

1926

E. AFRICA  
NYASALAND PROT.

211

X. 1255  
2 FEB 1926

DATE

6th January 1926

HOWING, COND

REVISION OF SALARIES

Encloses copy of the report of the local Ctee appointed to consider; and submit his own recommendations.

1st Paper

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2nd Paper

1548

Nyasaland.



GOVERNMENT HOUSE,  
ZOMBA,  
NYASALAND.

CONFIDENTIAL.

X. 1255  
21 FEB 1926

January, 1925.

Sir,

I have the honour to acknowledge the receipt of your Confidential despatch (2) of October 6th on the subject of the adequacy or otherwise of the existing scales of salary and passage allowances in Nyasaland, and to refer also to your Confidential despatch of October 22nd in which you informed me that you proposed to await my reply to the earlier despatch before considering the recommendations for increasing the emoluments of certain posts contained in my Confidential despatches of September 8th and 9th.

2. I referred your Confidential despatch of October 6th to a committee consisting of the Chief Secretary as Chairman with the acting Treasurer and Director of Medical and Sanitary Services as additional members and have now the honour to transmit their report on the subject.

3. The Committee draw attention to the great desirability of maintaining the principle of uniform scales of pay and conditions of service for the general staff throughout the East African Dependencies. I am in complete agreement with their views. In the case of ordinary administrative and departmental appointments, the duties and responsibilities of which are practically identical in all the dependencies, any departure from the principle referred to above would inevitably result in a more mediocre type of officers being appointed to this.....

Honourable  
Colonel L.M.S. Amery, P.C., M.P.,  
Secretary of State for the Colonies.

this Protectorate with very harmful effect on the service generally. A young officer embarking on a career in the Colonial Service does not as a rule consider carefully such matters as the cost of living and it has not infrequently happened that officers of some seniority have been attracted to other Colonies by offers of higher pay and have on accepting transfer or promotion found themselves financially no better and even worse off than before. The main considerations in accepting a Colonial appointment are firstly initial rate of pay, secondly prospects of advancement and thirdly climate. Nyasaland as pointed out by the Committee already suffers from a reputation of having an unhealthy climate. The lower rates of emoluments in the higher posts obviously restrict the prospects of local advancement. If to these two disabilities is added that of lower scales of emoluments in the general posts I fear that the service will be bound to fall below its present high standard and will suffer greatly in morale and esprit de corps. I accordingly recommend most strongly that, if the general scales of emoluments in the neighbouring territories are revised, the revision should apply to Nyasaland as well; but, except for the sake of uniformity, no general increase in the rates of emoluments on the grounds of cost of living or value of services is in my opinion necessary.

4. The cost of living in Nyasaland is probably speaking generally lower than in the other East African Dependencies notably so in the case of servants wages and Club subscriptions and social expenses in the larger townships. But comparison

between.....

between different territories are extremely difficult because of the widely divergent figures representing the cost of living at different places within the territories themselves. Statistics on the subject appear to me to be of little value. I am of opinion that the question of cost of living should be disregarded in considering the comparative rates of emoluments in the East African group of Dependencies.

5. The Committee draw attention to the necessarily greatly increased expenses of married officers with families as compared with the unmarried staff. The climate of Nyasaland makes it impossible for children to remain in the country as long as in other parts of East Africa. The cost of maintaining two establishments or providing for the maintenance of their children in England therefore arises earlier here than elsewhere. Reference to the latest staff list will show what a very high proportion of the staff are married. The general tendency of recent years has been for men to marry at a far earlier age than was formerly the case. There are many reasons in the African Colonies why this should not be discouraged but it adds very considerably to the cost of the administration and greatly complicates the housing problem in a country such as Nyasaland where the building programme has not kept pace with the increase of staff.

6. Dealing with the lower paid grades the committee consider that a rule precluding officers from marrying before they attain a salary of £350 per annum would be justified and that if no such rule is enforced the officer in question should have his... ..

his emoluments immediately raised to £325 per annum, if below that figure, and that the maximum salaries of officers should in all cases proceed beyond £400 per annum, the present lowest maximum in any existing grade. I do not however support these recommendations. I am averse to granting special conditions to married officers except as regards passage allowances (to which I shall refer later in this despatch). An officer on appointment should be warned that £350 per annum is the least that is considered to be the sum on which a married man with one child can maintain himself and family in Nyasaland and should also be made to understand clearly the expenses he will inevitably incur later on if he has children for whom a separate establishment will have to be maintained in England.

7. With reference to the Heads of Departments their deputies and chief assistants, the Committee recognise the impossibility of granting the same scales provided for parallel posts in the larger dependencies. They give voice to a grievance that the claims of senior departmental officers for promotion to posts outside the Protectorate are overlooked. They consider that there are strong grounds for granting marriage or family allowances on an uniform basis to all such officers to assist in the maintenance and education of their families in England. The argument is that the margin between the actual salary and necessary local expenses of a married man with a family in England is smaller in a territory where the salary is less than the others although the larger salary in the larger dependencies may be justified by the greater responsibilities of the holder of the equivalent post.

They.....

They further suggest a system of assisted education insurances for children. I do not, however, feel able to support either of these recommendations. I cannot believe that generally speaking the claims of officers to transfer on promotion are overlooked though I realise that it may occur from time to time that the special local knowledge acquired by a departmental officer may be considered of greater value to the dependency in which he is serving than possibly the more general qualifications of an officer senior to him elsewhere. The emoluments of the senior posts should I consider be fixed without regard to whether the holder is married or single. It should be sufficient to support him as a married man and I believe this principle is admitted throughout the Colonial Service. Of course those who by merit and long service have been able to secure the more lucrative appointments will have a larger margin to devote to the education of their children or to any other purpose which seems fit to them. But this appears to me not only inevitable but also right and proper and unless a system of marriage and family allowances is introduced throughout the East African Dependencies I am unable to advocate its adoption in Nyasaland. Nor does the proposed assisted education insurance system appeal to me for the same reasons. Before such a system were considered I am of opinion that the Widows and Orphans Pensions scheme should be revised so as to provide pensions on a more liberal scale to the Orphans of deceased Civil Servants leaving large families.

B. I desire, however, to support the recommendation that the message allowance to officers be extended to

the.....

the whole service, and not restricted to those drawing not more than £700 per annum as at present, for the reasons given by the Committee.

9. In paragraph 9 of their report the Committee deal with the case of certain officers who in their opinion deserve special consideration on the ground that compared with their respective duties and responsibilities here and elsewhere the salaries attached to their posts are inadequate. A number of the posts dealt with are the same as those referred to in my Confidential despatches of September 8th and 9th and it will be convenient if I tabulate these for purposes of ready reference:-

Table of salaries requiring reconsideration.

	Existing scale per annum.	Recommendation in my Conf. despatches of Sept. 8th & 9th.	Recommendations of Committee.
Secretary	£1200	£1400	None
Member	£ 900	£1000	"
Treasurer	£ 600	£600-700	£700
	£ 700	£ 600	£700-800
Superintendent	£ 650	£ 700	£700
	£1200	£1400	None
General	£1000	£1200	"
Comptroller-General	£500-600	£500-700	"
Supt. Police	£400-500	£400-500	£500-700
Transport	£ 700	£ 800	£700-800
Assistant Engineer	£400-500	£500-600	None
Assistant Engineer	£250-400	£300-500	"
Inspector-General	£ 700	to be considered later	£700-800
Class I Grade	£350-400	None	£400-500
Forest Officer	£ 700	"	rising to £750
Director of Public	£ 900	"	"present salary inadequate"

17. Asst. Director of Public Works	£ 700	£700-800	£700-800
18. Executive Engineers	£550-650	£600-700	£600-700
19. Engineer	£400-600	None	"not necessarily to be appointed at the minimum"

I have no reason to vary the recommendations with regard to such of the posts mentioned above which have already formed the subject of correspondence and in connection with which the Committee's recommendations are identical with those made by myself or with regard to those which are not mentioned by the Committee, i.e. Nos. 1, 2, 5, 6, 7, 8, 11, 12, 17 and 19.

The first four of these comprise the Judge and the *ex-officio* members of the Executive Council whose position I raised in connection with the revision of the salary of the Director of Medical and Sanitary Services. Apart, however, from the question of the emoluments of that official,

I recommend that the salaries suggested by me for these 4 senior officers should be approved now that the question of general revision of salaries is being considered.

In the case of No. 3, the deputy Treasurer, the Committee recommend a fixed salary of £700 instead of an incremental scale of £600-£700 as previously recommended by me.

I agree to the committee's proposal because I understand that the similar post in the other East African Dependencies is fixed and not incremental. The Committee suggest

incremental scales for the Auditor (No. 4) and the Chief Transport Officer (No. 10) I prefer fixed salaries for

Heads of Departments and do not wish to vary my previous recommendation. The Committee recommend that 2 additional posts in the senior grade of Superintendent of Police (No. 9) on the grade £500-£700 be substituted for two on the lower scale of £400-£500. I am prepared to agree so as to bring

the proportion of higher to lower posts more into line with that.....



that in the other East African Dependencies. I referred to the case of the Postmaster-General (No.13) in my Confidential despatch of September 9th but made no recommendation at the time. The Committee suggest a scale of £700 to £800 but I recommend a fixed rate at the higher figure. I agree with the Committee that two I Grade Postmasterships (No.14), at £400-£500 should be created in the new combined posts and telegraph Department. The Committee recommend that the scale of the Chief Forest Officer (No.15) should "rise to £750". I concur and suggest a scale of £650 to £750. The Committee consider the emoluments of the Director of Public Works (No.16) inadequate and quote those paid in Kenya, Tanganyika Territory and Uganda. The Director of Public Works in Zanzibar I understand draws £900 per annum and I believe the salary of the Director of Public Works in Kenya has been restored to £1000 per annum. Now that salaries generally are under revision I would not object to £1000 per annum for Nyasaland, although the existing rate in Nyasaland does not compare unfavourably with those in the other Dependencies especially with Kenya. I do not support the recommendation that Public Works Department Engineers (No.19,) should be appointed at any rate other than the minimum of the grade. To do so would cause anomalies and hardship to the previously appointed staff. If a sufficiency of suitable candidates is not forthcoming the obvious remedy is to raise the minimum of the scale which so far as I know is not necessary. I disagree with the Committee and support the recommendation of the Director of Agriculture with regard to the emoluments of.....

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of the Chief Veterinary Officer which I consider should be raised to those of the Deputy Chief Veterinary Officer in Kenya and Uganda viz., £800 per annum with the privilege of private practice. Unless this scale is adopted, there will be no reasonable prospects of local advancement for our Veterinary staff and frequent transfers of the more senior officers would appear to be inevitable with the result that knowledge of local conditions which is of special value in the Veterinary Department will be wasted. I am afraid I overlooked this post when preparing my Confidential despatch of September 9th.

10. I desire to point out that the recommendations I have made in the preceding paragraph for an increase in the emoluments of certain posts are based primarily on the existing rates of pay for equivalent posts in the other dependencies and that, if a general increase of emoluments is adopted in the East African Group, it will be necessary to bring these posts into line, together with the posts to which I have made no specific reference, provided of course the principle in paragraph 3 of this despatch is admitted.

11. My view of the position in Nyasaland with regard to the adequacy of the existing rates of salary and passage allowances may accordingly be summed up as follows:-

(1) No general increase in the rates of emoluments on the grounds of the cost of living or value of services is necessary.

(2) The specific posts recommended for increases in paragraph 9 require special consideration, apart from any question of general increase.

(3) .....

(3) Should a general increase be adopted in the other East African Dependencies, such increase should be applied also to Nyasaland and the majority of the special posts referred to in paragraph 9, further increased to bring them into line.

(4) That the existing passage allowance be extended to all married officers, without any salary limit.

(5) No special marriage or family allowance for Nyasaland is justifiable, but should this system be approved for the other East African Dependencies it should also be adopted here.

(6) A system of assisted education insurance is not necessary but the Widows and Orphans Pensions Schemes might be revised so as to provide greater assistance to large families.

I have the honour to be,

Sir,

Your most obedient,

humble Servant,



GOVERNOR

His Excellency,

The Committee, appointed by Your Excellency to consider and report whether

(a) The principle of uniform scales of salaries in Nyasaland and the other East African Dependencies should be maintained in the event of salaries in the other Dependencies being revised

(b) The basic salaries in Nyasaland are in general too low having regard either to the cost of living or to the duties and responsibilities of the officers concerned,

have the honour to report as follows.

2. So long as appointments to the Public Service are made from England by selection either by the Secretary of State for the Colonies or through the Crown Agents there can be no doubt that Nyasaland would suffer if the conditions of Service and the rates of remuneration were not so good as those in force in the other East African Dependencies. Nyasaland is perhaps the least well known of these Dependencies; it suffers from a reputation not altogether deserved as regards the unhealthiness of its climate; it is isolated; it is the smallest of the four countries, Kenya, Uganda, Tanganyika Territory and Nyasaland, and affords therefore less opportunity of advancement for its officers; there are no suitable schools for education of European children; and it cannot be a country, such as Kenya claims to be, in which Europeans may make a permanent home without the necessity for change of climate. There is not,  
and.....

and cannot be, a British community from which a Civil Service could be selected even if on economic grounds such a course were desirable. It would be in the opinion of your Committee a fatal course to recruit the members of the service from any other country than Great Britain. If, therefore, its officers are selected in England from candidates who are given the opportunity of serving in any of the East African Dependencies there can be no doubt that only those candidates who fail to obtain appointments in Kenya, Uganda, or Tanganyika Territory would offer for service in Nyasaland. While as regards the clerical service such a limitation of choice of officers might not be very serious, the effect on the Administrative, Judicial, Medical, and Technical branches of the Nyasaland Service would be disastrous, a fact which is recognized not only by the Government but by the European planting and commercial community. We have no hesitation in urging therefore that generally the rates of pay and conditions of service should remain uniform throughout the East African Dependencies.

3. The question whether the basic salaries are too low involves consideration of the other conditions of service, e.g. provision for housing of officers, leave, passages, pensions, etc. Your Committee have examined various heads of departments and senior and junior officers; they have scrutinized detailed statements of household and other expenses, cost of servants, prices of local produce and imported articles; and they have had the benefit of the experience of officers who have served in Nyasaland and some at least of the other East African Dependencies. There is little doubt that the cost of living to-day is.....

is much the same as it was in 1923 when statements of costs of servants and articles ordinarily used were submitted to the Secretary of State by Your Excellency's Confidential despatch of the 18th August, 1924. It is difficult to compare the cost of living in Nyasaland with other places in East Africa because in certain places, e.g., Dar-es-Salaam and Mombasa, the cost appears to be much higher than in other parts of Tanganyika and Kenya, respectively. We believe, however, that in many parts of Tanganyika living is cheap as compared with Dar-es-Salaam or many parts of Nyasaland and that apart from these two ports, there is little, if any, difference between stations of similar kind in any of the four countries. The cost of passages to and from England and incidental expenses on the journeys are practically the same to-day as in 1923 and there would appear to be little likelihood of any substantial alteration. Nor is the cost different to any appreciable extent from the ports of Kenya, Uganda and Tanganyika Territory as from Beira, the port for Nyasaland officers. The sailings of the intermediate Union Castle vessels are very irregular and detention at Beira on the outward and inward journeys is frequent which entails considerable expense to the Government and to officials.

4. Few officers in Nyasaland are not provided with quarters free of rent. At present practically no rates are levied on these buildings but the time is not distant when rates will be levied in the township of Blantyre and possibly Zomba. Some furniture is provided but the scale falls very far.....

far considerably short of that which was approved in 1920. Failing provision of quarters house allowance is granted but in the absence of houses which could be rented or hotels at which officers might find accommodation an allowance is generally very unsatisfactory. The necessity for storing or disposing of heavy furniture when an officer proceeds on leave is unfortunate and it would be advisable to supply to all quarters essential articles of heavy furniture rather than to supply such items as mosquito nets, filters, etc., <sup>with</sup> which officers might reasonably provide themselves, especially if a supply of these articles were obtained and sold at cost price.

5. The question whether basic salaries are adequate or inadequate depends almost wholly on the fact whether the officer concerned is married, the number of children he has and whether these have reached the age when they must be sent out of the country for climatic reasons or for purpose of education. Local conditions are such that when a child reaches the age of eight or nine it is essential that it should be sent out of this country. For health reasons it may have to go earlier. It is natural that officers who are selected from Great Britain should wish to send their children there. Children unless they can reside with their parents' relations must go to a boarding school or the Mother must be at Home with them. The officers' expenses in either case become heavy. It is considered on every side that these are the main grounds on which the present basic salaries are too low, part from special cases in which the salaries of officers.....



officers in Nyasaland compare unfavourably with those of the same classes of officers in the other East African Dependencies.

6. The salaries of the clerical staff are now £250 rising by £15 to £400. A large percentage of this staff was appointed however on the scale £150 by £15 to £400 and by £200 to £500. The cost of this service is, in the opinion of Your Committee, much too great and every endeavour should be made to train Natives of Nyasaland to perform most of the duties now entrusted to European clerks. Your Committee realise, however, that it will be many years before Natives are educated to the extent necessary. An alternative might be to employ Asiatic clerks but there are many disadvantages in such a course and it would be well not to introduce Asiatics into the Nyasaland Service in which there are at present not more than four or five apart from the Medical Department. We are satisfied that a married European clerk with one child cannot live as local conditions require on a salary of less than £350 a year, without taking into account any additional expense incurred by sending his wife or child to reside in England. There is no rule by which such an officer is precluded from marrying before his salary reaches the stage at which he may be expected to be able to live on it. Your Committee consider that such a rule would be justified although there are obvious disadvantages. Unless such a rule is in force no married officer should be paid a lower salary than £325 a year and if some assistance is not <sup>to</sup> be given to married officers, apart from salary and the existing contribution towards cost of passages, the maximum salaries of clerical officers should certainly proceed beyond £400. The same remarks apply to members of the

other.....

other branches of the Service whose salaries are less or not greater than those of the clerical service.

7. In the case of unmarried officers of all branches Your Committee are of the opinion that apart from the question whether their salaries should be similar to those of officers of the same class in the other East African Dependencies or whether suitable officers can be obtained for the salaries offered there is no ground on the score of expense of living which would justify any increase in their basic rates. The case of married officers is different. Their position is naturally affected by absence of children or the number of these and whether children have reached the age at which they must leave Nyasaland and whether they must attend school. The difference in the rates of salaries drawn by these officers may be great or small but speaking generally the higher the rate of salary drawn the greater are the responsibilities and expenses incurred by the officer.

8. Apart from salaries, and assistance granted which is the same for all officers, e.g., officers' passages and free medical attention, the only allowance at present is that given towards the cost of wives' passages. All officers receive 50% of their wives' passages provided that their salaries do not exceed £700 a year. This difference in treatment is regarded by senior officers as inequitable and your Committee consider that it would be advisable as a first measure of relief to grant this allowance to all married officers. They are further of the opinion that every assistance should be afforded to officers so that it may be possible for their

wives.....

wives to travel to and from Great Britain so that at least part of their time may be spent in Nyasaland when their children are absent. Rather than increase salaries with the consequent liability for increased pensions the question of marriage allowances deserves consideration. Your Committee are fully aware of the objections that could and no doubt would be raised to such a course but in the peculiar circumstances of countries like Nyasaland they believe that allowances of this kind are the best solution of a difficult problem.

9. We now turn to the question of officers whose cases require separate consideration on the ground that compared with the respective duties and responsibilities here and elsewhere the salaries attached to their offices are considered to be inadequate.

(1) Deputy Treasurer. The salary of this officer in Nyasaland is £600, which is the maximum salary of Assistant Treasurers and compares with Kenya £800, Uganda £750, Tanganyika £800. We consider that it should not be less than £700.

(2) Auditor. Salary £700, compared with £1000 in Kenya, £900 in Uganda, and £1000 in Tanganyika. We consider that the salary of this office should be £700-£800.

(3) Marine Superintendent salary £550. Your Committee consider that the salary of this officer should be raised to £700.

(4) Superintendents and Assistant Superintendents of Police. Provision is being made for two posts of Superintendent in Nyasaland on the salary grade £500-£700 as in the other East African Dependencies

but.....

but the Chief Commissioner considers that four such offices should be provided for and the Committee concur.

Major Stephens also considers that the initial salaries of Cadets, viz £300 for two years, is inadequate apparently on the ground that on first appointment they must provide themselves with ordinary equipment as in the case of Civilian officers and in addition police uniform. Your Committee consider that this suggestion would be met by an increase in the outfit allowances.

(6) Chief Transport Officer present salary £700. It is difficult if not impossible to compare this salary with those paid elsewhere but Your Committee consider that the salary should be £700-£800.

(7) Assistant Engineers in the Transport Department £250-£400. The Chief Transport Officer considers that mechanics are not suitable for the work required of these officers, and that if suitable officers are to be obtained and their services retained their salaries should not be less than £300-£500. He also considers that the salary of the Superintendent Engineer should be £500-£600 instead of £400-£500.

(8) Postmaster-General salary £700 compared with £1000 in Kenya and Tanganyika. When the telegraph branch is incorporated in the Postal Department Your Committee consider that the salary should be £700-£800.

(9) Postmasters, grade £350-£400. In order to afford reasonable prospects of advancement to Postmasters Your Committee consider that there should be a certain number of higher paid posts, at £450-£500.

(10) Chemist, Entomologist and Agricultural Officers

(a).....

- (a) Chemist 2500-750. None elsewhere
- (b) Entomologist 2500-750. Same "
- (c) Agricultural Officers 2350-500. In Kenya  
Senior Agricultural Supervisors,  
2400-2500  
Junior Supervisors, 2500-400.  
In Tanganyika District Agricultural  
Officers 2350-2500.  
In Uganda Senior Agricultural Officers  
2500-2750. Agricultural Officers  
2400-2500.

The Secretary of State has already decided that Agricultural Officers in Nyasaland should eventually proceed to 2750 and the Committee have no recommendation to make. The Chemist and Entomologist should be on the same scales in Nyasaland as elsewhere.

(11) Chief Veterinary Officer. Salary 2750, private practice estimated at 2100 a year. The Director of Agriculture considered that the pay of this officer should be the same as that of the Deputy Chief Veterinary Officer in Kenya, viz 2800. With private practice the salary of the Chief Veterinary Officer would thus be 2900 a year, which is equivalent to the salary of the Director of Agriculture in Nyasaland. Your Committee are unable to concur in this recommendation.

(12) Assistant Director of Agriculture, salary 2500-2750. The Director considers that Mr. Day should be placed on the maximum 2750. This is not a question which your Committee think it necessary to consider.

(13) Chief Forest Officer, salary 2700. Your Committee consider that the salary of this officer

should.....

should not be less than that of the Senior Agriculture Officers and that it should therefore proceed to £750.

(14) Director of Public Works, salary £900 compared with £900 in Kenya, £1200 in Tanganyika and £1100 in Uganda. Your Committee consider that this salary is inadequate.

(15) Assistant Director of Public Works, £700, compared with £700-£800 of Executive Engineers, Kenya, £900 in Tanganyika and £800 in Uganda.

(16) Executive Engineer £500-£550 in Nyasaland compared with £700-£800 in Kenya, £700-£800 in Tanganyika and £700-£800 in Uganda.

Your Committee consider that the Assistant Director in Nyasaland should be graded as an Executive Engineer and receive £700-£800 and that the Executive Engineer whose present pay is £550-£550 should be placed on the grade £500-£700.

(17) Engineers £400-£500. The Director of Public Works considers that men with some practical experience on first appointment would be most useful in Nyasaland but that these are not likely to accept employment at the initial salary of £400. He considers therefore that if suitable officers apply the Crown Agents should be authorized to exceed the minimum salary on first appointment.

Your Committee concur.

(18) Foremen or Inspectors of Works, salary £300-£400. The Director considers that the pay of these officers is inadequate to obtain men with the practical knowledge required and that as they cannot be promoted to the higher posts their salaries should be £350-£450. Your Committee consider that the proposed rates are not too high but are not prepared to recommend any alteration unless the rates are altered in the other Dependencies

10. Your Committee find some difficulty in regard to the higher posts such as heads of departments, deputies and assistants. They recognise the impossibility of granting to these officers the same scales as those provided for similar posts in the larger and more advanced Dependencies. Apart from the fact that the staff is greater in a larger country it is doubtful whether the responsibilities are not as great in one place as another, especially when the head of the department in the smaller and less developed country has not the technical or highly trained staff possessed by the larger country to assist him. There is also a very strong feeling on the part of officers such as Assistants or Deputy heads of Departments that their claims to promotion are apt to be overlooked when vacancies occur in the larger Dependencies and that officers serving therein are promoted although junior to them. The responsibilities and expenses of these officers in regard to the maintenance of their families and the education of their children are the same. Certain local expenditure cannot be avoided. It is the margin between this expenditure and the actual salary of the officer which places the more highly paid head of a department in a large country in a much more advantageous position than his brother Officer in the small country as regards the maintenance of his family at home and the education of his children. Your Committee consider therefore that while there should be a difference in the scales of salaries there are strong grounds in the circumstances of the East African Dependencies for granting marriage or family allowances on a uniform basis to these officers. In future, however, it is a question for consideration

whether.....

whether officers should not be encouraged and assisted to provide for the education of their children by insurance on the birth of each child.

CHIEF SECRETARY.

ACTING TREASURER.

DIRECTOR OF MEDICAL AND SANITARY SERVICES.