

E. AFRICA

226

42503

RECEIVED  
27 AUG 20

42503

1920

AUGUST

previous Paper.

ACTS, 1917-1920

Minute is to rules for grant of

M. Parsons  
M. Downie

Off. for Conson herewith as

re-naming of the 1st. Grade Advt.

officially. Someland is not included as

there are no posts of the highest rank

there I have left a blank for the

new name, as the name is not

suggested in connection with the

name, as it will be

convenient to have one name throughout

S.A. for the same rank.

also used on a list making

cons 23 Aug 20

to  
1st. Grade Advt. 31 Aug 20  
2nd. Grade Advt. 31 Aug 20  
3rd. Grade Advt. 31 Aug 20  
4th. Grade Advt. 31 Aug 20  
5th. Grade Advt. 31 Aug 20  
6th. Grade Advt. 31 Aug 20  
7th. Grade Advt. 31 Aug 20  
8th. Grade Advt. 31 Aug 20  
9th. Grade Advt. 31 Aug 20  
10th. Grade Advt. 31 Aug 20

1st. Grade Advt.  
2nd. Grade Advt.  
3rd. Grade Advt.  
4th. Grade Advt.  
5th. Grade Advt.  
6th. Grade Advt.  
7th. Grade Advt.  
8th. Grade Advt.  
9th. Grade Advt.  
10th. Grade Advt.

subsequent Paper.

55700

It is clear that Veterinary officers are  
to be graded. They are not shown as  
such in the Schedule, but it was  
decided to compare with some recent  
posts (e.g. ...)

Administrative posts

490 20000  
2000

Mr. Parkinson

Mr. Dewar

Mr. Bottomley has agreed to C being taken  
up by telegram with the other Governments.

The following arrangement is suggested:-

(1) When posts are graded, no acting allowance  
should be given.

e.g. (a) a lower grade Assistant Treasurer  
draws no acting allowance because a higher grade  
Assistant Treasurer is on leave.

(b) a 3rd grade Administrative Officer  
gets nothing for acting as a 2nd grade Administra-  
tive Officer.

(2) When posts are not graded, but there is  
no difference between the maximum of the lower rank  
and the minimum of the higher rank, the rule as to  
£50 minimum holds, subject to a proviso that no  
acting Officer should draw more than the salary  
actually drawn by the junior holder of the higher  
rank, e.g. if an Assistant Superintendent of Police  
drawing his maximum (£500) acts for a Superintendent,  
he would only draw £25 if the junior substantive  
Superintendent was getting £525.

The effect is to place all Administrative  
Officers in 2 ranks only - i.e. £800-£1000  
and £500 for 2 years then £400-£700; and to make all  
other graded posts of one rank, with efficiency  
bars.

This could be further simplified if we  
ceased to call the highest rank of Administrative  
Officer

Officers "1st Grade", and kept the word "grade", which has now acquired a technical sense, for those officers who pass automatically from one scale of salary to the next. Possibly they might be called "senior", "Principal" or "Chief" Administrative Officers, or Commissioners. A.C.C.F.

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The above suggestions were discussed very briefly with Mr. Bottomley before he went away, and I understand that he was disposed to agree to them. He had some doubt, however, as to (1), and it is true that in formulating the rules for acting allowances, we definitely contemplated their grant to graded officers acting for those in higher grades. This is, however, not easy to work in practice, as there is no fixed establishment of the different grades, and although it is to be arranged that the number of senior and junior posts should roughly correspond with the number of officers in the different grades, it will constantly be happening that a 3rd grade man is in a senior post or a 2nd grade man in a junior one because of fluctuations in the numbers of the grades. On the whole the simplest and most practical arrangement seems to be to treat all graded officers as of one rank.

[Put the above suggestions by telegram to all East African Governments except Tanganyika Territory and ask for views by telegraph as soon as possible.

C.J.J. 20.8.20.

I agree.

A.C.C.F. 20/8/20

And 1. (In the telegrams to the Protectorates we must explain carefully the amount which arises from the existing ruling). Draft for consideration.  
 Sir H. Read to see draft H.F.D. 20/8/20 at once.  
 Sir H. Read has since gone on leave.  
 I have passed drafts. H.F.D.



might draw more than

substantive holder of higher

and suggest following

arrangement and should

be done for year

as in a

when posts graded

secretaries

no allowance to be paid to

lower grade officer acting

for higher

Two when posts not graded

but minimum of lower rank equals minimum of higher

e.g. superintendents and police

sub-intendant of prison

medical officers and mensals

medical officer £50 senior

subject to reduction

that

subrogated that no acting officer

draws salary

as well as

senior salary junior

substantive holder

acting

graded officers

advocate

all those whose promotion

automatic subject to

efficiency but not for grade

accessible

Administrative office

Repeat this to Gov.

Uganda

Uganda

Uganda

DRAFT

MINUTE

Mr.

Mr.

Mr.

Mr. Granda

Sir H. Lambert

Sir E. Reed

Sir G. Fidler

Col. Amery

Lord Milner

Only

Telegram from the Secretary of State for the Colonies to the Governor of Kenya.

(Sent 5.40 p.m. 23rd August, 1920).

August 23rd.

By despatch 12th June Confidential reference acting allowance Administrator Tanganyika points out risk of complications if this granted to officers on graded scales or when maximum salary lower rank equals minimum of higher rank so that junior officer acting might draw more than substantive holder higher post. Suggest following arrangement and should be glad of your views by telegraph as soon as possible.

One when posts graded e.g. Assistant Secretaries no allowance to be paid to lower grade officer acting for higher.

Two when posts not graded but maximum lower rank equals minimum of higher e.g. medical officer and senior medical officer 250 minimum should be subject to reduction if necessary to ensure that no acting officer to draw more than actual salary junior substantive holder in lower rank.

Graded officers include all those whose promotion automatic subject to efficiency but not 1st Grade Administrative officers.

Repeat this telegram to Governor Uganda Zanzibar.

MILNER.

Co/42508/100

E. Africa

231

31

31 Aug. 1920

no. 1266 and 5503

Mr. Northey

no. 544

Mr. Coryndon  
**DRAFT.**

Salmond no. 399

Mr. Smith

no. 543

Resdt.

Mr. Byatt

**MINUTE.**

Mr. Jeffries 28.8.20

Mr. Parkinson 28.8.20

Mr. Downie 28.8.20

Mr. Grindle

Mr. H. Lambert

Mr. H. Reul

Mr. G. Fowler

Mr. Binney

Lord Alton

for conon

I have to inform you that my attention has been drawn to the fact that ~~confusion may be caused by the fact that instability~~

of the <sup>term</sup> "1st Grade" Administrative Officers for

decisions that rank of Administrative Officers which is filled by selection and

carries a salary of £100 by £50 to £1000.

2. In all other cases

