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1918

WAR BONUS

1918

The copies of two Secretariat circulars re. States as to allowance for certain native employees. Raises question of grant of bonus to widows of officers who have died since 1st January 1917 and to officers who have left the service since that date.

1918

Mr. Robinson Bottomley

I find nothing to take exception to in his somewhat proprietary Circular.

With regard to the 3 proposals made in the A.F.P.'s despatch we should I think raise no objection to (1) grant of bonus to certain Africans with salary between Rs 15-20 per month.

The O.A.S. explain that this grade is composed of senior men - not new natives.

As for (2) Payment of arrears of bonus from 1.1.17 to the estate of an officer deceased since that date.

I approve. The principle is, I think, a just one.

(3) Payment of bonus to officers who have

Subsequent Paper.

1508

leave or have left the service since 1.1.17.

We may, I think, approve provided that his commission is confined to Officers who have retired on account of age or ill health or have left the <sup>with the Govt's consent</sup> service for any cause except ~~wrong~~ bad conduct.

? advised and approve accordingly.

Mr. H. Read

N 92 19/11/18

- (1) Keeps to the O.A.G.'s phrase - special ~~commissions~~ applications to be considered?
- (2). I agree - I thought we had already assumed this.
- (3). We have certainly assumed it in the case of a man whose <sup>date</sup> commission terminated in July or August, but that, of course, was after the bonus scheme had been approved. On the whole I would oppose of the Governor's proposal without limitation as to conduct. If we apply this scheme to anyone who left the service before it was approved, it must be on the ground indicated by the O.A.G. - that the scheme is to be regarded as having been in operation from 1.1.17, & on this basis we cannot differentiate between the sheep & the goats.

W.C.B. 20/11/18

at one

4. 11. 18

EAST AFRICA PROTECTORATE.

GOVERNMENT HOUSE,  
NAIROBI,  
BRITISH EAST AFRICA.

No. 148

CONFIDENTIAL.

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15 NOV 8

August 1918.

Sir,

*Gov*  
*33528*

With reference to your cypher telegram dated the 1st of August, I have the honour to transmit herewith copies of two circulars which I have caused to be issued respecting the grant of a war bonus to the civil servants of the East Africa Protectorate. The latter of these circulars, No. 65, embodies the proposals which have previously been submitted to you and have received your approval.

*60*  
*2.8.18.*

*65*  
*6.8.18.*

2. With regard to paragraph 6 of that circular, the Chairman of the Civil Service Commission has represented to me that an exception might possibly be made in the case of miscellaneous African employees in receipt of a salary ranging from Rs.15 to Rs.30 per month, in view of the fact that this grade is mainly composed of senior men of long standing and superior class whose style of living is very different from that of the raw native of whom the grade below is chiefly comprised.

3. After discussing this suggestion with the members of my Executive Council I have caused a notification to be issued that special applications on

THE RIGHT HONOURABLE  
WALTER H. LONG, P.C., M.P.,  
SECRETARY OF STATE FOR THE COLONIES,  
DOWNING STREET, LONDON, S.W.

2.

on behalf of such men may be submitted for consideration. A small monetary grant per month will probably be found to be the most suitable method of dealing with such cases and the cost will be negligible.

4. You will observe that in paragraph 14 of the report of the Commission, which you have doubtless received ere now, the recommendation is made that the bonus should be granted to the widow or dependents of any person who has died while in the Service since the 1st of January, 1917. Inasmuch as the bonus would have been paid to any officer entitled thereto who died subsequent to the 1st of January, 1917, had it been in force at that date it appears to the members of my Executive Council and to myself that any bonus to which an officer now deceased would have been entitled at the time of his death should be paid to his estate. For the same reason it seems to us that officers who leave the Service should be given the bonus in respect of the period of Service between the 1st of January, 1917, and the date of the termination of their appointment. In effect, the bonus is to be regarded as being in force from the 1st of January, 1917, and those officers who were then in the Service are in my opinion entitled to receive it up to the date on which they ceased to be in Government employment.

5. I should be grateful for an expression of your approval to these proposals.

I have the honour to be,  
Sir,  
Your humble obedient servant,

*W. B. Rowley*

ACTING GOVERNOR.

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# EAST AFRICA PROTECTORATE.

The Secretariat,  
Nairobi,  
18th August, 1918.

S. No. 18093.  
CIRCULAR No. 60.

The Secretary of State for the Colonies has now approved the payment of a war bonus to members of the East Africa Protectorate Civil Service on the lines recommended to him by His Excellency as a result of the Interim Report of the Civil Service Commission, but subject to a reduction of 40% in the case of all bonuses to Europeans.

His Excellency directs me to inform you that, in approving this award, the Secretary of State has intimated that he fully realises that the staff of the East Africa Protectorate, in common with those of other parts of the Empire, have suffered hardship on account of the war and that he is most anxious to afford such relief as may be possible, but that it is not practicable to deal with the matter as it affects this Protectorate only.

2. The Secretary of State remarks that, even in the form now approved the amounts payable as war bonus to Europeans are so far in excess of anything that has been proposed in the case of other Colonies and Protectorates in the Empire, that he does not feel justified in authorizing any larger bonus until the position has been reviewed and reported on by some independent authority who is acquainted with what is being done in other parts of the Empire.

3. The Secretary of State therefore proposes to send out to East Africa with as little delay as possible a Special Commissioner, and gives the assurance that, should this Commissioner recommend an increase in the scale now approved, he will give the matter his most sympathetic reconsideration.

4. In the meantime the Secretary of State desires that immediate payments should be made to the extent which he has approved and has promised to reconsider the whole question in the light of the Special Commissioner's Report. It is therefore evident that the acceptance of the present offer in no way prejudices the future.

5. The details of the scheme upon which the bonus will be paid are now in course of preparation and a circular will be issued in the course of the next few days, containing particulars for the submission of claims.

W. J. MONSON,  
Acting Chief Secretary.

To all Provincial Commissioners;  
Officers-in-charge N. F. D. and Masai Reserve;  
All Heads of Departments;  
Copy to Chairman Civil Service Association.

## EAST AFRICA PROTECTORATE.

The Secretariat,

Nairobi,

16th August, 1918.

REC'D

15 NOV 18

No. S. 18023/18.

Circular No. 66.

## WAR BONUS.

The award of a war bonus to members of the East Africa Protectorate Civil Service has now received the sanction of the Secretary of State for the Colonies and will be paid to the amount and subject to the conditions herein set out.

2. The bonus will be payable in respect of periods spent in the East Africa Protectorate, with retrospective effect from the 1st of January, 1917, and until further notice. The bonus will not be payable in respect of periods of leave or service outside the Protectorate.

Period for which bonus payable.

Bonus will however be payable in the case of members of the East Africa staff of the Railways, Customs, and Post Office stationed in Uganda in respect of periods spent in Uganda.

Railway, Customs and Postal Staff in Uganda

3. The eligibility for war bonus of periods during which the civil servant who has received military rank or precedence or has drawn any military pay, rations, or allowances is under consideration, but claims should not at present be entered in respect thereof.

Military Service

4. Subject to the fulfilment of other conditions laid down in this circular bonus will be payable to all civil servants who have been continuously in the Government service from the 1st of January, 1916. Those who have joined the Government service since that date will also be eligible provided that they have been appointed to posts on scales of salary which are laid down in the Estimates or are in accordance with scales approved prior to the 1st of January, 1916, and which have not been increased as a result of war conditions.

Persons to whom payable

5. No person whose emoluments, as defined in para 10, are in excess of the following scale is eligible for war bonus.

Maximum Emoluments of persons eligible

Married Europeans	£650 p.a.	3659
Unmarried ..	£440 p.a.	1429
Married Non-Europeans	Rs 270 p.m.	
Unmarried ..	Rs 180 p.m.	

6. Africans whose pay is less than Rs 30 p.m. are not entitled to any war bonus, except the rank and file of the Police, Prison Warders, Customs Watchmen, and Forest Guards.

Africans on small salaries.

7. The amounts of bonus payable will be in accordance with the attached schedules for

Amounts of Bonus payable.

- I. Married Europeans.
- II. Unmarried Europeans.
- III. Married Non-Europeans whose wages are Rs. 30 p.m. and over, other than those provided for in Schedule VI.
- IV. Unmarried Non-Europeans whose wages are Rs. 30 p.m. and over, other than those provided for in Schedule VI.
- V. Non-Europeans whose wages are under Rs. 30 p.m., other than Africans and those provided for in Schedule VI.
- VI. Police, Prisons, Customs, and Forest Guards whose wages are less than Rs. 50 p.m.

8. Widowers with children will be regarded as married men for the purposes of these schedules, provided that such children are dependent upon them.

Female Employees

9. Female employees will receive two-thirds of the bonus payable to unmarried male employees on the same rate of pay.

Emoluments defined

10. The amount of bonus payable under Schedules I, II, III, and IV, is to be computed in accordance with the "Emoluments" of the civil servant. For purposes of this computation "Emoluments" should be taken to include subsistence salary, duty allowance, personal allowance, and acting allowance, and the value of house or house allowance according to the scales laid down in the schedules, but should not include other allowances which are intended as reimbursement of definite expenses such as travelling allowance (daily or consolidated), motor vehicle, horse, and bicycle allowance, nor should they include overtime, detention, and similar allowances.

Surveyors

11. Members of the Survey Department who are in receipt of consolidated salaries which include house and travelling allowances will make no additions in respect of house allowance in computing their total Emoluments but will make deductions at the following rates from their salaries for purposes of this calculation:—

Asst. Junior Staff Surveyors	£30 per annum.
Junior Staff Surveyors	£50 per annum.
Senior Staff Surveyors	£45 per annum.
District Surveyors	£40 per annum.

Post Office Detention Allowance

12. Detention allowances which have been paid to certain members of the Post Office Staff will be reckoned neither as part of the Emoluments nor as part payment of this bonus.

Uganda Railway Running Staff

13. In the case of those members of the Uganda Railway Running Staff who draw pay and allowances and not a consolidated salary, fifty per cent. of the pay of the member shall be added to his pay in respect of his allowances for the purpose of computing his Emoluments.

Forms for making claims

14. The attached forms should be used as vouchers for all payments of bonus calculated in accordance with Schedules I, II, III, or IV, and one form should be used for each person. The ordinary salary form should be used in cases of those entitled to bonus in accordance with Schedules V, or VI, provided that the necessary particulars are furnished on the vouchers to enable them to be checked, such as the rates of pay and whether rations or quarters are provided in camp under Schedule V.

Method of Payment

15. Claims may be prepared forthwith in respect of the period from the 1st of January, 1917, to 31st of July, 1918, and arrangements should be made for settling such claims in the manner usually employed in the payment of monthly salaries. Heads of Departments should take care that these claims are carefully checked and are made self explanatory before being presented for payment. It is suggested that where claims are made out in Nairobi, Mombasa, or Kisumu, each Department should, as soon as the first claims are completed, send them to the Treasury for inspection to ensure that the claims are being dealt with on the right lines.

Method of Calculation

16. For the sake of simplicity claims should be made out according to the average monthly Emoluments of the period to which they relate. Thus for the period from the 1st of January, 1917, to the 31st of July, 1918, if the whole period counts for bonus, the Emoluments for the 19 months should be totalled and the monthly bonus calculated (according to the Schedules) on 1/19th of the total, as representing the monthly Emoluments for the whole period. This method

should be employed whatever changes in the rates of the Emoluments there may be; but when for any reason, such as leave, there is a break in the period in respect of which the bonus is payable, or when for any reason, such as marriage, there is a change in the number of the Schedule from which the bonus is calculated, it will be found convenient to calculate each unbroken period separately. It will also be found convenient to calculate periods of less than a month (if necessary to do so) separately on the average of the Emoluments actually received during the period.

17. For future payments claims will be prepared monthly at the same time as salary vouchers on the basis of the monthly Emoluments. Future monthly Payments.

18. The cost of the War Bonus will be charged to "War Expenses, Protectorate Share, War Bonus" and not to "Suspense." Allocation of Charge.

19. Any questions on the interpretation of this circular or any special points arising out of the payment of this bonus should be referred in the first place to the Treasurer, or in the case of Uganda Railway employees to the Chief Accountant, Uganda Railway. The envelopes containing communications on this subject should be clearly marked in red ink "War Bonus Query." Questions of Interpretation of Circular.

20. Any special cases which do not appear to have been provided for in this circular and cannot be dealt with by the Treasurer or Chief Accountant of the Uganda Railway may be put forward by Heads of Departments for consideration by the Government. Heads of Departments should however use their discretion and avoid forwarding applications unless they are convinced that they deserve special consideration. Special cases.

J. W. BARTH,  
Acting Chief Secretary.

SCHEDULE I

Married Europeans.

Those receiving total Emoluments at the rate of over Rs. 750 and under Rs. 825 monthly will receive Bonus at the rate of three fifths of the difference between their actual Emoluments and Rs. 825. Those receiving Rs. 750 and less will receive Bonus at the following rates:—

Total Monthly Emoluments.	Monthly Bonus.	Total Monthly Emoluments.	Monthly Bonus.
Rs.	Rs.	Rs.	Rs.
Over Rs. 740 up to Rs. 750	45	Over Rs. 350 up to Rs. 370	90
" " 730 " " 740	48	" " 340 " " 360	89
" " 720 " " 730	51	" " 330 " " 340	88
" " 710 " " 720	54	" " 320 " " 330	87
" " 700 " " 710	56	" " 310 " " 320	86
" " 690 " " 700	59	" " 300 " " 310	84
" " 680 " " 690	62	" " 290 " " 300	83
" " 670 " " 680	64	" " 280 " " 290	81
" " 660 " " 670	66	" " 270 " " 280	80
" " 650 " " 660	68	" " 260 " " 270	78
" " 640 " " 650	70	" " 250 " " 260	77
" " 630 " " 640	72	" " 240 " " 250	75
" " 620 " " 630	74	" " 230 " " 240	73
" " 610 " " 620	76	" " 220 " " 230	71
" " 600 " " 610	78	" " 210 " " 220	69
" " 590 " " 600	79	" " 200 " " 210	67
" " 580 " " 590	81	" " 190 " " 200	65
" " 570 " " 580	83	" " 180 " " 190	63
" " 560 " " 570	84	" " 170 " " 180	60
" " 550 " " 560	85	" " 160 " " 170	58
" " 540 " " 550	86	" " 150 " " 160	55
" " 530 " " 540	87	" " 140 " " 150	52
" " 520 " " 530	88	" " 130 " " 140	49
" " 500 " " 520	89	" " 120 " " 130	46
" " 480 " " 500	90	" " 110 " " 120	43
" " 460 " " 480	91	" " 100 " " 110	40
" " 440 " " 460	92	" " 90 " " 100	37
" " 370 " " 440	91		

N.B.—Total Emoluments include substantive salary, duty allowance, personal allowance, acting allowance etc. and the value of house or house allowance at the following rates:—

Substantive salary not less than £250 p.a.	Rs. 75 p.m.
" " " " £150 but less than £250 p.a.	Rs. 50 p.m.
" " " " £80 but less than £150 p.a.	Rs. 25 p.m.
" " " " less than £80 p.a.	Rs. 20 p.m.

SCHEDULE II.

Unmarried Europeans.

Those receiving total Emoluments at the rate of over Rs. 500 and under Rs. 550 p.m. will receive Bonus at the rate of three fifths of the difference between the actual Emoluments and Rs. 550. Those receiving Rs. 500 and less will receive Bonus at the following rates:—

Total Monthly Emoluments.	Monthly Bonus.	Total Monthly Emoluments.	Monthly Bonus.
Rs.	Rs.	Rs.	Rs.
Over Rs. 490 up to Rs. 500	30	Over Rs. 200 up to Rs. 210	42
" " 480 " " 490	31	" " 190 " " 200	41
" " 470 " " 480	33	" " 180 " " 190	40
" " 460 " " 470	35	" " 170 " " 180	39
" " 450 " " 460	37	" " 160 " " 170	38
" " 440 " " 450	38	" " 150 " " 160	36
" " 430 " " 440	39	" " 140 " " 150	34
" " 420 " " 430	40	" " 130 " " 140	33
" " 410 " " 420	41	" " 120 " " 130	31
" " 400 " " 410	43	" " 110 " " 120	29
" " 390 " " 400	44	" " 100 " " 110	27
" " 380 " " 390	45	" " 90 " " 100	25
" " 370 " " 380	46	" " 80 " " 90	23
" " 360 " " 370	47	" " 70 " " 80	21
" " 350 " " 360	48	" " 60 " " 70	19
" " 340 " " 350	49	" " 50 " " 60	16
" " 330 " " 340	50	" " 40 " " 50	14
" " 320 " " 330	51	" " 30 " " 40	11
" " 310 " " 320	52	" " 20 " " 30	9

N.B.—Total Emoluments include substantive salary, duty allowance, personal allowance, acting allowance etc. and the value of house or house allowance at the following rates:—

Substantive salary not less than £250 p.a.	Rs. 75/- p.m.
" " " " £150 but less than £250 p.a.	Rs. 50/- p.m.
" " " " £80 but less than £150 p.a.	Rs. 25/- p.m.
" " " " less than £80 p.a.	Rs. 20/- p.m.



SCHEDULE I

Married Europeans.

Those receiving total Emoluments at the rate of over Rs. 750 and under Rs. 825 monthly will receive Bonus at the rate of three fifths of the difference between their actual Emoluments and Rs. 825. Those receiving Rs. 750 and less will receive Bonus at the following rates—

Total Monthly Emoluments.	Monthly Bonus.	Total Monthly Emoluments.	Monthly Bonus.
Over Rs. 740 up to Rs. 750	45	Over Rs. 350 up to Rs. 370	85
" " 750 " " 760	45	" " 370 " " 380	86
" " 760 " " 770	46	" " 380 " " 390	87
" " 770 " " 780	47	" " 390 " " 400	88
" " 780 " " 790	48	" " 400 " " 410	89
" " 790 " " 800	49	" " 410 " " 420	90
" " 800 " " 810	50	" " 420 " " 430	91
" " 810 " " 820	51	" " 430 " " 440	92
" " 820 " " 830	52	" " 440 " " 450	93
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" " 840 " " 850	54	" " 460 " " 470	95
" " 850 " " 860	55	" " 470 " " 480	96
" " 860 " " 870	56	" " 480 " " 490	97
" " 870 " " 880	57	" " 490 " " 500	98
" " 880 " " 890	58	" " 500 " " 510	99
" " 890 " " 900	59	" " 510 " " 520	100
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" " 1270 " " 1280	97		
" " 1280 " " 1290	98		
" " 1290 " " 1300	99		
" " 1300 " " 1310	100		

N.B.—Total Emoluments include substantive salary, duty allowance, personal allowance, acting allowance etc. and the value of house or house allowance at the following rates—

Substantive salary not less than £250 p.a.	Rs. 75 p.m.
" " " £150 but less than £250 p.a.	Rs. 50 p.m.
" " " £80 but less than £150 p.a.	Rs. 25 p.m.
" " less than £80 p.a.	Rs. 20 p.m.

SCHEDULE II

Unmarried Europeans.

Those receiving total Emoluments at the rate of over Rs. 500 and under Rs. 550 p.m. will receive Bonus at the rate of three fifths of the difference between the actual Emoluments and Rs. 550. Those receiving Rs. 500 and less will receive Bonus at the following rates—

Total Monthly Emoluments.	Monthly Bonus.	Total Monthly Emoluments.	Monthly Bonus.
Over Rs. 490 up to Rs. 500	30	Over Rs. 200 up to Rs. 210	40
" " 500 " " 510	31	" " 210 " " 220	41
" " 510 " " 520	32	" " 220 " " 230	42
" " 520 " " 530	33	" " 230 " " 240	43
" " 530 " " 540	34	" " 240 " " 250	44
" " 540 " " 550	35	" " 250 " " 260	45
" " 550 " " 560	36	" " 260 " " 270	46
" " 560 " " 570	37	" " 270 " " 280	47
" " 570 " " 580	38	" " 280 " " 290	48
" " 580 " " 590	39	" " 290 " " 300	49
" " 590 " " 600	40	" " 300 " " 310	50
" " 600 " " 610	41	" " 310 " " 320	51
" " 610 " " 620	42	" " 320 " " 330	52
" " 620 " " 630	43	" " 330 " " 340	53
" " 630 " " 640	44	" " 340 " " 350	54
" " 640 " " 650	45	" " 350 " " 360	55
" " 650 " " 660	46	" " 360 " " 370	56
" " 660 " " 670	47	" " 370 " " 380	57
" " 670 " " 680	48	" " 380 " " 390	58
" " 680 " " 690	49	" " 390 " " 400	59
" " 690 " " 700	50	" " 400 " " 410	60
" " 700 " " 710	51	" " 410 " " 420	61
" " 710 " " 720	52	" " 420 " " 430	62
" " 720 " " 730	53	" " 430 " " 440	63
" " 730 " " 740	54	" " 440 " " 450	64
" " 740 " " 750	55	" " 450 " " 460	65
" " 750 " " 760	56	" " 460 " " 470	66
" " 760 " " 770	57	" " 470 " " 480	67
" " 770 " " 780	58	" " 480 " " 490	68
" " 780 " " 790	59	" " 490 " " 500	69
" " 790 " " 800	60	" " 500 " " 510	70
" " 800 " " 810	61	" " 510 " " 520	71
" " 810 " " 820	62	" " 520 " " 530	72
" " 820 " " 830	63	" " 530 " " 540	73
" " 830 " " 840	64	" " 540 " " 550	74
" " 840 " " 850	65	" " 550 " " 560	75
" " 850 " " 860	66	" " 560 " " 570	76
" " 860 " " 870	67	" " 570 " " 580	77
" " 870 " " 880	68	" " 580 " " 590	78
" " 880 " " 890	69	" " 590 " " 600	79
" " 890 " " 900	70	" " 600 " " 610	80
" " 900 " " 910	71	" " 610 " " 620	81
" " 910 " " 920	72	" " 620 " " 630	82
" " 920 " " 930	73	" " 630 " " 640	83
" " 930 " " 940	74	" " 640 " " 650	84
" " 940 " " 950	75	" " 650 " " 660	85
" " 950 " " 960	76	" " 660 " " 670	86
" " 960 " " 970	77	" " 670 " " 680	87
" " 970 " " 980	78	" " 680 " " 690	88
" " 980 " " 990	79	" " 690 " " 700	89
" " 990 " " 1000	80	" " 700 " " 710	90
" " 1000 " " 1010	81	" " 710 " " 720	91
" " 1010 " " 1020	82	" " 720 " " 730	92
" " 1020 " " 1030	83	" " 730 " " 740	93
" " 1030 " " 1040	84	" " 740 " " 750	94
" " 1040 " " 1050	85	" " 750 " " 760	95
" " 1050 " " 1060	86	" " 760 " " 770	96
" " 1060 " " 1070	87	" " 770 " " 780	97
" " 1070 " " 1080	88	" " 780 " " 790	98
" " 1080 " " 1090	89	" " 790 " " 800	99
" " 1090 " " 1100	90	" " 800 " " 810	100

N.B.—Total Emoluments include substantive salary, duty allowance, personal allowance, acting allowance etc. and the value of house or house allowance at the following rates—

Substantive salary not less than £250 p.a.	Rs. 75/- p.m.
" " " £150 but less than £250 p.a.	Rs. 50/- p.m.
" " " £80 but less than £150 p.a.	Rs. 25/- p.m.
" " less than £80 p.a.	Rs. 20/- p.m.

6  
SCHEDULE III.

Married Non-Europeans (other than those provided for in Schedules V or VI.)

Bonus will be payable at the following rates:—

TOTAL MONTHLY EMOLUMENTS.	MONTHLY BONUS.
From Rs. 262 up to Rs. 270.	The difference between Emoluments and Rs. 270.
Not less than 250 but less than 262	Rs. 8
" " " 225 " " " 250	" 10
" " " 195 " " " 225	" 12
" " " 170 " " " 195	" 14
" " " 95 " " " 170	" 16
" " " 80 " " " 95	" 14
" " " 70 " " " 80	" 12
" " " 60 " " " 70	" 10
" " " 50 " " " 60	" 8

and

Where house allowance is not drawn and Government quarters are not occupied an additional Rs. 20 will be payable monthly, provided that the monthly Emoluments added to the monthly amount of bonus do not thereby exceed Rs. 270, in which case the difference between the monthly Emoluments and Rs. 270 will be payable.

N.B.—The total Emoluments should include substantive salary, duty allowance, personal allowance, and acting allowance, etc., plus Rs. 20 taken to be the value of house or house allowance whether this is in fact provided or not.

Married Non-Europeans, other than Africans, whose substantive salary is less than Rs. 30 per mensem come under Schedules V or VI.

7  
SCHEDULE IV.

Married Non-Europeans (other than those provided for in Schedules V or VI.)

Bonus will be payable at the following rates:—

TOTAL MONTHLY EMOLUMENTS.	MONTHLY BONUS.
From Rs. 175 up to Rs. 180.	The difference between the Emoluments and Rs. 180.
Not less than 160 but less than 175	Rs. 5
" " " 145 " " " 160	Rs. 6
" " " 130 " " " 145	Rs. 7
" " " 95 " " " 130	Rs. 8
" " " 80 " " " 95	Rs. 7
" " " 70 " " " 80	Rs. 6
" " " 60 " " " 70	Rs. 5
" " " 50 " " " 60	Rs. 4

and

Where house allowance is not drawn and Government quarters are not occupied an additional Rs. 20 will be payable monthly, provided that the monthly Emoluments added to the monthly amount of bonus do not thereby exceed Rs. 180, in which case the difference between the monthly Emoluments and Rs. 180 will be payable.

N.B. The total Emoluments should include substantive salary, duty allowance, personal allowance and acting allowance, etc., plus Rs. 20 taken to be the value of house or house allowance whether this is in fact provided or not. Married Non-Europeans, other than Africans, whose substantive salary is less than Rs. 30 per mensem come under Schedules V or VI.

## SCHEDULE V.

Non-Europeans whose wages are less than Rs. 30 per mensem (other than Africans and those provided for in Schedule VI.)

Bonus will be paid at the following rates:—

	Bonus in respect of period from 1-1-17 to 31-7-18.	Bonus in respect of period subsequent to 31-7-18.
Those provided with neither quarters nor rations	2 months wages	Rs. 6 p.m.
Those provided with rations but no quarters	2 months wages	Rs. 3 p.m.
Those provided with quarters but no rations	1 months wages	Rs. 4 p.m.
Those provided with quarters and rations	1 months wages	Rs. 2 p.m.

The bonus in respect of the period from the 1st of January, 1917, to the 31st of July, 1918, will be reduced proportionately if bonus is not payable in respect of the whole period.

## SCHEDULE VI.

Police, Prisons, Customs, and Forest Guards.

Bonus will be paid to those of the rank and file of the Police, Prison Warders, and Customs Watchmen who draw less than Rs. 50 per mensem, and to Forest Guards at the following rates:—

**ASIATICS.**—In respect of the period from the 1st of January, 1917, to the 31st of March, 1918, a bonus of Rs. 50 in a lump sum, which will be reduced proportionately if bonus is not payable in respect of the whole period; and in respect of the period subsequent to the 31st of March, 1918, Rs. 5 p.m. will be paid.

**AFRICANS.**—In respect of the period from the 1st of January, 1917, to the 31st of March, 1918, no bonus will be paid.

In respect of the period subsequent to the 31st of March, 1918, Rs. 4 p.m. will be paid.

## SCHEDULE V.

Non-Europeans whose wages are less than Rs. 30 per mensem (other than Africans and those provided for in Schedule VI.)

Bonus will be paid at the following rates:—

	Bonus in respect of period from 1-1-17 to 31-7-18.	Bonus in respect of period subsequent to 31-7-18.
Those provided with neither quarters nor rations	2 months wages	Rs. 6 p.m.
Those provided with rations but no quarters	2 months wages	Rs. 3 p.m.
Those provided with quarters but no rations	1 months wages	Rs. 4 p.m.
Those provided with quarters and rations	1 months wages	Rs. 2 p.m.

The bonus in respect of the period from the 1st of January, 1917, to the 31st of July, 1918, will be reduced proportionately if bonus is not payable in respect of the whole period.

## SCHEDULE VI.

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**ASIATICS.**—In respect of the period from the 1st of January, 1917, to the 31st of March, 1918, a bonus of Rs. 50 in a lump sum, which will be reduced proportionately if bonus is not payable in respect of the whole period; and in respect of the period subsequent to the 31st of March, 1918, Rs. 5 p.m. will be paid.

**AFRICANS.**—In respect of the period from the 1st of January, 1917, to the 31st of March, 1918, no bonus will be paid.

In respect of the period subsequent to the 31st of March, 1918, Rs. 4 p.m. will be paid.

5481/18 Capt

50

DRAFT.

26 November 1918

oak Capt  
Genl.

Sir,

I have the honour to acknowledge

MINUTE.

- Mr. Bramley, 27 Nov
- Mr. Kelson, 27/11
- Mr. Bottomley, 22/11/18
- Mr. Grenville
- Mr. Lambert
- Mr. H. Road
- Mr. G. Fisher
- Mr. Hoising
- Mr. Long

the receipt of your <sup>copy</sup> Despatch to me of the 27th inst. regarding the grant of a war bonus to the civil servants of the Capt & Co. upon the death of your predecessor. That any bonus to which an officer now deceased would have been entitled at the time of his death should be paid to his estate, that officers who have left the service should receive the bonus in respect of the period of service between