

MEMORANDUM FOR THE CABINET  
BY THE HONOURABLE PRIME MINISTER

Salary Adjustments

The Official Side Sub-Committees dealing with the General Service sector and with the Professional Grades, other than Medical Officers have completed their examination of the salary claims and have put up recommendations for salary adjustments. Details of the proposals are given in Appendices I and II of this memorandum.

The salaries now proposed, which are consolidated salaries inclusive of 8%, are essentially a projection of the inclusive salaries already approved for doctors in Cabinet. Appendix III shows the salaries proposed for senior administrative, legal and engineering grades vis-a-vis those approved from the Medical Service. It will be noted that for these grades the figures now proposed restore the position to what it was on the 1st April, 1966, i.e. as on the date of implementation of the recommendations of the First Anomalies Sub-Committee.

While the salaries proposed do not meet the staff claims in full they represent an improvement on what exists to day. Implementation of these proposals will render necessary adjustments in the salary structure as a whole. On balance, it would appear advantageous to agree to implementation since this would set the yardstick on which the salaries of all other grades could be established. Finance are in agreement with the salary levels proposed.

Staff Associations are pressing strongly and continually for salary offers to be made to them on their claims. Even though the figures proposed do not go far enough to meet staff aspirations, the Sub-Committees consider that, short of a wholesale revision, which it was never the intention to undertake, the adjustments represent the limit of what can be offered by Government.

Ministers are asked to advise whether the salaries proposed should be offered to the Staff Associations concerned. Implementation will only take place when agreement is reached with each staff association.

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SALARY PROPOSALSGENERAL SERVICE

GRADE	SALARY		REMARKS
	PRESENT	PROPOSED	
Admin. Secty.	£1890	£1890	No change
Secretary	1647	1800	Equivalent to C.G.M.O.
Head Grade I	1647	1700	For heads of major Departments & Ambassadors
Head Grade II	1555	1600	Equivalent to S.M.O./S.H.O.
Head Grade III	1458 *	1500	Equivalent to Senior Consultants w/o private practice.
Assistant Head	1252/1350*	1350/1400	Maximum equal to maximum of consultants.
Admin. Officer	982/1199*	1050/1275	Maximum equal to that of M.O. basic grade.
H.E.O.	761/929*	770/960	Differential between H.E.O. maximum and M.O. minimum altered against H.E.O.
E.O.	508/707*	530/740	Minimum altered to take account of new incremental structure. Max. adjusted slightly.
H.C.O.	481/707	530/740	Equal to E.O.
Store Officer I	481/707	530/740	Equal to E.O.
Clerical Officer	345(age19)/535	355(age19)/570	Maintenance of relativity with H.C.O.
Store Officer II	345(age19)/535	355(age19)/570	Equal to C.O.

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\* Approved following First Anomalies Committee

GRADE	SALARY		REMARKS
	PRESENT	PROPOSED	
S/H Typist	161/-(age 19)- 200/3 p.w.	430/570	Age-pointing removed from scale. Max. equal to C.O.
Clerk Typist	130/3(age 19)- 169/- p.w.	340(age 19)/475	Differential between C/T and C.O. narrowed.
Storehouseman	149/6/169/-	400/475	Maximum equal to that of C.T. Scale without age-pointing.
Head Messenger	373/470	500	Provides for a lead over C.T.
Messenger	345/421	340/445	Scale provides for higher incremental rate and improved maximum.

SALARY PROPOSALS  
LEGAL & ENGINEERING SERVICES

GRADE	SALARY		REMARKS
	PRESENT	PROPOSED	
Crown Advocate General	£1890	£1890	No change
D.P.W.	1647	1300	Equivalent to C.G.M.O.
D.C.A.G.	1647	1700	Equivalent to Heads Grade I.
Magistrate	1458*	1600	Equal to Heads II, scale may be applied to Asst. C.A.G.
Deputy D.P.W.	1458*	1600	One post of Asst. D.P.W. to be aligned with S.M.O./S.H.O.
Senior Crown Counsel D.P.R.,	1458*	1500	Equal to Heads Grade III and Senior Consultants
Asst. D.P.W.	1458	1500	Equal to Heads Grade III and Senior Consultants
Crown Counsel Asst.Registrar (Superior Crts.)	1091/1350 875/1199	1200/1400	Maximum equal to that of Consultants and Assistant Heads.
Chief Engineer	1253/1350	1300/1400	Maximum equal to that of Consultants and Assistant Heads.
Dep.Chief Eng.(W.W.) (Posts) Senior Eng. (PWD)	1145/1253	1200/1325	Maximum preserves existing lead over basic grades.
Basic legal grade (Notary, Lawyer, A/DPR, A./Reg.)	875/1199	950/1275	Maximum equal to basic medical officers, min. one increment below.
Basic engineering grade (architect, AMIEE, AMINEchE)	875/1199	950/1275	Maximum equal to basic medical officers, min. one increment below.

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COMPARATIVE TABLE OF SALARIES OF SENIOR CIVIL SERVICE GRADES

APPENDIX III

Medical Service Salaries			General Service Salaries			Legal Service Salaries			Engineering Service Salaries				
Grade	Mar '66	Apr '66	Prop.	Mar '66	Apr '66	Prop.	Mar '66	Apr '66	Prop.	Mar '66	Apr '66	Prop.	
C.G.N.O.	1647	1647	1800	1647	1647	1800	1890	1890	1890	D.P.N.	1647	1647	1800
S.M.O. S.H.O.	1404	1555	1600	1404/ 1555	1555	1600	1350	1458	1600	Dep. D.P.N.	1350	1458	1600
Senior Cons.	1091/ 1350	1253/ 1458	1500	1199/ 1350	1458	1500	1091/ 1247	1458	1500	A/DPW	1350	1458	1500
Cons.	810/ 1247	961/ 1350	1150/ 1400	1199/ 1350	1253/ 1350	1400	1091/ 1247	1091/ 1350	1400	Ch. Eng.	1145/ 1247	1253/ 1350	1300/ 1400
Basic Grade	810/ 1101	961/ 1199	1000/ 1275	929/ 1145	982/ 1199	1050/ 1275	650/ 1091	875/ 1199	950/ 1275	U/Ch. Eng. Senior Eng.	1188 929/ 1188	1145/ 1253	1200/ 1325

\* March 1966 figures show salaries recommended by Elwood plus 8%  
 \$ April 1966 figures show salaries recommended by First Anomalies Committee plus 8%