

1924

E. AFRICA
TANGANYIKA

158

E. O.
21124
5 MAY 24

Date

3rd May 1924.

ASURY.

JP

REGULATION

Jeffries
Conchie
Bohannon 2/15
Bohannon
Subject
23/5/24

ASIATIC SUBORDINATE MEDICAL STAFF.
REVISION OF SALARIES.

Agree in principle with proposals made and sanction scales as stated. Assume that will be informed of number of posts to be created in T.T.

U.S. of S.

U.S. of S.

Secretary of State.

Previous Paper

280

13/40

MINUTES

In communicating approval to the T.T. we can ask to be informed of the number of posts to be created. The number in the present Estimates is given in my second minute on 13/3/24 Kenya.

There remain the special points raised by Kenya & Uganda.

Kenya (13/3/24). We can I think agree to the omission of the S.A.S. grade, but we should impose the new scale on Capitanos £150-12-2/6. The point of entry in the scale should be equal to or next best incremental post above the

10 June 21
18 JUN 1924
10 20
10 June 1 Oct 24 (40/44/979-217)

Subsequent Paper

28
44979
E.O.
27

existing total enrolments, any
resulting excess with maximum
being regarded as a non-pensionable
allowance? As regards the
disposition for Sargents, if there
then are two (W.D. Sargent & H.
Sargent) I think their maximum
should be raised to 420 so that
they should not be in an
unfavourable position to a private.
If this is agreed to, the Sargents
to be improved accordingly & be left to
adjust matters in W.D. Sargent's
case: we can tell the C.O. in
the name of Sargent, whether
they are on the point of being re-engaged
upon (420). We should

write a explanation of the
alleged "anomaly" as in
your minute (part) on 420?

WJ

17 5 20

As regards the Kenya points
in 1912/16 :-

(1) I would not force
Kenya to adopt the
higher

Sargent of course the point
is not

higher scale for comparison
if they can do without it

12) The Gov wants the
officers who are already
drawing non-pensionable
allowances which bring their
enrolments over the
new maxima to have
the option of coming
on to the new scales &
dropping the non-
pensionable excess (i.e.
being over salary but
gaining over pensionable
enrolments) or to stay
as they are.

I do not think that
in fact everybody else
had all or most of his
war bonus incorporated
in pensionable enrolments
in 1920. These officials
alone were left out. I
think they would not
be treated in the same
way

Sargent there are
has had certain
amounts on the
allegation that
some were &
and the 2000
are the same
as the

way as officials who
came under the 1920
Mission, i.e. as
proposed by Mr.
Jewell.

(3) The European Asst.

Surgeons had better,
I think, not be put
on the same scale
as the Assistants; they are
in rather a different
position as they draw
local allowances. I should
be inclined to let Mr.

H. L. Sargent's engagement
proceed as at present
arranged, i.e. to enter
the scale £300 by £15
to £450 at £360, and
suggest to the Gov. that
if a revision of salary
for the Surgeons is considered
necessary £350 by £15 to
£450 would seem an
appropriate scale.

C. J. G. 21.5.20

I agree & regards T.T.

29. 21/5/21.52

See original letter. J. G. (3)
say that as long as Surgeons
local allowances is withheld
it will not be desirable to
increase the relative
scale of salary. That
Mr. Sargent will be engaged
(within the British limits)
but that it will be better to
the Governor to discuss a
special number scale
if he considers that it can
be done.

Mr. H. J. G. 21.5.20

21.5.20
20/5/20
20/5/20

TREASURY CHAMBERS.

3rd May, 1924.

C. O.
21124
5 MAY 24



reply to this letter should be addressed to—
 THE SECRETARY,
 TREASURY,
 WHITEHALL, LONDON, S.W.1.
 and the following number quoted

E.8111

Sir,

I have laid before the Lords Commissioners of His Majesty's Treasury Sir H. G. Read's letter of the 26th March last (13132/1924) with enclosures from the Governor of the Tanganyika Territory on the subject of a proposed revision of the salaries of Asiatic Subordinate Medical Staff in the East African Dependencies.

Pod 23
 237 24
 S.O.
 V.V.

My Lords note that whilst the proposals, which formed the subject of Sir H. Byatt's despatch of the 26th June 1923 (674/1/33) involve no increase in the present emoluments of existing grades, which are regarded as quite adequate to attract a sufficient supply of suitable candidates, they provide for the creation of a limited number of higher posts to which promotion would be made by merit, certain modifications in the present terms of service, to make them identical with those of Asiatic clerical Staffs (with the exception that the Compounder grade will not be pensionable

Under Secretary of State,
 Colonial Office.

be created in the Tanganyika Territory.

I am,

Sir,

Your obedient Servant,

R. R. Lewis

pensionable), and for the grant of pensionable status to Sub Assistant Surgeons in Tanganyika, a privilege already enjoyed by that grade in Kenya and Uganda.

In reply I am to request you to inform the Secretary of State for the Colonies that My Lords are prepared to agree in principle with the above proposals and They sanction the following scales which may be introduced with effect from the 1st January last:-

Assistant Surgeon (new grade)	£360 by 18 to £420 per annum (inclusive).
Senior Sub Assistant Surgeon (new grade)	£300 by 15 to £360 per annum (inclusive).
Sub Assistant Surgeon	£240 by 12 to £300 per annum (inclusive).
Compounder	£150 by 12 £216 per annum (inclusive) (to enter the scale at £186 if certificated).

My Lords assume that They will be consulted in due course as regards the number of posts of Assistant Surgeon and Senior Sub Assistant Surgeon to

Treas. EA
2/11/24 T.T.

10 June 1924

Sir

I have the honour to inform you
ack the recd of Sir H. Byatt's
despatch No 791 of the 29th of
Nov., 1923, submitting proposals
with regard to the revision of the
salaries of the ^{the} Greater Subordinate
Medical Staff in the East African
Dependencies, & to inform you
that, with the sanction of
the LC of the Treasury, I
offer, the introduction of the
following scale with effect
from the 1st of Jan., 1924 -

Amend:
44979
80

(257
254)

DRAFT.

No 330

MINUTE.

- Mr. Jewell 3.6.24
- Mr. Jeffries 5/6
- Mr. Duggan 6/6/24
- Mr. ...
- Sir G. Grindle
- Sir H. Reed
- Sir J. Macdonald Smith
- Lord Arnold
- Mr. Thomas

recd for
draft to 1.0.

upon there are
no 145 men in T.T.
the last para. of
other drafts

It is not
certain
whether added
to the ...

Assistant Surgeon £360 by £18 to £420

Senior Sub Assistant Surgeon £300 by £15 to £360

Sub Assistant Surgeon £240 by £12 to £300

Compounder £150 by £12 to £216

2 These scale grades & scales have also been approved for introduction into the grade from the same date. As regard

Surgeons, the ^{new} scales have been approved for Assistant Surgeons & Sub Assist Surgeons,

but the grade of Senior Sub Assist Surgeon will not be created in that Colony, & the

Compounder will remain on their existing scale of £90 by £6 to £144.

The point of entry into the new scales in all cases should be the incremental point equal to or not more above the existing total emoluments of the officer concerned, any resulting excess on the maximum being regarded as a non-pensionable allowance.

3 The L.C. of the Treasury will be consulted in due course as to the number of posts of Sub Surgeon & Senior Sub Assist Surgeon to be created, & you will be dealt further on with information on this point.

4. I presume that Office 164 recorded from the Indian Subordinate Medical Dept will continue to be paid at double their Indian rates unless the new scales are in any case more favourable.

DRAFT.

MINUTE.

Mr

Mr

Mr

Mr C. Davis

Mr G. Grindle

Mr H. Ross

Mr J. Macintosh Smith

Mr Arnold

Mr Thomas

(SIGNED) J. H. THOMAS.

Texas
2124
24

E.I.
T.T.

W

~~52~~

10 June 1924

Sir

DRAFT.

anda
No 385 (482/34)
Mr. Archer
MINUTE.

- Mr. Jewell 3.624
- Mr. Jaffer, 576
- Mr. Astonley 6/6 f
- Sir G. Davis
- Sir G. Grindie
- Sir H. Road
- Sir J. Masteron Smith
- Lord Arnold
- Mr. Thomas

3 sheets

*Recie for
to 9.0*

I have the honor to acknowledge the receipt of your despatch No 654 of the 28th of Dec., 1923, regarding the revision of the salaries of the Greater Subordinate Medical Staff in the East African Dependencies & to inform you that I approve of the introduction into Uganda of the following scales with effect from the 1st of Jan. 1924:

Amintat Surgeon /3606/10 5/4/20

Senior Sub Post Surgeon £300 by 1/15 to £360 ✓
 Sub Assistant Surgeon £240 by 1/12 to £300 ✓
 Compounder £150 by 1/12 to £216 ✓
 (but to enter the scale at £186 if necessary)

2 These grade & scales have also
 been approved for introduction into the
 F.T. from the same date. As regards Messrs
 the new scales have been approved for Assistant
 Surgeons & Sub Post Surgeons, but the grade of
 Senior Sub Post Surgeon will not be created
 in that Colony & the compounders will remain
 on their existing scale of £90 by £6 to £144.

The point of entry into the new scale in all
 cases should be the incremental point
 equal to or next above the existing total
 emoluments of the officer concerned, any
 resulting excess over the maximum being
 regarded as a non-pensionable allowance.

3 With regard to the alleged
 special cases
 mentioned referred to in para 4 of your despatch,
 I desire to point out that the Post Surgeon
 Rai Sahib Achhoo Ram is at present

at his maximum salary plus ¹⁶⁶
 was bonus that to place him
 on the maximum of his ^{the} ~~present~~
 scale, will ~~make him~~ ^{he} ~~is a~~
 receive an increase of
 better position ~~in the~~
 pensionable salary by ~~£60~~ a
 year, and by ~~£6~~ a year in actual
 pay. ~~It should be understood~~ ^{is not clear}
 how this can be an anomaly
 requiring special compensation by
 means of a personal allowance of
 £24 a year, & the Senior
 Sub Post Surgeon A.D. Karkhanis
 who, on crossing
 is also at the maximum of his
 present scale, to place him
 at the maximum of the new
 scale (at £345) receive
 shall increase immediately

DRAFT.

MINUTE.

- Mr.
- Mr.
- Mr.
- Sir C. Davis
- Sir G. Gurnea
- Sir H. Ross
- Sir J. Mansel-Pleydell
- Lord Archibald
- Mr. Thomas

and I am
 not prepared
 to approve the
 above scheme
 without further
 explanation.
 Nor do I see
 any ground
 in at present
 advised for
 granting
 special treatment
 to

at the maximum of the new
 scale (at £345) receive
 shall increase immediately

Salary besides a considerable improvement
 of his financial position. I shall
 be glad therefore to receive a report
 of the proposed treatment of these two
 cases.
 I presume that officers
 seconded from the Indian
 Subordinate Medical Dept.
 will continue to be paid
 at double their Indian
 rates unless the new
 scales are in any case
 more favourable.

(SIGNED) J. H. THOMAS.

Tras P.A.
 21124/24

101

C. D.
 17 JUN
 1924

10 June 1924

DRAFT.

Amount
 49094

No 601

(13732)
 (13745)

Copy drawn
 MINUTE.

- Mr Jewell 3.6.24
- Mr Jeffries 3/6
- Mr Bottomley 6/6
- Sir G. Davis
- Sir G. Grindle
- Sir H. Todd
- Sir J. Masterson Smith
- Lord Arnold
- Mr Thomas

Smith

Sir
 I have the honour to acknowledge the receipt
 of your letter No. 79 of the 10th of March,
 & your letter No. 85 of the 21st of March,
 regarding the revision of the salaries of the
 Asiatic Subordinate Medical Staff in
 the East African Dependencies, & to
 inform you that I approve of the
 introduction into Kenya of the
 following scales with effect from
 the 1st of Jan, 1924:-
 Assistant Surgeon £360 by £18 to £420
 Sub. Asst. Surgeon £240 by £12 to £300
 I refer to your
 representations, I concur in your

proposals not to introduce the grade of Senior Sub Post Surgeon into Kenya, ^{or} ~~idea~~ to modify the existing scale of salary of Compounders. The grade of Senior Sub Post Surgeon will be introduced into Uganda & the T.T. with ^{have been} the scale of £300 by £15 to £360, Compounders in these departments will be placed on the scale of £150 by £12 to £216.

3. I have been unable to agree to your proposal that officers who are already drawing non-pensionable allowances which bring their emoluments over the new maxima should have the option of coming in to the new scales and relinquishing the non-pensionable excess, or remaining as they are. { I have decided that in all cases the point of entry into the new scales shall be the maximal point equal to or next above the existing total emoluments of the officer concerned, any resulting excess

Such an arrangement seemed, I consider to be somewhat harsh, having regard to the fact that these officers did not, like other Govt. servants, have their own bonus incorporated in salary in 1920.

over the maximum being regarded as a non-pensionable allowance.

4. With regard to your suggestion that the maximum of the two European Assistant Surgeons should be increased to £420, I am of the opinion that so long as European local allowances is continued, it will not be desirable to assimilate the substantive scale of salary. ~~with the~~ ^{will be} Sergeant ~~has been~~ ^{has been} engaged at £360 with the scale £300 by £15 to £400, ^{as previously arranged} but it will be open to you to

DRAFT.

MINUTE.

- Mr.
- Mr.
- Mr.
- Sir C. Davis
- Sir G. Grindle.
- Mr. H. Road.
- Sir J. Malleson Smith.
- Lord Arnold.
- Mr. Thomas.

propose a special European scale of
pay considering that it can be
justified.

7

5. I presume that officers
seconded from the Indian
Subordinate Medical Dept.
will continue to be paid
at double their Indian
rates unless the new scales
are in any case more
favorable.

(SIGNED) J. H. THOMAS.

Year 21124/24
E. Africa.

18 June 1924.



hi

I am to refer to your letter no. M. 8952/22 of the 15th of March, 1923, and connected correspondence on the subject of the salaries of subordinate medical staff in the East African Dependencies.

2. I am to request you to inform Lord Curzon that Mr. Thomas has now approved the introduction of the following scales of salary in Kenya, Uganda and the T.T., with effect from the 1st of January 1924.

DRAFT.

U.S. of India
Military Dept

J. O. *Amud*
33653

MINUTE.

Office 14.6.24
Downie 16/6/24

Mr. D. D. D.

Mr. G. G. G.

Mr. H. H. H.

Mr. J. J. J.

Mr. K. K. K.

Mr. L. L. L.

1924 :-

Assistant Surgeon £360 by £18 to £420
Senior Sub-Assistant Surgeon £300 by £15 to £360
Sub-Assistant Surgeon £240 by £12 to £300
- Compounder £150 by £12 to £216.

In Kenya, however, there will be no grade of Senior Sub-Assist. Surgeon, and Compounders will remain on their existing scale of £90 by £6 to £144.

3. The Governors have been informed that Mr. Thomas presumes that officers seconded from the Indian Subordinate Medical Dept. will continue to be paid at double their Indian rates unless the new scales are in any case more favourable.

(Signed) H. J. READ