

GOVERNMENT NOTIFICATION.—No. 612.

The following Correspondence on the subject of the introduction of Sterling Salaries into the Government Service, was laid before the Legislative Council at a Meeting held this day, and is published.

By Command,

F. H. MAY,
Colonial Secretary.

Colonial Secretary's Office, Hongkong, 9th October, 1902.

PAPERS ON THE SUBJECT OF THE INTRODUCTION OF STERLING SALARIES
INTO THE GOVERNMENT SERVICE OF HONGKONG.

Secretary of State to the Officer Administering the Government.

HONGKONG.
No. 171.

DOWNING STREET,
13th June, 1902.

SIR,—I have had under my consideration Sir HENRY BLAKE's despatches of the 25th of October and the 11th of December last on the subject of the introduction of sterling salaries into the Government service of Hongkong.

2. In paragraph 3 of my despatch No. 426 of the 19th December last I informed Sir HENRY BLAKE of my desire that the same principles should as far as possible be adopted in regard to the preparation of a sterling scheme for future appointments to the Hongkong Government service as had been already laid down in the case of the Straits Settlements. That despatch was crossed by Sir HENRY BLAKE's despatch of the 11th December, in which he submitted a scheme of sterling salaries.

3. In despatches to Sir F. SWETTENHAM the numbers and dates of which are noted in the margin, and of which you have no doubt already received copies from him, I have explained my views as to how far and in what way officers who entered the service before last August should be affected by the introduction of the sterling scheme. The decision at which I have arrived may be summed up by saying that within six months from the publication of the sterling scheme officers will be allowed, without any discrimination on the part of Government, a free choice between coming under the scheme or continuing to receive, during the rest of their service in Hongkong, salaries fixed in dollars, as at present, with the addition of double exchange compensation. The choice will be final, except that an officer who elects to remain on a dollar salary, and who is hereafter transferred to the Straits Settlements or the Federated Malay States, may be allowed to elect to come under the sterling scheme when so transferred. This answers the second paragraph of Sir H. BLAKE's despatch of the 11th of December last.

No. 341—1st
November.
No. 73—10th
March.

4. Information on some other general questions not disposed of by previous correspondence is contained in the despatch to the Straits Settlements of which a copy is enclosed. I also forward a copy of another despatch on the subject of the rate at which sterling salaries should be converted into dollars for purposes of local payments. The final decision on this point will, of course, await Sir F. SWETTENHAM's reply; in the meantime the arrangement proposed in paragraph 10 of Sir H. BLAKE's despatch of 11th December should remain in force.

5. As regards those recommendations of the Sterling Salaries Committee which affect the calculation of pensions, I am addressing you in a separate despatch.

The question of the contribution to the Widows and Orphans' Fund of officers whose salaries are fixed in sterling has been dealt with in my despatch No. 53 of the 24th February last.

6. Turning to details and taking the highest appointments first, I agree to the salary of the Chief Justice being fixed at £2,000 a year. The salary of the Colonial Secretary should be fixed at £1,600 as in the Straits Settlements. The post of Attorney General has been offered to and accepted by Sir H. BERKELEY on £1,500 a year: and, I think the Puisne Judge should receive the same salary as the Senior Puisne Judge of the Straits, viz., £1,300 per annum.

7. I have followed the system adopted in the Eastern Colonies, by classifying separately the appointments for which cadets are eligible. This arrangement proved to be exceptionally difficult in the case of Hongkong, owing to the smallness of the cadet service and the fact that there are very few appointments in the lower classes of the Government service, as classified by Sir H. BLAKE, which are usually held by cadets. I have, in fact, been compelled to abandon any attempt to arrange the cadet posts into the same number of classes as in the Straits Settlements; and I have, instead, divided them into three classes, which are made to cover the same range of salaries as in the Straits Settlements by providing in each class more increments and larger in amount.

8. I propose, in short, that the cadet service shall be classified as follows:—

Class I.

| | |
|--------------------------------------------------------------------------------|-----|
| Colonial Treasurer, £800 rising to £1,000 by two triennial increments of £100. | |
| Registrar General, | do. |
| First Magistrate, | do. |
| Captain Superintendent of Police, | do. |

Class II.

| | |
|----------------------------------------|----------------------------------------------------------------|
| * Registrar of the Supreme Court,..... | } £600 rising to £720 by three triennial increments of £40. |
| * Postmaster General, | |
| Inspector of Schools, | do. |
| * Second Magistrate, | do. |
| Assistant Colonial Secretary, | do. |
| Deputy Superintendent of Police, | do. |

Class III.

| | |
|---------------------------------------|----------------------------------------------------------------|
| Assistant Registrar General,..... | } £420 rising to £540 by three triennial increments of £40. |
| * Deputy Registrar & Accountant, | |
| * Do. & Appraiser, | do. |
| * Secretary to the Sanitary Board, | do. |
| * Assistant Postmaster General, | do. |
| * Assistant Superintendent of Police, | do. |
| * Do. do., | do. |

[The appointments marked thus * are not at present held by cadets, but should for the future be generally given to cadets if any are qualified for them.]

9. I am aware that the majority of the posts in Class III have not, hitherto, been considered to belong to the cadet service. They are, however, posts which cadets can fairly be called upon to occupy, and the duties of which they will in all probability be qualified to fulfil. On this point Sir HENRY BLAKE, whom I have had the advantage of consulting, is inclined to agree.

In future, therefore, a vacancy in one of these posts should preferably be filled by the selection of a cadet, if a cadet can be found who is qualified to hold it.

10. The Director of Public Works should receive £1,000 rising to £1,200 per annum (triennial increments of £100). The rest of the Department might be graded as follows:—

| | | |
|-----------------------------------------------------------|---|---------------------------------------------------------------|
| Assistant Director, | { | £600 per annum rising to £720 by triennial increments of £60. |
| Executive Engineers and Superintendent of Accounts, | { | £480 per annum rising to £600 by triennial increments of £40. |
| Assistant Engineers and Principal Land Surveyor, | { | £360 per annum rising to £480 by triennial increments of £40. |
| (Junior) Assistant Engineers (engaged locally), | { | £270 per annum rising to £330 by triennial increments of £30. |

11. I agree to the Principal Civil Medical Officer being given a salary of £800 per annum rising to £1,000 by triennial increments of £100.

As there is only one grade of medical officer (Assistant Surgeon) and opportunities of promotion are consequently very few, I think it will be best to place the salary of the Assistant Surgeons (including the Medical Officer of Health and the Health Officers of the Port, if not allowed private practice), on a scale of £480 per annum rising to £720 by triennial increments of £40, so as to give them a wider range of increments than in other Departments. The sterling salary of the present Port Health Officer, so long as he enjoys private practice, should only be £360.

The salary of the Veterinary Surgeon and Superintendent of the Vaccine Institute might be placed on a scale of £480 per annum, rising to £600 by triennial increments of £40.

The salaries proposed for the European Nurses should, as at the Straits Settlements, begin at £110 per annum, and rise by increments of £20 to £150. The same rates should be adopted for the Wardmasters and the Matron of the Venereal Ward.

12. I agree to the salary proposed for the Apothecary and Analyst, and as you have been informed an Assistant Apothecary has been appointed on the terms proposed in your despatch No. 107 of 21st March, viz., £250 a year rising to £275 if he is placed on the permanent establishment at the end of three years, with a further increment of £25 after three years' service on the permanent establishment.

13. I agree to the Harbour Master's salary being fixed at £780 per annum rising to £900 by two triennial increments of £60; and I think that the Assistant Harbour Master might be given the same salary as the Deputy Master Attendant, Singapore, viz., £480 per annum rising to £540 by two increments of £30. Similarly, the Government Marine Surveyor's salary should correspond with that of the similar official at Singapore, viz., £540 per annum rising to £660 by four increments of £30. For the Assistant Government Marine Surveyors and the remaining appointments in the Harbour Master's Department, I accept the rates which Sir H. BLAKE proposes.

14. I am prepared to agree to the salary suggested for the Headmaster of Queen's College, viz., £660 per annum rising to £720 by two increments of £30.
* * * * * I agree to the salary proposed for the Second Master, viz., £540 per annum to £600 by £30. The increments of the Senior Masters might be carried up to a maximum salary of £480 per annum, and those of the Junior Masters to a maximum of £360 per annum.

15. The Headmistress of the Belilios Public School might similarly be allowed increments of salary up to a maximum of £480 per annum, and the same scale should be granted to the Head of the Kowloon School. Mr. JAMES would then on

the completion of his probationary period, be placed on a scale of £360 per annum rising to £480 by triennial increments of £30. The salary to be assigned to the Headmistress of Kowloon School may remain on the scale proposed in your despatch No. 25 of 18th January last. The Master of the Belilios Reformatory might be given the same salary as a Third Grade Master in the Straits Settlements, viz., £225 per annum rising to £285 by two triennial increments of £30; and his Assistant should receive a salary of £150 per annum rising to £200 by two triennial increments of £25.

16. The salary proposed for the Postmaster at Shanghai seems adequate, except that I am inclined to think that the increments attached to the post should continue up to a maximum of £480 a year, in view of the desirability of retaining in the appointment an experienced postal official. Similarly I am doubtful whether the maximum salary provided for the Accountant and the Superintendent of the Money Order Office is quite enough: and I incline to think that a further increment of £25 should be given. The Examining Supervisors have, as you are aware, been appointed on salaries of £200 per annum rising to £245, but I do not object to their being placed on the scale now proposed, viz., £230 per annum rising to £280 by triennial increments of £25.

17. In agreeing to the salaries of the various postal appointments referred to in paragraph 7 of the despatch being fixed in sterling, I must not be understood to express any opinion as to whether or not these positions should hereafter be filled by officers selected from this country. No definite proposal to that effect has as yet been submitted.

18. As regards the Police appointments, I propose to adopt for Hongkong rates similar *mutatis mutandis* to those which I have approved for the Straits Settlements, viz.:—

One Chief Inspector, £300 per annum rising to £360 by triennial increments of £30.

One Chief Inspector, £240 per annum rising to £300 by similar increments.

First Class Inspectors, £220 per annum rising to £240 after three years service in that grade.

Second Class Inspectors, £180 a year.

Third Class Inspectors, £170 a year.

Sergeants, £140 per annum rising by triennial increments of £10 to £160.

Lance Sergeants. £120 per annum rising after three years' service in that grade to £130.

Constables, £100 per annum rising to £120 by triennial increments of £10.

These rates have been promised to candidates for the post of Constable, who are being selected by the Crown Agents in accordance with the Colonial Secretary's letter of the 6th February last.

You are aware that the Armourer Sergeant has been engaged on a salary of £225 a year.

19. I accept the salary proposed for the Assistant Superintendent of the Gaol. In order to assimilate the remaining salaries to those in the Straits Settlements the Chief Warder should be given £240 a year, rising to £300 by triennial increments of £30; the Principal Warders £168 rising to £204 by triennial increments of £6; the Warders £96, rising to £144 by four annual increments of £12.

20. The salary of the Land Officer should begin at £600 per annum and rise to £780, in order to compensate for the few opportunities for promotion which are likely to fall to the holder of the post. Moreover the existing salary, converted into sterling at 3/-, is as much as £810 per annum.

21. The Director of the Observatory might be placed on the same level as Class III of the cadet service. The importance of the Botanical and Afforestation Department is increasing and I am not sure that the scale of salary which Sir H. BLAKE proposes is sufficient to secure an officer of high scientific attainments.

22. I would allow the First Assistant in the Observatory and the Assistant Superintendent in the Botanical and Afforestation Department, a further increment of £30 to a maximum salary of £360 per annum.

23. The salaries of the Sanitary Officers seem to me to be rather low, in view of the importance of obtaining and keeping the services of well-qualified and experienced men for this work; and I would suggest that at any rate the sterling rates might be not less than the existing dollar salaries converted at 3/- the dollar.

24. I do not see any objection to the other salaries proposed by Sir HENRY BLAKE.

25. It is of importance that the introduction of the sterling scheme should not be delayed; and I shall therefore be glad if any representations that you may wish to make with a view to the reconsideration of any part of the proposals contained in this despatch can be made at the earliest possible date. If, however, you are of opinion that the scheme may be accepted, with the amendments which I have proposed, I would suggest that the scheme, as amended, should be published forthwith; and that officers who are now serving on dollar salaries should be given a period of six months, during which they may elect to come under its provisions. This period should be extended in the case of officers on leave by so much time as is necessary to permit of the scheme being communicated to them from the Colonial Secretary's Office.

I have, etc.,

J. CHAMBERLAIN.

The Officer Administering the Government of
HONGKONG.

The Officer Administering the Government to the Secretary of State.

GOVERNMENT HOUSE,
HONGKONG, 4th September, 1902.

SIR,

I have the honour to acknowledge the receipt of your despatch No. 171 of the 13th June on the subject of the introduction of sterling salaries into the Government service of this Colony, and I forward herewith the enclosed copies of the sterling scheme which has been revised in accordance with the instructions contained in your despatch.

2. This scheme is now being promulgated in the Colony under cover of a Circular, copy of which is enclosed.

3. Copies of the Circular and of the schedule of sterling salaries and instructions enclosed are being sent to officers who are on leave of absence with a request that if they desire to join the scheme they will send their acceptances to the Crown Agents for the Colonies who will be communicated with at the same time and asked to pay such officers at the new rates.

4. With regard to the scheme itself I have to make the following remarks :—

In the scheme of sterling salaries forwarded in Sir H. BLAKE'S despatch of the 11th of December last the remark "No quarters" was set against the Principal Civil Medical Officer and all the Assistant Surgeons in the Medical Department, although the Principal Civil Medical Officer and Dr. BELL have quarters at the Government Civil Hospital and Dr. THOMSON draws a house allowance of \$720 per annum.

It appears that the reason was that it was intended that these officers when they came on the sterling basis should pay rent for the quarters they enjoy. This principle has not, however, been adopted in this Colony.

5. In addition to the quarters occupied by Drs. ATKINSON and BELL there will be, when the Victoria Hospital for Women and Children is completed, a third set of quarters available attached to that Hospital.

It will depend in the future, as it has in the past, on the nature of the duties—whether in immediate connection with one or other of these two hospitals or otherwise—that a Medical Officer is engaged on, whether he will have free quarters allocated to him or not.

6. I suggest therefore that the salaries as fixed by you be left as they stand, and that the quarters be regarded as available for such officers as may be assigned to purely Hospital work.

Dr. THOMSON who is in charge of the Gaol and has therefore to live close to that institution and his successors in office should continue to draw the house allowance of \$720 until such time as quarters near the Gaol are provided.

* * * * *

7. In the case of the Inspectors of Nuisances I have caused their salaries to be set down in the scheme at approximately the equivalents of their salaries in dollars with double exchange compensation, with their house allowances of \$360 per annum thrown into salary at approximately 1s. 9d. to the dollar. I consider these salaries large enough. The rates of increment have been altered from £10 to £5 a year in the case of the members of the Sanitary staff below the rank of Senior Inspector as the increments they at present enjoy are annual ones.

A note has been added that officers who occupy free quarters (as some of these men do, and as more of them hereafter may) will draw £32 a year less.

8. In the case of the Principal Warder, Victoria Gaol, I have made the £6 increments annual instead of triennial. With triennial increments it would take 18 years to reach the maximum.

9. I shall inform you in due course of acceptances of the scheme.

I have, etc.,

W. J. GASCOIGNE,
Officer Administering the Government.

The Right Honourable

JOSEPH CHAMBERLAIN,

His Majesty's Principal Secretary of State for the Colonies.

STERLING SALARY SCHEME AS APPROVED BY C.O.D. 171 OF 1902.

| OFFICE. | PRESENT SALARY. | | | PRESENT SALARY AT 3/- THE DOLLAR. | | PROPOSED SALARY IN STERLING. | | | REMARKS. |
|-------------------------------------------|-----------------|--------------------|----------|-----------------------------------|----------|------------------------------|---------------------|----------|---------------------|
| | Minimum. | Increase. | Maximum. | Minimum. | Maximum. | Minimum. | Increase Triennial. | Maximum. | |
| | \$ | \$ | \$ | £ | £ | £ | £ | £ | |
| GOVERNOR AND LEGISLATURE,— | | | | | | | | | |
| Private Secretary, | ... | ... | 2,400 | ... | 360 | ... | ... | 300 | Non-pensionable. |
| Aide-de-Camp, | ... | ... | 2,400 | ... | 360 | ... | ... | 300 | Do. |
| COLONIAL SECRETARY'S DEPARTMENT,— | | | | | | | | | |
| Colonial Secretary, | ... | ... | 10,800 | ... | 1,620 | ... | ... | 1,600 | |
| Assistant Colonial Secretary, | 4,800 | 300 ^{II} | 5,400 | 720 | 810 | 600 | 40 | 720 | |
| Chief Clerk, | ... | ... | ... | ... | ... | 500 | 20 (annually) | 600 | C.O.D. 413 of 1901. |
| Passed Cadet, | ... | ... | 1,800 | ... | 270 | 300 | 50 | 350 | |
| Unpassed Cadet, | ... | ... | 1,500 | ... | 225 | ... | ... | 225 | |
| AUDIT DEPARTMENT,— | | | | | | | | | |
| Local Auditor, | 4,800 | 300 ^{III} | 5,400 | 720 | 810 | 660 | 30 | 720 | |
| Clerk, | ... | ... | 1,500 | ... | 225 | ... | ... | 200 | |
| TREASURY,— | | | | | | | | | |
| Colonial Treasurer, | 6,000 | 600 ^{III} | 7,200 | 900 | 1,080 | 800 | 100 | 1,000 | |
| Assessor of Rates, | 3,600 | 300 ^{III} | 4,200 | 540 | 630 | 540 | 30 | 600 | |
| PUBLIC WORKS DEPARTMENT,— | | | | | | | | | |
| Director of Public Works, | 7,200 | 600 ^{III} | 7,800 | 1,080 | 1,170 | 1,000 | 100 | 1,200 | |
| Assistant Director of Public Works, | 4,800 | 300 ^{III} | 5,400 | 720 | 810 | 600 | 60 | 720 | |
| Executive Engineer, | 4,200 | 300 ^{III} | 4,800 | 630 | 720 | 480 | 40 | 600 | |

STERLING SALARY SCHEME,—Continued.

| OFFICE. | PRESENT SALARY. | | PRESENT SALARY AT 3/- THE DOLLAR. | | PROPOSED SALARY IN STERLING. | | | REMARKS. |
|--------------------------------------------|-----------------|-----------|-----------------------------------|----------|------------------------------|----------|---------------------|----------|
| | Minimum. | Increase. | Maximum. | Minimum. | Maximum. | Minimum. | Increase Triennial. | |
| | \$ | \$ | \$ | £ | £ | £ | £ | £ |
| PUBLIC WORKS DEPARTMENT,—Contd. | | | | | | | | |
| Executive Engineer, | 3,000 | 300 III | 3,600 | 450 | 540 | 480 | 40 | 600 |
| Assistant Engineer, | 2,400 | 300 III | 3,000 | 360 | 450 | 360 | 40 | 480 |
| Junior " (Local), | 1,800 | 300 III | 2,400 | 270 | 360 | 270 | 30 | 330 |
| Principal Land Surveyor, | ... | ... | 2,400 | ... | 360 | 360 | 40 | 480 |
| Land Surveyor, | ... | ... | 2,400 | ... | 360 | 300 | 30 | 360 |
| Land Bailiff, | ... | ... | 2,100 | ... | 315 | 260 | 20 | 300 |
| Superintendent of Accounts and Stores, ... | 3,000 | 300 III | 3,600 | 450 | 540 | 480 | 40 | 600 |
| Clerk of Works, | ... | ... | ... | ... | ... | ... | ... | 330 |
| First Class Overseers (2), | ... | ... | 1,800 | ... | 270 | ... | ... | ... |
| " " (2), | ... | ... | 1,680 | ... | 252 | 210 | 20 | 250 |
| " " (2), | ... | ... | 1,500 | ... | 225 | ... | ... | ... |
| Second, " (6), | ... | ... | 1,440 | ... | 216 | 160 | 20 | 200 |
| " " (7), | ... | ... | 1,200 | ... | 180 | ... | ... | ... |
| POST OFFICE,— | | | | | | | | |
| Postmaster General, | 4,800 | 300 III | 5,400 | 720 | 810 | 600 | 40 | 720 |
| Assistant " | ... | ... | 3,000 | ... | 450 | 420 | 40 | 540 |
| Superintendent Money Order Office, | 2,160 | 60 II | 2,400 | 324 | 360 | 280 | 25 | 355 |
| Postmaster, Shanghai, | ... | ... | 3,000 | ... | 450 | 360 | 30 | 480 |
| Senior Clerk, " | 1,800 | 60 II | 2,100 | 270 | 315 | 230 | 25 | 280 |

C.O.D. 173 of 1902.

Free quarters.

STERLING SALARY SCHEME,—Continued.

| OFFICE. | PRESENT SALARY. | | | PRESENT SALARY AT 3/- THE DOLLAR. | | PROPOSED SALARY IN STERLING. | | | REMARKS. |
|-------------------------------------------|-----------------|--------------------|----------|-----------------------------------|----------|------------------------------|---------------------|----------|----------|
| | Minimum. | Increase. | Maximum. | Minimum. | Maximum. | Minimum. | Increase Triennial. | Maximum. | |
| | \$ | \$ | \$ | £ | £ | £ | £ | £ | |
| POST OFFICE,—Contd. | | | | | | | | | |
| Examining Supervisors,..... | 1,800 | 120 ^I | 2,160 | 270 | 324 | 230 | 25 | 280 | |
| Accountant, | 2,160 | 60 ^{II} | 2,400 | 324 | 360 | 280 | 25 | 355 | |
| Superintendent Registration Branch, | 1,800 | 60 ^{II} | 2,100 | 270 | 315 | 230 | 25 | 280 | |
| Senior Clerk, | 1,800 | 60 ^{II} | 2,100 | 270 | 315 | 230 | 25 | 280 | |
| REGISTRAR GENERAL'S DEPARTMENT :— | | | | | | | | | |
| Registrar General,..... | 6,000 | 600 ^{III} | 7,200 | 900 | 1,080 | 800 | 100 | 1,000 | |
| Assistant Registrar General, | 3,600 | 300 ^{III} | 4,200 | 540 | 630 | 420 | 40 | 540 | |
| HARBOUR MASTER'S DEPARTMENT,— | | | | | | | | | |
| Harbour Master,..... | 4,800 | 300 ^{III} | 6,000 | 720 | 900 | 780 | 60 | 900 | |
| Assistant Harbour Master, | 3,000 | 300 ^{III} | 3,600 | 450 | 540 | 480 | 30 | 540 | |
| First Boarding Officer, | ... | ... | 2,220 | ... | 333 | ... | ... | 300 | |
| Second " | ... | ... | 2,040 | ... | 306 | 240 | 20 | 280 | |
| Marine Surveyor, | 3,600 | 300 ^{III} | 4,200 | 540 | 630 | 540 | 30 | 660 | |
| Assistant Marine Surveyor, | 2,400 | 300 ^{III} | 3,000 | 360 | 450 | 360 | 30 | 420 | |
| Second " | ... | ... | 2,700 | ... | 405 | 360 | 30 | 420 | |
| Light Keeper, Green Island,..... | ... | ... | 1,500 | ... | 225 | ... | ... | 250 | |
| " Gap Rock,..... | ... | ... | 1,800 | ... | 270 | ... | ... | 250 | |
| Assistant Light Keeper, Gap Rock, | ... | ... | 1,740 | ... | 261 | 220 | 10 | 240 | |
| Second " | ... | ... | 1,680 | ... | 252 | 220 | 10 | 240 | |

STERLING SALARY SCHEME,—Continued.

| OFFICE. | PRESENT SALARY. | | | PRESENT SALARY AT 3/- THE DOLLAR. | | PROPOSED SALARY IN STERLING. | | | REMARKS. |
|------------------------------------------|-----------------|-----------|----------|-----------------------------------|----------|------------------------------|---------------------|----------|---------------------|
| | Minimum. | Increase. | Maximum. | Minimum. | Maximum. | Minimum. | Increase Triennial. | Maximum. | |
| HARBOUR MASTER'S DEPT.,—Contd. | \$ | \$ | \$ | £ | £ | £ | £ | £ | |
| Light Keeper, Waglan, | ... | ... | 1,620 | ... | 243 | ... | ... | 250 | |
| Assistant Light Keeper, Waglan, | ... | ... | 1,560 | ... | 234 | 220 | 10 | 240 | |
| Second " " | ... | ... | 1,500 | ... | 225 | 220 | 10 | 240 | |
| Master of "Stanley", | ... | ... | 1,800 | ... | 270 | 200 | 25 | 250 | |
| Officer in Charge Gunpowder Depot, | ... | ... | 2,040 | ... | 306 | 240 | 20 | 280 | |
| Inspector of Junks, | ... | ... | 1,320 | ... | 198 | 168 | 12 | 180 | |
| OBSERVATORY,— | | | | | | | | | |
| Director, | 3,000 | 300 III | 3,600 | 450 | 540 | 420 | 40 | 540 | Free quarters. |
| Chief Assistant, | 2,100 | 300 III | 2,700 | 315 | 405 | 360 | 30 | 420 | |
| First " " | 1,800 | 300 III | 2,400 | 270 | 360 | 270 | 30 | 360 | |
| BOTANICAL & AFFORESTATION DEPT.,— | | | | | | | | | |
| Superintendent, | 3,000 | 300 III | 3,600 | 450 | 540 | 500 | 40 | 620 | Free quarters. |
| Assistant Superintendent, | ... | ... | 1,920 | ... | 288 | 270 | 30 | 360 | No house allowance. |
| Assistant for New Territory, | ... | ... | 1,200 | ... | 180 | 210 | 20 | 250 | Do. |
| LEGAL DEPARTMENTS,— | | | | | | | | | |
| Chief Justice, | ... | ... | 13,500 | ... | 2,025 | ... | ... | 2,000 | |
| Puisne Judge, | ... | ... | 8,400 | ... | 1,260 | ... | ... | 1,300 | |
| Registrar, | 4,800 | 300 III | 5,400 | 720 | 810 | 600 | 40 | 720 | |

STERLING SALARY SCHEME,—Continued.

| OFFICE. | PRESENT SALARY. | | PRESENT SALARY AT 3/- THE DOLLAR. | | PROPOSED SALARY IN STERLING. | | | REMARKS. |
|---------------------------------------------|-----------------|-----------|-----------------------------------|----------|------------------------------|----------|---------------------|----------|
| | Minimum. | Increase. | Maximum. | Minimum. | Maximum. | Minimum. | Increase Triennial. | |
| | \$ | \$ | \$ | £ | £ | £ | £ | £ |
| LEGAL DEPARTMENTS,—Contd. | | | | | | | | |
| Deputy Registrar and Appraiser, | ... | ... | 4,536 | ... | 680/8 | 420 | 40 | 540 |
| " " Accountant, | 3,600 | 300 III | 4,200 | 540 | 630 | 420 | 40 | 540 |
| Chief Interpreter, | ... | ... | 3,600 | ... | 540 | 440 | 30 | 500 |
| " " Personal Allowance, | ... | ... | 480 | ... | 72 | ... | ... | ... |
| First Bailiff, | 1,800 | 60 II | 2,100 | 270 | 315 | 240 | 30 | 300 |
| Second " | 1,200 | 60 II | 1,500 | 180 | 225 | 160 | 20 | 200 |
| Land Officer, | ... | ... | 5,400 | ... | 810 | 600 | 30 | 780 |
| Assistant Land Officer, | ... | ... | 3,600 | ... | 540 | 440 | 30 | 500 |
| Attorney General, | ... | ... | ... | ... | ... | ... | ... | 1,500 |
| Crown Solicitor, | ... | ... | 4,200 | ... | 680 | ... | ... | 600 |
| Third Bailiff, | 840 | 60 II | 1,080 | 126 | 162 | 100 | 20 | 140 |
| EDUCATION DEPARTMENT,— | | | | | | | | |
| Inspector of Schools, | 4,800 | 300 III | 5,400 | 720 | 810 | 600 | 40 | 720 |
| Head Mistress, Bellios Public School, | 2,400 | 300 III | 3,000 | 360 | 450 | 360 | 30 | 480 |
| First Assistant, | 1,620 | 240 III | 2,100 | 243 | 315 | 220 | 30 | 280 |
| Second " | 1,380 | 240 III | 1,860 | 207 | 279 | 180 | 30 | 240 |
| Master, Kowloon School, | ... | ... | ... | ... | ... | 360 | 30 | 480 |
| Mistress, Kowloon School, | ... | ... | ... | ... | ... | 120 | 20 | 160 |

{ On completion of probation of 3 years at £330 per annum.
 { On completion of probation of 3 years at £90 per annum.

STERLING SALARY SCHEME,—Continued.

| OFFICE. | PRESENT SALARY. | | PRESENT SALARY AT 3/- THE DOLLAR. | | PROPOSED SALARY IN STERLING. | | | REMARKS. |
|----------------------------------------|-----------------|-----------|-----------------------------------|----------|------------------------------|---------------------|----------|---------------------------------------------------------|
| | Minimum. | Increase. | Maximum. | Minimum. | Maximum. | Increase Triennial. | Maximum. | |
| | \$ | \$ | \$ | £ | £ | £ | £ | |
| QUEEN'S COLLEGE,— | | | | | | | | |
| Head Master, | 4,800 | 300 III | 5,400 | 720 | 810 | 30 | 720 | |
| Second " | 3,600 | 300 III | 4,200 | 540 | 630 | 30 | 600 | |
| Senior Assistant Masters, | 2,400 | 300 III | 3,000 | 360 | 450 | 30 | 480 | |
| Junior " | 1,800 | 300 III | 2,400 | 270 | 360 | 30 | 360 | |
| BELLIOS REFORMATORY,— | | | | | | | | |
| Master, | ... | ... | ... | ... | ... | 30 | 285 | |
| Assistant Master, | ... | ... | ... | ... | ... | 25 | 200 | |
| MEDICAL DEPARTMENT,— | | | | | | | | |
| Principal Civil Medical Officer, | 4,800 | 600 III | 6,000 | 720 | 900 | 100 | 1,000 | Free quarters if available. |
| Health Officer of Port, | 3,600 | 300 III | 4,200 | 540 | 630 | ... | 360 | Private practice allowed. |
| " | 3,600 | 300 III | 4,200 | 540 | 630 | 40 | 720 | No private practice. |
| Assistant Surgeon, | 3,600 | 300 III | 4,200 | 540 | 630 | 40 | 720 | Free quarters if available. |
| " | ... | ... | ... | ... | ... | 35 | 520 | House allowance of \$720 per annum. C.O.D. 138 of 1902. |
| Apothecary and Analyst, | 2,400 | 300 III | 3,000 | 360 | 450 | 30 | 420 | Free quarters. |
| Assistant " | ... | ... | ... | ... | 288 | 25 | 300 | New appointment. |
| Accountant, &c., | 1,800 | 60 II | 2,100 | 270 | 315 | 30 | 300 | Free quarters. |
| Matron, | 1,200 | 120 I | 1,380 | 180 | 207 | 25 | 200 | Do. |
| European Sister, | 840 | 60 I | 1,080 | 126 | 162 | 20 | 150 | Do. |
| Ward Master, | 865 | 60 I | 1,046 | 129/18 | 156/18 | 20 | 150 | Do. |
| Ward Master, Lunatic Asylum, | ... | ... | 960 | ... | 144 | 20 | 150 | Do. |

These salaries include all allowances for rations, light and fuel.

STERLING SALARY SCHEME,—Continued.

| OFFICE. | PRESENT SALARY. | | | PRESENT SALARY AT 3/- THE DOLLAR. | | PROPOSED SALARY IN STERLING. | | | REMARKS. |
|--------------------------------------------|-----------------|--------------------|----------|-----------------------------------|----------|------------------------------|---------------------|----------|-----------------------------------------|
| | Minimum. | Increase. | Maximum. | Minimum. | Maximum. | Minimum. | Increase Triennial. | Maximum. | |
| | \$ | \$ | \$ | £ | £ | £ | £ | £ | |
| MEDICAL DEPARTMENT,—Contd. | | | | | | | | | |
| Medical Officer of Health, | ... | ... | ... | ... | ... | 480 | 40 | 720 | No house allowance. |
| Assistant Medical Officer of Health, | ... | ... | ... | ... | ... | 480 | 40 | 720 | Do. |
| European Probationers, | 480 | 60 ^I | 600 | 72 | 90 | 65 | 15 | 80 | No allowance for ration, light or fuel. |
| MAGISTRACY,— | | | | | | | | | |
| Police Magistrate, | 6,000 | 600 ^{III} | 7,200 | 900 | 1,080 | 800 | 100 | 1,000 | |
| Second Police Magistrate, | 4,800 | 300 ^{II} | 5,400 | 720 | 810 | 600 | 40 | 720 | |
| First Clerk, | 2,160 | 60 ^{II} | 2,400 | 324 | 360 | 360 | 30 | 420 | Free quarters. |
| POLICE,— | | | | | | | | | |
| Captain Superintendent, | 6,000 | 600 ^{III} | 7,200 | 900 | 1,080 | 800 | 100 | 1,000 | Free quarters or allowance in lieu. |
| Deputy " | 3,600 | 300 ^{III} | 4,200 | 540 | 630 | 600 | 40 | 720 | Free quarters. |
| Assistant " | 2,400 | 300 ^{III} | 3,000 | 360 | 450 | 420 | 40 | 540 | Do. |
| Chief Inspector, | ... | ... | 2,016 | ... | 302 | 300 | 30 | 360 | |
| Chief Detective Inspector, | ... | ... | ... | ... | ... | 240 | 30 | 300 | |
| Inspector First Class, | ... | ... | 1,632 | ... | 241 | 220 | 20 | 240 | |
| " Second " | ... | ... | 1,320 | ... | 198 | ... | ... | 200 | C.O.D. 216 of 1902. |
| " Third " | ... | ... | 1,152 | ... | 172 | ... | ... | 180 | Do. |
| Sergeant, | ... | ... | 861 | ... | 129 | 140 | 10 | 160 | |
| Lance Sergeant, | ... | ... | 762 | ... | 114 | 120 | 10 | 130 | |

STERLING SALARY SCHEME,—Continued.

| OFFICE. | PRESENT SALARY. | | | PRESENT SALARY AT 3/- THE DOLLAR. | | PROPOSED SALARY IN STERLING. | | | REMARKS. |
|-------------------------------------------|-----------------|--------------------|----------|-----------------------------------|----------|------------------------------|---------------------|----------|-------------------------------------------------------------------|
| | Minimum. | Increase. | Maximum. | Minimum. | Maximum. | Minimum. | Increase Triennial. | Maximum. | |
| POLICE,—Contd. | \$ | \$ | \$ | £ | £ | £ | £ | £ | |
| Constable, | ... | ... | 720 | ... | 108 | 100 | 10 | 120 | |
| Assistant Engineer, Fire Brigade, | ... | ... | 1,296 | ... | 194 | ... | ... | 170 | |
| Armourer Sergeant, | ... | ... | ... | ... | ... | ... | ... | 225 | |
| GAOL,— | | | | | | | | | |
| Assistant Superintendent, | 2,400 | 300 ^{III} | 3,000 | 360 | 450 | 360 | 30 | 420 | Free quarters. |
| Chief Warder, | 1,680 | 48 ^I | 1,820 | 252 | 273 | 240 | 30 | 300 | Do. |
| Clerk and Storekeeper, | 1,200 | 60 ^{II} | 1,800 | 180 | 270 | 160 | 20 | 200 | Do. |
| Principal Warder, | 1,140 | 48 ^I | 1,380 | 171 | 207 | 168 | 6 (annually) | 204 | Do. |
| Warder, | 840 | 48 ^I | 1,180 | 126 | 177 | 96 | 12 (annually) | 144 | Do. |
| SANITARY DEPARTMENT,— | | | | | | | | | |
| Secretary, | 3,300 | 120 ^I | 3,600 | 495 | 540 | 420 | 40 | 540 | |
| Colonial Veterinary Surgeon, | 3,600 | 300 ^{III} | 4,200 | 540 | 630 | 480 | 40 | 600 | |
| Sanitary Surveyor, | 3,000 | 300 ^{III} | 3,300 | 450 | 495 | 360 | 30 | 420 | |
| Chief Inspector of Nuisances, | 1,800 | 120 ^I | 2,400 | 270 | 360 | ... | ... | ... | |
| Senior " " | 1,800 | 120 ^{III} | 2,040 | 270 | 306 | 300 | 20 | 340* | |
| First Class Inspector of Nuisances, | 1,440 | 60 ^I | 1,560 | 216 | 234 | 250 | 5 (annually) | 270* | * Officers who occupy free quarters will draw £32 per annum less. |
| Second " " | 1,080 | 60 ^I | 1,320 | 162 | 198 | 200 | 5 " | 230* | |
| Third " " | 900 | 60 ^I | 1,200 | 155 | 180 | 170 | 5 " | 215* | |

STERLING SALARY SCHEME,—Continued.

| OFFICE. | PRESENT SALARY. | | PRESENT SALARY AT 3/- THE DOLLAR. | | PROPOSED SALARY IN STERLING. | | | REMARKS. |
|----------------------------------------|-----------------|--------------------|-----------------------------------|----------|------------------------------|----------|---------------------|----------|
| | Minimum. | Increase. | Maximum. | Minimum. | Maximum. | Minimum. | Increase Triennial. | |
| | \$ | \$ | \$ | £ | £ | £ | £ | £ |
| SANITARY DEPARTMENT,—Contd. | | | | | | | | |
| Inspector of Markets, | 1,080 | 60 ^I | 1,320 | 162 | 198 | 195 | 5 (annually) | 230* |
| Overseer, Central Market, | ... | ... | 720 | ... | 108 | ... | ... | 110 |
| " Protestant Cemetery, | ... | ... | 540 | ... | 81 | ... | ... | 85 |
| " Drainage Works, | ... | ... | 840 | ... | 126 | ... | ... | 130 |
| Senior Inspector of Depôts, | 1,800 | 120 ^{III} | 2,010 | 270 | 301/10 | 270 | 10 | 300 |
| First Class Inspector of Depôts, | 1,440 | 60 ^I | 1,560 | 216 | 234 | 250 | 5 (annually) | 270* |
| European Assistant, | 360 | 240 ^{III} | 600 | 54 | 90 | ... | ... | ... |
| Inspector for New Territory, | ... | ... | 1,440 | ... | 216 | ... | ... | ... |
| VOLUNTEERS,— | | | | | | | | |
| Commandant, | ... | ... | ... | ... | ... | ... | ... | 750 |
| Corps Sergeant-Major, | 2,100 | 100 ^I | 2,400 | 315 | 360 | 280 | 10 (annually) | 320 |

* Officers who occupy free quarters will draw £32 per annum less.

NOTES TO ACCOMPANY STERLING SALARY SCHEME.

- 1.—Officers on dollar salaries in Hongkong will be allowed to join the Sterling Scheme on transfer to Straits or Malay States.
 - 2.—Continued service on Maximum of a class to count practically towards increment in case of promotion to higher class.
 - 3.—Dollar officers acting in a Sterling post will draw half their own pay and half pay of that post in dollars at present rates.
 - 4.—Sterling officers will draw half their own pay and half the Sterling pay of the acting appointment.
 - 5.—Acting officers draw half the *initial* pay of posts but not so as to suffer loss on that account.
 - 6.—Officers are allowed 6 months after publication, to join the scheme. If they elect to stay on a dollar salary they must abide by such at present rates during the rest of their service in Hongkong, and so far as they are concerned the salaries of all appointments to which they are promoted will continue to be fixed in dollars.
 - 7.—Officers can join the Sterling scheme at the stage they would have reached if increments had been fixed at the dates of their respective appointments to their present posts.
 - 8.—An example of the effect on contribution to the Widows and Orphans' Fund is as follows :—

Officers on \$1,200 per annum would pay to Widows and Orphans' Fund \$48 per annum. At 1/8 this=£4 per annum.

Officers on £180 (equivalent of above at 3/-) would have to pay £7.4.0 per annum—a difference of £3.4s. Others would be affected proportionately. The 4 % on Sterling salary would be 4 % of the exact amount of dollars paid as full salary.
 - 9.—Officers on dollar salaries who entered the service before 1st July, 1897, get leave pay at 4/- and pension at 3/8. Officers who entered thereafter get 3/- for both.
 - 10.—The system of rate of exchange for payment of Sterling salaries is not yet fixed by the Secretary of State. At present it is the average from 1st July, two years before, to 30th June of the year before. It is suggested that the monthly rate be taken as in the case of Exchange Compensation.
 - 11.—Officers who are allowed the privilege of occupying Government quarters have no personal claim to such quarters nor will they be allowed after their next promotion or on acceptance of Sterling salary to count the value of such quarters for pension purposes. No officer appointed on an original Sterling salary will be allowed to count the value of free quarters for pension purposes.
 - 12.—Officers at present serving under agreements have the option of coming under the Sterling Scheme and will be required to accept Sterling salaries on re-engagement.
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