



Sixteenth session

INFORMATION FROM NON-SELF-GOVERNING TERRITORIES UNDER  
ARTICLE 73 e OF THE CHARTER OF THE UNITED NATIONS:  
REPORTS OF THE SECRETARY-GENERAL AND OF THE COMMITTEE  
ON INFORMATION FROM NON-SELF-GOVERNING TERRITORIES

Preparation and Training of Indigenous Civil and Technical Cadres  
in Non-Self-Governing Territories  
(General Assembly resolution 1534 (XV))

In accordance with General Assembly resolution 1534 (XV), the United Kingdom Mission to the United Nations, by a communication dated 24 April 1961, has transmitted to the Secretariat the following special report<sup>1/</sup> with the request that it be submitted to the Committee on Information from Non-Self-Governing Territories at its twelfth session.

SPECIAL REPORT BY THE UNITED KINGDOM

1. General Assembly resolution 1534 (XV) deals with a very important and complex subject. It calls both for a special Report to the twelfth session of the Committee on Information from Non-Self-Governing Territories, and for information on this subject to be included in the regular transmission under Article 73 e of the Charter of the United Nations. Arrangements have been made for the material furnished annually under Article 73 e in respect of United Kingdom Territories to include information on this subject. The present report has necessarily had to be prepared from data readily available and is to be regarded as a first report on a very wide field - and, it is suggested, one in which comparison on a global basis has obvious limitations.

1/ See also A/AC.35/L.340 and Corr. 1.

2. As is well known, the principle on which United Kingdom Territories are administered is that of maximum devolution of authority and functions to the territorial Government, with the minimum of detailed reporting to London. For this reason it has not been possible to ensure that the information contained in this report is in all cases up to date, especially where (as in a number of the larger Territories) the position is changing rapidly; nor that the statistics (especially those in appendix II) are in all cases strictly comparable with each other. Subject to these reservations, the United Kingdom provides this report as requested by the General Assembly on the basis of "all available information". The information is to be furnished in future under Article 73 e will provide separate statements, in each case within the natural context of size and development of the Territory concerned.

3. The Non-Self-Governing Territories for which the United Kingdom is responsible vary greatly in size, in density of population, in wealth of natural resources, and in constitutional, educational and social development. The public services of these Territories likewise differ considerably from one another according to the jobs which have to be done and the people available to do them, but they have certain important features in common. Each territorial government has its own budget and the salaries of its civil servants are paid from local revenues, whether or not those revenues may be supported from United Kingdom Government funds. The great majority of the civil servants in each Territory are locally domiciled, but to an extent which varies according to local conditions, the locally domiciled staff are supplemented, especially in the grades which require high professional or other qualifications, by officers who have been recruited from the United Kingdom or from other self-governing members of the Commonwealth or who have been transferred from the service of other Non-Self-Governing Territories. It is a basic principle of British policy that the public services of the Non-Self-Governing Territories should be well adapted to local conditions and staffed to the greatest possible extent by local people; and also that there should be no barrier of race, colour or creed to the appointment of a locally domiciled candidate or public servant to any post which he is qualified to fill. It must, however, be recognized that, despite great progress made in recent years, for some time to come certain Territories will be unable to find among their own people enough suitably qualified staff to fulfil all the complex requirements of modern administration.

4. Especially since 1945 it has been a prominent feature of policy for the overseas service that locally domiciled candidates should be given opportunities for obtaining qualifications to enter the higher grades of the service; and that selected candidates, from whatever source, should be given better and broader training than had been thought sufficient in the past. Fundamentally, this has meant the provision of educational facilities sufficient to create, among other things, a wide field of qualified candidates from whom the best could be appointed to the public service. Those facilities have been and are being provided in existing or projected institutions of higher education in the Territories and, to the extent that and for as long as those local facilities are not fully developed, in the United Kingdom or elsewhere abroad. Primary, secondary and technical education has made great progress: universities or university colleges have been founded in West Africa, East Africa, Central Africa, the Far East, and the West Indies; and large and steadily increasing numbers of students from colonial territories go abroad to pursue university, technical and other post-secondary courses, chiefly in the United Kingdom. After the 1939/1945 war an allocation of £1 million was made by the United Kingdom Government under the Colonial Development and Welfare Act to provide scholarships to enable students in British Territories to study abroad. These developments have been stimulated by the natural thirst of indigenous peoples for education and advancement and have been made possible by the efforts of Her Majesty's Government and territorial Governments to provide the necessary facilities. The result has been to remove the distinction which existed twenty years ago in most Territories between the filling of the administrative and professional grades by overseas recruitment and the filling of the middle and subordinate grades by local recruitment. It has become the practice of territorial Governments wherever possible to fill all posts in the basic grades at whatever level by local recruitment and only to ask Her Majesty's Government in the United Kingdom to recruit externally if there are no suitable candidates available locally. Today in all Territories, overseas and locally domiciled officers serve side by side in the senior grades of the public services, though the proportions vary a good deal from, for example, the West Indies, where nearly all the higher posts are filled by West Indians, to the East and Central African Territories, where the proportion of expatriate officers in the senior grades is still high.

5. Against this background a Conference, known as the Public Services Conference, was convened in London in March 1960, to exchange information on the measures taken or projected in building up local civil services in the African Territories. The report of the Conference was published in October, 1960.<sup>2/</sup>
6. As is stated above, the general policy is for overseas Governments to fill vacancies in their public service by the appointment of suitably qualified local candidates wherever possible. To enable the net to be cast widely, a number of Territories have arrangements whereby local men and women, who are studying in the United Kingdom for qualifications which would fit them for public service appointments, are considered at the same time as other local candidates. The number of students from Non-Self-Governing Territories in the United Kingdom has increased considerably and in 1960 there were about 17,000. But of course many of them do not seek government employment when they return, and not all are following courses which will qualify them for posts in the public service. It is inevitable, therefore, that there should remain many vacancies which cannot be filled from local sources, and recruitment of overseas officers continues to be necessary.
7. When local resources have been thoroughly examined and have been found to be incapable of producing candidates with the necessary qualifications and experience, the Secretary of State (or the Crown Agents for Overseas Governments and Administrations) is asked to fill the vacancy by the selection of an overseas candidate. The number of overseas appointments made by the Colonial Office ran at approximately 1,300 a year in the years of 1956-1958; since then the number has diminished to approximately 1,000 in 1959 and 800 in 1960. The recent decrease reflects the attainment of independence by Ghana, the Federation of Malaya, Cyprus, British Somaliland and Nigeria.

#### LOCAL TRAINING FACILITIES

8. The following summary of training programmes in East Africa illustrates the efforts being made to meet the urgent problem of producing more local candidates.

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<sup>2/</sup> United Kingdom: Colonial No. 347, London, H.M.S.O.

Kenya

9. For some years the Chairman of the Civil Service Commission has been ex-officio Chairman of the Advisory Committee on Training. This Committee impresses on departments the need to adopt training schemes, gives advice in their preparation and makes recommendations to the Government about the schemes which should be approved and qualify for funds. Systematized training as practised in government departments falls into three main categories:

(a) Departmental training schemes intended to provide opportunities through a training grade for training candidates for executive and administrative posts below the professional level.

(b) Training in residential schools where the student is not wholly engaged on productive work but receives tuition, board, lodging, etc., and a small monthly cash allowance increasing each year as he is employed to a greater degree in productive work.

(c) Training on the job where the trainee is recruited to the service on a recognized salary scale and arrangements are made to train him to undertake more skilled or responsible duties.

10. The following departmental training schemes have been adopted:

Department

African Land Development	Surveyors
Department of Agriculture	Laboratory technicians (Coffee Research Station)
Administration	District assistants
Community Development Department	Community development officers
Co-operative Development Department	Co-operative development officers, grade II
Exchequer and Audit Department	Assistant auditors
Forest Department	Foresters
Immigration Department	Immigration officers
Labour Department	Labour officers
Lands Department	Chartered surveyors (Valuation Office)
Local Government Department	Local government finance officers
Printing and Stationery Department	Apprentices Proof readers
Registrar General's Department	Legal assistant executive officers
Supplies and Transport Department	Storemen

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Department

Survey Department

Assistant photogrammetrists  
Draughtsmen/draughtswomen  
Land surveyors  
Lithographers  
Survey plan examiners (female)

Veterinary Department

Laboratory technicians  
Livestock officers  
Technical officers (tsetse)  
Assistant meat inspectors

Ministry of Agriculture

Medical Department

Mines and Geological Department

Judicial Department

Veterinary Department

Librarians

11. In the Ministry of Works a divisional engineer is employed full-time in charge of training.

Uganda

12. First appointments to the training grade were made in 1956. The purpose is to select, from within and outside the Service, promising people who seem likely to qualify for appointment to higher posts after a systematic and intensive course of training. Detailed training programmes are drawn up which are designed gradually to give the trainee experience of the responsibilities of the post for which he is being trained. The average length of training is two to three years. The following is a list of posts for which officers in the Training Grade have been or are being, trained:

Labour

District officer

Community development officer

Estate manager

Accountant

Storekeeper

Establishment officer

Land registry assistant

Sports officer

Probation officer

Co-operative officer

Trade development officer

Junior assistant secretary

Staff surveyor

Assistant hospital superintendent

Game ranger

Security registry assistant

African housing officer

Assistant auditor

13. The Registrar Scheme at Mulago Hospital enables qualified doctors to pursue, in Uganda, the preparatory studies leading to higher qualifications in medicine and surgery, which they have hitherto had to pursue in the United Kingdom. Following a period of guided study at Mulago, registrars whose progress is satisfactory will be sent to the United Kingdom to complete their studies and sit their examinations. The whole scheme is under the general control of a Council for Post-Graduate Medical Training; the selection of registrars and detailed supervision of their work and progress is under the control of a Board of Studies consisting of the professors of medicine, surgery and gynaecology at Makerere College (University College of East Africa), a representative of the Director of Medical Studies, the Medical Superintendent of Mulago Hospital, and a representative of the Public Services Commission. The first six registrars (studying in surgery, medicine, obstetrics/gynaecology and paediatrics), were appointed early in 1959; two more will shortly be appointed; two have gone to the United Kingdom for further study. It is planned to have twelve registrars (studying in Uganda or in the United Kingdom) at any one time.

14. A training course is being opened for potential assistant administrative officers. In addition there are many pre-appointment training courses run by departments and approximately 1,100 trainees are engaged on such courses.

#### East African Posts and Telecommunications Administration

15. The Administration has maintained a Combined Training School for many years and over 5,000 candidates have completed courses to fit them for service with the Administration. The school, which operates on an East African basis, caters for basic and advanced training in the various facets of the work undertaken by the Administration in provision of the public service. The school caters for services and engineering training and as many as 900 trainees a year are undergoing courses of instruction.

16. Brief details of the type of training provided at the School are as follows:

17. Engineering Tuition is given in all aspects of telecommunications engineering, from underground and overhead line construction to maintenance of automatic exchanges and Carrier VHF equipment, the educational standard of the trainee being taken into account by giving prominence at lower levels of education to the practical aspects of training. Elementary, basic and advanced courses are

provided, the latter preparing an officer for the degree of skill required in the maintenance of the most complicated telecommunication apparatus.

18. Additional advanced courses on specialist subjects are given as necessary, and supervisory training is also being undertaken.

19. Services (postal and telecommunications) Tuition is being given in the various aspects of services work as follows.

20. New entrant courses covering training in postal and junior counter duties are followed by suitable periods of "on the job" training in the field. At a later stage officers are selected for a longer period of training at the school on senior counter duties and accounts work. This course completes the basic training of a postal officer who returns to the field for further "on the job" training under the active supervision of a senior officer.

21. Conversion courses covering postal junior counter, senior counter and accounts duties are held to train redundant telegraphist staff in postal working, so that they may be employed on postal work.

22. Teleprinter training courses enable satisfactory efficiency to be reached in twelve weeks.

23. Telephonist courses, which are of two months' duration, embrace the training of 70 to 100 operators each year.

#### East African Railways and Harbours Administration

24. The Administration possesses a residential training school, built at a cost of £400,000, which accommodates some 550 students of all races. Facilities are provided for the training of staff in a variety of different railway occupations - engineering and trade apprentices, permanent way staff, stationmasters, telegraphists, clerks, locomotive drivers, etc. Refresher courses are held throughout the year for clerks, stationmasters and other groups of staff. There are also special training schemes devised for the staff in the catering and inland marine services.

25. The Administration also provides an engineering and trade apprenticeship scheme which is the main source of supply of artisans and junior supervisors required for the mechanical workshop. The engineering apprentices are trained for five years and are then fitted for posts at the junior supervisory (charge-hand) level. The trade apprenticeship scheme is the main source of recruitment for artisans of whom there are nearly 3,000 employed in the Administration. Trade



apprentices are recruited either direct from school or from serving staff in the subordinate grades. They serve either a three- or five-year apprenticeship. annual intake is about ninety of whom about one-third complete the five-year apprenticeship.

#### OVERSEAS SERVICE TRAINING IN THE UNITED KINGDOM

26. The great majority of the recruits to public services in the overseas Territories are given their entire training, just after selection or later in their careers, in their own Territories, either on the job or on courses. For a small minority in any service, however, adequate training cannot be provided on the spot; and for those people the Colonial Office arranges suitable training in the United Kingdom. In 1960, for example, public service training in the United Kingdom was arranged by the Colonial Office for 1,455 officers from the Territories with which this report is concerned. A detailed break-down by Territories and by types of training is shown in appendix I. Similar training was arranged, in addition, for 646 officers from Trust Territories or independent countries. Furthermore, during 1960, 117 officers were in their second or third year of training in the United Kingdom. Individual courses last anything from a few weeks to more than two years. The training is done in many different institutions, including universities, technical colleges, and offices. Different courses cater for officers at different stages of their careers, not merely at the beginning. Some courses are managed by the Colonial Office, but most are independent courses. The trainees come from all branches of the service; courses for professional and technical work are far more numerous than those for general administrative work.

27. All this training for public service officers is provided in addition to the facilities in the United Kingdom for ordinary students from the overseas Territories who may later enter public service.

#### COMPOSITION OF THE PUBLIC SERVICES

28. A statement of the composition of the various public services in the Non-Self-Governing Territories for which the United Kingdom is responsible appears in appendix II. The summary gives the numbers of pensionable and non-pensionable

overseas officers and the number of local officers in posts comparable in status to those occupied by overseas officers. Finally, it gives the total strength of the public service, excluding daily paid staff.

#### SOME RECENT DEVELOPMENTS

29. Many developments are currently taking place in the localization of the public services of the Non-Self-Governing Territories for which the United Kingdom is responsible. The following recent developments in the East and Central African Territories are given as illustrative of the lines along which progress is being made.

#### Kenya

30. In 1955 the Kenya Government set up a Civil Service Commission which was required to further the aim of building up a local civil service recruited from the people of the Territory. Teacher-training colleges already produce teachers for Asian and African primary and intermediate schools and the lower forms of secondary schools. Heavy subsidies are made to Makerere College (the University College of East Africa) and the Royal Technical College of East Africa, and a large number of bursaries are granted to Africans for diplomas and degree courses at those colleges. As a result of these bursaries the civil service recruits numbers of African medical officers, lawyers, graduate teachers, and veterinary, agricultural and teaching diplomatists, besides non-specialist graduates for executive and administrative posts. There are currently 355 Kenya students (mostly African) at Makerere and 176 at the Royal Technical College. In addition, large numbers of bursaries are granted for study in the United Kingdom. Some 350 Africans and 1,100 Asians from Kenya are at present studying overseas.

31. In 1957 a Training Committee was set up to encourage the training both of new recruits and also of serving officers who show potential, even though they may not possess the normal minimum educational qualification of School Certificate. This Committee has been strengthened recently and its scope widened to include advice on training in all branches of the service, including professional and administrative levels. At the same time a new post of senior assistant secretary (localization and training) has been created and filled. The officer appointed to this post is the executive officer from the Training Committee and responsible to the Director of Establishments for the implementation of the Government's policy on localization and training.

32. The appointment of this officer followed upon the recommendation of a Study Group set up after the Public Services Conference in March 1960 with the following terms of reference:

"In addition to terms and conditions of service of local members of the Service, the Group shall consider policy and progress in regard to 'localization' with particular reference to training and training programmes and also the position of the expatriate officer in the Service, and the question of reorientation of educational policies with a view to meeting the requirements presented by a determined effort to 'localize' the Civil Service."

33. The following recruitment statistics for the years 1955-1959 show the effects of the Kenya Government's policy:

	<u>1959</u>	<u>1958</u>	<u>1957</u>	<u>1956</u>	<u>1955</u>
(a) Number of vacancies reported to Commission	2,154	1,790	1,572	1,982	1,126
(b) Number of applications received in response to the Commission's advertisements	5,181	4,142	4,481	3,155	2,512
(c) Number of new appointments advised by the Commission	These figures comprise promotions and transfers of serving officers, and also appointments made from outside the service:				
(i) As a result of advertisement	368	362	378	327	269
(ii) Otherwise	1,320	993	1,025	1,150	633
(d) Number of posts which the Commission advised should be filled by recruitment from outside East Africa	128	124	157	112	250

34. The following table relates to appointments held by local officers:

	<u>Salary scale A</u> ( <u>professional</u> )	<u>Salary scale B</u> ( <u>semi-professional</u> )	<u>Salary scale C</u> ( <u>technical and supervisory</u> )
1958	28	94	386
1959	51	180	784
30 September 1960	81	261	1,067

35. In February 1961 a project for a new College of Administration in Kenya was announced. In March 1961 it was decided that all future recruitment of overseas staff should be on contract terms only and that no further initial appointments of overseas staff should be made on permanent and pensionable terms.

#### Uganda

36. It was decided in 1954 to create a single service with common basic rates of pay (with inducement additions for overseas staff) so that Africans and Asians could be appointed and promoted on equal terms with officers of other races. A Public Service Commission was established in 1955. At a slightly earlier stage, between 1952 and 1955, there had been a Standing Committee on the Recruitment, Training and Promotion of Africans for appointment to higher posts. This was accompanied by the systematic expansion and improvement of African education, particularly at secondary and post-secondary levels, the provision of funds for overseas scholarships and the development of training courses in Uganda. The next major step was a joint review undertaken by the Establishment Secretary and the Chairman of the Public Service Commission and the announcement in 1958 of a systematic programme of localization over a five-year period. Progress is reviewed each year. A Training Officer has been appointed and further reviews are being undertaken of the qualifications and training required for appointment of local officers and to ensure that the fullest use is being made of local officers who are already serving.

37. The following table of appointments of local officers shows the progress that has been made:

	<u>Salary</u> <u>scale A</u> <u>(professional)</u>	<u>Salary</u> <u>scale B</u> <u>(semi-</u> <u>professional)</u>	<u>Salary</u> <u>scale C</u> <u>(technical and</u> <u>supervisory)</u>
1958	37	41	438
1959	62	68	464
20 August 1960	71	79	491

38. In Sessional Paper No. 2 of 1961, the Uganda Government announced proposals for the accelerated promotion of local officers coupled with a limited scheme for compensation for overseas officers. The aim is to give local officers experience in posts carrying heavier responsibilities.

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39. In December 1960 all recruitment of overseas staff on permanent and pensionable terms ceased; instead contract terms are being offered.

Zanzibar

40. A Public Service Commission has been established and its main task will be to advise on the localization of the public service. As in other Territories a non-racial structure has been adopted for the Civil Service. Non-racial teachers training colleges have been established for both men and women, and subsidies are made to Makerere College, the University of East Africa and the Royal Technical College of East Africa. Two hundred and fifteen students from Zanzibar, including fifty-four holding government scholarships, were studying abroad in December 1959 and in that year thirty-six serving officers were on courses of instruction overseas. Estimated public expenditure on students and officials studying overseas in 1960 is £51,000 which is equal to about 2 per cent of the recurrent budget. Secondary school leavers have been increased over recent years as follows:

(number in brackets shows those successful in Cambridge Overseas School Certificate or GCE)

1949	67	(38)
1954	108	(60)
1959	182	(123)

41. Higher School Certificate classes were started in 1959 and an examination equivalent to a University Entrance examination will be taken for the first time this year. Results of the policy of localization are indicated by the following figures:

At 1 January 1949 local officers held 41 out of 244 Senior posts (Salary scale C and upwards) filled on that date	(16.6 %)
Corresponding figures for 1954 are 102 out of 335	(30.45%)
1959 214	439 (50.39%)
1960 226	427 (52.93%)

East African Railways and Harbours Administration and Posts and Telecommunications Administration

42. The policy of both Administrations is to recruit as many of their staff as possible from local sources and there has been a substantial reduction in the

number of trained staff recruited from overseas. These Administrations have substantial training programmes already described in paragraph 6 above. For the recruitment of professional staff the aim will be gradually to look to the Royal College, Nairobi (soon to become a University College) as the main source of supply.

43. A Commission has examined recently the arrangements for localization in the East African Posts and Telecommunications Administration and certain other East Africa High Commission services and has made recommendations for accelerating the process.

#### Northern Rhodesia

44. A local civil service on non-racial lines is being established. The Northern Rhodesia Government has approved in principle a large-scale training and scholarship scheme designed principally to encourage secondary school leavers in Northern Rhodesia and elsewhere in the Federation of Rhodesia and Nyasaland, of whatever race, to look to the proposed local Civil Service for a career by assisting them to acquire the qualifications necessary for entry into the higher grades of the Service, and, secondly, to assist serving officers to obtain the qualifications necessary for advancement to the higher grades within the Service.

#### Nyasaland

45. At 1 January 1958, a locally based service was introduced with rates of pay and conditions of service related to the local employment market and to the circumstances of candidates whose homes were in Nyasaland or elsewhere in Africa. There are already African and European officers serving in the Territory on these terms. Proposals for a Public Service Commission, which will advise the Government on appointments to, and advancement in, the civil service, have been drawn up and it is expected to begin its work soon. A Committee has recently examined the whole question of the employment of local candidates in the local civil service. The Chairman of this Committee was Mr. A.L. Adu, Secretary to the Prime Minister of Ghana and Head of the Ghana Civil Service.

#### OVERSEAS SERVICE AID SCHEME

46. In addition to the assistance which it provides for the training of personnel, Her Majesty's Government in the United Kingdom has recently undertaken to provide aid to Non-Self-Governing Territories in staffing their public services in a new and direct way. In October 1960 proposals were laid before the United Kingdom Parliament, and later approved by it, whereby Her Majesty's Government offered to enter into agreements with territorial governments for the sharing of the costs of employing overseas staff. The United Kingdom Government offers to pay the difference between the local salaries of such officers and the salaries which have to be paid in order to recruit them in the United Kingdom or elsewhere overseas and retain them in employment. It also offers to pay education and children's allowances for such officers, half the cost of their passages to and from the Territory, and, where appropriate, half the cost of schemes for providing compensation for loss of career. Agreements for aid of this sort are being worked out with thirty separate Governments and administrations and will be effective from 1 April 1961. They will have the ten-year period to 31 March 1971 in the first instance. The effect will be to relieve Territories of a significant part of the burden of employing suitably qualified staff to build up the administrative and social services of the country and develop its economy, and above all to train local people to take over these vital tasks from them. The cost to Her Majesty's government in the United Kingdom will be about £150 million over the ten-year period, a large part of which will represent direct savings to the territorial Governments of expenditure which they are at present making on the allowances and passages to be covered in future by the aid scheme.

APPENDIX I  
OVERSEAS SERVICE TRAINING IN THE UNITED KINGDOM, COURSES BEGUN IN 1960

Type of training	Gambia	Sierra Leone	Aden	East Africa High Commission	Kenya	Northern Rhodesia	Myasaland	Uganda	Zanzibar	Behamas	Barbados	Bermuda	British Guiana	British Honduras	Jamaica	Leeward Islands	Trinidad	Windward Islands	The West Indies	North Borneo	Hong Kong	Barbark and Brunei	Singapore	Riji and Western Pacific	Gibraltar	Malta	Mauritius	South Africa High Commission	Seychelles	St. Helena	Miscellaneous and Unallocated	Total
Administrative	2	5	1	1	24	20	12	9	4		2	2	2	2	8	2	2	2	5	4	4	7		6	1	1	4	1	1	4	129	
Agriculture	1	9	2	2	17	6	5	5	1		1	1	1	1	7	1	1	1	2	2	1	2		3	1	2	1	1	2	76		
Architecture					2																											
Audit and accountancy			2	2	1	1	4	4		1	1	2	2	2	2	2	9	2						2		1	1				26	
Aviation	4	4	10	2	1	1	1	1		1	2	1	2	14	1	4							1	2	1	6	6			59		
Broadcasting	2	4	4	2	2	2	5	1					1	1	1									2	2	6	2			26		
Civil defence			2	1	1	2	1	3	1			1	1	1	4									1	2	2	2			9		
Co-operation	2	2	1	1	2	2	1	3	1				1	1	4									1	2	2	2			19		
Customs and excise	1					1							1	1										1	2	2	2			13		
Dental													2	2			2									1	1			1		
Economic development													2	2			2									1	1			7		
Education	2	2	1	1	3	5	2	2	3		3	6	4	4	6	14	2						1	2	5	3	1			70		
Engineering	5	15	2	4	12	8	1	6			1	4	4	4	4	7	3							2	5	1	1	1		109		
Fire services			1	1	1		1						3	1	1															9		
Foreign service					1								1	1	1				15							1	1			25		
Forestry	10				3	2	2	1					1	1	1															16		
Geological survey	2					3							1	1																6		
Imperial Defence College						3	1						1	1													1					
Income tax		2				1	1				1		2	2	3	1	3	2	1		4				2	2	2	1			22	
Information						1	1						2	2	1	1	1	1							1	1	1			7		
Joint Services Staff College													1	1	1	1	1	1							1	1				1		
Labour			1	1	3	2	2	2			1	1	1	1	1	1	1	1		1	1	2			1	1				23		
Languages					4	4	1	1							1																12	
Legal	1	2			3	7	1	1			1			1	1	1														16		
Local government			1	1	1	1	1	1	1						2															11		
Marine													1	1	2															3		
Medical	2	7		1	11	1	2				2	1	2	2	2	7	1	3		2	22		9	2	1	9	1			85		
Meteorological																														10		
Miscellaneous	4				13		14	2			1	3	3	1	2	4				7	1	2	2	2	6	6				64		
Nuclear Energy																														10		
Nursing			4	3	6	7	1	5			2	1	1	2	12	4	5			6		1		1	5	5	1			44		
Organization and methods													3	2	2	1	1			1	8	1				6				50		
Parliamentary procedure													1	1																		
Passports and Immigration	1																													3		
Police	3	14	10	31	17	56	26	44	7	5	5	15	4	3	12	5	16	8	2	22	4	9	5	1	10	6	9	1	1	20		
Posts and telegraphs	2	2								2	2		2	2													2			45		
Printing	1	3																												8		
Prisons	1	1			2		5					1	1	1	1	3	3			1					1	5	1			21		
Probation																														6		
Public and social administration																														3		
Railways																														2		
Research students																														4		
Sanitary and health	3						1				2	1	1																	21		
Social welfare	1				1	3	1	1			1	3	2	4	3	1											2	1		27		
Statistics													1	1	1															5		
Survey	2				2			2																						8		
Town planning			2					2															2							9		
Veterinary					1	1	1	1		1																	1	1		7		
TOTAL	24	90	31	58	137	126	56	121	25	9	29	19	45	27	90	14	96	31	24	18	152	22	26	30	8	25	76	21	5	1	1,455	



APPENDIX II

Composition of the Public Service (at 1 January 1960, unless otherwise stated)

Territory	Overseas officers		Local and other officers of comparative professional or other status to overseas officers	Total number of local and other officers
	Pensionable	Non-pensionable		
Aden a/	189	125		
Bahamas	19	67	188	2,477
Barbados	21	28	89	4,296
Bermuda	166	38	275	504
British Guiana b/	82	62	220	1,780
British Honduras	40	33	42	1,586
Falkland Islands	16	13	10	96
Fiji	270	181		3,885
Gambia	68	47	61	3,117
Gibraltar	18	15	35	890
Hong Kong	1,356	135		39,561
Jamaica	43	60	270	16,543
Kenya	2,938	634	2,598	59,456
<u>Leeward Islands</u>				
Antigua				
Montserrat				
St. Kitts-Nevis-Anguilla	6	7	12	1,140
Virgin Islands	4	2	7	90
Malta c/	12		3	9,848
Mauritius	77	50	272	9,600
North Borneo	162	38	251	3,859
Northern Rhodesia a/	813	590	2,150	10,527
Nyasaland	748	146	123	8,100
St. Helena	7	3	187	4,137
Sarawak	238	98	76	6,674
Seychelles a/	11	17	33	573
Sierra Leone	270	189	402	9,000
Uganda d/	1,378	530		
<u>Western Pacific</u>				
British Solomon Islands Protectorate	92	86	6	709
New Hebrides	13	8	109	-
Gilbert and Ellice Islands	30	14	47	933
<u>Windward Islands</u>				
Dominica	3	4	45	1,182
Grenada	7	-	22	1,871
St. Lucia	4	8	-	-
St. Vincent	-	-	-	-
Zanzibar	94	44	316	4,137
<u>East Africa High Commission</u>	581	241	286	3,056
E.A. Posts and Tels	403	-	95	4,559
E.A. Rlways and Harbours	1,194	63	1,515	12,119
Bechuanaland d/	149		4	
Basutoland a/	108	1	16	1,800
Swaziland a/	66	10	71	1,429
The West Indies a/	16	4	15	

NOTE: An effort is made to ensure that Territories adopt similar standards in determining the number of posts listed in the third column of this table; but the figures in this column may not be strictly comparable with each other in all cases.

a/ At 1 January 1959.

b/ At 1 January 1958.

c/ At 1 July 1960.

d/ Includes non-pensionable officers.