

1923

E. AFRICA
TANGANYIKA

90

C O
11047

BOX
GOVERNOR
BYATEL

CONF

DATE

25TH JANUARY 1923

Recd
3 MAR 23

FOR CIRCULATION -

SUBJECT

Mr. Douglas.
Mr. Tiffin 12/3
Mr. Mackay 12/3
Mr. Bottomley
Mr. Strachey

SOCIAL ALLOWANCE

Submits proposals to effect approximately same saving as an all round reduction of 15% of salary.

Perm' U.S. of S.

Part U.S. of S.

Secretary of State.

Previous Paper

742
950P
23 2.0

MINUTES

This despatch carries a good deal of detail and speaks for itself.

The rates of local allowance on the salary recommended differ from those proposed by Kenya on 4508/23 vide para 5 of Sir Horace Byatt's despatch for the rates: -

on first £300 .. 20%
on next £700 .. 10%
on remainder .. 5%

as against Kenya

on first £400 .. 20%
on next £700 .. 10%
on remainder .. 5%

Subsequent Paper

602
12703

Disposed of by Sir J. ...
SRCA

MINUTES.

MINUTES NOT TO BE WRITTEN
ON THIS SIDE.

T.T.'s proposal is necessary
to bring the total within
the equivalent of an all round
cut to 15% on salary.

I think it is a pity
that the reduction of gross
20% to 10% should operate
before £400 is reached.
vide comparative table annexed
for the works.

On Home Allowance T.T.
agrees to a fixed 15%
irrespective of the officer's
salary.

On other allowances:

(a) 15% on allowances
for specific duties performed
by officers drawing varying
salaries. (This corresponds
to (c) of my minute on 20/1/53
on Kenya proposals.)
15% also on uniform
allowance, or subsistence
allowances and other

* para 6 of prop. in
modifying 2 (d) of 1st enclosure

(see 2 (d) of first enclosure)

This refers to the
original T.T.
scheme. The
question does
not arise
under the
present
proposal.
C.P.

in steadily, represent a refund
of disbursements made by
officers. 91

(As to this I am not sure whether
any travelling allowances
within the Territory are
expressed in sterling -

In the case of Kenya we
hazarded a guess that entertainment
allowance would fall under
(b).

(b) On allowances attached
to individual posts eg.
Governor's duty allowance,
acting allowances etc -
add the allowance to salary
and apply the appropriate
percentage rates.

2(c) of the first enclosure
contemplates the case of an
officer living by provision
on the new scheme. I cannot
see that this is possible; but
the principle of a temporary
compensation allowance if

which we would should even
may I think be accepted.

I attach a comparative
statement of the results of
the Kenya and T.T.
proposals in certain cases.

? we must now await
the Uganda despatch.

Mr. G. 3. 23

Mr. Lindberg's comparative
table shows clearly the
effect of the Kenya proposals
at various stages in the
salary scale - and will
be useful in considering
the question, when Uganda's
promised despatch arrives.

Mr. Peffer has calculated
from the factors given
on p 6 of enclosure that
the cost of local allowances
under the T.T. scheme
will be £43,570.

Page 6 of enc. also shows
that a 15% allowance costs

£22,910. The amount
20% allowance therefore costs
£71,515 and the 8%
savings ^{under} the T.T.
scheme = £27,945.

From 9508 we learn
that the application of the
Kenya proposals in T.T.
would mean that the
savings in T.T. would be
£6,000 less than the
savings effected by an all
round reduction to 15%
The actual savings in
T.T. by adoption of
Kenya proposals would
be :- £22,605.

Savings 15% all^o adoption
= £28,605.
Deduct £ 6,000
under Kenya
proposals £ 22,605

We told the Treas. on
the 14th Sept that we
expected a saving of £30,000
and it will be difficult to
adopt the Kenya scheme
which will only save £22,605.
On the other hand we
must I think have
some saving between the

the three dependencies
(although para 3 of Sir
H. B. G. letter to Sir H.
Carte - p. 2 of enclosure
takes a different view).

unusually
seems
essential
Qm

I think we shall have
(a) either (a) to be content
and persuade Gov. to
be content with a £22000
saving in T.T., or (b) to
persuade Kenya and
Uganda to adopt the
T.T. proposal.

Now we have ^{was fixed}
no fund. in aid. ^{is} ^{not}
we sh^d. have a ^{paid} ^{off}
Bd. a. = (£6000) by ^{cutting}
dit. in expenditure
Qm - 2.

Cost is proposed in
Uganda dispatch
FOO
12.3.22

~~There is a possibility~~
It is clear from this
dispatch that our
idea of getting agreed
proposals from the
three Govts. has
broken down. Kenya &
T.T. differ, and
Uganda has not
joined in the dilemma.
This

This is unfortunate, but
there is no time now
to get further expression
of opinion from E.A.

Assuming that
Uganda accepts the
Kenya proposal, and
that we promised
to merely forward
a memorial from
each of Dept.
It is not ~~that~~ agreeing
the image after
which it is proposed
to give them - and
no doubt bringing in
the old argument
that Uganda being
solvent should not
be dragged at the
heel of its insolvent
neighbours; and

assuming that it is
agreed that the
principle of uniformity
amongst the 3
dependencies must be
maintained, I think
we could proceed now
to a preliminary discussion
of the alternatives (a)
and (b) propounded in
Mr. Downe's minute.

[Mr. Strachey will be
back tomorrow]

C.J.J. 12.3.23.

I think an early discussion
is very desirable as the
final decision should be
telegraphed to the Government
as soon as before possible
as possible

Jan 12/3/23

91
Discussed this afternoon,
Mr. Strachey, Mr. Bostwick,
Mr. Mackay, Mr. Lee
myself being present.
It was provisionally
agreed that the Kenya
proposal should be
adopted, T.T. being
left to find the extra
money either from
savings or from
increased revenue,
but it was decided
to wait a week
or until next mail
for Uganda despatch.

C.J.J. 14.3.23.

SRA

Bring up
in a week
no mail

2/11/23

5% on remainder

with former total allow.
of 25%

Nett Salary	Nett Allow.	with former total allow. of 25%			Total	(a) Kenya propor. Salary	(b) Tampaya propor. Salary	(c) Kenya + Tampaya House Allow.	Kenya Total	TT Total
		Salary	House Allow.	Total						
250	50	312	62	374	300	300	57	357	357	
330	50	412	62	474	396	363	57	453	420	
400	60	500	75	575	480	470	69	549	539	
500	75	625	94	719	590	580	86	676	666	
600	90	750	112	862	700	685	103	803	788	
800	120	1,000	150	1,150	910	895	138	1,048	1,033	
1,100	165	1,375	206	1,581	1,225	1,210	190	1,415	1,400	

25th January, 1923.

11047

3 MAR 23

My Lord Duke,

I have the honour to acknowledge the receipt of Your Grace's telegram of the 29th November addressed to the Governor of Kenya, stating that, after considering the views of the three Governments concerned, you had decided that the local allowance must be revised for the twelve months commencing on the 1st April next so as to secure approximately the same saving as would be effected by an all round reduction to 15 per cent of salary; that, as it was undesirable to make a uniform all round reduction, a sliding scale should be devised giving greater reduction in the case of higher paid officers than of lower; and that a Conference should be held at Nairobi in order to submit a scheme on these lines.

2. The question received my careful consideration from the view point of the interests of junior officials, it being my endeavour to make no reduction in the case of the lowest grade provided that the total of an equivalent of 15% were not exceeded. After consultation with my Executive Council I requested Sir William Carter, who happened to be in Nairobi/.

ETY'S

PRINCIPAL SECRETARY OF STATE

FOR THE COLONIES,

DOWNING STREET,

LONDON, E.C.

limit permitted somewhat more generous treatment
its officers, submitted the following amended scheme

20% on 1st £400 of salary

10% on next £200 " "

5% on all over £800 of salary

On examination of this scheme it was ascertained that
the cost so far as this Territory was concerned would
be £8,000 per annum in excess of the 15 per cent
permissible on the basis of the draft estimates for
1923-24. I accordingly informed Sir William Carter
that the scheme was not acceptable to this Territory
on account of its cost.

5. Sir William Carter submitted for consideration
a further scheme for effecting the necessary reduction
of 10 per cent. This scheme is as follows:-

20% on 1st £300 of salary

10% on next £200 " "

5% on all over £500 " "

On examination of this proposal it is found that the
cost thereof is approximately 15 per cent of the total
salaries payable and therefore conforms with the
requirements of Your Grace's telegram of the 29th
November. While this scheme varies from the proposal
originally submitted by me and is based on a different
principle, it appears to be attractive. It is easy to
work, causes no anomalies, and all officers are dealt
with on the same basis, while the higher paid official
is more seriously affected by the reduction of the
compensatory allowance than the lower grade official.

While,

While the last proposal is not so beneficial to the lower grades as the original proposal submitted, the results approximate very closely thereto, and so far as the lower grades are concerned the results are exactly the same as those resulting from Kenya's original proposal.

6. In view of the foregoing, I recommend that the scheme detailed in paragraph 5 above be approved so far as this Territory is concerned. With regard to the application of the scheme to the various allowances referred to in paragraph 2 (d) of my letter to Sir William Carter, Kenya and Uganda recommend that house allowance should carry 15 per cent compensatory allowance and not as suggested by me. With this proposal I am prepared to agree.

7. I would ask that your decision as to the manner in which the saving directed is to be effected should be communicated to me by telegram.

8. A copy of this despatch has been sent to the Governors of Kenya and Uganda.

I have the honour to be,

My Lord Duke,

Your Grace's most obedient,

humble servant,



GOVERNOR.

0124/25

14th December, 1922.

100

Sir,

With reference to my telegram of 13th December requesting Your Honour to represent this Territory at the Conference to be held at Nairobi to consider a scheme for reducing the local allowance, I have the honour to transmit herewith a copy of a telegram which I have received from the Governor of Kenya repeating a telegram from the Secretary of State in which such a conference is proposed and suggesting that a sliding scale should be devised giving a greater reduction in the case of higher than of lower paid officials. I also forward a copy of a Memorandum by the Treasurer with enclosures and a copy of the July Staff List.

2. This matter has been considered in Executive Council when the following recommendations were made:-

- (a) that Table H is definitely the most suitable and should be applied in Tanganyika, but that if other Governments prefer it this Government would not oppose the adoption of Table I;
- (b) that no differentiation should be made between married and single officers;
- (c) that in the event of an officer being promoted he should not thereby suffer pecuniary loss, but should receive salary plus percentage allowance to a total amount not less than that which he drew in the lower grade;
- (d) that with regard to the payment of allowances expressed in sterling where allowances are for specific duties which may be performed by officials on varying rates of salary, compensation allowance at 15% should be paid (for example, the/.

Telegram
P. Kenya

no by
over

the allowance to the Editor of the Gazette would carry 15% compensatory allowance), but when a sterling allowance is a definite addition to the emoluments of an individual post, (e.g. the Governor's duty allowance) the allowance should carry the same rate of compensatory allowance as the substantive or acting appointment; that allowances in the nature of reimbursement of expenses such as travelling allowances when expressed in sterling, uniform allowances (not outfit allowances) and entertainment allowances should carry 10% compensatory allowance; that house allowances which are based on the sterling emoluments of the official should carry the same rate of compensatory allowance as the salary on which they are based; and that in the case of acting allowances the ordinary scale should be applied to the substantive salary plus the acting allowance, with the proviso as in the case of an officer passing from one grade to another.

substantive
allowance
for post
15/10

3. I should be glad if Your Honour would make it clear that, after full and careful consideration, this Government attaches importance to the above conclusions at which it has arrived, and as they give effect to the principle indicated by the Secretary of State and achieve a reduction of the allowance to an average of 15% on all salaries, it is hoped that they may closely coincide with the intentions of the neighbouring Governments. It does not, of course, inevitably follow that an arrangement which suits conditions in Tanganyika will also suit conditions existing in neighbouring dependencies or vice versa, and therefore, within narrow limits, complete identity of terms in this matter is not indispensable, although identity, if not inevitable to the officers affected, is certainly desirable.

4. The tables are so full and so clear that

if other proposals are made at the Conference it will not be difficult for Your Honour to ascertain their effect upon the position in Tanganyika Territory and for this reason it is not considered necessary to associate another representative with you in this matter. You will not, of course, notify the agreement of this Government to any other proposals until you have had an opportunity of communicating them to me.

I have the honour to be,
 Sir,

Your Honour's obedient servant,

(Sd) H.A. Byatt
 GOVERNOR.

your
 Sir W.A. Carter C.B.E.
 Nairobi.

4

DECODER OF TELEGRAM.

103

From Governor, Nairobi
To Governor, Dar-es-Salaam.

Received 6th December, 1922.

No.21709/148 4th December - Following telegram received from Secretary of State to be repeated begins 29th November with reference to your telegram of the 15th November 400 local allowance after considering views of three governments concerned have decided that allowance must be revised for twelve months from 1st April next so as to secure approximately same saving as would be effected by all round reduction to 15% ^{of} salary. Do not consider uniform all round reduction desirable but sliding scale should be devised giving greater reduction in case of higher paid officers than lower. Communicate this telegram Governor Uganda and Governor Tanganyika requesting them to send representatives Nairobi to confer with a view to submitting to me at earliest possible date agreed scheme on above lines and Telegraph date on which representative may be expected.

Governor.

Enclosure to letter C134/45 dated 11/12/22.

Copy of a memorandum by the Treasurer
dated 11/12/22.

5
104

Hon. C.S.

I attach a statement (A) showing the number of officials and various grades according to the July Staff List. With this statement as a basis a series of tables (Statement B) have been drawn up. These tables are not all intended as possible proposals, but some are to illustrate the impossibility of leaving the allowance intact to any distance up the scale. I think table H is possibly the most suitable.

2. I suggest that all allowances expressed in sterling should be paid at a fixed rate of 15%.

3. I do not think there should be any difference between married and single men, a suggestion which might be made by Kerya.

4. It may be necessary to devise a scheme for passing from one scale of percentage to another so as to prevent loss of pay by promotion, but this cannot be considered until the scale is decided upon.

(Infd) R.W.T.

11.12.22.

Copy of a memorandum by the Treasurer
dated 11/12/22.

5
104

Hon. C.S.

I attach a statement (A) showing the number of officials and various grades according to the July Staff List. With this statement as a basis a series of tables (Statement B) have been drawn up. These tables are not all intended as possible proposals, but some are to illustrate the impossibility of leaving the allowance intact to any distance up the scale. I think table H is possibly the most suitable.

2. I suggest that all allowances expressed in sterling should be paid at a fixed rate of 15%.

3. I do not think there should be any difference between married and single men, a suggestion which might be made by Kenya.

4. It may be necessary to devise a scheme for passing from one scale of percentage to another so as to prevent loss of pay by promotion, but this cannot be considered until the scale is decided upon.

(Intd) R.W.T.

11.12.22.

No. of Officers in the	Fixed Salary P.A.	More than P.A.	But not more than P.A.	Total drawn	Less 1/5 for service outside Bangalore	Amount total	Contingency Allowed @ 1%
1				4,000	3,200		400
1	2,000			2,000	1,600	4,800	240
2	1,800			3,600	2,880	7,200	430
1	1,500			1,500	1,200	3,800	180
8	1,200			9,600	7,680	16,630	1,133
2	1,100			2,200	1,760	13,200	265
14	1,000			14,000	11,200	25,450	1,520
1		900	1,000	1,000	800	30,280	120
14		900	900	12,413	9,930	40,220	1,490
28		700	800	22,425	17,940	56,160	2,690
68		600	700	42,805	34,240	92,400	5,135
84		500	600	53,435	42,760	135,160	6,415
158		400	500	74,220	59,380	194,540	8,925
184		300	400	65,575	52,460	247,000	7,870
201		200	300	<u>48,890</u>	<u>39,110</u>	286,110	<u>5,865</u>
				357,685	286,110		42,910

Basis on 1st July, 1922.

No. of
Officers
Drawing

Fixed
Salary
P.A.

105

more
than
P.A.

But not
more than
P.A.

Total
Amount

Less for
service
outside
Territory like

Warrant
Total.

Compensatory
Allowance
@ 15%

1	1,000			4,900	3,200		490
4	1,500			3,000	1,600	4,800	240
2	1,800			3,600	2,380	7,980	430
1	2,500			1,500	1,200	3,380	180
6	2,200			2,600	7,850	16,530	1,145
2	3,100			2,200	1,700	12,290	285
14	3,000			14,000	11,200	20,490	1,600
		900	1,000	1,000	800	50,290	120
		800	900	12,415	9,930	40,220	1,490
		700	300	22,425	17,940	38,160	2,890
85		600	700	42,805	34,140	72,400	5,135
94		500	500	53,453	42,760	135,160	6,415
158		400	500	74,220	59,500	191,540	8,905
184		300	400	65,575	52,430	247,076	7,870
201		200	300	<u>48,890</u>	<u>39,110</u>	<u>86,110</u>	<u>5,865</u>
				557,885	286,110		42,910

Basis on 1st July, 1922.

SUMMARY

Officers in the service at 1st July, 1922, drawing £1,000 per annum or over	...	...	...	...	...
Officers in the service at 1st July, 1922, drawing more than £800 but not more than £900	...	...	...	...	...
do do 700 do 800	...	...	...	...	...
do do 600 do 700	...	...	...	...	...
do do 500 do 600	...	...	...	...	...
do do 400 do 500	...	...	...	...	...
do do 300 do 400	...	...	...	...	...
do do 200 do 300	...	...	...	...	...
					<u>100</u>

70 draw not more than £500 per annum.

Per cent of the
gross total.

The total salary drawn by officers on £1,000 or more represents	...	...	...	...	...
The total salary drawn by officers more than £800 but not more than £900	...	...	...	...	...
do do 700 do 800	...	...	...	...	...
do do 600 do 700	...	...	...	...	...
do do 500 do 600	...	...	...	...	...
do do 400 do 500	...	...	...	...	...
do do 300 do 400	...	...	...	...	...
do do 200 do 300	...	...	...	...	...
					<u>100</u>

A.

5	4	5,800
5	25	<u>37,730</u>
		43,530

B.

5	10	13,516
	15	8,905
4	20	<u>33,300</u>
		40,721

C.

6	10	4,022
8	15	7,835
6	16	<u>31,153</u>
		43,000

D.

5	10	13,516
5	15	8,905
4	20	10,490
3	25	<u>9,775</u>
		42,686

E.

7	-	-
7	10	3,424
8	15	6,405
5		11,870
4	25	<u>22,290</u>
		44,589

F.

6	10	9,240
6	15	15,320
4	20	<u>18,300</u>
		42,860

G.

1000 & over	5	1,514
6 to 9	10	6,200
5 to 6	15	8,415
2 to 5	20	30,150
		46,279

H.

1000 & Over	5	1,514
6 to 10	10	6,200
4 to 6	15	18,320
3 to 4	20	10,500
2 to 5	25	9,770
		46,304

I.

1000 & Over	5	1,500
8 to 10	7 1/2	740
7 to 8	10	1,794
6 to 7	12 1/2	4,270
5 to 6	15	6,415
4 to 5	17 1/2	10,595
2 to 4	20	18,314
		43,428

J.

Over 7	-	-
8 to 7	15	4,450
5 to 6	16	8,842
4 to 5	18	11,332
3 to 4	20	11,541
2 to 3	25	9,770
		45,935

K.

7 and over	5	2,900
6 to 7	10	3,521
5 to 6	13	5,530
4 to 5	17	10,195
3 to 4	21	11,516
2 to 3	25	9,770
		43,431

The above would allow of a decrease of 2% for each £50 of salary.

8
107

A.

5	4	5,500
5	25	27,730
		<u>43,230</u>

B.

5	10	13,516
5	15	8,905
4	20	13,300
		<u>40,721</u>

C.

3	10	4,022
6	15	7,825
6	16	31,153
		<u>43,000</u>

D.

5	10	13,516
5	15	8,905
4	20	10,190
3	25	9,775
		<u>42,386</u>

E.

7	-	-
7	10	3,424
6	15	3,405
5	20	11,870
4	25	22,290
		<u>41,589</u>

F.

6	10	9,240
6	15	15,320
4	20	13,300
		<u>42,860</u>

G.

1000 & Over	5	1,514
6 to 9	10	6,200
5 to 6	15	5,415
3 to 5	20	30,100
		<u>44,229</u>

H.

1000 & Over	5	1,514
6 to 10	10	6,200
4 to 6	15	15,320
3 to 4	20	10,500
2 to 3	25	9,770
		<u>43,304</u>

I.

1000 & Over	5	1,506
6 to 10	7	740
7 to 8	10	1,794
6 to 7	12	4,270
5 to 6	15	5,415
4 to 5	17	10,390
2 to 4	20	13,514
		<u>43,429</u>

J.

Over 7	-	-
6 to 7	13	4,420
5 to 6	16	8,842
4 to 5	19	11,262
3 to 4	22	11,541
2 to 3	25	9,770
		<u>43,835</u>

K.

7 and Over	5	2,900
6 to 7	9	3,621
5 to 6	13	5,560
4 to 5	17	10,195
3 to 4	21	11,035
2 to 3	25	9,770
		<u>43,086</u>

The above would allow of a decrease of 2% for each £50 of salary.