

1911

EAST AFR. PROT.

CO
34765



32765

FILED
MAY 28 1911

Governor Comd
Board 85

PAY OF ADMINISTRATIVE STAFF

Date.

19 Sept

Make that every effort may be made to bring into operation next year the proposed scheme of incremental pay. Submit recommendations as to the maintenance allowances to be drawn by the Provincial Commrs at Mombasa and in the Kenya Province.

Previous Paper.

32543
1911

W. D. Trotter

By memo 12314, 19020 & 32543

Submit a memo. on the foregoing

principally. He opposes the former's broad

dispatch. I quite recognize the financial

claims of administrative officers, but it

must be remembered that by Sir F. ...

share of the additional expense involved

in the present proposals is in respect of

the administrative branch of the service,

and that, hence, if we fail to

assess the ...

Subsequent Paper

1911

In Nov, they are hardly likely to find any
as regards administration questions only.

As to Entertainment allowances, I think

that the former has made out a good
case, & that he should recommend his proposal to the
Committee. I think it should be very well the
Prassey.

13/11 23/11

[Following is a copy as it does in the
preparation of the Local Committee Report
& it is contained in Form and has practically
the effect of this memo. U.S. written at
office hours.]

W. B. Baker

I have not had time to read
these despatches, still best to master them
I presume that you will agree to their
going to the T. & S. Committee in
the first instance with Mr. Batterbee's
memorandum. It will be much
easier to deal with a considered
recommendation of the Committee
whose entire report, you will

remember these dispatches arrive
If you agree they might begin their
work...
Monday next (NW. sp. 1)

384

Feb

NW. 24

Yes. Memorabilia & Sept. Examination
of these papers.

since Feb. 2

G. F. Hill

The dispatches have been
considered in detail by the Committee
and I attach a copy of their report
showing the attainable results of
the foundation - which is not in such
a form as to be assumed that the foundation
comes in the form of a foundation in the
sense of the word, which having any
development that may have been planned
since by means of the letter I should

Feb 13

remember these dispatches arrive
if you agree they might begin here
you should be in the position at
week end at least. I have not had to
Monday next (11.11.24)

354

WAB
Nov. 24

Your manuscript & paper examination
of these papers.

since Feb. 2

Mr G. F. Jones
The dispatches have not been
considered in detail by the Committee
and I attach a copy of the minutes
showing the attention given to
the Committee & since it has not
it is to be assumed that the Committee
knows of the same and also in the
minutes of the Committee the following
development that may have taken place
since by being in the Committee I should

WAB

apologies for the delay in the recommendation
of the Committee in this form, but
the present great pressure of work
must be my excuse.
We have not yet taken the C.P.S.
action on the present question
whether there is a case for
proposing the raising of some increase
of salaries. The reason which could
be put in favour of the raising of
it is in the earlier part of my speech
by considering the question, the C.P.S.
has as yet not had to read Mr. Lloyd's
and Lord Curzon's letter on 15/7/48 E.A.
of the 15/7/48. It was under
the impression that Curzon had kept
his promise in connection with
the Curzon's case to his effect that the
question of increasing salaries was
under consideration - an impression which is

335
supported by the question raised
to the House by Mr. Curzon's speech in
which he speaks of it, but, in fact,
the question of increasing the salaries
of the administrative staff has not yet
been under consideration. - It is to be seen
that to find any express statement of Mr.
Lloyd to that effect. It is, however, I
think, fair to say that it is a matter
of common knowledge that the question of
the increase of salaries has been under
consideration for some time past, and
from investigation would be correct to
say he did nothing at all in the matter.

Assuming
the recommendation of the
Committee represent an effort for the
future to be worked up to a certain
figure per cent, and - assumed
that the general principle of revision of

Scheme is approved - we have had
to consider what part of the scheme,
if any, we can recommend to the Treasury
in connection with next year's Estimates.

As you know, I originally hoped
that it would have been possible to
recommend the whole scheme to the
Treasury this year, but it is not
clear that funds will not be sufficient
for this. We have discussed the
matter and as a result of that
discussion I recommend that
you should compare the scheme for
the present to the following departments

in the East

Lieutenant

Provincial Administration

Treasury

Customs Dept.

Audit Dept.

Legal Dept.

In Uganda

Lieutenant (under separate discussion)

Provincial Administration

Treasury

Audit Dept.

Legal Dept.

[List the names of the various departments from
this list, Uganda has a separate Customs
Dept. but this is a combined dept. for
East & Uganda]

In Nyasaland

Lieutenant (separately reported to
Treasury)

Provincial Administration

Treasury

Audit Dept.

[In Nyasaland the various
departments to be reported to the
Treasury are not necessarily in the
Customs & Legal Dept.]

This recommendation practically
amounts to comparing the scheme
for the present to the Political Staff,

for which it was primarily done
and to the officers who are doing
considered a help in the case
with them.

If there has been a
to the Council and they have
of Oct
of the Committee what
the

a check of the S. G. Committee
sign of Salaries is
the first part of my
it was originally looked
the length of
to compare it to his debts also mentioned

that they had to go back to 337
to be done to the extent of
in the case of the
by the committee of salaries
to be done

175 4/1

States,
You will remember that the Tropical
African Service Committee was appointed in 1922
to consider the scales of salaries prevailing
West and East African colonies and protectorates.
The Committee reported in October 1923, and
report is contained in the Office print
958. This report was sent out to the Govern-
ments concerned in the same month. We have got
from Uganda, East Africa Protectorate, and
copies of these replies will be found as appendices
to the annexed memorandum. These replies have been
carefully considered in detail by the Tropical
African Service Committee, and the recommendations
of the Committee are stated in the annexed typewritten
memorandum with its manuscript alterations. Where
there is no remark in the memorandum on a proposal
the Committee concur in the

the standard scales of salary suggested in the ^{Committee's} report of October 1910 to most of the departments in the three Protectorates. Certain exceptions are made in the case of the more technical departments, or where, for other reasons which are stated in the memorandum, the Committee have not seen their way to making any specific recommendation. Some of the departments concerned are already the subject of correspondence with the Treasury, e.g. the Secretariat in Nyasaland, ^{and} the Postal and Telegraph departments in Uganda and the East Africa Protectorate, and we shall shortly be writing to them separately about the Secretariat in Uganda.

It is pointed out that
Broadly stated, the proposal is to improve the salaries of the Government officials on a uniform financial scale, and to provide for the necessary increase in the standard of remuneration in the Protectorates of 1910-1911. *It is pointed out that*
The Government are desirous of the adoption of this plan, and you can see by the *Government's* despatches read with the Committee's memorandum, set up a framework of salaries to which all the principal departments of the Protectorate should eventually be fitted. It is comparatively easy to approve in principle of the recommendations made. It is only if, and when, the Secretary of State does this that the real difficulty has to be faced, and that is, how and when to apply the recommendations to the individual cases? It is not to be expected that we shall ^{meet with} anything but strenuous opposition from the Treasury. They will certainly object

the standard scales of salary suggested in the Committee's report of October 1910 to most of the departments in the three Protectorates. Certain exceptions are made in the case of the more technical departments, or where, for other reasons which are stated in the memorandum, the Committee have not seen their way to making any specific recommendation. Some of the departments concerned are already the subject of correspondence with the Treasury, e.g. the Secretariat in Nyasaland, ^{and} the Postal and Telegraph departments in Uganda and the East Africa Protectorate, and we shall shortly be writing to them separately about the Secretariat in Uganda.

It is pointed out that the proposals are in accordance with the recommendations of the Committee's report of October 1910, and that the proposals are in accordance with the recommendations of the Committee's report of October 1910, and that the proposals are in accordance with the recommendations of the Committee's report of October 1910.

As Mr. Battersby points out, the Governor's despatches read with the Committee's memorandum set up a framework of salaries to which all the principal departments of the Protectorate should eventually be fitted. It is comparatively easy to approve in principle of the recommendations made. It is only if, and when, the Secretary of State does this that the real difficulty has to be faced, and that is, how and when to apply the recommendations to the individual cases? It is not to be expected that we shall ^{meet with} anything but strenuous opposition from the Treasury. They will certainly

object

officers in which are generally speaking...
the status as the officers of the administrative
branch.

It would greatly improve the Secretary of
State's position in going to the Treasury if he were
able to say that the cost of the instalment proposed
could be met within the ordinary limit of expenditure in
the case of each Protectorate. A sum of £2885 has been
proposed on the Nyasaland Estimates just sent on within
the limits of the half and half principle for the
first instalment of the scheme for that Protectorate.
The Uganda Estimates also provide for the
first instalment of the scheme for that Protectorate.

...instalment within
the East
approximately £2,500 will
of the scheme

than Nyasaland
administrative officers are
already (in the case of Nyasaland) on a scale of salary while those in
the East Africa Protectorate are not). It is out of
the question to find this amount within the limits of
the half and half principle. But this is not the only
item of expenditure in 1913-14 which cannot be found
within that limit of the East Africa Protectorate.

...minute that
...over and above
...half and half principle.

the Protectorate the half and half principle was in
certain respects and suggested that as we are, thanks
to a very large balance, in a position to do without
...for the Protectorate for 1912-13, we
...for our full requirements (including the
...for the first instalment for the Tropical
African Services scheme) in that year irrespective
of the half and half principle and press for
modification of the principle in favour of
the Protectorate in 1913-14 and future years.

The position of the Secretary of State in
going to the Treasury about the Tropical African
Services scheme is, therefore, that the money
asked for should be found within the limits of the half
and half principle in each case. It will be diffi-
cult to lose up the battle if we once join issue
with the Treasury on this subject, but I think that
on the whole, issues should be raised without delay.
I think it necessary rather to lay stress on the
difficulties in the way because after all we have
been getting out of the Treasury in the last few
months the Secretary of State may not wish to enter
upon another battle royal with them if it can
possibly be avoided.

...question about the...
...the...
...of the...
...instalment of the...
...the...
...the...

Estimates for 1913-14.

Feb.

Jan. 6

Work done

We can do better last of year

Work done in 9th for union. Dues

Expense to ...

Work done

Work done

Work done

Work done

Work done

Work done

Work done

Work done

Work done

Work done

Encls 1m W

Extract from a letter from the Secretary, Colonial Appointments Committee, to the Assistant Private Secretary, Colonial Office, Confidential, dated 13th October, 1911.

x 030 x

To think it right, however, to draw your attention to another consideration, which may at present only slightly affect the supply of good candidates, but which is likely to have in future a considerable effect upon recruiting. The scale of pay and pension of the African Services, especially in East Africa, does not compare favourably with that of the Egyptian and Sudan, or Indian Civil Services; and we foresee that in a few years' time the men whom you are getting, now will begin to grumble and retire, and give the Service a bad name, unless their prospects are substantially improved. Even now some of the younger heads, who would make good administrators, are drifting away at the Colonial Service in Africa because the prospects are not sufficiently attractive. The Government is fully aware of this, but perhaps it may not be wrong to take your opinion, since we have such good staffs of candidates from the view of the rising generation about the prospects of a career in Government Service.

2. The Administration may indeed be styled the
 Backbone of the Service, and it is chiefly due to
 the intelligent and loyal efforts of the administra-
 tive staff that the Protectorate has reached such a
 position. It is necessary for the proper
 carrying out of their duties by the officers of the
 Administration, and it does not seem right that the
 salaries of these officials should compare unfavourably
 with salaries allotted to similar appointments in
 other Protectorates and Colonies, where the work is
 generally of a less arduous character and where the
 expense of living is often not so great as in East
 Africa.

3. I suggested in my despatch above referred to
 that the entertainment allowances drawn by all
 Provincial Commissioners should be abolished entirely
 if my proposals are given effect to. I am however
 of opinion that the holder of the office of Provin-
 cial Commissioner at Bombay should in any case
 receive an entertainment allowance of £50, as the
 duties upon the hospitality of this officer, stationed
 as he is at the principal port in the Protectorate,
 are very onerous. There are 6 Consular Posts in
 various parts of the coast with British and Foreign
 frequently visit the harbour. The Provincial Com-
 missioner, in the absence of the Governor, is called
 upon to entertain the Consuls, the Captains and
 other officials of every public

4. The proposals contained in my
 despatch

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2. The Administration may indeed be styled the backbone of the service, and it is chiefly due to the untiring and loyal efforts of the administrative staff that the Protectorate has reached such a high state of civilization in the mixed population in which it is necessary for the proper carrying out of their duties by the officers of the Administration, and it does not seem right that the salaries of those officials should compare unfavourably with salaries allotted to similar appointments in other Protectorates and Colonies, where the work is usually of a less arduous character and where the expense of living is often not so great as in East Africa.

3. I suggested in my despatch above referred to that the entertainment allowances drawn by Provincial Commissioners should be abolished if my proposals are given effect to. I am however of opinion that the holder of the office of Provincial Commissioner at Bombay should in any case receive an entertainment allowance of £50, as the duties and the hospitality of this officer, stationed as he is at the principal port in the Protectorate and very much exposed to the visits of British and Foreign vessels, frequently visit the harbour. The Provincial Commissioner, in the absence of the Governor, is called upon to receive at the Consulate the Captains and officers of the various ships, and to exercise jurisdiction on every public

4. The proposals contained in my

despatch

2. The Administration may indeed be styled the backbone of the Service, and it is chiefly due to the untiring and loyal efforts of the administrative staff that the Protectorate has reached such a position. It is necessary for the proper carrying out of their duties by the officers of the Administration, and it does not seem right that the salaries of those officials should compare unfavourably with salaries allowed to similar appointments in other Protectorates and Colonies, where the work is usually of a less arduous character and where the expense of living is often not so great as in East Africa.

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4. The proposals contained in my despatch

(5)

Despatch No. 37 confidential be sanctioned. I recommend that the Provincial Commissioner at Mombasa be granted an entertainment allowance of £50, or, in the event of these proposals not being approved next year, that the present entertainment allowance of £60 be increased to £110.

5. Again, if my proposals are not approved, I request that the Provincial Commissioner of the Kenya Province be granted a similar entertainment allowance as is allowed for the Provincial Commissioners of Umtata, Natal, and Swaziland, £150 per annum. There is no hotel at Port Bell, and the number of sportsmen and settlers who have to be entertained by the Provincial Commissioner is very large. I was recently at Port Bell myself and it seemed to me that the Provincial Commissioner's residence was regarded by all and sundry more as a hotel than a private house.

I have the honour to be,

Sir,

Your humble, obedient servant,

J. G. ...

Provincial Administration.

The Governor suggests, apparently with the object of effecting a saving in salary, that the scale of salary for Junior District Commissioners should be, not £250-15-400, as proposed by the Tropical African Services Committee, but £200-10-350. The Secretary of State feels strongly that the scale of £250-15-400 should be adhered to for the following reasons:

(1) It was one of the main objects of the present scheme to provide better emoluments for JUNIOR administrative officers. As the Governor points out in his Despatch, promotion hitherto has been rapid, but this state of affairs is coming to an end and an officer must in the future expect to have to serve for several many years before obtaining promotion. It has become therefore a matter of necessity to provide a scale of salary sufficient to provide the officer with a living wage, and it appears essential in order to attract the right type of candidate, to offer a salary not less than that suggested by the Tropical African Services Committee.

(2) If the scale of £250-15-400 is to be extended to other departments, it would seem impossible to assign a lower scale to the Administration, the senior and most important department.

Local Auditor £500-25-700 with £50 duty allowance.

Senior Assistant Local Auditor £400-20-500 with £40 duty allowance.

Five Assistant Local Auditors £250-15-400.

These proposals are recommended to the Secretary of State for the following year.

Local Auditors

The question of the salaries of the Judges in the East Africa Protectorate has been the subject of a separate report to the Treasury, and the Treasury have approved the following salaries:

Chief Justice £1,100 per annum with £100 duty allowance.

Two Justices £800 per annum with £80 duty allowance.

Two Judges £700 per annum with £70 duty allowance.

These proposals have been explained to the Secretary of State.

The Secretary of State cannot accept the proposals unless an alteration should be made.

The Assistant Crown Advocate

on the occurrence of a vacancy

it is proposed that the salary of this officer

should be fixed at £500-25-600 with £50 duty allowance.

Having regard to the salary of the

Crown Advocate in Uganda the Secretary of State

is unable to propose a higher scale than

that above mentioned.

With regard to the Principal Registrar of Documents, the Secretary of State is unable to

understand the ground on which the large increase of salary, suggested by the Governor for this Officer, is recommended, and it is suggested that his salary should be left at its present figure unless the Governor considers that scale A would be sufficient.

Police.

It is recommended that the salaries of the Police Department should be left as they are for the present. If and when the post of Inspector General is abolished, the whole question of staff and salaries will need to be reconsidered.

It is suggested that the annual increment of the salary of the Commissioner of Police should be raised to 10% in order to put his salary on one of the standard scales recommended by the Tropical African Services Committee.

Transport.

It is recommended that the post of Government Transport Officer has taken place since Sir P. Girouard's despatch of the 19th of May was written and his successor has been appointed on a scale of £500-£700 with the duty allow. The scale now recommended by the Governor.

Military.

The scale proposed by the Governor is approved, but the holder must of course retain his existing rights.



Secretariat.

The reorganisation of the Secretariat of the Government has formed the subject of a report submitted to the Trustees.

RECOMMENDATION

It is recommended that the scale of salaries for the Secretariat should be fixed as follows:

For the Financial Comptroller £200-25-700 (the present scale with £50 duty allowance). The Secretary of State does not recommend this and considers it important to maintain uniformity with other Protectorates to adhere to the scale of £200-25-700 with £50 duty allowance.

It is recommended that the fact that the salary of the Secretary of State has been fixed from the Protectorate has been fixed at £200-25-700 with £50 duty allowance. The Secretary of State considers that the recommendation that the salary of the Secretary of State should be fixed at £200-25-700 with £50 duty allowance is correct and it should be fixed at £200-25-700 with £50 duty allowance which is the salary in the Protectorates.

It is recommended that the salary of the Assistant Treasurer should be fixed at £300-20-600 with £50 duty allowance. It is further recommended that the post of First Assistant Treasurer should be fixed at £200-25-700 with £50 duty allowance.

as a result of the other Assistant Treasurers should be notified and it is proposed to make enquiry of the Governor as to the necessity of the continuance of duty allowances to the Assistant Treasurers stationed at Kampala and Jinja.

Audit Department.

The Secretary of State cannot recommend the large increase of salary proposed by the Governor for the Auditor. He recommends that the Auditor should be placed on scale B. viz. £400-20-500 with £40 duty allowance and that the Assistant Auditors should be placed on scale A viz. £250-15-400.

Legal Department.

The question of the salaries of the Judges has formed the subject of a separate letter to the Treasury and the Treasury have approved of the Principal Judge being assigned a salary of £900 with £90 duty allowance and the Second Judge a salary of £700 with £70 duty allowance.

As regards the Crown Advocate it is recommended that the salary should be fixed at £500-27-300 with £50 duty allowance.

Police.

As regards under the heading of "Police" in the East Africa Protectorate it is recommended that no change should be made in the salaries of Police for the present.

Legal

Survey Department

... the scale of
 ... of Survey would be
 ... 25-700
 ... by allow
 ... of 250
 ... Deputy
 ... at 2400
 ... with
 ...

Public

Twenty

... Secretary of State
 ... salary
 ... 17500
 ... with 2500

... Chief
 ... salary of 2400
 ... allow
 ...

Alaskan Clerks

... This is
 ... recommendation
 ... placed on
 ... as he considered
 ... present scale, viz. \$250-10-300 is sufficient
 ... in a letter from
 ... of the 30th of December 1910
 ... the Government of Alaska was consulted, at

(1910/10)

the time when the new scales of salary for European Clerks were introduced into the East Africa Protectorate, as to the advisability of extending to the European Clerks serving in Nyassaland the terms proposed for the East Africa Protectorate, but the Officer Administering the Government was at the time opposed to any change in the existing position of European Clerks in the Protectorate. The present Governor, Sir William Manning, has since been consulted in the matter in connection with the appointment of a Clerk in the Legal Department. The Governor's reply has not yet been received, but from the present proposals it would appear that he would be opposed to any reduction in the present scale of salary.

Governor.

in connection with the estimates of the Governor in being allowed a duty or entertainment allowance, for the Governor is being considered in connection with the estimates.

Secretariat.

The question of the future establishment of the Secretariat has been dealt with in the Colonial Office letter to the Treasury of the 21st of May 1914. As was explained in that letter, it is inadvisable at present owing to personal reasons to introduce a complete re-organisation

Medical Department.

The Secretary of State considers that the proposals recommended on the lines ^{for} ~~of~~ the African Medical Staff are altogether ^{costly} ~~expensive~~ for the present circumstances. He recommends that the salaries should be left as they are with the addition of a duty allowance of £60 for the Principal Medical Officer. It is recommended that ~~no~~ ^{no} change should be taken to create the appointment of a Deputy Principal Medical Officer at a salary of £500-25-600 with 350 duty allowance when ^{on} ~~in~~ permit.

Transport Department.

The Secretary of State does not possess sufficient information with regard to the appointments of Chief and Assistant Transport Officers to feel justified in ^{submitting} ~~recommending~~ the Governor a recommendation, and he would ^{prefer} ~~propose~~ that no change should be made in the salaries, at least for the present.

Postal Department.

It is recommended that the salaries of the Postmaster should be left as they are for the present, and it is proposed to make enquiry of the Governor whether some of the work at present performed by Europeans could not be done by Indians.

Agricultural

2. The question of the scales of salary in the East African Protectorates has been consistently brought to the notice of the Secretary of State, and after an inquiry which has been instituted, the most successful consideration, Mr Harcourt has arrived at the conclusion that the time has not yet come when general increases should be made, especially of the administrative staff, and that it will become necessary to call attention was called to

in the East African Protectorates in connexion with the abolition three years ago of the tribe which excited a good deal of interest both in Parliament and in the public generally, some few years ago, and it was urged that the existing salaries were dangerously low for officers armed with the power of life and death and exposed to all the temptations and trials of the African administration.

(The Secretary of State)
acted accordingly
15/2/1911

The

The Secretary of State has been careful to refrain from giving any pledge

(3991)

In the
any steps
the improvement
was contemplated
of the
elements of the
Commissioners in the East Africa Protectorate, to which it has not yet been applied but detailed proposals on the subject are under consideration at the present time.
3. Owing to a variety of causes, and a statement of which it is unnecessary to burden

the

but Mr. Harcourt would admit that the difference is not sufficiently great to justify the present difference between

the salaries of the East African Coast

is a possibility

no medical
corporate
administrative

movement in the

selection of candidates for East Africa nine

refused. In this connexion I am to enclose an extract from a letter from

UNSAT