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DATE

22nd September 1925.

FOR GOWERS.

CONF

TITULATION:

Botswana

SALARIES OF SENIOR OFFICIALS. REVISION.

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States as to representations made by senior officials that retrospective effect from 1st July 1925 should be given to the revised scale. If joint Conference should recommend accordingly, would be happy to agree.

Previous Paper

MINUTES

*? This and 4/22/25
may wait until we have
what the hosi conference
has recommended*

*C. Jeffrey
11.12.25
W.H.S. 11.12.25*

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Subsequent Paper

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Uganda Protectorate.

GOVERNMENT HOUSE,
UGANDA.

CONFIDENTIAL.

22nd September, 1925.

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Sir,

I have the honour to transmit, for your consideration, a copy of a letter addressed to me by the Chief Justice as the senior representative of the Civil Service in this Protectorate, requesting that retrospective effect from the 1st July, 1925, should be given to the revised scale of salaries, and that the date of the coming into operation of the new scale of salaries should not be determined by the date on which your approval is given to the joint proposals of the Conference of the Governors of the three East African dependencies.

2. It seems unlikely that the Conference can take place before the early part of next year.

3. I understand that a similar request made by the Government of Tanganyika has not been accorded your approval. In paragraph 11 of my Confidential despatch dated the 21st July last, I recommended that the new rates of salaries proposed for Uganda should come into force on the 1st January, 1926, and that the calculation of pensions on the new rates should be with effect averaging for the period of ten years from that date. I see no reason at the present time to vary this recommendation, but if it is the wish of

/Tungana Ika and

RIGHT HONOURABLE

THE SECRETARY OF STATE FOR THE COLONIES,

&c., &c., &c.,

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Tanganyika and Kenya Governments, after the joint conference, that the revised scale of salaries should have retrospective effect from the 1st Jan., 1925, I shall be happy to acquiesce in the proposal.

I have the honour to be,

Sir,

Your most obedient, humble Servant,

H. G. Gowers

G O V E R N O R.

19th September, 1925.

| |
|------------------------|
| Enclosure No. / to |
| Confidential despatch |
| of 22nd September 1925 |

Sir,

With reference to the revision of salaries, I understand that the Governors of the three Dependencies concerned are to meet towards the end of this year or early next year to discuss the matter. While we are happy in the knowledge that all three Governments are agreed as to the necessity for increased salaries, we are concerned to think that the new scale may not be made effective until the Secretary of State's decision has been made known. This will probably not be till well on in 1926. This delay is unfortunately inevitable, as the Secretary of State has directed that all three Governments should confer. If each Government could have acted independently, the matter as far as Uganda is concerned would have been settled long before this. The delay is therefore due to circumstances which this Government could not control. The case for increased salaries is admitted; the increase is long overdue and it seems therefore only fair and reasonable that officials should not be prejudiced by further delays.

2. I have discussed this matter with the Chief Secretary, the Attorney General, the Treasurer and the Director of Medical and Sanitary Services, and with their concurrence I would respectfully suggest to Your Excellency that the Secretary of State be now asked to give retrospective effect to the revised scale and that its introduction should not depend upon the date on which he arrives at his decision. We think that it should take effect from the 1st July of this year, at

/any rate in

CELLENCY THE GOVERNOR,
GOVERNMENT HOUSE,

ENTEBBE.

any rate in so far as Uganda is concerned and that Uganda Officials should not suffer because of the delays inevitably caused by the Secretary of State's request for joint discussion and action by three Governments. The necessary funds are available in Uganda.

We are aware that Your Excellency has already addressed a despatch to the Secretary of State, setting forth your recommendations on new salary scales and we are deeply appreciative of the interest which you so promptly took in the matter. We feel, therefore assured of your sympathy. We are confident that Your Excellency cannot but feel convinced of the force and justice of our suggestion that the new scale should have retrospective effect and we trust that you will recommend this to the Secretary of State. We are profoundly anxious lest the Secretary of State may decide that the new scale shall take effect from the date of his decision. It is no exaggeration to say that such a ruling would cause a general feeling of dismay, a dismay proportionate to the very great hardship involved. Your Excellency will, we trust, make such representations as will dispel our anxiety.

There is one further point to which reference should be made. I understand that when salaries were revised in Nigeria - this is a matter upon which Your Excellency has accurate information - it was decided that officers entitled to retire were to be deemed to have been in receipt of the increased rate of pay for the two or three years necessary to give them the full pension applicable to their new pay. We think that this principle may fairly be applied here, having regard to the fact that the increases of salary are so long overdue.

I have the honour, etc.,

sd./ CHARLES GRIFFIN,
CHIEF JUSTICE.