

1925

East Africa
UGANDA

C.O.
10230
4 MAR 25

49

By Secy
Jarvis 48

DATE
28th Jan, 1925

REGULATION :—
U.S. of S.
U.S. of S.
Secretary of State.

Provident Funds for
Asiatic Officials

Submits observations
to proposal appears to be
generally acceptable.
Requests some indication
as to manner in which
matter should now be dealt
with.

Previous Paper
8175/25 E.A

MINUTES

I held this up as Mr Smith
(C.A.) told me that he was
making the inquiries the result
of which is reported in 20758/25.
See now minute on that paper.

JG 13.5.25

Subsequent Paper
20. 10596 3d
25 Jan

L.M.,

Uganda Protectorate

No. 48.



GOVERNMENT HOUSE,
UGANDA.

C. O.
102360
4 MAR 25

28th January, 1925.

Sir,

I have the honour to refer to Mr. Thomas's despatch no. 548 of the 21st October last in regard to proposals for the establishment of a Provident fund or similar scheme for Asiatic officials, and to inform you that I have now ascertained the views of the Governments of Kenya, the Tanganyika Territory and Zanzibar on the scheme embodied in the Treasurer's memorandum referred to in Mr. Thomas's despatch.

*Gov/H 6029/24
Ea*

2. I enclose, for your information, copies of the despatches on the subject received from the Officer Administering the Government of the Tanganyika Territory and from the Resident, Zanzibar. The Governor, Kenya, has sent you a copy of the despatch which he addressed to me (no. S/E.1533/2/88 dated the 8th January) in which he dealt with the Treasurer's scheme and with certain alternative proposals.

99/19 of 6 AUG.
1 of 11 AUG.

*Gov 8127/12
K-11*

3. As regards the proposals summarized under the heads (a) and (b) in paragraph 2 of Sir Robert Coryndon's despatch, I may observe that this Government concurs in the criticisms made by the Kenya Government, but I am not convinced that of the last two alternatives reviewed a compulsory insurance scheme is altogether preferable to a fund based on a fixed contribution of

Right Honourable

the

SECRETARY OF STATE FOR THE COLONIES,

&c.,

&c.,

&c.

the kind envisaged by the Treasurer. The premia payable under a compulsory insurance scheme would in all probability be high and it appears to me open to doubt whether the benefits to be derived from such a scheme would be equal to those derived from a fixed pension. moreover it would be necessary to devise a system of restrictions in order to prevent an improvident beneficiary from spending the whole competency as soon as it accrued. I am inclined to think that some method or solution on the lines of Mr. Dain's scheme, which is admittedly incomplete, might with advantage be further explored.

4. In any event, as no proposal hitherto formulated has been found acceptable in its essential features, I do not consider that any useful purpose would be served by further discussion with the other East African Governments until the matter has been referred to you, and I should be grateful for some indication as to the manner in which the question should be dealt with at the present stage.

5. A copy of this despatch is being sent to the Governor, Kenya.

I have the honour to be,

Sir,

Your most obedient, humble servant,



ACTING GOVERNOR.

Copy.

52

Tanganyika Territory.
No. 3359/19.GOVERNMENT HOUSE,
DAR ES SALAAM.

6th August, 1924.

Sir,

With reference to Your Excellency's letter No. 6666 of the 21st of June regarding the institution of a fund for providing pensions for Widows and Orphans of the Asiatic Staff, I have the honour to inform you that I am not in favour of the introduction of such a scheme in this Territory. I consider that the establishment of a Provident Fund with provision for the issue of benefits by instalments, whether to an officer himself upon retirement or to his dependents in the event of his death, will sufficiently meet the requirements of the non-European staff employed by this Government.

I have the honour to be,

Sir,

Your Excellency's most obedient servant

Ed/ J. Scott.

ACTING GOVERNOR.

HIS EXCELLENCY THE GOVERNOR,

UGANDA PROTECTORATE,

ENTEBBE.

Copy.

No.581 (225)

THE RESIDENCY,
ZANZIBAR.

11th August, 1924.

Sir,

I have the honour to acknowledge the receipt of Your Excellency's despatch No.6666 of the 21st of June, enclosing a copy of a Memorandum by the Treasurer, Uganda, embodying a scheme for the institution of a pensions fund for the benefit of the widows and children of deceased non-European officials.

2. I consider that the scheme is attractive by reason of its simplicity, but I am in some doubt as to whether its practicability can be established without first obtaining considerable additional data with regard to expectation of life. I would also observe that there appears to be an objection to the uniformity of the contributions and benefits. Rs per annum would, in my opinion, be too heavy a contribution for employees on low scales of pay or those who have retired on small pensions, and would be out of the question for those who on retirement have earned gratuities only.

To meet this objection there should, I think, be two classes of contributors - one class consisting of employees drawing salaries of, say, less than Rs.150 per month, and the other drawing salaries

His Excellency,
The Governor,
Uganda Protectorate,
Entebbe.

salaries of Rs.150 per month or more. The position of retired employees on small pensions and of those who have been paid gratuities also suggests the advisability of fixing some age limit for the payment of contributions.

3. Mortality statistics for this Protectorate corresponding to those quoted in paragraph (4) of the Notes which form an enclosure to the Treasurer's Memorandum are being prepared, but I am inclined to think that the Secretary of State will find these statistics inadequate as a basis for the scheme proposed. Should this be the case, I would suggest that joint action be taken by the East African Governments for the institution of a Provident Fund similar to that instituted for officials of the Uganda Railway.

I have the honour to be,

Sir,

Your Excellency's most
obedient servant.

Sd/ A. C. Hollis,

BRITISH RESIDENT.

salaries of Rs. 150 per month or more. The position of retired employees on small pensions and of those who have been paid gratuities also suggests the advisability of fixing some age limit for the payment of contributions.

3. Mortality statistics for this Protectorate corresponding to those quoted in paragraph (4) of the Notes which form an enclosure to the Treasurer's Memorandum are being prepared, but I am inclined to think that the Secretary of State will find these statistics inadequate as a basis for the scheme proposed. Should this be the case, I would suggest that joint action be taken by the East African Governments for the institution of a Provident Fund similar to that instituted for officials of the Uganda Railway.

I have the honour to be,

SIR,

Your Excellency's most
obedient servant.

Sd/ A. C. Hollis

BRITISH RESIDENT.