

EAST AFR. PROT

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18. 11. 10

Governor 355

LANGUAGE EXAMINATIONS

Suggests that in one year's time the offer of bonuses of £50 for a knowledge of Hindustani should be discontinued. Consider it as an officer's duty to become acquainted with this language. Agrees with the payment of bonuses for knowledge of East African tongues but thinks amount of bonus to be paid should be left to the Governor provided it does not exceed £50.

110  
June  
Previous Paper  
17/29/04/10  
Mgai

Mr. Butler

It is just a year ago that Mr. Jackson asked us to allow a £50 bonus for Hindustani to P.W.D. officers & is considered suitable by the Governor. It is rather

difficult for me to have that proposal to which we agreed on 29/2/25 & apart as soon but if the Gov. wishes it, I suppose we must support him in a matter of this kind.

He wishes to have it left to him to decide how much the bonus shall be for Swahili etc. when an officer has earned

22213

He gives no reasons for  
this suggestion, & it looks as  
if he wished to introduce different  
bonuses for different classes  
of men, unless possibly he  
proposes to give a larger  
sum to the man who passes  
the higher exam: at the top of  
the list, & a smaller sum to  
one who just scrapes through.  
Although it is perhaps a  
small point, we might go into it

? ask: say that S.S.  
approve of discontinuance of  
bonus for Hindustani as  
from 1 April 1912; and  
say that S.S. wd be glad to  
learn on what principle he  
wd differentiate as to bonuses,  
if the sum were left to his  
discretion as proposed in  
para 4. — mention that  
no bonus for Cape Dutch  
shd be considered.

acct  
15/7

no more bonus  
agree.

27/11/11

H.S.R.  
26/11/11

at home  
P.M.

21830  
18 11 10

EAST AFRICA PROTECTORATE

No. 355.

GOVERNMENT HOUSE,  
Nairobi,

June 9th, 1910.

My Lord,

*25/56/14*

On my predecessor's recommendation  
Your Lordship in your despatch No. 530 of  
September 3rd 1909 sanctioned the payment of  
a bonus of £50 for a knowledge of Hindustani,  
provided that the officers eligible for this  
bonus be only those of the Public Works  
Department or such others as can prove to the  
satisfaction of the Governor that Hindustani  
is of real assistance to them in the execution  
of their duties. I found on my arrival in  
East Africa that a very high standard had been  
set for this examination, which included,  
besides conversation in Hindustani, translation  
at sight from books in the Urdu character into  
English, and translation from English into  
Hindustani

THE RIGHT HONOURABLE  
THE EARL OF CREWE, K. G.,  
SECRETARY OF STATE FOR THE COLONIES,  
DOWNING STREET,  
LONDON, S.W.

Hindustani in the Urdu character. No candidate have consequently been examined as no one had acquired sufficient knowledge of the language; and it was suggested to me by the examiners that there should be two standards, as in Swahili, but that, unlike Swahili, a bonus of £25 should be paid to those candidates who passed the Lower Standard Examination.

2. I am personally adverse to the payment of bonuses for a knowledge of Hindustani and, although I do not propose that the bonus for the Higher Standard should be abolished just yet, as a few officials have spent both time and money in preparing for it, I consider it quite unnecessary for any of the Protectorate Staff (officials in this Protectorate) to have such an intimate acquaintance with the language as is now demanded, and I therefore suggest that in, say, one year from now the offer of bonuses of £50 should be discontinued. I am strongly opposed to the suggested payment of £25 for a pass in the Lower Standard Examination, as I consider that when an officer has Indian employees serving under him, it is his duty to be sufficiently acquainted with their language to be able to converse with them, and until he is able to dispense with an interpreter he is neither fit for promotion nor should he be given an increment of pay.

3. The offer of a bonus for Hindustani has already raised the question as to whether an official should not be paid a bonus for a knowledge of Cape Dutch as there are a number of Boers now resident in the Protectorate. Needless to say I disapprove of any such proposal.

4. I am fully in accord with the principle of paying a bonus to those officials who are able to pass the Higher Standard Examination in Swahili and also to those who acquire a thorough working knowledge of the lesser known East African tongues, which enables them to act as efficient interpreters. I consider, however, that the previous instructions on these points should be somewhat altered and that the exact amount of the bonus to be paid, should be left to the discretion of the Governor provided that in no case more than £50 can be earned for any one language.

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

  
GOVERNOR.

Govt 21880 Sab.

21880 Sab

DRAFT.

Sab No. 462

Jm

for his resignation

29 July 1912

MINUTE.

di,

- Mr. Parkison 27/7
- Mr. Smith 27
- Mr. Fiddes 27
- Mr. Just.
- Mr. Cox,
- Sir C. Lewis.
- Sir P. Hopwood.
- Col. Seely.
- Lord Crewe.

I have the honour to acknowledge the receipt of your despatch No 255 of the 9<sup>th</sup> of June, on the subject of language bonuses, & to inform you that I approve of the discontinuance of a bonus for Hindustani as from the 1<sup>st</sup> of April 1912.

Before approving of ~~with regard to the~~ proposal made in the 4<sup>th</sup> part of your despatch.

under

under which that  
the amount of the  
bonus paid to  
those officials who  
are ~~in~~ in the  
Higher Standard  
Exam. in Swahili  
& to those who acquire  
a thorough working  
knowledge of the  
Upper Kisan East  
African tongues,  
should be left to  
your discretion.

I would be glad to  
be informed  
~~from~~ on what

principle you  
propose to determine  
would differentiate  
the amount of

the

the bonus <sup>will</sup> paid, if the  
in the various cases  
~~the bonus will be left to~~  
~~be paid in~~ ~~discretion~~  
your discretion. 503

3. I fully concur  
with your opinion  
expressed in the 3rd  
para: if you desire  
that no bonus should  
be granted for a  
knowledge of Cape  
Dutch.

Tray

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