

EAST AFR. PROT.
19298

13233
REC'D
JUN 10 1910

Governor
Siromard 345

EUROPEAN CLERKS
GRADING AND EMOLUMENTS

1910

June

previous Paper.

Trs statement by the Treasurer showing financial effects of the Committee's proposals. Trusts that proposals will be sanctioned. Calls attention to the cost of living in Nairobi.

Handwritten initials

Handwritten notes:
Circled memo 4.30 9 July
Copy sent up 306
Apr 201 20 by 25884

Mr Butler

The Governor now sends the information for which we asked in our despatch of 4 April on Govt No 770 D.C.

As to the £20 increase proposed in Gov's despatch of 7 Nov. on 39382/9, although no ^{specific} ~~definitive~~ reply is made to our question, I imagine that the answer is to be found in the general reply, as to the cost of living in Nairobi & the need for encouraging the European clerks. In any case, no provision having been made for it, presumably the proposed increment is not being paid & unless specifically raised again may be altogether ~~rest for a time~~

Handwritten notes:
M.P. 4214

has remained to approach
 the Treasury on the ^{whole} subject.
 I don't believe they will alter
 the provisions. The men are
 to be pensionable under 14 of Reg^s
 of Jan 1-1904. In part of the
 (the report). A copy of these
 Reg^s is from in ody/29/01/9
 re Anatic Subordinate: ~~independently~~
 "January 1st" should be
 "December 1st", the date shown
 in the printed Reg^s in that paper.
 Now the list from in this resp.
 is very misleading. The P^{ts} has
 "lumped together" without distinction
 the pensionable posts recommended
 by the Committee and the existing
 pensionable staff. There
 however, compared each entry
 to the 1910-11 Estimate, although
 in hardly one case ~~is~~ there is
 list the nomenclature of the Estimate
 adopted in the list (it is categorically
 difficult to get the P^{ts} to give just
 the inf. we need on pensions
 questions), the salaries identify
 the posts sufficiently. Result -
 it is proposed to add 12 posts
 to the present open^d estab^l of the
 P^{ts}.

* I can
 discern
 Reg^s of
 1/Jan

Taking these in order:-

(1) Governor's Dept.

Probably the work is of rather a special
 nature in this Dept. & the value of
 a well-trained man such that it is
 worth while making him pensionable.
 (2) Agriculture Dept.

Sir M^r (carpenter's file beneath
 hook) last the Treasury again laid
 down their view that pension rights
 sh^d only be granted in their Dept.
 to "very few superior posts"
 In the face of this, we can hardly
 ask them to make 4 new app^s
 pensionable, seeing that they are
 all clerks on salaries ranging
 round ~~£200-£250~~ £200

Mr. Carpenter should, I think, receive
 some censure in the course but as
 with the general of it, it wd prob. be
 better for individual cases to be
 put forward to strong rec^d from
 time to time.

(3) Forestry Dept.

Presumably Sir P. Leonard is
 prepared to keep on the Dept^t or
 Accountant in any case, even if
 the Forestry Dept. is merged with
 the Land Office. But as with
 the rec^d made for certain officers in
 this

this dept. to be made pensionable some months ago. I think that we should abstain from making any new penul. app'ts in the Forestry Dept. until its future is settled.

(4) Public works.

If Mr. Hoey is to receive the salary req'd, i.e. £200 to £300 instead of £200 fixed, I can imagine nothing more unlikely than that the Treasury will also grant pension rights. I wd. ask for the salary, but leave pension rights alone.

(5) Land office.

It is perhaps a little strange that 3 typists at £150 in this dept. shd. be possible but not the Head Clerk (or office Dept.). But as in Mr. Hoey's case, a rise in salary plus grant of pension rights is not a ~~very~~ practice that the Treasury loves. I wd. ask for the salary, but for the time being leave pension rights alone.

And as to Mr. Mummery, the same applies.

As to Mr. Atkins he too will receive a small increase in salary 1914. I think that it wd. be well for him to wait, & have his case brought up separately.

(6) Murray, Gen. Sec.

The tendency has been to refuse to consider the making of app'ts in the Home Dept. of G.A. penul. & pensionable. See minutes on 29/2/1917 vol.

Result - one appointment only which might be added to the penul. establishment.

It is easy enough to argue away the claims of these men, as above, but if only we had the money, we wd. naturally prefer to make them all pensionable, esp. as they feel that they are placed at a disadvantage compared with Royal Air Force subordinates, who have pensions. But having regard to the facts that in many cases, the rate of salary are being raised & that the Treasury is well inclined to increase the number

of pensionable apts, I doubt whether we are justified in asking them to add these 12 apts. ~~under the present bill~~ ~~which are only a thing~~ ~~at the present time~~ ~~retirement~~

I would propose that -

① we should write to the Treasury, saying that S.I. has had under his cover the 7 of the trading & emoluments of his clerks in the E.C.L. send a copy of the correspondence shown in the margin: submit for the Gov's cover the Gov's proposals, as far as salaries are concerned, but pointing out that S.I. does not feel justified at present in recommending any additions to the present ^{or} ~~or~~ staff & explain that he is requesting the Gov. to make separate submissions from time to time on behalf of any piece, whose claims are such as to justify the award of a pension.

Franklin 26/10
+ encl
S.I. Gov. 1/11
A-A
Franklin
encl

(2) ask: the Gov's last despatch. I send a copy of it to Treasury, expressing regret that S.I. does not feel justified in supporting the pensions part of the Committee's ~~the~~ proposal & requesting him to make separate submissions in the case of individuals, whose claims he considers to be sufficiently strong: and say that S.I. would be glad to know whether it is intended that the apts on p. 1. of the minute in Gov's 19298 excluded from the (last) list should be filled with by Indians when the engts of the present European address expires - all.

Post files 9/9
S.I. Gov. 1/11
H.I.R.
11/11
S.I. Gov. 1/11
above P. 12

C O
19293
GOVERNMENT HOUSE,

Nairobi,

25 JUN 10

June 4th 1910.

EAST AFRICA PROTECTORATE.

No. 345

(Incl. 1)

My Lord,

In reply to Your Lordship's despatch No. 186 of the 8th ultimo, I have the honour to transmit herewith a statement by the Honourable Treasurer showing the effect on the Protectorate finances, present and future, of the proposals put forward by the Committee in regard to the grading and emoluments of European Clerks.

3. Your Lordship will perceive that the immediate changes are neither great nor expensive and, though the ultimate increase in annual cost may appear heavy, it will not be incurred for some years, and, as Mr. Bowring explains, it is inconceivable that all the Subordinate European Staff will be drawing the maximum pay of their grade at any one time.

4. I would solicit Your Lordship's favourable consideration of these proposals, as I am personally convinced that many of these clerks find it very difficult to live on their present salaries

THE RIGHT HONOURABLE

THE EARL OF CREWE, K.G.,

SECRETARY OF STATE FOR THE COLONIES,

DOWNING STREET, LONDON, S.W.

salaries. I do not wish to weary Your Lordship by dwelling on the expensiveness of Nairobi, where most of them are stationed, but it is a fact which cannot fail to impress itself on any one who resides here.

4. In this connection I would invite reference to the Committee's remarks on the subject in paragraph 8 of their report enclosed in my despatch No. 100 of February 25th.

I have the honour to be
Your Lordship's humble,
obedient servant,

GOVERNOR.

31.5.46 10

9298

M I N U T E .

25.5.46

So far from increasing the number of clerical posts held by Europeans the Committee's recommendations go to reduce it as vacancies occur.

Only one post in the Committee's list is at present filled by Asiatics viz: one of the temporary Clerks in the Cadastral of the Survey Department which the Committee recommend be filled by an European at £150 - £160 - £200 whereas it is at present filled by two Asiatics drawing in aggregate £140 rising to £192.

On the other hand the following posts at present filled by European clerks are excluded from the Committee's list;

Labour Clerk, Nairobi (Mr. Bent)	£150 - £200
Provincial Commissioner's Clerk, Kisumu (Mr. Hampson)	£150 - £200
Registration Clerk, Nairobi (Mr. Barlow)	£120
Police Clerk (Mr. Jolley)	£200
Principal Medical Officers Clerk (Mr. Plunkett)	£200
Asst. do. do. (vacant)	£150
One Veterinary Clerk (vacant)	£150

All the above get quarters or house allowances.

I attach a schedule giving salaries and total cost under existing conditions and ditto under the Committee's scheme. This schedule also shows the increase to the pensionable establishment.

The

The two great differences between European and Asiatic Clerks under existing conditions which the Committee's proposals would remedy, if adopted are (1) that the Asiatic staff is graded on incremental salaries which with a few exceptions the European Staff is not and (2) that the Asiatic Staff is mostly permanent and pensionable, while the European Staff is temporary and serving under Agreements.

One point to be considered is that the commencing salary of European clerks suggested by the Committee, viz: £130 would probably be insufficient to attract and retain good men unless further privileges in the way of annual increments and pensions are held out to them.

Further it should be borne in mind (1) that, although the ultimate increase in expenditure when all clerks have reached their maximum may appear large, it is inconceivable that the whole staff will ever at one time be drawing the maximum salaries of their posts, (2) that vacancies in posts where salaries of £150 or more are at present provided will be filled on salaries commencing at £130 only and (3) that it is most probable that the present staff would in many cases receive especial increases of pay from time to time if not on an incremental scale.

Nairobi,
May 11th 1930.

Sd/- C.C. BOWRING.
Treasurer.

Schedule showing effect of the adoption of Committee's recommendations of the subject of the European

Clerical Staff.

Department	Post recommended by Committee	Salary recommended by Committee	Present Holder of post.	Salary at present provided in estimate	Immediate increase if Committee's suggestion are adopted	Ultimate Increase.
	Clerk	150-200	G.H. Williams	210-200	Nil	Nil
	Office Supt.	200-200	H.W. Gray	200-200	Nil	Nil
	Clerk	200-200	L.D. Carpenter	170	200	210
	Clerk	130-200	F.W. Harding	180-170	Nil	20
	Clerk	180-200	A.E. Watson	180-170	Nil	20
	Clerk	180-200	E.C. Richards	180	Nil	20
	Accountant	120-200	W. Barlow	140	Nil	20
	Typist	150-200	B.C. Wilkes	120	10	20
	Office Supt.	200-200	A. E. How	200	Nil	200
	Clerk Nairobi	120-200	vacant	120-200	Nil	Nil
	Clerk Kiambu	150-200	G.J. Hunt	160	Nil	20
	Dist. Commr's Clerk Nairobi	150-200	J.S. Hall	150-200	Nil	Nil
	" " Kiambu	150-200	H.W. Walker	150-200	Nil	Nil
	Registrar Nairobi	200-200	W.A. Faithorpe	180-210	Nil	20
	Office Supt.	200-200	G.W. Chapman	175	20	195
	Repts Clerk	150-200	J.N. Stuart	150	Nil	20
	Deeds	150-200	J.N. Small	150	Nil	20
	Recorder	150-200	D. Trammere	114	10	20
	Correspondence clerk	150-200	D. Hamilton	140	Nil	20
	Relief	150-200	W.S. Akers	120	Nil	10
	Temporary	120-200	F.E. Wolfe	120	Nil	70
	"	120-200	B. Lee	120	Nil	70
	"	150-200	W.L. Lov	110	20	20
	Chief Clerk	150-200	H.V. Macmillan	200	Nil	Nil
	General	150-200	H. West	140	Nil	20
	"	150-200	F. Mayhew	120	Nil	20
	"	150-200	H. Asiatios	120-120	Nil	20

Total of posts costing £22500 to £29000 in place of costing £2124 to £2820. Immediate increase £200 ultimate increase £1204

Reasonable posts recommended by Committee and existing reasonable Staff.

N.B. The effect of raising all house allowance to 240 per cent would entail an increase of £120, for those clerks who are not occupying Government Quarters. Visit allowance of 240 to 1 clerk at present without house allowance.

Govt 19290 Sab

DRAFT

Value to the Mas.

18 July 1929

MINUTE

Li.

- Mr. Pakenham 14/7
- Mr. ^{Lead} Butler 14
- Mr. Fiddes 15
- Mr. Jast
- Mr. Cox
- Sir C. Lucas
- Sir F. Hopwood
- Col. Seely
- Lord Crewe

25/3/29

to request that you will inform the L.C. of the Meeting that he has had under his cover the question of the finding & comments of the European clubs serving in the Sab. & to transmit ^{to be held before the} the accompanying copy of correspondence bearing on this subject.

for cover
 number 25 Jul
 P157
 number 4 June
 P157
 1929

2. Lord Crewe concern with the Gov. of the P.C. in

thinking that some improvement is

Copy for 430 19 July
 Copy for 430 16 Aug

Est 19298 Est



DRAFT. Est No. 430

for his B.G. income

paid

19 July 1910

MINUTE.

Li,

- Mr. Pemberton 14/7
- Mr. Butler 14
- Mr. Fiddes 15
- Mr. Just.
- Mr. Cox.
- Sir C. Lucas.
- Sir F. Hopwood.
- Col. Seely.
- Lord Crewe.

Shawed to ask the receipt of
 your des. No. 345 of the 6th of
 June, ~~relating to~~ relating to
 certain proposals in regard
 to the grading & emoluments
 of the European clerks in
 the Est, & to transmit to
 you the accompanying copy

for comm

~~22 Dec 18/1910~~
~~17/1910~~

I enclose a letter
 which I have caused to
 be added to the Memoir
 on this subject.

~~Est No 430 1910~~

2. I regret that, after
careful consid^r, I find
myself unable to
support ^{a general} ~~the~~ recommendation
that a certain number of
the seats held by these
clubs should be made
permanent & assignable

I have to request, however
that, if ~~the situation of~~ ^{you consider that strong reasons} ~~the~~ ^{make good of} ~~the~~ ^{person rights!}
~~any individuals~~ ^{you in a club,} ~~for~~ ^{person rights!}

~~appear to you to have~~
~~sufficiently strong~~
~~claims for person rights,~~
you will ~~submit~~ ^{submit} ~~your~~
~~separate notes~~ ^{separate notes} ~~for my consid^r,~~
~~explaining in each~~
~~case the grounds~~
~~for the recommendation~~

both of u.

to

to the posts at present
filled by Europeans
clubs, & excluded
from the list of the
Committee, viz. those
shown in para 3. of
the minute which
was enclosed in your
last under reply.
I had hoped to learn
whether it is intended
that these posts
should be filled by
Indians, then the
engagement of the
present European
Indian claims

/s/ Henry