

E. AFRICA



59392

59392
Recd: 4 DEC 20

ONIAL

1920

MEMBER

Previous Paper

REVISED SALARIES

Drafts to Treasury to point up which officers are also enter new scales (b) scales for European Supdts, Medical Dept's Kampala Conservancy, P. S. to Governor, Uganda, (c) Scales for Secretariat and Treasury Assts, Nysld.

57137

Copy - 23866
6286
2460

Copy - 23866
6286
2460

To Gov. 1/10
To Secy. 1/10
To Com. Secy. 201

Request Paper

High Honorable
Mr. Balfour
Mr. Balfour

I am

(1) Summary of recommendations from Kenya, Uganda & Nyasaland, with red ink note of the conclusions reached in discussion.

(2) Draft despatches to the 3 Govts. answering their points so far as we can.

(3) Draft letter to Treasury regarding all officers as "married" for consideration of salaries.

(4) Draft letter to Treasury regarding questions of individuals' salaries raised in the Kenya & Nyasaland despatches.

(5) Draft telegram to Nyasaland in reply to Gov/57543, re. (a) filling of top administrative posts).

Yours faithfully
18/11/20

[It to be recalled for course of any further action and of despatch to Longdon and ...]

I have discussed all this with the Director & will only make the following brief remarks as to Sarawak and Tamparuli —

Pw. Tanganyika Regd. No. 2000
upon the new scheme communicated
to the effect that
in the course of a day about the Administrative
Dept. gratitude for the concessions made
in a hope that they will be received with
satisfaction.

Some time has not raised any question of
principles but my late, so in the new
in connection with the revised scheme
between the new scheme relating to the
application of the scheme to the
existing holder of certain allowances
a day is paid to the 5 to day
with clearing of these points
in view of the scheme modifying
principles already agreed upon & remaining
for the 20 as to the scheme allowance
to be revised to the concessive principle
... it is not possible to
... to the 20
... from the 20
... of the 20
... to be kept
... to the 20

The draft deduction have been
agreed. The
part of which all women
making agree to the new proposal

C.D. 30.11.20
H.B. 30.11.20
The Secretary
to the

Notice: I am not at all sure
that I have not mentioned the
£50 minimum acting allowance
to call, but there is no
doubt that it must be applied
without anomaly.

H.B. 30.11.20
U.S. 1.12.20
720

Memorandum of Recommendations from Kenya, Uganda and Nyasaland.

I. General Questions.

(1) Acting Allowance.

- Kenya } Have omitted £50 minimum from circular.
- Uganda } Kenya recommends discretion to be given to Governor to grant £50 in special cases.
- (a)
- (b) Allowance not to be given to cadets.

Nyasaland. Points out difficulty of granting the £50 minimum. Proposes to grade districts according to relative importance - 1st Grade 2nd Grade, and sub-stations. Any officer with £600 or over to take charge of district, £500 or over 2nd ditto, £400 or over sub-station without acting allowance but when an officer with less salary than these has to take charge, he draws difference between his own salary and approved rate for district and sub-station. Asks whether allowance could be granted to 2nd Class clerks acting for 1st class.

Notes. It was decided on 1/11/47 to reserve the question of the £50 minimum and not to grant it for the moment.

(b) Nyasaland arrangement seems excellent but each Government should be allowed its own scheme. Remark principle of not granting acting allowance to cadets should be adopted for all.

up £50 exact
 e amount would
 be £25 4'
 drawing acting
 allowance would draw
 £25 4' in addition
 to his own salary
 of £400

Nyasaland
 has now
 a system
 of grading
 districts

(2) Application of new scales.

A. Kenya } All strongly urge undesirability of
Uganda } perpetuating difference between married and
Nyasaland } single officers. The first two propose to
 meet the difficulty by treating all officers
 as if drawing married bonus. Nyasaland
 proposes to treat the extra £50 drawn by
 married men as temporary non-pensionable
 allowance to be extinguished as increments
 accrue.

Note. If in face of these strong recommendations
 we agree to abolish the difference, the first and
 more generous proposal seems preferable. Also, if
 this is approved, the case of officers who have
 married since April 1st will be met.

B. Kenya has inserted in Circular provisions for
 (1) granting an increment in new scale on
 April 1st (to be subsequently incremental
 date) when an officer has had no increase
 in emoluments for one year previously and
 would otherwise get no immediate increase
 on entering new scale;
 (2) making an officer whose immediate
 increase on entering new scale is not
 less than normal increment on new scale
 take April 1st as incremental date.
Note. These provisions seem reasonable for
 adoption generally.

C. Uganda has substituted April 1st for March 1st,
 as date for application of new scales.
 This is to meet cases of officers promoted

or granted increments on April 1st 1920.

Note. This seems all right. We have accepted the principle in e.g. Mr. Collyns' case.

(3) Outfit Allowance.

Kenya. Thinks this should only be granted to officers whose work is not of a sedentary nature. Encloses list of those who should not be granted the allowance.

Note. Outfit allowance has already been paid to all officers appointed since April 1st. It is a concession which is appreciated, and even clerks &c. have to get some aid to take out and probably spend more than £307.

(4) Grading and pay of Administrative Staff.

(1) 1st Grade (£2000 - £1,000).

Nyasaland. has difficulty in selecting officers for this grade, as there has hitherto been no rank corresponding to Provincial Commissioner. Has placed the senior Mr. Carson in this grade, all others in grade below. Thinks it may be necessary to promote by seniority, selection being impossible. Asks for fuller instructions.

Note. On principle of giving "prizes" for good men to look forward to it seems desirable to retain the posts; and if they cannot be filled by selection senior men might be promoted if they have done good work.

(2) Other grades (£300, £400-£500, £600-£700).

See above as to Acting Allowances

Kenya has placed all existing District Commissioners on £600 - £700.

Uganda has 6 existing District Commissioners whose salaries are less than £600 and proposes if Secretary of State approves, to put them on £600.

Note: This has been agreed to in separate minutes.

5) Position of officers on promotion.

Kenya draws attention to cases where officers at present drawing emoluments in excess of new scales will be promoted to scale covering present emoluments: and strongly recommends that in such cases the officer should on promotion enter the new scale at the point next above his present emoluments.

(1) Kenya

Despatches are to follow as to present heads of Departments whose salaries are considered too large, and as to cases in which the new scales are considered inadequate.

Petitions have been received from Mr. Lane and (through Governor) from Mr. McClellan as to the treatment of 1st grade administrative officers as compared with heads of Department

for despatches

(2) India

1st Assistant Secretary Mr. Swell will enter new scale under ordinary rule, at Rs. Mr. Perryman, if transferred to the Secretariat, will, although the junior officer, draw Rs. 2500. Governor recommends grade of Mr. Swell as Rs. 2500-2700 at Rs. 2500.

European Superintendent

Medical Department #2500-5-400 Mr. ... Governor recommends ...

European Superintendent

of the ... #2500-15-... Governor recommends ...

Factories Inspector Governor recommends ... (2400-2500 approved on ...)

Private Secretary Appointed on ...

Governor recommends ...

Senior Assistant Auditor present draws #15-25-2640

(Mr. Carter) (including bonus) new scale 2500-2600.

Governor recommends 2600-2700 if Director of Colonial Audit agrees.

APPENDIX

Engineers, Public Works Only one post at £700-£800

Department

approved, as against four in Kenya.

Governor recommends that all present Executive engineers be placed on higher scale.

Overseas and Foremen

Governor submits detailed recom-

Public Works

mendations. Protests against maximum of

Department

foreign having been made £300 for 1944 and

£250 for 1945. The idea here was to

make the best foreign minimum in Kenya

£250-£300, and overseas pay

amounting to overseas in Kenya £200-£250.

This is not clear from the accounts, but

it is that the Governor has previously

done.

Duty allowance for Governor recommends retention of

Treasury Officers proposed salary, to be diminished by

amount of annual increment.

Overseas

Secretary and in not able to admit for the proposed

Treasury a public relations officer for the proposed

conditions that agreed on and not to be

and to be retained for the proposed

conditions that agreed on and not to be

and to be retained for the proposed

and to be retained for the proposed

and to be retained for the proposed

and to be retained for the proposed

and to be retained for the proposed

and to be retained for the proposed

and to be retained for the proposed

and to be retained for the proposed

and to be retained for the proposed

and to be retained for the proposed

and to be retained for the proposed

*To pay to
3 at £700
Kenya
Dept. of
other
£100-£600
£800*

*Governor's
proposals*

*may that
pended
of these
to have
and to opinion*

Print out that
clerks might
for \$170-2400,
to \$300 want to offer
with postal experience
the calls as required.

Post Office

Prefers arrangement whereby Postmasters
are classed with ordinary clerks.

Chief Forest Officer

Hesitates to recommend full rate
approved for Mr. Purves. Leaves decision
to Secretary of State.

Lands Officer

Considers should remain at present salary
until confirmed; but would not object
to grant of new salary now if thought
desirable.

Agree

Assistant Attorney-General

Although on probation
recommends immediate grant
of new grade.

Superintendent of Central

Prison

59392



COPT.
KENYA

~~CONFIDENTIAL~~

Handwritten: 20/12/20
Handwritten: 20/12/20

Downing Street.

336

4th December, 1920.

Sir,

I have the honour to acknowledge the receipt of your confidential despatch No. 158 of the 27th of August containing your observations on the revised salaries and conditions of service for Kenya Officers.

2. I shall await your further despatch and recommendations with regard to the scales of salaries themselves. You will understand that in cases where uniformity between the different Administrations in East Africa is necessary, reference to the Lords Commissioners of the Treasury will be required in connection with any increase in the approved scales.

3. In the meantime, I will deal with the points raised in your despatch in so far as they can be decided without delay. My decisions on these points are as follows:

I have had under consideration the question of a minimum rate of £50 per annum which could be fixed for a long period as was originally proposed, and I have concluded that such a provision should be withdrawn subject to further consideration. I see no reason why an officer holding a higher post should draw more than the amount of the scale of salary attached to the higher post, nor do I think that it would be a satisfactory arrangement for the Governor to have discretion to grant a minimum rate of £50 per annum in special cases.

MAJOR

MAJOR GENERAL

SIR E. NORTHEY, K.C.M.G., C.B.

I

58530

I consider that acting allowance should not be granted to cadets.

(2) I agree to the provisions contained in (c) and the last paragraph of Section 7 of the Secretariat Circular dated the 9th of August, that an officer who has been for more than one year in receipt of the same rate of salary should receive an increment on entering the new scale, taking the 1st of April as his incremental date in future; and that an officer whose immediate increase in emoluments, on entering the new scale, is not less than the amount of the normal increment of the new scale, should take the 1st of April as his future incremental date.

(3) The Governor of Uganda has suggested that, to meet the case of officers who have been promoted, or have received increments, as from the 1st of April, the total emoluments on that date and not on the 31st of March should be taken for calculating the point at which an officer is to enter the new scale. I agree to this.

(4) I agree to the extension of local allowance to all allowances quoted in sterling (apart from outfit allowance) as shown in section 12 of the Secretariat Circular referred to above.

(5) As regards outfit allowance, I consider that, notwithstanding your recommendation, it should be paid to all newly appointed officers with initial salaries not exceeding £500 a year, as originally approved, except in the case of officers e.g. serving soldiers, to whom a full kit is issued on appointment. This principle has been followed hitherto; and the concession is one which is appreciated by candidates. All new officers require to purchase a certain amount of kit; and I doubt if in any case the sum of £30 covers the necessary expenditure.

I take this opportunity of acknowledging the receipt of your telegram No. 592 of the 22nd of October stating that the payment of outfit allowance to Captain L. Mc. A. R. Gordon, Assistant Master, Education Department, was unnecessary. I should not in any event have felt justified in withholding the payment of outfit allowance from this officer, as it was definitely promised to him as a condition of appointment.

(6) With regard to paragraph 8 of your despatch, I have decided that the 20 years service after which an officer is eligible for retirement should include service in any Colony or Protectorate.

(7) I agree to the suggestion in paragraph 13 of your despatch that when an officer who at present draws emoluments in excess of the new scale approved for his appointment is promoted to a higher scale, he should be allowed to enter on promotion at the point on the new scale next above his total emoluments.

I have, etc.,

~~SACRE~~ MILNER.

C.O./59392/20.
E. Africa



copy

DOWNING STREET,

4 December, 1920.

Sir,

DRAFT. (50579/20).

Confidential

error Northey.

MINUTE.

C.J.J. 18/11/20.

Mr. Battersbee 30

Mr. Battersley 30

Mr.

Mr. Girdle

Sir H. L...

Sir H. ...

Sir G. ...

Col. Amery

Lord ...

for consen.

I have the honour to acknowledge the receipt of your confidential despatch No. 156 of the 27th of August containing your observations on the revised salaries and conditions of service for Kenya officers.

2. I shall await your further despatch and recommendations with regard to the scales of salaries themselves. You will understand that in cases where uniformity between the different Administrations in East Africa is necessary, reference to the Lords Commissioners of the Treasury will be required in connection with any increases in the approved scales.

3. In the meantime, I will deal with the points raised in your despatch in so far as they can be decided without delay. My decisions on these points are as follows:-

(1) I have had under consideration the question whether a minimum rate of £50 per annum should be fixed for Acting Allowance, as was originally proposed; and I have come to the conclusion that this provision

provision should be withdrawn altogether.

On reconsideration, I see no reason why an officer acting in a higher post should draw more than the minimum of the scale of salary attached to the higher post, nor do I think that it would be a satisfactory arrangement for the Governor to have discretion to grant a minimum rate of £50 per annum in special cases.

I consider that acting allowance should not be granted to cadets.

(2) I agree to the provisions contained in (c) and the last paragraph of Section 7 of the Secretariat Circular dated the 9th of August, that an officer who has been for more than one year in receipt of the same rate of salary should receive an increment on entering the new scale, taking the 1st of April as his incremental date in future; and that an officer whose immediate increase in emoluments, on entering the new scale, is not less than the amount of the normal increment of the new scale, should take the 1st of April as his future incremental date.

The Governor of Uganda has suggested that, to meet the case of officers who have been promoted, or have received increments, as from the 1st of April, the total emoluments on that date and not on the 31st of March should be taken for calculating the point at which an officer is to enter the new scale. I agree to this.

(4) I agree to the extension of local

allowance to all allowances quoted in sterling (apart from outfit allowance) as shown in section 12 of the Secretariat Circular referred to above.

(5) As regards outfit allowance, I consider that, notwithstanding your recommendation, it should be paid to all newly appointed officers with initial salaries not exceeding £500 a year, as originally approved, except, in the case of officers, e.g. serving soldiers, to whom a full kit is issued on appointment. This principle has been followed hitherto; and the concession is one which is appreciated by candidates. All new officers require to purchase a certain amount of kit; and I doubt if in any case the sum of £30 covers the necessary expenditure. I take this opportunity of acknowledging the receipt of your telegram No. 592 of the 22nd of October stating that the payment of outfit allowance to Captain L. Mc. A. R. Gordon, Assistant Master, Education Department, was unnecessary. I should not in any event have felt justified in withholding the payment of outfit allowance from this officer, as it was definitely promised to him as a condition of appointment.

(6) With regard to paragraph 8 of your

your despatch, I have decided that the 20 years service after which an officer is eligible for retirement should include service in any Colony or Protectorate.

(7) I agree to the suggestion in paragraph 13 of your despatch that when an officer who at present draws emoluments in excess of the new scale approved for his appointment is promoted to a higher scale, he should be allowed to enter on promotion at the point of the new scale next above his total emoluments.

I have, etc.

W. MILNER

C.O. / 59342 / 20.
E. Africa



DOWNING STREET

4 December 1920.

Handwritten notes:
Handwritten signature
Handwritten initials

Sir,

I have the honour to acknowledge the receipt of your despatch No. 417 of the 17th of September, containing your observations on the revised salaries and conditions of service for Uganda Officers.

2. Some of the points raised in your despatch I must reserve for consideration with the Lords Commissioners of the Treasury; but on others I am able to give a decision without the necessity of referring to them. My decisions on these questions are as follows:-

I approve the arrangement explained in paragraph 2 of your despatch under which an officer's emoluments on the 1st of April, instead of on the 31st of March, have been taken for the purpose of calculating the point at which he is to enter the new scale. I also agree to the provisions contained in paragraph 3 of the despatch dated the 23rd of August, that an officer who has been for more than one year in receipt of the same rate of salary should receive

(50512/20)

DRAFT.

Protectorate No. *Conf.*
Governor

Sir R.T. Coryndon,
K.C.M.G.

MINUTE.

Mr. Jeffries 18/11/20

Mr. Batterbee *30*

Mr. Bottomley *3a*

Mr. Goodie

Mr. H. Lambert

Mr. H. Reid / *Sec*

Mr. G. Fowler

Col. Amery

Lord Milner

for conson

Handwritten: 8/5

receive an increment on entering the new scale, taking the 1st of April as his incremental date in future; and that an officer whose immediate increase in emoluments is not less than the amount of the normal increment of the new scale, should take the 1st of April as his future incremental date.

(2) I agree to the proposal in paragraph 3 of your despatch that Mr. G. Lyall, M.E.E., should enter the new scale at P625 in the grade P600-P700.

(3) With regard to paragraph 4 of your despatch, I approve of all existing District Commissioners, if you consider them suitable, being placed in the 2nd Grade of Administrative Officers (P600 to P700) even if their emoluments on the 1st of April were less than P600.

(4) With reference to paragraph 5 of your despatch, I agree to your proposal for the retention of special duty allowances by the Treasury officers who have drawn them hitherto, subject to the allowances being diminished yearly by the amount of the ordinary increment, but if you had desired that these special allowances should be retained altogether, and drawn, as in the past, by the officer performing the duties, in consideration of the extra responsibility involved, I should have been prepared to agree.

With regard to paragraphs 11-14 of your despatch, I agree to your proposals for the adjustment of the salaries of overseers and Road Foremen, as explained in the schedule annexed to the despatch.

(5) As regards the point raised in paragraph 15 of your despatch, I have decided that the 20 years

years service after which an officer is eligible for retirement should include service in any Colony or Protectorate.

(7) I have had under consideration the question whether a minimum rate of \$50 per annum should be fixed for Acting Allowance, as was originally proposed; and I have come to the conclusion that this provision should be withdrawn. On reconsideration I see no reason why an officer acting in a higher post should have more than the minimum of the scale normally attached to the higher post. I think that it would be a satisfactory arrangement for the Governor to have discretion to grant a minimum rate of \$50 per annum in special cases.

I consider that acting allowances should not be granted in arrears.

In a letter with a suggestion made by the Governor of Kenya I have agreed that when an officer who at present draws emoluments in excess of the new scale approved for the appointment is promoted to a post in which he would be allowed to enter on promotion at the point on the new scale nearest to his total emoluments.

(8) I have been unable to agree to the proposal which, as you will be aware, the Governor of Kenya has made, that officers should be entitled to a special allowance

allowance should not be granted in certain cases. I consider that the allowance should be granted to all newly-appointed officers with initial salaries not exceeding £500 a year, whatever the nature of their employment, except in the case of officers, e.g. serving soldiers, to whom a free kit is issued on appointment.

I have, etc.

(Signed) MILNER

392

343

*Admitted 1925 to
No 43639/20
Malaya*

*done
H. Byatt*

Downing Street,

7 December, 1920.

Sir,

With reference to my telegram No. 542 of September 9th, I have the honour to inform you that I have had under consideration the question whether a minimum rate of £50 per annum should be fixed for acting allowance, as was originally proposed; and I have come to the conclusion that this provision should be withdrawn. On further consideration I see no reason why an officer acting in a higher post should draw more than the minimum of the scale of salary attached to the higher post, nor do I think that it would be a satisfactory arrangement for the Governor to have discretion to grant a minimum rate of £50 per annum in special cases.

I consider that acting allowances should not be granted to cadets. Where the officers in a Department are graded, an officer of a lower grade should not draw acting allowance when he is acting in a higher grade. This involves that for certain appointments relating to a certain grade, irrespective of the number of officers of that grade that there may be at



DRAFT.

SIKA TERRITORY.

H. Byatt, K.C.M.G.

MINUTE.

*William Spence
Mr. Swachey D.P.*

*Mr. ...
Mr. ...*

No 43639

any given time. This might be illustrated as follows: The number of 2nd grade Administrative stations ~~may~~, for the sake of argument, be fixed at 30, and there might be at the present time 35 officers drawing between £600 and £700 ~~1st~~ second grade officers. If all the posts were filled simultaneously, five second grade officers would be unemployed by the employer ~~and~~ for (first grade posts). In the event of a reduction in the number of these posts, the unemployed officers would not be receiving any gratuity allowance. If, on the other hand, it should be decided to increase the number of posts, the surplus would be absorbed in the first grade posts, as would be the case if the number of equivalent posts were to increase beyond the figure of 30.

The following table shows the effect of the proposed scheme for the reduction of posts which have been described above as the result of the action taken only by the Heads of the four Departments in East Africa.

On the supposition of the transfer of posts from the first grade to the second grade, the result would be as follows:—

Number of posts in first grade	30
Number of posts in second grade	35
Total number of posts	65

The total number of posts would be 65, and the total number of officers would be 65, as the number of posts in the first grade would be reduced to 30, and the number of posts in the second grade would be increased to 35.

new scale, he will draw an increment in accordance with the new scale on the 1st of April 1920. The 1st of April will then be taken as his incremental date.

(2) Increments in the new scale will fall due on the same dates as those on which they were due on the old scales, excepting in such cases as come under (1) above, or when the actual increase in the new rate of salary over an officer's present aggregate emoluments, on the 1st of April, 1920, is not less than the normal increment of the new scale, when the 1st of April will be taken as the future incremental date, and in the latter case, the first increment will be drawn on the 1st of April 1921.

10. In accordance with a suggestion made by the Governor of Kenya, I have agreed that when an officer who at present draws emoluments in excess of the low scale approved for his appointment is promoted to a higher scale, he should be allowed to enter on promotion at the point on the new scale next above his total emoluments.

I have, etc.

M. J. G. M. J. G.

C.O/59392/20.

Downing Street,

11 December 1920



Sir,

I have the honour to acknowledge the receipt of your Confidential despatch of the 30th of August, containing your observations on the revised salaries and conditions of service for Nyasaland officers. It has been necessary to refer certain points in connection with the revised scheme to the Treasury for reconsideration, and this despatch deals only with those as to which reference to the Treasury is not required.

2. With regard to paragraphs 4 and 5 of your despatch, I ^{shall} be glad if you will consider whether the present is a suitable opportunity to introduce into Nyasaland the "Provincial" system obtaining in the other Tropical African Colonies and Protectorates, under which groups of districts are formed under the supervision of a provincial Administrative Officer who is responsible to the central government and to whom the District Officers report. Under this system there would be no alteration in the present arrangement under which the officer in charge of a district is assisted by one or more junior officers. The system has the advantage of relieving the Central Government of a considerable

DRAFT.

NYASALAND.

CONFIDENTIAL.

Gov. Smith.

MINUTE.

Mr Jeffries 18/11/20.

Mr Battertee 30

Mr Bottomley 30

Mr Green

Mr H. Lamb

Mr H. Rowland

Mr G. P. Fisher

Mr Amery

Mr Wilson

consideration.

No. 49267

mass of detail with which the Provincial Administrative Officer should be able to deal on his own responsibility and of furnishing the Central Government with the advice of an officer whose sole duty it is to superintend the Administrative affairs within his province and who is freed from the ordinary routine work of a district. The system has the further advantage of testing an Officer's capacity for more responsible work and of fitting him for higher Administrative appointments in the event of his showing himself fitted for such promotion. I should be glad if you would give your consideration to this suggestion, and should you concur in it, if you would make your recommendations for filling the three new posts at £900 - £1000 from this point of view. In the event of its being decided to adopt the new system, the holders of those posts will be called upon to undertake the duties and responsibilities of provincial Administrative Officers.

With reference to paragraph 6 of your despatch I agree to your proposal that, besides the 1st and 2nd Assistant Secretaries, a Deputy Treasurer and one Assistant Treasurer for each province should be provided for the provincial staff. In this connection I would observe, with reference to paragraph 7 of your despatch, that I think it preferable to have a definite establishment of 1st Class Clerks (at £400 to £500); and that 2nd Class Clerks acting

for 1st Class Clerks should draw acting allowance.

4. I have had under consideration the question whether a minimum rate of £50 per annum should be fixed for acting allowance, as was originally proposed: and I have come to the conclusion that this provision should be withdrawn. On reconsideration, I see no reason why an officer acting in a higher post should draw more than the minimum of the scale of salary attached to the higher post, nor do I think that it would be a satisfactory arrangement for the Government to have discretion to grant a minimum rate of £50 per annum in special cases.

I consider that acting allowances should not be granted to cadets.

5. With regard to paragraph 8 of your despatch, I have to observe that, while it would no doubt be possible to obtain clerks with no postal experience for appointment as Postmaster at a salary of £250 by £15 to £400, a minimum salary of £350 would have to be offered to secure the services of men with experience of post office work. I shall be glad of a further expression of your views on this point.

6. I consider that Mr. Purves, whose case is referred to in paragraph 17 of your despatch, should be permitted to draw

the

the full realised salary of his post, viz.

2900 a year.

7. I agree that Mr. Lilley, the Lands Officer, should remain on his old scale of salary, plus war bonus, during the period of probation; but I would point out that it was not my intention that (except in cases where a fixed salary has been laid down for "cadets") there should be any general rule that officers on probation should not receive increments. I therefore see no objection to other cases such as those of Mr. Roberts, Assistant Attorney-General, and Mr. Archer, Superintendent of the Central Prison, being dealt with in the ordinary way, notwithstanding the fact that the officers are still on probation.

8. On the suggestion of the Governor of Uganda, I have agreed that, to meet the cases of officers who have been promoted, or who have drawn increments as from the 1st of April, 1920, an officer's emoluments on that date and not on the 31st of March, may be taken for the purpose of calculating the point at which he is to enter the new scale.

9. The following provisions, of which I have approved, regarding the application of the new scales, have been inserted in the circulars issued by the Governments of Kenya and Uganda:-

(1) If the aggregate of an officer's emoluments has been the same for more than one year prior to the 1st of April, 1920, and he receives no increase on entering his new

Co. 59392 ²⁰/₂₀

~~paper~~ ^{impressed}

9 Dec 1940

RAFT.

Co. 57162/20
Surrey Island

Dear Sir,
With ref. to your letter No
186 of Nov. 25th

island No. 201

ing. Arthur Long
H. Long

I have etc to ref: your letter
I have now decided

MINUTE.

Gen 8/2/20
Strategy 8/p

that the provision
for ^{fixing} ~~granting~~ a minimum
rate of £50 for acting

- Mr. Grindle.
- Mr. H. Lambert.
- Mr. H. Read.
- Mr. G. Fiddes.
- Mr. Amery
- Mr. Milner.

allowance ^{shall be}
with a view to further
consideration I see no

~~copy of the~~
~~minutes of the~~
~~meeting of the~~
~~committee of~~
~~the 1st of~~
~~the 1st of~~
~~the 1st of~~
S

learn why an officer
acting in a certain way

3 Dec 1920

Sir,

date ref. to the schedule for officers in Eastern Africa, of new salaries transmitted with the letter from this Dept. of the 26th of Feb last,

transmit I am to request you to inform the L.C. of the Treasury that despatches have now been received from the Governors of Uganda and Nyaland containing recommendations for certain additions to and variations from the schedule which ~~has~~ been approved.

2. In Uganda the following posts were not included in the schedule, the appointment

DRAFT.

and 146/10/10
1/26/10
1/26/10

The Sec
Treasury

(9533)

MINUTE.

- Mr. Jeffries 18/11/20
- Mr. Ballantyne } 27.11.20
- Mr. Boltmore }
- Mr. Grindle.
- Sir H. Lambton
- + Sir H. Reid, Sec
- Sir G. Fiddes
- Col. Amery.
- Lord Milner.

for comment

5 D/15

higher post not do I think that it will be a satisfactory arrangement for the Gov. to have discretion to pass a minimum rate of £50 per annum in special cases

2/ provide that acting allowance shd not be granted to cadets (i.e. officers appointed on a fixed rate of pay) but to the last (senior) have

minutes to the ...

require consideration. As T.L. will

remuneration approval was given for

on post to carry a salary

of £200 by £250, and the

other posts were to be graded

in the scales £400 by £500 & £600

and £500 by £550 & £600.

I am sure the ...

It is ...

DRAFT

MINUTE

- Mr. ...
- Mr. ...
- Mr. ...
- Mr. ...
- Mr. ...
- Mr. ...
- Mr. ...
- Mr. ...
- Mr. ...
- Mr. ...

ments having been made since it was drawn up

(1) European Dept., Medical Dept.

The salary approved on the estimate for this post was £250 by £350 to £400 plus some bonus for medical recommend. That the revised salary is fixed at £400 by £220 & £300, as in the case of the headmaster's post.

European Dept. of Contingency, Medical Dept.

The salary approved on the estimate for this post was £250 by £350 to £400 plus some bonus for medical recommend. That the revised salary is fixed at £400 by £220 & £300, as in the case of the headmaster's post.

As regards the case of the ...

Dec 11 1920

Sir,

With ref to para. 7
 of the letter from this Dept.
 of the 26th of Feb. last, regarding
 the application of the revised
 scale of salaries to officers
 already in the service of
 the Dependencies in Western
 Africa, I am to
 request you to inform the
 Secy of the Treas. that
 the arrangement then
 decided, which
 applied generally
 to officers under the new
 scale, at a point
 corresponding to, or somewhat
 above their former emoluments,
 has been approved.

DRAFT.

The Secy

Treasury

MINUTE.

- Off. 16/11/20
- Mr. Ashmole 15/11/20
- Mr. Ballantyne } 27/11/20
- Mr. Bostwick } 30/11/20
- Mr. Chadley 1/12
- Mr. Dwyer

Mr H. Lambert

+ Mr H. Bond

Mr G. Fisher

Col. Amery

Lord Milner

for copies

Copy to Genl T.T. & Ashmole - Conf 23 Feb 1921

three posts carrying salaries
 of £200 & £300. This would
 admit of the two officers
 referred to of the Gov. being
 placed on this scale. ~~the~~
~~letter will be sent to you~~
~~will regard~~
 In Hyderabad it is
 not proposed for the present
 to adopt separate establishments
 and salaries for Assistant
 Secy. Secretariat and Treasurers. The
 Gov. is of opinion that the work
 can best be done on a permanent
 basis by members of the clerical
 staff. It is however
 that the Chief Clerk in the
 Secretariat, or Assistant Treasurers,
 the Asst. Comptroller of Customs
 and the Asst. Postmaster General,
 should be treated as inferior

(N.B. Case
 the other way
 to be taken
 separately after
 refer to him

S/S

Much dissatisfaction in the Service as in many cases it involves a married officer (whose war bonus was greater by £50 a year than that of an unmarried officer) drawing a larger salary than an officer senior to him who was unmarried on the 31st of March.

2. This point did not escape Lord Lugard's notice when he framed his original proposals & he did not consider it unreasonable to require a married officer to accept the same advantageous position in entering the new scale than an unmarried officer.

3. From despatches which had been received, however, from the Govs of Kenya, Uganda, and

Hyderabad, it is evident that the arrangement is looked on as penalising the unmarried officer; and it is admittedly ^{bears} hardly on the officer who married between the 1st of April and the announcement of the new scale.

DRAFT.

MINUTE.

- Mr.
- Mr.
- Mr.
- Mr. Gruffe
- Sir H. Lambert
- Sir H. Bood
- Sir G. Patten
- Col. Atney
- Lord Minto

that the advantage given in the expectation of ~~receiving~~ ^{the} ~~benefit~~ ^{of} ~~the~~ ^{new} ~~arrangement~~ ^{scale} would be ~~continued~~ ^{increased} ~~evolution~~ ^{with}. The

Governors do not hesitate to describe the ruling as anomalous, and in view of this, unanimous representation had ~~been~~ ^{been} ~~sent~~ ^{sent} ~~to~~ ^{to} ~~the~~ ^{the} ~~Government~~ ^{Government} to reconsider the matter.

4. The solution which is proposed by the Government of

There is no doubt that the new scales have not generally been received with the satisfaction that was ^{expected} ~~hoped~~, especially in the middle grades of the service, where there has ^{as a rule} ~~generally~~ been little or no immediate increase or pending increments. To treat this question on generous lines would in Lord Milner's opinion, go far to remove the feeling of dissatisfaction that exists and we therefore wish to recommend for His Majesty's consideration the suggestion made by the Governor of Kenya and Uganda

DRAFT

NOTE.

- Mr. [unclear]
- Mr. [unclear]
- Mr. [unclear]
- Sir H. Lambert
- Sir H. Road
- Sir G. Foster
- Col. Amery
- Lord Milner

Kenya and Uganda is to regard all officers as if they had been married (i.e. drawing war bonus at the rates laid down for married officers) on the 1st of April, and to fix the point at which they enter the new rates accordingly. The Gov. of Hyderabad has suggested that the extra £50 a year drawn by married officers should be treated as a pensionary non pensionable allowance to be diminished yearly by the amount of the ordinary increment.

4. Lord Milner does not feel that the latter suggestion is a good one in the case. Unfortunately, there

...namely that all
Officers should be treated as
if they had been drawing
war bonus at "married
rates for the purpose of
determining the points at
which they are to enter
the new scales.

I am or.

II. The following provisions, of which I have approved, regarding the application of the new scales, have been inserted in the circulars issued by the Governments of Kenya and Uganda:-

(1) If the aggregate of an officer's emoluments has been the same for more than one year prior to the 1st of April, 1920, and he receives no increase on entering his new scale he will draw an increment in accordance with the new scale on the 1st of April, 1920.

The 1st of April will then be taken as his incremental date.

(2) Increments in the new scale will fall due on the same dates as those on which they were due on the old scales, excepting in such cases as come under (1) above, or when the actual increase in the new rate of salary over an officer's present aggregate emoluments, on the 1st of April, 1920, is not less than the normal increment of the new scale, when the 1st of April will be taken as the future incremental date, and in the latter case, the first increment will be drawn on the 1st of April, 1921.

III. In accordance with a suggestion made by the Governor of Kenya, I have agreed that when an officer who at present draws emoluments in excess of the new scale

approved.

approved for his appointment is promoted
to a higher scale, he should be allowed to
enter on promotion at the point on the new scale
next above his total emoluments.

I have, &c.,

(Signed) MILNER

to ordinary first class clerks, but
equal amongst themselves; and
that they should receive salaries
of £450 by £20 to £550. And

DRAFT.

hence resulting objection to their
proposal, and will be glad

MINUTE.

to record the ~~proposal~~ for the
increase involved in the salary

of the Asst Comptroller of
Revenue (which was fixed

in the general revision at
£400 to £550).

the scale

of address
that
Asst. Secretaries and examiners
were to have their own

5. Lord Wilber and we glad
to receive the early ~~approval~~
of the L.C. of the "re-
the proposed ~~action~~ contained
in the letter.