

1925

E. AFRICA  
TANGANYIKA

C.O.  
20852  
8 MAY 25

FROM  
O.A.G. SCOTT. / CONF

DATE  
21st March 1925.

FOR CIRCULATION  
Mr. *Donnie H. Jeffries*  
Mr. *Spence*  
Asst. U.S. of S.  
Perm. U.S. of S.  
Part. U.S. of S.  
Secretary of State.

ASIATIC STAFF, RATES OF PAY FOR ARTIZAN CLASSES.

Submits draft circular which it is proposed to issue to Heads of Depts. laying down scales of pay.

Previous Paper  
O.A.G. 10425 Kya  
25

MINUTES

This is largely a matter which must be left to the local administration but it will, I think, be necessary to get Treasury approval, particularly for the proposals in paras 3<sup>or 4</sup> of the despatch.

Taking para 3 first - the Asiatic Tracer in the P.W.D. is to be on the same scale as a <sup>3rd</sup> ~~1st~~ Order Clerk (see memo in 2388 (23-4)). A compromise is suggested in the case of the two draughtsmen in the Land & Survey Dept, viz. Shs 350-25-500. This scale already exists for draughtsmen on the Railway - see memo just mentioned. I find nothing to object to in the

copy to Trans. - 20 MAY 1925  
Mean  
Amnd. Conf. - 10 JUN 1925  
Jewel

Subsequent Paper

Heads 25313  
Ka

Proposals in para 4 of the despatch embodied in the  
Memorandum. The D.P.W. & other Heads of the Dept. concerned  
are in the best position to say what scales are  
reasonable for these various appts.

Wg to Treasury, ref.  $\frac{Treas}{8757/24}$   $\frac{Treas}{30859/23}$ ,

stating that the O.P. was asked in Sg's. despatch of 21 June  
1923 to submit proposals for dealing with the cases  
of such British officials & other clerks who  
were not at that time paid at rates corresponding  
to those of clerical grades; say that the S.P.S.  
is satisfied that the British proposals are  
equitable & asks for T.L.'s approval

12.5.25

As usual T.T. has put up a  
well considered scheme, and  
I agree with the action proposed.

We have not yet had proposals  
from Kenya, Uganda & Tanganyika  
for dealing with this class of  
app't, but I do not think that  
we need wait for them. Their  
-forming of detail is not essential  
in this case.

J.P.D.

15/5/25

Seen off 16/5/25. at once

J.M.G.

16.5.25

DAR ES SALAAM,

21<sup>st</sup> March, 1925.CONFIDENTIAL

Sir,

With reference to paragraph 2 (iv) of the Duke of Devonshire's Confidential despatch of the 21st of June, 1923, I have the honour to enclose for your consideration a draft circular relating to the rates of pay of non-European (Asiatic) employees other than clerks, Sub-Assistant Surgeons, Compounders, and Railway employees, which I propose, subject to your approval, to issue to Heads of Departments.

2. The instructions contained in the circular follow the lines of the first section of the memorandum of instructions issued to the General Manager of the Railways when the revised rates of pay for Non-European Railway Employees were introduced: the memorandum was forwarded with Sir George Byatt's Confidential despatch of the 17th of December, 1923, and its terms were approved by Mr. Thomas' Confidential despatch No. 2 of the 29th of February, 1924.

3.

S MAJESTY'S

PRINCIPAL SECRETARY OF STATE  
FOR THE COLONIES,

DOWNING STREET,

LONDON, S.W.

*was*  
30859/23  
*ea*

*draft Circular.*

*was*  
2188/24  
*ea*

*was*  
8757/24 T.T.

3. Of the Non-European employees under consideration only an Asiatic Tracer in the Public Works Department and two Draughtsmen in the Land and Survey Department were or are on the scales of pay formerly drawn by clerks. The scale of pay attached to the post of Asiatic tracer was Shillings 380 - 30 - 510 but a candidate is being engaged on the scale Shillings 280 - 15 - 360 plus house allowance. The Survey Draughtsmen are paid at the rate of Shillings 300 - 30 - 510 plus house allowance and strictly speaking the pay attached to these posts should be reduced to Shillings 280 - 15 - 360 plus house allowance on the expiration of the present agreements or on the engagement of new men. The Land Officer states however that the present rate of pay is the lowest at which suitable draughtsmen can be obtained and I therefore suggest that as a compromise the Survey Draughtsmen be paid at Shillings 350 - 25 - 500 plus house allowance, the same rate as that paid to the higher grade draughtsmen in the Railway Department. The Land Officer maintains that a survey draughtsman's work is of a more skilled nature than that of a higher grade railway draughtsman and refers to the higher rates of pay and pensionable status of Non-European draughtsmen in the Uganda Service, but in view of the general reduction of salaries which has been effected I feel unable at present to recommend a scale of pay higher than that of Shillings 350 - 25 - 500. A new draughtsman is about to be engaged and I have directed that efforts should be made to secure a suitable man at the new rate of pay suggested: in the event of failure I may have to

seek your authority to pay a higher rate.

4. The remainder of the Non-European staff concerned are on scales of pay differing from those drawn by clerks before the revised rates of pay for clerical employees were introduced. After consulting Heads of Departments and having regard to the fact that the few employees concerned are specialists holding isolated posts who must be paid the salaries necessary to secure the services of competent men I am unable to recommend reductions in pay except to a small extent in a few cases. The opportunity has been taken however to provide for the payment of house allowance in all cases, with two exceptions to meet special conditions: the salary previously paid will be reduced by the amount of house allowance which will become payable, the net result being a small saving when the employee is on leave. The provision for house allowance in all cases will prevent difficulties arising if it is necessary to recruit fresh candidates in India, as the Indian Immigration authorities require that all artisans should be given quarters or an allowance in lieu. Fixed incremental rates for roller drivers, foremen and mechanics employed by the Public Works Department have not been provided for and more elastic scales of pay are suggested to meet the wishes of the Director of Public Works.

5. I regret the delay which has occurred in dealing with this matter: though of minor importance it has required more detailed consideration than was necessary in the case of the

main

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main revision of non-Europeans' rates of pay which was decided on broad lines and affected large staffs grouped in all departments in corresponding grades.

I have the honour to be,

Sir,

Your most obedient humble servant,

*Frankfort*

ACTING GOVERNOR.

12/ALV.



Draft Circular.

New Rates of pay for Non-European Employees other than clerks, Sub-Assistant Surgeons and Compounders, and Railway Department employees.

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In future engagements to fill posts already in existence will be made at the rates of pay specified in the Appendix. As regards new posts Heads of Departments when suggesting rates of pay will be guided by the rates for Railway artisans in force at the time: this will not apply to posts in the nature of clerical appointments the salaries for which should be based on the scales of pay laid down for the graded clerical establishment.

Existing staff may be re-engaged, on the expiration of agreements, at such points in the new scales of pay as the Head of the Department concerned may deem proper having regard to the duties to be performed and the experience and qualifications of employees re-engaged, provided the establishment for any particular grade is not exceeded, and provided that in no case shall an employee re-engaged in the same grade receive a higher salary than he would have received under his previous agreement, and further that the maximum of the scale be not exceeded. Employees on re-engagement will be eligible for increments as provided for in the new scales of pay where incremental scales are laid down. The rates of pay specified in the Appendix may not be increased without the authority of the Secretary of State but

2.

should be decreased, when necessary, to correspond with any reductions in rates of pay which may be brought into force on the Railways. Any such reductions would apply only to engagements or re-engagements made after the date on which the reduction is introduced by the Railway Department. Departments employing artisans will be notified of any reduction made in the rates of pay of artisans employed on the Railways. Where no agreement exists it will be left to the Head of the Department concerned to decide whether the reduced rates of pay shown in the Appendix should be applied forthwith or at the date when the holder of the post completes three years service: when the existing holder of the post belongs to a class such as is employed by the Railway Department on agreement he should in any case be allowed to complete three years service before any reduction is effected.

3. The new rates of pay may be applied to employees who are promoted during the currency of their present agreements provided the salary and the incremental scale on promotion is not less than that previously drawn.

4. All privileges granted to employees by their agreements are to be maintained during the currency of their agreements.

5. It is considered desirable that all revised salaries should be accompanied by the payment of house allowance in lieu of free quarters. Where house allowance is not at present paid the revised salaries shown in the Appendix have been reduced as compared with the salaries at present paid by

approximately the amount of house allowance which will become payable.

Enclosures of .....

Department.	Posts	Revised salaries.	Essential rate of pay.	Remarks.
		Approved. Quarters allowance to be except where otherwise stated in all cases in which these quarters are not provided.		
Agriculture	Under Gardener 1.	Shgs. 400	Shgs. 450	- Recently reduced to Shgs. 400. Quarters provided.
Electricity	Fitters, (2 Grades, number in each grade to be recommended by Chief Engineer & Manager).	Grade 1 Shgs. 280-15-360 (one special case Shgs. 450 without house allowance) Grade 2 Shgs. 240-10-270.	1 at Shgs. 460 6 at Shgs. 320-20-440	- without quarters or house allowance. - without quarters or house allowance.
King's African Rifles, 2nd Battalion.	Armourer	Shgs. 500	Shgs. 500	- with free quarters
	Tailor	" 200	" 170	- do-
	Carpenter	" 190	" 190	- do-
	Shoemaker	" 150	" 170	- without quarters or house allowance.
6th Battalion.	Armourer	" 300	Shgs. 280-10-300 plus Shgs. 60 p.m. ration allowance.	- no quarters or house allowance.
	Tailor (present holder on 270)	" 200	Shgs. 270	- with quarters or house allowance.
Land & Survey Department.	Draughtsman	Shgs. 350-25-500	Shgs. 380-30-510.	- plus house allowance.
Medical Department.	Sanitary Inspectors	Grade I " 380-20-500 (one special case at Sh. 500 without quarters or house allowance) Grade II Shgs. 280-15-360	1 at Shgs. 500 1 at " 360 1 at " 310	- without quarters or house allowance. - plus house allowance. - do-
Police and Prisons.	Armourers (2)	1 at " 300 1 at " 260	1 at " 320 1 at " 280	- plus Shgs. 48 house allowance. - plus Shgs. 42 house allowance.
	Tailors (2)	2 at " 200 1 at " 160	2 at " 240 1 at " 200	- without quarters or house allowance. - do-
Port & Marine	Motor Mechanic and Carpenter, Tanga.	" 390	" 450	- without quarters or house allowance.
	Chief Lighthouse Mechanic	" 260	" 300	- do-
	Lighthouse keepers	2 at " 250	2 at " 250	- with quarters (suitable men cannot be obtained for less).
	Engineer Government Tug	" 200	" 240	- without quarters or house allowance.
	Dhow Despatcher	" 100 without house allowance.	" 100	- do-
	Deckyard artisans	Carpenters 3 at Shs. 260 2 " " 255 1 " " 200 Boilermakers 1 at Shs. 250 1 " " 200 Fitter 1 " " 260 Turners 1 " " 250 1 " " 240	3 at " 300 2 " " 275 1 " " 250 1 " " 240 1 at " 290 1 " " 240 1 " " 300 1 " " 290 1 " " 280	- without quarters or house allowance. - do- - do- - do- - do- - do-

## APPENDIX

Not TO FORM PART OF APPENDIX WHEN ISSUED.

Department.	Posts	Revised salary	Present rate of pay	Remarks.
		(Appropriate house allowance to be paid except where otherwise stated in all cases in which free quarters are not provided)		
Posts & Telegraphs	Telegraph Artizans.	Shgs.200	2 at Shgs.240	- quarters or without house allowance
Public Works Dept.	Tracer *	" 280-15-360		Salary already reduced in conformity with instructions.
	Roller Drivers	up to Shgs.240	No fixed rate 1 at Shgs.280 of increments 1 at " 260 but increases of pay for efficient serv- " " 320	- without quarters or house allowance.
	Foremen	" " " 310	ice may be " " 350 granted Subject/" " 250 to maximum	- do- - do- - do-
	Mechanics	" " " 210	salary not 2 " 9/- per diem being exceed- 1 "10/- " " ed.	- do- - do-
			The Director of Public Works may engage these employees at any rate of pay below the maximum.	

\* These employees are subject to the regulations contained in Parts 2 and 3 of Section '0' of the Code of Regulations relating to Non-European Officers employed in Departments other than the Railway Department, except paragraphs 22 - 24 of part 2 dealing with acting allowances for the clerical staff.

24 March 1925

Department.	Posts.	Revised Allowance	Present rate of pay.	Remarks.
<p>(Approximate new Allowance to be set except where otherwise stated in other cases in which free quarters are not provided).</p>				
Agriculture	Under Gardener Amani.	Shgs.400	Shgs.450	- recently reduced to Shgs.400. Quarters provided.
Electricity	Fitters (2 Grades, Number in each grade to be recommended by Chief Engineer & Manager).	Grade 1 Shgs.260-45-360 (one special case Shgs.40 without house allowance) Grade 2 Shgs.210-40-270.	1 at Shgs.400 6 at Shgs.320-20-440	- without quarters or house allowance. - without quarters or house allowance.
King's African Rifles, 2nd Battalion.	Armourer	Shgs.500	Shgs.500	- with free quarters
	Tailor	" 200	" 170	- do-
	Carpenter	" 190	" 190	- do-
	Shoemaker	" 130	" 170	- without quarters or house allowance.
6th Battalion.	Armourer	" 500	Shgs.260-10-300 plus Shgs.60 p.m. ration allowance.	- no quarters or house allowance.
	Tailor	" 200 (present holder on 230)	Shgs.270	- with quarters or house allowance.
Land & Survey Department.	Draughtsmen *	Shgs.550-25-500	Shgs.580-50-510.	- plus house allowance.
Medical Department.	Sanitary Inspectors *	Grade I " 360-20-500 (one special case at Sh.500 without quarters or house allowance) Grade II Shgs.260-15-360	1 at Shgs.500 1 at " 360 1 at " 310	- without quarters or house allowance. - plus house allowance. - do-
Police and Prisons.	Armourers (2)	1 at " 300	1 at " 320	- plus Shgs.48 house allowance.
		1 at " 260	1 at " 280	- plus Shgs.42 house allowance.
	Tailors (5)	2 at " 200	2 at " 240	- without quarters or house allowance.
		1 at " 180	1 at " 200	- do-
Port & Marine	Motor Mechanic and Carpenter, Tanga.	" 350	" 450	- without quarters or house allowance.
	Chief Lighthouse Mechanic	" 260	" 500	- do-
	Lighthouse Keepers	2 at " 250	2 at " 250	- with quarters (suitable men cannot be obtained for less).
	Engineer Government Tug	" 200	240	- without quarters or house allowance.
	Dhow Despatcher	" 100 without house allowance.	100	- do-
	Dockyard artisans			
	Carpenters	3 at Shs.260	3 at " 300	- without quarters of house allowance.
	"	2 " " 275	" " 275	
	"	1 " " 300	" " 250	
	Boilermakers			
	"	1 at Shs.250	1 at " 290	- do-
	"	" 200	" 240	- do-
	Fitter	" 260	" 300	- do-
	Turners	" 250	" 300	- do-
	"	" 240	" 280	- do-

Mr. Jewell 18.5.25

Mr. *Bowie 19/5*

Mr. Strachey

Mr. J. Shuckburgh

Mr. C. Davis

Mr. G. Grindle

Mr. J. Masterlon Smith

Mr. Ormsby-Gore

Mr. Amery

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*25313*

*Sc*

DOWNING STREET,

*20* May 1925

DRAFT.

THE SECRETARY,  
TREASURY.

Sir,

With reference to your letters E.10875

30859/23  
8757/24

of the 19th of June, 1923, and the 22nd of  
February, 1924, I am directed by Mr. Secretary  
Amery to transmit to you, to be laid before  
the Lords Commissioners of the Treasury, the  
accompanying copy of a Confidential despatch  
from the Officer Administering the Government  
of the Tanganyika Territory on the subject of  
the

C.A.G. T.T. Conf.  
21st March.



Jewell 18.5.25

*Bowie 19/5*

- r. Strachey.
- r. J. Shackburgh.
- r. C. Davis.
- r. G. Grindle.
- r. J. Masterton Smith.
- r. Ormsby-Gore.
- r. Amery.

C. D.
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O.A.G. T.T. Conf.

21st March.

the rates of pay of non-European (Asiatic) employees other than clerks, Sub-Assistant Surgeons, Compounders, and Railway employees.

2. The Acting Governor was requested in the Secretary of State's despatch of the 21st of June, 1923, to which reference is (30859/23) made in the enclosure, to submit proposals for dealing with the cases of such Asiatic officials other than clerks who were not at that time paid at rates corresponding to those of clerical grades. Mr. Amery is satisfied that the proposals put forward by Mr. Scott in his despatch in reply are equitable, and he ~~would~~ <sup>will</sup> be glad to receive Their Lordships' approval of the proposed new rates of pay.

I am, etc.

(Signed) J. FREDK. N. GREEN