

EAST AFR. PROT.

11082

11082

REC. 3
MAY 1915

Following
for Govr Conf
15

1915

20th January

Last previous Paper.

Nov
42141
14

NON-EUROPEAN CLERICAL STAFF
CONDITIONS OF SERVICE

Glad to note proposed amendments of rules are approved but has been unable to provide for them in 1915-6 Estimates as they were prepared before decision was received. Considers erection of Govt quarters preferable to grant of an allowance. Regrets and explains delay in dealing with petition.

Mr B. Bentley vs Sir G. Fiddes

That the Gov^t is not able to provide money for improving the condition of the non-European staff in 1915-16 is not surprising. I am afraid that the matter must wait.

With regard to allowance for quarters the Gov^t seems to miss the point of para 3 of an draft of rules. It is not a matter of granting allowances instead of building quarters, but rather that of granting allowances to those for whom quarters are not available as soon as the gradual provision of quarters commences. This, I think, necessary

Presented 9 April 1915

Last subsequent Paper.
Nov
22529

... minute. From those who are not
with quarters first are to be
The question of the
efficacy of increasing salaries
be raised, and was hinted
para 12 of the Govt. doc of 21 Sept (444)
But the answer to this is, as pointed
in your minute on 21/11/44 that
increasing salaries puts up rents
and hence increasing salaries.

I think we must acknowledge that
the Rep. say that the S.O.S. claims
that in present circumstances provision
for the reforms must be postponed
and point out with regard to para 4,
that the grant of house allowances was
suggested as a substitute for
the provision of quarters but as a
necessary concomitant to the provision
of quarters as this can only be
a gradual process and for a long
time there will be some men with
quarters and some with no quarters
and those without must be given
some compensation and point
out that the grant of increase
of salary should raise the rents
no less than the grant of house allow
N.D.

Small article in news paper
The Govt does not seem to be
in a hurry to get the
difficultly (the small vicarious
but not good as of a different character)
Otherwise is proposed?

[The Committee could I think have reported
earlier in spite of its vicarious of
membership - it was a matter for
experience rather than expert knowledge
about members, could have been replaced
with a serious dislocation. Possibly it
was considered that the hon. members
interests didn't press - otherwise it is
strange that the Govt made no reference
to the delay in his first despatch.]

Yes
H. J. R.

WCB 12/13/15

H. J. R.
12/14/15

at home
his

Room 3

15

27th January 1915.

Sir,

42-41

I have the honour to acknowledge the receipt of your Confidential despatch of the 4th ultimo dealing with suggested improvements in the conditions of service of the Non-European clerical staff.

2. I note with satisfaction that you approve of the amendments in the rules which I have proposed, but I have been unable to make provision for them in the draft Estimates for 1915-16, which had been prepared before I was informed of your decision. I gather from paragraph 2 of your despatch that you had already anticipated the probability of some such postponement being rendered necessary by the present condition of affairs.

3. I have communicated with the signatories to the petition giving them to understand that you have been pleased to assent to some amelioration of their terms of service, the details of which are still under consideration.

As far as the provision of quarters

RIGHT HONOURABLE

LEWIS HARCOURT, F.S., M.P.,

SECRETARY OF STATE FOR THE COLONIES,

DOWNING STREET, LONDON, S.W.

2. 201
in considered I propose to deal with the matter as soon as the financial position of the Protectorate will permit me to do so. As regards the grant of an allowance to those for whom quarters are not immediately available I would venture to ask for a reconsideration of this point. I am still of opinion that such a grant, which we can ill afford, would have but little effect in alleviating the situation, and would merely lead to the enhancement of rents without producing any real improvement in the accommodation procurable, particularly just now, when there is a scarcity of private capital for building. The only remedy is for Government to undertake the erection of quarters and this we will endeavour to do as soon as we can.

5. I regret the original delay in dealing with the petition. Though dated September 1st, 1913, it was not received in the Secretariat till November 15th, one of the members of the Committee appointed to deal with it, Mr Munson, did not return till the middle of January, 1914, and, as I have stated in paragraph 2 of my Confidential despatch No. 151 of September 21st, another member, Mr Hopie, had to be relieved owing to pressure of work. Mr Kempe who took his place was absent in Zanzibar for a month and the third member, Mr Westwood, had extra calls upon his time owing to Mr Taylor's indisposition and subsequent departure on leave. The outbreak

4
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PUBLIC RECORD OFFICE, LONDON

of hostilities also retarded the ~~conduct~~ of ordinary business, more particularly as each of the members of the Committee was acting for the Head of his Department at the time. The cumulative effect of these various causes has, I am afraid, resulted in considerable delay, but in the circumstances I consider it to have been unavoidable.

I have the honour to be,

Sir,

Your humble, obedient servant,

L. B. Rowley
 on extraction from the
 GOVERNOR

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I have the honour to be,

Sir,

Your humble, obedient servant,

C. Rowley
on extraction from the
GOVERNOR

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I have the honour to be,

Sir,

Your humble, obedient servant,

L. Rowley
on instructions from the
GOVERNOR

Jan 11082/1915 ²⁰⁰ ~~Conf~~

CONFIDENTIAL

9 April 1915

Sir,

I have the honor to acknowledge the receipt of your ^{conf.} dispatch, No 15 of the 27th of January and to inform you that I ⁱⁿ concur ~~with~~ your view that in the present circumstances provision for the improvement in the conditions of service of the Non-Surgeon clerical staff must be postponed with regard to para. 4 of your despatch.

Recd 2852

DRAFT.

E. A. P.
Confidential
G. de H. Belpied

MINUTE.

- Mr. Harper 6/4/15.
- Mr. Bottomley 6
- Mr. [Signature]
- Mr. [Signature]
- Sr G. Fiddes.
- Sr H. Just.
- Sr J. Anderson.
- Sr F. Islington.
- Mr. Harcourt.

to point out that
a house allowance
is not suggested as a
substitute for the provision
of quarters but as a
necessary concomitant to
the provision of quarters
which can only be a
gradual process. For
a long time there will
be some officers with
quarters and some without,
and the allowance is
intended as compensation
to those in the latter
category.

(Signed) L. HARCOURT.