

1925

E. AFRICA

KENYA

162

21286

DATE

7th April 1925.

REF

RE. 11 MAY 25

A. G. DENHAM.

CONF 49

CIRCULATION:-

Mr. Jeffries
Mr. Scrymgeour
Mr. B. G. ...
Mr. G. S. ...

TERMS OF SERVICE OF EUROPEAN OFFICERS.

Fwds copy of despatch from O.A.G., T.T., intimating that he is not prepared to support the Kenya recommendations regarding removal of anomalies. Expresses general adherence to Sir G. Archer's proposals. Comments further on certain features.

U.S. of S.

U.S. of S.

Secretary of State.

Previous Paper

MINUTES

lyn. 13700
S.O.
Nyas

The points at issue are discussed in the minutes on 53051/24 Kenya.

Although Uganda & Nyasaland are generally on the side of Kenya, & T.T. is against except on the point of the maximum for Administrative Officers, I think it is clear that

the 'weight for age' principle cannot be conceded. We should have to get the Treasury to agree & this would be extremely difficult with T.T. not supporting the proposal.

I doubt also whether the "married bonus" ^{can be removed} anomaly ^{anomaly} _{of} we have already pointed out that this anomaly will disappear entirely in a few years. The Gov (except T.T.) have

SKEA

Subsequent Paper

A. G. 28562 90.
Lavery

expressed decided opinions in favour of removing the anomaly but they have not brought forward any strong arguments which have not already been fully considered.

There remains the maximum of Administrative Officers, as to which there is general agreement that it should be increased; Uganda going further than any other Agency - This matter is being taken up I understand with the question of the local allowances.

MJ
14.5.25

We still await Uganda (as the non-European) and Tanganyika - see last despatches sent on 5.30.51/24.

We now know that the local Govts. don't like our proposals for a cost of living bonus, and we may find ourselves in for a general revision of salaries. If so

it is evidently undesirable to deal with the administrative staff alone.

? wait 2 months.

Noted

CJ 15.5.25

W.C.S. 15.5.25
15.5.25

above
MJ
16.5.25

KENYA.

No. 49.

CONFIDENTIAL.



GOVERNMENT HOUSE,
NAIROBI,
KENYA.

7th April, 1925.

21286
RE
R. 11 MAY 25

Sir,

With reference to your despatch Confidential

(3) of the 19th December and to your Confidential telegram of the 13th January, relative to the terms of Service of European Officers in this Colony, I have the honour to transmit a copy of a despatch which I have received from the Acting Governor of the Tanganyika Territory upon this subject.

2. It is observed that the Governors of the Uganda and Nyasaland Protectorates have made direct representations to you in favour of those made in Kenya Confidential despatch No.234 of the 8th October, and, while retaining the views expressed in that despatch as to the position, pay and prospects of the Service in general and of District and Assistant District Commissioners in particular, I desire at the outset to express a general adherence to Sir Geoffrey Archer's proposals and with him to suggest that the recent investigation of local conditions made by the Parliamentary Commission will be of the first importance.

3. It appears that some difficulty may be experienced in agreeing to the principle advocated in Kenya Confidential despatch No.234 of the 8th October of allowing officers to draw salaries on the revised scale

RIGHT HONOURABLE
LIEUTENANT COLONEL L.C.M.S. AMERY, P.C., M.P.,
SECRETARY OF STATE FOR THE COLONIES,
DOWNING STREET,
LONDON, S. W.

Tanganyika
Id. despatch
ed 31-12-24.

Jan 53051/24
Jan 1602/24

Jan 53051/24

Jan 53051/24

KENYA.

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7th April, 1925.

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Tanganyika
d. despatch
d 31-12-24.

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gnw 53057
24

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scale as if that scale had been in force when they joined the service. Should this difficulty be of a financial nature I may state that there is no intention of making the principle retrospective in its application. The whole cost of the proposal will be as stated in paragraph 4 of that despatch and in view of the recommendations made by the Governors concerned I trust that the anticipated difficulty will not be insuperable.

4. As regards the anomaly between the salaries drawn by married and single officers, this still exists, and if unrectified must continue until the officer married prior to the 1st April 1920 ceases to draw further increments by reason of reaching the maximum of his grade at a date in advance of an unmarried Officer senior to him in his grade or having the same date of appointment. It would however disappear almost at once if the principle proposed is adopted.

A cognate principle was approved locally in 1921 but its adoption was deferred owing to the financial situation in the Colony at the time - and ^{in this connection} I would refer to paragraph 3 of Kenya despatch No. 234 of October 8th last.

5. With regard to paragraph 3 of your despatch I would inform you that the Non-European Staff of this Administration would not be affected were a similar concession granted to them for the reason that it would only apply to officials who have not reached the maximum of their scales or who have not been promoted since the date from which the revised scales took effect. There is now no Asiatic or Native who was in the Civil Administration on March 31st 1920 and who has not reached on March 31st 1925 the maximum of his grade or who has not received promotion since that date; in fact I understand that some 98% of these have been so promoted.

6. In conclusion I trust that these observations, together with the recommendations which will, I hope, be made by Mr. Ormsby-Gore's Commission, will form sufficient grounds for a favourable decision on the points raised.

I have the honour to be,

Sir,

Your most obedient, humble servant,

J. B. Benham

ACTING GOVERNOR.

COPY.

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TANGANYIKA TERRITORY.

No. 0332/12.

CONFIDENTIAL.

GOVERNMENT HOUSE,

DAR-ES-SALAAM.

31st December, 1924.

Sir,

With reference to Mr. Denham's Confidential letter No. S/B.22019/1/62 of the 15th of October on the subject of the conditions of service in the Administration Branch of the Civil Service in Kenya Colony, I have the honour to inform Your Excellency that, in view of the different circumstances which attended the introduction of the Revised Conditions of Service in this Territory, I am not prepared to make a similar recommendation regarding the removal of anomalies.

2. If, however, the matter is referred to me by the Secretary of State, I am prepared to support the recommendation regarding the extension of the scale of salary of Administrative Officers First Grade.

I have the honour to be,

Sir,

Your Excellency's most obedient servant,

Sd/- JOHN SCOTT.

ACTING GOVERNOR.

HIS EXCELLENCY

THE GOVERNOR,

COLONY AND PROTECTORATE OF KENYA,

N A I R O B I .