

KENYA

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REC'D  
SEP 20 1950

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CONF  
108

REVISION OF SALARIES

1920

SEPTR

The petition from Mr. J. McCLELLAN on subject of new rates for senior officers of Provincial Admin. He has been informed consideration of ruling that officers will enter new scales on minimum has been asked for

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Mr. Batterbee  
(This has been seen with general salaries pt.) evidently  
in para. 2 the Gov. personally  
refers to his advocacy of <sup>weight</sup>  
for age principle

Act. & say that the Govt  
is unable to consider his attitude  
with regard to this principle. But that  
if the Gov. considers the scale approved  
for P.C.'s inadequate he will no  
doubt submit recommendations in  
conjunction with the report of the Ctee. of the  
Leg. Co. which is considering the scales.  
And I think we might enclose copy of the

correspon on 46556/20 for Gov's info

(J) 6-12-50

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Mr. Robertson

Sa H. Blair

I have a certain amount of sympathy with Mr. Mc Clellan and the two other Senior Provincial Commissioners, Mr. Hoble and Mr. Lane, who were at their maxima for some time before the 1st of April last. (Mr. Mc Clellan, however, was not so much to complain of in this direction as Mr. Hoble, who became Provincial Comr. in 1902 and Mr. Lane who became Provincial Comr. in 1904). and I have discussed with you whether it would be possible to do anything for these three without giving away the "weight for age" principle or re-introducing the objectionable principle of senior allowances which we have pledged ourselves to abolish. You agree, I think, that it is impossible to exercise any discrimination of this kind without creating a worse anomaly than <sup>we were</sup> ~~they~~ were seeking to justify, and that we must wait for the recommendations of the Committee of the Legislative Councils to whether any increase of salary is recommendable for the Provincial Commissioners generally.

There is, I think, something to be said for bringing their salaries up to those of Heads of Depts.; the Provincial Comrs. would have great responsibility, or at any rate the ~~responsibility~~ <sup>responsibility</sup> as it really seems to me difficult to justify their having less than ~~the~~ the ~~the~~ <sup>the</sup> Minister General.

This however will not, of course, meet Mr. Mc Clellan's complaint, <sup>for some of</sup> ~~but~~ the senior Provincial Comrs. ought to be granted some advantage <sup>for</sup> their previous years' service. But as to this it should be noted that while it is true that Messrs. Lane and Mc Clellan have been Provincial Comrs. considerably longer than the remaining three (Isaac, Tate and Traill) yet actual length of service here is not much to choose between them as they all entered the East African Service between '95 and '98.

I reply as proposed by Mr. Jeffries.

*Handwritten notes and signatures at the bottom of the page, including names like "Isaac" and "Tate".*

*Who has...  
Policy...  
Isaac...*

Colony of Kenya and the

AFRICA PROTECTORATE

No. 168

GOVERNMENT HOUSE

CONFIDENTIAL

NAIROBI  
50587  
REC'D  
3 OCT 20

East Africa

September, 1920.

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My Lord,

50579

With reference to my Confidential despatch No. 158 of the 27th August regarding the Revision of Terms of Service and Salaries in this Colony,

Petition dated 9-8-1920.

I have the honour to transmit herewith a petition addressed to Your Lordship by Mr. J. W. T. McClellan, Provincial Commissioner, on the subject of the new rates of salary for senior officers of the Provincial Administration.

I have caused Mr. McClellan to be informed that I have asked for reconsideration of the ruling that officers will enter the new scales of pay on the minimum salary of the grade.

I have the honour to be,

Your Lordship's

humble, obedient servant,

*Edward Mathew*

GOVERNOR.

RIGHT HONOURABLE

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

SECRETARY OF STATE FOR THE COLONIES,

DOWNING STREET,

ENCLOSURE  
168/1-6-7-1920

Provincial Commissioner's Office,  
Naiwasha, 9th August, 1920.

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Reference new Rates of Salaries.

Under Provincial Administration it appears that Provincial Commissioners are to be on an incremental scale- ranging from £800 to £1000 and that no previous years service count for increment.-

This incremental scale effects adversely two of the most senior officers in the Colony, Mr. Lane and myself.- Presumably Mr. Lane will present his own case. For myself I ask indulgence to represent that I have served in my present position having had charge of four Provinces out of six- five years Acting (including six months Acting Secretary Native Affairs) on £400 a year, and ten years on the scale for Provincial Commissioners i.e. fifteen years in all.

Up to recent years the Provincial Commissioners have represented the Governor in their Provinces. It has been the custom to entertain all Judges and other officials coming into the station and all Foreign Notables such as Governors, Colonial Secretaries with their staffs (I have had this honour on a salary of £400 a year) and any members of the community who call. It is this entertaining and friendly social intercourse, the rule in some areas which has been responsible for the good relations which have existed between settlers and officials. I put the reasonable cost of entertaining in an European area at £200 a year, if figures are required I can produce them. We have been direct advisers to the Governor and formerly met

met him regularly to discuss the Provincial budgets and other matters of interest including all subjects connected with European settlers requiring attention. - Most Departments reported to the Provincial Commissioners and in turn they reported, at one time, quarterly, to the Governor. Vide quarterly reports 1911-1913. 89

As will be seen by the list of precedences from 1895 the Sub-Commissioners ranked within one place of the Governor (there was neither Bishop nor Chief Justice nor Honourable Councillors at that time) and for years were entirely responsible for the order and work of all kinds in their Provinces, though their powers have been steadily undermined for the past four or five years. On the new scale of pay it will take Mr. Lane and myself four years further service to obtain the benefits of the maximum whereas officers with comparatively few years service go straight to their maximum of in some instances many hundreds a year increase. -

I would add that after the Masai move and after the Masai were taken from my Province, contrary to promise, I was shown at Government House a scheme whereby my pay would be increased £100 a year from April 1919 whereby I should have been second in the Native Affairs Department. - Previous to that I was offered my choice of the Provinces of the Protectorate - this I believe can be proved by an officer in the country.

A great point is made by settlers/Non-Official members of Council that the Pioneers should receive more consideration than comparatively new comers, should this only apply to settlers who settled where they chose and were not stalled in some of the most poisonous places in the Protectorate. The death rate of officials between 1895 to 1900 was well on to 50% and I should say that the death

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death rate in the Administration is still greatly in excess of all other Departments. - I would respectfully ask if we are to have no consideration for the past twenty five years of service- some of those years under very trying conditions. I submit the Administration in recent years has had no one to represent its case whereas all the gentlemen now benefitting by the larger increases are either resident in Nairobi or have become members of the Legislative Council with opportunities of meeting His Excellency and Hon. Chief Secretary at regular intervals.

I do not ask for promotion but only that I may be treated on the same lines as all those other heads of Departments with whom I have served in this country, apparently to the satisfaction of several Governors. I would also respectfully ask permission to refer my case through a Parliamentary member if the Colonial Office is unable to make any alteration in its present ruling.



PROVINCIAL COMMISSIONER.

SECRETARY OF STATE FOR THE COLONIES.

HIS EXCELLENCY THE GOVERNOR.

OF THE COLONY OF KENYA.-

attitude with regard to the  
reference in para 4 of your despatch  
principle involved ~~but that~~  
If, however,  
If you consider that the scale  
of salaries approved for Provincial  
Commissioners <sup>generally</sup> is inadequate you will  
not doubt submit your recommendations  
in the matter in connection with  
the report of the Committee of the  
Legislative Council which is concerning  
the scales of salaries in the post  
office generally.  
I take this opportunity of enclosing  
for you in a copy of a resolution  
the subject which has passed with the Council.

attitude with regard to the  
principle involved ~~but that~~

If you consider that the scale

of values approved for Provincial  
Accounts is <sup>generally</sup> inadequate You will

not doubt submit recommendations  
in the matter in connection with

the report of the Committee of the  
Legislative Council which

the scales of values in the first  
Scheme. Generally

take this opportunity of enclosing  
for you with a copy of the report  
the subject which has passed with the Council