

EAST AFR. PROT.

N^o. 34199

G O
34199
13 08

Director
No. 190
1908
16 84/2
previous Paper.
2394

(Subject.)

Travelling allowances

Ref? to my conf. desps 53, 2 June. Have
orders been given anxious for reply estimates
under considⁿ.

(Minutes.)

Reply that after full considⁿ
of the views expressed in
Mr J. Hays Lubbock's despatch and
its enclosures Lord Curzon
is of the opinion that there is
no reason to modify the
conclusions at which his pre-
decessors had arrived, and
that a despatch will be sent
by mail.

W. J. 22
at once

2394
1908

previous Paper

4175

C. O.
34199

13 SEP 1908

Telegram from the Governor of the East Africa Protectorate to the
Secretary of State for the Colonies.

(Received, Colonial Office, 2.22 p.m. 18th September, 1908)

No. 190. Referring to my confidential despatch No. 53
2nd June have orders been given anxious for reply
estimates under consideration.

g
23394

SADLER.



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WESTMINSTER OFFICE
SEP 1908

No.

The following TELEGRAM Received

From

Foreign

No.

No. of

Words

Dated

Time

via Eastern

Handwritten notes and scribbles, including '11.6.08' and '18/9/1908'.

Ref. to my conf. des. 33

*2nd of ... have orders been given
to ...
anticipate for reply
under consideration
advising cable*

Recd 22 fu

18/9/1908

REPLIES SHOULD BE ORDERED *Via Eastern*

Doubtful words should be OFFICIALLY repeated. See Blue Book.

No inquiry respecting this Telegram should be attended to without the permission of this Office.

Printed & Published by the Eastern Telegraph Company Limited, London.

Jan 34/99 E.A.P.

sent W.P. 24/9 may

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24 Sept.

pathos

Ref. to your let. re

collarday

After full consid

190.

DRAFT

sel.

Sadler Nairobi

of views expressed in
daylike

Your conf. des. no. 53

pancreatic

I see no reason

MINUTE.

~~W.P. 24/9~~

Mr. Ellis

Mr. Just.

Mr. Antrobus

Mr. Cox

Sir E. Evans

Sir F. Hopwood

Mr. Seely

The Earl of Cromo.

To modify conclusions
arrived at
by my

oecrotomy
predecessor

backfoot
diastole
Deep follow

Return H. for draft

14

J. D.

19 Nov

E.A.P.

Conf

Gov. 3199 E.A.P.
Sir,

I have the honor to ack. the recd. of your conf. desp. no. 53 of the 2nd June, relating to salaries and travelling allowances in the E.A.P.

H.R.C. 15/10

Mr Ellis *10/10/10*

Mr Read *by Nov.*

Mr Antrobus. 16

J. D. D. P. 10.11

2. I have ^{not failed to} given careful consideration to the arguments which you adduce, but ~~am bound to say that they do not appear to me to afford ground for modifying the conclusions arrived at by my predecessor in his conf. desp. of the 22nd Oct. 1907.~~

The decision in this case has been given some weeks ago & cannot will be expected to be a matter of surprise. I think the despatch is a good deal to be said for the officer holding the appointment. It is a case of the country where a number of the travelling allowance as a part of the salary. It is a case of the country where a number of the travelling allowance as a part of the salary. It is a case of the country where a number of the travelling allowance as a part of the salary.

3. It appears clear from your desp. and its enclosures that travelling allowances which you speak of as an "inducement to travel", have come to be regarded by officers as a means of additional emolument, and in no sense as a refund of out of pocket expenses incurred as a necessary consequence of travelling.

4. You speak of the discontent that will be excited by the withdrawal of the travelling allowances. I cannot but feel that officers with a proper sense of public duty, who hold appointments which necessarily involve travelling do not require

this additional monetary inducement to the proper fulfilment of their duties. Such officers will be glad to go on tour, not only because, as I am led to believe, living is cheaper on tour, but because they will find it more interesting to get into personal touch with the natives. The question is not one of arousing a little discontent among the present staff of the Prot., but one of curtailing a bad practice and putting it on the right

and the salaries of which have been paid with due regard to this obligation

payment of increments of salary (if necessary) will be made under a scheme the scope of a subsidiary

J.D. 10.11

lines for the benefit of the future staff and revenues of the ~~the~~ country

I do not think, moreover, that your or ~~your officers have fully appreciated the~~ *intention of the subject to changes which my predecessor advocated. It has since been appreciated.*

and to fix the salaries with due regard to the obligation of travelling

appts. he proposed to do two things; to abolish travelling allowances and to place the consolidated salaries on an incremental scale. It must be remembered that the whole of the consolidated salary will count for pension, while the travelling allowance did not so count.

~~Being~~
Moreover, the proposed consolidated salaries are incremental. Had the question merely been one of fixed versus incremental salaries, it would have been suggested that the present fixed salary should be taken roughly as the mean instead of the minimum of the incremental scale. But, in view of the abolition of travelling allowances, it was agreed that the present amount should be the minimum of the proposed scale. An addition was made to avoid any risk of hardship consequent on the abolition of the travelling allowance while the annual additions were intended to give long the recognition to an officer's increasing value due to length of service. Thus the proposed incremental scale serves two distinct ends, and this fact does not seem to have been fully appreciated *in the past* by yourself or your officers.

You have referred to the N.A. practice

in support of your contentions; but I would point out that in N. Nigeria officers ~~generally~~ draw exactly the same pay and allowances when travelling as when stationary. I would add that the case of India is hardly parallel with that of the S.A.P.

~~In view of these considerations, I~~
In Uganda a similar scheme has been adopted without protest.

6. In view of these considerations, I must ask that effect may be given to the proposals of my predecessor in this matter when the draft estimates for 1902-10 are in preparation.

where the conditions
do not correspond
nearly to those
of East Africa,