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REC'D
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Treasury
1919
14 July
next previous Paper.
for
37 Jul 19
next subsequent Paper.

European & non European Officials
Improved Conditions of Service

Send memo on pension and gratuity
questions involved

Li. H. Reed

This is merely an
note.
I do not see that we can do
anything but wait for
regards in reply.
In Laocelle's memorandum
when the Ensign will
resolve itself daily into a
P&A until the scheme
is through.

? Wait

acc'd
17 Jul

at once
H. S. R.
10/ VIII

C O 14th July 1919.

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19

Dear Bottomley,

With reference to your 29952/1919 of the 13th ultimo on improvement of the financial position of officers in the East African Protectorates, we doubt whether it would be possible to reach any very definite conclusion in oral discussion of the pension and gratuity suggestions before we know what is intended in the way of increasing salaries (and so automatically increasing pension) and estimates of cost are available.

But I enclose some tentative notes on those proposals which may be of use.

Yours sincerely,



Consolidation of pay is all to the good 15% seems a reasonable addition on account of accommodation. 2.4.5 & 6 in summary 104.

The Colonial Office will have to consider whether something resembling the 1909 Act should be applied. But clearly sick and death gratuities if instituted must be set off by a reduction in pension. Death gratuities will be covered by the proposed Provident Fund (15221/19). Whether the scope of this should be widened to cover invalidity gratuities is a question for discussion.

7. 45 as the retiring age seems low but it is impossible to express an opinion until an estimate of the money involved is available.

8. I should have thought that commutation on a fixed basis would not be popular as the tables would have to be loaded on account of the large number of impaired lives. As colonial civil servants retire at a fairly early age, and have to set up a new establishment there is something to be said for allowing commutation (if the principles of the 1909 Act are not to be introduced).

9. It is for the Colonial Office to decide whether they want "continuous service" pensions. The objection to them in cases of mixed Colonial and Imperial service have always come from them (1061/13).

'Continuous service' pensions are clearly justified in equity where they are possible.

10. The objections to professional additions are the same for Colonial as for Imperial service.

11. If this means counting probationary service it might be conceded.

12. This would be clearly very expensive, and might be contested. To give pension rights to hordes of subordinate natives seems unnecessary. It will make it more difficult to get rid of them and it ought to be possible to get natives without keeping them in comfort and improving their status.

Non-Europeans.

Section 105.

The reduction of the retiring age in cases of natives paid over £100 per annum is mainly a question of cost.

I see no justification for giving them fiftieths instead of sixtieths.

Provident Fund.

This has been dealt with in 15221/19.