

GOVERNMENT NOTIFICATION.—No. 465.

The following Correspondence respecting increase of Salaries of Subordinate Officers in the Civil Service of the Colony, which was laid before the Legislative Council this day, is published.

By Command,

J. H. STEWART LOCKHART,
Colonial Secretary.

Colonial Secretary's Office, Hongkong, 29th August, 1901.

(*Governor to Secretary of State.*)

No. 440.

GOVERNMENT HOUSE,
HONGKONG, 3rd October, 1900.

SIR,—I have now the honour to transmit for your consideration the enclosed copy of the Report of the Committee which I appointed to enquire into the salaries of Subordinate Officers in the Civil Service of this Colony, together with copy of a Memorandum thereon by the Acting Colonial Secretary, and of a Scheme for the classification of certain of the salaries dealt with by the Committee, which has been based partly on the scheme approved in Lord Ripon's Despatch No. 270 of the 28th of November, 1892, and partly on the recommendations of the Committee, also a Summary shewing the increase in expenditure which will result if the increases in salaries recommended by the Committee are approved.

The Shanghai Branch Post Office which is being re-organised, and the Praya Reclamation Office have been excepted from the Summary.

2. Subject to the modifications suggested by the Acting Colonial Secretary, I approve generally of the increases recommended by the Committee, but I regard the Classified Scheme of Salaries, submitted herein, as preferable and I recommend that the rates of pay therein suggested should be now substituted for the Committee's recommendations where practicable, and introduced in the future as opportunity offers.

The maxima of the salaries in the Classified Scheme amount in the total to \$65,880 while the maxima of the same salaries increased as recommended by the Committee aggregate \$70,400.

3. The Committee have made special reference in their report to the Post Office in Hongkong and Branch Office in Shanghai.

Their recommendations for increases to the salaries of the Post Office Staff in Hongkong were referred to the Acting Postmaster General. I enclose copy of a letter from Mr. Lewis on the subject. It will be observed that Mr. Lewis, like the Committee, recommends the engagement of trained Clerks from home; I consider that the proposal is worthy of consideration, and would suggest that the Postmaster General who is on leave in England be consulted on the subject.

I have already addressed you in my despatch No. 395 of the 30th of August regarding the extra Clerks and Assistant Marine Officers referred to by Mr. Lewis.

I have also recently addressed you on the subject of the Shanghai Post Office, and I am at present awaiting a report upon the working of that office from the Local Auditor who has just returned from Shanghai.

4. With regard to paragraph 10 of the report I have to remark that there is no hour set apart for luncheon in the Government Service, and that no Clerk can claim that office hours are fixed from 10 a.m. to 4 p.m.

It rests entirely with Heads of Departments who are responsible for the proper carrying out of the work under them at what hours their respective offices open and close. In the majority of Departments work begins before 10 a.m. and is carried on considerably after 4 p.m.

As regards Mr. Shewan's rider I do not think the question need be raised.

Moreover, Officers who draw exchange compensation do not as a rule do the same work as others.

I have the honour to be,

Sir,

Your most obedient, humble Servant,

H. A. BLAKE,
Governor, &c.

The Right Honourable

JOSEPH CHAMBERLAIN, M.P.,

&c.,

&c.,

&c.

Enclosure No. 1.

Enclosure No. 2.

Enclosure No. 3.

Enclosure No. 4.

Enclosure No. 5.

Enclosure No. 1.

(Chairman, Salaries Committee to Acting Colonial Secretary.)

HONGKONG, 26th July, 1900.

SIR,—On behalf of the Committee appointed by His Excellency the Governor “to enquire into and report on the Salaries of Subordinate Officers in the Civil Service of the Colony,” I have now the honour to enclose a Report on this matter with Recommendations for a re-adjustment of Salaries.

I have the honour to be,

Sir,

Your obedient Servant,

R. M. GRAY,

*Chairman of the Committee to enquire into
Salaries of Subordinate Officers in
the Civil Service of the Colony.*

Honourable F. H. MAY, C.M.G.,
Acting Colonial Secretary.

REPORT.

We, the Members of the Committee appointed by His Excellency the Governor “to enquire into and report on the Salaries of Subordinate Officers in the Civil Service of the Colony” have accordingly the honour to submit the following Report, together with recommendations for an increase of remuneration in the majority of cases.

2. In apportioning the amount of increase we have taken into consideration the recent allowance made by the Secretary of State to the higher Officials, and in making our recommendations, although we have to a certain extent allowed the individual merits of the case and length of service to weigh with us, we have principally been guided by the enhanced cost of living at the present time.

3. In order to arrive at a fair decision we have given an opportunity to all the subordinate Officers, whose names have been submitted to us by the Government, to state their cases personally before us, have examined all letters and documents sent to us on the subject, and have interrogated the Heads of each Department concerning their staffs.

4. The Salaries of the different departments do not appear to have been modelled on any given plan, but to have grown into their present unequal position according to the gradual development of the department, and the pressure brought to bear in each case for an increase.

5. We are of opinion that it is not only just, but also sound policy for the Government to more adequately remunerate their old and tried servants, and to pay for responsible positions a sufficient salary to attract good men, but where Juniors who have joined the service within the last year are in receipt of \$40 per month or more, we have not seen our way to recommend any immediate increase. We think that it should be the object of Government to stimulate the efforts of its servants by promotion according to deserts.

6. In dealing with this matter of Salaries, we have merely made our recommendations on each individual case of remuneration in the same shape in which it was put before us.

7. Although it does not come within the scope of our enquiry to remark upon the management of a Department, that enquiry has given us the opportunity of an insight into the working of the various Departments, which we consider has enabled us to form a reasonable judgment on the subject, and we therefore take the liberty of making the following remarks about the management of the *Post Office*, which

has been a source of much complaint from the public in the past few years. In this Department, out of a total staff of 38 subordinate officers brought to our notice, no less than 20 are inexperienced juniors engaged within the last 12 months at a salary of \$40 (+ about \$4 for sorting) per month, and above them there are 9 others with 2 or 3 years' service earning from \$45 (+ about \$4 for sorting) to \$60 (+ about \$8 for sorting). Without elaborating a scheme to remodel the Department, we are strongly of the opinion that, in order to secure a really efficient service, it is advisable, in place of such numbers of beginners, to engage the services of a certain number of experienced sorters from home, who will not only be able to put through their work efficiently, but also to teach by example the junior sorters their proper duties. We are further of opinion that the Shanghai Branch of the Post Office is thoroughly undermanned, and that it should be re-organised on a more liberal scale.

8. We stated in the beginning that we have been chiefly influenced by the fact that the cost of living has greatly increased during the past few years, as well as to a certain extent by the individual merits of each case, so far as we have been able to ascertain them, but our reasons in many cases have been so diverse, and so many points have to be taken into consideration in coming to a conclusion, that we have not attempted to set forth in detail the grounds for each recommendation. It will, we trust, be considered sufficient if we say that we have carefully weighed the facts for and against each application, and, while trying to meet the individual necessities of the case, and the claims of long service, we have also endeavoured to do away with some anomalies, and to make salaries in the various departments more consistent. We have not been able to do this as thoroughly as we could have wished, owing to the different customs which obtain in each department as to allowances for free quarters, chair hire, &c., &c.

9. While acknowledging the assistance received at the hands of all Heads of Departments and their subordinates, we feel bound to point out the difficulty that a Commission of this description must necessarily experience in weighing the pros and cons of so many applications, and also the impossibility of obtaining all the facts required to form an absolutely definite opinion of the merits of each case. We have however done our best to get at the truth, and at such points as would enable us to decide whether the salaries at present paid are below the current rate, and we can but express the hope that our suggestions may prove of service to the Government in arriving at such an adjustment as may satisfy all parties concerned.

10. While recommending increased salaries, it appears to us at the same time that office hours of 10 a.m. to 4 p.m., including absence for lunch, are altogether too short, and that Government should require from its indoor employés, at least 7 hours' work each day, exclusive of time allowed for meals. Possibly by increasing the hours, and also the remuneration, the work might be done in some departments by a smaller staff with greater efficiency and economy.

11. All our recommendations as to salaries are intended to take effect from 1st January, 1900.

R. M. GRAY,
Chairman.

D. GILLIES.

ROBT. SHEWAN.

Hongkong, 26th July, 1900.

I would add to the foregoing that in my opinion a Colony whose revenues are all in silver should not pay any of its wages in gold. It does not seem to me reasonable that two men may be doing the same work but that one should be entitled to draw 25 per cent. more salary (as exchange compensation) than the other merely because the more fortunate one happens to be "domiciled" in a gold country. I think that greater consistency would be secured and a simpler and better system created if all these allowances were commuted for a fixed amount of salary in the currency of the Colony.

ROBT. SHEWAN.

26th July, 1900.

Name.	Office.	Date entered Service.	Date present Appointment.	Salary per month.
COLONIAL SECRETARY'S OFFICE.				
P. H. Rozario,.....	1st Clerk,	1. 5.74	1. 8.97	\$ 160.00
J. M. Gutierrez,	2nd	1. 2.82	1.12.90	134.50
J. A. Remedios,	3rd	1. 4.89	1.12.97	110.00
F. F. Remedios,	4th	1. 7.90	1. 8.97	60.00
E. J. Rozario,.....	Temporary Clerk,.....	1. 3.97	1. 3.97	40.00
TREASURY.				
E. A. de Carvalho,.....	Cashier and Accountant,	2. 9.81	1. 9.95	200.00
J. C. da Cunha,	2nd Clerk,.....	16. 4.92	1. 1.00	120.00
L. J. Lopes,.....	Assistant Clerk.....	28. 3.94	1. 1.00	120.00
J. Pestonjee,	3rd Clerk,	1. 2.94	22. 2.99	110.00
P. J. M. Rodrigues,	6th	1. 3.90	6.11.99	60.00
A. A. Lopes,	7th	1. 9.99	1. 9.99	40.00
E. H. D'Aquino,.....	1st Clerk, Stamp Office.....	1.10.64	17. 8.95	150.00
J. M. Placé da Silva,.....	2nd	30.12.81	20. 8.98	90.00
REGISTRAR GENERAL'S OFFICE.				
P. P. J. Wodehouse,	1st Clerk,	1. 5.97	22. 7.97	120.00
BOTANICAL DEPARTMENT.				
W. J. Tatcher,	Assistant Superintendent,	14.12.91	1. 1.00	100.00
PUBLIC WORKS DEPARTMENT.				
B. W. Grey,	Temporary Land Surveyor,.....	1. 5.99	1. 5.99	166.66
Thomas Jacob,.....	Land Surveyor.....	1. 9.98	1. 5.00	125.00
G. J. W. King,	Land Bailiff,.....	6. 1.81	1. 1.00	166.66
J. G. Gutierrez,	1st Clerk,	18. 6.77	1. 3.93	120.00
P. J. Julyan,	Clerk,.....	1. 1.95	1. 1.95	100.00
A. M. de Souza, .....	.. .....	13. 7.96	1. 7.99	50.00
F. M. Franco,.....	.. .....	28. 1.90	1. 1.91	48.00
J. B. Gutierrez, .....	.. .....	9. 5.99	9. 5.99	30.00
John Wildey,	Overseer of Roads, City of Victoria, ..	28. 3.89	1. 6.98	125.00

Exchange Compensation.	Increments.			Recommendation.				
	House Allowance.							
...	...	...	...	\$185.00.				
...	...	...	...	155.00.				
...	...	...	...	125.00.				
...	...	...	...	70.00.				
...	...	...	...	50.00.				
...	...	...	...	\$230.				
...	...	...	...	140.				
...	...	...	...	140.				
...	...	...	...	125.				
...	...	...	...	60.	1901.	1902.		
...	...	...	...	40.	\$65	\$70		
...	...	...	...	175.	40.	45	50	
...	...	...	...	105.				
Yes	1901. \$130	1902. \$140	1903. \$150	1900. \$160	1901. \$170	1902. \$180	1903. \$190	1904. \$200 + Exch. Comp.
Yes	House Allowance. \$50	...	...	\$160.00 + House Allowance or Quarters.				
...	Chair. \$24	...	...	Understand that this case has been treated by Govt.				
...	18	...	...	\$125.00. Chair \$24.00.				
Yes	24	...	...	175 + Exchange Comp. Chair \$32.				
...	...	...	...	175.				
...	...	...	...	140.				
...	...	...	...	55.				
...	...	...	...	70.				
...	...	...	...	40.				
Yes	18	...	...	150 + Exchange Comp. Chair \$24.00.				

Name.	Office.	Date entered Service.	Date present Appointment.	Salary per month.
<i>PUBLIC WORKS, DEPT.—Continued.</i>				
Evan Dougherty,	Overseer,	7.12.91	1. 6.98	\$ 125.00
John Gowanlock,	"	18. 4.97	18. 4.97	130.00
J. Carroll,	"	22. 3.87	1. 6.98	115.00
R. H. Mugford,	" of Buildings out of Victoria,	1. 1.94	1. 1.94	115.00
J. Ross,	" Hongkong Waterworks,	11. 9.93	11. 9.93	100.00
I. A. Wheal,	" of Drains,	1. 6.95	1. 6.98	100.00
J. Coyle,	" of Buildings,	5.11.90	1. 6.98	100.00
F. A. Pearson,	"	15.12.94	1. 6.98	100.00
H. W. Wolfe,	"	28.10.96	21.11.99	100.00
F. Stainton,	" of Buildings,	1.12.96	1. 5.00	100.00
G. W. Kynoch,	" Kowloon Waterworks,	15. 1.00	15. 1.00	100.00
C. Ley Kum,	Water Inspector,	12. 3.00	12. 3.00	50.00
A. W. J. Simmons,	Asst. Overseer, H'kong Waterworks,	20.11.99	20.11.99	60.00
A. H. Nimmo,	Foreman of Works, Hill District,	1. 3.86	16. 6.88	40.00
C. N. Solomon,	Overseer of Waterworks,	14. 1.90	14. 1.90	30.41
Cornelius Grant,	Assistant Foreman,	1. 7.86	1. 7.86	30.00
P. J. D'Almeida,	"	1.12.86	1. 9.90	40.00
J. F. Abraham,	Foreman,	28. 3.98	28. 3.98	12.00
R. C. Witchell,	Water Inspector,	22. 1.00	22. 1.00	50.00
J. A. Bowen,	Watchman, Tytam Reservoir,	10. 7.96	1. 1.00	50.00
J. S. C. Rodrigues,	" Pokfulam Reservoir,	7. 1.00	7. 1.00	25.00
W. M. Thomson,	Custodian, Recreation Ground,	1. 4.98	1. 4.98	40.00
S. M. Thompson,	Caretaker, Shaukiwan Waterworks,	1. 2.98	1. 2.98	25.00
N. E. Thompson,	" Aberdeen Waterworks,	1. 6.97	1. 6.97	25.00
Bhola Singh,	Watchman, Laichikok,	30. 1.90	1. 5.97	25.00
<i>PRAVA RECLAMATION.</i>				
I. A. Remedios,	Clerk, Accountant and Storekeeper,	20. 5.89	1. 1.95	130.00
W. S. Triscott,	Foreman Mason,	11. 6.97	11. 6.97	150.00
James Baker,	Assistant Overseer,	2. 5.95	1. 1.00	75.00
J. W. Harris,	"	15. 2.00	15. 2.00	75.00
T. Olsen,	Master, Government Dredger,	2. 5.95	1. 4.98	80.00

Exchange Compensation.	Increments.			Recommendation.
	House Allowance.			
Yes	...	...	...	\$150 + Exchange Compensation.
...	12	...	...	Resigned.
Yes	18	...	...	140 + Exchange Comp. Chair \$24.
"	18	...	...	140 + " " " 24.
"	15	Quarters	...	120 + " " " 16 Quarters.
"	14	...	...	120 + " " " 16.
"	18	...	...	120 + " " " 24.
"	15	...	...	120 + " " " 20.
"	12	...	...	120 + " " " 16.
"	18	...	...	120 + " " " 24.
"	12	Quarters	...	120 + " " " 16 Quarters.
...	12	...	...	50 " " 16.
Yes	12	...	...	70 + " " " 16.
"	...	...	...	40 + " " " "
...	...	...	...	40.
Yes	...	...	...	36 + " " " "
...	...	...	...	50.
...	...	...	...	14.
...	6	...	...	50 Chair \$8.
...	...	Quarters	...	50 Quarters.
...	...	"	...	25 " " " "
...	...	...	...	48.
...	...	Quarters	...	25 " " " "
...	...	"	...	25 " " " "
...	...	"	...	25 " " " "
...	...	...	...	\$150.
Yes	...	...	Chair. \$12	} Understand these are leaving.
...	
...	
...	

Name.	Office.	Date entered Service.	Date present Appointment.	Salary per month.
POST OFFICE.				
A. J. Reed,	Accountant,	1. 6.88	1. 3.99	\$ 140.00
H. Dixon,	Supt., Money Order Office,	1. 5.90	1. 1.00	180.00
P. A. V. Remedios,	Supt., Registration Branch,	1. 6.88	1. 1.00	120.00
S. Moosa,.....	Clerk,	1. 2.83	1. 3.99	130.00
R. F. Gutierrez,	Marine Officer,	29.12.82	1. 3.99	120.00
F. X. P. Silva,	Clerk, Money Order Office,.....	1. 1.93	1. 3.99	106.00
C. J. Demeo,	2nd Marine Officer,	14. 5.89	1. 5.00	100.00
J. Ribeiro,	Deputy Supt., Registration Branch,	7. 4.96	13. 1.00	80.00
E. Daliato,	3rd Marine Officer,	5.11.96	1. 1.00	60.00
Sirdar Khan,	Clerk,.....	6. 7.98	1. 1.00	60.00
J. C. Remedios,	"	12. 2.97	1. 1.00	60.00
H. M. Simões,.....	"	11.12.97	1. 1.00	50.00
J. S. Remedios,	"	1. 4.98	1. 1.00	50.00
C. T. Silva,	"	16. 6.98	1. 1.00	50.00
A. Remedios,	"	1. 8.98	1. 1.00	45.00
P. Roza,	"	1. 8.98	1. 1.00	45.00
F. Perpetuo,	"	1. 8.98	1. 1.00	45.00
S. Moosa,.....	"	9. 3.99	1. 1.00	45.00
J. M. Silva,.....	"	8. 3.99	1. 1.00	40.00
F. J. Barretto,	"	16. 5.99	1. 1.00	40.00
A. F. Castilho,	"	1. 6.99	1. 1.00	40.00
O. M. Rangel,.....	"	27. 6.99	1. 1.00	40.00
J. Victor,.....	"	16. 8.99	1. 1.00	40.00
P. A. Rozario,.....	"	22. 8.99	1. 1.00	40.00
J. Barretto,.....	"	1. 9.99	1. 1.00	40.00
J. Vardon,	"	1. 1.00	1. 1.00	40.00
N. M. Manuk,.....	"	1. 1.00	1. 1.00	40.00
T. M. Gregory,	"	1. 1.00	1. 1.00	40.00
G. G. Catchick,	"	1. 1.00	1. 1.00	40.00
S. M. Joseph,	"	1. 1.00	1. 1.00	40.00
D. Remedios,	"	1. 1.00	1. 1.00	40.00
M. Mendes,	"	13. 1.00	13. 1.00	40.00
V. Ribeiro,	"	1. 2.00	1. 2.00	40.00

Name.	Office.	Date entered Service.	Date present Appointment.	Salary per month.
<i>POST OFFICE,—Continued.</i>				
S. V. Remedios,	Clerk,	18. 3.00	18. 3.00	\$ 40.00
S. V. M. Houghton,	„	1. 5.00	1. 5.00	40.00
H. Xavier,	„	1. 5.00	1. 5.00	40.00
S. Nunes,	Launch Officer,	1. 1.00	1. 1.00	45.00
J. M. Passos,	„	1. 1.00	1. 1.00	45.00
N.B.—We consider that the allowance for sorting should be abolished and the amount incorporated into salary.				
(Shanghai.)				
M. A. Pereira,	Acting Postmaster,	23.12.82	1. 1.00	\$ 110.00
C. L. Perpetuo,	Clerk,	1. 5.99	1. 4.00	50.00
L. A. Perpetuo,	„	1. 4.00	1. 4.00	40.00
HARBOUR MASTER'S DEPARTMENT.				
J. L. de S. Alves,	First Clerk,	7. 5.66	1. 8.98	192.00
A. P. Guterres,	Second „	3. 4.69	1. 8.98	164.00
A. C. Botelho,	Third „	26.11.72	1. 8.98	125.00
F. A. Cordeiro,	Fourth „	1. 8.87	1. 8.99	73.33
E. Jones,	First Boarding Officer,	17. 7.88	1. 1.91	160.00
E. J. Meugens,	Second „	1. 8.89	1. 1.91	147.50
M. McIver,	Inspector of Junks & Cargo-boats,	30.10.91	1. 6.97	93.00
F. C. Collaço,	Asst. „	1. 6.76	1. 6.97	86.00
F. M. Franco,	„ „ and charge of Samshuipo Harbour Station.	20.11.91	10. 7.99	80.00
S. Soonderam,	Indian Interpreter,	1. 9.93	1. 9.93	30.00
M. Rahfeek,	„ and Malay Interpreter,	1.12.97	1.12.97	35.00
R. L. Rocha,	Signalman at the Peak,	1. 1.96	1. 3.98	64.00
C. F. S. Collaço,	Telegraph Clerk, Cape D'Aguilar,	16. 6.97	16. 6.97	40.00
R. Gomes,	Signalman, Blackhead's Hill,	1. 3.98	1. 3.98	40.00
W. Robinson,	Master of Steam Tender,	15. 4.99	1. 9.99	150.00
R. C. Dixon,	Government Marine Surveyor,	16. 8.90	1. 2.92	300.00
J. Macdonald, Jr.,	Asst. „	1. 4.92	1. 4.92	200.00
John Livesey,	Officer in charge Gunpowder Depot,	4.10.75	1. 1.91	141.00
James Sinclair,	2nd Lighthouse Keeper,	11. 2.91	11. 2.91	102.50
J. M. Franco,	3rd „	1. 6.91	1. 6.91	46.50

Exchange Compensation.	Increments.			Recommendation.
	Allowance for sorting.			
...	\$ 4	...	...	\$ 40 rising to \$70 by \$5 each year + about \$4 for sorting.
...	4	...	...	40 .. to 70 by 5 .. + .. 4 ..
...	4	...	...	40 .. to 70 by 5 .. + .. 4 ..
...	4	...	...	45 + about \$4 for sorting.
...	4	...	...	45 + .. 4 ..
...	...	...	...	\$175.00.
...	...	...	...	1900. 1901. 1902.
...	...	...	...	80 90 100
...	...	...	...	60 70 80
...	...	...	...	\$220.00.
...	...	...	...	190.
...	...	...	...	150.
...	...	...	...	90.
Yes	House. \$35	...	...	185 House \$40 + Exchange Comp.
"	35	...	...	170 .. 40 + ..
"	...	Quarters and light.	...	110 Quarters and Light + Exchange Comp.
...	20	...	...	100 House \$20.
...	...	Quarters.	...	95 Quarters.
...	...	...	...	45.
...	...	...	...	45.
...	...	Quarters and light.	...	75 Quarters and Light.
...	...	Quarters.	...	40
...	...	"	...	45 ..
...	...	Quarters on board, fuel and light.	...	150 + Exchange Comp.
Yes	...	...	...	Informed that this case has been dealt with.
"	" " " "
"	...	Quarters, fuel and light.	...	170 + Exchange. Quarters fuel and light.
"	...	"	...	125 +
...	...	"	...	60 \$5 Boat hire.

Name.	Office.	Date entered Service.	Date present Appointment.	Salary per month.
HARBOUR MASTER'S DEPT. —Continued.				
C. E. Nicholas,	Lightkeeper, Gap Rock,	25. 4.92	8. 6.95	\$ 135.00
J. Mitchell,	Senr. Asst. Lightkeeper, Gap Rock,	25. 4.92	8. 6.95	130.00
F. A. Coleman,	Junr. „ „ „	25. 4.92	8. 6.95	125.00
(Imports and Exports Office.)				
L. G. D'Almada e Castro,	1st Clerk,	1. 2.81	1. 1.91	134.50
A. Loureiro,	2nd „	1. 2.00	12. 3.00	60.00
A. C. Botelho, Jr.,	3rd „	12. 3.00	12. 3.00	50.00
SUPREME COURT.				
C. J. Xavier,	1st Clerk of Court and Clerk to Chief Justice.	26.10.82	1. 1.98	121.50
L. D'Almada e Castro,	2nd Clerk of Court and Clerk to Puisne Judge.	1.11.93	1. 1.98	100.00
Abdulla Bin Suffiad,	Clerk to Registrar and Hindustani Interpreter.	7.11.88	9. 5.98	95.00
Vincent A. Sales,	Usher,	9. 7.89	9. 7.89	80.00
Frederick Howell,	1st Bailiff,	10. 9.80	1. 1.94	125.00
I. F. do Rozario,	Assistant Bailiff,	16.12.99	16.12.99	40.00
George Thomas,	Assistant Clerk and Librarian,	4. 9.93	4. 9.93	40.00
EDUCATION DEPARTMENT.				
E. A. Bateman,	Head Mistress,	1. 9.91	1. 9.91	100.00
E. Tatcher,	First Assistant,	7. 1.93	1. 9.95	60.00
Lizzie Turner,	Second „	14. 4.92	1.11.95	25.00
Hilda Long,	Senior Pupil Teacher,	1. 5.94	1. 1.00	20.00
Kitty Turner,	Junior „	1.11.94	1. 1.00	15.00
R. Soonderam,	Head Master, Wanchai School,	2. 2.80	1. 1.90	44.00
MAGISTRACY DEPARTMENT.				
W. M. B. Arthur,	First Clerk, .....	...	...	...
N. G. Nolan,	Interpreter,	7. 4.91	4.10.94	100.00
M. Hoosen,	Chinese and Hindustani Interpreter,	9. 5.98	9. 5.98	75.00
S. Alli Bux,	Fourth Clerk & Asst. „	13.10.79	1. 3.97	54.00
F. E. Danenberg,	Fifth Clerk & Portuguese Interpreter,	1.11.99	1.11.99	36.00

Exchange Compensation.	Increments.			Recommendation.
Yes	...	Quarters, fuel & light.	...	\$150 + Exchange Comp. Quarters, Fuel & Light.
"	...	"	...	145 + " " " " "
"	...	"	...	140 + " " " " "
...	Chair. \$12	...	...	\$150 Chair \$16.
...	1900. 1901. 1902. 1903.
...	60 65 70 75
...	50 55 60 65
...	\$145
...	115
...	100
...	95
Yes	145 + Exchange.
...	1901. 1902.
...	40 45 50
...	55
Yes	House allowance. \$50	...	...	1900. 1901. 1902.
"	15	...	...	150 165 180 + Exch. Comp. No house allowec.
...	100 115 130 + " " "
...	30 35
...	25 30
...	...	1901. 20	...	20 25
...	6	...	...	\$60 + \$6 House allowance or quarters.
Yes	\$120 + Exchange Compensation.
...	85
...	
...	45

Name.	Office.	Date entered Service.	Date present Appointment.	Salary per month.
ATTORNEY GENERAL'S DEPARTMENT.				
F. H. Kew,.....	Clerk to Attorney General,.....	11.12.94	1. 1.99	\$ 60.00
M. A. Rozack. ....	.. to Crown Solicitor,	1.12.96	1.12.96	60.00
OBSERVATORY DEPARTMENT.				
Anna Doberek.	Assistant Meteorologist,	1. 5.92	1. 5.92	83.33
E. J. F. Gomes,	First Computer.	1.11.90	1.11.96	50.00
MEDICAL DEPARTMENT.				
Thomas J. Wild,.....	Asst. Apothecary and Analyst,	18. 8.99	18. 8.99	150.00
Robert Chapman,	Accountant and Storekeeper,	1. 4.92	1. 1.98	145.00
Sara E. Barker,	Matron.	4. 4.94	14. 3.99	95.00
Florence M. Barr,	Sister.	26. 2.97	26. 2.99	75.00
Annie E. Todd, .....	.. .....	26. 2.97	26. 2.99	75.00
Helen Batchelor,.....	.. .....	11. 6.98	11. 6.99	65.00
Elizabeth Maker, .....	.. .....	18. 6.98	18. 6.99	65.00
Georgina Franklin.....	.. .....	1.10.98	1.10.99	65.00
Clara Watson,.....	.. .....	13. 1.99	13. 1.00	65.00
Ada Ellen Gorham, .....	.. .....	25. 3.99	25. 3.00	65.00
Katharine E. Stollard, .....	.. .....	25. 3.99	25. 3.00	65.00
Annie A. Lazenby.....	.. .....	28.10.99	28.10.99	55.00
Isabel Manners,	Nurse Probationer,	1. 5.99	1. 5.00	20.00
Elsa Stewart Hogg, .....	.. ..	1. 5.99	1. 5.00	20.00
George Tuohy,.....	Wardmaster,	5. 9.97	22. 3.00	82.00
Sahab,	Gatekeeper, Civil Hospital,	1. 9.98	1. 9.99	11.00
T. R. O. Hashi,	Japanese Interpreter,	15.12.96	15.12.96	6.00
J. R. Lee,	Wardmaster Lunatic Asylum,.....	1. 5.95	1. 5.95	70.00
Edward Abbott,	Asst.	9. 8.99	9. 8.99	60.00
C. P. da Silva,	Temp. Asst. Vaccine Institute,	1.12.99	1.12.99	10.00
Ann M. T. Millington,	Sister, Nursing Institute,.....	13. 5.98	13. 5.00	85.00
Mary Robins, .....	.. ..	13. 5.98	13. 5.00	85.00

Exchange Compensation.	Increments.			Recommendation.		
...	...	...	...	\$70.		
...	...	...	...	70.		
Yes	...	...	...	\$100 + Exchange Compensation.		
...	...	...	...	1900.	1901.	1902.
				60	65	70
	Light & fuel.			Light and Fuel.		
Yes	\$12	Quarters.	...	\$160 + Ex. Comp. \$12 Quarters.		
"	10	"	...	170 +	"	10 "
"	7	"	Chair. \$12.00	110 +	"	7 " Chair \$16.00.
"	7	"	3.60	85 +	"	7 " " 4.80.
"	7	"	3.60	85 +	"	7 " " 4.80.
"	7	"	3.60	75 +	"	7 " " 4.80.
"	7	"	3.60	75 +	"	7 " " 4.80.
"	7	"	3.60	75 +	"	7 " " 4.80.
"	7	"	3.60	75 +	"	7 " " 4.80.
"	7	"	3.60	75 +	"	7 " " 4.80.
"	7	"	3.60	75 +	"	7 " " 4.80.
"	7	"	3.60	65 +	"	7 " " 4.80.
...	Ration, light & fuel. \$15	"	...	45 and Quarters. No allowances.		
...	...	"	...	45	"	"
Yes	Light & fuel. 7	"	...	Resigned.		
...	...	"	...	14 Quarters.		
...	...	...	...	6.		
Yes	7	Quarters.	...	Light and Fuel. 80 + Ex. Comp. \$7		
"	7	"	...	75 + " 7 } If these posts made interchange- able with other wardmasters.		
...	...	...	...	Unchanged.		
Yes	Free.	Quarters.	Chair. \$6	"		
"	"	"	"	"		

Name.	Office.	Date entered Service.	Date present Appointment.	Salary per month.
VICTORIA GAOL.				
E. J. Pierpoint,	Chief Warder,	5.10.95	13. 5.99	\$ 120.00
H. J. Watson,	Clerk and Storekeeper,	6. 5.85	1. 1.96	100.00
R. A. Craig,	Clerk,	1. 3.98	3. 5.98	50.00
D. Doyle,	Principal Warder,	5.12.95	5. 6.99	80.00
J. Simot,	" ..	11.12.94	24.10.99	80.00
J. Aherns,	Warder,	5. 1.95	25. 2.00	68.00
C. Robertson,	" ..	22. 5.97	13. 7.99	64.00
C. Bains,	" ..	16. 7.97	16. 7.97	60.00
W. Wilkinson,	" ..	2. 3.94	24.10.99	60.00
J. Straube,	" ..	7. 2.92	1. 4.96	60.00
T. Souza,	" ..	13. 6.87	1. 1.98	60.00
G. Passmore,	" ..	11. 8.97	11. 8.97	60.00
C. Parkinson,	" ..	14. 7.98	14. 7.98	60.00
E. Eutwisle,	" ..	14. 7.98	14. 7.98	60.00
F. Owens,	" ..	29. 5.99	29. 5.99	60.00
G. Foden,	" ..	26. 6.99	26. 6.99	60.00
E. Oram,	" ..	21. 7.99	21. 7.99	60.00
T. Johns,	" ..	3. 8.99	3. 8.99	60.00
A. Ratcliffe,	" ..	4.10.99	4.10.99	60.00
J. Kelton,	" ..	9.11.99	9.11.99	60.00
J. Peak,	Hospital Warder,	9. 1.00	9. 1.00	60.00
A. Morgan,	Warder,	23. 2.00	23. 2.00	60.00
J. Tweed,	" ..	1.11.76	6. 5.96	55.00
Lewis,	Matron,	20. 2.97	17. 4.99	50.00
Raptis,	Wardress,	3. 8.99	3. 8.99	20.00
Collins,	" ..	13. 6.99	13. 6.99	20.00

Exchange Compensation.	Increments.			Recommendation.
Yes	Rising by \$4 in 5 years to \$140.	Uniform, fuel and light.	Quarters.	\$140 rising by \$4 in 5 years to \$160 + Exch. Uniform, &c.
"	...	"	...	120 + Exchange Comp. Uniform fuel and light.
"	...	"	...	60 + " " " " "
"	Rising by \$4 in 5 years to \$100.	"	Quarters.	95 rising by \$4 in 5 years to \$115 + Exch. Uniform, &c.
"	"	"	"	95 .. by 4 in 5 .. to 115+ .. "
"	Rising by \$4 in 5 years to \$80.	"	"	78 .. by 4 in 3 .. to 90+ .. "
"	"	"	"	74 .. by 4 in 4 .. to 90+ .. "
"	"	"	"	70 .. by 4 in 5 .. to 90+ .. "
"	"	"	"	70 .. by 4 in 5 .. to 90+ .. "
"	"	"	"	70 .. by 4 in 5 .. to 90+ .. "
...	"	"	"	70 .. by 4 in 5 .. to 90 .. "
Yes	"	"	"	70 .. by 4 in 5 .. to 90+ .. "
"	"	"	"	70 .. by 4 in 5 .. to 90+ .. "
"	...	"	"	70 .. by 4 in 5 .. to 90+ .. "
"	...	"	"	70 .. by 4 in 5 .. to 90+ .. "
"	...	"	"	70 .. by 4 in 5 .. to 90+ .. "
"	...	"	"	70 .. by 4 in 5 .. to 90+ .. "
"	...	"	"	70 .. by 4 in 5 .. to 90+ .. "
"	...	"	"	70 .. by 4 in 5 .. to 90+ .. "
"	...	"	"	70 .. by 4 in 5 .. to 90+ .. "
"	...	"	"	70 .. by 4 in 5 .. to 90+ .. "
"	Rising by \$4 for 5 years to \$80.	"	"	80 + Exchange Quarters light and fuel, if made interchangeable with the Medical Department.
"	...	"	"	70 rising by \$4 in 5 years to \$90 + Exch. Uniform, &c.
"	...	"	"	65 .. by 4 in 5 .. to 85+ .. "
...	...	"	"	1900. 1901. 55 60
...	Rising by \$2 for 3 years to \$26.	"	"	25 30
Yes	"	"	"	25 30

Name.	Office.	Date entered Service.	Date present Ap- pointment.	Salary per month.
SANITARY DEPARTMENT.				
C. W. Duggan,	Secretary,	1.10.69	7. 3.99	\$ 250.00
J. J. Bryan,.....	Asst. Sanitary Surveyor,	16. 7.97	16. 7.97	200.00
R. Pestonji,.....	Clerk,	1.10.98	1.10.98	60.00
M. H. Harteem,	Clerk and Interpreter to Medical Officer of Health.	1. 4.00	1. 4.00	30.00
J. H. Dandy,	Chief Inspector of Nuisances,	6. 7.99	6. 7.99	150.00
J. Reidie,.....	1st Class	31.10.91	1. 1.99	104.50
F. Fisher, .....	.. .. .	14. 5.95	1. 1.99	104.50
L. E. Brett,.....	2nd	12. 8.93	1. 1.99	84.00
G. G. Burnett, .....	.. .. .	19.12.92	1. 1.99	84.00
W. Fincher, .....	.. .. .	21.10.93	1. 1.99	84.00
F. Allen, .....	.. .. .	1. 3.97	1. 1.99	84.00
H. J. Knight, .....	.. .. .	6. 1.96	1. 1.99	84.00
E. Rogers, .....	.. .. .	10. 1.94	1. 1.99	84.00
G. Hoggarth .....	.. .. .	15. 1.95	1. 1.99	84.00
W. H. Woolley, .....	.. .. .	6. 3.96	1. 1.99	84.00
D. McKenzie,	3rd	31.10.91	1. 1.99	65.00
A. McVicar, .....	.. .. .	8.12.90	1. 1.99	65.00
J. Hood, .....	.. .. .	31.10.91	1. 1.99	65.00
C. W. Brett, .....	.. .. .	1.11.99	1.11.99	60.00
J. J. McMichael, .....	.. .. .	10.11.99	10.11.99	60.00
J. Mills, .....	.. .. .	16.11.99	16.11.99	60.00

Exchange Compensation.	Increments.			Recommendation.						
Yes	Rising to \$300 in 5 years.	...	...	1900.	1901.					
				\$275	300	+ Exchange Comp.				
"	1900.	1903.	Chair.	1900.	1903.					
	\$225	\$250	\$24	\$250	275	+ Ex. Comp. + Chair \$32.00.				
...	...	...	...	1900.	1901.	1902.	1903.	1904.		
...	1901.	...	...	\$60	65	70	75	80		
...	\$35	...	5	30	35	40	45	50	Chair \$8.	
Yes	Rising to \$200 in 5 years.	House allow. \$35	24	170	180	190	200	.. \$32 House \$40 + Exch.		
"	Rising to \$114 in 3 years.	Teacher \$10 Knowledge of Chinese \$10 Teacher \$5	House. \$30	120	125	130	Know. Chinese	15	..	30+ ..
"	"	"	...	120	125	130	"	15	..	30+ ..
"	Rising to \$92 in 3 years.	House. \$30	Knowledge of Chinese. \$5	90	95	100	105	110	..	5 .. 30+ ..
"	"	"	5	90	95	100	105	110	..	5 .. 30+ ..
"	"	"	...	90	95	100	105	110	..	30+ ..
"	"	"	...	90	95	100	105	110	..	30+ ..
"	"	"	\$5	90	95	100	105	110	..	5 .. 30+ ..
"	"	"	...	90	95	100	105	110	..	30+ ..
"	"	"	\$5	90	95	100	105	110	..	5 .. 30+ ..
"	"	"	5	90	95	100	105	110	..	5 .. 30+ ..
"	Rising to \$80 in 3 years.	"	...	80	85	90	95	100	..	30+ ..
"	"	"	...	80	85	90	95	100	..	30+ ..
"	"	"	...	80	85	90	95	100	..	30+ ..
"	Rising to \$80 in 4 years.	Quarters.	...	75	80	85	90	95	100	Quarters + ..
"	"	\$30	...	75	80	85	90	95	100	House \$30+ ..
"	"	"	...	75	80	85	90	95	100	.. 30+ ..

Name.	Office.	Date entered Service.	Date present Ap- pointment.	Salary per month.
SANITARY DEPARTMENT,— <i>Continued.</i>				
H. E. Willmer,	3rd Class Inspector of Nuisances, ...	18.12.99	18.12.99	\$ 60.00
A. Watson,	Inspector in Charge of Animal Depôt,	28.10.87	19. 3.99	100.00
J. T. Cotton,	Inspector of Markets,	1. 1.95	19. 3.99	84.00
U. A. Johanssen,	Overseer Central Market,	15.11.96	15.11.99	50.00
A. Small,.....	„ Drainage Works,	1. 7.97	1. 7.99	50.00
C. P. da Silva,	Interpreter to Col. Vet. Surgeon, ...	1. 6.99	1. 6.99	20.00
Ali Moosden,	Foreman of Steeet Cleansers,	1.10.91	1.10.91	30.00
F. Malabunda,	„ „ „	1. 1.95	1. 1.95	30.00
Alex. Delgado,	„ „ „	1. 1.96	1. 1.96	30.00
J. R. Castilho,.....	„ „ „	1. 6.97	1. 6.97	30.00
D. dos Santos,.....	„ „ „	1. 9.97	1. 9.97	30.00
Abdul Kader,	„ „ „	19. 5.98	19. 5.99	30.00
J. Rocha,.....	„ „ „	17. 6.98	.98	30.00
Mahomed Tipe,	„ „ „	1.11.96	19. 3.99	30.00
J. G. da Silva,	„ „ „	1.11.99	1.11.99	30.00
Mangal Singh,	„ „ „	8.11.99	8.11.99	30.00
E. M. Xavier,.....	Watchman, Hill District,.....	1. 7.98	1. 7.98	30.00
M. Esmail,	„ Slaughter House,	12. 8.96	12. 8.99	23.00
H. J. White,	Overseer, Protestant Cemetery,	1. 1.99	1. 1.99	40.00
C. E. Warren,.....	2nd Class Inspector of Nuisances, ...	15.11.95	1. 1.99	84.00
A. Brown,	3rd „ „ „	17. 2.91	1. 1.99	65.00

Exchange Compensation.	Increments.			Reccmmendation.						
				1900.	1901.	1902.	1903.	1904.	1905.	
Yes	Rising to \$80 in 4 years.	Quarters. \$30	...	75	80	85	90	95	100	House \$30 + Exch.
"	...	Quarters.	Chair.	120	125	130	Recommend improved quarters + ..			
"	Rising to \$92 in 3 years.	\$30	\$12	90	95	100	105	110	Chair \$16	House 30 + ...
"	...	Quarters.	...	60 + Exchange Comp.			Quarters.			
"	...	...	\$7	70 +	...	...	Chair \$8.			
...	Rising to \$30 in 10 years.	...	7	30	35	40.	Chair \$8.			
...	...	...	...	30	35	40.				
...				
...	...	...	...	30	35	40.				
...	...	...	...	30	35	40.				
...	...	...	...	30	35	40.				
...	...	...	...	30	35	40.				
...	...	...	...	30	35	40.				
...	...	...	...	30	35	40.				
...	...	...	...	30	35	40.				
...	...	...	...	30	35	40.				
...	...	Quarters.	...	30	35	40.				
...	Rising to \$30 in 7 years.	"	...	30	35	40.				
Yes	Also Verger St. John's Cathedral.	...	...	45 + Exchange.						
"	Rising to \$92 in 3 years.	House. \$30	...	1900.	1901.	1902.	1903.	1904.		
"	Rising to \$80 in 3 years.	"	...	90	95	100	105	110	House	\$30.
"	Rising to \$80 in 3 years.	"	...	90	95	100	105	110	..	30.

(Acting Colonial Secretary to Chairman, Salaries Committee.)

No. 1380.

COLONIAL SECRETARY'S OFFICE,
HONGKONG, 30th July, 1900.

SIR,—I am directed by His Excellency the Governor to acknowledge with thanks the receipt of the valuable Report which you, in conjunction with the other Members of the Committee appointed by His Excellency to enquire into the subject of the salaries of subordinate officers, have drawn up and submitted for the consideration of the Government.

In offering you and the rest of the Committee the thanks of His Excellency for the trouble and care which you have spent in making the investigations which enabled you to draw up so complete a report, I am to inform you that your recommendations will receive the close attention of the Government and will be forwarded in due course to the Secretary of State for the Colonies.

I have the honour to be,

Sir,

Your obedient Servant,

F. H. MAY,
Acting Colonial Secretary.

The Honourable R. M. GRAY.

Enclosure No. 2.

NOTES ON RECOMMENDATIONS OF SALARIES COMMITTEE.

YOUR EXCELLENCY.—I think this opportunity should be taken to classify the Salaries of the "Portuguese Clerks" at any rate. Chinese clerks' salaries have been dealt with this year and Interpreters' will come under the Interpretation Scheme. I submit a classification based on that in C.O.D. 270/1895 which has been prepared by the Treasurer and myself.

Colonial Secretary's Office.

The third clerk's salary is already on an incremental scale rising to \$1,800.

The fourth clerk, besides assisting in the Despatch Branch, is in charge of the Subsidiary Register of documents connected with the New Territory. His work is heavy and I think his salary should be on an incremental scale. I see no reason why there should be such a wide difference between the salaries of the 3rd and 4th clerks and I would suggest that the salary be placed on the next vacancy on an incremental scale rising to \$1,080 by \$60 biennially.

The salaries of the 5th and 6th clerks have been fixed at \$480 rising to \$600 by \$60 biennially. The experience of the past few months shows me that both these clerks are worth more. Mr. F. Rozario especially is a very smart clerk and a first class typewriter. I think the maxima of their salaries should be fixed at \$840 instead of \$600. The increases might be \$60 biennially. They might begin at \$600 from 1st January next. The Committee seems to have left Mr. F. Rozario out by an oversight. The two other clerkships in this Department were vacant at the time of the Committee's enquiry, and at present a temporary typewriter is employed instead of the two clerks.

Treasury.

The post of Cashier in the Treasury is the most responsible clerkship in the Service and I am strongly of opinion that the salary should rise to \$3,000 at least.

The salary of the 7th clerk is already \$480 to \$780.

The 6th and 7th clerks' salaries might be fixed at \$660 to \$840 by \$60 biennially.

Registrar General's Department.

Mr. Wodehouse's increments date from the 22nd of July in each year. He is therefore now drawing \$130 a month. He might draw \$170 from the 1st of January, 1901.

Public Works Department.

The reason Mr. Franco has been recommended for such a much larger increase than Mr. Souza is evidently on account of his longer service.

I think they should be put on the same footing. I have put them in Class V of the Classification.

The Committee recommend that 3 overseers should get \$1,800 a year, 2 \$1,680, and 7 \$1,440. As regards the 3 who appear in the Estimates at \$960 two of these appointments were held when the Committee prepared their Schedule at the reduced salaries of \$600 and \$720 by Messrs. Ley Kum (wrongly described as a Water Inspector) and Simmons, who were appointed on probation on the reduced salaries, while one of the posts was vacant. The salaries of these 3 posts may remain at their present figure. It is necessary to point out that the salaries on the Estimates of the posts held by Messrs. J. F. Abraham (foreman) and R. C. Witchell (Water Inspector) are respectively \$240 and \$720. They were also appointed on probation on the lower salaries mentioned in the Schedule of the Committee. Mr. Witchell's chair allowance has hitherto been paid out of the vote for Water Works.

The custodian of the Recreation Ground has hitherto been paid out of the vote "Maintenance of Recreation Ground." The salary will be recommended to be increased to \$720 in the Estimates for 1901.

The caretakers at Shau-ki-wan and Aberdeen Water Works and watchmen at Lai-chi-kok have hitherto been paid out of the votes for Maintenance of Water Works at Shau-ki-wan and Aberdeen and out of the Miscellaneous vote for New Territory.

Post Office.

The senior clerk has not been mentioned by the Committee. I think the salary (seeing that a house allowance is attached to it, and that, when the new Post Office is built the officer will have free quarters) will do as it stands at present. But if a classification of salaries is adopted he should be put on an incremental scale in Class III. The Acting Postmaster has recommended that the salary should be \$1,560 rising to \$1,920.

The Acting Postmaster recommends and I strongly endorse his recommendation that the salary of the Accountant be placed on an incremental scale. The post is a very important one and the increments will serve to keep a good clerk in the post. Mr. Lewis recommends that the salary should rise from \$1,920 to \$2,400 by \$60 yearly. For an Accountant the salary is by no means too high. Mr. Reed might begin at \$1,920 on 1st January next.

Mr. Lewis also recommends that the salary of the Superintendent of the Money Order Office should rise by the same increments to \$2,400 and I agree with him. He only draws house allowance, while assisting in performing the duties of the Assistant Postmaster General. I think Mr. Dixon might draw the maximum from the 1st January next.

The Superintendent Registration Branch draws \$15 house allowance which was attached to the post when filled by a European. His pay is now \$1,800 and Mr. Lewis recommends that it should rise to \$2,160. I think the house allowance should be amalgamated with salary and the salary made \$1,800 rising to \$2,100 by \$60 biennially.

Deputy Superintendent Registration Department.

Mr. Lewis recommends that the salary should rise to \$1,440 as the post is an important one. I think if it rises to \$1,080 by \$60 biennially it should suffice.

Third Marine Officer.

To this officer has been allotted the salary of \$900 per annum appearing on the Estimates for the year and which was not drawn by any one. Mr. Lewis recommends that he now draw \$960 and sea allowance to make the difference between his salary and that of the other Marine Officers less pronounced. I see no reason to disturb the existing salary, unless the Classification is adopted.

The Acting Postmaster recommends that the maximum salary for the remainder of the staff be \$960 instead of \$840 per annum as recommended by the Committee.

I think the rates proposed by the Committee will do, but the Second Clerk in the Money Order Office (Mr. Moosa) might get \$900 as a maximum as he does not draw any extra allowance for sorting.

The Committee recommend that the Staff of the Post Office should be strengthened by the addition of a few experienced sorters from home, and Mr. Lewis recommends that two such be obtained at salaries of \$1,200 rising to \$1,680 per annum. I have always been of opinion that the great weakness of the Post Office is the want of trained subordinates in the General Office and for that reason I recommended, when the post of Chief Clerk recently became vacant, that it should be filled by a trained officer from England. A recommendation to that effect was made by Your Excellency but not approved by the Secretary of State. I am still of the same opinion. Portuguese Clerks are as a class careless, inaccurate, and inclined to idleness. The Department will never be thoroughly efficient till the Subordinate Staff is leavened with a few trained Englishmen.

I would point to the Gaol as an example of what the assistance of trained subordinate officers can effect. There is no comparison between the discipline and general management of prisoners maintained in the Gaol to-day, under the immediate supervision of the trained officers obtained some time ago from home, and the arrangements which obtained when the whole staff was recruited locally. The Gaol now will bear comparison with an English Prison. Formerly it certainly would not have done so.

Mr. Lewis is of opinion that the 4 clerks from India can be obtained at the rate of \$480 to \$840. He derives his information from an Indian Postal Official.

Harbour Office.

The increases to the first, second and third clerks recommended by the Committee are evidently based on the extraordinarily long service of the three officers.

The salaries as they stand seem to me to be sufficient (unless the Classification is adopted) and I would suggest that the increases recommended by the Committee to these three officers take, in these special cases, the form of personal allowances.

The Acting Harbour Master points out that the house allowances in the Department are inadequate. Unless all house allowances are to be revised throughout the Service I cannot recommend any alteration.

Education Department.

I consider the recommendations made in the case of the first assistant somewhat too liberal. A salary of \$1,200 per annum including house allowance seems sufficient.

Magistracy.

The salary of the first clerk should I think be at least \$2,400. I do not know why no recommendation has been made by the Committee in this case.

The salary of the fourth clerk should in my opinion be fixed at \$660 rising to \$840 by \$60 biennially.

No recommendation was made by the Committee probably because Mr. Alli Bux had just been transferred to the Police Department.

The salary of the 5th clerk has recently been recommended to be fixed at \$420 rising to \$540 by \$60 triennially.

Medical Department.

The salary of the Accountant and Storekeeper is made up as follows:—

Salary,	\$1,140
Collecting Bills,	240
Keeping accounts for Venereal Ward,.....	60
Keeping accounts for Lunatic Asylum,	180
Keeping accounts for "Hygeia,".....	120
	\$1,740

It would be better to abolish all these allowances and fix the salary at \$2,040 as proposed.

The ration allowance of the Probationers has been amalgamated with salary on the Estimates for 1901 and the salaries fixed as follows:—

3 Probationers (Europeans) at \$360 rising to \$480 by \$60 yearly.

1 Probationer (Chinese) at \$288 rising to \$408 by \$60 yearly.

These salaries seem sufficient.

The Committee evidently intended to increase the salaries of the Sisters by \$120 per annum. The new rate should be fixed at \$780 rising to \$1,020 by \$60 yearly.

The new rate of pay at which Wardmasters have recently been engaged in England (\$866 to \$1,046 by \$60 yearly) should be adopted for all Wardmasters in the Medical Department including the Assistant Wardmaster at the Lunatic Asylum.

The Wardmasters would then, as recommended by the Acting Principal Civil Medical Officer, be all interchangeable which would render the work of each less monotonous.

Gal Department.

The clerk and storekeeper and clerk do not require uniform.

The pay of the Hospital Warders should be the same as that of the other warders (\$840 rising to \$1,080).

I agree that the class of Warders on \$720 with no increment should be abolished.

Mrs. Collins is entitled to exchange compensation.

Sanitary Board.

I see no particular reason why the Secretary should reach his maximum salary next year or why the salary of the Assistant Sanitary Surveyor (now Sanitary Surveyor) should be disturbed.

The Committee recommend that the house allowance of the Chief Inspector of Nuisances be increased from \$35 to \$40 a month. I see no objection to this.

It seems sufficient if the maximum of the Portuguese clerk's salary were fixed at \$840.

Mr. Harteem may be left to be dealt with under the Interpretation Scheme.

The authorised staff of Inspectors of Nuisances is with the addition of 3 First Class Inspectors and 2 Second Class Inspectors made this year as follows:—

8 1st Class Inspectors.
8 2nd do. do.
6 3rd do. do.

There were, when the list of Inspectors was drawn up for the consideration of the Committee, 6 vacancies (2 of which had been newly sanctioned) for 1st Class Inspectors.

The Committee practically recommend that the pay of the Inspectors of Nuisances should be as follows:—

1st Class \$1,440 rising to \$1,560 in 2 years,
2nd Class 1,080 rising to 1,320 in 4 years,
3rd Class 900 rising to 1,200 in 5 years,

and the Board recommend (as already explained in Your Excellency's despatch No. 416 of the 12th instant) that the staff should be reconstituted as follows:—

3 Senior Inspectors at \$1,800 rising to \$2,040 per annum.
5 1st Class Inspectors }
7 2nd do. do. } at the rates recommended by the Committee.
6 3rd do. do. }

Your Excellency has recommended to the Secretary of State that this be done.

The Committee recommend that the Inspector in charge of the Animal Depôts (and Slaughter-houses) and the Inspector of Markets should receive the pay of a 1st class and 2nd class Inspector of Nuisances respectively, and I think this should be done.

The Board do not concur in the recommendation that Mr. Brown, apparently on account of his previous services in another department, should be promoted at once to the grade of 2nd class Inspector of Nuisances, and I agree with the Board.

The Committee recommended a uniform rate of \$8 a month for each chair coolie. In the Estimates for next year, the rate has been set down at \$7.50 a month and I recommend that the latter rate be adopted.

Since the Schedule was prepared by the Committee, various changes have taken place which it seems needless to specify. In a great many cases the "date of present appointment" is not correctly given, the date from which the officer concerned began to draw his present rate of salary being entered under that heading.

F. H. MAY,
Acting Colonial Secretary.
20.9.900.

Enclosure No. 3.

SCHEME FOR SALARIES BASED ON C. O. D. 270 OF 1895.

CLASS I.—\$2,400 to \$3,000, by \$120 biennially.

Office.	Present Salary.	Salary recommended by Committee.
Cashier, Treasury,.....	\$2,400	\$2,760
Accountant, Public Works Department,...	...	...

CLASS II.—\$2,160 to \$2,400, by \$60 biennially.

Office.	Present Salary.	Salary recommended by Committee.
First Clerk Magistracy,.....	\$2,232	...
First Clerk, Harbour Office,.....	2,304	\$2,640
Accountant, General Post Office,.....	1,680	1,920
Superintendent, Money Order Office,.....	2,160	2,280

CLASS III.—\$1,800 to \$2,100, by \$60 biennially.

Office.	Present Salary.	Salary recommended by Committee.
First Clerk, Colonial Secretary's Office, ...	\$2,040	\$2,220
„ Registrar General's Office, ...	\$1,375—\$1,800	\$1,560—\$2,400
„ Police Department,	\$1,800	...
„ Public Works Department,...	1,440	\$2,100
Senior Clerk, General Post Office,	1,800	.....
Second Clerk, Colonial Secretary's Office,.	1,612	1,860
„ Treasury,	1,440	1,680
Assistant Clerk, Treasury,	1,440	1,680
Second Clerk, Harbour Office,	1,968	2,280
First Clerk, Stamp Office,.....	1,800	2,100
Superintendent, Registration Branch, General Post Office,	1,440	1,800

CLASS IV.—\$1,200 to \$1,500 by \$60 annually.

Office.	Present Salary.	Salary recommended by Committee.
First Clerk, Supreme Court,.....	\$1,458	\$1,740
Third Clerk, Treasury,	1,320	1,560
" Harbour Office,	1,500	1,800
Second Clerk, Stamp Office,.....	1,080	1,260
First Clerk, Imports and Exports Office,...	1,614	1,800
Third Clerk, Colonial Secretary's Office,...	\$1,200 to \$1,800	1,500
Clerk, Money Order Office, General Post Office,.....	\$1,272	1,440
One Clerk, General Post Office, (on next vacancy),	1,560	1,680
Second Clerk, Public Works Department,	1,200	1,680
First Marine Officer, General Post Office,*	1,440	1,560
First Clerk, Victoria Gaol,	1,200	1,440

* Salary to be exclusive of sea allowance.

CLASS V.—\$900 to \$1,080, by \$60 biennially.

Office.	Present Salary.	Salary recommended by Committee.
Deputy Supt., Registration Branch, General Post Office,	\$ 960	\$ 960
Second Marine Officer,*	1,200	1,200
Third " " *	900	1,200
Second Clerk, Supreme Court,.....	1,200	1,380
Fourth Clerk, Colonial Secretary's Office, ..	720	840
Two Clerks in General Post Office,	720 each	840
Fourth Clerk, Harbour Department,	879.96	1,080
One Clerk, Shanghai Post Office,.....	\$600 to \$960	\$960—\$1,200

* Salary to be exclusive of sea allowance.

CLASS VI.—(Exclusive of Post Office) \$660 to \$840, by \$60 biennially.

Office.	Present Salary.	Salary recommended by Committee.
Fifth Clerk, Colonial Secretary's Office, ...	\$480—\$600	\$600
Sixth " " " " "	480—600	...
Sixth " Treasury,	\$480 to \$780	\$720 to \$840
Seventh " " " " "		480 to 600
One Clerk, Public Works Dept., (Souza),	\$600	\$660
" " " " " (Franco),	576	840
Second Clerk, Imports and Exports Office,	720	\$720 to \$900
Third " " " " "	600	600 to 780
Fourth Clerk, Magistracy,	648	.....
One Clerk, Gaol Department,	600	\$720
One Clerk, Sanitary Board,	720	\$720 to \$960

CLASS VII.—\$480 to \$600, by \$60 biennially.

Office.	Present Salary.	Salary recommended by Committee.
One Clerk, Public Works Dept., (Gutierrez),	\$360	\$480
One Clerk, Shanghai Post Office,	480	\$720 to \$960
Assistant Bailiff, Supreme Court,.....	480	480 to 600
Assistant Clerk and Librarian, Supreme Court,.....	480	\$660
Fifth Clerk, Magistracy,	432	540

Enclosure No. 4.

SUMMARY BY THE COLONIAL TREASURER.

Attached will be found a Summary showing approximately the result if the Committee's Recommendations as to Salaries are approved, but I should be glad if the figures were checked in your office.

\$42,000 a year (with say \$2,000, more or less, for exchange compensation) would be required to pay the suggested increases. In calculating that amount I have taken the maximum in each case of present and proposed salary but have ignored increases in chair allowances.

These latter should be put on a regular basis throughout the Service say at \$7.50 or \$8, per mensem for each coolie required.

The amount involved in such cases however is small and may be neglected in the present consideration.

In my opinion this Government can easily afford the extra payments recommended, but before advising that any of them be adopted I suggest that a copy of the Schedule be sent confidentially to Heads of Departments for their remarks on such part as concerns their subordinates.

I have omitted the Praya Reclamation figures as they do not really concern the Government, as also the Shanghai Statement as it obviously depends on a temporary state of affairs.

As regards the Report itself I may make the following remarks:—

Para. 7. The practice of getting out officers in a subordinate capacity is generally expensive and hazardous. The question is moreover not strictly relevant.

As regards the Shanghai Post Office I am of opinion that the question as to whether it repays this Colony should be thoroughly gone into. If it does not, there should be no hesitation in moving its abolition as the Settlement has no claim upon Hongkong and there are now plenty facilities for transit of correspondence specially since the institution of the Chinese Imperial Post Office a few years ago. Besides, the English residents have never properly supported the Hongkong Post Office there, as they were able to send letters cheaper through the French Post Office.

I am of opinion also that the sorting allowance should be kept distinct from salary.

Para. 10.—There is no hour for lunch and as a matter of fact no clerk can claim that the hours are fixed from 10 a.m. to 4 p.m.

In my department, and I believe in the Colonial Secretary's Office also, work has to be done very frequently after the above time. The suggestion of having a smaller staff and larger pay is not practicable in Hongkong where departments are very small as compared with departments at home and in larger colonies.

As regards Mr. Shewan's rider I do not think the question need be raised. If it were carried out, and exchange went down much, after fixing salaries afresh, there would be a fresh clamour from officers whose families were in England.

As a rule anyhow officers drawing exchange compensation are not doing the same work as others.

A. M. THOMSON,
Treasurer.

2nd August, 1900.

Enclosure No. 5.

(Acting Postmaster General to Acting Colonial Secretary)

Confidential.

GENERAL POST OFFICE,

No. 2.

HONGKONG, 13th August, 1900.

SIR,—In returning the Schedule, shewing the increases of salaries of Officers in the Post Office Department, recommended by the Salaries Commission, which was forwarded to me with your Circular of the 8th instant, (and which subject to one inaccuracy I have found correct in so far as you desired), I would now beg leave most respectfully to make the following remarks thereon in compliance with the wishes of His Excellency the Governor.

2. I have numbered in pencil the Officers whose names appear on the Schedule, but before referring to them would like to draw attention to the fact that no mention is made as to the Senior Clerk of the Post Office. The present Officer, as you are aware, was appointed on the 1st July, 1900, at a salary of \$120 per month, and \$45 house allowance, and under existing conditions he will be entitled after the first year to the annual incremental increases of \$120, until the maximum salary of \$150 per month is attained. I think, however, that this Officer's case is deserving of consideration with the others, and if I may be allowed, would recommend for consideration, that the salary of Senior Clerk be fixed at \$130 per month, rising by the usual annual increments to \$160. The house allowance, of course, will be drawn by him until such time as the new Post Office is built, and the necessary Quarters for the Senior Clerk provided therein.

3. No. 1.—The Accountant should be a responsible and highly efficient man, and in my opinion, should rank in the Office next to the Senior Clerk. The proposed salary is \$160, but I would suggest for consideration, that it should rise by yearly increments to \$200 per month, for then it would be the means of keeping a good man in the same place, which is essential.

4. No. 2.—The Superintendent of the Money Order Office should, for the reasons advanced above, likewise be entitled to rise to a maximum salary of \$200. The extra allowance mentioned as drawn by this Officer is only drawn so long as he assists in performing the Assistant Postmaster General's duties.

5. No. 3.—The Superintendent of the Registration Office is now entitled (*i.e.* when confirmed by the Secretary of State) to \$150 per month, and I would recommend that he be granted this salary as from the 1st January, 1900, and that the maximum salary be fixed at \$180. I do not see any objection to the withdrawal of the House Allowance of \$15 per month, which I may state was recommended when this office was filled by a European, whom the high rentals affected in a manner impossible to the present Superintendent, who is a local man.

6. Nos. 4, 5, 6, 7 and 8.—None of these Officers call for any special remark.

7. No. 8.—The Deputy Superintendent of the Registration Department, I consider should be entitled to rise to \$120 per month by annual increments, of \$120. The present officer is a good man and deserves to be encouraged to remain in what is a most important branch of the Department, and besides requires past experience.

8. No. 9.—This Officer I have recently recommended for the salary of \$75 per month on the 1900 Estimates, not previously assigned to any one, and this has been approved of from the 1st July. I however would beg leave to suggest that in the re-casting of the Salaries, the opportunity should be taken to make the difference between the three Marine Officers more evenly graduated, and to do so, I would recommend that the 3rd Marine Officer should receive a salary of \$80 per month, plus the usual travelling allowance.

9. The maximum salary for the remainder of the Staff should I respectfully suggest be fixed at \$80 per month instead of \$70 as proposed.

10. The inaccuracy referred to is to be found in the inclusion of the 2nd clerk in the Money Order Office (No. 18 on the Schedule) with the other clerks who are entitled to draw extra allowance. I have therefore struck that out in pencil.

11. In connection with this subject, it may not be out of place if I draw attention to and strongly urge upon the Government the very great need of the six extra men previously applied for being granted at an early date, as well as the two Assistant Marine Officers. There is at present no margin allowed for sudden illness of any of the Staff or providing for the efficient carrying on of the work of the Post Office during absences from this or any other cause, and it seems to me that it is essential that the inadequacy of Staff should be remedied.

12. Of the six clerks, I would recommend that at least two should be Englishmen from the General Post Office, London (Foreign Branch), at a salary of \$100 per month to start with, rising to \$140 per month. House allowance at the rate of \$30 per month should be granted also, and a small allowance as an encouragement to them to learn Chinese. The other four, I am informed on good authority, I could obtain from India. This recommendation, if approved, would, to a certain extent, meet the difficulty in the Post Office, of being entirely dependent on the local employees. The principal duties that I would assign to the two Englishmen would be to open all mails and to inspect all mails leaving the Office, and to see to their being in proper order and condition.

13. As regards the Assistant Marine Officers, I may mention that in a letter from the Secretary, General Post Office, London, received yesterday, I am informed that the P. & O. have generously waived the question of payment and undertakes to convey free of cost the additional officers required to make up the force of two sorters and two stampers. The Secretary of State has also been informed by the London Post Office.

With regard to the suggestion that allowances for extra hours should not be continued but the same merged in the salaries, I would remark that extra allowances for the overtime and Sunday duty is universally recognised and paid for apart from salary.

I have the honour to be,
Sir,
Your obedient Servant,

E. C. C. LEWIS,
Acting Postmaster General.

The Honourable

THE ACTING COLONIAL SECRETARY,

&c., &c., &c.

(*Secretary of State to Governor, Hongkong.*)

No. 402.

HONGKONG.

DOWNING STREET,

21st December, 1900.

SIR,—I have the honour to acknowledge the receipt of your despatch No. 440 of the 3rd of October last, forwarding a copy of the Report of the Committee appointed to enquire into the Salaries of Subordinate Officers in the Hongkong Civil Service.

2. I have to request that you will convey my thanks to the Committee for the useful work which they have done.

3. I shall be glad if you will consult the Heads of Departments and the Executive Council, if you have not already done so, and submit a Scheme, which shall to some extent combine the Recommendations of the Committee with those of the Acting Colonial Secretary. Such a scheme should contain a complete Classification of the whole subordinate service, with salaries attached to grades and offices rather than to individual Officers.

4. I should also be glad if you would submit definite recommendations as to the systematization of their allowances.

5. I concur in the view of the Committee that the Government may reasonably require, say, seven hours' work a day from its clerks.

I have the honour to be,

Sir,

Your most obedient, humble Servant,

J. CHAMBERLAIN.

Governor

SIR H. A. BLAKE, G.C.M.G.,

&c.

&c.

&c.

(Colonial Secretary to Chairman, Salaries Committee.)

No. 160.

COLONIAL SECRETARY'S OFFICE,

HONGKONG, 22nd January, 1901.

SIR,—I am directed by His Excellency the Governor to convey to you, as Chairman of the Committee appointed to enquire into the Salaries of Subordinate Officers in the Hongkong Civil Service and to the other members of that Committee, the thanks of the Secretary of State for the Colonies for the useful work which has been done by you and them.

I have the honour to be,

Sir,

Your obedient Servant,

J. H. STEWART LOCKHART,

Colonial Secretary.

The Honourable R. M. GRAY.

(Governor to Secretary of State.)

No. 202.

GOVERNMENT HOUSE,
HONGKONG, 3rd June, 1901.

SIR,—In reply to paragraph 4 of your despatch No. 402 of the 21st of last December, I have the honour to transmit to you the enclosed copies of tables drawn up by the Captain Superintendent of Police and the Colonial Treasurer, whom I appointed to form a Committee for that purpose, classifying the salaries of the Subordinate Civil Service, together with a report by Mr. F. H. May forwarding the systematization of allowances.

2. I do not desire that any action should be taken at present on that part of the new scheme which concerns the Colonial Secretary's Office, as the re-organization of that Department is under my consideration and I await the return of the Colonial Secretary before submitting final recommendations, but I approve of all the other increases proposed and recommend that they should take effect from the 1st January, 1901.

The scheme is viewed favourably by my Executive Council.

I have the honour to be,

Sir,

Your most obedient, humble Servant,

H. A. BLAKE,
Governor, &c.

The Right Honourable

JOSEPH CHAMBERLAIN, M.P.,

&c.

&c.

&c.

Enclosure No. 1.

Enclosure No. 2.

CLASSIFICATION OF SALARIES OF THE SUBORDINATE CIVIL SERVICE,—Continued.

Office.	Salary of present Holder.	Estimated Salary for 1901.	Salary recommended by the Committee.	Salary recommended to date as from 1st January, 1901.*
CLASS VI.—\$660—\$840 by \$60 biennially.				
5th Clerk, Colonial Secretary's Office,	480-600	480	600	660
6th " "	480-600	480	...	660
7th " Treasury,	480-780	560	480-600	660
One Clerk, Public Works Department,	600	600	660	660
One " "	576	576	840	780
4th Clerk, Post Office, Shanghai,	720	720	720-960	720
2nd " Import and Export Office,	720	720	720-900	840
3rd " "	600	600	600-780	720
4th " Magistracy,	648	648	...	660
One Clerk, Gaol Department,	600	600	720	660
One " Sanitary Department,	720	720	720-960	840
8th Clerk, Treasury,	480-780	707	...	720
1st Shroff, "	720	720	...	720
Chinese Draftsman, Public Works Dept.,	600	600	...	660
Head Storekeeper, "	720	720	...	720
1st Marine Sorter, Shanghai,	960	960	...	720
2nd " "	840	840	...	840 (1)
Compradore at Hongkong Genl. Post Office,	720	720	...	840
Three Clerks, General Post Office,	480-720 each.	540 each.	480-840 each.	720 each.
3rd Clerk, Post Office, Shanghai,	720	720	...	720
Signalman at the Peak,	768	768	900	840
Chinese Clerk and Shroff, Supreme Court,	720	720	...	720
Crown Solicitor's Clerk,	720	720	840	840
2nd Assistant, Observatory,	840	840	...	840
2nd Clerk, Police Department,	720-840	720	...	720
3rd " "	600-720	600	...	660
Clerk, Land Office,	720	720	...	720
Correspondence Clerk, Sanitary Dept.,	686	686	...	720
One Clerk, General Post Office, .....	...	...	...	720

CLASS VII.—\$480—\$600 by \$60 biennially.

5th Clerk, Magistracy,	420	420	540	540
One Clerk, Public Works Department,	360	360	480	480
Assistant Bailiff, Supreme Court,	480	480	480-600	540
Assistant Clerk & Librarian, Supreme Court,	480	480	660	600
Shroff for New Territory, Col. Sec.'s Office,	480	480	...	480
2nd Shroff, Treasury,	552	552	...	600
Clerk to Assessor,	552	552	...	600
Shroff, Stamp Office,	540	540	...	480
Clerk, Crown Lands and Survey,	636	636	...	600 (2)
" Public Works Department,	552	552	...	600
Watchman, Tytam Reservoir,	600	600	600	600
5th Clerk, Post Office, Shanghai,	480	480	...	480
6th " "	480	480	...	480
Shroff, " "	420	420	...	480
Two Shroffs, General Post Office,	360 each.	360 each.	...	480 each.
Registration Clerk, Registrar Genl.'s Office,	552	552	...	600
Shroff, Registrar General's Office,	480	480	...	480
5th Clerk, Harbour Office,	480-600	506	...	600
Indian Interpreter, Harbour Office,	360	360	540	480
Indian & Malay Interpreter, Harbour Office,	420	420	540	540
Telegraph Clerk, Cape D'Aguiar,	480	480	480	480
Signalman, Blackhead's Hill,	480	480	540	540
" Green Island,	480	480	...	480
Clerk to Government Marine Surveyor,	552	552	...	600
1st Computer, Observatory,	600	600	720-840	600
2nd " "	600	600	...	600
Clerk to Inspector of Schools,	600	600	...	600
One Clerk, Government Civil Hospital,	408-552	451	...	480
One " "	408-552	488	...	540
Chinese Clerk and Shroff, Magistracy,	504	504	...	540
Two Assistant Clerks, Sanitary Department,	552 each.	552 each.	...	600 each.
4th Clerk, Police Department,	420-540	408	...	480
Clerk, Queen's College,	462	462	...	480
Shroff, Animal Depôts,	432-552	492	...	540
One Clerk, Government Civil Hospital,	408-552	427	...	480

*This applies only to Officers holding their respective appointments on the 1st January, 1901. Promotions or changes since that date will be considered.

(1) Additional salary to present officer, \$120.

(2) Additional salary to present officer, \$36.

SALARIES OF OFFICERS ACCORDING TO THE SCHEME DRAWN UP BY THE COMMITTEE WHICH HAVE NOT BEEN INCLUDED IN THE NEW SCHEME.

NOTE.—Salaries of Officers of the Praya Reclamation and Shanghai Post Office, and Allowances of all Officers, where separate from their Salaries, have been omitted.

Office.	Present Salary.	Salary recommended.*
	\$	\$
BOTANICAL DEPARTMENT,—		
Assistant Superintendent,.....	1,200	1,920
PUBLIC WORKS DEPARTMENT,—		
Land Surveyor,	1,500	1,500
Land Bailiff,	2,000	2,100
Overseer,.....	1,800	1,800
Overseer,.....	1,500	1,800
2 Overseers,	1,500 each.	1,680 each.
2 "	1,380 "	1,440 "
6 "	1,200 "	1,440 "
4 "	960 "	1,200 "
1 "	365 "	480 "
Foreman of Works, Hill District,.....	480	480
Assistant Foreman,	360	432
Custodian, Recreation Ground,.....	720	720
Watchman, Lai Chi Kok,.....	300	300
<i>Waterworks.</i>		
Overseer,.....	1,500	1,500
Water Inspector,	720	720
Watchman, Pokfulam,	300	300
Caretaker, Shaukiwan,	300	300
" Aberdeen,.....	300	300
POST OFFICE,—		
2 Launch Officers,	600-720 each.	600 each.
HARBOUR MASTER'S DEPARTMENT,—		
1st Boarding Officer,.....	1,920	2,220
2nd "	1,770	2,040
Inspector of Junks and Cargo-boats,	1,116	1,320
Assistant Inspector of Junks and Cargo-boats,	1,032	1,200
" at Sam Shui Pó,	960	1,140
Master of Steam Tender,	1,800	1,800
Officer-in-charge Gunpowder Depôt,	1,692	2,040
2nd Lighthouse-keeper,.....	1,230	1,500
3rd "	558	720
Light-keeper, Gap Rock,	1,620	1,800
Senior Assistant Light-keeper, Gap Rock,.....	1,560	1,740
Junior "	1,500	1,680
SUPREME COURT,—		
Clerk to Registrar and Hindustani Interpreter,	1,200	1,200
EDUCATION DEPARTMENT,—		
Head-mistress,	1,200	1,800-2,160
1st Assistant,	720	1,200-1,560
2nd "	360	360- 420
Senior Pupil Teacher,	120-240	300- 360
Junior "	60-240	240- 300
Headmaster, Wanchai,	528	720
MAGISTRACY DEPARTMENT,—		
Interpreter,.....	1,200	1,440
Chinese and Hindustani Interpreter,	900	1,020
OBSERVATORY DEPARTMENT,—		
Assistant Meteorologist,	1,000	1,200
MEDICAL DEPARTMENT,—		
Assistant Apothecary and Analyst,.....	1,800-1,920	1,920
Matron,	1,020-1,260	1,320
2 Sisters,.....	660- 900 each.	1,020 each.
6 "	660- 900 "	900 "
1 Sister,	660- 900 "	780 "
2 Nurse Probationers,	360- 480 "	540 each.
Gate-keeper, Civil Hospital,.....	120- 180	168
Japanese Interpreter,.....	72	72
Wardmaster, Lunatic Asylum,.....	840	960
Assistant Wardmaster, Lunatic Asylum,.....	720	900
2 Sisters, Nursery Institute,.....	780-1,020 each.	1,020 each.

* This applies only to Officers holding their respective appointments on the 1st January, 1901. Promotions or changes since that date will be considered.

SALARIES OF OFFICERS ACCORDING TO THE SCHEME DRAWN UP BY THE COMMITTEE
WHICH HAVE NOT BEEN INCLUDED IN THE NEW SCHEME,—*Continued.*

Office.	Present Salary.	Salary recommended.*
VICTORIA GAOL.—		
	\$	\$
Chief Warder,.....	1,440-1,680	1,680-1,920
3 Principal Warders,	960-1,200 each.	1,140-1,380 each.
9 Warders,	720- 960 "	840-1,080 "
1 Hospital Warder,	720- 960	960 and Light & Fuel.
15 Warders,	720 each.	840-1,080 each.
Matron,	600	660- 720
2 Wardresses,	240-360 each.	300- 360 each.
SANITARY DEPARTMENT.—		
Secretary,	3,000-3,600	3,300-3,600
Assistant Sanitary Surveyor,	2,400-3,000	3,000-3,300
Clerk and Interpreter to Medical Officer of Health,	360- 420	360- 600
Chief Inspector of Nuisances,	1,800-2,400	2,040-2,400
7 Inspectors, 1st Class,	1,200-1,368 each.	1,440-1,560 each.
6 " 2nd "	960-1,104 "	1,080-1,320 "
6 " 3rd "	720- 960 "	900-1,200 "
Inspector-in-charge Animal Depôt,	1,200	1,440-1,560
Inspector of Markets,.....	960-1,104	1,080-1,320
Overseer, Central Market,.....	360- 600	720
" Drainage Works,	480- 600	840
Interpreter to Colonial Veterinary Surgeon,	240- 360	360- 480
10 Foremen of Street Cleaners,	300- 360 each.	360- 480 each.
Watchman, Hill District,	360	360- 480
" Slaughter-house,	240- 360	360- 480
Overseer, Protestant Cemetery,	480	540

* This applies only to Officers holding their respective appointments on the 1st January, 1901. Promotions or changes since that date will be considered.

CLASSIFICATION OF SALARIES OF SUBORDINATE CIVIL SERVICES.

Cost of Salaries of Officers in the New Scheme compared with Cost for same Officers in the Scheme drawn up by the Committee.

The Maximum Salary in every case being taken.

Class.	Included in Committee's Scheme.			Not included in Committee's Scheme.	
	Present Salary.	Salary under New Scheme.	Salary under Committee's Scheme.	Present Salary.	Salary under New Scheme.
I.,	\$ 2,400	\$ 3,000	\$ 2,760	\$	\$
II.,	6,144	7,200	6,840	2,232	2,400
III.,	18,238	23,100	21,240	5,520	6,300
IV.,	14,034	15,000	15,600	5,128	6,000
V.,	25,732	35,640	29,220	2,760	3,240
VI.,	9,564	11,760	11,280	11,834	14,280
VII.,	4,740	6,000	5,820	14,094	16,200
VIII., .....	.....	.....	.....	4,216	5,040
Total,	80,852	101,700	92,760	45,784	53,460
Increase, .....	.....	20,848	11,938	.....	7,676

Cost of Salaries of Officers not mentioned in the New Scheme, compared with the Cost of their Salaries on the basis of the Recommendations of the Committee.

The Maximum Salary in every case being taken.

Department.	Present Salary.	Salary as recommended.*
Botanical and Afforestation Department,	\$ 1,200	\$ 1,920
Public Works,	28,945	32,512
General Post Office,	1,440	1,440
Harbour Master,	16,758	19,200
Supreme Court,	1,200	1,200
Educational Department,	3,288	5,520
Magistracy,	2,100	2,460
Observatory,	1,000	1,200
Medical Department,	16,092	16,800
Victoria Gaol,	27,000	34,380
Sanitary Department,	40,044	47,160
Total,	139,067	163,792
Increase, .....	.....	24,725

* This applies only to Officers holding their respective appointments on the 1st January, 1901. Promotions or changes since that date will be considered.

Additional salaries to present officers.—Class III,\$522
 " V, 312
 " VI, 120
 " VII, 86
 \$990

Enclosure No. 2.

MINUTE BY THE CAPTAIN SUPERINTENDENT OF POLICE.

Honourable COLONIAL SECRETARY.

I herewith forward a draft scheme for the classification of the whole subordinate service. From the classification have been eliminated,—

All Officers on the Temporary Staff.

All Interpreters, as these will be dealt with under the Interpretation Scheme.

And a number of other appointments not of a clerical nature which are set out in the list of Offices excluded attached to the classification.

Appointments which were included in the original classification forwarded in Governor's despatch No. 440 of 1900 are lettered in black.

Those in red have been added in order to make the classification as complete as possible for the whole service. These include many appointments filled by Chinese, and as the salaries of Chinese Government Servants were revised recently, I may say at once that I see no great advantage in adding so largely to the scheme of classification.

I have not touched the subject of a systematization of allowances of the Subordinate Officers. The principal allowances are: (a) House allowance, and (b) Conveyance allowance.

The question of the rate of house allowances throughout the Service is, I understand, engaging the attention of the Government, and conveyance allowances are already fixed at a uniform rate per coolie throughout the Service.

There are some allowances peculiar to individual Departments as for instance, for sorting at the Post Office, and for fuel and light in the Medical Department. These I think may stand as they are.

The classification herein was approved by the Treasurer and circulated confidentially by him to Heads of Departments.

I attach their remarks, and regarding these have to make the following comments in which the Treasurer concurred.

Colonial Secretary's Office.

The salaries proposed in the classification are sufficient for the present staff or for any Portuguese staff in the future.

There seems no object therefore in adopting the somewhat extravagant scale proposed by the Acting Assistant Colonial Secretary.

If the staff is re-organised, and Mr. Thomson and I think it requires re-organisation, then new clerks as engaged can be put into whatever class is deemed necessary.

We are both of opinion that an Officer should be permanently appointed Assistant Colonial Secretary.

My opinion is that the post of Chief Clerk should be revived and that the Officer should also be Clerk of Councils. The Assistant Colonial Secretary has more than enough to do without the latter appointment.

I believe that a clerk from the Registry at the Colonial Office should be the best selection for the post.

He might begin in Class II and be promoted to Class I if he gave satisfaction, hereafter.

I don't know what Mr. Thomson's views were as to the chief clerkship but he was not in favour of getting a man from home.

Treasury.

Mr. Thomson recommended that Mr. Carvalho, the Cashier, should draw the maximum in his class on account of his long and faithful service. As Mr. Carvalho fills the most responsible clerkship in the service, I agree in the recommendation.

Public Works Department.

Mr. Wood, the Accountant, considers that his appointment should be taken out of Class I as long as he holds it, and the Director of Public Works supports him.

I see no reason for making the change. If it were made, the fact that the appointment belongs to Class I should on the next vacancy probably be lost sight of.

Neither Mr. Thomson nor I agree with the Director of Public Works in his recommendations to change the classes of First and Second clerks in his Department.

General Post Office.

We agree that the Deputy Superintendent, Money Order Office, should, on the next vacancy, be placed in Class IV. The Officer now recommended for the post is already drawing \$1,560 and is recommended for an increase to \$1,680.

The other recommendations of the Acting Postmaster General have been adopted.

Supreme Court.

The First Clerk and Clerk to the Chief Justice has been placed in Class III.

Attorney General's Office.

Mr. Thomson and I consider the salary sufficient.

Police Department.

The 4th clerk is placed in Class VII.

The Acting Treasurer has prepared the enclosed Schedule showing what increased expenditure would be entailed by the original and new scheme of classification.

I am also indebted to Mr. Messer for making the final copy of the scheme of classification at a time when I have been extremely busy.

F. H. MAY.

27th March, 1901.

(*Secretary of State to Governor.*)

HONGKONG.
No. 244.

DOWNING STREET,
19th July, 1901.

SIR,—I have the honour to acknowledge the receipt of your despatch No. 202 of the 3rd ultimo, forwarding a Classified List of the Subordinate Civil Service of Hongkong, with the increases of Salary recommended and a list of other appointments, not included in the classified scheme.

2. I approve the rates of increase in which you concur in your despatch, but I regret that I am unable to agree to their being given from the 1st January last. It will be more convenient for the new scheme to come into force from 1st January next, and provision should be made accordingly on the Estimate for 1902.

3. I shall be glad to receive spare copies of the printed enclosure to your despatch at your early convenience.

I have the honour to be,

Sir,

Your most obedient, humble Servant,

J. CHAMBERLAIN.

Governor

SIR H. A. BLAKE, G.C.M.G.,

&c.,

&c.,

&c.