

1935

1935

38224

KENYA

38224

CO 533/461

Frontier Allowances.

Previous

connected up with
old pass

Subsequent

1936

R. 297

2/11

R. 309

25/11

Asst. Commissioner

25/11

Major C. G. Lee

27.11

Th. Achon

29/11

Th. Hood

7/12

2.12

Sir C. Bottomley

4.12

R. 309

4/12

R. 297

5/12/35

R. 309

R. 297

Indicative position regarding allowances payable to European & Asian members of the C.S. States that in view of improved conditions of living it is proposed to introduce frontier allowances as shown as from 1st Jan'y 1936 & seeks approval.

The present position is that the following officers when employed in the Northern Frontier and Turkana Districts receive ration allowances at the rate of 25% of their Substantive Salaries.

Nor European Clerical Staff,
Asian Sub Assistant Surgeons,
Asian artisans of the K.A.R.

In 1912 when this allowance was first authorized there was a stipulation that no individual was to draw more than £25 in one year. This stipulation is said to have been withdrawn on the receipt of Mr. Amey's despatch No 1406 of the 22 December, 1919. (The bound volume of papers containing that despatch cannot be found at present.)

The Government now proposes that the special ration allowance should no longer continue to be paid, but that it should be superseded by as from the 1st January 1936 by a 'Frontier'

Salaries
(connected up with
No. 14)

Allowance. All European and Asian members of the permanent Civil Service serving in the N.P. and Tankana districts (exclusive of the staff stationed at Kapenguria, which is a good station) will receive the allowance, Europeans at the rate of £8.4/ per diem (£86 pa) and Asians £6.1/5 per diem (£27.1/5)

European Officers and Warrant Officers of the KAR will not receive the allowance, but the Civil Staff of the KAR will receive it when serving in the District Command.

In spite of making Europeans eligible for the allowance there should be a decrease of approximately £500 pa over previous years.

The matter is fairly urgent so I have not delayed it further for the missing papers.

Subject to the views of C.V. Dept
? Approve.

Major Cole
to see.

A. Russell
27/11/51

I think we can take the risk of approving this without prolonging the search for the missing 1919 volume.

? Tel. approval.

J. D. [unclear]
25/11

The Under-Secretary of State for the Colonies
reference to Africa, No. 763 of 1951:-

"There does not appear to be any precedent for no allowance of any kind to the British Army members of the term." The allowance referred to is one which would make up the British Army members' allowances, or comparable, to a normal station. For example, while the normal station allowance is £100 per month, the allowance for a member of the term is £100 per month plus a special component allowance of £100 per month. The normal station allowance is consolidated with the term allowance (i.e. the normal allowance plus the special component allowance) to make up the total allowance of £200 per month.

It is, however, proposed that the allowance should be based on the normal station allowance plus the special component allowance. This would mean that the normal station allowance is consolidated with the term allowance (i.e. the normal allowance plus the special component allowance) to make up the total allowance of £200 per month.

1951

For the views of the C.V. Dept on this subject, please refer to the letter of 27/11/51.

For the views of the C.V. Dept on this subject, please refer to the letter of 27/11/51.

J. D. [unclear]
27. 11. 51

I am not concerned with the general principle of whether these compensation allowances should be extended to European officers, although I must say that I find paragraph 3 of the Governor's despatch in some ways a non sequitur. If conditions have improved considerably in the northern frontier province, what is the justification for suddenly giving European officers an allowance which they have not drawn in the years when conditions were so much less comfortable? And, of course, increased discomfort is to some extent offset by the fact that ~~the cost of~~ living is usually much cheaper in out-stations.

I am only concerned with the question whether it is possible to defend the [^] differentiation between European Civil Officers and K.A.R. Officers in this matter. I agree with Major Cole in thinking that it is not possible to argue that the conditions of service, as set out in African Nos. 783 and 784, definitely preclude the payment of such allowances to K.A.R. officers. I think, however, that on broader grounds a differentiation can be justified, and that it ~~will~~ ^{is} not be possible to maintain that a K.A.R. officer is being unjustly treated if he did not receive this allowance. It seems to me that in accepting service in Colonial forces (for which they are generously paid as compared with the rates of pay drawn at home), officers definitely

face

*Not in peace time
as a rule.*

*This is going a
bit too far I think.*

*It does if the pay
is calculated for the
more comfortable areas
& they are sent to
keep in the other.*

face the fact that they are going to a life which may well involve discomfort and possibly danger on lonely frontiers. In other words, they choose a life which may involve discomfort and danger much more deliberately than, say, the average cadet does who goes into the Kenya Administrative Service. If some K.A.R. officers are able to spend their service in the comparative comfort of Nairobi, then they must be regarded as fortunate; it does not, I think, give them a claim to receive an additional allowance if they have to move away from Nairobi to the discomfort of a frontier district.

It would, of course, ease the position if it were decided that no allowances were to be paid to European officers, civil or military; but if it is decided that the payment of an allowance to European civil officers is justifiable, I think that we can well maintain that it does not follow from this that such an allowance should be paid also to K.A.R. officers.

(Signed) F.G.LEE.

28.11.35.

I agree with Major Cole that African Nos 787 and 784 do not debar military officers from receiving this allowance.

On the other hand the salaries of military personnel and civilian personnel are fixed on totally different bases. In the case of military personnel the starting point is their emoluments in this country. To these emoluments something has to be added for increased cost of living and I suppose increased responsibility. The aggregate has to be

sufficient

sufficient to attract suitable candidates and to satisfy the War Office. I have not much experience about the way in which the War Office look at these matters, but in regard to survey personnel seconded from the R.E. for Boundary Commissions, I have seen enough to know that they scrutinise the question of emoluments with a good deal of care, and they most certainly take into account the fact that survey officers are required to serve in remote districts where the cost of their getting out supplies is an important factor to be taken into account. I should say that it can be assumed that the remuneration of military officers in the K.A.R. has been fixed with due regard to the obvious fact that they may be, and frequently are, pitchforked out into frontier districts.

On the other hand emoluments of civilian personnel have to be settled on different premises. No doubt the kind of pay and prospects, which they could command in other walks of life, has to be taken into account but that is a very different thing from taking people who are in permanent Govt. employment here, seconding them for service abroad, and fixing terms which will attract them on the basis of their existing salaries.

I should conclude that in all the circumstances the grant of the proposed allowance to civilian personnel is prima facie reasonable; ~~that it certainly does not follow~~

that

that the grant of this allowance to civilian personnel should ^{automatically not} automatically involve its extension to military personnel; and that on merits there is no prima facie case for the grant of the allowance to military personnel, since the conditions which it was intended to meet have been taken into account in fixing their existing salaries.

I do not think that paragraph 4 of No. 1 means that the Governor has excluded the military personnel on the ground that they are debarred from receiving further allowances by the terms of their appointment; I think he means that on merits he does not think the allowance justified on the ground that their pay is intended to cover circumstances of this kind, and I should be inclined to approve his proposals as they stand.

A. P. S. Head
5/12

I think I could agree with Mr. Aske's last para. but with the case of Lieut. Porter present to my mind I can't. If the civilian personnel attached to the K.A.R. are paid to so much extra hardship that the allowance is justified then surely the K.A.R. officers & W.O. officers are also paid to the same hardships. The K.A.R. pay is not, I submit, calculated on the lonely outpost basis. If it was it would be higher. It is not fair to argue that because the K.A.R. pay is consolidated for all the usual ration fuel light messing & so on allowances it must therefore be consolidated for what in the Navy would be called 'hard-lying money'. I could argue it that officers of the K.A.R. in the Northern Provinces all serve on active service conditions & should therefore draw the old Field Allowance.

So I would approve by let^r but add that the S. of B. thinks K.A.R. European personnel should get it since the rules about allowances only refer to the standard Army allowances and not to such a thing as this.

J.P.S. Head 2/12

I agree with Mr. Flood. The fact that they are being asked to pay the D.C. more at Mandera than at home (say) seems to make it impossible to send a similar proposal to the N.A.R. Africa. The wording leaves the Governor free to object.

15.11.35
2/12/35
since

2 To Gov. Kenya. Tel. no. 349. 5/12/35.

3 To Kenya 1023 (1 covered) 24.11.1935

air mail
24/11/35

11

I agree with Mr. Hood. The fact that they are being to pay the D.C. more of murders than at home (say) seems to make it impossible to resist a similar argument for the K.A.R. Niger

The wording leaves the Governor free to do it.

(S.L.S.) 2/12/35
a.c.u.

2 To Gov. Kenya. Tel. no. 349. 5/12/35.

3 To Kenya 1023 (1 word) 24 11/1935

Mr. Grossmith. 18/12

Mr. Lee 14/11

Major Cole 20/11

Sir C. Parkinson

Sir G. Tomlinson

Sir C. Bottomley

Sir J. Shuckburgh

Permt. U.S. of S.

Parly. U.S. of S.

Secretary of State.

DRAFT. *air mail* (1)

KENYA.

NO. 1023

GOV.

Downing Street.

24 December, 1935.

ansd. 1/26 file

Sir,

I have etc. to acknowledge the receipt of your despatch No. 557 of the 25th ⁷/₁ October regarding the proposed introduction of a "frontier" allowance payable to all European and Asian members of the Civil Services of Government when stationed anywhere in the Northern Frontier and Turkana Districts of the Colony, with the exception of Kapenguria.

2. You recommend that the "frontier" allowance should be introduced with effect from the 1st ⁷ January, ~~1936~~, at the rate of Sh. 2/- per diem for Europeans and Sh. 1/50 for Asians, and that it should supersede

the

FURTHER ACTION.

the special ration allowance payable at present to certain Non-European clerical staff, Asian Sub-Assistant Surgeons and Asian Artisans of the King's African Rifles.

3. In my telegram No. 349 of the 5th of (No. 2) December I approved your proposals. I suggested, however, that the European personnel of the King's African Rifles when serving in the particular frontier districts should also receive the new allowance. In support of that suggestion I desire to point out that in the terms of African Nos. 783 and 784 the rates of pay of Officers and ~~Br~~ Warrant Officers of the King's African Rifles are consolidated and carry no allowances of any kind in the British Army sense of the term. That is to

say, the consolidated rates only take account of those ~~Standard~~ allowances which go to make up the British Army officer's emoluments or compensations in normal conditions.

~~For example the payment of ration allowance if rations in kind are not issued; lodging allowance if no Government free quarters are available or allotted;~~

fuel

C. O.

Mr.

Mr.

Mr.

Sir C. Parkinson.

Sir G. Tomlinson

Sir C. Bottomley

Sir J. Shuckburgh

Permt. U.S. of S.

Parly. U.S. of S.

Secretary of State.

DRAFT.

~~fuel and light allowance if not issued in kind and travelling allowance when travelling on duty.~~ The proposed

frontier allowance, however, is a special one, and is to be ~~allowances~~ payable on account of the

abnormal conditions of service in the frontier districts or the increased cost

of living in those districts. I suggest therefore that officers and British warrant

officers of the King's African Rifles when serving in those districts ^{ought} should not be ~~debarred~~ ^{to} from receiving the allowance

merely on the ground that their rates of pay are consolidated ^{since they are as much affected as any one else by the special conditions of the districts in question; and I have little doubt that, on consideration, you will agree with} and carry no allowances. I shall be glad to learn whether you concur in this view.

FURTHER ACTION.

(Signed) J. H. THOMAS

3P 24/35

2

C. O.

Mr. *Evans* 4/12
Mr. *Neelston* 4
Mr. *Flood* 5 *atms*

- Sir C. Parkinson
- Sir G. Tomlinson
- Sir C. Bonney
- Sir J. Shackburgh
- Perml. U.S. of S.
- Parly. U.S. of S.
- Secretary of State.

boxed sent
8.15. PM.
5.12. 35.

16

No. 349.



DRAFT. (Pal)
Jovemoor
Nairis

Your despatch No. 557.
 Reports approved. I
 think however that
 European personnel of the
 King's African Rifles
 should also receive the
 allowance since the
 terms of African Nos.
 783 and 784 do not
 preclude them from
 receiving it. The present
 rule refers to Standard
 Army allowances, and
 not to ^(special tent) allowance
 of the type contemplated

See

FURTHER ACTION.
 Remindate for despatch.

AIR MAIL

KENYA
No. 557



9 / 1
GOVERNMENT HOUSE
NAIROBI
KENYA

RECEIVED
11 NOV 1935
C. O. HEGY

October, 1935.

Sir,

I have the honour to address you on the subject of a proposal to introduce "frontier" allowances payable to all European and Asian members of the Civil Services of Government when stationed anywhere in the Northern Frontier and Turkana Districts of the Colony, with the exception of Kapenguria.

2. At the present time all Non-European Clerical staff, Asian Sub-Assistant Surgeons and Asian Artisan staff of the King's African Rifles when stationed in these districts receive an allowance, designated a "ration allowance", at the rate of 25% of their substantive salaries.

This allowance, in so far as Non-European Clerical staff and medical subordinates were concerned, was authorised by the late Viscount Harcourt in his despatches Nos. 482 and 704 of the 8th August and the 25th October, 1912, respectively; subject to a stipulation that no individual was to draw more than £25 in any one year. In his despatch King's African Rifles No. 41 of the 29th April, 1914, the late Viscount Harcourt authorised a similar ration allowance for the artisan staff of the King's African Rifles. In all cases the limit of the allowance to £25 per annum was withdrawn on the receipt of Mr. Amery's despatch No. 1408 of the 22nd December,

1919

THE RIGHT HONOURABLE
MALCOLM MACDONALD, P.C., M.P.,
SECRETARY OF STATE FOR THE COLONIES,
DOWNING STREET, LONDON S.W.

Answered (3)

Des. 24208/12
Jw. 30602/12

Jw 14901/14
xat

Jw 70684/119

1919. The withdrawal of the previous limit meant that from that time up to the present senior clerks, for instance, have when posted to either district, been eligible to draw as much as £75 per annum.

Trans. 1695/12

I would observe, moreover, that in his despatch No. 339 of the 10th June, 1912, the late Viscount Harcourt had already authorised a special allowance at the rate of £25 per annum to Assistant District Commissioners stationed in the Northern Frontier District. Such allowance continued to be drawn until the district came under the Military authorities for administration and was not re-introduced when the Civil authorities once more resumed administration.

3. I have recently caused this question to be examined in detail in the light of improved facilities now existing for obtaining supplies and provisions, on account of motor transport, and improved conditions of living in general in the areas concerned, which appeared no longer to justify either the payment of such a high rate of allowance or the continued exclusion of European staff entirely from the privilege.

4. As the result of that examination I am satisfied that the special ration allowance should no longer continue to be paid, but that it should be superseded by a "frontier" allowance payable to Europeans and Asians at slightly different rates. I therefore recommend for your approval that with effect from the 1st January, 1936, a "frontier" allowance at the rate of Sh.2/- per diem for Europeans and Sh.1/50 per diem for Asians should be paid to all European and Asian officers of the permanent Civil staff when employed

within

within the Northern Frontier or Turkana Districts. I do not, however, consider that this allowance should be granted to any staff stationed at Kapenguria, the headquarters of the Turkana District. This is as good a station as the majority in the Colony, has good housing and is within easy reach of Kitale for the necessities of life.

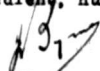
I have purposely excluded European personnel of the King's African Rifles as I see no justification for the payment of the proposed allowance to officers and British Warrant officers whose rates of pay are specifically stated to be consolidated and to carry no allowances of any kind (vide African Nos. 783 and 784).

It is, however, proposed that Civil staff on the establishment of the King's African Rifles shall receive the "frontier" allowance, when serving in the districts concerned.

5. I anticipate that my recommendation, if approved, will result in a decrease in expenditure over previous years, amounting to approximately £300 per annum in a normal year.

6. Subject to my recommendation receiving your approval it is my intention to introduce the frontier allowance with effect from the 1st January, 1936, and to make the necessary financial adjustments accordingly. I should therefore appreciate your early decision in the matter.

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


BRIGADIER-GENERAL,
GOVERNOR.