

1937

CO 533/485
KENYA

38301

FORESTRY DEPT. STAFF

SALARY SCALES OF SENIOR ASSISTANT CONSERVATOR & ASS'T. CONSERVATORS

Previous		
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R. 309	M. E. R. Edmund	
Mr Acheson		
Mr Ford		
Mr Jeffries	7/6	
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Sir C. Bottomley	21/9	
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C.I.
FORESTRY.

1. GOV. KENYA.....116.....25.7.37.
Trs., with comments, copy of letter from Senior Asst.
Conservator, together with copy of memorial referred to
therein, regarding salary scales attached to his post
and to that of Asst. Conservators.

The senior posts in the Forest Department
are:-

- 1 Conservator of Forests - £1,200.
- 1 Senior Assistant Conservator - (£720-30-£840).
- 7 Assistant Conservators - (£480-20-£600-30-£720).

The memorialists ask that the Senior
Assistant Conservator should proceed to £920 and
the Assistant Conservator to £640. The arguments
put forward are that District Officers now proceed
to £920 and the Assistant Superintendents of Police
to £840.

The question for consideration is, I think,
~~that~~ whether the work performed by the Senior
Assistant Conservator and the Assistant Conservator
is adequately remunerated by the present scales.
The same question could be asked as regards
Agricultural Officers, whose scale is
£372-18-£480-20-£600-30-£720. This seems to be
partially answered by the fact that the revised
East African salary scales, which are applicable to
new entrants only, provide for the following scales:-

Colonial Forest Service.

- Lower grade £400-£840
(Assistant Conservator of Forests).
- Higher grade £880-£1,000
(Senior Assistant Conservator of Forests).

Colonial Agricultural Service.

- Lower grade £400-£840
- Higher grade £880-£1,000.

Mr. Acheson, to whom I have spoken about
the memorial enclosed in No. 1, informs me that the
Colonial Service Department are considering the
question

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1	2	3	4	5	6
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question of introducing conversion terms for officers now serving on terms which appear less favourable than those agreed upon under ^{the new conditions} the present revision.

Clearly nothing can be said about this in reply to the Governor's despatch, but the reply might be temporising in tone, i.e. that the matter is one which requires to be examined from the aspect of the Colonial Forest Service generally, and in relation to the scales of salary attaching to other branches of the Colonial Service, and that this will be done.

*C.A. Cross with
28/8/37*

I am not surprised at these representations, and I anticipate that there are likely to be more of them. The normal maximum of the time scale for scientific officers in West Africa was, until the recent revision of salaries, £920. In East Africa there are usually two grades - a lower with a maximum of £720 and a higher with a maximum of £840. The discrepancy is very marked, and we have already had strong representations from Uganda in favour of concessions to officers who found themselves stuck at £720 and even £840 for long periods. I have a lot of sympathy with these officers because I do not believe that a salary of £720 is an adequate salary for a man with family in East Africa, when the costs of education are beginning to reach their maximum.

There

** 2/2/36*

*46507/3/36
9/37*

** I am awaiting the return of the report before putting up a minute. R.M.F.*

There are three ways in which we can deal with the problem:-

- (a) We need do nothing about it.
- (b) We can leave it to be dealt with in connection with any scheme which may be adopted for the conversion of officers serving on the old scales to the new scales. ^{in East Africa} Under the new scales the maximum of the time scale for these officers in the lower grade would be increased from £720 to £840 and in the higher grade from £840 to £1,000. If officers serving on the old scales are given an option of conversion to the new scales, the point is met. It is true that conversion to the scales will have to carry with it a reduction in the pension fraction; but then the new scales were devised with the reduced pension fraction in mind, and there is certainly no reason in principle why an officer who is serving on the old pension fraction should be given the benefit of the new scales unless he is prepared to accept the ^{new} reduced pension fraction.
- (c) The third thing to do is to adopt the course which has been followed in Uganda, i.e. to recognise - as is no doubt the case - that the question of conversion is a thorny problem which will probably take a long time to solve, and to introduce, as an interim measure, a system under which, on the recommendation of the Governor and with the Secretary of State's approval, an officer who has remained on the top of his scale for five years may be allowed to proceed by further increments to £840 if the maximum of his scale is £720 and to £920 if the maximum of his scale is £840, ^{subject to the conditions given in 46507/3/35 No 3.}

My preference is for the third alternative, and I think that we might tell Kenya what has been

done

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done in Uganda, and suggest that the same procedure might well be adopted in Kenya.

Enclosure and an intimation reply to the letter

*ABP/John
1/5*

I agree. No doubt there are chances of promotion for the flier (though in the best service these chances do not come along very frequently), but the real question is whether £720 is a good enough salary to represent the high-water-mark of the average efficient officer. I don't think it is, having regard to the professional qualifications required, the cost of living, education & so forth. Nothing we can do the staff concerned that £720 in Kenya is equivalent to £840 in

West Africa or £1120 in Malaya.

(ed) C.J. Jeffries.

7.5.57

See also the minutes on 15513/59 where Major Furse pointed out the large salaries paid in Burma (Time scale going up to £1850 with posts above)

Sir A. Pim did not recommend any reduction in the Kenya Forestry expenditure saying the Department was used to advantage and that Forestry was of great importance to Kenya.

But the unofficials view the Department with disfavour and would like to see it reduced. They would also oppose, I think, any suggestion to increase salaries of individuals, and the view taken in Kenya - see the last two paragraphs of the despatch is that the pay is enough for the work. The Governor agrees. It therefore becomes a case of suggesting from here increases in salary scales in an unpopular Department against the views of the Governor. That needs thought.

But the new salary scale will be £400-£840 for the juniors and £880-£1000 for the senior. If they get the choice of taking the new scales with the lower pension fraction they will all hop at it. A new pension based on £1000 is only £1 a year less than an old one based on £840, and a new one based on £840 corresponds to an old one on £672. So from the actual pension point there would be very little in it and the gain in salary would be very great. So they would all convert.

The situation may be difficult when the new scales come out but it won't be acute until men on the new scales get up to £720 and over and that won't be for years.

My inclination is to proceed as Mr. Acheson proposes at (C) but recognise the objections and put it tentatively.

(sd) J.E.W. Flood.

When this came to hand 7.9. already some the drafts or revision of them; but I assumed them but certainly let them go. Consideration is going to be an extensive matter but it seemed impossible to do it in the whole revision on that account.

I cannot conceive of conversation being dealt with on any basis which will not give them the paper which they want. I defer to Mr. Acheson's view that he cannot hold them up but conversation is needed, so I agree to refer to Mr. Flood's proposals: the draft must make it clear that we are merely setting up a revision of conversation.

Copy

21.9.37

11/1/38

2 to Kenya Conf. - Amud. Com. 8 OCT 1937

No reply received to No. 2

Used 15/1/38 wait another month

J. E. W. Flood

R. 297

15.2.38

Clonagh White 15/2

(11/1/38)

J. E. W. Flood
16.2

No reply received to (2)

J. E. W. Flood

R. 297

17.3.38

? Wait another month

Used 19/4

Clonagh White 18/3

J. E. W. Flood
19/3

Brought up as requested.

J. E. W. Flood

R. 297

20.4.38

? Remind.

Amud. Com.

21.4.

J. E. W. Flood

21/4

at once

3/1/38 Kenya Conf. - Com. - A/2 - 28 APR 1938

13 you 95 Conf 16.5.38.
Refers to his 8 on 46507/2/38 EA +
prefers to await decision on conversion
terms which could be offered with
retrospective effect to 1.1.39.

Kenya Census done the suggested
merit scheme for getting Forest
Dept Officers go on above their
salary scale maxima in certain
conditions, & prefers to wait for
decision over the proposals for
making possible conversions from the
old to the new scales. Reason
preceding reason of these proposals
is taking place on 46507/2/38 EA.

11/1/39
11/1/39
Put by now, nothing
to B.U. on 1/1/39, with Clerkly White
the EA pp 16 consider 2/5
the position then reached. above

B.U. as directed above.
J Jackson R98
2/1/39.

When the minute above was
written (in Mr Pashin's absence on leave)
it seemed that conversion would be
fully established fairly shortly. This
hope has not been realized - see
1 on 46507/2/39. However? it
will be best to leave things as they

are a not just Kenya to do things
she does not wish to do - so pretty
Clerkly White
28/2

WJ



7
43
GOVERNMENT HOUSE
NAIROBI
KENYA

16 May, 1938.

REC
23

2.
sir,

I have the honour to refer to your Confidential despatch of the 8th October, 1937, on the subject of the salary scales of Assistant Conservators of Forests.

2. Since your despatch was received proposals regarding the terms on which serving officers will be offered conversion to the new salary scales have been formulated in your Confidential despatch of the 21st April, 1938.

8 on 46507/2/38 EA

In these circumstances therefore, and also in view of the fact that in the event of an adjustment on the lines proposed being introduced it would be difficult to resist applications for similar treatment on behalf of other Departments, I should prefer to await a decision on the conversion terms which if necessary, could be offered with retrospective effect to the 1st January, 1939, should no decision have been reached by that time.

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

R Brooke Poplan
AIR CHIEF MARSHAL,
GOVERNOR.

THE RIGHT HONOURABLE

W. ORMSBY-GORE, P.C., M.P.,

SECRETARY OF STATE FOR THE COLONIES,

DOWNING STREET, LONDON S.W.

C. O.

Mr. Macdougall. 2/19

Mr. Acheson. 7/10

Mr. Wood. 1. 10

Sir H. Moore.

X Sir G. Tomlinson. 1. 10. 27

* Sir C. Bottomley. 2. 10. 27

Sir J. Shuckburgh.

Perm. U.S. of S.

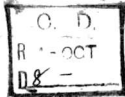
Parly. U.S. of S.

Secretary of State.

Ans'd 3

Downing Street.

8 October, 1937.



Sir,

I have etc., to acknowledge

the receipt of your despatch No. 416

of the 26th July, ^{enclosing} transmitting a

letter from the Senior Assistant

Conservator of Forests regarding

the salary scales of Assistant

Conservators.

2. While it appears ^{that} to have ~~been the case~~ in Kenya ^{that} for Forest Officers ^{did} ^{comparatively} to receive rapid promotion

prior to 1931, it cannot be said

that this has been the usual

experience since that date, if -

as ^{appears to be} I understand is the case - four

Assistant Conservators of Forests

have already been serving on the

maximum.

DRAFT.

KENYA.

CONFIDENTIAL.

GOVERNOR.

FURTHER ACTION.

maximum of £720 for three years or more.

The real question which is raised in this correspondence is whether or not a salary of £720 is in present circumstances an adequate maximum for the ordinary efficient Assistant Conservator of Forests.

It appears to me that the question is bound to arise

It seems to me sufficient to accept the view that in my opinion such a maximum is not ~~that~~ cannot be considered without regard to the salaries which have not adequate. It will be recalled that under the revised salary scheme recently approved it is applied to those posts under the revised salary scheme. It will be recalled that this scheme provides a scale for Assistant Conservator the maximum for lower grade posts in the Forestry Department is £840. I do not suggest that it need necessarily follow that officers appointed on the old conditions should be allowed the higher maximum as a matter of course, particularly as the revised scales are intended for officers serving on the revised pension fraction. But the pension fraction is by no means the only factor which was taken into consideration in devising the new scales, and other factors, such as the cost of living, the professional qualifications required, and so on, are no less applicable to officers

servicing

C. O.

- Mr.
- Mr.
- Mr.
- Sir H. Moore.
- Sir G. Tomlinson.
- Sir C. Bottomley.
- Sir J. Shackburgh.
- Prin. U.S. of S.
- Pres. U.S. of S.
- Secretary of State.

9
serving on the old scales than to officers serving on the new. If it were possible to offer serving officers conversion to the new scales forthwith, the position would, in my judgment, be adequately met. But the question of conversion raises a number of issues which will require careful consideration, and it must be a considerable time before any final arrangements are made or decisions taken.

DRAFT.

3. In these circumstances I feel that

some system of adjustment might reasonably be

as a temporary measure pending the formulation of a final scheme of conversion

introduced in the case of officers ~~who are~~ *who are* serving on one of the old scales with a maximum of £720 the old scales who do not receive promotion who are not promoted

within a reasonable time after reaching that maximum of the time scale, where that maximum *(provided that the maximum of the corresponding scale under the new scale is higher than £720.*

(subject in such cases to the Governor's recommendation and to his approval)

£720. In Uganda, where a similar problem *a system has been introduced since by* arose, I informed the Governor that I shall be

FURTHER ACTION.

prepared to consider recommendations *for* allowing officers in this category to proceed *may have to allow* by annual increments of £30 to a maximum of £840, provided that they are certified as in

all

all respects fit for promotion to the next higher grade, and would be recommended for such promotion on the occurrence of a vacancy, and that the question of granting such a concession is not in general considered until an officer has served not less than five years on his normal maximum. I would suggest that the question of introducing a similar practice in Kenya might well be considered. It would be understood that ^{any} ~~the~~ concession ^{granted} would be personal to the officer concerned, and would be granted without prejudice to the terms of conversion to the new scales which may ^{later} be offered. Although under any conversion scheme no officer will be compelled in any circumstances to accept against his own wishes new conditions of service which involve a reduction in his existing remuneration, the fact that individuals had for special reasons been granted personal concessions in the matter of salary under the existing conditions would not be allowed to operate to give them more favourable conversion terms.

~~Each case is~~
granted

C. O.

- Mr.
- Mr.
- Mr.
- Sir H. Moors.
- Sir G. Tomlinson.
- Sir C. Bottomley.
- Sir J. Shuckburgh.
- Permt. U.S. of S.
- Perly. U.S. of S.
- Secretary of State.

4. I shall be obliged if you will furnish me with your observations regarding this suggestion, and, if you agree with it, with your recommendations regarding any officers to whom you would propose that concessions should be made.

I have etc.

(Signed) W. ORMSBY GORE.

DRAFT.

FURTHER ACTION.

KENYA
No. 416



GOVERNMENT HOUSE
NAIROBI
KENYA

RECEIVED
- 4 AUG 1937
C. O. REGY

28 July, 1937.

Sir,

(8) on 15513/29
With reference to correspondence terminating in Lord Passfield's despatch No. 381 of the 19th May, 1930, on the subject of the grading of Assistant Conservators of Forests, I have the honour to forward, for your consideration, the accompanying copy of a letter from the Senior Assistant Conservator regarding the salary scales attached to his post and to that of Assistant Conservators, together with a copy of the memorial dated the 25th November, 1936, to which he refers.

Letter.
22nd June.

Memorial.
25.11.36.

2. In transmitting this petition the Conservator of Forests urges that the scale of salary for Assistant Conservators should proceed to the maximum of £840 and that of the Senior Assistant Conservator to £920. He emphasises that as District Officers in the Colonial Administrative Service can proceed to a maximum of £920 and Assistant Superintendents in the Colonial Police Service to £840 he can see no justification for stopping Assistant Conservators in the Colonial Forest Service at £720. He admits that the latter have drawn higher pay during the first half of their service but claims that this must total less than the difference in favour of the District Officer during the last half of his service and that at the end of their service the difference in pensions drawn is enormous.

3. It cannot be denied that in the case of officers

THE RIGHT HONOURABLE
W. ORMSBY-GORE, P.C., M.P.,
SECRETARY OF STATE FOR THE COLONIES,
DOWNING STREET, LONDON S.W.

officers at present in the service of this Government the District Officer, although starting his service on a lower salary than an Assistant Conservator of Forests, would if no promotion could be offered to either officer finish his service on a higher salary and therefore become eligible for a larger pension. The Forest Department in this Colony is, however, a small one and in actual practice it has been rare for an Assistant Conservator of Forests to proceed steadily up his scale of salary, as District Officers have had to do, without promotion to a higher scale before reaching the maximum of the grade. The present Conservator of Forests, for instance, had rapid promotion and the Senior Assistant Conservator was promoted to his post after nearly nine years service, whereas a District Officer who joined the Service at the same time would not have reached the £720 point in his scale until over two years later.

These points were taken into consideration by my predecessor when the memorial of the 25th November, 1936, was before him and Sir Joseph Byrne came to the conclusion that the scales of salary attached to posts in a small technical department, in which promotion is normally rapid, cannot be compared with those of much larger departments such as the Administration or the Police. Moreover, it was considered that the work performed by Senior Assistant and Assistant Conservators of Forests is adequately remunerated by the present scales attached to their posts. My predecessor was therefore unable to grant the request of the memorialists and a copy of the reply which was sent by his direction is enclosed for your information.

Reply.
8th Dec. 1936.

4. I agree with the views of Sir Joseph Byrne in the matter and I regret that I am unable to recommend any increase in the salary scales of serving officers holding the posts of Senior Assistant Conservator or Assistant Conservator of Forests.

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

R Brooke-Popham

AIR CHIEF MARSHAL,

G O V E R N O R.

22nd June, 1970

25/5/70

His Excellency
The Governor,
The Colony and Protectorate of Kenya

Through

The Honourable,
The Colonial Secretary,

Through

The Honourable,
The Conservator of Forests,
Nairobi.

Forwarded.

CONSERVATOR OF FORESTS.

SALARY SCALES OF SERVING
SENIOR ASSISTANT CONSERVATOR AND OF
ASSISTANT CONSERVATORS OF FORESTS.

Your Excellency,

I have been asked by the Assistant Conservators of the Department to refer to the letter No. 25/5/66 of 25th November 1966 which I wrote on their behalf on the above subject. The reply received to this from the Honourable Colonial Secretary in his No. E.46/1/6/10/11/62 of 18th December 1966 has been circulated to the memorialists, and they have noted its contents.

They now desire me to approach Your Excellency with the request that the correspondence on this subject may be sent to the Secretary of State. They ask me to make this request because the original memorial of 1967 was sent to the Secretary of State and they understand that it was on his suggestion that any decision on the matter was deferred pending the time when an officer or officers arrived at the maximum of his grade.

The ...

(15513/29)

The memorialists have nothing to add to their views already expressed, except to state that they agree that all officers have advanced fairly rapidly to their present rates of pay, and they admit too that the initial salary of their scale is generous. They do, however, ask me to emphasize that the point which they do view with anxiety is not so much the present pay drawn as the fact that they may have to retire on a pension calculated on not more than £ 720 per annum.

As members of the Colonial Forest Service, a service for entering into which University Forest Degrees are essential, they feel that the maximum salary obtainable without definite promotion reflects little recognition of the standard of training required for appointment to the post.

We, therefore, respectfully beg Your Excellency favourably to consider our request that the correspondence may be forwarded to the Secretary of State for his consideration.

I have the honour to be,

Your Excellency

Your Excellency's most humble and obedient servant,

SENIOR ASST. CONSERVATOR OF FORESTS.

25th November, 1936.

23/5/66

His Excellency

The Governor,

The Colony and Protectorate of Kenya

Through

The Honourable

The Colonial Secretary

Through

The Honourable

The Conservator of Forests,

Nairobi.

Forwarded.

Handwritten signature
CONSERVATOR OF FORESTS.

23/11/36

Your Excellency,

copy (1) 15613/29

I have been asked to draw Your Excellency's attention to the memorial submitted to Your Excellency on 30th November 1927 on the subject of the salary scales of scientific officers of this Department.

This letter, therefore, has been written by the undersigned at the request of all those Assistant Conservators who signed the original memorial and still remain in the Colony, and by those officers who have joined the service since that date.

The memorial, which represents the views of officers of the Department as fully to-day as when it was written and to which there is nothing to add was submitted to the Secretary of State for the Colonies at the end of 1928 and the final answer of Government received by the signatories was contained in the Hon. Colonial Secretary's letter No. S. D/Est.31/LX/9 of 13th June 1930, and read as follows :-

Your

Your recommendation in regard to the maxima of the scales of salary attached to the posts of Senior Assistant Conservator of Forests and Assistant Conservators have been noted and will be borne in mind when revision is under consideration. As, however, no officers at present in these grades have yet reached the maximum of the present scales, it is improbable that revision will be considered in connexion with the Draft Estimates for 1931.

It would seem, therefore, that it was the intention of Government to consider the question of these scales when any of the serving officers arrived at their maxima. The signatories have, however, received no intimation of any such action on the part of Government although one officer reached his maximum in 1931, one in 1933, two in 1934 and one this year.

This happened during the years of depression, and, knowing the financial difficulties of Government, officers decided to refrain from asking Your Excellency to reconsider their case at the time. Now, however, that times are better the staff of Assistant Conservators of Forests venture to draw Your Excellency's attention again to this matter and to ask what steps it is intended to take to implement the revision of their scales of pay as envisaged in the above quoted extract.

I have the honour to be,
Your Excellency
Your Excellency's most humble
and obedient servant,



MR. ASST. CONSERVATOR OF FORESTS.

The Secretariat,

Nairobi,

18th December, 1936.

NO.S.E.46/1/6/10/II/52.

The Hon.Conservator of Forests,
Nairobi.

Salary Scales of Serving
Senior Assistant Conservator and of
Assistant Conservators of Forests.

With reference to your note of the 28th November, 1936, forwarding a memorial (No.23/5/66) dated the 25th November from the Senior Assistant Conservator of Forests on the above mentioned subject, and with reference to your subsequent interview with Mr.Wade on the subject, I am directed by His Excellency the Governor to state that His Excellency has read the memorial but regrets that he cannot see his way to grant the request made therein that the scales of salary of the officers concerned be extended.

2. His Excellency considers that no individual officer concerned has suffered any real hardship in respect of the salary he has drawn and that all the officers have advanced fairly rapidly to their present rates of pay. His Excellency is therefore of opinion that the only possible course is to watch the future prospects of the officers concerned in order that they shall suffer no unfair treatment.

3. I am to request you to convey to the memorialists the substance of this letter.

sd. C.W.HAYES-SADLER
for COLONIAL SECRETARY.