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KEY 1000

1920

REVISION OF SALARIES

219

SEPT
Annual Report

Conf. of 11th Sept and in continuation of memo from Director C. S. Assoc with comments. Has advised petition to await report of Committee of League Council.

319
age

Mr. Peterborough Bottomley
(This has been with general comments)
W. A. S.

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await the Gov's recommendation
when the Ctee of the reg. is
reported

6.12.20
W.A.S. 7.12.20

Room 3

S. A. B.

Requiem Paper

50579

1004

GOVERNMENT HOUSE
NAIROBI

BRITISH EAST AFRICA
REC.

14. 20 SEPTEMBER 1920.

50957
20 OCT 20 1920

My Lord,

I have the honour to confirm my telegram
No. 512 of the 11th September, 1920, which reads as
follows:-

220

"Following telegram sent at request of
European British East Africa Civil Servants'
Association begins:-

Resolution 1. "That this meeting expresses
profound dissatisfaction with revised scales of
salaries as published, and strongly urges and
claims that the new Nigerian salaries may be
paid to Civil Servants of this Colony at the rate
of fifteen florins to the pound when resident in
Colony, and pound for pound for calculation of
pensions and leave pay, with effect from April
1st 1920".

Resolution 2. "That the Secretary of State
for the Colonies be asked to give an assurance
that acceptance of the present revised scales of
salaries shall not debar the further general
revision of salaries from consideration."
ends.

And in continuation thereof to transmit herewith a
Memorial addressed to Your Lordship by the European
(B.E.A.) Civil Servants' Association on the subject of
the revised scales of salaries

2.

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.

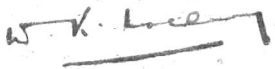
Original dated
8. 1920.

2. With regard to the 2nd paragraph of the enclosure hereto, the allowance made in the form of War Bonus was considered sufficient in 1918, though it was later found to be inadequate. The 40% addition mentioned was discarded in favour of Sir Alfred Lascelles's proposals. 221

3. In stating, in paragraph 4, that the revised scales are no better than the old scales plus War Bonus, the Civil Service Association would appear to have overlooked the fact that the whole salary under the new scales is pensionable, whereas War Bonus was not treated as a pensionable emolument.

4. I have informed the petitioners in the above sense and advised them to await the report of the Committee of the Legislative Council, which is now considering the new scales; they still however desire that their Memorial should be forwarded to Your Lordship.

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



GOVERNOR'S DEPUTY.

HEADQUARTERS,

P.O.Box 107,

Nairobi, August 26th. 1920.

My Lord,

Under instructions from the General Committee of the European (B.E.A.) Civil Servants' Association, we have the honour to address you on the subject of the revised scales of salaries for East African Civil Servants and to solicit your sympathetic consideration of their claim for increased rates of pay.

2. The remuneration of Officers in the East African Civil Service was inadequate in pre-war days and the greatly increased cost of the necessities of life led to a movement to obtain better conditions in 1916. As a result of this, 60% of an insufficient allowance to meet the general rise in prices was granted in 1916, the remaining 40% of the original rates recommended being granted in 1919. This totally inadequate "War Bonus" as it was termed, was accepted by Civil Servants on the understanding that their salaries were to be increased and the conditions of service revised, and the hope was expressed that the increased rates of pay would be applied as from April 1st 1919. The War Bonus, too little when first granted, was rendered insufficient to a still greater extent by the continuous increase in the general cost of living, which has been severely felt by the

Civil

RT. HON. LORD MILNER,

SECRETARY OF STATE FOR THE COLONIES.

HIS EXCELLENCY THE GOVERNOR

OF KENYA COLONY.

Civil Servants of East Africa since 1917. The unfortunate financial position of members of the service was strongly commented upon by the various Commissioners and Committees which have from time to time been appointed to consider the question of increasing the East African scales of pay. From answers given in the House of Commons we were led to expect a genuine and substantial increase in emoluments.

3. The revised scales of salaries have occasioned the bitterest disappointment among Civil Servants here, who find that they are in most cases not better off than before, and in many instances faced with an apparent loss, to be made up to them by the grant of a personal non-pensionable allowance. 223

4. That the claim of the East African Service to improved conditions and increased rates of remuneration is a just one cannot be denied. Though certain concessions asked for have been granted, the revised salaries are no better for the rank and file of the service than were the old scales with War Bonus, and faced as he is with increased expenses in every direction the outlook of the East African Civil Servant is indeed an unpleasant one. The cost of the necessities of life is still increasing; Income Tax is about to be levied; Railway freights have been increased; Municipal Rates have been raised; Customs duties on certain imported goods are now higher and a general increase in Import Duties is imminent; and additional postal charges are in operation. Further to the increased outlay in all these directions, the contribution to Widows' and Orphans' Pensions, excellent and necessary as that scheme is, will impose an additional financial burden upon the Civil Servant.

5. The fact that East African Officers are being worried by the inadequacy of their emoluments and the necessity for meeting additional outlay in many directions is deleteriously affecting their health and efficiency. It

It is to the interests of the Government as well as to those of the members of the service, that they should be in receipt of salaries sufficient to enable them to meet their financial obligations and to make provision for the future of their families and themselves.

6. The revised scales of salaries are insufficient to attract the best class of men to this country or to encourage Civil Servants to remain in the Service when so many opportunities of advancement exist elsewhere. The low maximum salaries offered will be attained by the average officer in a few years, and at a time when he has become thoroughly familiar with local conditions and requirements no further financial inducement appears to be provided so that he must look elsewhere for advancement. 224

7. The whole question of the revised salaries has been very carefully considered by the General Committee of the European (B.E.A.) Civil Servants' Association and crowded meetings fully representative of all Departments have been held in the Kenya Colony at Nairobi, Mombasa and Kisumu, and in Uganda at Entebbe, Kampala and Jinja with the result that the following resolution was unanimously adopted:-

1. "That this meeting expresses profound dissatisfaction with the revised scales of salaries as published and strongly urges and claims that the new Nigerian salaries be paid to Civil Servants of this Colony at the rate of fifteen florins to the pound when resident in the country, and pound for pound for calculation of pensions and leave pay with effect from April 1st, 1920."

Resolution 2:- "That the Secretary of State for the Colonies be asked to give an assurance that acceptance of the present revised scales of salaries shall not debar the further general revision of salaries from

from consideration, was unanimously adopted by the meetings at Nairobi, Entebbe, Kampala and Jinja.

8. The Civil Servants of East Africa humbly pray that Your Lordship will give due consideration to the foregoing brief statement and bring into early operation the further increased rates of pay which they so urgently need.

We have the honour to be,
Your Lordship's humble,
obedient Servants,

J. Roberts
Chairman of the General
Committee.

A. Baines

Honorary General Secretary.

For 50557/200/Canada

226

RAFT.

For Hon. Mr.

Central
No. 1792

9 December 1920

MINUTE.

Mr. Bantley & Sec
Catterline &

Mr. Grindle

Mr. Lambert

Sir B. Ross

G. P. Hides

W. C. Anger

Lord Milner

I should be bound to add

the act of your dep. No.
1004 of the 16th Sept last
forwarding a Memorial to
the European (I.S.E.A.) Civil
Servants' Assn on the
subject of the revised scales
of salaries & to inform you
that I will answer the

Recommendations were to Committee
of the Legislative Council, to which
I have referred in the last case of
I have dep. has reported

(1890) MILNER