

EAST ASIAN
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REC'D APR 20

44

O.A.C.
BORING 236

1920
6th March.

ASIATIC CLERKS OF MILTY AUDIT AND MILTY LABOUR CORPS.

1st previous Paper.
3602

Secy
The replies to his letters to Directors Miltly Audit and M.L.C. and Chief Paymaster E.A.P.C. with memo by Staff Capt E.A.H.P. Considered --- have been very well treated and think concessions prayed for should be refused.

Whom 24 11 May 20
Chrysones J.A. 16 Dec 20

In meeting for Secretary
Please see esp Major Colleson's report
I think there can be no doubt that the clerks have been very decently treated, and that no further payments should be made to them
On the other hand the award of the Government is in the name of the authorities and of all in attending the men as soldiers (which may have been expected) but I am sure was inevitable, and then in paying

20271

paying military gratuity to the

pay Corp. men and having to

recover this.

It is not clear, however, that
we need now go into this we have
satisfactory evidence that the men
have been well paid, and it does
not appear that they have earned
the pay.

It is not clear, however, that
the C.A.'s recommendations, and
request from the report the Committee
sent the Dept. is not appropriate
to refer with a view of the
local authorities.

() 35 20

... that ...
... I will ...
... certainly ...
... as the fact ...
... no right to any of the ...
... which they claim ...

Mr. [Name]

The [Name] Clerk, [Address]
[Address], [Address], [Address] 15
[Address], [Address], [Address] in [Address]
[Address] [Address] [Address]. My father

The [Name] Clerk of the [Address]
[Address], [Address], [Address] [Address]
[Address] [Address], [Address] [Address]
[Address] [Address] [Address] [Address] [Address]
[Address] [Address] [Address] [Address] [Address]
[Address] [Address] [Address] [Address] [Address]

I [Address] [Address] [Address] [Address] [Address]
[Address] [Address] [Address] [Address] [Address]

Oct. 6. 1920

at once
W. J. R.
11/2/20

5th March, 1920.

My Lord,

I
62967

I have the honour to acknowledge the receipt of Your Lordship's despatch No. 1231 of the 17th November last, transmitting a copy of a telegram from the Non-European Asiatic Clerks of the Military Audit Department and Military Labour Corps.

to AF. Chief
Master E.A.P.C.
d 9/1/20 with
enclosures

AG. Director
Military Audit
d 9/1/1920

Staff Captain
d 18/2/1920

Asst. Dir. of
Military Labour
d 1/1/1920

2. On receiving this despatch, I referred it to the Directors of Military Audit and the Military Labour Corps and to the Chief Paymaster, East Africa Pay Corps for favour of their remarks, and I now have the honour to enclose copies of the replies received from these officers, together with a copy of a Memorandum by the Staff Captain, East Africa Expeditionary Force.

3. In his report Major Collisson has dealt concisely with all the points raised in the telegram from the Non-European Clerks, and I agree with the opinion unanimously expressed that these clerks have been treated very liberally and received for the most part, far better remuneration than clerks of a similar grade in the civil service.

THE RIGHT HONOURABLE

VISCOUNT MILNER, P.C., G.C.B., G.C.M.G., &c. &c.

SECRETARY OF STATE FOR THE COLONIES,

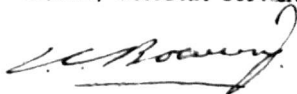
DOWNING STREET,

LONDON, S.W.

2

4. I consider these men's claims are not supported by evidences, and I have, therefore, to recommend that Your Lordship should refuse to grant any of the concessions prayed for.

I have the honour to be,
Your Lordship's
humble, obedient servant.



ACTING GOVERNOR.

Confidential

ENCLOSURES

Ref. No. S. 17/134/21
East Africa Pay Corps.
P. O. Box 231,
Nairobi, 9th January 1920

In Despatch No. 23 of 15.3.1920

From: Chief Paymaster, E.A.P.C.
To: The Hon'ble the Chief Secretary,
The Secretariat,
N a i r o b i.

48

Sir,

Reference your No. S. 1976/71 of 5th instant.
War Bonus.

For your information I have the honour to enclose copy of a memorandum on the question of Gratuity to Clerks, from General Headquarters No. AG/Pensions/53/604 dated 13th October 1919.

I further attach a list of rates of pay of the Clerks of the East Africa Pay Corps by which it will be seen that they are better paid than British M.C.C. who are on British Army Rates of pay and worked beside these Clerks, therefore I am of opinion ^{that} their grievance does not exist.

I may add that the Indian Clerks of the Pay Corps received their gratuity erroneously, but the amounts have since been recovered.

I have the honour to be,

Sir,

Your obedient servant,

(Sd) A. M. M.

Chief Paymaster, E.A.P.C.

Confidential

General Headquarters,
Nairobi.

13th October, 1919.

AG/Pensions/33-604.

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Chief Paymaster,
East Africa Pay Corps,
Nairobi.

Reference your No. S/117/5045/19 dated 10th October, 1919. I regret delay in answering your S/117/5045/19 dated 13/14th August, 1919, but I believe I made a verbal request for further information which I do not appear to have received yet. (complete list of payments). However, I do not consider it necessary to refer the question to the War Office.

A Non-European enlisted in a European Unit at the European rates of pay laid down for that Unit is eligible for the same privileges as the Europeans. But if he is drawing a special rate of pay, whether higher or lower than the European rate, he is ~~not~~ ineligible.

The non-European clerks in your Corps were, I understood from you, attested merely in order that you would have some held on them. They are not on Army rates of pay, (as laid down for the East Africa Protectorate Forces), but on special monthly rate which are laid down for non-European clerks. Moreover there is no establishment for Privates in your Corps. They are therefore, ineligible, and any gratuity or bonus which has been paid should be recovered. As regards concessions they come under Force Orders 28 and 32 of 1919.

I might point out that the question of gratuity to non-European clerks who had been attested has been discussed several times with yourself and the Heads of the Audit and M.L.C. in my office - particularly at the Conference which resulted in Force Order No. 32 of 1919, and it has always been decided that they were ineligible.

(Signed) J.L. Kenny.

Major,
Staff Captain, E. Afr. Exped. Force.

Copy to:- the Director of Military Audit

List of Rates of Pay of the Clerks of the
East Africa Pay Corps.

Lenon E. V. S.	Rs. 300/- per mensem.
Koppiker V. N.	" 285/- "
Mistri B. F.	" 275/- "
Dhanraj Khanna.	" 265/- "
Moronia T. F.	" 250/- "
Jairam Das.	" 240/- "
Rama Rao.	" 200/- "
Tara Singh.	" 190/- "
Basant Singh.	" 180/- "

Nairobi.
9th January 1920.
(P.O.Box No. 20).

CONFIDENTIAL.

51

Hon. Chief Secretary,

Nairobi,

Your 19786/71 dated 5 January 1920.

Pay etc. of Locally-engaged Military Clerks.

This matter has been the subject of frequent discussion between the military authorities and this office and, as regards the Military Audit Clerks, I consider that they have been treated with every reasonable generosity.

They claim apparently (1) War Bonus (2) Gratuity (3) House Allowance (4) Clothing and Equipment (5) Passages to India. On these I have the following remarks to make:-

War Bonus.

These clerks were engaged at higher initial rates of pay and received more frequent increments than would have been the case had they been ordinary members of the Civil Service. In addition, they were granted an allowance of Rs. 30/- a month from 1 April 1919 to cover the increased cost of living, subject only to their signing on for another year. It would not therefore be equitable to grant them the concessions of the Lascelles' Report.

Gratuity.

Not being on Army rates of pay (as laid down for the East Africa Protectorate Forces) but on special monthly rates which are laid down for Non-European clerks they are not entitled to a gratuity under the Royal Warrant as reproduced in G.R.O. 20 of 1919.

It was on a query from this Department, supported by

(2).

a ruling of the General Officer Commanding that the bonuses and gratuities already paid to East Africa Pay Corps clerks were refunded.

House Allowance.

Accommodation was available, and made use of, for clerks during the operations.

Clothing and Equipment.

As uniform and equipment were not considered necessary for these clerks the question of an allowance has not arisen.

Passages to India

These clerks being locally engaged, no responsibility devolves on this Department to repatriate them and this is clearly laid down in Force Order 28 of 1919. It is true that while military transports were running between East Africa and India passages were occasionally secured, as an indulgence, for clerks proceeding to India but these transports have long ceased to run and the indulgence cannot therefore now be granted.

Leave.

Leave is granted under certain conditions to clerks discharged after 11 November 1918, 36 months being the maximum period allowed to count for such leave.

In order to compare the emoluments of the petitioning clerks and those of full Civil Service clerks I append details of the emoluments drawn by a senior clerk, a middle and the most junior clerk now serving in this Department.

One Man

Appointed 19.1.15 on Rs. 80/- p.m., has been given 11 increments in 5 years years, and now receives Rs. 210/- p.m. plus

(3).

plus Rs.30/- allowance; total Rs.240/-.

This clerk has accepted a post in the German East Africa Civil Service at Rs.160/- p.m. plus Rs.22/- allowance; total Rs.182/-.

Purohit.

Appointed 8.7.15 at Rs.70/- p.m., has been given 3 increments in 4 years, and now receives Rs.135/- plus Rs.30/- allowance; total Rs.165/-.

This clerk might possibly in the Civil Service be drawing a salary of Rs.135/- plus Rs.49/- allowance; total Rs.184/-; but this is conjecture.

Martin.

Appointed 30.12.18 at Rs.100/- p.m., has received 2 increments since and now receives Rs.110/- plus Rs.30/-; total Rs.140/-.

This clerk has applied for a 5th grade clerkship at Rs.55/- plus Rs.50/- allowance total Rs.115/-.

The above comparison will, I think, show that the Military Audit clerks have been treated very liberally.

(Sd) P. L. Collinson.

ACTING MEMBER OF MILITARY AUDIT.

AG/Penn/33/616

NAIROBI

18th February 1920

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To, The Hon'ble the Chief Secretary to the Government,
East Africa Protectorate,
Nairobi.

MEMORANDUM

Reference your Memo: No.8.19786/1, dated 5/1/20, addressed to the Director of Military Audit, Director of Military Labour and the Chief Paymaster, East Africa Pay Corps., on the subject of gratuity, &c., to Non-European clerks employed in Military Departments I forward herewith the report by the Asst: Director of Military Labour. I understand you have already received the report by the Director of Military Audit and the Chief Paymaster, East Africa Pay Corps, direct.

I entirely agree with all three reports. The men in question are very highly paid and, in my opinion, the State has not received a reasonable return for their money. In fact in either 1915 or 1916 the Secretariat represented to the Military Authorities that the high rates paid was causing discontent among the Non-European clerks employed by the Protectorate Government and also that difficulty was consequently being experienced in obtaining men for Civil work

They are clearly not entitled to any of the privileges granted the European soldiers - they being purely locally engaged civilians employed to augment the establishments of certain Military Departments.

I strongly recommend that no further concessions be granted, as they have received every consideration and been given most liberal treatment.

(Sgd) J. L. Kenny.

Major.

Staff Captain, East African Expeditionary Force.

I am in receipt of your memorandum No. S.19786, enclosing copy of despatch from the Secretary of State for the Colonies concerning Non-European and Asiatic Clerks of this Department, and asking for a report on their petition for increased concessions.

2. I have the following observations to make: In the first place, the engagement and discharge of all locally engaged Asiatic Clerks in Military employment came under this Department, see General Routine Order 581 of 1918, and the Director of Military Labour was responsible for the drafting of all the regulations concerning the employment of clerks, grades, rates of wages, increments etc., in the Annexure to that G.R.O.

3. On the 11th November 1918, 84 locally engaged Asiatic Clerks were employed in the Military Labour and Political Department, and many others were engaged in the various branches of the Department.

4. The average monthly wages of the locally engaged clerks employed by this Department on the 11th November 1918, was Rs.147/50. Clerks with service varying from Rs.160/- to Rs.200/- per month, depending on length of service. I should say that the monthly wage of a clerk with 3 years service was Rs.160/-, which was a consolidated rate, and no allowances were given for clothing, equipment or quarters, though, as a matter of fact, the cost of these items was met out of the campaign in Conquered Territory quarters were provided for them.

5. The Labour and Political Clerk from India received Rs.90/- per mensem with rations, quarters and equipment. The value of Indian rations was assessed at Rs.15/- per mensem, so that comparing the two classes of clerks, the locally engaged one had much better terms than those engaged in India.

6. When the question of war bonuses, gratuities etc. came up, claims were made by locally engaged clerks for all the privileges granted the European soldier. The matter was the subject of a conference between General Headquarters and the various Heads of Departments. All grievances and petitions by these clerks were brought forward and thoroughly investigated and discussed.

7. It was decided to give leave to those who were discharged after the 11th November 1918, with a maximum of 67 days for 3 years service at full rates of pay to all locally engaged clerks.

8. It was further decided to grant an amount of Rs.30/- per mensem to cover the increased cost of living to each locally engaged clerk who re-engaged from the 1st April for a further period of service.

I consider the concessions then made ample and generous, and I strongly deprecate any further concessions.

9. I do not know the salaries given by the Civil Government to Clerks, but I do know that the Military Authorities paid a much higher rate than the current civil one, and many clerks who have been employed by the Military Labour Corps have left the service of the military to take up appointments under the civil Government at a much reduced salary. I agree that temporary employment is in its nature apt to be remunerated at a higher rate than permanent employment.

10. The only comparison I wish to make is that of the Clerk with 3 years service, and the European trooper or soldier of the East African Protectorate Forces, with the same service.

The pay of a European trooper or soldier is	=	Rs. 120 per mensem
Rs. 4/- per diem	=	Rs. 120 per mensem
he received rations valued	=	Rs. 45 -do-
at Rs. 1/50 per diem	=	Rs. 165

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He also received equipment and quarters. The Asiatic clerk received after 3 years service

Average monthly salary Rs. 180.

and quarters (except at Nairobi)

In the European case he is entitled to gratuity of

£ 5 first year's service	
£ 5 second	-do-
£ 5	

17. X 15 = Rs. 225.

together with a war bonus of 7 days pay for each completed 3 months service since October 1st 1917: that is 28 days per year = Rs. 132.

The Asiatic Clerk after 3 years service receives leave pay of 57 days instead of gratuity which, in the case I have stated = Rs. 342 against the Europeans gratuity of Rs. 225/-, and should he qualify for War Bonuses, he receives Rs. 30/- per mensem or Rs. 360/- per annum instead of Rs. 132/- as given to the Europeans.

11 From the foregoing it will be seen that the Asiatic Clerk has, in my opinion, been treated most liberally, and is I consider the most expensive kind of labour that could be employed. With very few exceptions, their work is not anywhere near the standard of European work, in fact in the Pay Department of the Military Labour Corps, I found that the work done by the majority of Asiatic clerks was of such an inaccurate nature that it was imperative to replace them by Europeans, and only use these clerks for typing and filing.

I consider that the treatment meted out to these clerks has been throughout most generous, and I strongly urge that no further concessions should be granted.

(Sgd) J. H. Leonard.

Major
Asst. Director of Military Stores

Honourable,
The Chief Secretary,
Nairobi.
Through the Officer Commanding, East African Expeditionary Forces.
NAIROBI

4/20/20 of 20
P.A.P.

~~57~~ 57

~~May 11~~ May 11 1920

Dear Sir,

DRAFT.

H.P.
No. 644
A.G.

I have to ask
the receipt of your copy
No 236 of the 5th of

MINUTE.

- Mr. J. J. ...
- Mr. ...
- Mr. ...
- Mr. ...
- Mr. ...
- Mr. ...
- Mr. ...
- Mr. ...

March in which you
report on the complaints
made by the
available class of the
P.A.P. Corp. the P.A.P.
Audit Dept. and
Military Labour Corps,
with regard to their
pay

pay and ^{arbitration} ~~parties~~

I concur in the views
expressed in your despatch,
and I shall be glad if
you will cause the clerks
in question to be informed
that I am not prepared
to interfere with the
decision of the Post authorities
in regard to the matter,
on which they have advised

and

Yours faithfully,
Wm. H. Miller

Wm. H. Miller