

1921

1921

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SUBJECT

LICENSING OF ASSISTANTS & SURGEONS

Considers continuance of a licence to practice medicine by unqualified assistant and assistant surgeons after retirement from the service is a ~~serious~~ ~~prejudicial~~ ~~urgency~~ ~~necessity~~ of ~~improving~~ ~~the~~ ~~conditions~~ ~~of~~ ~~service~~ in order to attract qualified registered persons.

Eastertide Smith

March 1921

Previous

Pa
1906

333/205

MINUTES

The proposed amendment is now a sanction ordinance so that it is rather late to cut it out.

But I think the argument in the second para on the ...

... taken up by ...

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I acknowledge ...

1921

Paragraph 8

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APPENDIX A

1935-36 FISCAL YEAR

		Provident Fund Interest at the rate of	On Proposed reduction of 25 paid out.
	Cts		Cts.
10th year	50		45
11th year	60		55
12th year	70		65
13th year	80		75
14th year	90		85
15th year	100		95
16th year	110		105
17th year	120		115
18th year	130		125
19th year	140		135
20th year	150		145
21st year	160		155
22nd year	170		165
23rd year	180		175
24th year	190		185
25th year	200		195
26th year	210		205
27th year	220		215
28th year	230		225
29th year	240		235
30th year	250		245
31st year	260		255
32nd year	270		265
33rd year	280		275
34th year	290		285
35th year	300		295
36th year	310		305
37th year	320		315
38th year	330		325
39th year	340		335
40th year	350		345
41st year	360		355
42nd year	370		365
43rd year	380		375
44th year	390		385
45th year	400		395
46th year	410		405
47th year	420		415
48th year	430		425
49th year	440		435
50th year	450		445
51st year	460		455
52nd year	470		465
53rd year	480		475
54th year	490		485
55th year	500		495
56th year	510		505
57th year	520		515
58th year	530		525
59th year	540		535
60th year	550		545
61st year	560		555
62nd year	570		565
63rd year	580		575
64th year	590		585
65th year	600		595
66th year	610		605
67th year	620		615
68th year	630		625
69th year	640		635
70th year	650		645
71st year	660		655
72nd year	670		665
73rd year	680		675
74th year	690		685
75th year	700		695
76th year	710		705
77th year	720		715
78th year	730		725
79th year	740		735
80th year	750		745
81st year	760		755
82nd year	770		765
83rd year	780		775
84th year	790		785
85th year	800		795
86th year	810		805
87th year	820		815
88th year	830		825
89th year	840		835
90th year	850		845
91st year	860		855
92nd year	870		865
93rd year	880		875
94th year	890		885
95th year	900		895
96th year	910		905
97th year	920		915
98th year	930		925
99th year	940		935
100th year	950		945

European Staff.

Pre-revision scales

with War Bonus

Scale for Bonus

Re. Bonus

Pre-revision

scales without

War Bonus

Re. Bonus

90

120

150

180

210

240

270

300

160

170

220

235

245

in present
Parliament

(Military
Investment)

205

100

267

250

245

No fixed

increments.

None granted.

216

31

126

158

228

312

50

All the posts of which the revised salaries were less advantageous than the old rates of War Bonus which were sanctioned at the present time will be investigated by a Special Commission sent from Home and the circumstances may be ascertained. If the present proposal is given effect to they will be on a much lower level than the present scale. It will be impossible to maintain an existence on these.

IN PROGRESS

DEAR

Clare

Present Salary

124	125	126	127	128	129	130	131	132	133	134	135	136	137	138	139	140	141	142	143	144	145	146	147	148	149	150	151	152	153	154	155	156	157	158	159	160	161	162	163	164	165	166	167	168	169	170	171	172	173	174	175	176	177	178	179	180	181	182	183	184	185	186	187	188	189	190	191	192	193	194	195	196	197	198	199	200
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APPENDIX XVII.

Scale of Bonus granted by the Government of State on the
completion of 10 years of service. For the purpose of this
Circular, the following rates shall apply:

Up to Rs. 500	5%
Rs. 500 to Rs. 1,000	7%
Rs. 1,000 to Rs. 2,000	10%
Rs. 2,000 to Rs. 3,000	12%
Rs. 3,000 to Rs. 4,000	15%
Rs. 4,000 to Rs. 5,000	18%
Rs. 5,000 to Rs. 6,000	20%
Rs. 6,000 to Rs. 7,000	22%
Rs. 7,000 to Rs. 8,000	25%
Rs. 8,000 to Rs. 9,000	28%
Rs. 9,000 to Rs. 10,000	30%
Rs. 10,000 to Rs. 12,000	35%
Rs. 12,000 to Rs. 15,000	40%
Rs. 15,000 to Rs. 20,000	45%
Rs. 20,000 to Rs. 25,000	50%
Rs. 25,000 to Rs. 30,000	55%
Rs. 30,000 to Rs. 40,000	60%
Rs. 40,000 to Rs. 50,000	65%
Rs. 50,000 to Rs. 60,000	70%
Rs. 60,000 to Rs. 70,000	75%
Rs. 70,000 to Rs. 80,000	80%
Rs. 80,000 to Rs. 90,000	85%
Rs. 90,000 to Rs. 1,00,000	90%
Rs. 1,00,000 and above	95%

The maximum of Bonus shall not exceed Rs. 131, whereas Asian
employees shall be entitled to a maximum of Rs. 100.

COMPARATIVE TABLE SHOWING SCALES OF SALARIES IN FLORINS OF EUROPEAN AND ASIAN CLERKS

ASIAN CLERKS

ASIAN CLERKS		EUROPEAN CLERKS 2250 to 2400				OFFICERS/ADMINISTRATORS (EUROPEAN) 2500 to 3000			
Florin Salaries		Florin salaries with 25 per cent local allowance		Florin salaries with cut local allowance		Florin salaries with 25 per cent local allowance		Florin salaries without local allowance	
		Salary	Difference	Salary	Difference	Salary	Difference	Salary	Difference
		Plus	Minus	Plus	Minus	Plus	Minus	Plus	Minus
Min.	IV Grade Fls. 75	260-42	185	-	208-38	138			
	Max.	120	416-67	297	-	338-38	118		
Min.	III Grade F	125	260-42	125	-	208-38	61		
	Max.	180	416-67	237	-	338-38	168		
Min.	II Grade	190	260-42	70	-	208-38	1		
	Max.	255	416-67	161	-	338-38	78		
Min.	I Grade	300	260-42	39	-	208-38	52	496-67	157
	Max.	No fixed increments (no increments granted since 1920)	416-67	157	-	338-38	78	520-88	261

There is a fairly large difference between the salaries of European and Asian Clerks in this category even if the local allowance has totally disappeared. A Junior European Clerk gets more than Asian Second Grade Clerk.

A newly promoted European Clerk (3rd grade) gets the same salary as a 1st Grade Asian Clerk who should have at least sixteen years service to his credit. If the local allowance has totally disappeared he will get Fls. 52 less than a 1st Grade Clerk. It is only an Administrative Cadet may conceivably get more than his European Clerk. Service should also be taken into consideration. It must be borne in mind that whereas the European is just starting on a career which might lead him to the highest position in the service, the Asian has reached the zenith of his ambition in the service. A fair comparison would be between the 1st Grade Officer.

Corresponding to the Junior European Clerk is the Asian Clerk at sixteen years service in the respective grade. In the respective grades it should be noted that the salary will be produced when it reaches the same level.

Asian 1st Grade Clerks promoted in April, 1920, are actually drawing Fls. 282/- p.m. owing to absorption of bonus. There are about six clerks who are drawing over Fls. 300 p.m. This is due to the fact that the old maximum was Rs. 300/- and the clerks had already attained their maximum when the war bonus was added to their salaries. The amount over Fls. 300/- is given as non-pensionable allowance.

COMPARATIVE TABLE SHOWING SCALES OF SALARIES IN FLORINS OF EUROPEAN AND ASIAN CATEGORIES

ASIAN CLERKS		EUROPEAN CLERKS 2250 to 2400				OFFICIALS/ADMINISTRATORS (EUROPEAN) 2500 to 3000			
Florin Salaries		Florin salaries with 25 per cent local allowance		Florin salaries with 25 per cent local allowance		Florin salaries with 25 per cent local allowance		Florin salaries without local allowance	
		Salary	Difference	Salary	Difference	Salary	Difference	Salary	Difference
		Plus	Minus	Plus	Minus	Plus	Minus	Plus	Minus
Min.	IV Grade Fls. 75	280-42	135	-	208-38	133			
	Max.	120	416-67	297	-	333-83	118		
Min.	III Grade F 125	280-42	125	-	208-38	61			
	Max.	180	416-67	237	-	333-83	158		
Min.	II Grade 190	280-42	70	-	208-38	11			
	Max.	255	416-67	161	-	333-83	78		
Min.	I Grade 300	280-42	118	-	208-38	52	416-67	157	-
Max.	No fixed increments (no increments graded since 1920)	416-67	157	-	333-83	73	520-88	261	-

There is a fairly large difference between the salaries of European and Asian Clerks in this category even if the local allowance has totally disappeared. A Junior European Clerk gets more than Asian Second Grade Clerk.

A newly promoted European (Asian will get the same salary as a 1st Grade Asian Clerk who should have at least eighteen years service to his credit) if the local allowance has totally disappeared he will get Fls. 52 less than a 1st Grade Clerk. Needless to say Administrative Cadet may conceivably get more than his European Clerk. Service should also be taken into consideration. It must be borne in mind that whereas the European is just starting on a career which might lead him to the highest position in the service, the Asian has reached the summit of his ambition in the service. A fair comparison would be between the 1st Grade Asian Office Clerk and the 1st Grade European Office Clerk.

depending to whom junior of the European being less a deduction of sixteen to be attained respectively in the of which it should be provided as soon as reach the

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European Clerks

	Pre-war	Present	Increase	Decrease
Maximum	\$150	\$250	100 - 67%	
Maximum	\$250	\$400	150 - 60%	
Minimum	\$250	\$400	150 - 60%	
Maximum	\$400	\$500	100 - 25%	

Non-European Clerks

	Pre-war	Present	Increase	Decrease
Minimum	Rs. 90	Rs. 70		20 - 22%
Maximum	Rs. 100	Rs. 100		
Minimum	Rs. 150	Rs. 190	25 - 15%	
Maximum	Rs. 220	Rs. 25		25 - 15%
Minimum	Rs. 235	Rs. 260		
Maximum	Rs. 300, no fixed max.	Rs. 100, no fixed max.		40 - 13%

19. **PERMANENT CIVIL SERVICE COMMISSION.** The question whether the Commission should be set up to deal with matters relating to service in one which the Secretary of State can only consider in relation to the Civil Service generally. His Lordship is not prepared to take up the question at present.

20. **STORAGE OF FURNITURE.** The Secretary of State has no objection to the suggestion that at home should be arranged by the Public Works Department in which officers effects can be stored while they are on leave on condition that payment is made by officials who use this method of storing their effects. It is hoped that it will be possible to make such provision in due course but there are at present no funds available for meeting the necessary accommodation.

21. **TRANSFERS.** The Secretary of State hopes that it may be found possible to bring East and West Africa into closer relation as regards the reckoning of service as continuous for pension purposes in the case of officers transferred from one to the other. He does not, however, see any prospect at present of being able to extend such an arrangement outside Tropical Africa.

22. **TRAVELLING ALLOWANCES.** The Travelling Allowances already laid down will remain in force with the following additional privileges:

Official who is travelling on duty has to stay in a town in which there is a hotel will be granted reasonable hotel expenses instead of the ordinary travelling allowance. Such claims must be supported by vouchers. This will come into effect from the 1st of August, 1920.

23. **TRAVELLING ALLOWANCES.** will be continued as from the 1st of April, 1920.

24. **TRAVELLING ALLOWANCES.** may now be submitted and should be accompanied by a receipt for the revised salary. In the case of duty allowance attached to the 32nd of March, 1920, should be paid. In the case of officers with aggregate emoluments exceeding the maximum of the scale, should be charged to the Emoluments.

C. E. SPENCER,
for Chief Secretary to Government.

Note:—The following questions have been noted for reference to the Secretary of State:

AGE OF RETIREMENT. Does service outside the Colony count as part of the 20 years for retirement?

APPLICATION OF NEW SCALE OF PAY

If an officer has received any increase in his salary or War Bonus since the 1st of March, 1920, (or any other date which has been notified since that date) which is not covered by the new scale of salary or compensating allowance (because the emoluments of that date are adopted for purposes of calculating the new salary), will his emoluments be reduced? Pending instructions on this point the terms of the new scale will be called for in the meantime.

Increment on the new scale to be made on the same date as those which they were due on the old scale, except in such cases as come under paragraph 6 above, or when the actual increase in the new rate of salary as on April 1st over the aggregate emoluments on the 31st of March is not less than the normal increment of the new scale when April 1st will be the future incremental date and in the latter case the increment will be drawn on April 1st, 1921.

1. DISTINCTION BETWEEN FIRST AND SECOND CLASS OFFICERS. The distinction in rank and appointments will be abolished. The class of passage to which an officer is appointed will be the nature of his employment and otherwise as a general rule all European officers will be on the same footing. A list showing all the appointments for the year 1921 has been prepared and is being prepared for submission to the Secretary of State. Officers who will be promoted in the course of the year will be promoted in the meantime the existing practice will continue.

2. DUTY ALLOWANCES. Duty Allowances will be abolished on the introduction of a new scale of pay for the various grades of officers, such as Chairman of the Arbitration Board, Assistant Estates Duties, etc. A list of which will be published later.

3. PAYMENTS OF LEAVE OR GRANT TO OFFICERS. At present, an official who is absent on leave or on grant of pay is placed on half pay for a period of 12 months. It is proposed to reduce this to 6 months. A further reduction to 3 months is being considered. A further reduction to 3 months is being considered. A further reduction to 3 months is being considered.

4. EXTENSION OF LEAVE OR GRANT TO OFFICERS. The maximum period of leave or grant to be granted to an officer shall be 12 months. It is proposed to reduce this to 6 months. A further reduction to 3 months is being considered. A further reduction to 3 months is being considered.

5. EXTENSION OF LEAVE OR GRANT TO OFFICERS. The maximum period of leave or grant to be granted to an officer shall be 12 months. It is proposed to reduce this to 6 months. A further reduction to 3 months is being considered. A further reduction to 3 months is being considered.

6. EDUCATIONAL FACILITIES. It is proposed to provide educational facilities for the children of officers. This will be done by providing a grant to the parents of officers for the education of their children. The grant will be based on the number of children and the educational facilities available.

7. FURNITURE. It is proposed to provide furniture for the homes of officers. This will be done by providing a grant to the parents of officers for the purchase of furniture. The grant will be based on the number of children and the educational facilities available.

8. GRADING. This system, which is described in Part II of the Civil Service Commissioners' Report, is designed to provide officers with an adequate income without having to await the occurrence of a promotion. They must, however, understand that this advancement will not take the form of a salary increase, but will depend upon their performing their duties. Dividing him between one grade and the next will be in the nature of a promotion.

The points in the scale at which these steps occur in the different Departments are as follows:-

Administrative Officers	3000
Assistant Secretaries	2500
Assistant Secretaries	2000
Medical Officers (Class 1)	1500
Assistant Secretaries (Class 2)	1000
Assistant Secretaries (Class 3)	500
Assistant Secretaries (Class 4)	0
Assistant Secretaries (Class 5)	0
Assistant Secretaries (Class 6)	0
Assistant Secretaries (Class 7)	0
Assistant Secretaries (Class 8)	0
Assistant Secretaries (Class 9)	0
Assistant Secretaries (Class 10)	0
Assistant Secretaries (Class 11)	0
Assistant Secretaries (Class 12)	0
Assistant Secretaries (Class 13)	0
Assistant Secretaries (Class 14)	0
Assistant Secretaries (Class 15)	0
Assistant Secretaries (Class 16)	0
Assistant Secretaries (Class 17)	0
Assistant Secretaries (Class 18)	0
Assistant Secretaries (Class 19)	0
Assistant Secretaries (Class 20)	0
Assistant Secretaries (Class 21)	0
Assistant Secretaries (Class 22)	0
Assistant Secretaries (Class 23)	0
Assistant Secretaries (Class 24)	0
Assistant Secretaries (Class 25)	0
Assistant Secretaries (Class 26)	0
Assistant Secretaries (Class 27)	0
Assistant Secretaries (Class 28)	0
Assistant Secretaries (Class 29)	0
Assistant Secretaries (Class 30)	0

9. ALLOWANCE. In place of the present allowance for the maintenance of a family, a new allowance will be provided. This will be based on the number of children and the educational facilities available. The grant will be based on the number of children and the educational facilities available.

10. HOUSEHOLD EXPENSES. A new allowance will be provided for the household expenses of officers. This will be based on the number of children and the educational facilities available. The grant will be based on the number of children and the educational facilities available.

11. TRAVEL ALLOWANCE. A new allowance will be provided for the travel expenses of officers. This will be based on the number of children and the educational facilities available. The grant will be based on the number of children and the educational facilities available.

12. MEDICAL TREATMENT IN AFRICA. It is proposed to provide medical treatment for officers in Africa. This will be done by providing a grant to the parents of officers for the medical treatment of their children. The grant will be based on the number of children and the educational facilities available.

13. RECORDS. It is proposed to provide records for the homes of officers. This will be done by providing a grant to the parents of officers for the purchase of records. The grant will be based on the number of children and the educational facilities available.

14. MEDICAL TREATMENT IN AFRICA. It is proposed to provide medical treatment for officers in Africa. This will be done by providing a grant to the parents of officers for the medical treatment of their children. The grant will be based on the number of children and the educational facilities available.

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14th June 1952.

Sir,

We have the honour to acknowledge the receipt of your letter No. 19/92/21/17 of yesterday's date conveying to us the decision of the Government on the recommendation from the Economic and Financial Committee in favour of the selection of Asian Staff salaries.

The matter was placed before the Joint Meeting of the Executive and the Railway Staff Association has appointed a Deputation consisting of the Chief and two representatives each of the Government and the Railway Asian Services to wait on His Excellency the Governor as desired and to place before him the resolution of the Executive and the Railway Staff Association with any information that may be desired.

3. We trust that in the meanwhile information on the subject will be sent to the State.

4. We would request you to be good enough to let us know when it will be convenient for His Excellency to see the deputation.

Yours faithfully,

S/- A. D. M. (S)
President,
Kenya Asian Civil Service Association.

S/- Alla Eaken
President,
Railway Asiatic Union.

For File
Colonial Secretary
N.S.P.

12
San Juan, 1944.

It is the honor to acknowledge the receipt of your letter of 10/14/44 regarding the proposed resolution submitted by the Government for the Economic and Financial Committee in regard to re-adjustment of Latin Staff salaries on a parity basis and to advise you that the same is being considered by the staff for the consideration of you to the

2. The proposed salary is a virtual reduction of our substantive salaries by one third and addition of 25% local allowance on the same basis and conditions as the European staff.

3. Unfortunately there is hardly any time available to place this concrete proposal before the General Body before the Executive Council meets. However, the views of the staff on the general question are contained in the Resolution of the Mass Meeting which we understand has been passed to you for His Excellency for disposal.

4. In the circumstances we shall be grateful if you will be good enough to let us know the decision of the Government by the letter, as we wish that in case the proposal is recommended to the Secretary of State either in its present or modified form, our views on the matter may be placed before him at the same time.

I have the honor to be,

Your obedient servant,

With reference to the letter from the Private Secretary to His Excellency to the resolution of the joint session of the Uganda Council and the Government have understood have been raised to His Excellency the grateful thanks of both the Government and the Uganda Council be communicated with us soon the Government.

2. This announcement gave us a situation which is satisfactory. We do not wish to conceal that the assurance is important decided by the extreme gravity in the resolution. It has not necessary confidence and peace taken from any other our Government suffer.

4. The situation has been owing circumstances and leading to the Commission we had the subject of the local facts and figures were the other necessary

necessary

o. i.

PUBLIC RECORDS OFFICE LONDON

We have the honour to request your
following matter before His Excellency
sympathetic considerations.

In consequence of an announcement which
papers to the effect that the Milanese and
had under their serious consideration the
staff salaries, the Asian officials have
lessness and a general suspense which
ciency.

In order to express the views and
ect a Mass Meeting, the Government
his service was... Italian Institute
t, at which almost... of both
represent, and the attaché...
e to the Secretary of...
Colonial.

The Resolution is quite...
other comments are called for...
US.

The object in submitting it...
ascertain if His Excellency would be pleased to give the assu-
sought for therein.

The Asian Staff recall with deep gratitude the kind words of
solation of their work which His Excellency was pleased to ex-
in the last October Session of the Legislative Council when
out the repeated and prejudiced moves to cut down the
of the Asian staff. The kind solicitude shown by His
to that and other occasions should have been a...
ante that no such injustice was now contemplated by the...
But the announcement in the Press in conjunction with the...
circumstances would appear to lend colour to the rumours circ-
of the Town that reduction in Asian Staff salaries is...
to owing to the financial condition of the Colony.

Staff are fully alive to the critical position in which the
find itself at the present moment, but they also feel that
country wishes to retain their services. It is not inapt
and fair that they should be given a living wage. At present
they are drawing hardly sufficient to enable them to make ends
and there is absolutely no margin whatever for any reduction.
It is impossible for us to convey to His Excellency the feelings
staff when it is suggested that Asian Officials are to have
salaries and commissions are drawn from the salaries of the Bur-
dicial without regard to the... years of service put in
so the hardships many of the senior officials had to undergo when
country was young and few Europeans being sent out to serve under
conditions incidental to the... new country.

The situation engendered among the staff by the disconcerting news
of permanent salaries, involving as it does a breach
of an agreement, is so critical that the assurance solicited is most urgent
in order to restore that measure of confidence and peace
which are absolutely necessary for the staff to be able to car-
out their duties with that traditional zeal and efficiency which
the appreciation of His Excellency.

Secretary,
His Excellency the Governor.

33. Indeed, for the higher ranks of the to the highest position.

34. As a clerk, or in lower grades, increments are small, and being limited in number, promotion is painfully slow.

35. It is a discouraging thing to note that many higher subordinate posts are occupied by Asians are being gradually supplanted and filled by Europeans on the upward movement. It is a plea that no Asians can be found to fill them. When other Asian officials acting in those very posts have been highly recommended for Acting Allowance on the grounds of ability and efficiency. Another specific plea advanced is 'strangely enough economy', while highly responsible officials have admitted that European officials cost twice as much as Asians and difference in efficiency is not at all against Asians.

36. In view of the above circumstances there is with it is possible for the Asian to reach their present salaries which some of them have attained after 15 or 20 years of long years hard work and patience. Further, the Asian, however competent he may be, is always confined to subordinate rank of non-clerical appointments. After 15 or 20 years' service he gets promoted to the rank of Office Superintendent or other higher appointment. It is, therefore, patent that the higher appointments of the Service are the preserve of the Europeans, the Asian is confined to mere subordinate appointments on low salaries.

37. We submit a table showing the effect of the proposed scales of salaries of the Service until the present proposal intends to bring them to such a point that Asians cannot surpass them. They have attained their present salaries of Rs. 255 and 260 p.m. after a period ranging from 20 years' service, and can be promoted to posts that nearly all of them are qualified to fill. To support the proposal, it is pointed out that the present scales of salaries are such that they are not only low but also, in some cases, are not commensurate with the work done. It is also pointed out that the present scales of salaries are not only low but also, in some cases, are not commensurate with the work done. It is also pointed out that the present scales of salaries are not only low but also, in some cases, are not commensurate with the work done.



KENYA ASIAN CIVIL SERVICE ASSOCIATION 38122

C.O.
Rec'd
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P.O. Box 441

Minister

6th July, 1922.

1922.

Kenya Asian Civil Service Association
with its compliments to the Right Honourable
Secretary of State for the Colonies and would
venture to submit for your consideration the attached
copy of the Memorial on the proposed reduction of
salaries. The original of which is being
forwards through the Local Government.

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