

1934. Kenya.

No. 23234.

SUBJECT

C0533/450



Pensionable Posts of European Officers.

Previous

3171/33.

Subsequent

38177/35.

5824 30/4
Mr. [unclear]
374.

1. Governor's Reply. Home P. Conf. 13 June 1934
Provides further information regarding the
provision of four Laboratory Posts, Messrs
Bunce, Hall, Lyons & Helling.

In No 4 on 31/1/33 the former
was informed that the Govt saw
no reason for intervening on
the petitioners behalf. But it
was felt desirable to find out
what the Govt intended doing
with the 4 petitioners i.e. whether
they were to be kept on agreement
indefinitely or permanently
re-established in the new Local
European Civil Service.

Under the arrangements for the
institution of the Kenya Local
European Civil Service, which
have now been approved, 3
of the petitioners (i.e. those
with over 6 years' service on the
4/33) will have the option of
voluntarily transferring to the
new service with salary in
the scale of £360-20-450-20-540,
Provident Fund benefits & they
existing four and, these
conditions set out in Circular
No 48 of 1932.

The fourth petitioner, Mr Pelling,
who has less than 6 years
service on the 4/33 will be
required

Flagged in
18/11/33.

required to transfer to the new service, but as he was recruited in this country he will be allowed to remain on the current leave and passage conditions applicable to the Overseas Service. He will have to conform to the terms approved for the new service in all other respects.

Subject to C.S. Dept's views

? Put by
C. J. G. [unclear]
14/8/34
C.B. [unclear]
14

Reference inserted on P.F.S

14/8

18

11.5 same

2. Governor Bygone 377 head. 25th July 34.

States that the Executive Council has recently had under revision the list of pensionable offices in respect of certain posts. Under schedule of [unclear] records, that post of Agricultural Economist should be accorded pensionable status, but present holder of leavegrace should forego two increments in consequence.

I think that the only point on which comment is necessary is that of Agricultural Economist. The post is a very important one and should be made pensionable, but the decision to demand some quid pro quo from Mr. Leavegrace, the present holder, for being

admitted to the pensionable establishment is to my mind doubtful. The Director of Agriculture was not at all happy in making his recommendation. Mr. Leavegrace was engaged in [unclear] Agreement in Oct 1930 for one term, with salary of £660 in the scale of £400-500-700-800-900. He has proved a valuable addition to the Agric. Dept & Sir J. Byrne has formed a high opinion of his capabilities.

From the terms of the appointment as advertised, Mr. Leavegrace had reason to anticipate pensionability being granted to him. It is true, however that the offer (No 1/40296 EA) made in reference to pensionable status.

Subject to C.S. Dept's views, I would submit that there is no case for requiring Mr. Leavegrace to forego two increments in consideration of his being granted pensionable status.

? The other proposal may be approved.
C. J. G. [unclear]
28/8/34

An extraordinary proposal which in the absence of precedent, should be turned down.

But Dept is presumably right in putting Mr. L. on the 1/500 basis.

P.T.O. [unclear] 27/8

With thanks

3

admitted to the pensionable establishment
is to my mind doubtful. The
Director of Agriculture was not at
all happy in making his recommendation.
Mr Liversage was engaged in a ~~contract~~
Agreement in Oct 1930 for one
year with salary of £660 in
the scale of £400-500-700-800-900. He
has proved a valuable addition to
the Agric. Dept & Sir J. Byrne
has formed a high opinion of his
capabilities.

From the terms of the appointment
as a restriction, Mr Liversage had
reason to anticipate pensionability
being granted to him. It is
true, however that the offer
(No 1/40296 EA) made in reference
to pensionable status.

Subject to C.S. Dept's views, I
would submit that there is no case
for requiring Mr Liversage to
forfeit two increments in
consideration of his being granted
pensionable status.

? The other proposals may be
approved.

C. Brown with
25/8/34

Wrote President

An extraordinary proposal which in
the absence of precedent, should be
turned down.

But Govt. is presumably right in
putting the L. on the $\frac{1}{000}$ basis.

P.T.O.

27/8

no pension can be traced for his proposal as regards loss of increments and I agree that it should be assisted.

When the new pension fraction was introduced it was ruled that officers serving in non-pension posts and he would meet on being placed in the pension establishment they are entitled for pension at the reduced rate. The ruling was, I think, intended for application in the case of promotion from a non-pensionable to a pensionable post and it is possible to argue that where (as is here the case) a post which has been pensionable has been kept working on the non-pensionable list an officer who has held it for some time ought to be given the benefit of the old & higher pension rate when his infirmity is put right. But the point is not one that need be pursued and I would accept the ^{at present} 4/100 rate.

11/6/34
29.8.34

Of course we can't let him be doctored of increments on becoming pensionable. As far as I know such a thing is quite unheard of.

I am also doubtful about the equity of putting him on the new pension fraction. In view of the terms of the advertisement quoted in Annexure I to No. 2 I think it is fair to argue that Mr Liversidge was induced to enter the Service by the prospect that

if he was made pensionable, it would be on $\frac{1}{480}$. It is true that there was no mention of pensionable status, still less of the pension fraction, in the letter offering him the app't., but we can't take our stand on that letter alone without taking account of the advertisement.

I think this ^{second point} should be put to Kenya ~~with~~ as a matter for further ^{consideration}, but in any event he must not lose increments.

S.J.D.P. at once
30.8.34

Robert A.

3 To Kenya, 715 Received, cons 4 SEP 1934
(2 answer)

M. Grant Tonole
also note in C.D.

Post of Asst. Supt. (later) K.V.R. has been made pensionable with effect from 1st Jan. 1935. see NO 8 on 23007

Copy to No 3 has yet been received

Wait 1 month

noted C.P. Annand
16/9

19.1.35
1/2/35

Repay mail 16/9

14/14/35
Kenya 131 Received cons. 15 Feb. 35.
(Draft on file 4029602)

Draft No. 40296 2a

7

SECRET

No. 231 (RESERVED)

DOWNING STREET,

27 March, 1935.

Sir,

I have the honour to acknowledge the receipt of Sir Joseph Byrne's despatch No. 117 (Reserved) of the 26th of February, and to inform you that I approve the addition to the list of pensionable offices in Kenya of the post of Agricultural Economist and of the confirmation in the appointment of Mr. V. Liverage.

2. The Crown Agents for the Colonies are being informed accordingly, and are being asked to pay Mr. Liverage salary at the rate of £750 a year with effect from the 23rd of January inclusive.

I have the honour to be,

Sir,

Your most obedient,
humble servant,

(Sgd.) P. CUNLIFFE-LISTER

THE OFFICER ADMINISTERING
THE GOVERNMENT OF
KENYA.

6
Boafon
40296 E.A.

27 March, 1935.

Sir,

With reference to the letter from this Office of the 15th of February, I am directed by Secretary Sir Philip Cunliffe-Lister to inform you that, on the recommendation of the Governor, he has approved the addition to the list of pensionable offices in Kenya of the post of Agricultural Economist, and of your confirmation in the post.

2. It has been decided that you will not be required to forgo any increments of salary on admission to the pensionable establishment, and also that if you leave the Service in circumstances rendering you eligible for a pension, such pension will be calculated on the basis of 1/480th of your pensionable emoluments at the time of retirement in respect of each completed month of pensionable service.

I am, Sir,
Your obedient servant,

(Signed) J. E. W. FLOOD

V. LIVERIDGE, ESQ.

AIR MAIL

KENYA

NO 117

RESERVED

Copy Original file of Lverage

7
5

29th February, 1935.

Sir,

No 4

No 3.

With reference to your despatch No. 131 (Reserved) of the 15th of February and to paragraphs 2, 3 and 4 of your despatch No. 715 (Reserved) of the 4th September last, on the subject of the grant of pensionable status to the post of Agricultural Economist, I have the honour to inform you that on reconsideration of the facts contained in paragraph 2 of your last mentioned despatch it is not proposed to proceed with the proposal that Mr. Lverage on being admitted to the pensionable establishment should forge two increments.

In the circumstances I agree that Mr. Lverage should be granted the annual increment due to him on the 23rd of January last, which will bring his salary to £700 a year and I shall be glad if the Crown Agents can be informed accordingly.

No 3.

2. As regards the question of the pension constant referred to in paragraph 4 of your despatch No. 715 on reconsideration I am prepared to agree, on the analogy of other officers who have been admitted to the pensionable establishment since the reduction of the fraction, that Mr. Lverage should be regarded as entitled to the one four hundred and eightieth rate.

I have the honour to be,

Sir,
Your most obedient, humble servant,

J. BYRN

AIR MAIL

Copy Original file of Liverage

7

KENYA

NO 117

RESERVED

27th February, 1935.

Sir,

No 4

No 3.

With reference to your despatch No.131 (Reserved) of the 15th of February and to paragraphs 2, 3 and 4 of your despatch No.715 (Reserved) of the 4th September last, on the subject of the grant of pensionable status to the post of Agricultural Economist, I have the honour to inform you that on reconsideration of the facts contained in paragraph 2 of your last mentioned despatch it is not proposed to proceed with the proposal that Mr.Liverage on being admitted to the pensionable establishment should forge two increments.

In the circumstances I agree that Mr. Liverage should be granted the annual increment due to him on the 23rd of January last, which will bring his salary to £750 a year and I shall be glad if the Crown Agents can be informed accordingly.

No 3.

As regards the question of the pension constant referred to in paragraph 4 of your despatch No.715 on reconsideration I am prepared to agree, on the analogy of other officers who have been admitted to the pensionable establishment since the reduction of the fraction, that Mr.Liverage should be regarded as entitled to the one four hundred and eightieth rate.

I have the honour to be,

Your most obedient, humble servant,

J. BYRNE

SECRETARY-GENERAL

Draft on file 40296 FA.

(V. Liversage)

48

Copy

KENYA.

NO.131. (RESERVED).

DOWNING STREET,

15th February, 1935.

Approved by No 5

Sir,

4.2.35.

I have the honour to transmit to you, for your observations, a copy of a letter from Mr.V. Liversage, Agricultural Economist, regarding his rate of salary.

In this connection I would invite reference to my despatch No.715(Reserved) of the 4th of September, 1934, and I trust that after further consideration you have found it possible to accept the point of view expressed therein.

I have etc.

(Sgd) P.CUNLIFFE-LISTER.

GOVERNOR

BRIGADIER GENERAL

SIR JOSEPH BYRNE, G.C.M.G., K.B.E., C.B.,

&c.

&c.

&c.

C. O.

23234/34

9

Mr. Hunter 30/3
 Mr. Lloyd 31/8
 Mr. Austin 1/9
 Mr. Parkinson

Kenya

Approved by Nos



Sir G. Tomlinson
 Sir C. Bottomley
 Sir J. Shuckburgh
 Perm. U.S. of S.
 Parly. U.S. of S.
 Secretary of State.

4 SEP 1934

S-

DRAFT. *convn*

Kenya

No 715

(Revised)
for



I have ... to ...

The ... of ... NE 377
 (Received) of the 28th of July.
 regarding the revision of the
 list of permanent officers in
 Kenya. I approve the
 changes in the list which
 are tabulated in Annexure
 II ... to your despatch.

I am not sure
 that this is
 necessary?

AD
 24
 22

2. I note further

~~some surprise~~ that you
 have agreed in Executive
 Council to ...

FURTHER ACTION.

2nd [?]
 24

attend to the securing of pensionable status to the post of Agricultural Economist a condition that the present holder, on becoming being admitted to the pensionable establishment, should forgo two annual increments. Such an expedient is new to the practice of Colonial Governments, and I feel bound to resist its adoption, not only in justice to the officer immediately concerned, but also in order to avoid creating a precedent which I should regard as wholly undesirable.

3. From the terms of the advertisement which led to Mr. Riversay's candidature for the post I conclude that, in accepting appointment, he may reasonably have been ^{influenced} expected by the expectation of pensionable appointment, subject to the fulfilment of the necessary conditions.

C. O.

Mr.

Mr.

Mr.

Mr. Parkinson.

Sir G. Tomlinson.

Sir C. Bottomley.

Sir J. Shuckburgh.

Permt. U.S. of S.

Party. U.S. of S.

Secretary of State.

DRAFT.

inasmuch as it was stated in the advertisement which I have mentioned, ^{that the certain conditions} ~~which I have mentioned~~, ^{which have not been fulfilled} ~~which have not been fulfilled~~, the question of making the post pensionable ^{is} ~~is~~ to be considered and that "pension is calculated at the rate of one hundred and sixteen it may said that a reputation of pension at that rate was held out to the successful candidate for the post." ^{in this case.}

FURTHER ACTION.

Now that the interests of the Service have been admitted to justify the making the post permanent & pensionable it would, in my opinion, be inequitable to deny to Mr. Riversay the increments to which he is entitled.

4. The grounds for considering that Mr. Riversay's pension should be based on the $\frac{1}{400}$ fraction are perhaps less cogent. But I shall be glad if you will reconsider whether, on the analogy of other officers who have been ^{admitted to the} ~~admitted to the~~ ^{same} ~~same~~ pensionable since the inclusion of the fraction, ~~the~~

The increase should not be regarded
as entitled in equity to the higher
rate.

(Sgd.) P. CUNLIFFE-LISTER

2



KENYA.

GOVERNMENT HOUSE,
NAIROBI,
KENYA.

NO. 377

RESERVED.

RECEIVED
20 AUG 1934
C.O. REGY

28th July, 1934.

Answered (3)

Not 314/33

Sir,

With reference to Kenya despatch No. 255 of the 24th April, 1933, I have the honour to inform you that Executive Council has recently had under revision the list of pensionable offices in the Colony in respect of:-

- (a) Those in which the grant of pensionable status to certain officers has been recommended by Heads of Departments:
- (b) Those in which certain offices require to be gazetted as "pensionable offices" by reason of the fact that their present holders have already been accorded pensionable status and their pension rights must be safeguarded.

2. In category (a) two posts, viz:-

- Electrical Inspector
- Agricultural Economist

were considered by Council to warrant the grant of pensionable status and your approval to the grant of pensionable status for the post of Electrical Inspector was accorded in your Reserved despatch No. 253 of the 19th April, 1934.

Nov. 23/19/34

THE RIGHT HONOURABLE
MAJOR SIR PHILIP GUNLIFER-LISTER, P.C., G.B.E., M.C., M.P.,
SECRETARY OF STATE FOR THE COLONIES,
DOWNING STREET, LONDON S.W.

As

As regards the post of Agricultural Economist, I concurred in the advice of my Executive Council that the post should be accorded pensionable status, but that the present holder of the post, Mr. V. Liversage, should be required to forgo two increments in consideration of his being granted pensionable status. I transmit a copy of a precis which was circulated to the Executive Council in this connection and trust that you will be prepared to approve the decision arrived at in Mr. Liversage's case.

Annexure I.

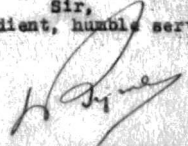
3. In category (b) the pensionable offices which require to be accorded pensionable status are set out in Annexure II and the necessity for this is shown against each post.

Annexure II.

4. At Annexure III is a list of offices which for the reasons shown against the various offices are now obsolete and which therefore require to be gasetted as no longer pensionable in accordance with Section 2 of the European Officers' Pensions Ordinance 1927.

Annexure III.

I have the honour to be,
Sir,
Your most obedient, humble servant,


BRIGADIER-GENERAL.
GOVERNOR.

Circulated to Members of
Executive Council onJuly/34.

Agricultural Economist (Mr.V.Liversage)
Pensionable Status.

Council in their Minute No.215 of the 20th April last agreed that a prima facie case for this post being made permanent and pensionable had been made out, but that the position should be explained to the Select Committee on the Estimates before a final decision was reached and that the Director of Agriculture should submit proposals for the salary of the present holder to be reduced in the event of his admission to pensionable status.

The Select Committee referred to above expressed the unanimous opinion that the post of Agricultural Economist should be made pensionable and that Mr.Liversage, the present incumbent, should be confirmed therein provided that his salary was reduced.

The views of the Select Committee were accordingly endorsed by Council in their Minute No.246 of the 4th May,1934.

2. Examination shows that when the Form of Particulars of vacant office was sent to the Secretary of State no mention was made of the post being either pensionable or on agreement and no specific mention was made in Sir Edward Grigg's covering despatch No.106 of the 20th February,1930. Reference was, however, made in that despatch to the Head and Item of the 1930 Estimates showing the post as non-pensionable.

It now transpires that the Colonial Office in April 1930 when advertising the particulars of the vacancy for an Agricultural Economist, inter alia, stated:-

Terms of appointment. The selected candidate will be engaged on agreement for one tour of from 20 to 30 months residential service in the first instance. The appointment is not yet pensionable; but the question of making it pensionable and of confirming the holder in the permanent and pensionable establishment of the Colony would be considered if, on the completion of a tour of service, the holder had given satisfaction.

Pensions. Pensions are calculated at the rate of one four-hundred-and-eightieth of final pensionable emoluments (i.e. salary plus estimated value of quarters) for every completed month of service. Pensions are not granted to officers who retire before the age of fifty years, except on a medical certificate, and if an officer who has been confirmed in his appointment is retired on medical certificate before completing ten years' service, a gratuity (not a pension) is granted. In the event of an officer dying in the Service after having served for not less than five years and having been confirmed in his appointment, a gratuity of one year's pensionable emoluments may be paid to the credit of his estate.

X In certain circumstances an average

is taken instead of the actual retiring salary."

Appendix "A".

again in Colonial Office letter No. 6763 Apts. of the 20th August, 1930, a copy of which is reproduced as Appendix "A", it is stated:-

"You would be engaged for one tour of service in the first instance.."

X
which may be regarded as a presumption of pensionable status being granted on the scale of the post if the tour of service was satisfactorily performed. On the other hand it should be pointed out that although the form of particulars advertising the vacancy dated April 1930 makes reference to pensionable status yet the letter of offer dated August 1930 makes no mention whatever of pensionable status. It is the standard form of letter issued to all officers who are engaged on agreement and no copy of any pension legislation which is invariably sent to an officer who is appointed on probation in a pensionable post was sent to Mr. Liversage.

3. Mr. Liversage, the present holder of the post, has completed three years satisfactory service and in view of the foregoing terms under which his engagement was effected it is a matter for consideration whether it would be inequitable to require him to accept a reduction of salary as a condition of his admission to the pensionable establishment of the Colony because his legitimate expectations were that such admission was conditional on his fulfilling the probationary requirements in paragraph 2 supra.

In this connection two alternatives are submitted for consideration.

- (a) that Mr. Liversage who is at present drawing £720 per annum in the scale £600-30-£720-30-£840 should revert to the minimum of the scale on admission to pensionable status.

Note. It must not be forgotten that the grant of pensionable status on a one six hundredth pension constant basis is equivalent to the addition of 15% to an officer's emoluments and it may be thought desirable, therefore, to reduce Mr. Liversage's present emoluments by, roughly, 15%.

- (b) that he should have a salary "halt" for two years from the date on which he received his last increment.

The Director of Agriculture, in regard to the latter alternative, states that he is "not at all happy in making it" while the Treasurer advises:-

"In normal times Mr. Liversage would probably have been confirmed in his

appointment

appointment and accorded pensionable status without any question as to a quid pro quo for the additional advantages conferred, but, in present circumstances, some set off may be considered reasonable. This being so, I agree with the Director of Agriculture that it should take the form, not of an actual reduction of emoluments, but of a salary halt for two years from the date of Mr. Liversage's last increment."

It should be borne in mind that when pensionable status is accorded to Mr. Liversage it can only be done on a one six hundredth basis as the pension constant has recently been changed from a one four hundred and eightieth basis to the former figure.

4. It is, therefore, for decision by Council whether in the light of the above circumstances, the proviso regarding a reduction in salary on Mr. Liversage's admission to pensionable status should remain.

Colonial Office Letter No. 6763 Appts.
Dated 20th August, 1930, to Mr. Liversage.

Sir,

I am directed by Lord Passfield to inform you that, subject to your being passed as physically fit for service, he proposes to select you for appointment as Agricultural Economist in Kenya, with salary at the rate of £600 a year rising by annual increments of £30 to £840 a year, subject to an efficiency bar at £720.

You would be engaged for one tour of service in the first instance, and the general conditions of your employment are shown in the agreement, of which a specimen copy is enclosed, which you would be required to enter into with the Crown Agents for the Colonies. Copies of "Notes for officers appointed to Kenya and Uganda" and "Hints on the preservation of Health in Eastern Africa" are also enclosed.

3. If you are prepared to accept the appointment on these conditions you should inform this Department without delay and you should present yourself to one of the Consulting Physicians to the Colonial Office whose names are given on the enclosed letter for the purpose of being medically examined. You will be required to pay him a fee of one and a half guineas.

You should complete the enclosed form (J/lb) and hand it to the Consulting Physician at the time of the examination. He will send his report direct to this Department.

4. If the Consulting Physician's report is satisfactory, you will receive further instructions regarding your passage. You should state, in your reply to this letter, what is the earliest date at which you can be ready to sail for East Africa in the event of your final selection. In that case it is desirable that there should be no avoidable delay in your departure.

5. I am to request that in the event of your not accepting this offer, you will be good enough to return the enclosures to this letter.

I am, Sir,

Your obedient servant,

(SGD) H. T. ALLEN.

ANNEXURE II.

ADDITIONS.

Administration - General Staff.

Senior District Commissioner. New post which replaces 2nd Grade Provincial Commissioner.

Principal Labour Inspector. To safeguard the pension rights of Dr. Fisher who was previously a Senior Medical Officer.

Agriculture.

Plant Breeder. This office was inadvertently and incorrectly deleted from the list of pensionable offices published under Government Notice No. 450 of the 6th July, 1933. The present holder Mr. Lathbury has already been accorded pensionable status.

Medical.

Director of Medical Services. Previously gazetted as Director of Medical and Sanitary Services. A change in nomenclature was effected as from the 1st January, 1934.

Junior Surgical Specialist. This post is filled by Dr. Brainbridge who was formerly confirmed in his appointment as a Medical Officer.

Post and Telegraphs.

Owing to the amalgamation of the Postal Services with that of Tanganyika Territory, it is necessary to gazette the following offices which are occupied by pensionable officers in Tanganyika, as pensionable under the European Officers' Pensions Ordinance:-

Wireless Officer.
Chief Storekeeper.
Electrical Engineer.

Public Works Department.

Quantity Surveyor vice the previously gazetted office of Senior Assistant Quantity Surveyor.

Secretariat.

SECRETARIAT.

Deputy Colonial Secretary.

Deputy Colonial Secretary. New post filled by Mr. Pilling who has already been accorded pension rights.

Assistant Colonial Secretary. Post transferred from Native Affairs Department where it was formerly known as Principal Assistant.

Statistical Department.

Deputy Registrar, Domestic Servants. It is proposed to transfer Mr. Booth a pensionable officer previously Assistant Registrar of Natives to this post.

Treasury.

Central Revenue Office.

Officer-in-Charge. To safeguard the pension rights of Mr. Milstead who has already been accorded pensionable status.

MJM

DELETIONS.Administration.

(a) Native Affairs.

Principal Assistant. Now transferred to Secretariat and shown as Assistant Colonial Secretary.

(b) Local Government, Lands, Settlement and Mines.

Principal Assistant. Post abolished.

Municipal and Town Planning Engineer. - do -

Officer-in-Charge Finger Print Bureau. - do -

Agriculture. (Division of Animal Industry).

Assistant Chief Veterinary Officer. Post abolished and former holder now absorbed in the Field Staff as "Senior Veterinary Officer".

Customs.

Assistant. Post now incorporated in grade of Collector.

Education.

Assistant Matron. Now incorporated under designation of "Matron Staff".

Local Government, Lands, Settlement and Mines.
(Survey and Registration Division).

Assistant Surveyor General. Post abolished and present holder included in the establishment of District Surveyors.

Chief Computer and Examiner of Diagrams. Post abolished.

Medical.

Director of Medical and Sanitary Services. Title altered to Director of Medical Services.

Deputy Director of Sanitary Services. Title incorporated in Deputy Director of Medical Services.

Military. Defense Force.

Clerk and Storekeeper. Post abolished.



GOVERNMENT HOUSE,
NAIROBI,
KENYA.

KENYA.

NO. 89

CONFIDENTIAL.

F. 10
- 9 JUL 1934
C. O. REGY

13th June, 1934.

Sir,

With reference to Lord Plymouth's despatch No. 36 of the 15th January, 1934, regarding the intention of this Government in respect of the four Laboratory Assistants whose petition was forwarded to you under cover of Kenya despatch No. 640 of the 11th November, 1933, I have the honour to inform you that the position of three of these officers viz:-

Mr. E. J. Hall
Mr. W. P. Bruce
Mr. F. Lyons

was reviewed by the Sub-Committee of Executive Council and they are referred to at page 1 of the Schedule to their Report which accompanied my Confidential despatch No. 71 of the 23rd May. It will be noted that they were recommended for treatment under Category C which provides that

- (i)the officer in question should be allowed either to retain the present salary scale, quarters or house allowance and the tour and leave conditions set out in Secretariat Circular No. 48 of 1932; or
- (ii) To transfer voluntarily to the European Local Civil Service salary scales and conditions with Provident Fund benefits and the tour and leave conditions set out in Secretariat Circular No. 48 of 1932.

2. The fourth signatory to the petition,

THE RIGHT HONOURABLE
MAJOR SIR PHILIP CUNLIFFE-LESTER, F.C., G.B.E., M.C., M.P.,
SECRETARY OF STATE FOR THE COLONIES,
DOWNING STREET, LONDON S.W.

Mr.

No 4
3171/33.

No 3
3171/33

Exp. 10
10/11/34
No 4
21068/34
(Pres. 8.5)
in case.

No 14
18075/34
enc.

Mr. S. R. Pelling, had not completed six years' service on the 1st January, 1933, and will, therefore, be required to conform to the terms approved for the European Local Civil Service.

I have the honour to be,
Sir,
Your most obedient, humble servant,

Mr. M. M. M.
GOVERNOR'S DEPUTY.