

(14)

EAST AFR. PROT  
11436

826  
C O  
71435  
F O  
F O

Northey,  
Sir Edward

1919

4 December

ADMINISTRATION  
RE-ORGANISATION.

Submit proposals for division of Prot. into native and non-native areas whose administration would be entrusted to Native Commissioners and Resident Magistrates respectively. Encloses map and schedule of establishments required. States number of officers and rates of pay provided for.

51-53  
18

W. B. B. B. Sir G. D. D.

The first point to be decided is the question of principle. The Govt. has never yet agreed in principle even to this new scheme of administration, the gist of which is to separate native & European (or European & Asiatic) areas to administer them separately under the same authority & with the same staff respectively.

dated 26/3/19, Mr. Butler  
The Govt. has not yet appeared  
in any way  
Mr. Butler  
The Govt. has not yet appeared  
in any way  
Mr. Butler

11436-10

C.O.; but I know that Mr. [Name] has  
realized that the principle has  
never been approved.

I do not see any reason  
in its holding any longer  
to the re-organization of principle;  
it was in any case (the continuance  
of hostility was one stumbling  
block when it was considered  
before it was worth is already  
to be the same as well as doing  
it is in the same affairs  
in the same way (the  
above military duties was  
to me in no objection to  
the same scheme); & the  
in the same way individuals  
it is already approved

The scheme does, however,  
mean a considerable change in  
the same in - but it is thought  
to be the local committee -  
of 700,000 in the present  
scheme - and it promises  
that it is possible in the  
scheme the same of it. But it is  
not possible of which it is  
not in full, as it necessarily  
requires in the scheme as  
the same in detail).

approves scheme in principle.

Book is to  
at the end of  
the same.

W. C. O.

(a) As to the application of the scheme, I would suggest that it should not be introduced until the new salaries are approved, as it is based as regards staff on the proposals for re-grading which are about to be considered. These are:-

1 <sup>st</sup> grade	do.	2600-3200
2 <sup>nd</sup> grade	do.	2200-2700
3 <sup>rd</sup> grade	do.	1800-2300

(Note: These differ from C.P.C. grades, as there is no 4<sup>th</sup> grade in this scheme.)

It is suggested that the introduction of the scheme should be deferred until new grading & salaries are introduced, which it is hoped will be by 1952.

(b) As to details of the scheme, see the Director's memo. Generally, it should be noted that the Director has varied the proposal selected in two important particulars:

- (i) He retains Provincial (District) Commissioners - now to be called 1<sup>st</sup> grade District (Commissioners) - in order that the Com. may have to deal with a limited number of

heads rather than try to consolidate a large number  
into one of Native Districts. It looks as if  
from the point of view of a Native Commissioner  
dealing with the Coy Commanders and then  
a larger number of commanders of smaller  
units.

The obvious point that the  
Chief Sec. will have to coordinate a large  
number of European (or foreign) districts  
is, presumably,

argument as to the best means  
means of the Government's purposes.  
can at least be tried.

agree, subject to revision

after a year's working of the system

how resources occur in the  
extent of 1<sup>st</sup> grade Native Comm?

*I think this  
is a  
question  
which  
must  
be  
settled  
before  
the  
system  
is  
tried.*

by the Native Comm. communicates direct  
with the Governor. This Dip. does not  
say so, but we know from Sir Matthew  
that he is strongly in favour of this -  
that is, already working largely  
within the limits of direct comm.  
between the Districts of Dep't.  
He tells us that the results are  
not satisfactory. Naturally, the  
Chief Sec. does not welcome the  
arrangement, as it deprives him  
of power, but the Gov. maintains  
that it strengthens confidence if

*Further*

heads of Dep't. can always go & talk  
with the Gov. himself. I know that  
the Secretariat does not block these  
proposals - that it saves much time  
of course, the Ch. Sec. is furnished  
with bound copies of any decision  
and kept fully informed of what

we need not discuss in a dip.  
to say that we understand that  
the Government contemplates direct comm.  
between the Native Comm. and  
the people, native affairs, subject  
to R.

*Col.  
L. S.*

(4) The discussion of the proposals in  
districts for European & Native  
admin. is necessarily a matter  
for local arrangement. The map  
which should have accompanied the  
dispatch is not available - but  
I do not think that we need concern  
ourselves with this.

? say that this is left to the  
Governor's discretion, but that we  
will forward a list of districts which  
maps should be forwarded  
for record - & any changes notified

*Col.  
L. S.*



(c) The total staff required is:-

1 <sup>st</sup> grade	10
2 <sup>nd</sup> grade	40
3 <sup>rd</sup> grade	100
Total	150

The existing approved establishment is:-

Pro Comm	8
Off Comm	50
Asst Comm	100
Total	158

But of course the comparison in numbers in itself is misleading. Apart from the fact that it omits to mention a few important ~~comparisons~~ officials required in Native Affairs Dept., it does not make visible a decrease in persons available when you allow for a military ~~allowance~~ in B. F. D. and also in ~~judicial~~. However, we cannot conveniently attack, criticise these details of establishment & say, for instance, that there are too many 3<sup>rd</sup> grade ~~magistrates~~ or too many 2<sup>nd</sup> grade ~~magistrates~~ or too many 3<sup>rd</sup> grade ~~magistrates~~ Commissioners.

It will be asked that the proposals do involve a fixed number of each grade in the establishment subsidiary to what is the smaller contemplated.

It will also be asked that in the establishment

no specific reference is made to the Cadets. Surely there cannot be super-numerary to establish? If so, how many will there be?

...ally a proposed establishment may be ~~proposed~~ that the Cadets are included in the total of 150. ~~grade~~ ~~Native~~ ~~Commissioners~~ a ~~super-numerary~~ ~~total~~ ~~of~~ ~~10, 40 or 50~~ ~~total~~

(d) The allocation of existing staff must be dealt with separately.

... will go to a ~~particular~~ ~~part~~ ~~of~~ ~~the~~ ~~country~~ ~~showing~~ ~~which~~ ~~officers~~ ~~are~~ ~~appointed~~ ~~to~~ ~~the~~ ~~various~~ ~~in~~ ~~especially~~ ~~in~~ ~~the~~ ~~proposed~~ ~~establishment~~ ~~with~~ ~~the~~ ~~existing~~ ~~establishment~~ ~~where~~ ~~previously~~ ~~the~~ ~~total~~ ~~of~~ ~~the~~ ~~establishment~~

(4) Nowhere does the Governor indicate  
the cost; but for the purpose of the  
scheme, this is, I think, reasonable  
saying that there is certainly a  
reduction in cost, at least (even  
though this is hard to see) and  
any increase in cost (due to  
proposals) - is the additional  
cost will result mainly, at any  
rate, from the additional salaries  
which we have had to be  
granted to Admin. officers,  
whether the old scheme of admin.  
was retained or this new one  
adopted.

(5) Assuming that these proposals go  
through, we ought not to go on  
selecting Admin. officers for  
Cad. independently until we  
know exactly where we are.  
The P.S. says he has seen  
some Cad. vacancies to fill  
fall P.S. vacancies and these  
vacancies - a copy Gov.  
to report after allocating his  
staff with new men selected  
any of the Temporary

order now in Cad. whom he wishes  
to retain permanently, how many  
more Admin. officers (Cadets) he  
wishes to complete staff

Accd.  
So saying  
I am only of these things  
The matter has been discussed with  
Mr. E. Hooley and I am sure that  
change should be effected at this  
of course a change of the two groups of Admin.  
officers - and the Governor is sure to  
look after the interests of Admin. officers  
in every possible way and will  
be sure to propose the most favourable  
arrangement in every respect, as the  
improvement of Admin. officers is  
the object of the scheme. It is  
certainly a very important matter  
to be considered and I am sure  
that the Governor will be most  
grateful to receive any suggestions  
which may be made.  
I am, Sir, very truly,  
Your obedient servant,  
The Secretary  
The Secretary  
The Secretary

DOWNING STREET,

831

14 December, 1919.

My Lord,

Proposals for the reorganisation of the Administration of the East Africa Protectorate have formed the subject of correspondence with Your Lordship's predecessors for the last five years and the matter has engaged my personal attention since my assumption of the Government. These previous papers have been before me and I have closely studied the report of the Committee under Sir Robert Hamilton which made recommendations in October 1916. I purposely refrain from putting forward any further suggestions until I was in a position to form conclusions from my own observations and I now have the honour to submit proposals in detail for the division of the Protectorate into native and non-native areas whose administration would be entrusted to Native Commissioners and Resident Magistrates respectively.

2. The map transmitted with this despatch is self-explanatory, and the schedules attached hereto show the details of the establishment required in each branch of the service.

3. I propose that the supervision of administration in native areas should be entrusted to the Chief Native Commissioner, responsible to the Government who will issue the Government's orders direct to the Provinces and Districts concerned; that 1st Grade Native Commissioners should be his lieutenants and travelling

5. The Nyanza Province remains unchanged except for the excision of the settled areas at present situated therein. The Kikuyu Province embraces those native areas lying north-east and west of Mount Kenya, with Headquarters at Nairobi, and including the District near Nairobi. The Ukamba Province embraces the Teita and Taita areas (except the District of Mombasa) and the Kisumu-Nyanza Native Reserves.

6. The present position of the Coast requires adjustment and I propose to amalgamate the native areas in Tanganyika and Seyidie under one 1st Grade Native Commissioner stationed at Mombasa. 2nd Grade Native Commissioners will be posted to the Nyika Reserve and to the Tana River District, and a 3rd Grade officer to Vanga, Lamu and Malindi will be placed under Resident Magistrates.

7. In formulating these proposals I have had in mind the introduction of military control in Turkana, the Northern Frontier District, and the Northern Tana area. Partly on this account my suggestions provide for a decrease in the sanctioned establishment of administrative and judicial officers.

8. The administration of non-native areas would, in a similar manner be entrusted to Resident Magistrates of three grades, under the direction of the Chief Secretary. The details of establishment are contained in the Schedules.

9. I propose that 3rd Grade Officers and Cadets be readily interchangeable between the two branches of the service at the discretion of the

Governor,

OFFICE RECORDS - LONDON

**SCHEDULE A.  
NATIVE AREAS**

Provinces.	1st Grade Native Commissioners.	District.	2nd Grade Native Commissioner.	3rd Grade Native Commissioner.	Total.		
					1st.	2nd.	3rd Grade

833

Provinces.	1st Grade Native Commissioners.	District.	2nd Grade Native Commissioner.	3rd Grade Native Commissioner.	1st.	2nd.	3rd Grade		
D. ...	1.	1. ...	1	4					
		2. ...	1	3					
		3. ...	1	2					
		4. ...	1	1					
		5. ...	1	2					
		<hr/>					1	5	15
		6. ...	1	4					
		7. ...	1	3					
		8. ...	4	4					
		9. ...	1	3					
...rayu	1.	10. ...	1	3					
		11. ...	1	3					
		12. ...	1	2					
		13. ...	1	2					
		<hr/>					1	5	15
...amba	1.	14. ...	1	2					
		15. ...	1	3					
		16. ...	1	2					
		<hr/>					1	3	7
		17. ...	1	3					
...	1	18. ...	1	1					
		19. ...	1	1					
		<hr/>					1	2	4
<hr/>									
<b>Total</b>					4	20	45		
<b>Relief:</b>					1	4	11		
<hr/>					5	24	56		

One 2nd Grade Officer to be officer in ... Reserve with a Duty Allowance ...

MOONOY 3 11 1910



travelling inspectors in the larger native Provinces, and that the positions of District and Assistant District Commissioners should be taken by 2nd and 3rd Grade Native Commissioners. My proposals differ from those of Sir Robert Hamilton's Commission in so far as I consider it preferable to have a system of "provincial" administration under the Chief Native Commissioner rather than to entrust to the Chief Native Commissioner the task of coordinating between each native district independently and to appoint a number of Travelling Inspectors based on Nairobi. My experience is that one man cannot satisfactorily devote his attention to so many as nineteen units, and under my proposals he will receive communications from six officers only. I see no advantage in concentrating the Travelling Inspectors at Headquarters. Travelling expenses are thereby increased and first hand knowledge of the larger areas is less easily acquired. The 1st Grade Native Commissioners should annually tour their Provinces and should be able to exercise efficient control and supervision.

4. The native provinces proposed consist of Vumba, Kikuyu, Ukamba and the Coast as shown in the map and Schedule. The Kikuyu-Elgeyo-Suk District will be formed into one district in charge of a 2nd Grade Native Commissioner and the Masai Reserve will also have a 2nd Grade officer in charge, each communicating direct with the Chief Native Commissioner. The term Naivasha as a Province including a group of districts, will disappear.

5.

532  
5. The Nyanza Province remains unchanged except for the excision of the settled areas at present situated therein. The Kikuyu Province embraces those native areas lying north and north-west of Mount Kenya, the Headquarters at Fort Hall, and including the District near Nairobi. The Ukamba Province includes the Teit and Kavirato Districts and the Kikuyu (Kisumu) District. The Coast Native Reserves.

6. The present position on the Coast requires adjustment and I propose to assign to the native areas in Tanganyika and Seyidie under one 1st Grade Native Commissioner stationed at Mombasa. 2nd Grade Native Commissioners will be posted to the Nyika Reserve and to the Tana River District, and a 3rd Grade officer to Vanga. Lamu and Malindi will be placed under Resident Magistrates.

7. In formulating these proposals I have had in mind the introduction of military control in Turkana, the Northern Frontier District, and the Northern Tana area. Partly on this account my suggestions provide for a decrease in the sanctioned establishment of administrative and judicial officers.

8. The administration of non-native areas would, in a similar manner be entrusted to Resident Magistrates of three grades, under the direction of the Chief Secretary. The details of establishment are contained in the Schedules.

9. I propose that 3rd Grade Officers and Cadets be readily interchangeable between the two branches of the service at the discretion of the

Governor,





SCHEDULE B.

NON-NATIVE AREAS.

District.	Definition.	1st.	2nd.	3rd.	Grade Resident Magistrates.
Trans Naoya.	North of Sergoit River and Nandi.	1		1	
Uasin Gishu.	South of Sergoit River.	1		1	
Elburgon-Kisumu.	Londoni, Tindereit, Molo, <del>Londoni, Sanyo</del> , Lumbwa, Fort Ternan Kern, Muheroni, Songer and Kisumu	1			
Kericho.	Kericho, Buret, Sotik				Native Commissioner Lumbwa.
Sift Valley.	South Molo, Njoro, Nakuru, Solai, Elmenteita, Gilgil, Naivasha.	1		1	
Laikipia.	Laikipia, West Kenya, North Kenya.	1			
Nairobi.	Kijabe, Kadasong, Limoru, Kyambuu, settled area, Athi, Lukenya, Mwa Kiu, Magati, Simba, Makindu Kibwele	2		1	
Thika.	Thika, Fort Hall, Itanga.	1			
Taita.					Native Commissioner Taita.
Mombasa.	Mombasa Island, Mainland to Rabai, Gazi, Prere Town.	1		1	
Lamu.	Lamu, Witu	1			
Malindi.	Between Mombasa District and River Sabaki in the Coast Belt.			1	

	4	6	6
Reliefs	1	2	3
	5	6	8

Relief for one of the Judges will be drawn from the 1st Grade Resident Magistrates.

Schedule C.

Headquarters.

Chief Secretary's Office.  
Chief Native Commissioners Office.  
Labour Control.  
Labour Inspectors.  
Special Duty.

1st	2nd	3rd	grade officers.
		1	
		1	
		1	
		4	
		4	
		13	
		6	
		12	

834

Relief.

office

Summary.

Schedule A.  
Schedule B.  
Schedule C.

1st grade	2nd grade	3rd grade	grade
5	24	56	
5	8	8	
	8	12	

	Total		
Present establishment	10	40	130
	0	52	140

Schedule D.

The following posts on non-incremental salaries or for specially appointed officers are not included in the above Schedules.

- Chief Secretary.
- Werk to officials.
- Chief Native Commissioner.
- Statistical Officers for Registration.
- Printer Print Expert.
- Assistant Printer Print Expert.
- Office Superintendents.

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W. H. 71005 at

835

DRAFT.

Lat No. 138

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Do Jan 4 2

MINUTE

Oct 27 1920

October 27 1920

for

to be all a ...

By ...

...

...

...

...

...

...

...

~~to ...~~

~~...~~







be satisfied from time to time,  
as they are made.

(iv) The establishment of proposed  
of Commissioners & Magistrates

1st grade 10

2nd grade 20

3rd grade 80

It appears from your  
report in the subject of revised  
schemes that "casuals" are  
included in the total of 100  
in the 3rd grade, & in this  
circumstances, the suggested  
total is approved.

(v) It is ~~desirable~~ and you will  
be glad to see from your  
report that the existing staff is  
allocated, among ~~the~~

and ~~requested~~ that special reference  
may be made in this connection  
to the existing Resident  
Magistrate who has not held

appointments under the  
Public Works in the legal  
dept. 838  
It is assumed  
that these <sup>offices</sup> will be absorbed  
in the establishment of Resident  
Magistrates included in  
the total set out in (iv)  
above.

DRAFT.

MINUTE

Mr H. Bond

Mr J. Bond

Mr J. Bond

Mr J. Bond

As regards new administrative  
staff (100), I am to  
request that when you have  
allocated existing staff  
& including the 100 candidates  
now at the Public Works  
Dept. you will be glad to  
see that you should leave for  
Set about the end of  
the temporary...  
I will be glad to see  
that you wish to  
return to me in

will report to the Dept. and  
relieve the Dept.

many Cards are prepared

to complete the [unclear] names.

Meanwhile, it is not proposed

to make further selections

for the Administrative Service

5. A copy of this copy is being

sent to the [unclear] of the

Dept. for [unclear] record.



840

CONFIDENTIAL

LONDON,

7 December, 1919.

71437  
RECEIVED  
DEC 10 1919

My Lord,

I have the honour to refer to Your Lordship's telegram of June 10th and to Your Lordship's confidential despatch of June 12th enclosing Sir A. Lascelles' memorandum on the question of the general improvement in salaries. Recommendations regarding the Asiatic staff have already been submitted and my remarks in this despatch therefore refer only to European officials. Their case has become more insistent since the Commission sat. The cost of living has steadily increased and any benefit derived from the high rate of exchange has been obscured by the higher cost of imported articles necessary to life in East Africa and by the fact that local purchases and services (such as wages) have not responded to the increased value of the rupee in sterling currency.

2. My comments on the recommendations made by the Commission and by Sir Alfred Lascelles are given with the references in the margin. I need make no further remarks on the first three paragraphs of the Commission's report and on the first four of Sir A. Lascelles' except to state that the worry as to the future, to which Sir Alfred Lascelles specially refers, is at present very real.

3.11

SECRETARY OF STATE  
FOR THE COLONIES.

to Refce. to  
graphs paragraphs  
e Com- in Sir A.  
on's Lascelles'  
tt. Memorandum.

54. "First and  
55. Second  
Class  
Officers"  
Para. b.

3. I agree that the expressions "I Class Officers" and "II Class Officers" should be avoided. The desired result could, I think, be reached by abolishing the division and stating the privileges and conditions which are attached to any particular post or class of posts.

59  
60.

4. Sir Alfred Lascelles has not referred to the system of promotion from grade to grade as advocated by the Commission.

I entirely agree with the substance of the recommendation in paragraph c, but I am not in favor of introducing a number of grades not warranted by practical significance and I therefore consider that three grades in the Administration, as at present, are all that is required. Promotion can be rendered practically automatic between grades by a suitable adjustment of the number of increments given in each grade provided that a compulsory retiring age can be insisted on.

I propose that, before special use for posts on non-incremental salaries, there shall be a first grade to which officers shall be appointed by selection only, and to other grades, not including salaries of probationers. A normal officer who satisfied his personal duties, could then hope to succeed in reaching the maximum pay of the 2nd grade before retirement. A more brilliant officer would reach the 3rd grade or perhaps the higher (non-incremental) posts.

Refce to paragraphs in Sir A. Lascelles' Memorandum

The Government should reserve and exercise the right to refuse increments to unsatisfactory members of the staff. Increments depending in some cases on favourable confidential reports. I have based my specific recommendations regarding salaries on the assumption that the maximum pay of the 2nd grade should be sufficient to hold out inducements to the average official who without any specially brilliant career would still look forward to a fixed and adequate emolument prior to his retirement and to a reasonable pension to follow.

61

"Confidential Reports" Para. 6

I am most excitedly of opinion that regulations should be introduced regarding it completely for adverse confidential reports to be shown to officers concerning whether the reports are made by the head of a Department or a deputy or a superior officer. In the case of a report in the favour of a Department, it is desirable that favourable reports should be made by the inspection desired by the Officer concerned. The maintenance of secrecy in regard to confidential reports lies in the Government's hands in dealing with unsatisfactory officials and may lead to injustice.

6. I consider that the "Official Gazette" should be a medium for advertising vacancies in the Government service. Heads of Departments in which vacancies should be instructed to consult with other Heads of Departments before

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Para. to  
paragraphs  
in Sir A.  
Lascelles'  
Memorandum

before making recommendations for filling such vacancies. Sir A. Lascelles does not comment on this suggestion.

"Age of Retirement and Pension" Para. 104  
I am in entire agreement with paragraph 104 of the Commission's report, and with their recommendation (para 104) that retirement should be compulsory at the age of 45 or after 20 years' service whichever comes first, the Government reserving the right of offering an extension of service to suitable officers for a further five years and in the case of Executive Councillors and Judges for five years beyond that.

I am in the utmost opposition to the establishment of a compulsory retirement age, and I consider that in the interests of the Protectorate, officers should be kept young and active.

"Emoluments and Allowances" Para. 105  
I am in agreement with the Commission in considering that all costs and privileges of an officer should be included in one fixed salary or "emolument". This should be the basis of retirement pay, but allowances should be abolished, (except in the case of special duties, extra departmental or special duties) and only allowances should be provided in the usual manner as is commonly done for officers who are expected to do similar appointments. I agree with the Commission's recommendations



to paragraphs 6 to 10 of Sir A. Lascelles' Memorandum.

recommendations contained in paragraph 69 of the Commission's report regarding the grant of acting allowances, i.e. (1) In the case of officers selected to act in a post on a non-incremental rate of pay, the mean between the officer's pay and the pay of the post, and (2) In the case of an officer acting in a higher grade than his own, the minimum pay of the higher grade.

7. I agree with the Commission.

Probationary Appointments

10. I agree that no increments should be granted during an officer's "probationary period" of service.

Married Officials

11. I do not think it necessary or desirable to give higher rates of salary to married officials than to bachelors.

Superannuation and Retirement

12. I agree with Sir A. Lascelles' views which will arise here on the introduction of these proposals and limitations certain officers will automatically be retired. I consider that it would only be equitable to give such officer the option of remaining in the service under the old conditions and on the present rates of pay.

Personnel for Govt. Employment

I have nothing to add to Sir A. Lascelles' remarks with which I agree.

Transfer

14. I agree with Sir A. Lascelles' views.

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Refce. to  
paragraphs  
in Sir A.  
Lascelles'  
Memorandum.

108. "Widows and  
Orphans  
Fund"  
Para. 14.

15. I consider the establishment of such a fund to be absolutely essential if a contented and efficient service is to exist. The fund should, of course, be on a contributory basis.

113. "Provident  
Fund"  
Para. 15.

16. Given a "Widows and Orphans Fund", I see no need for any "Provident Fund"

116 "House and  
Office Ac-  
commodation"  
Para. 16.

17. I agree that it is most important for the staff to be provided with adequate house and office accommodation.

As regards house accommodation, I support the Commission's recommendation that until Government buildings are available a 15% allowance on salaries should be granted subject to a minimum of Rs. 12,50 p.m., i.e. 250 per annum.

120 "Furniture"  
Para. 17.

18. I consider that it would be best if furniture were only provided by Government in outstations and in houses at Headquarters stations reserved for officers liable to more or less frequent transfer. In such cases a more liberal allowance than at present should be provided.

I see no objection to officers' private furniture being stored in Public Works Department Stores at owner's risk if accommodation is available.

121. "Leave"  
Para. 18.

19. I consider that service in certain "unhealthy" stations should count for more leave than in the more "healthy" ones. I agree with Sir A. Lascelles' recommendations for the

Refes. to paragraphs in Sir A. Maccelles' Memorandum.

Para. 123  
The Com-  
mission's  
con-

division of stations into three classes in respect of leave allowances. I see no cause for altering the present regulations regarding the duration of a tour of service, but I consider that after thirty months' service in a "heating" station, it should not be compulsory except on medical grounds for an officer to proceed on leave. The decision to take leave after thirty months should rest with the officer, subject to the exigencies of the public service and to medical reports.

Para. 123  
a Paragraph

Para. 19(1)

20. I agree.

Para. 124  
1924  
"Passes"

Para. 19(2)

21. I agree.

Para. 125  
"Options"

Para. 19(3)

to not demand that an special privilege respect of passes is necessary or desirable in the case of bachelors and married officers.

Para. 126  
"Transfer"

Para. 19(4)

22. I agree. Allowance of free baggage on transfer should be increased but care is necessary that such increase is not unduly extravagant. I am not at present prepared to make detailed recommendations on this matter.

Para. 127  
"Willingness"

Para. 19(5)

24. I agree.

Para. 128  
"Range"

Para. 19(6)

25. I consider an outfit allowance should be given on first appointment to certain officers, only.

PUBLIC RECORDS OFFICE, LONDON

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Refce. to  
paragraphs  
in Sir A.  
Lascelles'  
Memorandum

only, viz. those who have to incur expenditure for camp equipment. Tents and other equipment should be purchased out of this "quart allowance" and the travelling allowances should be considered sufficient for maintaining the equipment in repair and replacement when necessary. The issue of Government Tents and equipment to officers should be revised. There should be a sealed pattern of equipment recommended which should be accessible to officers on first appointment. Small stocks should be maintained locally in the Public Works Department store for sale to officers.

141 "Medical Attendance"  
Para. 22

26. I am inclined to agree with Sir A. Lascelles that the existing medical facilities granted are sufficient. But I consider special cases when special medical treatment becomes necessary, as a result of accidents incurred during discharge of duty or the effect of Government service on an officer's health, might receive special consideration.

142 "Land holding and business"  
Para. 23

27. I consider the concession recently made in this respect is for the present adequate.

143 "Proposed Civil Service Commission"  
Para. 24

28. I agree that a permanent Civil Service Commission is neither necessary nor desirable, but I am willing to admit that a committee containing official members would usefully be appointed in a specific

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paragraphs  
in Sir A.  
Lascelles's  
Memorandum.

specific instances to investigate personal com-  
plaints by Civil servants. No additional machinery  
appears necessary to introduce a system <sup>such</sup>

1146

Enquiry  
of Sir A.  
Lascelles  
Para. 23.

29. I agree with Sir A. Lascelles.

30. I attach hereto a schedule of revised  
scales of salaries for the European Staff through-  
out the Protectorate based on the recommendations  
of the Civil Service Commission and Sir Alfred  
Lascelles report, with a few alterations. Returns  
received from Heads of Departments showing their  
recommendations have been carefully considered.  
They include proposed scales for those posts with  
which the Commission did not deal. The Non-  
European Staff salaries have already been dealt  
with and recommendations have been submitted to  
Your Lordship.

31. I have the honour to suggest that when  
these scales are introduced duty allowances should  
be abolished as a general rule and that officials  
should enter the new scales on the corresponding  
grade with the number of increments which they  
have received in the old, unless they are placed  
in new grades when they should enter at the minimum

32. Personal, uniform, and consolidated  
monies and travelling allowances, should be con-  
solidated and certain duty allowances for performing  
specific

specific duties. A list of the latter is attached.

33. The total amount of salaries and duty allowances, excluding those which it is proposed to retain, payable to the European Staff on the present scales is estimated at £310,000 and the salaries on the new scales at £394,000. The total war bonus payable is about £12,000. The financial effect therefore of these proposals is an increase of some £84,000 over the Estimates. If this is regarded as taking the place of war bonuses the latter would be reduced by £57,000 while £27,000 would be payable in salaries over and above the present amount of salaries plus war bonus. In many circumstances the salary plus duty allowance and war bonus would exceed the new salary. The aggregate of these excesses amounts to £15,000, payment of which would have to be continued as war bonus until such time as the war bonus was considered no longer necessary.

34. The number of posts in the grades of Administrative Officers and Resident Magistrates will be dealt with in a separate despatch. I have based my recommendations for this branch of the service on the assumption that the age of compulsory retirement will be 45 or 20 years service whichever comes first.

35. The salary of Inspector General of Police has been placed at £1000, as he should not receive less than the Commissioner, but I most strongly recommend that as soon as an opportunity presents itself this post should be abolished.

I have the honour to be,

My Lord,

Your Lordship's most obedient  
humble Servant,

*Edmund Northey*





REVISED SALARIES OF EUROPEANS.

850

Department	Post	Present Scale & Duty Allowance	New Scale
the Governor	Aide de Camp	350	300
	Private Secretary	250 x 100 x 400	300
Secretariat	Chief Secretary	1000 - 1000 D	
	Clerk to Council	<del>600 x 80 x 600-800</del>	600
	Asst. Secretaries	To be graded as Administrative Officers	
Social Gazette	Printer	400	400 x 20 x 500
	Engineer	400	400 x 20 x 500
	Linotype Operator	300	300 x 20 x 400
The present scales are recent improvements in 1944			
Social Administration	Administrative Officers		
	Magistrates 1st Grade	500 x 100 x 600	
This grade the equivalent of 1st grade to be limited to 10 posts			
This grade to be limited to 40			
This grade with Probationary 30			
Probationers 30			
Administrative Officers 30, 35, 40, 45, 50, 55, 60, 65, 70, 75, 80, 85, 90, 95, 100, 105, 110, 115, 120, 125, 130, 135, 140, 145, 150, 155, 160, 165, 170, 175, 180, 185, 190, 195, 200, 205, 210, 215, 220, 225, 230, 235, 240, 245, 250, 255, 260, 265, 270, 275, 280, 285, 290, 295, 300, 305, 310, 315, 320, 325, 330, 335, 340, 345, 350, 355, 360, 365, 370, 375, 380, 385, 390, 395, 400, 405, 410, 415, 420, 425, 430, 435, 440, 445, 450, 455, 460, 465, 470, 475, 480, 485, 490, 495, 500, 505, 510, 515, 520, 525, 530, 535, 540, 545, 550, 555, 560, 565, 570, 575, 580, 585, 590, 595, 600, 605, 610, 615, 620, 625, 630, 635, 640, 645, 650, 655, 660, 665, 670, 675, 680, 685, 690, 695, 700, 705, 710, 715, 720, 725, 730, 735, 740, 745, 750, 755, 760, 765, 770, 775, 780, 785, 790, 795, 800, 805, 810, 815, 820, 825, 830, 835, 840, 845, 850, 855, 860, 865, 870, 875, 880, 885, 890, 895, 900, 905, 910, 915, 920, 925, 930, 935, 940, 945, 950, 955, 960, 965, 970, 975, 980, 985, 990, 995, 1000			
The present scales are recent improvements in 1944			
Treasury	Treasurer	70 x 25 x 400+	1200
	Deputy Treasurer	500 x 20 x 600+500	300
Treasury	Senior Assistants	400 x 20 x 500	400 x 20 x 600
	Assistants	350 x 15 x 400	400 x 20 x 500
	Probationers		300
The same scale for all Asst. Treasurers as for 3rd grade Administrative Officers after 3 years probation on 23 to plus from 100 to 1500 by increments as above			

Department	Post	Present Scale & Duty Allowance	New Scale
Customs	Chief of Customs	600 x 25 x 800+500	1200
	Deputy Collector	400 x 20 x 500+400	700
	Collector	400 x 20 x 500+400	500 x 20 x 600
	Asst. Collectors	250 x 15 x 400	300 x 20 x 400
	Prescriptive Officers	150 x 10 x 250	200 x 15 x 300
Inspector of Watchmen and Boatmen		300 x 10 x 250	15 x 300
	These recommendations are generally lower than the Commission		
Office	Port Officer	400 x 15 x 500+400	400
	Asst. Port Officer	250 x 15 x 400	400 x 20 x 500
	Pilot	250 x 15 x 400	300 x 20 x 400
Audit	Auditor	600 x 25 x 800+600	1300
	Senior Asst.	400 x 20 x 500	500 x 25 x 600
	Asst.	300 x 15 x 400	
	Pr...		
Judicial	Judge	800	800
	Magistrate	700	1200
	Deputy Magistrate		1200
	Registrar		1200
	Deputy Registrar		1200
	Deputy Registrar		1200
	Deputy Registrar		1200
	Deputy Registrar		1200
	Deputy Registrar		1200
	Deputy Registrar		1200
	Deputy Registrar		1200
	Deputy Registrar		1200
	Deputy Registrar		1200
	Deputy Registrar		1200
	Deputy Registrar		1200
Police	Inspector General	600 x 25 x 800	1000
	Inspector	400 x 20 x 500	1000
	Sub-Inspector	300 x 15 x 400	700 x 25 x 800
	Constable	200 x 10 x 250	500 x 25 x 700
	Head Constable	300 x 15 x 400	400 x 20 x 500
	Inspector of Prisons	400 x 20 x 500	do
	Deputy Inspector of Prisons	300 x 15 x 400	do
	Inspector of Prisons	300 x 15 x 400	1900
	Deputy Inspector of Prisons	200 x 10 x 250	1000
	Inspector of Prisons	200 x 10 x 250	600
	Deputy Inspector of Prisons	150 x 10 x 200	1000
	Inspector of Prisons	150 x 10 x 200	1000
	Deputy Inspector of Prisons	100 x 10 x 150	700 x 25 x 800
	Inspector of Prisons	100 x 10 x 150	500 x 25 x 700
	Deputy Inspector of Prisons	100 x 10 x 150	400 x 20 x 500
Prisons	Inspector of Prisons	400 x 20 x 500	do
	Deputy Inspector of Prisons	300 x 15 x 400	do
	Inspector of Prisons	300 x 15 x 400	do
	Deputy Inspector of Prisons	200 x 10 x 250	do
	Inspector of Prisons	200 x 10 x 250	do
	Deputy Inspector of Prisons	150 x 10 x 200	do
	Inspector of Prisons	150 x 10 x 200	do
	Deputy Inspector of Prisons	100 x 10 x 150	do
	Inspector of Prisons	100 x 10 x 150	do
	Deputy Inspector of Prisons	100 x 10 x 150	do
	Inspector of Prisons	100 x 10 x 150	do
	Deputy Inspector of Prisons	100 x 10 x 150	do
	Inspector of Prisons	100 x 10 x 150	do
	Deputy Inspector of Prisons	100 x 10 x 150	do
	Prisons (continued)	Inspector of Prisons	500 x 25 x 600+600
Asst. Inspector of Prisons		400 x 20 x 500+400	600
Deputy Inspector of Prisons		300 x 15 x 400	400 x 20 x 500
Inspector of Prisons		240 x 240	300
Deputy Inspector of Prisons		200 x 200	250
Inspector of Prisons		180	200
Deputy Inspector of Prisons		180	180
Inspector of Prisons		180	180
Deputy Inspector of Prisons		180	180
Inspector of Prisons		180	180
Deputy Inspector of Prisons		180	180
Inspector of Prisons		180	180
Deputy Inspector of Prisons		180	180
Inspector of Prisons		180	180

Department	Post	Present Scale & Duty Allowance	New Scale	
Principal Dental Officer	Principal Dental Officer	71 x 25 x 850 + 750	1000	
	Senior Medical Officer			
	Dental Surgeon and Bacteriologist	600 x 25 x 750 + 600	700 x 25 x 800	
	Medical Officers and Asst. Bacteriologists	535 x 25 x 600	500 x 25 x 700	
	Pharmacians	400 x 25 x 500	400 x 20 x 500	
	These are the Commission's recommendations but the matter should be considered by the Colonial Office. The present scales are those recently sanctioned and in some cases, the salary plus duty allowance exceeds the salary recommended by the Commission.			
	Workshop	250 x 15 x 300	250 x 15 x 500	
	Apprentice	200	250 x 15 x 300	
	do (Female)	150	170 x 15 x 300	
	Hospital Matron	150	200 x 15 x 300	
	Nurses	135	170 x 15 x 300	
	Nursing Orderlies	100	200 x 15 x 300	
	do (in the Asylum)	100	300 x 20 x 400	
	do (in the Hospital)	120	300	
	do (in the Asylum)	120	170	
Sanitary Inspectors	150	200 x 15 x 250		
do Grade I	200 x 15 x 250	350 x 20 x 450		
do Grade II	150	250 x 15 x 350		
do Overseas	150	200 x 10 x 250		
New scales for Sanitary Inspectors have been recently recommended to the Colonial Office. Duty allowances of £40 in Grade I and £1 are also recommended but these seem unnecessary.				
Asst. Asst.	500 x 20 x 500	700		
Asst. Asst.	do	500 x 25 x 600		
Asst. Asst.	do	do		
Asst. Asst.	300 x 10 x 250	300 x 20 x 400		
Inspector	400 x 25 x 500	600		
Inspector	400 x 25 x 500	600 x 25 x 700		
Senior Inspector	500 x 25 x 600	do		
Headmaster & Inspector	400 x 25 x 500 + 400	500 x 20 x 600		
Headmasters	350 x 25 x 400	do		
Asst. Masters	250 x 15 x 400	do		
Duty Allowance	240	400 x 20 x 500		
Chief Clerk	200 x 10 x 250	200 x 15 x 300		
Head Clerks	200 x 10 x 300	do		
Asst. Clerks	150 x 15 x 250	250 x 15 x 350		
Senior Asst. Clerks	125	170 x 10 x 200		
Asst. Clerks	100	do		
Asst. Clerks	100 x 10 x 100	200		
Nurses	175	170 x 10 x 200		
Mechanical Transport Officer	150	do		
Mechanics	100	do		
Animal Transport Office	200 x 10 x 200	400 x 15 x 500		

Department	Post.	Present Scale Duty Allowance	New Scale
Transport (contd.)	Asst. to Post Agent	250 x 15 x 40	x 20 x 400
Post Office	Postmaster General	600 x 25 x 800+600	1000
	Deputy	500 x 25 x 600+400	800
	Asst. Postmaster General	350 x 20 x 450	500 x 25 x 600
	Chief Accountant	do	do
	Deputy do	300 x 15 x 400	400 x 20 x 500
	Asst. Chief Accountant	250 x 15 x 300	200 x 15 x 300 and
	Asst. Accountants	200 x 15 x 250	thence 300 x 20 x 400
	Postmaster 1st Class	300 x 15 x 400+300	400 x 20 x 500
	do 2nd do	240 x 12 x 300+240	300 x 20 x 400
	Postal Clerks & Telegraphist	170 x 10 x 200	250 x 15 x 300
	do do (Tele)	140 x 10 x 180	170 x 10 x 200
	Supervisors	120 x 8 x 160	140 x 10 x 200
	do	170 x 10 x 230	250 x 15 x 300
	do	125 x 8 x 160	
	Asst. do	150 x 10 x 200	500 x 25 x 600
	Asst. do	do	400 x 20 x 500
	Engineering Asst. (Tele)	300 x 15 x 400	350 x 20 x 450
	Sub Telegraph Operator	240 x 10 x 300	300 x 20 x 400
	Chief Electrical Mechanicians	300	350 x 20 x 400
	Electrical Inspector	200 x 10 x 300	300 x 20 x 400
Chief Telegraph Inspector	200 x 10 x 300	300 x 20 x 400	
Wireless Operators	do	300 x 15 x 350	
Electrical Mechanicians	200	300	
Telegraph Storekeeper	200 x 10 x 300	300 x 20 x 400	
2nd class Telegraph Inspectors	180 x 8 x 200	250 x 15 x 300	
Agricultural	Director	800 x 50 x 1000	1400
	Asst. to Director	450	500 x 25 x 600
	Mycologist	450	do
	Pig & Dairy Expert	400	do
	Horticulturalist	400	do
	Cerealist	400	do
	Statistical Officer	500	do
	Accountant	250	400 x 20 x 500
	Agricultural Inspector	250 x 10 x 300	500 x 20 x 600
	do	150 x 10 x 180	200 x 15 x 300
	This post is held by Mr. Holder a V. Indian		
	Chief Inspector	400	400 x 20 x 500
	do	350	500 x 25 x 600
	Agricultural Inspector	250	400
	do	380 x 15 x 450	do
do	300 x 10 x 350	300 x 15 x 350	
This post is held by Mr. Donnell a West Indian			
Department	Managers	450	500 x 25 x 600
	Asst. Manager	450	400 x 20 x 500
An Assistant formerly stockman has been recommended for appointment as Asst. Manager			
Naiyab Division	Division Asst.	250	300 x 15 x 400
	Entomologist	450	500 x 25 x 600
	Asst. do	250 x 15	300 x 20 x 400
	Plant Import Insp.	do	do
do	Office Entomologist	do	do

Department  
Office  
Titles

Post	Present Scale & Allowance	New Scale
Director of Land Survey	500 x 25 x 600 + 80 D	800
Asst. ds.	400 x 20 x 500 + 40 D	600 x 25 x 700
District Surveyor	(500 x 20 x 550) (480 x 20 x 550)	
Senior Staff Surveyors	(425 x 15 x 505) (425 x 15 x 475)	500 x 25 x 700
Junior Staff ds.	400 x 15 x 500 370 x 10 x 450	400 x 20 x 500
Asst. ds. ds.	350	350
District and Senior and Junior Staff Consolidated Salary to Surveyors received over house		allowances
Chief Computer	400 x 15 x 400	400 x 25 x 600
Computers	350 x 10 x 350	400 x 20 x 500
Productioners		300 (for 3 years)
Chief Draftsmen	250 x 10 x 350	400 x 20 x 500
Draftsmen	180 x 15 x 305	200 x 15 x 300
Number of titles	400 x 25 x 600 + 80 D	700 x 25 x 800

This places the present holder (Mr. Mclean) who is seconded from the Provincial Administration on the scale which he would have reached had he remained in his own Department.

Director	700 x 25 x 900 + 70 D	1200
Deputy Director	500 x 25 x 700 + 50 D	900
Electrical Engineer	500 x 25 x 600	700 x 25 x 800
Asst. ds. ds.	400	600 x 25 x 700
Instructors of Africa		
Artisans	300 x 10 x 350	300 x 20 x 400
Executive Engineer	400 x 20 x 500 + 40	700 x 25 x 800

\* posts to be... this grade and called District

Executive Engineers	400 x 20 x 500 + 40 D	400 x 20 x 500 & then 500 x 25 x 600
Assistants	300 x 15 x 400	600
Overseers	500 x 15 x 550	300 x 20 x 400
Inspector Mombasa		
Water Supply Foreman	240 x 15 x 300	do.
Steam Roller Driver	180 x 10 x 200	240 x 15 x 300
Sub Overseer	180	do.
Timekeeper	150 x 10 x 200	200 x 10 x 250
Chief Accountant	400 x 20 x 500 + 40 D	500 x 15 x 300
Accountants	350 x 15 x 400	500 x 25 x 600
Chief Sub.	400 x 20 x 500 + 40 D	400 x 20 x 500
Sub.	250	600 x 25 x 700
Architect	380 x 10 x 350	300 x 20 x 400
Quantity Surveyor	150 x 10 x 190 + D	do
Senior Architect	do	do
Draftsman	150 x 15 x 400	do
Draftsmen	180 x 10 x 230	400 x 20 x 500
Hydraulic Engineer	400 x 25 x 700 + 80 D	300 x 20 x 400

Office Superintendents

Office Superintendents	350 x 15 x 400	400 x 20 x 500
Clerks	150 x 10 x 250	(200 x 10 x 300 & then 300 x 20 x 400)

Department

31

Department	Post	Present Scale & Duty Allowance	New Scale
<b>UGANDA RAILWAYS</b>			
Station	General Manager	1500 x 50 x 1800+150D	1800
	Personal Assistant	800 x 20 x 850	(400 x 20 x 500 & then 500 x 25 x 600)
	Personal Assistant	500 x 20 x 550	(500 x 25 x 600)
Chief Engineer	Chief Engineer	700 x 20 x 700+70D	1200
	District Engineer	500 x 20 x 500+50D	700 x 25 x 800
	Asst. do.	300 x 20 x 350	(400 x 20 x 500 & then 500 x 25 x 600)
	Draftsmen	200 - 320	300 x 20 x 400
	Senior V.M.	24 - 320	do.
	Inspector in Charge	200 - 320	do.
	Inspector of Works	180 - 280	do.
	Sanitary Inspector	180 - 280	do.
	Chief Mechanical Engineer	700 x 20 x 700+70D	1100
	District Superintendent	500 x 25 x 600+50D	700 x 25 x 800
	Workshop Manager	450 x 20 x 600+45D	do.
	Asst. Loc. Superintendent	350 x 20 x 550	(400 x 20 x 500 & then 500 x 25 x 600)
	Foremen	240 - 320	300 x 20 x 400
	Asst. Foremen	180 - 224	240 x 15 x 300
	Carriers	120 - 200	150 x 15 x 250
	Artisans	108 - 200	240 x 15 x 300
	Carriage Examiners	96 - 224	do.
	Carriers draw trap allowance in addition		
	Traffic Manager	700 x 20 x 700+70D	1100
	Deputy do.	500 x 25 x 600+50D	700 x 25 x 800
	Asst. Traffic Manager	300 x 20 x 350	(400 x 20 x 500 & then 500 x 25 x 600)
	Superintendent	450 - 600+45D	500 x 25 x 600
	Traffic Inspector	240 - 320	300 x 20 x 400
	do.	180 - 240	200 x 15 x 300
	Inspector for Locomotives		
	Class	20 - 320	300 x 20 x 400
	Class	10 - 200	300 x 15 x 300
	Asst. Station Master	180 - 200	do.
	Station Master	240 - 320	300 x 20 x 400
	Asst. do.	180 - 200	200 x 15 x 300
	Pier Master	240 - 320	300 x 20 x 400
	Asst. Pier Master	180 - 200	200 x 15 x 300
	Asst. A	x x x 900+70D	900
	Complaint received in 1900 but 1900 seems sufficient. This reduction should be effected upon a change in the holder of the post.		
	Deputy		x 25 x 700
	Asst. Pier Master	x x 300	x 25 x 600 & then x 25 x 600

Department.	Post.	Present Scale & Duty Allowance.	New Scale.
Uganda Railway (continued)	Accountants	340 - 320	300 x 20 x 400
	Traveling Inspector	200 - 320	do.
	Head Printer	200 - 320	do.
Stores	Chief Storekeeper	580 x 25 x 700	800
	Deputy do.	450 x 25 x 550	600 x 25 x 700
	Asst. Storekeepers	300 x 15 x 450	(400 x 20 x 500 then
	do.	200 x 15 x 350	600 x 25 x 600 300 x 20 x 400 200 x 15 x 360
Traffic	Manager	600 x 25 x 750+50D	900
	Superintendent	500 x 25 x 700+50D	700 x 25 x 800
	Deputy	400 x 20 x 500+40D	500 x 25 x 600
	Clerks	360 x 20 x 500+35D	450
	Chief Clerk	300 x 15 x 350	400 x 20 x 500
	Chief Clerk	240 x 15 x 350	300 x 20 x 400
	Third Clerk	300 x 15 x 400+30D	400 x 20 x 500
	Clerks	200 - 260	300 x 20 x 400
	Foreman	240 - 320	300
	Signmasters	160 - 280	250 x 15 x 350
	Office Superinten-	200 - 320	(200 x 15 x 300 &
	dents	240 - 320	then
Head Accountants	160 - 240	(300 x 20 x 400	
Clerks	Up to 200	Up to 200	

Office Superintendents of the Railway do not appear to hold the same position as those in the Inspectorate.



LIST OF SPECIAL DUTY ALLOWANCES

NOT TO BE CONTINUED ON THE INTRODUCTION OF THE REVISED SCALES OF SALARY

Department	Duties	Amount
Governor	Chief Clerk	24
Secretary	Editor, Official Gazette	23
	Pensions Officer	24
	Languages (Mr. Holey & Mr. Isaac)	50
	Entertainment (Mr. Seyfaie)	50
	Assistant Estates Duty Commissioner (S. S. Nyanza)	50
	Officer in charge Local Reserve	100
	Currency Commissioners (3 including the Treasurer)	50 each
	Secretary, Currency Board (Treasury Officer, Mombasa)	25
	Estates Duty Commissioner (Treasury Officer, Mombasa)	50
	Estates Duty Commissioner (Treasury Officer, Nairobi)	
	Secretary, Central Revenue Board (Treasury Officer, Nairobi)	25
	Principal Immigration Officer (Superintendent, Mombasa)	40
	Immigration Officer (Assistant Mombasa)	24
	Staff Officer, Inspector General	100
	Senior Medical Officer performing the Health Office duties	50
	Medical Officer performing Health Office duties	50 each
	Nurse in charge European Hospital, Mombasa	20
Education	Assistant Mistress performing duties of Senior Mistress, Nakuru School This allowance is \$15 only at present	



Department Duties Amount

Postal	Assistant Master performing duties of Headmaster, Usamir Gishu. This is a new allowance recommended	40
	Assistant Telegraph Engineer when in charge of Construction in Northern Frontier District	150
	Wireless Operators at Kisumu	50
	- 10 - at Inland Jubaland stations	100
Agricultural	Mr. Carpenter for Meteorological Work	40
	Managers, Nairobi & Malvaaha Farms (Entertainment)	30 each
S. D.	Chief Storekeeper as Coast Agent	100

1	2	3	4	5	6

PUBLIC RECORD OFFICE  
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EAD

Ind

to file

DRAFT

MINUTE

9/8

with ref to your report  
the date of the  
recommendation

and...  
checked to...  
of my suggested...

Primary Officer...  
Investigator...  
S...  
include

is the present consolidated  
it is intended that  
pay or whether Surgery  
like other part  
in addition to these new salaries

I am to request that  
an early reply may be sent  
to this letter

Yours  
G. H.

The Cedar House

Cobham Surrey

14 Feb. 20.

Dear Mr. Bottomley

Revision of Salaries

Commendation of the Uganda C.S. Commission, & my colleagues' names were omitted stated in the despatch forwarding the Commission report - 28 to House & travelling allowances for the Service. Capt. there was some contentious behavior heads of different A-lets, as well as the inclusion of the names of those who had not travelled seldom such as Treasury officers, or those like surveyors, spent most of their time in the field. The name themselves would I believe prefer to draw a definite travelling allowance, as it has the appearance of separate pay for special services - especially in a country like Uganda, but on the other hand, a consolidated salary would mean a larger pension. Mr. ...