

E. AFRICA
GENERAL

224

DEC 19

42224

Colonial

Colonial Civil Servants' Conditions of Service

1919

19 Dec

Previous Paper.

Press cuttings commenting strongly
on inadequate salaries & pensions

Mr. H. H. H. H. H.

This cutting was brought to me by Mr. Fiddian today. He wished it to be registered and printed. I told him that it no doubt arose out of the East African case of Mr. R. M. Ewart, see file 2008 F.A.

The case of Mr. R. M. Ewart. This officer was appointed to the F.A.S. in Nov. 1895, having previously served for a few months in the Police in Zanzibar. He became a Superintendent of Police (£400-£20-£100, plus £40 duty allowance), and that is the position which he held when he retired from the service a short time ago. He had been considered for promotion on several occasions, although his reports were none too satisfactory, ~~and~~ it was decided to lend him temporarily during the war to Malindi, though he never actually took up the appointment. Recently he has retired from the Service on reaching the retiring age of 50, after having been ill for many months beforehand with what is believed to be an incurable disease. He wrote to the C.O. on the 24th of Nov.

Subsequent Paper.

from Tulse Hill saying that he had left Guy's Hospital and that he was being taken to the Lambeth Infirmary. He did not indicate that the Lambeth Infirmary was, as we now understand it to be, a workhouse infirmary. A short time ago, Mr. Robertson Eustace came to see me about this case, and said that it was an appalling thing that a Colonial Servant should be dying in a workhouse. Sir H. Read saw him and gave him a letter for Dr. Silks to take to Sir John Rose Bradford enquiring whether there was any suitable Home to which Mr. Ewart could be moved, and, if so, what the terms would be. On the receipt of information as to what had happened or as to what could be done, Sir H. Read proposed to consider whether he could take any action in the matter as regards payment. I have written to Dr. Silks, ^{and} so far as we have heard nothing more of the case until we asked Sir E. Northey, ^{today, with} ~~and he~~ said that he believed that Mr. Ewart had already been moved to a Home, and that he himself had guaranteed any necessary expenditure. It is understood that certain E.A. officials in this country have contributed: ~~but~~ I am not clear whether it is from these contributions or from his own pocket that Sir Northey has guaranteed the necessary payment.

~~It may be mentioned in regard to this case that~~
~~arrangements~~ having regard to the sad nature of his illness,

we did break our rules and give him two months extension of leave on full pay instead of half pay, but this could not go on indefinitely and he had then to be granted an extension with half pay. Actually at the moment when he retired he was drawing half of £500 a year plus half war bonus (£100 a year) = £300 a year. Pending calculation of his pension, he has been granted an alimentary allowance at the rate of £300 a year, it being anticipated that the full pension would be about £330 per annum.

14. It is correctly stated for E.A. (F250 to 14) For an 84 (1st Lt. Superior) that promotion is paid at 10% of the base pay plus F40 pay, pay depends on vacancies and not as suggested on length of service.

15. It is true that if a man's health breaks down before 10 years, he gets nothing. It is true he gets pension but he does not get gratuity.

16. It is true that if a man dies in the service, his widow and children are not entitled to anything. This will be remedied by some, when we get the widows and orphans some of them. It is realized that it is important that we should be able to allow our men to have provision for their wives and children in this way.

17. It is generally believed that there is only one rate of war bonus in the service is incorrect, as the rate varies with the pay.

18. It is also suggested that the amount is inadequate. I can only say that the bonus given is greater than the local bonus in the remainder, and that we have received from one source and another information to show that it is really awarded by the men in E.A.

19. I have to say that the Colonial ~~Official~~ Official that retired as medically unfit for further service after 20 years work in Africa may be, but it is possible that it might be the officials of Nigeria.

20. It is true that at present there is no bonus added to pensions of E.A. officials. The matter is under consideration with the Treas. and I am told (although I cannot for the moment get hold of the papers) that the Treas. will not agree to an addition so far as regular and other posts are concerned over which they have control.

21. It is quite true that Lord Milner and Colonel Amery

a comparison should not be made after the report is done

the letter to Treas. makes a point of the fact that the Treas. will not agree to an addition so far as regular and other posts are concerned over which they have control.

Amery does not need to be converted as the importance of improving salaries and conditions of service for officials in E.A., and it is hoped that to introduce increased rates of pay from the 1st of April next.

In general, the whole line of the article gives a general impression of the different views which find favour with a certain number of officials, and the accused spirit of these things, when disrupted seem to have disappeared. I think a Association spring up amongst which wish to find the hands of anyone in authority, and I think that all consider complaints & attacks of the kind will find ready acceptance. Hence our margin here more of this case & the position of officials in the (Colonial) generally. It really is all so hard for those of us who really do want to improve things, when people out there will not realize that there are difficulties as regards immediate action - financial difficulties of course, and the sheer difficulty of collecting, collating &

Mr. Fiddian

Cashings from the Morning Post
has been received. I hope
that a check will be taken of
them. I have a new table in front
of the office with the S.B. in the
middle. I have not as yet a stock of
papers ready to be put in the
Library.

18 2/3

18 2/3

18 2/3

18 2/3

18 2/3

18 2/3

18 2/3

The slave doesn't know

his own name

above

18 2/3

2/1/30

18 2/3

86

18 2/3

18 2/3

18 2/3

18 2/3

The case of the Ordnance civil service
is certainly a scandalous one & it is
a pity that they have not got one of
those Associations which Mr. Parkinson
desires. We are helpless since advice
from us to the House of Assembly would
have effect in an opposite sense. The
Parliament has brought the matter before the
House & we doubt something will be
done. It will however probably be quite
inadequate.

Elsewhere in W.I. things are going
much better. I enclose a copy of a
tbl. showing the scale just adopted for the
Leeward; and of a table & chart showing
the effect of the Imperial war bonus which
you may think worth separate circulation.
Note that effect deduction of income tax the
bonus is approximately a flat rate of
£100 for salaries £1000-10000.

We have also some particulars of the
increase in retail food prices both in
W.I. & U.K. & of the increase in
the general cost of living here. The matter
between the two is rather complicated

more than the
bonus
of officers
and
and

Fiddian

18 2/3

18 2/3

18 2/3

THE COLONIAL SERVICE

Sweating of its Officials

DRIVEN TO POOR HOUSE AND BANKRUPTCY

The discovery this week in a London poor house of a gentleman who had just returned through various illnesses a high post in the Colonial Service is a shocking fact, and not a fact to be proclaimed were it not for the hope that publication of it will stir Parliament to deal promptly with the miserable conditions under which a most able and valuable body of public servants work.

Of the case of this unfortunate gentleman the briefest possible mention will be given. He had devoted 24 years of his life to the service of the Empire in one of its tropical dependencies, had risen to a position of great responsibility for which he was paid at the rate of £500 per year.

Health broke down completely with a most painful disease, due to the conditions of service in malarial swamps and jungles. The work never allowed him to rest, and he was put on half-pay of £120 a year. He had a wife and child, and their maintenance absorbed almost all that he earned. He did not leave enough to pay for himself a hospital with surgical and nursing attendance.

Through a servant of the Colonies, who doing the work of an officer and a judge he had no right of treatment in a military hospital. He had to take refuge in a poor-house infirmary. His comrades are now moving to rescue him from this and it is probable that his individual case will be relieved. But what of the system which makes such a scandal possible, which turned a Colonial Governor the other day on not so officially that he was of the small number of some of his officers and men out of money? They sought relief in bankruptcy they were not to be punished.

The Colonial Service is one of the greatest of our Empire. The men who at the moment keep order, administer justice and guide the backward subject races towards a more advanced life are and have been for generations among the most useful and the most devoted of our public servants. Their responsibilities are so great that it is almost a miracle that they survive.

When at the Peace Conference the destiny of our empire is discussed from the lips of the Turks came under discussion to put it under British rule was generally the first suggestion. Foreign observers are surprised at the hesitation that our Colonial Administrators were shown just before the war. Let us see how these men who have done so much for us have fared since the war.

The bulk of the administrative work of the Crown Colonies and the Dependencies falls on the shoulders of a comparatively small number of men. A military officer is usually appointed to administer a territory, and he is usually a man of some special attainments. It is not a man of some special attainments who is usually appointed to have a commission in the Highways, the Territories, or the Colonies. He usually puts in a period of 10 years at a R.I.C. depot, and then he is sent out to a colony with a 200 a year salary.

On duty he has practically no leave, and he is not paid for his services. Beginning with £200 a year he progresses by annual increments of £15 a year until he has a salary of £300 a year after ten years' service. He has a house, and he has a higher grade of progression to £300 a year up to £500 a year. It is the first of the arrangements made.

The pension rights of his officers depend on the length of their service. After 10 years of service they get a pension of 50 per cent of their salary for the first 10 years, and after 20 years they get 75 per cent. The pension is paid for the first 10 years of their service, and then it is paid for the next 10 years. The pension is paid for the first 10 years of their service, and then it is paid for the next 10 years.

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Bankruptcy (Case No. 10)

The man who was found in the London poor house was a high post in the Colonial Service. He had devoted 24 years of his life to the service of the Empire in one of its tropical dependencies, had risen to a position of great responsibility for which he was paid at the rate of £500 per year. Health broke down completely with a most painful disease, due to the conditions of service in malarial swamps and jungles. The work never allowed him to rest, and he was put on half-pay of £120 a year. He had a wife and child, and their maintenance absorbed almost all that he earned. He did not leave enough to pay for himself a hospital with surgical and nursing attendance.

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THE COLONIAL SERVICE

Sweating of its Officials.

DRIVEN TO POOR-HOUSE AND BANKRUPTCY.

The discovery this week in a London poor-house of a gentleman who had just vacated, through serious illness, a high post in the Colonial Service is a shocking fact, and not a fact to be proclaimed were it not for the hope that publication of it will stir Parliament to deal promptly with the miserable conditions under which a most loyal and valuable body of public servants work.

Of the case of this unfortunate gentleman the briefest possible mention will be given. He had devoted 24 years of his life to the service of the Empire in one of its tropical dependencies: had risen to a position of great responsibility, for which he was paid at the rate of £200 per year. His health broke down completely with a most painful disease, due to the conditions of service in malarial swamps and jungles. The sick leave allowed to him expired; and he was put on half-pay, i.e., £100 a year. He had a wife and child, and their maintenance absorbed almost all that certainly did not leave enough to pay for him in a hospital with surgical and nursing attendance.

Though a servant of the Colonial Office doing the work of an officer and of a Judge he had no right of treatment in a military hospital. He had to take refuge in a poor-house infirmary. His comrades are now striving to rescue him from this, and it is probable that his individual case will be relieved. But what of the system which makes such a scandal possible, which forced a Colonial Governor the other day to notify officially that, in view of the small salaries of some of his officers, and the cost of living, if they sought relief in bankruptcy they were not to be punished.

The Colonial Service is one of the greatest of our Empire. The men who at the outposts keep order, administer justice, and guide the backward subject races towards a more civilised life are, and have been for generations, among the most useful and the most devoted of our public servants. Their responsibilities are very great. Their record is an almost stainless one. When at the Peace Conference the Germans or the Turks came under discussion, to put it under British rule was generally the first suggestion. Foreign observers agreed without hesitation that our Colonial administrators were honest, just, and capable. Let us see how these men whose duties are so great, whose conditions of life are so arduous, fare on the pay list.

The bulk of the administrative work in the Crown Colonies and the Dependencies falls on the shoulders of a Constabulary Service which is, in effect, a military service, with various judicial and administrative duties added to the soldiers' work. To enter this Service a young man must have a University degree or some special scientific attainment, or have a commission in the Regular Army, the Territorials, or the Special Reserve. He usually puts in a period of training at a B.I.C. depot in Ireland, and then goes out to a Colony with £250 a year salary. On duty he has quarters provided, but no rations or service. Beginning with £250 a year, he progresses by annual increments of £15 a year up to £400 a year. Then after ten years' service, if he has qualified for a higher grade, he progresses by £20 a year up to £500 a year. That is the limit in the average man's case.

In pension rights, if he breaks down before ten years, he gets nothing; if after ten years he breaks down and is unfit for further service, he is entitled to a pension equal to one-fourth of his salary for every year of service, i.e., retiring after ten years, he gets £100 per year. If he dies in harness his widow and children are not entitled to anything.

War bonuses and allowances have been given in practically every branch of the public service. For the Colonial Service these have been confined to an allowance of £50 a year for unmarried and £100 a year for married officials—this allowance not to count for pension rights.

BANKRUPTCY INEVITABLE

It is easy to see that the Bankruptcy Court or the Poor House looms ahead of any Colonial Service official who dares to marry under these conditions and who has not the best of luck as regards health. He must live, as a rule, in a black man's climate: he must try to keep up a white man's dignity: he is faced with the necessity of frequent changes of post. Before the war his position was desperate. Now, with practically all white man necessities increased in price by 300 per cent., it is hopeless.

To illustrate with a particular instance: A Colonial Office official just retired as medically unfit for further service after 20 years of work in Africa, during which he was unable to save anything, and had to practise always penurious economy, goes out now with a pension of £200 a year. In his last post he was administering 50,000 square miles of territory, and had responsibilities exceeding those of a general officer in the Army. If he had done the same amount of service in the Army his retiring pension would be at least £480, and to his little £200 the 30 per cent. bonus to meet increased cost of living "does not apply." A man completely broken in health by practically continuous active service in a tropical climate, who has family responsibilities, and who has no claim to free medical or hospital treatment, will find £200 a year a frail bulwark against the poor-house infirmary.

One may be reasonably confident that with men like Lord Milner and Colonel Amery at the Colonial Office there is no need to argue to support them. They cannot sympathise with such scandalous sweating. But last there should be Treasury opposition to fair play for the Colonial Service. Parliament, before rising, should vote immediate relief to the men of the Colonial Service.

Sweating of Officials.

At the Colonial Office yesterday, discussing the article in the *Morning Post* on the pay and pension conditions of officers of the Colonial Service, it was stated that the case of the gentleman who was forced to enter a workhouse infirmary had been dealt with as soon as the facts were known. Steps taken for his relief.

The Colonial Office does not deny that pay and pension conditions in many of the Colonial Services are unsatisfactory. It is pointed out that some relief in the shape of war bonuses was granted recently. Whilst Mr. Walter Long was at the Colonial Office he sent Special Commissions to East and West Africa to inquire into the pay of officials. So soon as the Commissions returned with their reports, war bonuses were granted, in accordance with their recommendations.

It is pointed out that a revision of salaries and pensions in the Colonial Service is not a matter which depends on the single decision of the British Government. Each Colony has its own scale and its own rates of pay. It is expected of each Colony that it shall meet its own expenses. A general grading-up of salaries in those Colonies where they are admittedly too low is a matter thus of negotiation between the British Government and the various Colonial Governments.

The Colonial Office states that it is sympathetic to a general improvement of pay in the services of the Crown Colonies and Dependencies. If there were a single Colonial Service, administered from the Colonial Office, that sympathy would find expression in a prompt redress of all grievances. But that is not the case.

The servants of the Colonies must, therefore, seemingly exercise some patience. We hope that our publication of yesterday will do something to hasten consideration of the claims of these mistreated servants of the Empire.

Sweating of Officials.

SOME GROSS CASES.

The Colonial Office emerges, at this time, as the only Government Department, so far as we know, which has not raised the salaries of its officials by so much as enables them to afford the bare necessities of a standard of uncivilised life. Nothing but a small additional allowance has been granted during the war, which is utterly insufficient, and which, with the usual Government parsimony, is not reckoned as a part of the regular pay upon which a pension is calculated. Recently we made known the case of an ex-Colonial Service official of 24 years' tropical work, who was being desperately ill in a London poor-house, whether he went in order to try to save a few pounds to leave to his wife and family. Subsequently we received an assurance from the Colonial Office that steps had been taken for his relief. But what are we to think of a Department in which such things are not only possible but likely to occur? A young man begins in the Colonial Service with pay of £250 a year. After ten years' service his pay has risen to £300. Very few ever gain more. If his ten years' service breaks him, as it very well may, his pension is £100 a year. But if he dies before retirement his dependents get nothing. We have quoted an actual case of a Colonial Office official who served in Africa for 20 years, administering 50,000 square miles of territory, with judicial powers. Shattered in health, he receives a pension of £200 a year.

We say plainly that a more disgraceful state of affairs does not exist in the British Empire. These are the men who administer the Empire, who bring civilisation into its dark places, who enforce the King's peace, who are the exponents of British rule and British humanity and justice. And they are treated by the Colonial Office as no commercial firm would treat its agents, for the very good reason that if it did so it would get no more agents. Nor, under the existing system, will the Colonial Office in future obtain the right men. It is a mercenary argument which we are obliged to employ, because apparently a Government Department understands no other. But the appeal lies to Parliament, and we intend to pursue this matter until justice is done. In this treatment of its most valuable servants the country is put to shame. The Colonial Office gives us to understand the question is under consideration and so forth, and that the Colonial Government must be consulted. We print this morning some letters, written by gentlemen for whose authority we vouch, which sufficiently answer these official conventions. The Crown Agents for the Colonies could afford to build (at Millbank) what are the most magnificent offices in London. Quite right and highly proper. But the Colonial Office cannot then expect the public to believe it is necessary to sweat their officials. We should have supposed it would have been the pride of His Majesty's Secretaries of State to see to it that the pay and pension of the Colonial Service were at least worthy of the great trust it administers.

Retired officials of the Colonial Service yesterday discussed with a representative of the Morning Post the disclosures made in these columns on Friday as to the conditions of the service, and the Colonial Office reply thereto on Saturday. They insisted that the full responsibility for the pay and pensions rates must rest with the Colonial Office, and cannot be passed on to the Colonial Governments.

One senior ex-official said: "It is rather a quibble to argue that there is no Colonial Service. We are engaged by the Colonial Office at the outset; our appointments are made by the Secretary of State for the Colonies. We have no choice as to the Colony, Protectorate, or Dependency to which we are sent. We may apply to go to a particular one, but the decision is made by the Colonial Office. When we reach our district, if we find that we have a grievance in regard to pay and bring it before the Government of the Colony we are referred to the Colonial Office. We always look upon the Colonial Office as our 'boss.' If it disavows responsibility for our pay conditions where do we stand?"

An official who was in the Medical branch of the Colonial Service pointed out that in that branch pay conditions were better than in the administrative branch. They had to be improved, as otherwise, he understood, the British Medical Association would not recommend its members to accept posts in the Colonial Service.

LT & C

Post. 2 Jan 1910

THE COLONIAL SERVICE.

and Pension Conditions.

... French authorities to receive
and statements from retired
... on the subject of the
... conditions. The letter
... than *Evening Post*,
... is discussed by several of
... . One points out
... the re-Governor of Fiji has
... wealthy countries, and has also
... Clerk at the Colonial Office,
... I submit that his service does
... to speak with any authority
... conditions, and the fact that he
... West Africa together tends to
... of the conditions of service

... it is true, there is a pension
... and orphans, but the cost
... the officials and not by the
... bachelor retiring from West
... a refund of half his subscrip-
... . In East Africa it is a
... with twenty or more
... service die at his post, he
... to a penny. An act
... make a declaration that she
... her and only then
... her which in no case is
... exceeded a coin equal to six
... her's pay. Any East African
... of the very many might be
... to send home the wife and
... Colonial servants.

... (Mr. E. L. Hill)

... Service the French Govern-
... and the pensions by 100 per
... the pensions are 500 francs
... the minimum pension is to be
... pensions between 750 francs and
... be increased by 50 per cent.,
... from 1,500 francs to 4,000
... increased by 25 per cent.

... need of economy, it is below
... country to make small
... expenses of its old servants.

... the Niger River" writes
... opinion whether a pension
... sixteen-sixths of £200) is
... judgment to an officer who
... part of his life is an un-
... working in absolute loneliness
... "uncomfortable" conditions, living
... as a house which a farmer
... to lodge a cow in. I speak
... of course, high officials live
... palaces, at Headquarters,
... officials, such as the late
... think it is: the views of
... very much to the contrary.

... would be

If his salary was £600 &
he had 18 years pensionable
service, his pension *per*
~~year~~ would be

$$\frac{1}{40} \times 660 = \underline{\underline{£16.50}}$$

Post. 2 July 1920

THE COLONIAL SERVICE.

and Pension Conditions.

...ing Post continues to receive ... and statements from retired ... who is the subject of the ... conditions. The letter ... than Facts (Morning Post) ... is criticised by several of ... ents. One points out:

... al the ex-Governor of Fiji has ... healthy countries, and has also ... Clerk at the Colonial Office, ... I submit that his service does ... to speak with any authority ... colonies, and the fact that he ... West Africa together tends to ... of the conditions of service ...

... it is true, there is a pension ... and orphans, but the cost ... the officials and not by the ... a husband retiring from West ... a refund of any of his subscrip- ... interest. In East Africa it is a ... officer with twenty or even ... more service dies at his post, his ... entitled to a penny. As an act ... makes a declaration that she ... institute then and only then ... to her, which in no case so ... exceeded a sum equal to six ... her's pay. Any East African ... of the very many times he ... to send home the wife and ... Colonial servants.

... correspondent (Mr. E. L. Hill)

... Service the French Govern- ... and the pensions by 100 per ... where the pensions are 750 francs ... the minimum pension is to be ... Pensions between 750 francs and ... to be increased by 50 per cent ... from 1,500 francs to 2,250 ... increased by 25 per cent.

... need of economy, it is below ... the country - to make small ... expense of its old servants. ... the Niger River" writes: ... of opinion whether a pension ... eighteen-sixtieths of 2000) is ... knowledge to an officer who ... part of his life in an un- ... working in absolute loneliness ... comfortable conditions, living ... in a house which a farmer ... to lodge a cow in. I speak ... of course, high officials live ... palaces at Headquarters. ... officials, such as the late ... think it is: the views of ... are very much to the contrary.

Handwritten note: This is not a ... 1/20

Handwritten calculation:
If his salary was £600 &
he had 18 years pensionable
service, his pension ~~per~~
~~man~~ would be
$$\frac{18 \times 660}{40} = £297$$

Morning Post
3 Jan. 1928

THE COLONIAL SERVICE.

Pay and Pension Conditions.

Letters continue to come to the *Morning Post* from ex-officials of the Colonial Service representing practically all parts of the Empire supporting the statement that pay and pension conditions are miserably inadequate at the present cost of living. It is quite impossible to give the letters in full, or to do more than print quotations from a few representative correspondents.

"Bahamas" writes:

The ultimate results of inadequate pay are never-ending, and they have, I am convinced, a definite bearing on our colonial integrity. A sort of vicious circle exists, the circumference of which is composed of (1) Poor pay (2) Dissatisfaction or even actual inability to meet liabilities if a family tax is to be raised. (3) Lack of interest in duties in the face of *eye against dent*. (4) Petty corruption, of which I can give many examples, involving prominent but ill-paid officials. (5) Inter-departmental strife of a purely personal nature, often originating from social causes which in most cases depend on (1) poor pay. Thus is the circumference completed.

An ex-Colonial Public Officer writes:

The complaints as to present conditions of service do not apply solely to East or West Africa, but they are, more or less, universal in Crown Colonies. Now that these colonies are realising the conditions under which their officials are striving to exist, the salaries are likely to be raised, but that can only be insisted upon through the action of the Home Government. And especially is this likely to be so with regard to their retired officials.

May I reiterate my view that in the meantime, for the need is urgent, that a remission or exemption from Imperial taxation, following the example of the ancient Roman people, might be accorded to those who have by their Imperial public service done their duty to their country.

"Spas" writes:

Civil servants of British Protectorates will be very grateful when they see that the *Morning Post* has brought before the public the lamentable conditions of the Colonial Service. Do the public know of the responsibilities of officials in this Service? The Administrative Officer in Africa has large judicial powers with jurisdiction over Europeans and natives. He has large sums of money passing through his local treasury. He is Coroner for Inquests, Registrar of Vital Statistics, Superintendent of the Prison, in charge of the local detachment of police constabulary, administers the forestry laws, arranges for the supply of labour when required, settles complaints of natives, and demarcates their land boundaries. He supervises the local post office, and arranges all transport. He is the emblem to natives of what British justice stands for, and, in the main, though often far removed from civilisation, he may be found conscientiously and quietly keeping up the traditions of the British race.

Surely, it is due to those Civil servants that they be given a salary on which they may save a little, to supplement their pensions after toiling in tropical Africa, exiled from all the amenities which make life in England smooth.

5 lines
recently
a letter

6.6 January 1920

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THE COLONIAL SERVICE.

Pay and Pension Conditions.

In a letter received from Nigeria it is stated that the new Governor (Sir H. Clifford) is taking up the matter of improving the quarters of officials of the Colonial Service; and has appointed a salary revision committee.

West Africa, a weekly organ devoted to the interests of our West African colonies, in recording that "the *Morning Post* has in its editorial columns chivalrously and ably championed the cause of the pensioned officials," discloses the fact that some months ago a petition was presented to the Colonial Office by pensioners begging for a consideration of their hard case. On the subject of this petition *West Africa* writes:

The petition speaks for itself, and the whole style and tone of it must make instant appeal to fair-minded men. We live in an age of loud and emphatic speaking, but it will surprise us greatly if the Colonial Office authorities do not find the force of, and set upon, arguments advanced in language so reasonable and so convincing. If the petition contained only the sentences which state that the pensioners are the only class receiving so far no war assistance from public funds, it would be irresistible in any fair judgment of the case. But there are other arguments almost equally telling. The saddest, the grimmest of them, is the number of the pensioners. During the inquiries of the committee an experienced medical man, with a record of service in West Africa, made an estimate of the number of pensioners affected. His estimate was 1,300. He found the figure to be under 300. That is to say, there were alive only one-fourth of the men whom an expert investigator expected to find alive. The pen falters in presence of such facts. The pensioners' case is the more desperate because most of them cannot earn money owing to ill-health.

THE COLONIAL SERVICE.

to the service of the morning rose.
It may, perhaps, further strengthen your valuable championship of the cause of Colonial Civil Servants and pensioners if I quote from the speech made by Lord Milner, as Secretary of State for the Colonies, at the dinner of the Corona Club, on October 21 last. That speech, towards the conclusion, contained the following:

Any way, I should like to say this, speaking with great impartiality as one who has been on both sides of the fence, I should like to say on behalf of the men at Headquarters, of whom I am now one, that whatever our laches may be—and they are very often due to causes beyond our own control—whatever our laches may be, they do not arise from any want of sympathy for the men at the outposts who do arduous work under difficult conditions in a trying climate, and whose services receive very inadequate recognition from the general public. These services are recognised and appreciated by their comrades here at home—(hear, hear)—and we feel that whatever can be done in the way of consideration for their legitimate personal interests, in respect of health, or leave, or better conditions of service generally, is only

their due, and that it is in the highest interests of the State that it should be freely conceded.
—Yours, &c.,
Jan. 12.

EX-COLONIAL JUDGE.

COLONIAL SERVICE.

Pay and Pension Conditions.

A memorandum has been forwarded to us on the claim of officers in the Colonial Service to an extended and increased war bonus. As has been pointed out in these columns, the only concession made to the Colonial Services to meet the extra cost of living incidental to the Great War was a small bonus.

The memorandum shows that the cost of living has gone up quite 100 per cent., and that various Nigerian Commercial houses have given to their employees far greater bonuses than the Government has granted to its civil servants. Thus, the African Direct Telegraph Company granted 80 per cent. on all salaries, Elder, Dempster, and Co. 80 per cent. on salaries up to £500 and 25 per cent. on other salaries; Bank of British West Africa, 35 per cent. on salaries of £200 and 21 per cent. on salaries of £400; Miller Brothers, a bonus averaging 50 per cent.

The Colonizer, quoting the articles and letters in the Morning Post regarding conditions in the Colonial Service, comments:

The matter cannot be left as it is, and it must be thrashed out in Parliament until justice is done to a lot of men who are without question now, as in the past, the backbone of the British Empire, and with whom the Empire as we know it to-day could not have existed. With the added responsibilities of the mandatory territories, it is more than ever important that the best type of men must be employed in the most responsible duties of administration, and this cannot be done unless the conditions of pay are made commensurate with the work.

Salaries of 100 per cent.
300 per cent.