceuticals Limited	2
Benel Development and Planning Authority	3

KWARA STATE

Kwara State Investment Corporation	3
Kwara Food Production Company (Nigeria) Limited	2

EAST-CENTRAL STATE

Reveille Printing and Publishing Company Limited	3
Eastern-Nigeria Industrial Estates Limited	2
East-Central State Marketing Board	3
Enugu Passenger Transport Company Limited	2
East-Central State Library Board	3
Projects Development Agency	3
Nigeria Water Planning and Construction Limited	3
Development Finance Company	3
Central Water Transportation Company Limited	3

SM 1

WESTERN STATE						
Western Nigeria Printing Corporation	..	..	..	..	..	3
MID-WESTERN STATE						
Mid-West Pharmaceuticals Limited	..	..	..	..	..	3
KWARA STATE						
Kwara Food Production Company (Nigeria) Limited	..	..	..	..	..	3
EAST-CENTRAL STATE						
Eastern Nigeria Industrial Estates Limited	..	..	..	..	..	3
Enugu Passenger Transport Company Limited	..	..	..	..	..	3

Appendix 2 (d) 2

NIGERIA EXTERNAL TELECOMMUNICATIONS

"B" PARASTATAL

<i>Existing Title</i>	<i>Proposed Grade Level</i>
General Manager	16
Deputy General Manager	14
Company Secretary	14
Chief Accountant	14
Chief Engineer	14
Traffic Manager	14
Deputy Chief Engineer	13
Deputy Chief Accountant	13
Deputy Company Secretary	13
Deputy Traffic Manager	13
Principal Accountant	11
Senior Engineer	11
Internal Auditor	11
Personnel Manager	10
Assistant Traffic Manager	10
Executive Engineer, Grade I	10
Accountant	9
Assistant Secretary	9
Principal Personnel Officer	9
Office Manager	9
Traffic Officer	9
Executive Engineer, Grade II	9
<i>Officers and Junior Staff</i>	
Pupil Engineer	8
Senior Technical Officer	9
Building Maintenance Superintendent	9
Higher Technical Officer	8
Building Maintenance Officer	8
Traffic Superintendent	8
Senior Administrative Assistant	9
Senior Accounting Assistant	9
Senior Audit Assistant	9
Assistant Traffic Superintendent	8
Senior Traffic Supervisor	8
Chief Mechanician	8
Technical Officer	8
Senior Confidential Secretary	8
Building Maintenance Supervisor	8
Audit Assistant, Grade I	8
Accounting Assistant, Grade I	8
Administrative Assistant, Grade I	8
Senior Catering Officer	8
Confidential Secretary, Grade II	7
Traffic Supervisor	8
Accounting Assistant, Grade II	7

<i>Post Title</i>	<i>Grade Level</i>
Administrative Assistant, Grade II	7
Audit Assistant, Grade II	7
Stores Officer	7
Catering Officer	7
Transport Officer	7
<i>Junior Staff</i>	
Secretary Typist	6
Chief Clerk	6
Shorthand Typist, Grade I	5
Shorthand Typist, Grade II	4
Foreman Mechanician	6
Building Maintenance Assistant	6
Catering Supervisor	6
Assistant Technical Officer	6
Senior Telegraph Operator	6
Senior Draftsman	6
Senior Mechanician	6
Senior Clerk	5
Senior Audit Clerk	5
Assistant Stores Officer	5
Assistant Transport Officer	5
Mechanical/Power Mechanician, Grade I	4
Teleprinter, Mechanician, Grade I	4
Electrician, Grade I	4
Tradesman, Grade I	4
Draughtsman	4
Building Maintenance Overseer	4
Tradesman, Grade II	3
Teleprinter Mechanician, Grade II	3
Electrician, Grade II	3
Mechanical/Power Mechanician, Grade II	3
Wireman, Grade II	3
Electrician, Grade II	3
Receptionist	3
Dispatch Rider	3
Teleprinter Mechanician, Grade III	3
Clerk	4
Clerk Typist	3

ALLOCATION OF GRADES TO BENCHMARKS
 BENUÉ PLATEAU MARKETING BOARD
 "C" CORPORATION

										<i>Proposed Grade Level</i>
General Manager	..	..	..	..	..	..	..	..	..	14
Secretary	..	..	..	..	..	..	..	..	..	13
Principal Accountant	..	..	..	..	..	..	..	..	..	12
Assistant Registrar of Cooperatives	..	..	..	..	..	..	..	..	..	12
Principal Marketing Officer	..	..	..	..	..	..	..	..	..	12
Accountant	..	..	..	..	..	..	..	..	..	9
Marketing Officer	..	..	..	..	..	..	..	..	..	9
Assistant Accountant (qualified)	..	..	..	..	..	..	..	..	..	8
Stenographer	..	..	..	..	..	..	..	..	..	5
Clerical Officer II	..	..	..	..	..	..	..	..	..	3
Clerical Officer I	..	..	..	..	..	..	..	..	..	4
Copy Typist	..	..	..	..	..	..	..	..	..	3
Clerk III	..	..	..	..	..	..	..	..	..	3
Clerical Assistant	..	..	..	..	..	..	..	..	..	3

ALLOCATION OF GRADES TO BENCHMARKS
WESTERN NIGERIAN PRINTING CORPORATION

"D" PARASTATAL

	<i>Proposed Grade Level</i>
Company Manager	13
Production Manager	12
Secretary/Accountant	11
Sales Manager	9
Assistant Executive Officer	6
Assistant Production Manager	7
Sales Assistant	5
Senior Clerical Officer	5
Stenographer	5
Clerical Officer	4
Storekeeper	3
Clerical Assistant	3
Typist	3
Stores Assistant	3

RANKS ASSIGNED TO SENIOR POSITIONS IN UNIVERSITIES

SA 7

Vice-Chancellor	..	..	..	..	..	Ahmadu Bello University
Vice-Chancellor	..	..	..	..	..	University of Benin
Vice-Chancellor	..	..	..	..	..	University of Ibadan
Vice-Chancellor	..	..	..	..	..	University of Ife
Vice-Chancellor	..	..	..	..	..	University of Lagos
Vice-Chancellor	..	..	..	..	..	University of Nigeria, Nsukka

SA 6

¹ Provost (Veterinary Medicine and Agriculture)	..	..	..	..	..	Ahmadu Bello University
¹ Director, Institute for Agricultural Research	..	..	..	..	..	Ahmadu Bello University
¹ Director, Institute for Administration	..	..	..	..	..	Ahmadu Bello University
¹ Director, Institute of Health	..	..	..	..	..	Ahmadu Bello University
¹ Provost, Abdullahi Bayero College	..	..	..	..	..	Ahmadu Bello University
¹ Director, Institute of Education	..	..	..	..	..	Ahmadu Bello University
¹ Director, Division of Agriculture and Livestock Services Training	..	..	..	..	..	Ahmadu Bello University
¹ Director/Provost, Major Institute or College	..	..	..	..	..	All Universities

SA 5

¹ Registrar	..	..	..	..	..	Ahmadu Bello University
¹ Registrar	..	..	..	..	..	University of Benin
¹ Registrar	..	..	..	..	..	University of Ibadan
¹ Registrar	..	..	..	..	..	University of Ife
¹ Registrar	..	..	..	..	..	University of Lagos
¹ Registrar	..	..	..	..	..	University of Nigeria, Nsukka
¹ Professor	..	..	..	..	..	Ahmadu Bello University
¹ Professor	..	..	..	..	..	University of Benin
¹ Professor	..	..	..	..	..	University of Ibadan
¹ Professor	..	..	..	..	..	University of Ife
¹ Professor	..	..	..	..	..	University of Lagos
¹ Professor	..	..	..	..	..	University of Nigeria, Nsukka
¹ Bursar	..	..	..	..	..	Ahmadu Bello University
¹ Bursar	..	..	..	..	..	University of Benin
¹ Bursar	..	..	..	..	..	University of Ibadan
¹ Bursar	..	..	..	..	..	University of Ife
¹ Bursar	..	..	..	..	..	University of Lagos
¹ Bursar	..	..	..	..	..	University of Nigeria, Nsukka
¹ Librarian	..	..	..	..	..	Ahmadu Bello University
¹ Librarian	..	..	..	..	..	University of Benin
¹ Librarian	..	..	..	..	..	University of Ibadan
¹ Librarian	..	..	..	..	..	University of Ife
¹ Librarian	..	..	..	..	..	University of Lagos
¹ Librarian	..	..	..	..	..	University of Nigeria, Nsukka

¹ Commission Grading Decision.

SA 4

Chief Medical Officer, University Health Services	Ahmadu Bello University
Director, University Health Services	University of Benin
Director, University Health Services	University of Ibadan
Chief Medical Officer, University Medical Services	University of Ife
Director, University Health Services	University of Lagos
Chief Medical Officer, University Medical Centre ..	University of Nigeria, Nsukka
Chief Estate Engineer	Ahmadu Bello University
Chief Engineer	University of Benin
Chief Engineer	University of Ibadan
Estate Manager	University of Ife
Chief Engineer	University of Lagos
Chief Engineer	University of Nigeria, Nsukka
Head, University Press	Ahmadu Bello University
Director, Publishing House	University of Ibadan
Director, Computer Science Unit	Ahmadu Bello University
Manager, Computation Laboratory and Services ..	University of Lagos
Chief Extension Coordinator	Ahmadu Bello University
Director, Centre for Social and Economic Research	Ahmadu Bello University
Head, Education Technology Centre	Ahmadu Bello University
Deputy Director (Research) Institute for Agri- cultural Research	Ahmadu Bello University
Deputy Director (Extension) Institute for Agri- cultural Research	Ahmadu Bello University
Deputy Director, Institute of Administration ..	Ahmadu Bello University
Senior Principal Administrative Consultant ..	Ahmadu Bello University
Director, Centre for Study of Nigerian Languages	Ahmadu Bello University
Director, Pre-degree Course, Faculty of Science ..	University of Benin
Director, Reading Centre	University of Ibadan
Co-Director, Institute of Applied Science and Technology	University of Ibadan
Director, Human Resources, Research Unit ..	University of Lagos
University Architect	University of Nigeria, Nsukka
Director, Institute of African Studies	University of Nigeria, Nsukka
Director, Institute of Education	University of Nigeria, Nsukka
Director, Division of Extra-Mural Studies ..	University of Nigeria, Nsukka
Deputy Director, Institute of Health	Ahmadu Bello University
¹ Reader	University of Nigeria, Nsukka
¹ Associate Professor	University of Lagos
¹ Reader	University of Ife
¹ Reader	University of Ibadan
¹ Associate Professor	University of Benin
Reader/Principal Research Fellow/Principal Tutor ..	Ahmadu Bello University

¹ Commission Ranking Decision.

Appendix—2 (e) 1—continued

S.A 3

¹ Senior Lecturer	.. .. .	All Universities
Deputy Registrar	.. .. .	Ahmadu Bello University
Deputy Registrar	.. .. .	University of Benin
Deputy Registrar	.. .. .	University of Ibadan
Deputy Registrar	.. .. .	University of Ife
Deputy Registrar	.. .. .	University of Lagos
Deputy Registrar	.. .. .	University of Nigeria, Nsukka
Deputy Bursar	.. .. .	Ahmadu Bello University
Deputy Bursar	.. .. .	University of Benin
Deputy Bursar	.. .. .	University of Ibadan
Deputy Bursar	.. .. .	University of Ife
Deputy Bursar	.. .. .	University of Lagos
Principal Assistant Bursar	.. .. .	University of Nigeria, Nsukka
Chief Accountant	.. .. .	Ahmadu Bello University
Deputy Librarian	.. .. .	Ahmadu Bello University
Deputy Librarian	.. .. .	University of Benin
Deputy Librarian	.. .. .	University of Ibadan
Deputy Librarian	.. .. .	University of Ife
Deputy Librarian	.. .. .	University of Lagos
Deputy Librarian	.. .. .	University of Nigeria, Nsukka
Deputy Librarian	.. .. .	University of Nigeria, Nsukka
Principal Administrative Officer	.. .. .	Ahmadu Bello University
Principal Medical Officer, University Health Service	.. .. .	Ahmadu Bello University
Deputy Director, University Health Service	.. .. .	University of Benin
Deputy Director, University Health Service	.. .. .	University of Ibadan
Senior Medical Officer, University Medical Service	.. .. .	University of Ife
Deputy Director, University Health Service	.. .. .	University of Lagos
Senior Medical Officer, University Medical Centre	.. .. .	University of Nigeria, Nsukka
Deputy Chief Estate Engineer	.. .. .	Ahmadu Bello University
Deputy Chief Engineer	.. .. .	University of Benin
Deputy Chief Engineer	.. .. .	University of Ibadan
Deputy Chief Engineer	.. .. .	University of Lagos
Deputy Chief Engineer	.. .. .	University of Nigeria, Nsukka
Senior Systems Analyst	.. .. .	Ahmadu Bello University
Information Scientist	.. .. .	University of Lagos
Deputy Chief Extension Co-ordinator	.. .. .	Ahmadu Bello University
Senior Research Fellow, Centre for Social and Economic Research	.. .. .	Ahmadu Bello University
Secretary, Institute for Agricultural Research	.. .. .	Ahmadu Bello University
Sub-Librarian, Institute for Agricultural Research	.. .. .	Ahmadu Bello University
Secretary, Institute of Health	.. .. .	Ahmadu Bello University
Finance Officer, Institute of Health	.. .. .	Ahmadu Bello University
Senior Hospital Consultant	.. .. .	Ahmadu Bello University
Principal, Medical Auxiliaries Training School	.. .. .	Ahmadu Bello University
Principal, School of Hygiene Institute of Health	.. .. .	Ahmadu Bello University
Secretary, Institute of Education	.. .. .	Ahmadu Bello University
Principal, Advanced Teachers College	.. .. .	Ahmadu Bello University
Secretary, Division of Agricultural and Livestock Services Training	.. .. .	Ahmadu Bello University

¹ Commission Ranking Decision.

SA 3—continued

Principal, Livestock Services Training Centre ..	Ahmadu Bello University
Medical Librarian	Ahmadu Bello University
Faculty Officer, Faculty of Medicine ..	University of Benin
Farm Director, Teaching and Research Farm ..	University of Ibadan
Deputy Director, Institute of Education ..	University of Nigeria, Nsukka
Deputy Director, Institute of African Studies ..	University of Nigeria, Nsukka
Deputy Director, Division of Extra-Mural Studies ..	University of Nigeria, Nsukka
Principal, Calabar Campus	University of Nigeria, Nsukka
Dean of Students	University of Nigeria, Nsukka
Executive Assistant to the Vice-Chancellor ..	University of Nigeria, Nsukka

SA 2

Assistant Head, Education Technology Centre ..	Ahmadu Bello University
Principal, School of Basic Studies	Ahmadu Bello University
Senior Agriculture Estate Manager	Ahmadu Bello University
Secretary, Institute of Administration	Ahmadu Bello University
Deputy Secretary, Institute of Health	Ahmadu Bello University
Matron, Institute of Health	Ahmadu Bello University
Principal, School of Nursing	Ahmadu Bello University
Senior Hospital Medical Officer, University Hospital ..	Ahmadu Bello University
Senior Registrar, University Hospital	Ahmadu Bello University
Principal Experimental Officer	University of Ife
Senior Co-ordinator, Extra-Mural Animal Science ..	University of Nigeria, Nsukka
Principal Secretary to Vice-Chancellor	University of Nigeria, Nsukka
Senior Medical Officer, University Health Service ..	Ahmadu Bello University
Medical Officer, University Medical Service	University of Ife
Senior Medical Officer, University Health Service ..	University of Benin
Senior Medical Officer, University Health Service ..	University of Ibadan
Senior Medical Officer, University Health Service ..	University of Lagos
Medical Officer, University Medical Centre	University of Nigeria, Nsukka
Medical Librarian	University of Ibadan
Director, Computing Centre	University of Ibadan
Assistant Head, Education Technology Centre ..	Ahmadu Bello University
Principal, School of Basic Studies	Ahmadu Bello University
Secretary, Institute of Administration	Ahmadu Bello University
Deputy Secretary, Institute of Health	Ahmadu Bello University
Matron, Institute of Health	Ahmadu Bello University
Principal, School of Nursing	Ahmadu Bello University
Senior Hospital Medical Officer, University Hospital ..	Ahmadu Bello University
Senior Registrar, University Hospital	Ahmadu Bello University
Senior Co-ordinator, Extra-Mural Animal Science ..	University of Nigeria, Nsukka

SA 1

Senior Assistant Registrar	Ahmadu Bello University
Senior Assistant Registrar	University of Benin
Senior Assistant Registrar	University of Ibadan
Senior Assistant Registrar	University of Ife

Appendix—2 (e) 1—continued

SA 1—continued

Senior Assistant Registrar	University of Lagos
Senior Assistant Registrar	University of Nigeria, Nsukka
Internal Auditor	Ahmadu Bello University
Senior Accountant	University of Benin
Senior Accountant	University of Ibadan
Senior Accountant	University of Ife
Senior Accountant	University of Lagos
Internal Auditor	University of Lagos
Senior Assistant Bursar	University of Nigeria, Nsukka
Chief, Stores and Purchasing	Ahmadu Bello University
Supplies Officer	University of Benin
Industrial Relations Officer	University of Ibadan
Personnel Officer	University of Nigeria, Nsukka
Senior Sub-Librarian	Ahmadu Bello University
Senior Sub-Librarian	University of Benin
Senior Sub-Librarian	University of Ibadan
Senior Sub-Librarian	University of Ife
Senior Sub-Librarian	University of Lagos
Senior Sub-Librarian	University of Nigeria, Nsukka
Physical Planning Coordinator	Ahmadu Bello University
Planning Officer	University of Benin
Planning Assistant (Educational)	University of Lagos
Public Relations Officer	University of Ibadan
Senior Systems Designer	University of Lagos
Systems Supervisor	University of Lagos
Student Affairs Officer	Ahmadu Bello University
Deputy Dean of Students	University of Nigeria, Nsukka
Procurement Editor, Publishing House	University of Ibadan
Editor-in-Chief, University Press	University of Nigeria, Nsukka
University Coach	Ahmadu Bello University
Senior Quantity Surveyor	Ahmadu Bello University
Chief Works Superintendent	Ahmadu Bello University
Senior Engineer	University of Benin
Executive Engineer	University of Benin
Senior Maintenance Officer	University of Ibadan
Estate Officer	University of Ibadan
Senior Engineer	University of Ife
Senior Electrical Engineer	University of Lagos
Senior Maintenance Officer	University of Lagos
Senior Executive Engineer	University of Lagos
Electronics Maintenance Engineer	University of Nigeria, Nsukka
Chief Engineer, Calabar Campus	University of Nigeria, Nsukka
Senior Agricultural Estate Manager	Ahmadu Bello University
Principal Experimental Officer	University of Ife
Principal Secretary to Vice-Chancellor	University of Nigeria, Nsukka
Senior Engineer	University of Ibadan
Senior Engineer	Ahmadu Bello University
Senior Project Engineer	Ahmadu Bello University

AHMADU BELLO UNIVERSITY

<i>Post Title</i>	<i>Grade Level</i>
Vice-Chancellor	17
¹ Director of a Major Institute	16
¹ Bursar	15
Chief Estate Engineer	14
Chief Medical Officer	14
¹ Librarian	15
¹ Professor	15
¹ Registrar	15
Senior Principal Research Fellow	14
Principal Medical Officer	13
Principal Research Fellow	13
Principal Tutor	13
¹ Reader	14
¹ Senior Lecturer	13
Senior Medical Officer	12
Senior Research Fellow	12
Senior Tutor	12
Assistant Chief Accountant	11
Lecturer I	11
Project Engineer	11
Research Fellow I	11
Senior Assistant Registrar	11
Senior Engineer	11
Senior Quantity Surveyor	11
Senior Sub-Librarian	11
Tutor I	11
Assistant Registrar I	10
Chief Technician	10
Chief Technologist	10
Engineer I	10
Lecturer II	10
Medical Officer	10
Quantity Surveyor I	10
Research Fellow II	10
Senior Accountant	10
Sub-Librarian I	10
Tutor II	10

¹ Commission Grading Decision.

Appendix 2 (c) 2—continued

Post Title	Grade Level
*Chief Stores Officer	10
*Catering Officer I	10
*Hall Officer I	10
Accountant I	09
†Assistant Lecturer	09
Assistant Registrar II	09
†Assistant Research Fellow	09
Engineer II	09
Quantity Surveyor II	09
Superintending Technician	09
Superintending Technologist	09
Sub-Librarian II	09
Workshop Superintendent	09
*Senior Stores Officer	09
*Catering Officer II	09
*Halls Officer II	09
*Senior Technologist	09
Senior Technician	09
Accountant II	08
Administrative Officer	08
Assistant Librarian	08
Data Processing Controller I	08
Engineer (entry level)	08
†Graduate Assistant	08
Personal Secretary I, II	08
Senior Assistant Programmer	08
Senior Assistant Technician	08
Senior Assistant Transport Officer	08
Senior Assistant Works Superintendent	08
Senior Library Assistant I	08
Technician	08
Technologist	08
*Stores Officer I, II	08
*Catering Officer III, IV	08
Halls Officer III, IV	08
*Master Book-Binder	08
*Administrative Assistant I	08
*Assistant Hall Administrator I	08
Senior Assistant Security Officer	08
*Health Inspector I	08
*Catering Superintendent	08

* We recommend that jobs asterisked be examined with particular care as it is possible that the work actually being performed may not justify or substantiate the level indicated and should be placed in a lower grade pending more thorough evaluation.

† Assistant Lecturer title requires clarification. At grade level 09 the position requires that the individual possess at least a Master's degree or equivalent relevant experience and demonstrable teaching or research ability beyond that required to obtain a Master's degree. Such jobs may be titled Assistant Lecturer or Assistant Research Fellow.

Graduates who do not possess these qualifications will be graded at 08 level and retitled to Graduate Assistant, Research Assistant Instructor or similar title.

<i>Post Title</i>	<i>Grade Level</i>
Junior Secretary I	07
Personal Secretary III, IV	07
Administrative Assistant II	06
Assistant Accountant	06
Assistant Hall Administrator	06
Assistant Programmer	06
Assistant Security Officer	06
Assistant Stores Officer	06
Assistant Technician	06
Assistant Works Superintendent	06
Catering Supervisor I	06
Community Nurse	06
Data Processing Controller II	06
Foreman	06
Health Inspector II	06
Instructor II	06
Junior Secretary II	06
Senior Book-Binder	06
Senior Clerk	06
Senior Library Assistant II	06
Senior Medical Records Clerk	06
Senior Welfare Assistant II	06
Staff Midwife	06
Staff Nurse	06
Catering Supervisor II	05
Domestic Warden	05
Head Fireman	05
Head Telephone Operator	05
Hospital Warden	05
Junior Programmer	05
Matron	05
Senior Agricultural Field Assistant	05
Senior Artisan/Assistant Foreman	05
Senior Driver Mechanic	05
Senior Health Assistant	05
Senior Plant Operator Mechanic	05
Senior Storekeeper	05
Senior Technical Assistant	05
Senior Tractor Driver-Mechanic	05
Stenographer I	05
Agricultural Field Assistant I	04
Artisan I	04
Book-Binder I	04
Clerk I	04
Clinic Assistant I	04
Computer Operator I	04
Craftsman I	04
Dark Room Assistant I	04
Dental Hygienist I	04
Draughtsman I	04

Appendix 2 (e) 2—continued

<i>Post Title</i>	<i>Grade Level</i>
Driver I	04
Driver-Mechanic I	04
EEG Recordist I	04
Electrocardiographer I	04
Head Cook	04
Head Porter	04
Health Assistant I	04
Health Assistant I (Rural)	04
Laboratory Assistant I	04
Library Assistant I	04
Limbfilling Assistant I	04
Mechanic I	04
Medical Equipment Technical Assistant I	04
Occupational Therapy Assistant I	04
Photographic Assistant I	04
Physiotherapy Assistant I	04
Senior Typist	04
Stenographer II	04
Storekeeper I	04
Studio Assistant I	04
Technical Assistant I	04
Welfare Assistant I	04
Agricultural Field Assistant II, III	03
Artisan II, III	03
Assistant Fireman	03
Book Binder II, III	03
Chainman	03
Clerk II, III	03
Clinic Assistant II, III	03
Computer Operator II, III	03
Cook I	03
Craftsman II, III	03
Dark Room Assistant II, III	03
Dental Hygienist II, III	03
Draughtsman II, III	03
Driver II, III	03
Driver-Mechanic II, III	03
E.E.G. Recordist II, III	03
Electrocardiographer II, III	03
Fireman	03
Head Barman	03
Head Gardener	03
Head Groundsman	03
Head Guard	03
Head Laundryman	03
Head Steward	03
Head Tailor/Seamstress	03

<i>Post Title</i>	<i>Grade Level</i>
Health Assistant II, III	03
Key Punch Operator	03
Laboratory Assistant I, II, III	03
Library Assistant II, III	03
Limbfitting Assistant II, III	03
Mechanic II, III	03
Medical Equipment Technical Assistant II, III	03
Occupational Therapy Assistant II, III	03
Photographic Assistant II, III	03
Physiotherapy Assistant II, III	03
Plant Operator II, III	03
Porter	03
Receptionist	03
Rural Health Assistant II, III	03
Seamstress/Tailor	03
Storekeeper II, III	03
Studio Assistant II, III	03
Swimming Pool Operator	03
Technical Assistant II, III	03
Telephone Operator	03
Tractor Operator	03
Typist	03
Welfare Assistant II, III	03
Agricultural Recorder	02
Animal Attendant	02
Apprentice	02
Autoclave Attendant	02
Bar Attendant	02
Bindery Attendant	02
Boiler Attendant	02
Card Issuer	02
Caretaker	02
Clinic Attendant	02
Cook II, III	02
Crop Sprayer	02
Dark Room Attendant	02
Gardener	02
Gas Attendant	02
Generator Attendant	02
Ginnery Attendant	02
Groundsman	02
Headman	02
Herdsman	02
Home Attendant	02
Hospital Orderly/Maid	02
Laboratory Attendant	02
Laundryman	02
Library Attendant	02
Livestock Attendant	02

Appendix 2 (e) 2—continued

Post Title	Grade Level
Machine Room Attendant	02
Map Library Attendant	02
Medical Equipment Attendant	02
Messenger	02
Messenger/Cleaner	02
Mortuary Attendant	02
Mosquito Attendant	02
Nursery Attendant	02
Parks and Gardens Attendant	02
Plant Attendant	02
Produce Sale Attendant	02
Pump Attendant	02
Rest House Caretaker	02
Sewage Attendant	02
Shepherd	02
Stores Attendant	02
Studio Attendant	02
Swimming Pool Attendant	02
Telephone Attendant	02
Theatre/Anaesthetic Attendant	02
Thatcher	02
Ticket Collector	02
Ward Attendant	02
Waterworks Attendant	02
Cleaner	01
Gateman	01
Guard	01
Kitchen Attendant	01
Labourer	01
Mate	01
Milker	01
Steward	01

UNIVERSITY OF BENIN

<i>Post Title</i>	<i>Grade Level</i>
Vice-Chancellor	17
¹ Bursar	15
Chief Engineer	14
Director, Health Service	14
¹ Librarian	15
¹ Professor	15
¹ Registrar	15
¹ Associate Professor	14
Deputy Bursar	13
Deputy Chief Engineer	13
Deputy Director, Health Service	13
Deputy Librarian	13
Deputy Registrar	13
¹ Senior Lecturer	13
Senior Medical Officer	12
Lecturer I	11
Senior Accountant	11
Senior Assistant Registrar	11
Senior Engineer	11
Senior Sub-Librarian	11
*Supplies Officer	11
Accountant I	10
Assistant Registrar	10
Chief Laboratory Technologist	10
Engineer I	10
Lecturer II	10
Medical Officer	10
Sub-Librarian I	10
*Superintending Technologist	10
†Assistant Lecturer	09
Catering Officer	09
Maintenance Officer I	09
Nursing Superintendent	09
Senior Library Officer	09
Senior Nursing Sister/Officer	09
Senior Technical Officer	09
Senior Technologist	09
Sub-Librarian II	09
Superintending Technician	09
*Health Superintendent	09
*Senior Technician	09
*Higher Executive Officer	09
*Higher Technical Officer	09

¹ Commission Grading Decision.

† Should be split into two grades, with incumbents in the bottom half of the range going into the next grade lower.

Appendix-2 (e) 3—continued

Post Title	Grade Level
†Administrative Officer	09
†Pharmacist	09
†Accountant II	09
†Engineer II	09
Assistant Librarian	08
†Graduate Assistant	08
Library Officer I, II	08
Maintenance Officer II	08
Nursing Sister/Officer	08
Personal Secretary I	08
Secretary I	08
Senior Personal Secretary	08
Technician	08
Technologist	08
*Laboratory Supervisor	08
*Technical Officer	08
*Executive Officer I	08
*Domestic Warden I	08
Assistant Catering Officer	07
Assistant Maintenance Officer	07
Assistant Nursing Sister/Officer	07
Domestic Warden II	07
Executive Officer II	07
Personal Secretary II	07
Secretary II	07
Senior Assistant Technical Officer	07
Senior Public Health Inspector	07
Assistant Domestic Warden	06
Assistant Executive Officer	06
Assistant Security Officer	06
Assistant Technical Officer	06
Chief Clerk	06
Foreman	06
Head Book Binder	06
Senior Accounting or Audit Assistant	06
Senior Cashier	06
Senior Driver	06
Senior Driver/Mechanic	06
Senior Laboratory Assistant	06
Senior Library Assistant	06
Senior Security Officer	06
Staff Nurse	06
Accounts or Audit Assistant	05
Assistant Chief Clerk	05
Chef	05
Chief Porter	05
Head Mechanic	05

¹ Commission Grading Decision.

† Should be split into two grades, with incumbents in the bottom half of the range going into the next grade lower.

Appendix—2 (c) 3—continued

Master Baker	05
Passages and Customs	05
Senior Accounting Machine Operator	05
Senior Chief Cook	05
Senior Chief Steward	05
Stenographer I, II	05
Accounting Clerk I	04
Accounting Machine Operator I	04
Artisan I	04
Audit Clerk I	04
Book-Binding Assistant I	04
Cashier	04
Chief Baker	04
Chief Cook	04
Chief Steward	04
Clerk I	04
Clerk Typist I	04
Craftsman I	04
Dispensary Assistant I	04
Dispensary Attendant (Dresser)	04
Draughtsman I, II	04
Driver I	04
Field Overseer I	04
Head Baker	04
Head Cook	04
Head Chainman	04
Head Porter	04
Laboratory Assistant I	04
Library Assistant I	04
Linesman I	04
Mechanic I	04
Patrol Inspector	04
Reprography Assistant I	04
Stenographer III	04
Storekeeper I	04
Typist I	04
Accounts Clerk III, II	03
Artisan III, II	03
Audit Clerk III, II	03
Accounting Machine Operator III, II	03
Baker I	03
Book-Binding Assistant III, II	03
Chainman	03
Clerical Assistant	03
Clerk Typist III, II	03
Clerk III, II	03
Cook I	03
Craftsman, III, II	03
Dispensary Assistant II, III	03
Dispensary Attendant (Dresser) II, III	03
Draughtsman	03

Appendix 2 (e) 3—continued

Driver III, II	03
Field Overseer II	03
Head Gardener	03
Head Messenger	03
Head Steward	03
Head Zoo Attendant	03
Laboratory Assistant III, II	03
Library Assistant III, II	03
Linesman III, II	03
Mechanic III, II	03
Patrolman I	03
Porter	03
Reprography Assistant III, II	03
Senior Headman	03
Storekeeper III, II	03
Stores Assistant	03
Telephone Operator	03
Timekeeper	03
Typist III, II	03
Baker II, III	02
Bindery Attendant	02
Caretaker	02
Cook II, III	02
Groundsman	02
Head Cleaner	02
Headman	02
Laboratory Attendant	02
Library Attendant	02
Patrolman III, II	02
Sewage Attendant	02
Telephone Attendant	02
Cleaner	01
Cookmate	01
Junior Store Attendant	01
Kitchen Attendant	01
Labourer	01
Steward	01
Waiter/Waitress	01

UNIVERSITY OF IBADAN		Grade Level
Post Title		
Vice-Chancellor	.. .. .	17
¹ Bursar	.. .. .	15
Chief Engineer	.. .. .	14
Director, Adult Education and Extra-Mural Departments	.. .. .	14
Director, University Health	.. .. .	14
¹ Librarian	.. .. .	15
¹ Professor	.. .. .	15
¹ Registrar	.. .. .	15
Deputy Bursar	.. .. .	13
Deputy Chief Engineer	.. .. .	13
Deputy Director, Adult Education and Extra-Mural Departments	.. .. .	13
Deputy Director, University Health	.. .. .	13
Deputy Librarian	.. .. .	13
Deputy Registrar	.. .. .	13
¹ Reader	.. .. .	14
¹ Senior Lecturer	.. .. .	13
Senior Medical Officer	.. .. .	12
Lecturer I	.. .. .	11
Senior Accountant	.. .. .	11
Senior Assistant Registrar	.. .. .	11
Senior Engineer	.. .. .	11
Senior Sub-Librarian	.. .. .	11
*Senior Maintenance Officer	.. .. .	11
*Farm Manager	.. .. .	11
Accountant I	.. .. .	10
Assistant Registrar	.. .. .	10
Engineer I	.. .. .	10
Lecturer II	.. .. .	10
Medical Officer	.. .. .	10
Principal Superintending Technologist	.. .. .	10
Principal Superintending Technician	.. .. .	10
Sub-Librarian I	.. .. .	10
*Maintenance Officer	.. .. .	10
*Estate Officer	.. .. .	10
§Catering Officer	.. .. .	10
Administrative Officer I	.. .. .	09
†Assistant Lecturer	.. .. .	09
Chief Draughtsman	.. .. .	09
Nursing Superintendent	.. .. .	09
Pharmacist I	.. .. .	09
Senior Extra-Mural Organizer	.. .. .	09

¹ Commission Grading Decision.

*We recommend that jobs asterisked be examined with particular care as it is possible that the work actually being performed may not justify or substantiate the level indicated and should be placed in a lower grade pending more thorough evaluation.

§ Should be split into two grades, with incumbents in the bottom half of the range going into the next grade lower.

† Assistant Lecturer title requires clarification. At grade level 09 the position requires that the individual possess at least a Master's degree or equivalent relevant experience and demonstrable teaching or research ability beyond that required to obtain a Master's degree. Such jobs may be titled Assistant Lecturer or Assistant Research Fellow.

Senior Health Visitor/Officer	09
Senior Library Officer	09
Senior Nursing Sister/Officer	09
Senior Technical Officer	09
Sub-Librarian II	09
Superintendent Technician	09
Superintendent Technologist	09
*Health Superintendent	09
*Domestic Superintendent	09
*Senior Technician	09
*Senior Technologist	09
*Higher Technical Officer	09
*Senior Draughtsman	09
*Higher Executive Officer	09
*Higher Officer (Accounts)	09
*Senior Departmental Secretary	09
*Official Reporter	09
*Cafeteria Manager	09
*Senior Assistant Maintenance Officer	09
*Senior Assistant Estate Officer	09
§Accountant II	09
§Engineer II	09
Administrative Officer II	08
Assistant Catering Officer	08
Assistant Librarian	08
Departmental Secretary I, II	08
Extra-Mural Organizer	08
†Graduate Assistant	08
Health Visitor/Officer	08
Library Officer	08
Nursing Sister/Officer	08
Pharmacist II	08
Public Health Superintendent	08
Secretary I	08
Senior Demonstrator (Visual Aids)	08
Senior Machine Room Supervisor	08
Senior Workshop Supervisor	08
Technician	08
Technologist	08
*Technical Officer	08
*Assistant Domestic Superintendent	08
*Laboratory Supervisor	08
*Executive Officer	08
*Executive Officer (Accounts)	08
*Chief Storekeeper	08

*We recommend that jobs asterisked be examined with particular care as it is possible that the work actually being performed may not justify or substantiate the level indicated and should be placed in a lower grade pending more thorough evaluation.

§ Should be split into two grades, with incumbents in the bottom half of the range going into the next grade lower.

† Assistant Lecturer title requires clarification. At grade level 09 the position requires that the individual possess at least a Master's degree or equivalent relevant experience and demonstrable teaching or research ability beyond that required to obtain a Master's degree. Such jobs may be titled Assistant Lecturer or Assistant Research Fellow.

Assistant Nursing Officer/Sister	07
Demonstrator (Visual Aids)	07
Domestic Warden	07
Machine Room Supervisor II	07
Secretary I	07
Senior Assistant Technical Officer	07
Senior Public Health Inspector	07
Workshop Supervisor I	06
Assistant Domestic Warden	06
Assistant Executive Officer	06
Assistant Library Officer	06
Assistant Security Officer	06
Assistant Technical Officer	06
Chief Clerk	06
Chief Zookeeper	06
Community Nurse	06
Extra-Mural Organiser II	06
Foreman	06
Foreman Printer	06
Head Book-Binder	06
Machine Room Supervisor II	06
Public Health Inspector	06
Senior Accounting or Audit Assistant	06
Senior Assistant Artist	06
Senior Cashier	06
Senior Driver-Mechanic	06
Senior Experimental Animal Attendant I	06
Senior Laboratory Assistant I	06
Senior Proof-Reader	06
Staff Nurse	06
Superintending Driver	06
Telephone Supervisor	06
Workshop Supervisor II	06
Accounting or Audit Assistant	05
Assistant Chief Clerk	05
Assistant Foreman	05
Assistant Photographer	05
Bus Driver I	05
Caterpillar Driver I	05
Chef	05
Chief Porter	05
Customs and Passages Assistant	05
Food Storekeeper I	05
Head Mechanic	05
Head Storekeeper	05
Head Telephone Operator	05
Head Zookeeper	05
Master Baker	05

<i>Post Title</i>	<i>Grade Level</i>
Library Assistant II, III	03
Linesman II, III	03
Mechanic II, III	03
Museum Assistant II, III	03
Patrolman I	03
Photographing Assistant II, III	03
Porter	03
Printing Assistant II, III	03
Road Overseer II	03
Sanitary Assistant	03
Senior Headman	03
Senior Mosquito Scout	03
Senior Rodent Inspector	03
Storekeeper II, III	03
Stores Assistant	03
Technical Assistant II, III	03
Telephone Operator	03
Timekeeper	03
Tractor Driver II, III	03
Typist	03
Zookeeper II, III	03
Baker	02
Bindery Attendant	02
Caretaker	02
Cook	02
Craftsman Apprentice	02
Dairy Attendant	02
Field Staff-in-Training	02
Gardener	02
Head Cleaner	02
Headman	02
Laboratory Attendant	02
Library Attendant	02
Linen Maid	02
Livestock Attendant	02
Messenger	02
Mosquito Scout	02
Patrolman II, III	02
Photographing Attendant	02
Power Station Attendant	02
Printing	02
Rodent Inspector	02
Sewage Attendant	02
Store Attendant	02
Telephone Attendant	02
Trainee Mechanic	02

Appendix 2 (e) 4—continued

Post Title										Grade Level
Washerman	..	..	..	..	..	..	..	..	..	02
Zoo Attendant	..	..	..	..	..	..	..	..	..	02
Cleaner	..	..	..	..	..	..	..	..	..	01
Estate Worker	..	..	..	..	..	..	..	..	..	01
Junior Store Attendant	..	..	..	..	..	..	..	..	..	01
Kitchen Attendant	..	..	..	..	..	..	..	..	..	01
Labourer	..	..	..	..	..	..	..	..	..	01
Steward	..	..	..	..	..	..	..	..	..	01
Waiter/Waitress	..	..	..	..	..	..	..	..	..	01

Post Title	IFE	Grade Level
Vice-Chancellor	17
¹ Bursar	15
Chief Medical Officer	14
Estate Manager	14
¹ Librarian	15
¹ Professor	15
¹ Registrar	15
Deputy Bursar	13
Deputy Librarian	13
Deputy Registrar	13
¹ Reader	14
Senior Medical Officer	13
¹ Senior Lecturer	13
Senior Research Fellow	12
Medical Officer†	12
Lecturer I	11
Principal Experimental Officer	11
Research Fellow I	11
Senior Accountant	11
Senior Assistant Registrar	11
Senior Engineer	11
Senior Sub-Librarian	11
Assistant Registrar I	10
Accountant I	10
Engineer I	10
Examination Secretary	10
Lecturer II	10
Research Fellow II	10
Senior Experimental Officer	10
Staff Officer I	10
Sub-Librarian I	10
Farm Manager*	10
Maintenance Officer I*	10
Warden*	10
Accountant II	09
Assistant Lecturer†	09
Assistant Registrar II	09
Catering Officer	09
Engineer II	09
Experimental Officer	09
Higher Library Officer	09
Junior Research Fellow†	09
Security Officer	09
Senior Assistant Technician I	09
Senior Assistant Technician II	09
Senior Executive Officer	09
Senior Health Superintendent	09

* Commission Grading Decision.

<i>Post Title</i>	<i>Grade Level</i>
Senior Library Officer	09
Staff Officer II	09
Sub-Librarian II	09
Superintending Technician	09
Domestic Bursar*	09
Higher Executive Officer*	09
Maintenance Officer II (above bar)*	09
Senior Technician*	09
Administrative Officer†	09
Agricultural Superintendent	08
Animal Health Superintendent	08
Assistant Accountant	08
Assistant Catering Officer	08
Assistant Experimental Officer	08
Assistant Librarian	08
Graduate Assistant‡	08
Health Superintendent	08
Higher Agricultural Superintendent	08
Library Officer	08
Maintenance Officer II (below bar)	08
Nursing Sister	08
Personal Secretary I	08
Senior Assistant Technician	08
Senior Machine Room Supervisor	08
Senior Nursery Supervisor	08
Technician	08
Assistant Domestic Bursar*	08
Assistant Maintenance Officer*	08
Executive Officer*	08
Radiographer*	08
Assistant Nursing Superintendent	07
Assistant Nursing Sister	07
Engineer (entry level)	07
Housekeeper	07
Machine Room Supervisor I	07
Personal Secretary II	07
Senior Agricultural Assistant	07
Senior Public Health Inspector	07
Staff Officer III	07
Surveyor I	07
Domestic Bursar II*	07
Agricultural Assistant I	06
Animal Health Assistant	06
Architectural/Planning Assistant	06
Assistant Domestic Warden	06
Assistant Executive Officer	06
Assistant Health Superintendent	06
Assistant Personal Secretary	06
Assistant Technician	06

Appendix 2 (c) 5—continued

Post Title	Grade Level
Catering Supervisory	06
Chief Clerk	06
Chief Furniture Clerk	06
Chief Postal Clerk	06
Foreman	06
Foreman Binder	06
Foreman Printer	06
Machine Room Supervisor II	06
Nursery Supervisory	06
Public Health Inspector I	06
Senior Audit Assistant	06
Senior Accounting Assistant	06
Senior Laboratory Assistant I	06
Senior Library Assistant I	06
Staff Nurse	06
Superintending Driver	06
Superintending Mechanic	06
Surveyor II	06
Telephone Supervisor	06
Accounting Assistant	05
Assistant Foreman	05
Audit Assistant	05
Bus Driver I	05
Chief Porter	05
Head Driver	05
Head Mechanic	05
Head Storekeeper	05
Head Telephone Operator	05
Head Zookeeper	05
Senior Chief Cook	05
Senior Chief Steward	05
Senior Clerk	05
Senior Clerk Typist	05
Senior Driver-Mechanic	05
Senior Furniture Clerk	05
Senior Library Assistant II	05
Senior Postal Clerk	05
Senior Proof Reader	05
Stenographer I, II	05
Accounts Clerk I	04
Artisan I	04
Assistant Head Mechanic	04
Audit Clerk I	04
Book-Binding Assistant I	04
Bus Driver II	04
Chargeman	04
Chief Baker	04
Chief Cook	04
Chief Steward	04
Clerk I	04
Clerk Typist I	04

Post Title	Grade Level
Craftsman I	04
Dispensing Assistant I	04
Dispensary Attendant (Dresser) I..	04
Draughtsman I	04
Driver I	04
Driver/Mechanic I ..	04
Field Staff I	04
Field Overseer I	04
Furniture Clerk I ..	04
Greenhouse Assistant I	04
Head Cook ..	04
Head Key Punch Operator	04
Head Porter	04
Head Sanitary Assistant	04
Health Inspector I	04
Laboratory Assistant I	04
Library Assistant I	04
Linesman I	04
Livestock Assistant I	04
Mechanic I ..	04
Museum Assistant I	04
Photo-copying Assistant I ..	04
Plant Curator I	04
Postal Clerk I	04
Printing Assistant I..	04
Proof Reader	04
Road Overseer I	04
Senior Porter	04
Senior Typist	04
Senior Laboratory Assistant II	04
Senior Zookeeper ..	04
Stenographer III	04
Storekeeper I	04
Tractor Driver I	04
Typist I ..	04
Zookeeper I	04
Accounts or Audit Clerk III, II	03
Assistant Curator ..	03
Assistant Furniture Clerk ..	03
Assistant Postal Clerk	03
Artisan III, II	03
Book-Binding Assistant II, III	03
Chief Groundsman	03
Clerk III, II	03
Cook I	03
Craftsman III, II	03
Dispensary Attendant (Dresser) II, III	03
Dispensing Assistant II, III	03
Draughtsman II	03
Draughtsman III, II	03

Appendix 2 (e) 5—continued

Post Title	Grade Level
Driver III, II	03
Field Overseer II	03
Field Staff II, III	03
Furniture Clerk III, II	03
Gardener (Biological Sciences)	03
Green House Assistant II	03
Head Animal Attendant	03
Head Caretaker	03
Head Field Attendant	03
Head Gardener	03
Head Messenger	03
Head Nursery Attendant	03
Head Patrolman	03
Head Plantation Attendant	03
Head Steward	03
Head Washerman	03
Head Watchman	03
Health Inspector III, II	03
Health Inspector II	03
Junior Trainee Technician	03
Key Punch Operator	03
Laboratory Assistant, II III	03
Library Assistant III, II	03
Library Attendant I	03
Linesman II, III	03
Livestock Assistant II	03
Machine Operator	03
Museum Assistant II	03
Mechanic II, III	03
Office Assistant	03
Overseer, Labourer, Cleaner	03
Patrol Supervisor	03
Patrolman I	03
Photo-copying Assistant III, II	03
Plant Attendant II	03
Plant Attendant I	03
Plant Curator II	03
Porter	03
Postal Clerk III, II	03
Printing Assistant III, II	03
Road Overseer III, II	03
Road Overseer II	03
Sanitary Assistant	03
Senior Mosquito Scout	03
Store Assistant	03
Storekeeper III, II	03
Timekeeper	03
Telephone Operator	03
Typist II	03
Tractor Driver III, II	03

<i>Post Title</i>	<i>Grade Level</i>
Zookeeper II, III	03
Animal Attendant	02
Assistant Porter	02
Assistant Timekeeper	02
Caretaker	02
Cook II, III	02
Field Attendant	02
Gardener	02
Greenhouse Attendant	02
Hatchery Attendant	02
Head Cleaner	02
Headman	02
Incinerator Attendant	02
Laboratory Attendant	02
Library Attendant III, II	02
Linen Maid	02
Livestock Attendant	02
Messenger	02
Mosquito Scout	02
Museum Attendant	02
Nursery Attendant	02
Nursery Maid/Helper	02
Plantation Attendant	02
Plant Collector	02
Plant Attendant III	02
Patrolman II, III	02
Power Mower Operator	02
Pump Attendant	02
Rodent Catcher	02
Rodent Inspector	02
Sewage Farm Attendant	02
Telephone Attendant	02
Tradesman Apprentice	02
Washerman	01
Cleaner	01
Trainee Cook	01
Trainee Steward	01
Sanitation Labourer	01
Steward	01
Watchman	01

UNIVERSITY OF NIGERIA, NSUKKA

Post Title	Grade Level
Vice-Chancellor	17
¹ Bursar	15
Chief Engineer	14
Chief Medical Officer	14
¹ Librarian	15
¹ Professor	15
¹ Registrar	15
University Architect	14
Chief Accountant	13
Dean of Students	13
Deputy Chief Engineer	13
Deputy Librarian	13
Deputy Registrar	13
Executive Assistant to Vice-Chancellor	13
Principal Administrative Officer	13
Principal Assistant Bursar	13
¹ Reader	14
Senior Medical Officer	13
Medical Officer	12
¹ Senior Lecturer	13
Senior Tutor Prospector	12
Assistant Chief Engineer	11
Assistant Coordinator in Extension Services	11
Deputy Dean of Students	11
Editor-in-Chief	11
Electronic Maintenance Engineer	11
Internal Auditor	11
Lecturer I	11
Personnel Officer	11
Senior Assistant Bursar	11
Senior Assistant Registrar	11
Senior Coordinator Extra Mural	11
Senior Sub-Librarian	11
Tutor Prospector I	11
*Principal Secretary to Vice-Chancellor	11
Assistant Bursar I	10
Assistant Dean of Students	10
Assistant Personnel Officer I	10
Assistant Registrar I	10
Curator I	10
Editor I	10
Engineer	10
Institute Secretary I	10
Lecturer II	10
Principal Technologist	10
Production Manager, University Press	10
Senior Accountant	10

¹ Commission Ranking Revision.

<i>Post Title</i>	<i>Grade Level</i>
Senior Maintenance Officer I	10
Sub-Librarian I	10
Supervisory Technician	10
Tutor Prospector	10
*Farm Manager	10
*Manager, Catering Services	10
*Optician I	10
*Security Officer I	10
*Soil Crop Analyst,	10
*Superintendent Technologist	10
Accountant	09
Administrative Officer I	09
Assistant Bursar II	09
Assistant Dean of Students II	09
†Assistant Lecturer	09
Assistant Personnel Officer II	09
Assistant Registrar II,	09
Assistant to Director (Archaeology)	09
Curator II	09
Building Manager	09
Business Manager	09
Deputy Production Manager, University Press	09
Editor II	09
Estate Officer	09
Head Medical Illustration	09
Institute Secretary II	09
†Junior Research Fellow	09
Landscape Manager	09
Maintenance Officer	09
Manageress, Guest House	09
Nursing Superintendent	09
Optician II	09
Press Engineer	09
Principal Library Assistant	09
Security Officer II	09
Senior Assistant Accountant	09
Senior Medical Laboratory Technician	09
Senior Maintenance Officer II	09
Senior Nursing Sister	09
Senior Pharmacist	09
Senior Technical Officer	09
Senior Technologist	09
Sub-Librarian II	09
University Coach	09
*Deputy Catering Manager	09
*Health Superintendent	09
*Higher Executive Officer	09
Administrative Officer II	08
Assistant Accountant	08
Assistant Coach	08

Appendix-2 (e) 6—continued

Post Title	Grade Level
Assistant Farm Manager	08
Assistant Librarian	08
Assistant Maintenance Officer	08
Camera Operator	08
Confidential Secretary I	08
Engineer (entry level)	08
†Graduate Assistant	08
Layout Artist	08
Library Supervisor	08
Medical Laboratory Technician	08
Medical Artist	08
Nursing Sister	08
Personal Secretary I	08
Pharmacist	08
Physiotherapist	08
Press Superintendent	08
Sanitary Superintendent	08
Senior Laboratory Technician	08
Technologist	08
*Accountant Machine Supervisor	08
*Assistant Catering Manager	08
*Cashier/Paymaster	08
*Executive Officer	08
*Housemother	08
*Radiographer	08
*Sales/Advertising Assistant	08
*Senior Draughtsman	08
*Stores Officer	08
*Technical Officer	08
Building Supervisor	07
Confidential Secretary II	07
Landscape Supervisor	07
Personal Secretary II	07
*Assistant Security Officer	07
*Senior Proof Reader	07
Accounting Assistant (Senior)	06
Assistant Executive Officer	06
Assistant Landscape Supervisor	06
Assistant Medical Artist	06
Assistant Medical Laboratory Technologist	06
Assistant Medical Photographer	06
Assistant Sanitary Superintendent	06
Assistant Technical Officer	06
Camerman (movie)	06
Chief Clerk	06
Embalmer Mortician	06

Post Title	Grade Level
Foreman	06
Installation Inspector	06
Kitchen Supervisor	06
Laboratory Supervisor	06
Laboratory Technician	06
Mail Supervisor	06
Midwife	06
Senior Library Assistant	06
Staff Nurse	06
Statistical Assistant	06
Y.F.C. Extension Supervisor	06
Accounting Assistant	05
Assistant Foreman	05
Catering Supervisor	05
Chief Porter	05
Dining Room/Bar Supervisor	05
Draughtsman I	05
Head Artisan	05
Head Binder	05
Head Blacksmith/Welder	05
Head Cabinet Maker	05
Head Carpenter	05
Head Electrician	05
Head Mason	05
Head Mechanic	05
Head Painter	05
Head Plumber	05
Head Signwriter	05
Head Telephone Operator	05
Head Zookeeper	05
Housekeeper	05
Maintenance Supervisor	05
Patrol Supervisor	05
Senior Driver	05
Senior Stores Assistant	05
Stenographer I	05
Technician I	05
Accounting Machine Operator	04
Accounts Clerk I	04
Agricultural Assistant I	04
Ambulance Driver	04
Artisan I	04
Assistant Housekeeper	04
Assistant Patrol Supervisor	04
Binder I	04
Bindery Assistant I	04
Blacksmith/Welder I	04
Carpenter I	04
Chargeman	04
Chief Cook	04

Appendix-2 (e) 6—continued

Post Title	Grade Level
Chief Steward	04
Clerk I	04
Clerk/Typist I	04
Craftsman I	04
Draughtsman II	04
Driver I	04
Electrician I	04
Head Baker	04
Head Cook	04
Head Patrolman	04
Head Porter	04
Laboratory Assistant I	04
Library Assistant I	04
Linesman I	04
Mason I	04
Mechanic I	04
Office Equipment Mechanic I	04
Painter I	04
Photographer	04
Plumber I	04
Printer I	04
Printing Assistant I	04
Printing Operator I	04
Proof Reader	04
Sanitary Inspector I	04
Senior Typist	04
Signwriter I	04
Statistical Clerk I	04
Stock Verifier	04
Storekeeper I	04
Stores Assistant I	04
Stenographer II	04
Studio Assistant I	04
Sub-Postmaster	04
Technician II	04
Typesetter	04
Swimming Pool Supervisor	04
Accounts Clerk II	03
Accounting Machine Operator II	03
Agricultural Assistant II, III	03
Archaeological Assistant	03
Artisan III, II	03
Assistant Stock Verifier	03
Assistant Sub-Postmaster	03
Assistant Zookeeper	03
Baker I	03
Binder II, III	03
Bindery Assistant II, III	03
Blacksmith/Welder III, II	03

<i>Post Title</i>	<i>Grade Level</i>
Botanical Assistant	03
Carpenter III, II	03
Cash Receiver	03
Cleaning Gardener	03
Cleaning Groundsman	03
Cleaning Supervisor	03
Clerk III, II	03
Clerk/Typist III, II	03
Clerical Assistant	03
Compound Supervisor	03
Cook I	03
Craftsman III, II	03
Demonstrator (Curator) Gymnasium	03
Dispensary Attendant	03
Driver III, II	03
Electrician II, III	03
Faultsman	03
Field Meteorological Assistant	03
Field Overseer	03
Fishery Attendant	03
Graphic Artist	03
Head Barman	03
Head Butcher	03
Head Messenger	03
Head Sewage Farm Attendant	03
Head Steward	03
Laboratory Assistant II, III	03
Library Assistant II, III	03
Life Guard	03
Linesman II, III	03
Machine Operator	03
Mason II, III	03
Mechanic II, III	03
Meteorological Attendant	03
Meter Reader	03
Office Equipment and Mechanic II, III	03
Offset Machine Operator	03
Painter II, III	03
Patrolman I	03
Photocopy/Library Assistant	03
Plantation Assistant	03
Plumber II, III	03
Porter	03
Postal Agent	03
Power Station Operator	03
Printer II, III	03
Printing Assistant II, III	03
Printing Operator II, III	03
Projectionist	03
Pumpman	03

Appendix-2 (e) 6—continued

Post Title	Grade Level
Receptionist	03
Reservation Clerk	03
Sanitary Inspector II, III	03
Sanitation Assistant	03
Seamstress	03
Signwriter II, III	03
Statistical Clerk II	03
Storekeeper II, III	03
Stores Assistant II, III	03
Studio Assistant II, III	03
Telephone Operator	03
Timekeeper	03
Tool and Materials Storekeeper	03
Typist	03
Accommodation Attendant	02
Animal Caretaker	02
Audio-Visual Attendant	02
Baker II, III	02
Barman	02
Bindery Apprentice	02
Boiler Attendant	02
Butcher	02
Caretaker	02
Checker	02
Cook II, III	02
Darkroom Attendant	02
Engine Attendant	02
Equipment Attendant	02
Gardener	02
Greaser	02
Greenhousekeeper	02
Greenhouse Attendant	02
Groundsman	02
Head Cleaner	02
Head Labourer	02
Headman	02
Health Attendant	02
Herbarium Attendant	02
Herdsmen	02
Kitchen Assistant	02
Laboratory Attendant	02
Library Attendant	02
Locker Room Attendant	02
Machine Cleaner	02
Meat Chopper	02
Messenger	02
Museum Attendant	02
Patrolman II, III	02
Press Attendant	02
Pump Attendant	02

<i>Post Title</i>	<i>Grade Level</i>
Sewage Farm Attendant	02
Site Attendant	02
Stores Attendant	02
Studio Attendant	02
Teaching Aids Attendant	02
Tools/Equipment Attendant	02
Ward Attendant	02
Workshop and Laboratory Cleaner	02
Workshop Tools and Implement Attendant	02
Cleaner	01
Counter Maid	01
Livestock Nightguard	01
Night-watchman	01
Steward-Labourer	01
Stores Labourer-Mate	01
Watchman-Kitchen Helper	01

UNIVERSITY OF LAGOS

Post Title	Grade Level
Vice-Chancellor	17
¹ Bursar	15
Chief Engineer	14
Director Health Services	14
¹ Professor	15
¹ Registrar	15
¹ University Librarian	15
¹ Associate Professor	14
College Secretary	13
Deputy Bursar	13
Deputy Chief Engineer	13
Deputy Director, Health Services	13
Deputy Registrar	13
Deputy University Librarian	13
¹ Senior Lecturer	13
Senior Medical Officer	12
Senior Lecturer	12
Lecturer I	11
Research Fellow I	11
Senior Accountant	11
Senior Assistant Registrar	11
Senior Engineer	11
Senior Librarian	11
Senior Tutor	11
Accountant	10
Assistant Registrar I	10
Engineer I	10
Lecturer II	10
Librarian I	10
Medical Officer	10
Principal Superintending Technologist	10
Research Fellow II	10
Tutor I	10
Catering Officer	10
Accountant II	09
Administrative Officer I, II	09
†Assistant Lecturer	09
Assistant Registrar II	09
Headmistress, Staff School	09
†Junior Research Fellow	09
Senior Estate Superintendent	09
Librarian II	09
Senior Health Sister	09
Senior Technical Officer	09

¹ Commission Ranking Decision.

Post Title	Grade Level
Superintending Technician	09
Superintending Technologist	09
*Assistant Maintenance Officer	09
*Higher Executive Officer	09
*Higher Technical Officer	09
*Senior Technician	09
*Senior Technologist	09
]Engineer II	09
]Pharmacist	09
Assistant Tutor	08
Administrative Assistant	08
Administrative Officer III	08
Administrative Officer IV	08
Assistant Accountant	08
Assistant Librarian	08
Cartographer/Graphic Artist	08
Deputy Headmistress, Staff School	08
Estate Superintendent	08
†Graduate Assistant	08
Health Sister	08
Health Superintendent	08
Personal Secretary I	08
Principal Field Assistant	08
Principal Library Assistant	08
†Research Assistant	08
Technician	08
Technologist	08
Telephone Maintenance Supervisor	08
Tutor II	08
Secretary I	08
Senior Housekeeper	08
*Assistant Catering Officer	08
*Executive Officer	08
*Security Officer	08
*Technical Officer	08
Assistant Health Sister	07
Computer Technician	07
Domestic Warden	07
Housekeeper	07
Laboratory Supervisor I	07
Personal Secretary II	07
Secretary II	07
Senior Assistant Technical Officer	07
Senior Catering Assistant	07
Assistant Artist	06
Assistant Domestic Warden	06
Assistant Executive Officer	06

Appendix-2 (c) 7—continued

Post Title	Grade Level
Assistant Housekeeper	06
Assistant Personal Secretary	06
Assistant Technical Officer	06
Chief Clerk	06
Head Driver	06
Kitchen Supervisor	06
Laboratory Supervisor II	06
Senior Library Assistant I	06
Staff Nurse	06
Accounting or Audit Assistant	05
Assistant Chief Clerk	05
Assistant Foreman	05
Assistant Photographer	05
Bus Driver I	05
Chief Porter	05
Customs and Passages Clerk	05
Head Carpenter	05
Head Mason	05
Head Motor Mechanic	05
Head Painter	05
Head Storekeeper	05
Head Telephone Operator	05
Senior Clerk	05
Senior Committee Clerk	05
Senior Driver	05
Senior Library Assistant II	05
Stenographer I	05
Accounts or Audit Clerk	04
Artisan I	04
Book-Binding Assistant I	04
Bus Driver II	04
Cashier	04
Catering Assistant	04
Chargeman	04
Chief Baker	04
Clerk I	04
Craftsman I	04
Draughtsman I	04
Dispensary Attendant (Dresser) I	04
Driver I	04
Field Overseer I	04
Field Staff I	04
Food Storekeeper II	04
Head Laboratory Assistant	04
Head Cook	04
Health Inspector I	04
Head Porter	04
Head Chainman	04
Laboratory Assistant I	04
Library Assistant I	04
Linesman I	04

<i>Post Title</i>	<i>Grade Level</i>
Machine Operator I	04
Mechanic I	04
Osteological Assistant I	04
Photo-copying Assistant I	04
Photographic Assistant I	04
Printing Assistant I	04
Road Overseer I	04
Stationer Storekeeper	04
Senior Sales Assistant	04
Stenographer II	04
Storekeeper I	04
Survey Assistant	04
Technical Assistant I	04
Tractor Driver I	04
Typist I	04
Wireman I	04
Accounting or Audit Clerk III, II	03
Armature/Coil Winder	03
Artisan, II, III	03
Artist Assistant	03
Assistant Food Storekeeper	03
Baker I	03
Binding Assistant III, II	03
Chainman	03
Clerical Assistant	03
Clerk III, II	03
Clerk/Typist III, II	03
Clinical Assistant	03
Cook I	03
Craftsman III, II	03
Dispensary Attendant (Dresser) II, III	03
Draughtsman III, II	03
Driver III, II	03
Engineering Assistant III, II	03
Field Assistant	03
Field Laboratory Assistant	03
Field Overseer III, II	03
Fisheries Artisan	03
Guest House Assistant	03
Head Gardner	03
Head Groundsman	03
Head Messenger	03
Head Overseer II	03
Head Playing Field Assistant	03
Head Steward	03
Head Washerman	03
Health Assistant	03
Health Inspector III, II	03
Junior Sales Assistant	03
Laboratory Assistant II, III	03

Appendix-2 (c) 7—continued
Post Title

	<i>Grade Level</i>
Library Assistant III, II	03
Linesman III, II	03
Machine Operator III, II	03
Mechanic III, II	03
Museum Keeper	03
Osteological Assistant II, III	03
Park Overseer	03
Patrolman I	03
Pharmacy Assistant II, III	03
Photocopying Assistant II, III	03
Photographic Assistant II, III	03
Porter	03
Postal Assistant	03
Printing Assistant III, II	03
Road Overseer II	03
Scooter Dispatch Rider	03
Senior Library Attendant	03
Senior Stores Attendant	03
Storekeeper II, III	03
Stores Assistant	03
Telephone Operator	03
Timekeeper	03
Tracer	03
Tractor Driver III, II	03
Typist III, II	03
Baker II, III	03
Binery Attendant	03
Caretaker	03
Committee Attendant	03
Cook II, III	02
Craftsman Apprentice	02
Gardener	02
Groundsman	02
Headman	02
Head Labourer	02
Health Attendant	02
Head Cleaner	02
Junior Stores Assistant	02
Laboratory Attendant	02
Library Attendant	02
Linen Maid	02
Nursing Orderly	02
Museum Attendant	02
Messenger	02
Patrolman, II, III	02
Playing Field Attendant	02
Photocopy Attendant	02
Office Attendant	02
Printing Attendant	02
Stores Attendant	02
Telephone Attendant	02

<i>Post Title</i>										<i>Grade Level</i>
Washerman	..	..	..	..	..	..	..	..	..	02
Watchman I, II	..	..	..	..	..	..	..	..	..	02
Cleaner	..	..	..	..	..	..	..	..	..	01
Conservancy Labourer	..	..	..	..	..	..	..	..	..	01
Cookmate	..	..	..	..	..	..	..	..	..	01
Junior Stores Attendant	..	..	..	..	..	..	..	..	..	01
Kitchen Attendant	..	..	..	..	..	..	..	..	..	01
Labour General Head	..	..	..	..	..	..	..	..	..	01
Steward	..	..	..	..	..	..	..	..	..	01
Watchman III	..	..	..	..	..	..	..	..	..	01
Washer Up	..	..	..	..	..	..	..	..	..	01

Appendix-2 (f)

COLLEGE OF SCIENCE AND TECHNOLOGY, PORT HARCOURT

Post Title	Grade Level
Rector	15
Bursar	14
Chief Estate Engineer	14
Chief Medical Officer	14
Chief Planning Officer	14
Librarian	14
Professor/Director/Head of Department	14
Registrar	14
Deputy Bursar/Chief Accountant	13
Deputy Chief Estate Engineer	13
Deputy Chief Medical Officer	13
Deputy Chief Planning Officer	13
Deputy Librarian	13
Deputy Registrar	13
Personnel Officer	13
Principal Lecturer	13
Deputy Chief Personnel Officer	11
Senior Accountant	11
Senior Assistant Registrar	11
Senior Engineer	11
Senior Lecturer	11
Senior Medical Officer	11
Senior Sub-Librarian	11
Assistant Registrar, Grade I	10
Lecturer, Grade I	10
Medical Officer	10
Senior Assistant Personnel Officer	10
Senior Development Officer	10
Senior Pharmacist	10
Sub-Librarian, Grade I	10
Accountant, Grade I	09
Administrative Officer, Grade I	09
Assistant Personnel Officer	09
Catering Officer, Grade I	09
Chief Technician	09
Clerk of Works, Grade I	09
Development Officer, Grade I	09
Engineer, Grade I	09
Estate Officer	09
Hostel Officer, Grade I	09
Lecturer, Grade II	09
Pharmacist, Grade I	09
Stores Officer, Grade I	09
Accountant, Grade II	08
Administrative Officer, Grade II	08
Assistant Lecturer	08
Assistant Librarian	08
Assistant Personnel Officer, Grade II	08

<i>Post Title</i>	<i>Grade Level</i>
Assistant Registrar, Grade II	08
Catering Officer, Grade II	08
Catering Officer, Grade III	08
Clerk of Works, Grade II	08
Clerk of Works, Grade III	08
Development Officer	08
Engineer, Grade II	08
Estate Officer, Grade II	08
Estate Officer, Grade III	08
Hostel Officer, Grade II	08
Hostel Officer, Grade III	08
Nursing Sister, Grade I	08
Nursing Sister, Grade II	08
Personal Secretary, Grade I	08
Personal Secretary, Grade II	08
Personal Secretary, Grade III	08
Pharmacist, Grade II	08
Security Officer, Grade I	08
Security Officer, Grade II	08
Senior Technician	08
Stores Officer, Grade II	08
Stores Officer, Grade III	08
Sub-Librarian, Grade II	08
Superintendent Technician	08
Workshop Superintendent	08
Accountant, Grade III	07
Administrative Assistant	07
Administrative Officer, Grade III	07
Assistant Accountant	07
Assistant Engineer	07
Catering Officer, Grade IV	07
Clerk of Works, Grade IV	07
Estate Officer, Grade IV	07
Hostel Officer, Grade IV	07
Junior Assistant Personnel Officer	07
Junior Assistant Registrar	07
Junior Pharmacist	07
Junior Secretary	07
Security Officer, Grade III	07
Senior Library Assistants	07
Stores Officer, Grade IV	07
Technician	07
Assistant Catering Officer	06
Assistant Technical Officer	06
Houskeeper	06
Junior Secretary	06
Personal Secretary, Grade IV	06
Purchasing Officer	06
Staff Nurse	06
Accounting Assistant	05
Passages Officer	05
Senior Clerk	05

Appendix-2 (f) —continued

Post Title	Grade Level
Stenographer	05
Storekeeper	05
Workshop Foreman	05
Accounts Clerk	04
Audit Assistant	04
Clerk / Clerical Officer	04
Draughtsman	04
Head Cook	04
Library Assistant	04
Nursing Assistant	04
Passages Clerk	04
Storekeeper	04
Carpenter	03
Dispensary Assistant	03
Driver	03
Kitchen/Dining Hall Supervisor	03
Laboratory Assistant	03
Mason	03
Painter	03
Plumber	03
Porter	03
Receptionist	03
Security Sergeant	03
Stores Assistant	03
Telephone Operator	03
Typist	03
Welder	03
Animal House Attendant	02
Botanical Garden Attendant	02
Cook / Cooks Assistant	02
Library Attendant	02
Messenger	02
Stores Attendant	02
Washerman	02
Workshop Attendant	02
Cleaner	01
Farm Hand	01
Kitchen Attendant	01
Laboratory Attendant	01
Labourer	01
Security Guard	01
Steward Guard	01
Steward	01
Wardmaid	01

COLLEGE OF TECHNOLOGY, CALABAR

<i>Post Title</i>	<i>Grade Level</i>
Principal	15
Bursar	14
Head of Department	14
Librarian	14
Registrar	14
Principal Lecturer	13
College Engineer	11
Maintenance Engineer	11
Senior Accountant	11
Senior Assistant Registrar	11
Senior Lecturer	11
Senior Sub-Librarian	11
Lecturer, Grade I	10
Accountant, Grade I	09
Assistant Registrar	09
Industrial Coordinator	09
Lecturer, Grade II	09
Senior Technical Instructor	09
Sub-Librarian, Grade I	09
Accountant, Grade II	08
Assistant Lecturer	08
Assistant Librarian	08
Assistant Registrar, Grade II	08
Chief Security Officer	08
Senior Technician	08
Sub-Librarian, Grade II	08
Technical Instructor, Grade I	08
Confidential Secretary, Grade I	07
Domestic Warden	07
Executive Officer	07
Laboratory Technologist	07
Nursing Sister	07
Security Officer	07
Stores Officer	07
Technical Officer	07
Technician	07
Assistant Executive Officer	06
Assistant Laboratory Technologists	06
Assistant Stores Officer	06
Assistant Technical Officer	06
Audit Assistant	06
Chief Clerk	06
Head Storekeeper	06
Senior Library Assistant, Grades I, II, III	06
Senior Supervisor	06
Sports Coach	06
Staff Nurse	06
Stenographer	06

<i>Post Title</i>	<i>Grade Level</i>
Assistant Security Officer	05
Head Porter /Portress	05
Librarian Secretary	05
Stenographer	05
Storekeeper, Grades I, II, III	05
Clerical Officer	04
Draughtsman	04
Head Telephone Operator	04
Library Assistant	04
Senior Artisan	04
Typist, Grade III	04
Artisan	03
Assistant Clerical Officer	03
Laboratory Assistant	03
Motor Driver-Mechanic	03
Porter	03
Receptionist	03
Sports Assistant	03
Telephone Operator /Attendant	03
Typist, Grades I, II	03
Welder	03
Workshop Assistant	03
Gardener	02
Library Attendant	02
Machine Attendant	02
Messenger	02
Security Patrolmen	02
Stores Attendant	02
Workshop Attendant	02
Cleaner	01
Labourer	01

YABA COLLEGE OF TECHNOLOGY, LAGOS

<i>Post Title</i>	<i>Grade Level</i>
Principal	15
Head of Department	14
Registrar	14
Vice-Principal	14
Chief Accountant	13
Deputy Librarian	13
Senior Assistant Registrar	11
Senior Lecturer	11
Lecturer, Grade I	10
Lecturer, Grade II	09
Principal Technical Instructor	09
Assistant Lecturer	08
Assistant Librarian	08
Assistant Registrar	08
Catering Supervisor	08
Higher Executive Officer	08
Maintenance Officer	08
Personal Secretary	08
Senior Technical Instructor	08
Sub-Librarian	08
Assistant Catering Officer	07
Assistant Librarian	07
Confidential Secretary, Grade I	07
Confidential Secretary, Grade II	07
Executive Officer	07
Stores Officer	07
Technical Instructor	07
Warden	07
Assistant Executive Officer	06
Confidential Secretary, Grade III	06
Senior Library Assistant	06
Staff Nurse	06
Senior Motor Driver-Mechanic	05
Workshop Technician	05
Artisan, Grade I	04
Clerk, Grade I	04
Clerk, Grade II	04
Clerk, Grade III	04
Head Cook	04
Head Telephone Operator	04
Laboratory Assistant, Grade I	04
Laboratory Assistant, Grade II	04
Laboratory Assistant, Grade III	04
Library Assistant, Grade I	04
Library Assistant, Grade II	04
Library Assistant, Grade III	04
Motor Driver, Grade I	04
Senior Telephone Operator	04
Stenographer, Grade II	04
Storekeeper, Grade I	04
Storekeeper, Grade II	04

<i>Post Title</i>	<i>Grade Level</i>
Typist, Grade I	04
Workshop Assistant, Grade I	04
Workshop Assistant, Grade II	04
Workshop Assistant, Grade III	04
Artisan, Grade II	03
Bricklayer	03
Clerical Assistant	03
Clerk Typist, Grade II	03
Driver-Mechanic	03
Guard Supervisor	03
Hall Porter	03
Head Gardener	03
Head Steward	03
Head Messenger	03
Motor Driver, Grade II	03
Motor Driver, Grade III	03
Stores Assistant	03
Typist, Grade II	03
Typist, Grade III	03
Senior Cook Steward	03
Telephone Operator	03
Cooks	02
Head Cleaner	02
Head Watchman	02
Health Attendant	02
Library Attendant	02
Messenger	02
Sanitary Workers	02
Telephone Attendant	02
Washerman	02
Workshop Attendant	02
Cleaners	01
Laboratory Assistant	01
Stewards	01
Watchman	01

THE POLYTECHNIC, IBADAN

<i>Post Title</i>	<i>Grade Level</i>
Principal	15
Chief Engineer	14
Director of Health Services	14
Head of Department, Grades II and III	14
Secretary	14
Librarian	13
Accountant	11
Medical Officer	11
Senior Assistant Secretary	11
Senior Coordinator	11
Senior Lecturer	11
Lecturer, Grade I	10
Assistant Secretary, Grade I	09
Coordinator	09
Industrial Liaison Placement Officer	09
Institutional Studies Officer	09
Lecturer, Grade II	09
Maintenance Officer, Grade I	09
Senior Technical Instructor	09
Sub-Librarian, Grade I	09
Technological/Sociological Investigator	09
Assistant Accountant	08
Assistant Lecturer	08
Assistant Librarian	08
Assistant Secretary, Grade II	08
Higher Executive Officer	08
Instructor, Grade I	08
Maintenance Officer, Grade I	08
Personal Secretary, Grade I	08
Personal Secretary, Grade II	08
Pharmacist	08
Sports Coach	08
Sub-Librarian, Grade II	08
Technical Instructor, Grade I	08
Assistant Nursing Sister	07
Administrative Assistant	07
Confidential Secretary	07
Executive Officer	07
Instructor, Grade II	07
Laboratory Technician	07
Library Officer	07
Nursing Sister	07
Project Assistant	07
Project Technician	07
Studio Assistant	07
Technical Instructor	07
Technical Officer	07
Town Planning Assistant	07
Trainee Technical Information Officer	07
Accounting Assistants	06

<i>Post Title</i>	<i>Grade Level</i>
Assistant Domestic Warden, Grade I	06
Assistant Executive Officer	06
Assistant Laboratory Technician	06
Assistant Library Officer	06
Assistant Technical Officer	06
Draughtsman	06
Foreman	06
Housekeeper	06
Security Officer	06
Staff Nurse	06
Stenographer, Grade I	06
Trainee Audio Visual Technician	06
Accounts Clerk, Grade I	05
Artisan, Grade I	05
Audit Clerk	05
Clerk, Grade I	05
Head Driver, Grade I	05
Senior Library Assistant	05
Stenographer, Grade II	05
Storekeeper, Grade I	05
Tractor Driver	05
Workshop Assistant	05
Accounts Clerk, Grade II	04
Clerk, Grade II	04
Clerk Typist	04
Draughtsman, Grade II	04
Guest House Assistant	04
Head Cook	04
Head Porter	04
Library Assistant, Grade I	04
Storekeeper	04
Storekeeper, Grade II	04
Telephone Operator, Grade I	04
Typist, Grade I	04
Accounts Clerk, Grade III	03
Artisan, Grade II	03
Assistant Domestic Warden, Grade II	03
Audit Clerk, Grade III	03
Clerical Assistant	03
Clerk	03
Dispensary Assistant	03
Driver, Grade II	03
Driver, Grade III	03
Head Porter, Grade II	03
Laboratory Assistant	03
Laboratory Assistant, Grade I	03
Library Assistant, Grade II	03
Motor Mechanic	03
Office Assistant	03
Power Station Assistant	03
Porter, Grade I	03
Porter, Grade II	03

<i>Post Title</i>	<i>Grade Level</i>
Porter, Grade III	03
Stores Assistant	03
Telephone Operator	03
Typist, Grade II	03
Workshop Assistant, Grade II	03
Workshop Assistant, Grade III	03
Audio Visuals Attendant	02
Cook, Grade III	02
Groundman	02
Head Cleaner	02
Head Labourer	02
Laboratory Attendant	02
Library Attendant	02
Messenger/Attendant	02
Messenger/Cleaner	02
Power Station Attendant	02
Pump, House Attendant	02
Stores Attendant	02
Workshop Attendant	02
Cleaner	01
Dresser	01
Laboratory Attendant	01
Maids	01
Watchman	01

MID-WEST POLYTECHNIC, BENIN

<i>Post Title</i>	<i>Grade Level</i>
Director	15
Assistant Director	14
Head of Department	14
Secretary	14
Bursar	13
Deputy Secretary	13
Industrial Training/Placement Officer	13
Librarian	13
Principal Lecturer	13
Chief Accountant	11
Deputy Librarian	11
Senior Assistant Secretary	11
Senior Lecturer	11
Lecturer, Grade I	10
Senior Accountant	10
Senior Maintenance Officer	10
Assistant Secretary, Grade I	09
Lecturer, Grade II	09
Accountant	08
Assistant Librarian	08
Assistant Secretary, Grade II	08
Catering Officer	08
Lecturer, Grade III/Assistant Lecturer	08
Maintenance Officer	08
Sub-Librarian	08
Superintending Technician	08
Personal Secretary, Grade I	08
Assistant Maintenance Officer	07
Catering Superintendent	07
Executive Officer	07
Personal Secretary, Grade II	07
Personal Secretary, Grade III	07
Stores Officer	07
Technician	07
Assistant Executive Officer	06
Staff Nurse	06
Senior Storekeeper	05
Storekeeper, Grades III, II and I	04
Library Assistant	03
Porter	03

<i>Post Title</i>											<i>Grade Level</i>
Stores Assistant	..	..	..	..	..	..	..	..	..	..	03
Studio Assistant	..	..	..	..	..	..	..	..	..	..	03
Typist, Grades III, II and I	..	..	..	..	..	..	..	..	..	..	03
Cook	..	..	..	..	..	..	..	..	..	..	02
Library Attendant	..	..	..	..	..	..	..	..	..	..	02
Messenger	..	..	..	..	..	..	..	..	..	..	02
Cleaner	..	..	..	..	..	..	..	..	..	..	01
Steward	..	..	..	..	..	..	..	..	..	..	01
Watchman	..	..	..	..	..	..	..	..	..	..	01

NORTH-EAST COLLEGE OF ARTS AND SCIENCE, MAIDUGURI

<i>Post Title</i>	<i>Grade Level</i>
Principal	15
Registrar	14
Principal Lecturer	13
Bursar	12
Senior Lecturer	11
Senior Sub-Librarian	11
Administrative Officer, Grade II	09
Assistant Registrar, Grade II	09
Lecturer, Grade II	09
Accountant, Grade II	08
Assistant Lecturer	08
Estate Officer	08
Works Superintendent	08
Catering Officer, Grade II	07
Hall Officer, Grade II	07
Catering Officer, Grade II	07
Hall Officer, Grade II	07
Maintenance Officer, Grade II	07
Personal Secretary, Grade II	07
Technical Officer, Grade II	07
Tutor, Grade III	07
Administrative Assistant	06
Assistant Technical Officer	06
Catering Superintendent, Grade II	06
Senior Library Assistant	06
Staff Nurse I	06

INSTITUTE OF MANAGEMENT AND TECHNOLOGY, ENUGU

<i>Post Title</i>	<i>Grade Level</i>
Rector	15
Registrar	14
Senior Lecturer	11
Senior Sub-Librarian	11
Lecturer, Grade I	10
Lecturer, Grade II	09
Principal Technologist	09
Accountant	08
Administrative Officer	08
Assistant Lecturer	08
Auditor	08
Maintenance Officer	08
Senior Instructor	08
Senior Technologist	08
Confidential Secretary	07
Demonstrator	07
Executive Officer	07
Instructor	07
Technical Instructor	07
Technologist	07
Senior Clerical Officer	05
Stenographer	05
Laboratory Assistant	04
Library Assistant	04
Storekeeper	04
Technician	04
Workshop Assistant	04
Artisan	03
Clerk/Typist	03
Driver-Mechanic	03
Hall Porter	03
Dispensary Attendant	02
Gardener	02
Attendant	01
Security/Watchman	01
Unskilled Staff	01

CENTRE FOR MANAGEMENT DEVELOPMENT, LAGOS

<i>Post Title</i>	<i>Grade Level</i>
Director	15
Head of Division	14
Senior Consultant	14
Administrative Secretary	13
Consultant, Grade I	13
Librarian	13
Consultant, Grade II	11
Deputy Administrative Secretary	11
Deputy Librarian	11
Information Officer	11
Senior Accountant	11
Senior Assistant Secretary	11
Senior Management	11
Senior Management Development Officer	11
Senior Management Research Officer	11
Senior Statistician	11
Accountant, Grade I	10
Assistant Secretary, Grade I	10
Audio-Visual Officer, Grade I	10
Consultant, Grade III	10
Management Development Officer, Grade I	10
Management Research Officer, Grade I	10
Statistician, Grade I	10
Sub-Librarian, Grade I	10
Assistant Secretary, Grade II	09
Consultant, Grade IV	09
Management Development Officer, Grade II	09
Management Research Officer, Grade II	09
Accountant, Grade II	08
Administrative Officer	08
Assistant Accountant, Grade I	08
Assistant Consultant	08
Assistant Librarian	08
Assistant Librarian, Grade II	08
Audio-Visual Officer, Grade II	08
Management Information Officer, Grade II	08
Management Trainee	08
Research Assistant	08
Statistician, Grade II	08
Sub-Librarian, Grade II	08
Assistant Accountant, Grade II	07
Assistant Management Officer, Grade II	07
Audio-Visual Assistant, Grade II	07
Executive Officer	07
Library Officer	07
Personal Secretary, Grade II	07
Senior Technician/Statistical Assistant, Grade II	07
Assistant Executive Officer	06
Assistant Library Officer	06
Chief Clerk	06

<i>Post Title</i>	<i>Grade Level</i>
Stenographer, Grade I	06
Technician, Grade I	06
Senior Clerical Officer	05
Senior Driver-Mechanic	05
Stenographer, Grade II	05
Clerical Officer	04
Clerical Officer, Grade II	04
Clerk/Typist, Grade I	04
Head Driver..	04
Library Assistant, Grade I	04
Senior Driver-Mechanic, Grade I	04
Technician, Grade II	04
Technician, Grade III	04
Typist, Grade I	04
Clerk/Typist, Grade III	03
Driver-Mechanic	03
Driver-Mechanic, Grade II	03
Library Assistant, Grade II	03
Library Assistant, Grade III	03
Machine Operator, Grade I	03
Messenger, Grade I	03
Telephone Operator/Receptionist	03
Typist, Grade II	03
Gardener, Grades I and II	02
Machine Operator, Grades II and III	02
Messenger, Grades II and III	02
Cleaner, Grades I and II	01
Watchman, Grades I, II and III	01

ADMINISTRATIVE STAFF COLLEGE OF NIGERIA, LAGOS

<i>Post Title</i>	<i>Grade Level</i>
Director	15
Administrative Secretary	14
Deputy Secretary	13
Accountant	11
Executive Officer (Accounts)	07
Executive Officer (General Duties)	07
Personal Secretary, Grade II	07
Personal Secretary, Grade III	06

INDUSTRIAL TRAINING FUND, LAGOS

<i>Post Title</i>	<i>Grade Level</i>
Secretary	14
Accountant	13
Principal Programme Officer	13
Principal Training Officer	13
Senior Programme Officer	10
Senior Training Officer	10
Programme Officer, Grade I	09
Training Officer, Grade I	09
Administrative Officer	08
Inspectors	08
Programme Officer, Grade II	08
Training Officer, Grade II	08

Appendix 2 (g)-1

NATIONAL TEACHING SERVICE
PROPOSED COMMON GRADE STRUCTURE

<i>New Grade</i>		<i>Standard Teacher Service</i>			<i>Auxiliary Teacher Service</i>
13 (SA 3) †	..	Principal, Grade I	..	..	—
12 (SA 2) †	..	Principal, Grade II	..	..	—
		Vice-Principal, Grade I	..	..
11 (SA 1) †	..	Principal, Grade III	..	..	—
		Vice-Principal, Grade II			
		Senior Master, Grade I	..	..
10	..	Vice-Principal, Grade III	..	..	—
		Senior Master, Grade II	..	..
09	..	Master, Grade I	..	..	—
08	..	Master, Grade II	..	..	—
		*HM, Grade I	..	..
07	..	Master, Grade III	..	..	—
		*HM, Grade II	..	..	—
		Assistant *HM, Grade I	..	..
06	..	Teacher, Grade I	HM, Grade III	..	—
		Assistant *HM, Grade II	..	..	—
05	..	Teacher, Grade II	..	..	Auxiliary Teacher, Grade I
04	..	—			Auxiliary Teacher, Grade II
03	..	—			Auxiliary Teacher, Grade III
02	..	—			Auxiliary Teacher, Grade IV
01	..	—			Auxiliary Teacher, Grade V

† Grade levels 11, 12 and 13 are classified as SA 1, SA 2 and SA 3 respectively.

NATIONAL TEACHING SERVICE
CONVERSION TABLE FOR THE EXISTING STAFF IN GRANT-AIDED
VOLUNTARY AGENCY INSTITUTIONS

STANDARD TEACHER SERVICE

SECONDARY GRAMMAR/COMMERCIAL SCHOOLS/COMPREHENSIVE HIGH
SCHOOLS/TECHNICAL SCHOOLS AND TEACHER TRAINING COLLEGES

<i>Existing Structure Position</i>	<i>Proposed Structure job title</i>	<i>Grade Level</i>
—	Senior Master, Grade I	11
—	Senior Master, Grade II	10
Graduate teacher with teaching qualification plus 3 years post-qualification relevant teaching experience or without teaching qualification plus 4 years experience or with a second higher degree	} Master, Grade I	09
Graduate teacher with or without teaching qualification		
Well qualified non-graduate teachers ..	} Master, Grade II	08
N.C.E. (Technical)		
N.C.E. and other approved equivalent qualification		
Ordinary Diploma (Technical) of a Poly- technic	} Master, Grade III	07
Ordinary Diploma of a Polytechnic ..		
Other equivalent qualifications ..		
Primary Schools		
Teacher, Grade I	} Teacher, Grade I	06
Teacher, Grade IIA		
Teacher, Grade II		
	} Teacher, Grade II.. ..	05

<i>Existing Structure Position</i>	<i>Proposed Structure Job Title</i>	<i>New Grade Level</i>
AUXILIARY TEACHER SERVICE		
Higher School Certificate or Equivalent	Auxiliary Teacher, Grade I	05
Teacher, Grade II (Failed)	}	
Teacher, Grade III		
Specially Selected Uncertificated Teacher (C.S. Teacher) with S.75 or equivalent or with West African School Certificate or equivalent	Auxiliary Teacher, Grade II	04
Teacher, Grade III (Failed)	}	
Teacher, Grade IV		
Specially Selected Uncertificated Teacher (C.S. Teacher) with Secondary Modern Certificate or equivalent	Auxiliary Teacher, Grade III	03
Primary School Leaving Certificate	Auxiliary Teacher, Grade IV	01
Arabic Teacher, Grade I (Secondary Modern Certificate or S.75 or equivalent plus Arabic Teacher's Certificate)	Auxiliary Teacher, Grade III	03
Arabic Teacher, Grade II (Primary School Leaving Certificate plus Arabic Teacher's Certificate)	Auxiliary Teacher, Grade IV	02
Arabic Teacher, Grade III (without Second- ary Modern Certificate or S.75 or Primary School Leaving Certificate)	Auxiliary Teacher, Grade V	01

Note.—The non-teaching staff such as school matrons, typists, clerks, cooks, and gardeners are to be accorded the same gradings as their counterparts in the civil service.

NATIONAL TEACHING SERVICE

CONVERSION TABLE FOR THE EXISTING STAFF IN GOVERNMENT INSTITUTIONS

<i>Existing Structure Position</i>	<i>Proposed Structure Job Title</i>	<i>New Grade Level</i>
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STANDARD TEACHER SERVICE

SECONDARY GRAMMAR/COMMERCIAL SCHOOLS/COMPREHENSIVE HIGH SCHOOLS/
TECHNICAL SCHOOLS AND TEACHER TRAINING COLLEGES

Principal Education Officer, Group 7	}	Senior Master, Grade I 11
Principal Education Officer (Technical), Group 7		
Principal Technical Education Officer, Group 7		
Principal Adult Education Officer, Group 7		
Principal Woman Education Officer Group 7		
Principal Lecturer, Group 7	}	Senior Master, Grade II 10
Senior Education Officer, Group 8		
Senior Education Officer (Technical), Group 8		
Senior Technical Education Officer, Group 8		
Senior Adult Education Officer, Group 8		
Senior Woman Education Officer, Group 8	}	Master, Grade I 09
Senior Lecturer, Group 8		
Education Officer, Grade I, Scale A(U) or X		
Education Officer (Technical), Grade I, Scale A(U) or X		
Technical Education Officer, Grade I, Scale A(U)		
Adult Education Officer, Grade I, Scale A(U)	}	
Lecturer, Grade I, Scale A(U) or X		
Principal Assistant Education Officer, Group 8		
Principal Assistant Adult Education Officer, Group 8		
Principal Technical Instructor, Group 8		
Principal Technical/Trade Instructress, Group 8	}	
Education Officer, Grade II, Scale A		
Education Officer (Technical), Grade II, Scale A		
Technical Education Officer, Grade II, Scale A		
Adult Education Officer, Grade II, Scale A		
Lecturer, Grade II, Scale A	}	
Senior Assistant Education Officer, Scale C(E) 6		

Existing Structure Position	Proposed Structure Job title	New Grade Level		
Senior Assistant Adult Education Officer, Scale C(E) 6	} Master, Grade II 08			
Senior Technical Instructor/Instructress, Scale C(T) 6				
Senior Trade Instructor/Instructress, Scale C(E)/C(T) 6				
Assistant Education Officer, Grade I, Scale C(E) 5				
Higher Assistant Education Officer, Scale C(E) 5				
Higher Assistant Adult Education Officer, Scale C(E) 5				
Assistant Adult Education Officer, Grade I, Scale C(E) 5				
Higher Technical Instructor/Instructress, Scale C(T) 5				
Higher Trade Instructor/Instructress, Scale C(E)/C(T) 5				
Instructor, Grade I, Scale C(T)				
Assistant Education Officer, Grade II, Scale C(E) 2, 3, 4				
Assistant Education Officer, (Speech Therapist), Grade II, Scale C(T) 2, 3, 4				
Assistant Education Officer (Education Psychologist), Grade II, Scale C(T) 2, 3, 4				
Assistant Education Officer, (Occupational Therapist), Grade II, Scale C(T) 2, 3, 4				
Assistant Adult Education Officer, Grade II, Scale C(E) 2, 3, 4	} Master, Grade III 07			
Assistant Education Officer, Scale C(E) 2, 3, 4				
Assistant Education Officer (Physical Education), Grade II, Scale C(E) 2, 3, 4				
Assistant Education Officer (Domestic Science), Scale C(E) 2, 3, 4				
Physical Education Instructor, Scale C(E) 2, 3, 4				
Technical Instructor/Instructress, Scale C(T) 2, 3, 4				
Trade Instructor/Instructress Scale C(E)/C(T) 2, 3, 4				
Assistant Lecturer, Scale C(E)/C(T) 2, 3, 4				
} Assistant Technical Instructor/ Instructress, Scale C(T) 1, 2				

<i>Existing Structure Position</i>	<i>Proposed Structure Job Title</i>	<i>New Grade Level</i>
Assistant Trade Instructor/ Instructress, Scale C(E)/C(T) 1, 2	Teacher, Grade I	06
Senior Superintendent of Adult Education, Scale C(E) 1, 2		
Senior Adult Education Organizer, Scale C(E) 1, 2		
Assistant Domestic Science Organizer, Scale C(E) 1, 2		
Assistant Domestic Science Instructor, Scale C(T) 1, 2		
Assistant Education Officer (Physical Training), Scale C(E) 1, 2		
Senior Adult Education Officer, Scale D 4	Teacher, Grade II.. ..	05
Senior Superintendent of Adult Education/ Superintendent of Adult Education, Scale D 2, 3, 4		
<i>Primary Schools</i>		
Senior Teacher, Scale D 3/C(E) 1, 2	Teacher, Grade I	06
Teacher, Grade I, Scale D 3A, 4, 5A		
Teacher, Grade I, Scale D 3, 4, 5 ..		
Teacher, Grade I, Scale D 3A ..		
Teacher, Grade II, Scale D 1, 2, 3, 4, 5 or D 2, 3, 4, 5	Teacher, Grade II	05
Teacher, Grade IIA, Scale D 1, 2, 3		
Teacher, Grade II, Scale D 2, 3A ..		
Teacher, Grade II, Scale D 2, 3 ..		
Teacher, Grade II, Scale D 1, 2, 3 ..		

Appendix 2(g) 3--continued

Existing Structure Position	Proposed Structure Job Title	New Grade Level
AUXILIARY TEACHER SERVICE		
Higher School Certificate or equivalent ..	Auxiliary Teacher, Grade I ..	05
Arabic Teacher, Scale D 1, 2, 3 ..	} Auxiliary Teacher, Grade II ..	04
Senior Manual Training Instructor, Scale E 3 or E 4		
Manual Training Instructor, Scale E 1 (B & C) 3		
Manual Training Instructor, Scale D 1, 2, 3 }		
Adult Education Organiser, Scale F 1, 2, 3 }	} Auxiliary Teacher, Grade III ..	03
Handwork Assistant, Scale F 1, 2, 3		
Handwork Instructor, Scale F 1, 2, 3		
Assistant Headmaster, Scale F 1, 2, 3		
Imam Instructor, Scale F 2		
Imam Instructor, Scale F 1, 2, 3 ..	} Auxiliary Teacher, Grade IV ..	02
Islamic Teacher, Scale F 1, 2, 3 ..		
Handwork Instructor, Scale G 1, 2, 3		
Imam, Scale F 1		
Imam, Scale G 2, 3		

Note-The non-teaching staff such as school matrons, typists, clerks, cooks and gardeners are to be accorded the same gradings as their counterparts in the civil service.

**PROPOSED CLASSIFICATION OF DUTY POSITIONS OF
PRINCIPAL OF POST-PRIMARY INSTITUTION AND HEADMASTER
OF PRIMARY SCHOOL**

<i>Type of School or College Grade Level</i>	<i>Secondary Grammar Schools/Comprehensive High Schools</i>	<i>Secondary Modern Schools</i>	<i>Teacher Training Colleges (excluding those affiliated with Universities)</i>	<i>Technical and Vocational Schools and Trade Centres</i>	<i>Primary Schools</i>
13 (SA3)	21 classes and over	—	Full N.C.E. College	—	—
12 (SA2)	15 to 20 classes	—	Other Colleges and over	9 classes and over	—
11 (SA1)	14 classes and below	—	Other Colleges and below	8 classes and below	—
08	—	7 classes and over	—	—	18 classes and over
07	—	6 classes and below	—	—	7-17 classes
06	—	—	—	—	6 classes and below

Appendix 2 (h)

RANKS ASSIGNED TO SENIOR POSITIONS IN THE JUDICIARY
AS PROPOSED BY THE PUBLIC SERVICE REVIEW COMMISSION

SJ 7

¹ Judges, High Court	.. .. .	All States
¹ Deputy Grand Khadi	} Sharia Court of Appeal	Northern States
¹ Judge		

SJ 5

Chief Registrar, Supreme Court

SJ 4

Deputy Chief Registrar	.. .. .	Supreme Court
Chief Registrar	.. .. .	Federal Court of Appeal
Chief Registrar	.. .. .	Federal High Court
Chief Registrar, High Court	.. .. .	All States
Commissioners for Area Courts	.. .. .	Kwara State

SJ 3

Duputy Chief Registrar	.. .. .	Federal Court of Appeal
Deputy Chief Registrar, Federal High Court	.. .. .	East-Central State Division
Deputy Chief Registrar, Federal High Court	.. .. .	Lagos State Division
Deputy Registrar, Federal High Court	.. .. .	Mid-Western State Division
Deputy Chief Registrar, Federal High Court	.. .. .	Rivers State Division
Chief Registrar, Sharia Court of Appeal	.. .. .	North-Western State
Chief Magistrate	.. .. .	All States
Chief Customary Court President	.. .. .	Western State
Chief Inspector of Area Courts	.. .. .	North-Western State
Chief Inspector of Area Courts	.. .. .	Kano State

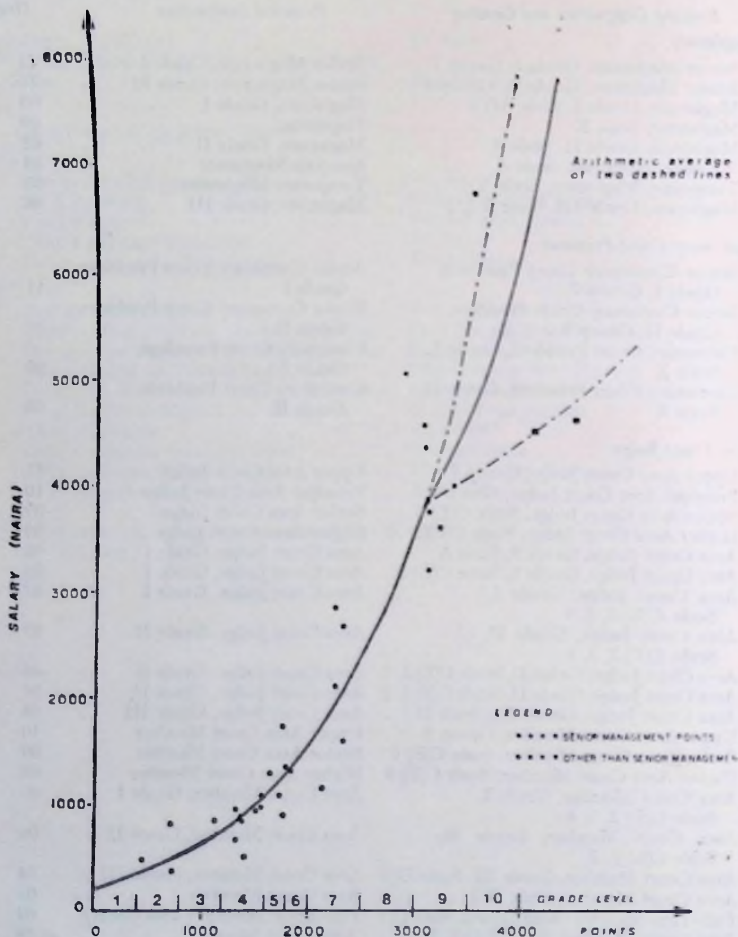
(¹) Commission Grading— To have top salary of N14,430

PROPOSED GRADE LEVELS FOR POSITIONS IN THE JUDICIARY

<i>Existing Designation and Grading</i>	<i>Proposed Designation</i>	<i>New Grade</i>
<i>Magistrate</i>		
Senior Magistrate, Grade I, Group 7 ..	Senior Magistrate, Grade I ..	11
Senior Magistrate, Grade II, Group 8 ..	Senior Magistrate, Grade II ..	10
Magistrate, Grade I, Scale A(U) ..	Magistrate, Grade I ..	09
Magistrate, Scale X ..	Magistrate ..	09
Magistrate, Grade II, Scale A ..	Magistrate, Grade II ..	08
Associate Magistrate, Scale A ..	Associate Magistrate ..	08
Temporary Magistrate, Scale A ..	Temporary Magistrate ..	08
Magistrate, Grade III, Scale B 1, 2 ..	Magistrate, Grade III ..	08
<i>Customary Court President</i>		
Senior Customary Court President, Grade I, Group 7	Senior Customary Court President, Grade I ..	11
Senior Customary Court President, Grade II, Group 8	Senior Customary Court President, Grade II ..	10
Customary Court President, Grade I, Scale X	Customary Court President, Grade I ..	09
Customary Court President, Grade II, Scale A	Customary Court President, Grade II ..	08
<i>Area Court Judge</i>		
Upper Area Court Judge, Group 7 ..	Upper Area Court Judge ..	11
Principal Area Court Judge, Group 8 ..	Principal Area Court Judge ..	10
Senior Area Court Judge, Scale C(E) 6 ..	Senior Area Court Judge ..	09
Higher Area Court Judge, Scale C(E) 5 ..	Higher Area Court Judge ..	08
Area Court Judge, Grade I, Scale A ..	Area Court Judge, Grade I ..	08
Area Court Judge, Grade I, Scale C(E) 5 ..	Area Court Judge, Grade I ..	08
Area Court Judge, Grade I, Scale C(E) 2, 3, 4	Area Court Judge, Grade I ..	07
Area Court Judge, Grade II, Scale C(E) 2, 3, 4	Area Court Judge, Grade II ..	07
Area Court Judge, Grade II, Scale C(E) 2, 3	Area Court Judge, Grade II ..	06
Area Court Judge, Grade II, Scale C(E) 1, 2	Area Court Judge, Grade II ..	06
Area Court Judge, Grade III, Scale D 3 ..	Area Court Judge, Grade III ..	04
Upper Area Court Member, Group 8 ..	Upper Area Court Member ..	10
Senior Area Court Member, Scale C(E) 6	Senior Area Court Member ..	09
Higher Area Court Member, Scale C(E) 5	Higher Area Court Member ..	08
Area Court Member, Grade I, Scale C(E) 2, 3, 4	Area Court Member, Grade I ..	07
Area Court Member, Grade II, Scale C(E) 1, 2	Area Court Member, Grade II ..	06
Area Court Member, Grade III, Scale D 3	Area Court Member, Grade III ..	04
Area Court Member, Scale D 3 ..	Area Court Member ..	04
Full-Time Member (Area Court), Scale D 3	Full-Time Member (Area Court)	04
Area Court Member, Scale F 1, 2, 3 ..	Area Court Member ..	04

Note.—See Appendix VI (b) in Volume II for positions above Level II.

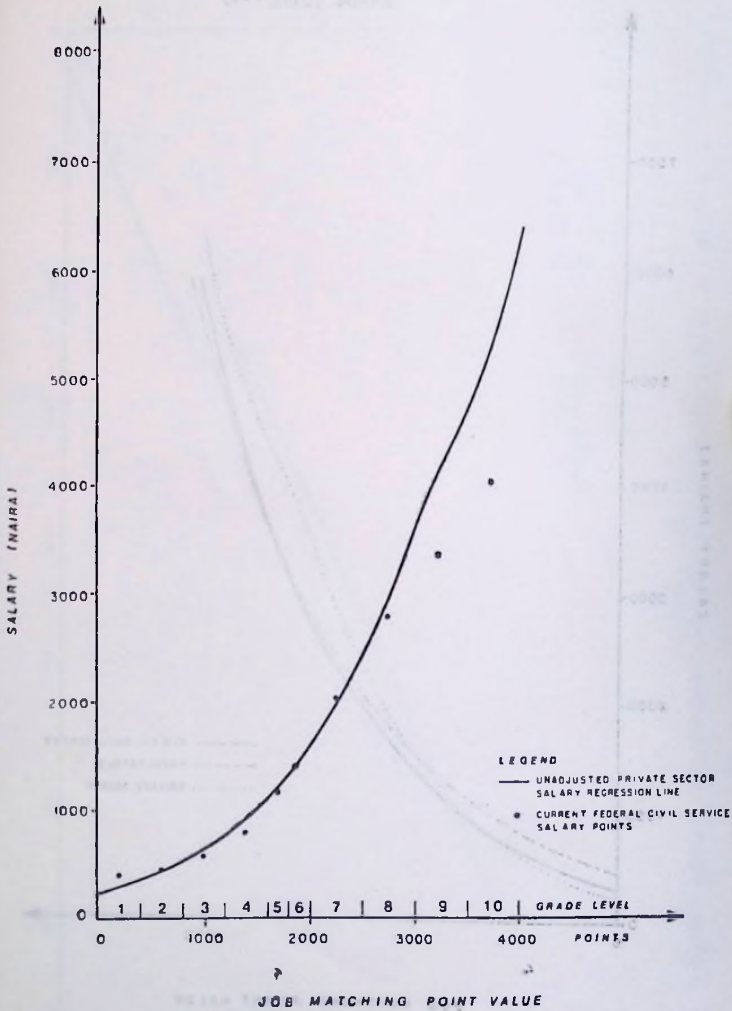
FIGURE 1 - PRIVATE SECTOR POINTS AND CORRESPONDING REGRESSION LINES



JOB MATCHING POINT VALUE

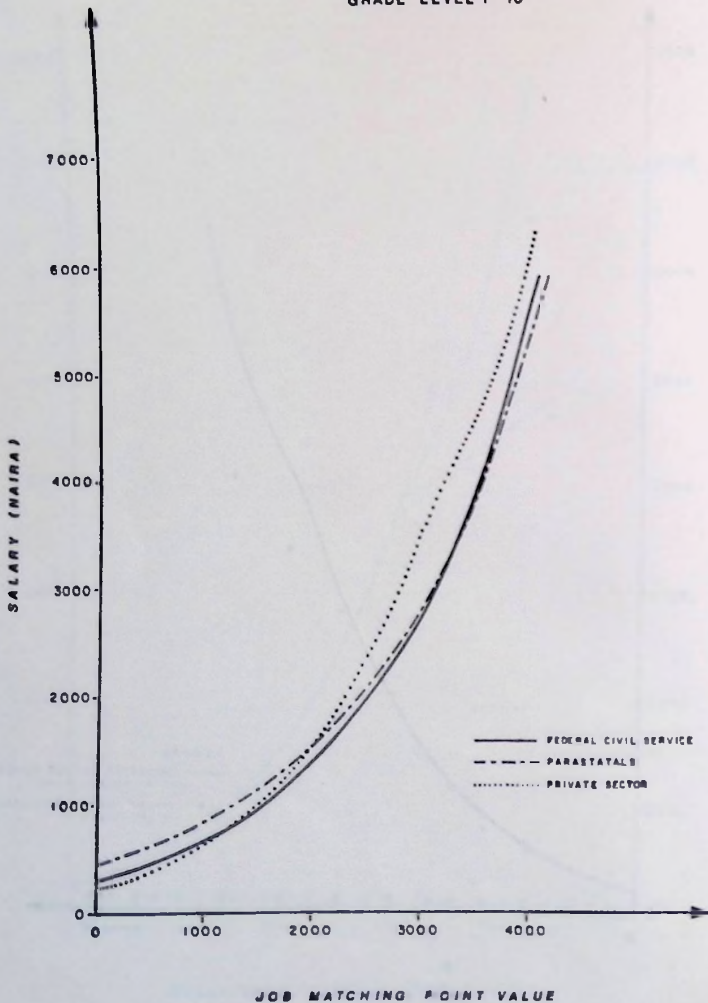
APPENDIX 3 - EXHIBIT 2

FIGURE 2 - COMPARISON OF PRIVATE SECTOR AND FEDERAL CIVIL SERVICE SALARIES GRADE LEVELS 1 - 10



APPENDIX 3 - EXHIBIT 3

FIGURE 3 - COMPARISON OF SALARY CURVES FOR THE FEDERAL CIVIL SERVICE, PARASTATALS & PRIVATE SECTOR GRADE LEVEL 1-10



APPENDIX 3 - EXHIBIT 4

FIGURE 4 - VALUE OF QUANTIFIABLE BENEFITS (NAIRA)

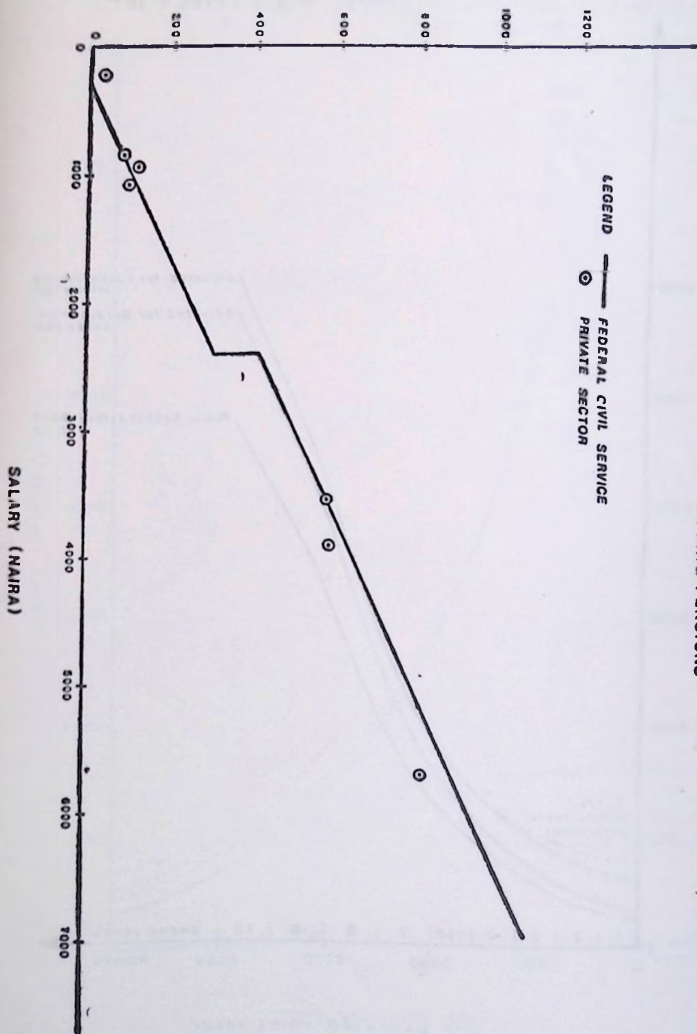
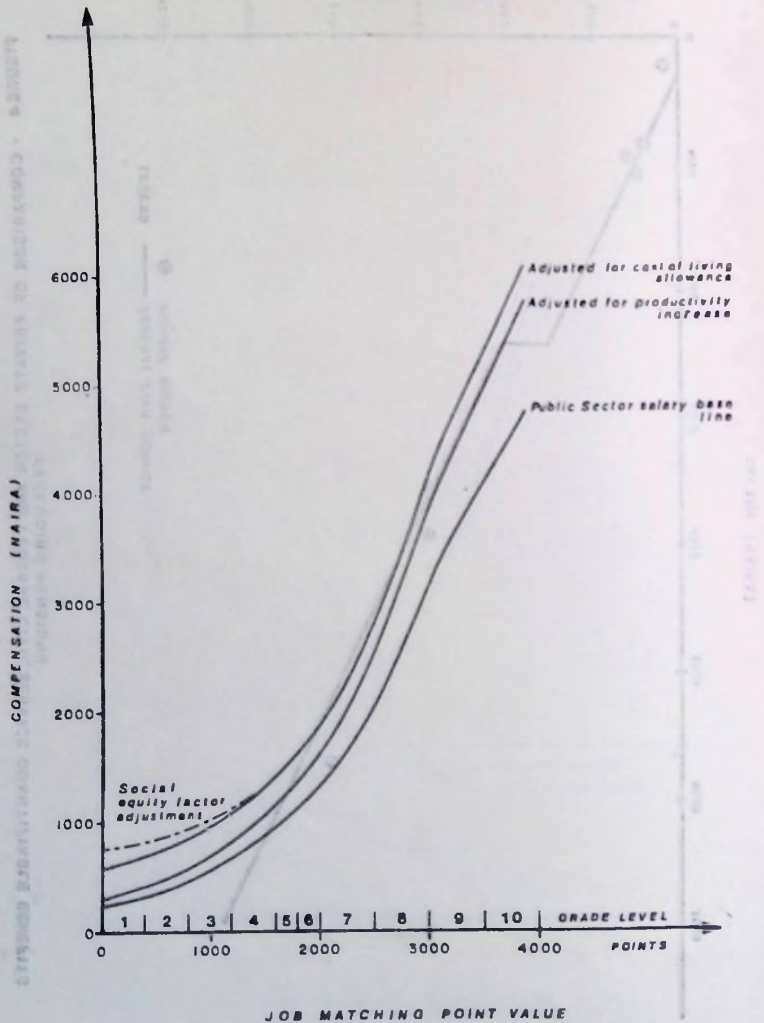


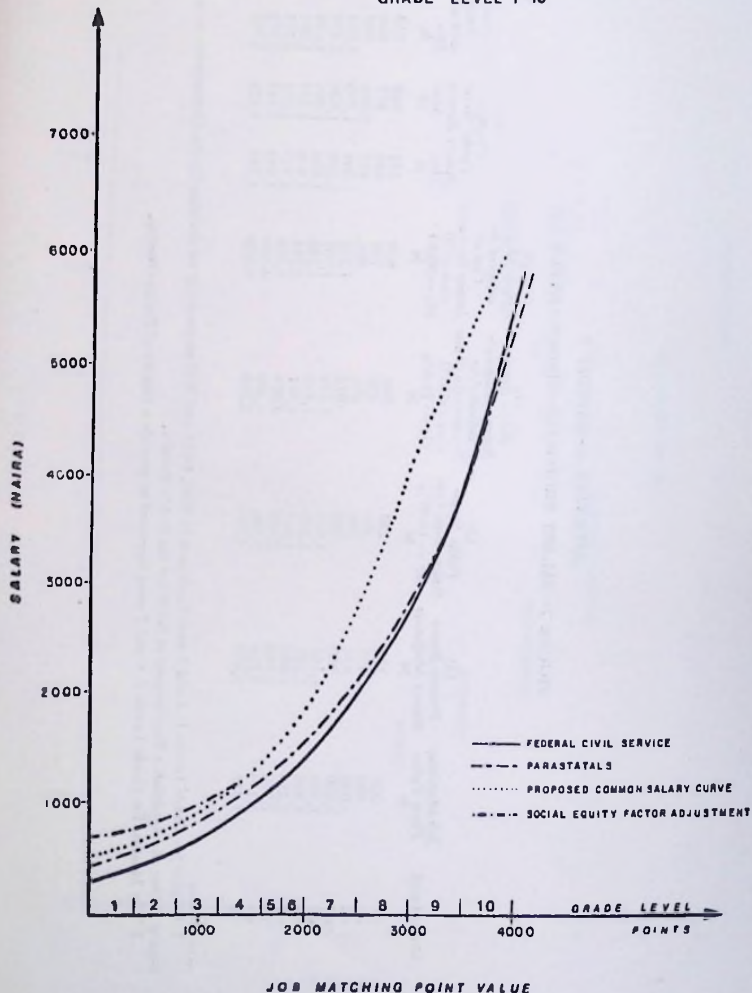
FIGURE 4 - COMPARISON OF PRIVATE SECTOR AND FEDERAL CIVIL SERVICE QUANTIFIABLE BENEFITS EXCLUDING PENSIONS

FIGURES 5 - DERIVATION OF ADJUSTED PUBLIC SECTOR SALARY CURVE - GRADE LEVEL 1-10



APPENDIX 3 - EXHIBIT 6

FIGURE 6 - COMPARISON OF CURRENT AND PROPOSED SALARY CURVES
FOR THE FEDERAL CIVIL SERVICE & PARASTATALS
GRADE LEVEL 1-10



APPENDIX 3—EXHIBIT 7
 FIGURE 7—SALARY PROPOSALS—GROUP LEVELS 1-10

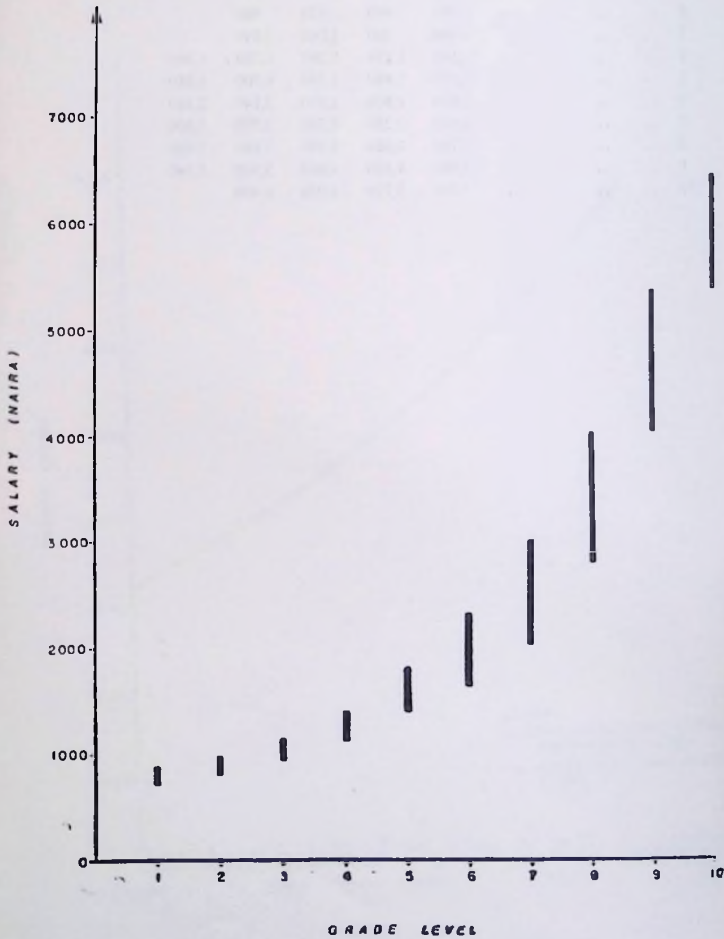
Grade Level	Job Matching Point Value N	(2) Private Sector Salary Midpoints		(3) Public Sector Salary Base Line		(4) Public Sector Salary Midpoints adjusted for Productivity gains since 1970-71		(5) Salary Midpoints adjusted for Cost of Living since 1970		(6) Proposed Public Sector Salary Ranges		(7) Public Sector Salary ranges with adjustments	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
01	200	322	280	340	620	551	689	720	858 ¹	720	858 ¹	720	858 ¹
02	600	453	394	479	759	689	857	900	968 ¹	857	968 ¹	857	968 ¹
03	1,000	639	556	676	956	857	1,094	900	1,137 ¹	1,094	1,137 ¹	900	1,137 ¹
04	1,400	900	783	952	1,212	1,094	1,370	1,094	1,370	1,094	1,370	1,094	1,370
05	1,700	1,163	1,011	1,229	1,509	1,370	1,624	1,370	1,624	1,370	1,624	1,370	1,624
06	1,900	1,381	1,201	1,460	1,740	1,624	1,995	1,624	1,995	1,624	1,995	1,624	1,995
07	2,250	1,864	1,621	1,971	2,251	1,995	2,777	1,995	2,777	1,995	2,777	1,995	2,777
08	2,750	2,860	2,487	3,024	3,304	2,777	3,572	2,777	3,572	2,777	3,572	2,777	3,572
09	3,250	4,124	3,586	4,360	4,640	3,572	5,145	3,572	5,145	3,572	5,145	3,572	5,145
10	3,750	5,457	4,744	5,769	6,050	5,145	6,428	5,145	6,428	5,145	6,428	5,145	6,428

1 Salaries for Grade Levels 1, 2 and 3 were increased by N69, N111 and N43 respectively on decision by the Commission to add a Social Equity Factor and establish a Base income of N720 for the Public Service.

2 The Maxims for Grade Levels 5, 6 and 7 were increased to provide a Degree of Range Overlap.

APPENDIX 3—EXHIBIT 8

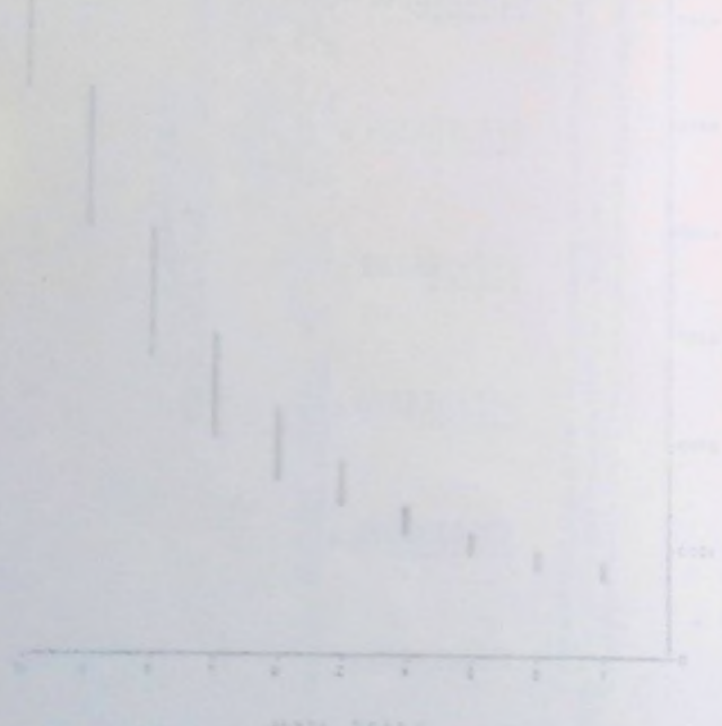
FIGURE 8 - PROPOSED SALARY RANGES FOR GRADE LEVELS 1 - 10



Appendix 3—Exhibit 9

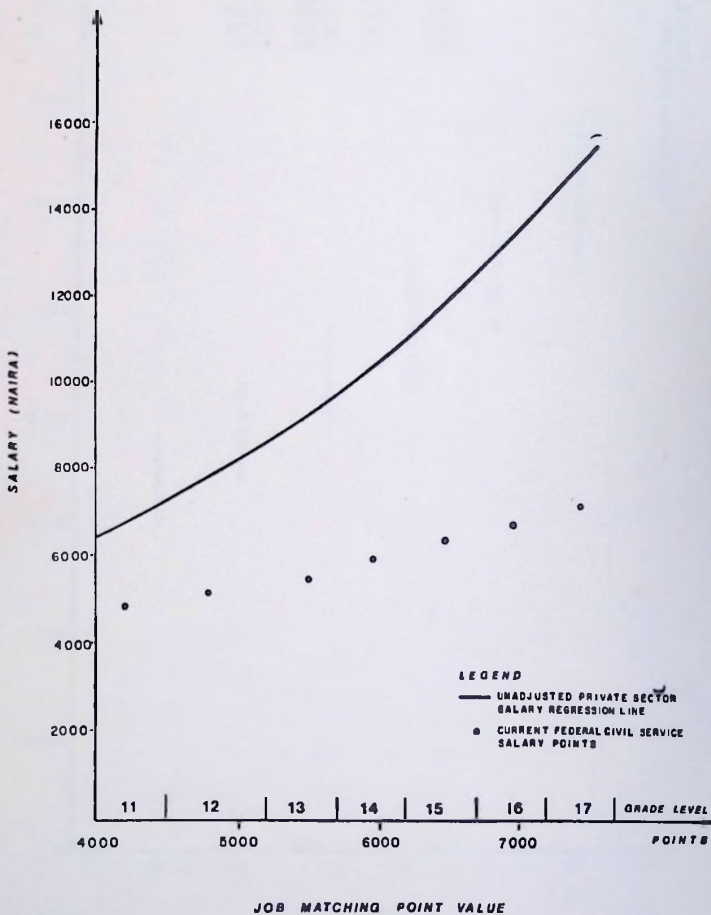
PROPOSED SALARY SCALES—GRADE LEVELS 1-10

Grade Level	N	N	N	N	N
1	720	770	820	870	
2	800	860	920	980	
3	900	980	1,060	1,140	
4	1,100	1,170	1,240	1,310	1,380
5	1,370	1,480	1,590	1,700	1,810
6	1,630	1,800	1,970	2,140	2,310
7	2,000	2,250	2,500	2,750	3,000
8	2,780	3,080	3,380	3,680	3,980
9	3,980	4,320	4,660	5,000	5,340
10	5,350	5,710	6,070	6,430	



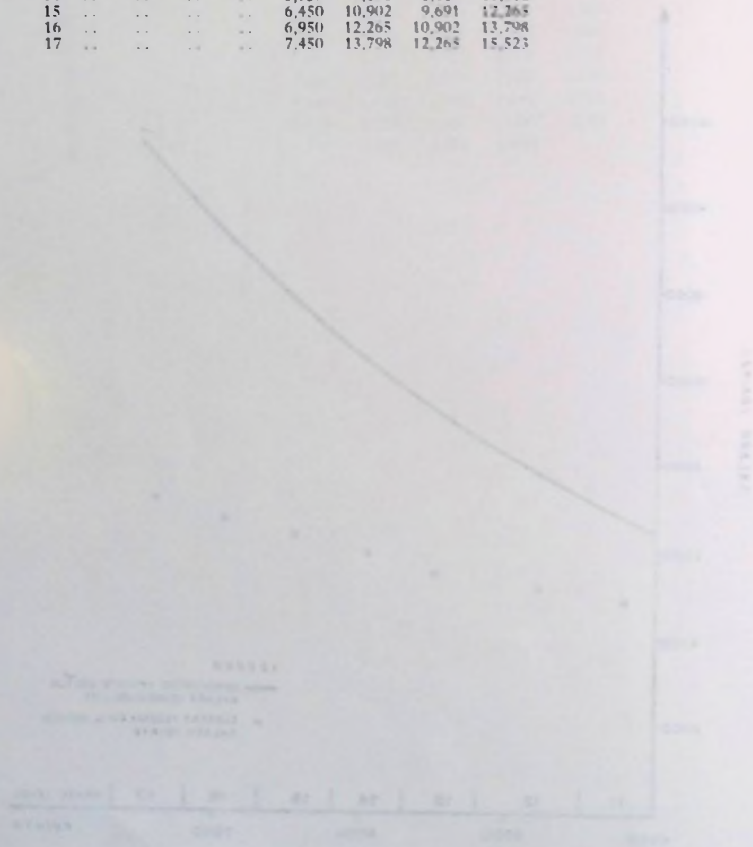
APPENDIX 3-EXHIBIT 10

FIGURE 10 - COMPARISON OF PRIVATE SECTOR AND FEDERAL CIVIL SERVICE SALARIES - GRADE LEVELS 11-17



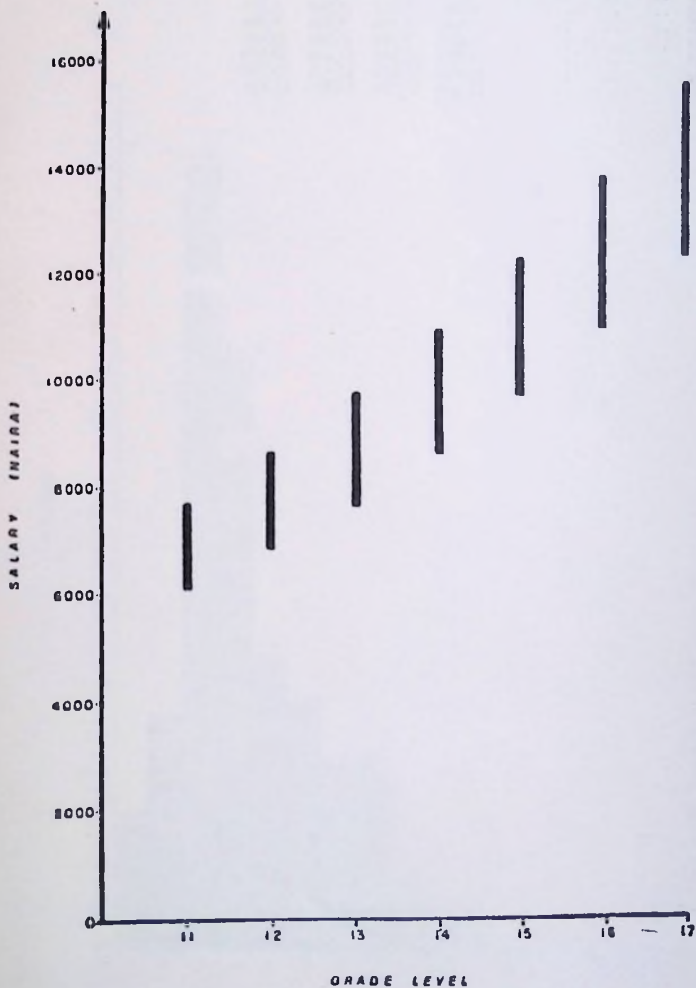
DERIVED SALARY VALUES—GRADE LEVELS 11-17

Grade Level	Job	Salary	Salary	
	Matching Point Value	Midpoints	Ranges Min.	Ranges Max.
	N	N	N	N
11	4,250	6,806	6,050	7,657
12	4,850	7,657	6,806	8,614
13	5,450	8,614	7,657	9,691
14	5,950	9,691	8,614	10,902
15	6,450	10,902	9,691	12,265
16	6,950	12,265	10,902	13,798
17	7,450	13,798	12,265	15,523



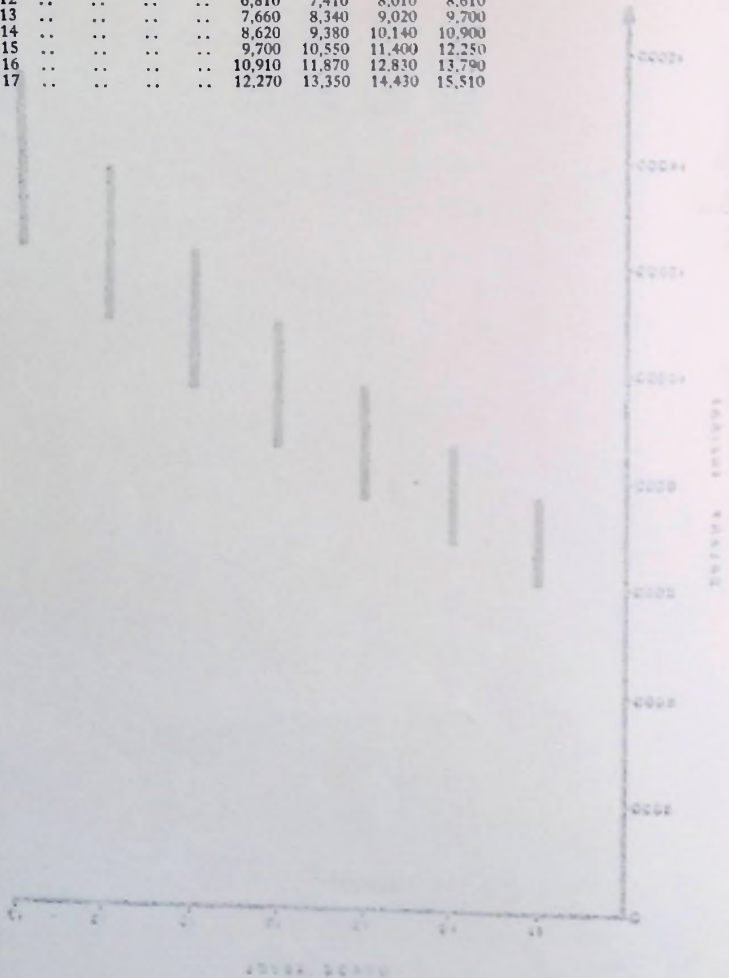
APPENDIX 3—EXHIBIT 12

FIGURE 12 - PROPOSED SALARY RANGES FOR GRADE LEVELS 11-17



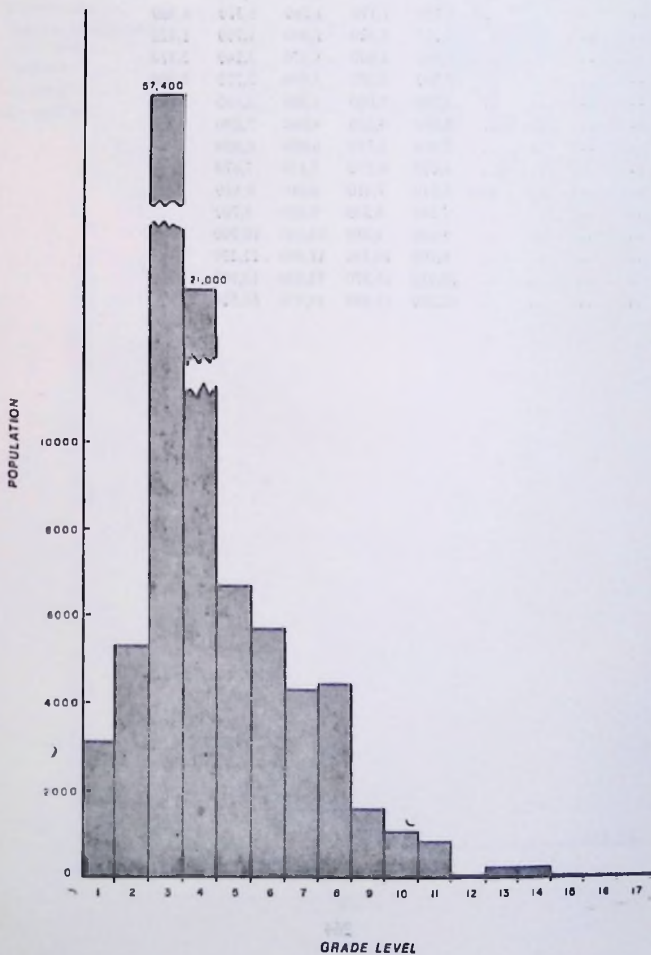
PROPOSED SALARY SCALES GRADE 11-17

Grade Level	N	N	N	N
11	6,050	6,590	7,130	7,670
12	6,810	7,410	8,010	8,610
13	7,660	8,340	9,020	9,700
14	8,620	9,380	10,140	10,900
15	9,700	10,550	11,400	12,250
16	10,910	11,870	12,830	13,790
17	12,270	13,350	14,430	15,510



APPENDIX 3 - EXHIBIT 14

FIGURE 14 - FEDERAL CIVIL SERVICE ESTABLISHMENT BY GRADE LEVEL



NIGERIAN COMPENSATION STUDY

PROPOSED SALARY SCALES

Group Level	N	N	N	N	N
1	720	770	820	870	
2	800	860	920	980	
3	900	980	1,060	1,140	
4	1,100	1,170	1,240	1,310	1,380
5	1,370	1,480	1,590	1,700	1,810
6	1,630	1,800	1,970	2,140	2,310
7	2,000	2,250	2,500	2,750	3,000
8	2,780	3,080	3,380	3,680	3,980
9	3,980	4,320	4,660	5,000	5,340
10	5,350	5,710	6,070	6,430	
11	6,050	6,590	7,130	7,670	
12	6,810	7,410	8,010	8,610	
13	7,660	8,340	9,020	9,700	
14	8,620	9,380	10,140	10,900	
15	9,700	10,550	11,400	12,250	
16	10,910	11,870	12,830	13,790	
17	12,270	13,350	14,430	15,510	

PROPOSED POLICE SALARIES
CONSTABLE THROUGH COMMISSIONER

	N	N	N	N	N
Commissioner	9,700	10,550	11,400	12,250	
Deputy Commissioner ..	8,620	9,380	10,140	10,900	
Assistant Commissioner ..	7,660	8,340	9,020	9,700	
Chief Superintendent ..	6,050	6,590	7,130	7,670	
Superintendent	3,980	4,320	4,660	5,000	5,340
Deputy Superintendent ..	2,780	3,080	3,380	3,680	3,980
Inspection	1,580	1,700	1,830	1,960	2,090
Sergeant	1,270	1,350	1,510	1,590	
Corporal	1,220	1,260			
Constable	1,040	1,130	1,220		

Appendix 5

Pay Group	Salary Scale	GRADE LEVEL I						Proposed Salary	
		Salary Range						Phase I	Phase II
		N	N	N	N	N	N	N	
A	J1 ..	312	336	352	368	406			
	J1, 2, 3 ..	312	336	352	368	406			
	G1, 2 ..	336	352	368	406				
	G1, 2, 3 ..	336	352	368	406				
	G2, 3 ..	406						630	720
B	J1 ..	422	438	462	476				
	J1, 2, 3 ..	422	438	462	476	492			
	G1, 2 ..	422	436	462					
	G1, 2, 3 ..	422	436	462	476	492			
	G2, 3 ..	422	436	462	476	492		690	770
C	J1, 2, 3 ..	516	528	540	558	570	582		
	G1, 2, 3 ..	516	528	540	558				
	G2, 3 ..	516	528	540	558			760	820
	G4 ..	570	582	594					
	D	G4 ..	612						810	870

GRADE LEVEL 2

Proposed Salary
Phase I, Phase II

Pay Salary
Group Scale

Salary Range

Pay Group	Salary Scale	Salary Range												N	N				
		N	N	N	N	N	N	N	N	N	N	N	N						
A	G 1	336	352	368															
	H 1, 2, 3	336	368	386	406	438	462											700	800
	G 1, 2	336	352	368	406	422	436	462											
	G 1, 2, 3	336	352	368	406	422	436	462											
	G 2, 3	406	422	436	462														
	G 2, 3, 4	406	422	436	462														
B	F 1, 2	406	422	438															
	F 1, 2, 3	406	422	438															
	H 1, 2, 3	476	492	516	528	540	558												
	G 1, 2, 3	476	492	516	528	540	558												
	G 2, 3, 4	476	492	516	528	540	558	570	582	594							790	860	
	F 1, 2, 3	476	500	528	546	564	588												
C	F 1, 2, 3	476	500	528	546	564	588												
	G 3	476	492	516	528	540	558												
	G 4	570	582	594															
	G 2, 3, 4	612																	
	F 1, 2	606	636	666	690	726											860	920	
	F 1, 2, 3	606	636	666	690	726													
D	G 4	618	636	660	678	702	726												
	J 4, 5, 6	618	636	660	678	702	726												
	F 1, 2, 3	750	774	804	818	848	878										940	980	
	F 1, 2, 3	750	774	804	818	848	878												
	J 4, 5, 6	750	774	804	818	848	878												
	J 4, 5, 6	750	774	804	818	848	878												

Proposed Salary
Phase I Phase II

GRADE LEVEL 3

Salary Range

Pay Group

Salary Scale

Proposed Salary
Phase I Phase II

Pay Group	Salary Scale	Salary Range												Proposed Salary Phase I	Proposed Salary Phase II				
		N	N	N	N	N	N	N	N	N	N	N	N						
A	H 1, 2, 3	336	368	386	406	438	462	476	516	N	N	N	N	N	N	N	785	900	
	G 1, 2, 3	336	352	368	406	422	436	462	476	492	516								
	H 2, 3, 4	368	386	406	438	462	476	492	516										
	G 2, 3, 4	406	422	436	462	476	492	516											
	F 1, 2, 3, 4	406	422	436	462	476	492	516											
	F 1, 2, 3	406	422	438	476	500													
	J 2	476	492	516															
	J 3	476	492	516															
	E 1 (B & C) 3	516																	
	B	G 1, 2, 3	528	540	558														
H 2, 3, 4		528	540	564	582	600													
H 2, 3, 4		528	540	564	582	600													
G 2, 3		528	540	588															
G 2, 3, 4		528	540	598	570	582	594	612											
F 1, 2, 3, 4		528	546	564	588	606	636	660	690										
J 2		528	540	558															
E 1 (B & C) 3		534	558	618	636	660	678	702											
F 2, 3		546	564	588	606	636	666	690											
G 4		570	582	594	612														
C	F 1, 2, 3	726	750	774	804	848	878												
	E 1 (B & C) 3	726	750	774	804	848	878												
	F 2, 3	726	750	774	804														
	D 3	806	830	854															
	F 4	818	848	878															
	D 3	914	944	980	1,016														
D	E 1 (B & C) 3	914	944	980	1,016														
	D 3	884	914	944	980	1,016													
	F 4																		
	F 4																		

Proposed Salary
Phase I Phase II

GRADE LEVEL +

Pay Group Salary Scale

Salary Range

Pay Group	Salary Scale	GRADE LEVEL +												960	1,150		
		N	N	N	N	N	N	N	N	N	N	N	N				
A	C 2, 1, 4	406	422	436	462	476	492	516	528	540	558	570	582	594	612		
	F 1, 2, 3, 4	406	432	438	476	500	528	540	564	588	606	636	656	666			
	D 1, 2, 3, 4	516	528	540	582	600	618	744	662	684							
	D 1, 2, 3	316	328	340	382	400	418	644	662	684							
	D 1, 2 (B & C) 3	316	328	340	382	400	418	644	662	684							
	E 1 (B & C) 3	316	328	340	382	400	418	644	662	684							
	F 2, 3	346	364	388	606	636	666										
	F 2, 3, 4	346	364	388	606	636	666										
	H 5, 6	564	582	600	630	648											
	G 4	570	582	594	612												
	H 6, 7	630	648	666	684												
	D 2, 3	644	662	684													
	F 3	666															
	B	J 5, 6, 7	702	726	750	774	804	818	848	878	914	944	980				
		E 1 B & C 3	702	726	750	774	804	818	848	878	914	944	980				
D 1, 2, 3, 4		708	732	762	792	806	830	854	884	914	944	980					
D 2, 3		708	732	762	792	806	830	854	884	914	944	980					
D 1, 2, 3		708	732	762	792	806	830	854	884	914	944	980					
H 7, 8, 9		702	726	750	775	804	818	848	878	914	944						
H 7, 8		702	726	750	775	804	818	848	878	914	944						
F 3		690	726	750	774	804											
F 2, 3		690	726	750	774	804											
F 1, 2, 3		690	726	750	774	804											
F 2, 3, 4		690	726	750	774	804											
D 3		806	830	854	884	914	944										
E 3		818	848	878	914												
F 4		818	848	878	914												
C (T) TR, 1, 2		830	854	884													
C (T) TR, 1, 2	848	878	914														
C	D 1, 2, 3, 4	1016	1036	1072	1,114	1,276											
	D 3	1016															
	D 2, 3	1016															
	D 1, 2, 3	1016															
	E 1 (B & C) 3	1016															
	E 3	1016															
	J 5, 6, 7	---															
	C (T) TR, 1, 2	1,036	1,072	1,114	1,276	1,324											
	P 7, 8, 9	1,072	1,114	1,276	1,324												
	E 4	1,084	1,120	1,276	1,324												

GRADE LEVEL 4

Pay Group	Salary Scale	N		N		Salary Range
		N	N	N	N	
D	D 1, 2, 3, 4	1,330	1,384			
	P 7, 8, 9	1,378	1,470	1,488	1,542	
	E 4	1,378	1,432			
	C(T) Tr. 1, 2	1,378	1,432	1,470	1,536	1,590
E	P 7, 8, 9	1,596	1,650	1,704	1,764	1,824
	C(T) Tr. 1, 2	1,764	1,812	1,884		1,950

Proposed Salary
Phase I - Phase II

N N
1,280 1,310

1,350 1,380

199 1109

Proposed Salary

199 1109

GRADE LEVEL 6

Pay Grade	Salary Scale	Salary Range												Proposed Salary Phase I Phase II					
		N	N	N	N	N	N	N	N	N	N	N	N	N	N				
A	E1(B & C) 3..	516	534	558	618	636	660	678	702	726	750	774	804	848	878	914	944	1,410	1,630
	H7 8 ..	702	726	750	774	804	818	848	878	914								1,630	1,800
	H 9 ..	804	818	848	878	914													
	C(E) Trg. 1, 2	830	854	884															
	C(T) Trg. 1, 2	848	878	914															
	E 1 (B & C) 3	980	1,016																
	C(E) Trg. 1, 2	1,036	1,072	1,114	1,276	1,380													
	C(T) Trg. 1, 2	1,036	1,072	1,114	1,276	1,324													
	C(E) 1, 2 ..	1,072	1,114	1,276	1,324														
	C(T) 1, 2 ..	1,084	1,120	1,276	1,324														
B	E 1 (B & C) 3	1,108	1,264	1,300	1,348	1,590	1,764												
	C(E) Trg. 1, 2	1,384	1,428	1,482	1,516	1,608	1,662												
	C(T) Trg. 1, 2	1,378	1,432	1,470	1,560	1,608	1,662												
	C(E) 1, 2 ..	1,384	1,428	1,482	1,516	1,590	1,764												
	C(T) 1, 2 ..	1,378	1,432	1,470	1,560	1,608	1,662												
	E 4 ..	1,378	1,432																
	B 1 A 1	1,396	1,440	1,500	1,560	1,608	1,662											1,870	1,970
	D 5 ..	1,428	1,482	1,516	1,590	1,644	1,704	1,764											
	C(E) 2, 3, 4	1,482	1,536	1,590	1,764														
	C(T) 2, 3, 4	1,482	1,536	1,590	1,764														
D	B 1 2 ..	1,620	1,692	1,764															
	C(E) Trg. 1, 2	1,812	1,884	1,950															
	C(T) Trg. 1, 2	1,824	1,884	1,950															
	C(E) 1, 2 ..	1,812	1,884	1,950															
	C(T) 1, 2 ..	1,824	1,884	1,950															
	B 1 A 1	1,968	2,040															2,080	2,140
	D 5 ..	1,824	1,884	1,950	2,016	2,088	2,160												
	C(E) 2, 3, 4	1,812	1,884	1,950	2,016	2,088	2,160												
	C(T) 2, 3, 4	1,968	2,040	2,112															
	B 1 2	1,988	1,912	1,976	2,040														
E	NP 8 ..	2,232	2,424	2,408	2,592														
	C(T) 2, 3, 4	2,196	2,400	2,496	2,592														
	B 1 2																		
	B 1 2																		

GRADE LEVEL 7

Proposed Salary
Phase I Phase II

Pay	Salary	Salary Range												N	N					
		N	N	N	N	N	N	N	N	N	N	N	N							
A	B Trg. 1 A	848	914	940																
	C(T) Trg. 1, 2	848	878	914																
	H 10, 11	1,032	1,072	1,114	1,276	1,324											1,729	2,000		
	H 10	1,032	1,072	1,114	1,276	1,324														
	C(E) 1, 2	1,036	1,072	1,114	1,276	1,330														
	C(T) Trg. 1, 2	1,036	1,072	1,114	1,276	1,324														
	C(T) 1, 2	1,072	1,114	1,276	1,324															
	B Trg. 1 A	1,108	1,264	1,300	1,348															
	B 1 A	1,108	1,264	1,300	1,348															
	H 10, 11	1,360	1,420	1,464	1,524	1,572	1,620													
B	E 4	1,378	1,432																	
	C(T) Trg. 1, 2	1,378	1,432	1,470	1,560	1,608	1,662													
	C(T) 1, 2	1,378	1,432	1,470	1,560	1,608	1,662													
	C(E) 1, 2	1,384	1,428	1,482	1,536	1,590	1,764													
	B Trg. 1 A	1,396	1,440	1,500	1,560															
	B 1 A 1	1,396	1,440	1,500	1,560	1,620	1,692	1,764												
	E 5	1,482	1,536	1,590	1,644	1,704	1,764													
	C(E) 2, 3	1,482	1,536	1,590	1,644															
	C(E) 2, 3, 4	1,482	1,536	1,590	1,644															
	B 2	1,620	1,692	1,764																
C	C(E) 2, 3, 4	1,812	1,884	1,950	2,016	2,088	2,160	2,232												
	C(E) 2, 3	1,812	1,884	1,950	2,016	2,088	2,160	2,232												
	C(E) 1, 2	1,812	1,884	1,950	2,016	2,088	2,160	2,232												
	E 5	1,824	1,896																	
	C(T) 2, 3, 4, 5	1,824	1,896	1,950	2,016	2,088	2,160	2,232												
	P 5, 6, 7, 3, 4	1,824	1,896	1,950	2,016	2,088	2,160	2,232												
	C(T) 2, 3, 4	1,824	1,896	1,950	2,016	2,088	2,160	2,232												
	C(T) 1, 2	1,824	1,896	1,950	2,016	2,088	2,160	2,232												
	C(T) Trg. 1, 2	1,824	1,896	1,950	2,016	2,088	2,160	2,232												
	B 1, 2	1,968	2,040	2,112	2,196															
D	B 1 A 1	2,400	2,496	2,592																
	B 1, 2	2,424	2,508	2,592	2,688															
	C(T) 2, 3, 4	2,424	2,508	2,592	2,688															
	C(E) 2, 3, 4	2,424	2,508	2,592	2,688															
	C(T) 2, 3, 4, 5	2,424	2,508	2,592	2,688															
	P 5, 6, 7	2,424	2,508	2,592	2,688															
	C(T) 2, 3, 4, 5	2,424	2,508	2,592	2,688															
	C(T) 2, 3, 4	2,424	2,508	2,592	2,688															
	C(T) 2, 3, 4, 5	2,424	2,508	2,592	2,688															
	P 5, 6, 7	2,424	2,508	2,592	2,688															
E																				

GRADE LEVEL 8

Pay Grade	Salary Scale				Salary Range					Proposed Salary	
					N	N	N	N	N	Phase I	Phase II
A	C(E) 2, 3, 4	..	..	..	..	1,482	1,536	1,580	1,764		
	C(T) 2, 3, 4	..	..	..	..	1,560	1,608	1,662			
	B 1, 2	..	..	..	..	1,620	1,692	1,764			
	B 1, 2, 3	..	..	..	..	1,620	1,692	1,764		2,490	2,760
	B 1, 2, 3, 4	..	..	..	..	1,620	1,692	1,764			
A	..	..	..	..	..	1,680	1,764				
B	C(E) 2, 3, 4	..	..	..	..	1,812	1,884	1,950	2,016	2,088	
	C(T) 2, 3, 4	..	..	..	..	1,824	1,884	1,950	2,016	2,088	
	B 1, 2	..	..	..	..	1,968	2,040				
	B 1, 2, 3	..	..	..	..	1,968	2,040			2,800	3,080
	B 1, 2, 3, 4	..	..	..	..	1,968	2,040				
	A	..	..	..	..	1,848	2,088				
Ab	..	..	..	..	..	1,848	2,088				
C	C(E) 2, 3, 4	..	..	..	..	2,160	2,232				
	C(T) 2, 3, 4	..	..	..	..	2,160	2,232				
	B 1, 2	..	..	..	..	2,112	2,196				
	B 1, 2, 3	..	..	..	..	2,112	2,196				
	B 2, 3	..	..	..	..	2,112	2,196			3,080	3,380
	B 1, 2, 3, 4	..	..	..	..	2,112	2,196				
	A	..	..	..	..	2,184					
Ab	..	..	..	..	2,184						
Ac	..	..	..	..	2,184						
D	C(E) 2, 3, 4	..	..	..	..	2,424	2,508	2,592			
	C(T) 2, 3, 4	..	..	..	..	2,424	2,508	2,592	2,688		
	B 1, 2	..	..	..	..	2,400	2,496	2,592			
	B 1, 2, 3	..	..	..	..	2,400	2,496	2,592	2,688		
	B 2, 3	..	..	..	..	2,400	2,496	2,592	2,688		
	B 3	..	..	..	..	2,688				3,390	3,680
	B 1, 2, 3, 4	..	..	..	..	2,400	2,496	2,592	2,688		
	B 3, 4	..	..	..	..	2,688					
	A	..	..	..	..	2,400	2,496	2,592	2,688		
	Ab	..	..	..	..	2,400	2,496	2,592	2,688		
Ac	..	..	..	..	2,400	2,496	2,592	2,688			
E	P 4	..	..	..	..	2,788	2,880	2,988			
	C(T) 5, 6	..	..	..	..	2,784	2,880	2,988			
	C(E) 5	..	..	..	..	2,784	2,880	2,988			
	C(T) 5	..	..	..	..	2,784	2,880	2,988			
	B 1, 2, 3	..	..	..	..	2,784	2,880	2,988			
	B 2, 3	..	..	..	..	2,784	2,880	2,988			
	B 3	..	..	..	..	2,784	2,880	2,988			
	H 1, 2, 3, 4	..	..	..	..	2,784	2,880	2,988		3,710	3,980
	B 3, 4	..	..	..	..	2,784	2,880	2,988			
	A	..	..	..	..	2,784	2,880	2,988			
	Ab	..	..	..	..	2,784	2,880	2,988			
Ac	..	..	..	..	2,784	2,880	2,988				

Pay Group	Salary Scale	GRADE LEVEL 9		Proposed Salary	
		Salary Range		Phase I	Phase II
		N	N	N	N
A	C(E) 6	3,096	3,204		
	C(T) 6	3,096	3,204		
	B 1, 2, 3, 4	3,096	3,204		
	B 4	3,096	3,204		
	A	3,096	3,204		
	Ab	3,096	3,204		
	Ac	3,096	3,204	3,790	3,980
	Af	3,096	3,204		
	Au	3,096	3,204		
	B 3, 4	3,096	3,204		
	C(T) 5, 6	3,096	3,204		
P 1	3,096	3,204			
B	C(E) 6	3,312	3,420		
	C(T) 6	3,312	3,420		
	B 1, 2, 3, 4	3,312	3,420		
	B 4	3,312	3,420		
	A	3,312	3,420		
	Ab	3,312	3,420		
	Ac	3,312	3,420	4,100	4,320
	Af	3,312	3,420		
	Au	3,312	3,420		
	B 3, 4	3,312	3,420		
	C(T) 5, 6	3,312	3,420		
P 1	3,312	3,420			
C	C(E)6	3,528			
	C(T) 6	3,528			
	B 1, 2, 3, 4	3,528			
	B 4	3,528			
	A	3,528			
	Ab	3,528			
	Ac	3,528		4,380	4,660
	Af	3,528			
	Au	3,528			
	B 3, 4	3,528			
	C(T) 5, 6	3,528			
P 1	3,528				
A Med X	3,660				
D	A Med X	3,900		4,730	5,000
	A Med X	4,140		—	5,340

POLICE SALARY CONVERSION

Rank				Former Salary Scale					Proposed Salary Phase I Phase II							
				N	N	N	N	N	N	N	N	N	N			
CONSTABLE	..	..	NP 2	454	468	484	522	534	546	618	636	1,000	1,040	
			NP 2	558	570	582	600	618	636	—	—	—	1,130			
CORPORAL	..	..	NP 3	726	750							1,100	1,220	
			NP 3	774	798							1,150	1,260			
SERGEANT																
Sergeant	..	..	NP 4	828	858	888						1,170	1,270	
Cadet S/Inspector	..	..	NP 5	888								1,170	1,270	
Sergeant	..	..	NP 4	918	948	978	1,008	1,038				1,260	1,350	
Sergeant-Major	..	..	NP 6	1,056	1,098							1,260	1,350	
Sergeant-Major	..	..	NP 6	1,260	1,320							1,460	1,510	
Sergeant-Major	..	..	NP 6	1,344	1,386							1,540	1,590	
INSPECTOR																
Sub-Inspector	..	..	NP 6	1,056	1,098	1,260						1,460	1,580	
Sub-Inspector	..	..	NP 6	1,344	1,386							1,640	1,700	
Inspector	..	..	NP 7	1,440	1,482	1,536						1,780	1,830	
			NP 7	1,590	1,644								1,910	1,960		
Inspector	..	..	NP 7	1,704	1,764							2,040	2,090	
			NP 7	1,824												
Chief Inspector ¹	..	..	NP 8	1,848	1,912	1,976	2,040					2,040	2,090	
DEPUTY SUPERINTENDENT																
Assistant Superintendent of Police	..	..	B 1, 2	1,620	1,692	1,764	1,968	2,040				2,530	2,780	
Assistant Superintendent of Police	..	..	B 1, 2	2,112	2,196	2,400	2,496					2,910	3,080	
Assistant Superintendent of Police	..	..	B 1, 2	2,592										
Deputy Superintendent of Police	..	..	B 3	2,688	2,784							3,210	3,380	
Deputy Superintendent of Police	..	..	B 3	2,880	2,988							3,510	3,680	
Superintendent of Police	..	..	B 4	3,096	3,204							—	3,980	
			B 4	3,312	3,420								3,790	3,980		
			B 4	3,528									4,100	4,320		
			B 4	3,528									4,380	4,660		
Chief Superintendent	..	Group 8		3,900	4,020	4,140						—	5,000			
													5,340			
													5,540	6,050		
													—	6,590		
Assistant Commissioner of Police	..	..	Group 7	5,064								—	7,130	
														—	7,670	
															7,010	7,660
															—	8,340
Deputy Commissioner of Police	..	..	Group 6	5,472								—	9,020	
														—	9,700	
															7,830	8,620
															—	9,380
Commissioner of Police	..	Group 4A	6,240									—	10,140			
													—	10,900		
														8,840	9,700	
														—	10,550	
											—	11,400				
											—	12,250				

¹ Incumbents of Chief Inspector Posts receiving 1,912, 1,976, 2,040 will receive an eight per cent increase.

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