

(4) *Higher Scale of Salary.*—The regulations in regard to the special course of study referred to in sub-paragraph (2) (*h*) above are as follows :—

The approved course of study is the three months' course of the West London Post-Graduate College or the London School of Clinical Medicine, Greenwich, in clinical medicine, clinical surgery, and pathology.

Officers are allowed to substitute for this course either :—

- (i) The course of study and examination for a recognised diploma or degree in public health, sanitary science, or State medicine; or
- (ii) The course of study and examination for a further medical or surgical diploma or degree; or
- (iii) If the Governor, on the recommendation of the Principal Medical Officer, approves, a course of study in some special branch of medical or surgical practice (*e.g.*, ophthalmology, dermatology, genito-urinary diseases), or an advanced course at the London or Liverpool School of Tropical Medicine.

Whichever of these courses of study is selected, the necessary tuition and examination fees will be paid by the Colonial Government, except in the event of an officer deciding to enter for a further medical or surgical diploma or degree, in which case no fees will be paid. In all cases, including the last-named, officers will be allowed their railway fares and a lodging allowance at the rate of 5s. a night, together with a training allowance at the rate of 5s. a day for the period necessarily occupied by the course of study and examination; and their leave of absence may be extended with half salary so as to allow of a total period of five months in England. The payment of fees, allowances, and railway fares in connexion with the course of study and examination for a diploma in public health, etc., is conditional on the officer undertaking to refund the sum paid in the event of his failing to obtain the diploma or relinquishing the West African service (for any other reason than mental or physical infirmity) without completing two full tours after obtaining it.

(5) *Special appointments.*—

- (a) The Director of the Medical Research Institute, Lagos, and the Pathologist, Accra, receive a salary of £1,300 a year, with a duty allowance of £260 a year.
- (b) Salary at the rate of £800 a year, rising by annual increments of £40 to £960 a year, is attached to about ten posts (those of Assistant at the Medical Research Institute, Lagos, and Medical Officers of Health at various places) irrespective of the seniority of the officer holding the appointment. In addition to the seniority allowance (£72 a year), staff pay at the rate of £150 a year is also attached to these posts; and the holder of the appointment draws half of the staff pay during leave of absence, the remainder being drawn by his *locum tenens*. The holders of these appointments are not allowed private practice.

(6) *Duty Allowances and Staff Pay.*—A duty allowance is payable to the holder of the appointment to which it is attached only while he is actually performing its duties, and during his absence or incapacity it is paid, at the discretion of the Governor, to the officer performing them for the time being. Staff pay differs from duty pay only in the circumstance that the holder of the post to which it is attached draws half of it during full pay leave of absence, the remaining half being drawn by his *locum tenens*, if any. (During leave on half-pay the holder of the post draws only one-quarter of the staff pay; during leave without salary he draws none.) Seniority allowance is drawn by its holder while performing his duties, but is not payable to anyone in his absence.

(7) Duty allowances, seniority allowance, and staff pay are not pensionable emoluments.

(8) *Increments.*—Increments to salaries are payable only when the service of an officer during the period of employment qualifying for increment is approved.

(9) *Payment of Salaries.*—Information as to the payment of officers' salaries or of monthly remittances to persons in England may be obtained from the Crown Agents for the Colonies, 4, Millbank, S.W.1. All allowances are paid locally.