

Circular

1925

Old

E. AFRICA
NYASALAND PROT.

C O
41028
8 SEP 25

From
Gen. Bowring 284

DATE
12th August

FOR CIRCULATION
Mr.
Mr.
Mr.
Asst. U.S. of S.
.....
.....
Permit U.S. of S.
Part U.S. of S.
Secretary of State.

*Calculation of Pensions for
Service under more than one 183
Government.*

Submit obsns. on

Circular 19th March 1925

Previous Paper

*O.A.C. 35653
30
1910*

MINUTES *written noted*

*Disposed of by Com. of Jan. 14th 1928
Part by Ltr. 24. 3. 28
at once*

Wait

Subsequent Paper

Mr. Dore
Mr. Bestwater

131

These are the E.A. Dependences
replies to the various despatches sent
as a result of the Plenum Committee's
Report.

It is perhaps unnecessary to
insist in detail at the moment
it will no doubt be considered
desirable to get together again
at an early date with a view
to drawing up an E.A. Plenum
Ordinance.

As soon as
the winter season
is over
17.9.

I understand that the
Palestine Ordinance is now
completed (including mixed series)
& copies are available.

CJF. 16.9.25.

GDW 17.9.25

General Dept.

We do not seem to have done
all the E.A. replies for history. Pl.
note of the end to S. R. A. Pl.
note at home off hand & take.

S.P.E.A.
Replies noted
P.R.
21/9/25

17.9.25

Nyasaland.

No. 284



C.O.
41028
GOVERNMENT HOUSE. 135
ZOMBA.
3 SEP 20
NYASALAND.

17th August, 1925.

Sir,

I have the honour to acknowledge the receipt of your despatch No.62 of the 13th March and of your Circular despatch of the 19th idem on the subject of the principles which should govern the application of the system of basing pension for service under more than one Government.

2. While this question was under consideration I received from Sir Donald Cameron a copy of his despatch to you No.358 of the 29th May in which the views of the Government of Tanganyika are expressed. With those views this Government is generally in sympathy. Since the system whereby all Colonial possessions would be regarded as one service for pension purposes and Officers wherever their service may have been would then receive pension on their final salary or on the average salary of the last three years of their service as the case may be, cannot be considered, the best alternative would be to adopt the scheme of pensions based on aggregate salary to which reference is made in the report of the Committee but without the necessity for reciprocity because, as Sir Donald Cameron points out, it is possible that some of the Governments concerned may not be willing to schedule other Governments. While many officers who may be offered transfer would probably accept even if service for pension were

not

The Right Honourable

Lieutenant-Colonel L.M.S. Amery, P.C., M.P.,

Secretary of State for the Colonies.

not continuous or based on aggregate salary there can be little doubt that the absence of either system must operate prejudicially to the Colonial Service generally and tend to restrict the choice of officers. So far as the officers themselves are concerned there is undoubtedly a very strong feeling that the system by which if an officer's whole service is spent in one Colony he receives pension on his final salary and does not do so if transferred is inequitable. Under the reciprocal scheme it is possible that two officers transferred from different Colonies to a third Colony may find themselves differently treated for pension purposes, and this must lead to unfortunate results. There can be little doubt that the Government which offers the best terms, including liberal pension privileges, will attract the best type of officers and obtain the best service. My Government is not prepared, however, to stand out of the scheme now being considered on the ground that some Governments may not be prepared to join.

3. I understand that arrangements have been made between the Governments of Fiji, British Honduras, Trinidad, Leeward Islands, Grenada, St. Lucia, St. Vincent, Jamaica, Mauritius, Seychelles and the Falkland Islands by which the service of officers who serve in these Colonies are continuous for pension purposes. I do not know which Colonies have entered into reciprocal relations with the Government of Mauritius for pension purposes under the provisions of the Mauritius Ordinance to which reference is made in the report of the Committee on Pensions and Passages. It would appear; however, that there will be at least
four.....

four different groups of Colonies under which pensions may be dealt with in future, viz (a) those in which service is continuous for pension purposes, (b) Colonies scheduled under the Mauritius scheme, (c) Colonies scheduled under the scheme now being considered, and (d) Colonies which do not enter into any reciprocal arrangement.

4. The suggestion in paragraph 5 of your Circular despatch of the 19th March that in framing a list of Governments with which Nyasaland would be prepared to reciprocate, regard should be had to the relative salary scales, has been very carefully considered in Executive Council. In regard to the East African dependencies little difficulty has been experienced in comparing the salary scales as these, and the other conditions of service, e.g., free quarters, passage allowances, are practically uniform, while to a large extent the same kind of work is performed by the same class of officer. Considerable difficulties arise however in comparing salaries of officers here with those of officers in Ceylon, Hong Kong, and the Straits Settlements for instance in which it is understood that officers are not usually granted free quarters and are required to provide themselves with houses. Rents vary no doubt and it is impossible to say what part of officers' salaries are expended on quarters.

5. The Executive Council are of the opinion that if the Protectorate is to obtain the services of the most suitable officers, whose experience in other parts of the Empire would be of the greatest advantage, it should co-operate to the fullest extent possible in any pension scheme and they doubt the wisdom of declining.....

declining to schedule a Government simply on the ground that that Government is not prepared to reciprocate, thereby penalising itself by narrowing its choice of officers. They would be prepared to schedule all Governments but if you are unable to approve of so wide a responsibility being incurred, it is suggested that all Governments, the climatic conditions of whose territories do not widely differ, might be scheduled, e.g.:

- ✓ Jamaica and Turks and Caicos Islands
- ✓ British Honduras
- ✓ " Guiana
- ✓ Trinidad and Tobago
- Windward Islands
- ✓ Leeward "
- Zanzibar
- Kenya
- Uganda
- Somaland
- Tanganyika Territory
- ✓ Ceylon
- ✓ Hong Kong
- ✓ Seychelles
- ✓ Fiji and the Western Pacific
- ✓ Iraq
- ✓ Palestine

In Sierra Leone, the Gambia, the Gold Coast Colony and Nigeria the climatic conditions are usually regarded as so unhealthy that special rates of pay and conditions of service apply. It may be considered that there are reasons why these territories should not be scheduled by Nyasaland.

In Bahamas, Barbados, Bermuda, Gibraltar, Malta, Cyprus and the Falkland Islands climatic conditions.....

conditions may be said to be the reverse of those in the West African Colonies and on the ground that these are temperate climates and that salaries are based to some considerable extent on these considerations and are therefore lower than those paid in the tropical Colonies, there may be reasons for excluding them from the Nyasaland schedule.

The position as regards Northern Rhodesia, Bechnanaland, Basutoland, and Swaziland is not clear but except as regards Basutoland which is generally understood to be a temperate climate, there appears to be no reason for excluding them from the Nyasaland schedule.

6. If the scheme is to be considered both as regards the advantages which may accrue to the Protectorate and to public officers, this Government would prefer to schedule all other Crown Colonies and Dependencies but if only those places in which conditions as regards scales of salary are more or less identical are to be scheduled it would appear that only the East African Colonies, Ceylon, Trinidad, British Guiana, Jamaica, the Straits Settlements and the Federated Malay States, and Hong Kong should be scheduled.

I have the honour to be,

Sir,

Your most obedient,
humble Servant,



G O V E R N O R .