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to Janny
Previous Paper

Protectorate Staff

States views as to staff of various departments

W. B. Fildes

I have cooperated in the letter to the extent of suggesting scales of salary into which Sir P. Eyraud might fit the proposals which he wished to make for individual officers. It was an opportunity for introducing scales consonant with the ideas of the Tropical African Services Committee for abolishing personal allowances in favour of

The special salary for the Crown Advoct has already been approved by the S. of B. on ^{Gov} 24536. The increase for the Conservator of Forests of the

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copy to Treasury 27 Jan 11

next subsequent Paper
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and other are fully justified by the abolition of the highly paid appointments the duties of which they will now be called upon to undertake. The increase of Mr. Bowring, ^{the Treasurer} is, I feel, due to the special responsibilities which, as Sir P. Grouard explains, he has to bear under existing arrangements. All these increases (with the exception of those to the European clerks: 1879) have been embodied in the G.O. for 1881-82 for consideration. I suggest sending a copy of this letter to the Treasury with the memo on the Estimates on

Staff

Jan 23

H. J. R.

24/11

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COLONIAL OFFICE,

LONDON,

16th January 1911.

Confidential.



Sir,

With reference to my Confidential Report of the 26th May 1910, I have now had an opportunity of discussing the report in so far as it concerns certain appointments in the Protectorate.

I have to understand that there will be some difficulty attendant upon the appointment, at present, of a Colonial Secretary, and that under existing circumstances, such a change, however desirable - cannot be effected. As this decision will also affect the reorganization of provinces, I do not propose to press at present for any change of existing arrangements with regard to the number of Provincial Commissioners.

With reference to the Judiciary, I have been given to understand that the matter is receiving the attention of the Colonial Department, and that no change of status or salary is immediately contemplated. I would however desire to record my opinion that the salaries paid to Judicial officers in British East Africa are extremely low, and that we cannot expect to attract officers of high standing to the Service, so long as existing rates obtain.

Legal

The PRINCIPAL SECRETARY OF STATE
FOR THE COLONIES,

DOWLING STREET, LONDON.

Handwritten signatures and notes at the bottom of the page, including 'S.G.' and '7141-20'.

2.

Legal Department.

I have been able to report that Mr. Cobbe has my entire confidence, and that I was quite prepared to recommend him as a head of a legal department in any African colony. The work of this Department has always been of an onerous character, and now that very large commercial interests are being evolved in the Protectorate, it is essential that it should be staffed to cope with the work of the large body of settlers now in the country; the increasing commercial interests both in the highlands and on the coast, and the natural tendency of the Indian population towards litigation, make it essential that the Department should be strengthened in personnel at once.

The salary paid to the Crown Advocate, viz: £600. by £25 to £700, is a very modest one for the work accomplished and when compared with the salaries attached to similar appointments in other African colonies, which vary as from £820. in Northern Nigeria to £1320 per annum in Southern Nigeria, while the salaries of junior appointments in these various colonies exceed those of the senior appointments in British East Africa. I think it not only desirable, but justifiable, that the salary attached to this post should be materially increased, and I would suggest £800. with a Duty allowance of £80.

At a later date, when a decision can be come to with regard to the legal appointments in the Protectorate and in Uganda, it would appear necessary to strengthen the Department by appointing an Assistant

Assistant Crown Advocate of the highest legal ability.

Apart from the recommendations made in my Report, I would now desire to put forward general recommendations for certain increases which I consider essential for the good working of the Administration:-

Treasury.

The Treasurer, who was appointed as far back as October 1901, is receiving £550, by £25 to £700, with a personal allowance of £100, and is at present in receipt of the maximum salary attached to the appointment. The increasing importance of this post appears to me to justify a higher rate of salary and one more in accordance with that which is granted elsewhere. It is also to be borne in mind that until the appointment of a Colonial Secretary is made, the Treasurer of the East Africa Protectorate carries on the whole duties in finance matters which usually pertain to the office of a Colonial Secretary. He presents to Council the financial statements of the year, and is responsible - both in and out of Council - for the preparation and presentment of all financial questions. In pursuance of these duties a large number of highly important questions, such as the increase of Municipal powers and their financial effect, water supplies, and the many considerations affecting such large projects as Hagadi Soda scheme concessions, &c., have invariably fallen upon his shoulders.

4.

In Committee of Council he is always associated with the consideration of many subjects which would usually fall upon a Colonial Secretary. The position is therefore an entirely different one to that of a Treasurer in a colony organized upon the usual Colonial lines, and I consider that there is every justification for an increase in the salary of this post, the duties of which are more onerous than those of the head of the Legal Department.

I would therefore propose that the salary of the Treasurer should be fixed at from £700, by £25 to £900, with Duty pay of £70, and that the present holder - Mr. C. C. Bowring - should be granted a salary of £850, his present Personal allowance being absorbed.

In a similar way, I consider the salary attached to the office of Deputy Treasurer is a meagre one, and would desire to recommend that it should be increased to £500, by £20 to £600, with a Duty pay of £50, and that the present holder - Mr. Esple - should receive a salary of £520, with a Duty pay of £50, his present personal allowance being absorbed.

Legal Department.

The salary at present paid to the Registrar of Documents at Nairobi, fixed at £180, by £10 to £210, is in my opinion inadequate, and I would propose to fix it at £200, by £10 to £300.

Transport

Transport Department.

The Assistant in this Department, stationed at Nairobi, is at present receiving a salary of £180. per annum. This I would propose to fix at £200. by £10 to £250, this being I think the minimum at which an officer can be expected to serve in this town.

Postal Department.

The Postmaster General is at present receiving a fixed salary of £350. I should propose that the salary for this post be fixed at £500. by £25 to £700. plus £50. Duty pay. The present holder, Mr. Gosling, to receive a salary of £350.

The Accountant in the Post Office is on a fixed salary of £230. This I would propose to convert to £200. by £10 to £250, with the recommendation that the increment this year should be £20.

Forest Department.

The proposed retirement of Mr. Hutchins involves the selection of a successor. When this matter was considered latterly in the Colonial Department, it was decided that the Forest Dept. should be placed under the Colonial Secretary when a Colonial Secretary was appointed, and until such a date remain an independent unit.

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The salary of the Chief Conservator is £600, by £50, to £1000, and for 1911-12 the full pay of the appointment will be drawn.

I would propose that the present Deputy Conservator should be styled "Conservator of Forests" and that his pay should be fixed from £300, by £25 to £700, with a Duty allowance of £80. In the event of the transfer of Mr. G. S. Baker to another colony it would be advisable to appoint an Assistant Conservator to Mr. Battiscombe.

I would also propose the following increases in the Wardeners of this Department:-

Messrs. H. S. Baker and W. A. Jackson to be fixed at £300.

Mr. E. H. ... at £250.

Survey Department.

The present Deputy Director of the Survey Dept. for Cadastral work, Mr. A. E. Townsend, is on a fixed salary of £500. This officer has recently been recommended for Pension rights. His office is one which will continue so long as the Protectorate possesses a Land Department, or otherwise for an indefinite period; he has therefore been lately recommended for pension rights.

I am of opinion that this office should be placed upon a higher scale, if pension rights are not granted, and that in any case a Duty allowance of £50 per annum should be attached to the post.

Land Office

Land Office.

The retirement of the Commissioner of Lands, who was in receipt of £1500. a year, has been approved, and Mr. Barton Wright, the present Land Officer, has been appointed in his place with no change of title. He is at present in receipt of a salary of £600. by £25 to £700, and I think this inadequate for the extra duties now imposed upon him. I am unable to compare this appointment with similar ones elsewhere, but it is to be noted that his predecessor in office was in receipt of a very much higher rate of pay, and I consider therefore that Mr. Barton Wright, who is quite competent to fill the post, should receive a substantial increase, and should propose that his appointment should be fixed at from £800. by £25 to £900, plus £50. Duty pay, and that the present holder should receive a salary of £700.

During the year, a Committee of the Protectorate Staff has considered the question of the grading of European clerks, and a general scheme has been put forward, under which I would desire to make the following recommendations:-

Present holder.	Existing scale of salary.	Proposed scale of salary.	Effect of proposal on Estimates 1911-12.
<u>Provincial Adminn.</u>			
<u>European Clerks.</u>			
J. S. Hall.	£150.)	£150. by £10. to £200.	
A. Walker.	£150.)		
W. S. Bent.	£150.)		
R. H. Hampson	£140.	-do- Plus £24. Duty allowe as Hd. Clerk.	

8.

Present Name.	Existing scale of salary.	Proposed scale of salary.	Effect of proposal on Estimates of 1911-12.
<u>Legal.</u>			
A. Barlow.	£120.	£150. by £10. to £200.	
<u>Agriculture.</u>			
L. D. Carpenter. (Chief Clerk)	£175.	£200. by £20. to £300.	
F. W. Botting. (Record Clerk)	£150. by £10 to £170.		
A. L. Watson. (Accountant)	-do-	£150. by £10. to £200.	
C. H. Chalk. (Relief Clerk)	£150.		
B. C. Richards (Vety. Clerk)	£150.		
J. P. F. Gallway. (Vety. Clerk)	£150.		
<u>Forest.</u>			
(Vacant.) (Accountant & Seedsman)	£140.		
B. C. Wilkes. (Typist)	£120.	£150. by £10 to £200.	
<u>Survey.</u>			
A. Rehm. (Clerk & Storekeeper)	£250.	£200. by £20 to £300.	
E. W. Nicholls (Accountant)	£150.	£150. by £10 to £200 Plus £24. Duty allce.	

Present holder	Existing scale of salary	Proposed scale of salary	Effect of proposal on Estimates of 1911-12.
<u>Survey (Contd)</u>			
W. T. West. (Asst. Accountant) Clerk.	£140.	£150. by £10. to £200.	
F. Smythe. (Office Assistant)	£190.		
<u>Land Office</u>			
G. V. Knappman (Head Clerk)	£175.	£200. by £20. to £300.	
J. H. N. Stuart. (Accountant)	£160.	£160. by £10. to £200. Plus £24. Duty allow.	
<u>Clerks.</u>			
J. H. Small.	£150.		
D. Brummage.	£114.		
D. Rawlinson.	£160.	£160. by £10. to £200.	
W. S. Akers	£190.		
P. E. Wolfe	£130.		
L. Lea.	£150.		
W. N. Low.	£110.		

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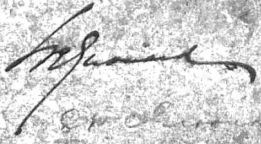
The net effect upon the Estimates, leaving aside the appointments in the above scheme, which have not yet been fixed, would be a £154. increase.

P.
I have the honour to be

Sir,

Your most humble

obedient servant,

A handwritten signature in dark ink, appearing to be 'W. J. ...', written over a diagonal line that crosses through the preceding text.