

1921

KENYA

312

30609

ERROR NORTHBY

711

DATE

23RD MAY 1921

REGULATION

SUBJECT

REVISION OF SALARIES

Encloses petition from C.S. Association. Refers to his desp. No.560 and submits explanation as to the £80,000 provided in Ests. for improvement of salaries.

Mr. Grindle

Mr. H. Lambert

Mr. H. Read

Mr. G. Fiddes

Mr. Wood

Mr. Churchill

Previous Paper

MINUTES

W. H. Read

See 28690/21. This to be discussed with Mr. H. Read on the 20th of July. That I will take to read at once very well again as on 28690/21. We go here all over old arguments & all the old phraseology in which "totally inadequate" has so prominent a place.

When Mr. Bonell was the Secy for Ireland, he said it was his main duty to "keep Calcutta & cry out Ireland" to make sure that Ireland was excluded from legislation which was not appropriate. We now require

Subsequent Paper

40
36488

in C.O. a similar procedure
in regard to E. A. salaries.
There must be some one
able to say "Money".

I think the action
proposed on salaries holds
a good - and in fact
of a sympathetic side
of this Dept. & full
acceptance of Governor's
explanation of them
is good.

W.H.P.
9.7.21

I agree with Mr. Parkinson
that the position in Kenya is
absolutely dominated by the finan-
cial stringency, and the answer
can only be on the lines suggested
by Mr. Parkinson, though it should
be as sympathetic in form as
possible.

We should say that the
Secretary of State regrets that
in the present financial situation
he feels himself absolutely precluded
from considering a general revision
of salaries, and even as regards
anomalies, he can only commit him-
self to consideration if the finan-
cial situation improves before the
beginning of 1922 (of which I fear
there

there is practically no chance
at all).

Among the small list of
increases which the Governor pro-
poses, there are one or two, notabl
that of Mr. Rushton which I should
like to see granted, but honestly
in present financial circumstances
I do not see how it is possible to
do anything at all.

I confess that I am struck by
what the Committee say as to the
waste and extravagance of the present
establishment. This is confirmed
by what Mr. Rushton tells me. We
ought at the present time to explore
every avenue of economy, and if the
Governor takes the same view it is
worth while considering whether it
would not be well to send out a
special Commissioner with a view
to effecting some ~~serious~~ ^{actual} retranch-
ment. Everything would depend of
course upon us getting the right
man, ~~which~~ ^{in which} would not be ~~impossible~~ ^{the task}
at all.

W.H.P.
9.7.21

9.7.21.

GOVERNMENT OF KENYA

SECRETARY OF STATE

No. 1711

GOVERNMENT HOUSE,

NAIROBI,

East Africa

CO
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20 JUN 21

23rd May, 1921

Sir,

Q/N
24411
Petition

In continuation of my telegram No. 259 of the 17th May, I have the honour to transmit a petition from the European (B.E.A.) Civil Servants Association in connexion with my recent proposals for revising the salaries of the public service of this Colony.

Q/N
26490

2. My views were communicated fully in my despatch No. 560 of the 22nd April, and I do not propose to comment in detail on the representations now submitted. I desire, however, to elucidate the real meaning of the vote of £80,000 for improvement of civil service salaries in the draft Estimates for 1921 on which considerable misunderstanding appears to prevail.

3. The figure of £80,000 was the estimate made by the Acting Treasurer of the cost of the recommendations of the Select Committee for the revision of salaries. The Committee's report had not been laid on the Table of Legislative Council when the draft Estimates were framed, and it was necessary to

include -

THE RIGHT HONOURABLE

WINSTON CHURCHILL, P.C., M.P.,

SECRETARY OF STATE FOR THE COLONIES,

DOWNING STREET, LONDON, S. W.,

include certain provision in the event of their proposals being accepted. As you are aware, the Committee's report was not adopted by Council; the monetary provision however was left at the estimated figure on the distinct understanding that only so much of it should be expended as I considered was unavoidable in the adjustment of anomalies and the emoluments of posts not previously dealt with.

4. As I have stated before, I did not feel myself justified or empowered to consider an all-round revision at the present time and during the continuance of the 50% Local Allowance, but the whole matter will be re-opened in Legislative Council when the final Report of the Committee on terms and conditions of service is under discussion.

I have the honour to be,

Sir,

Your humble, obedient servant,

Edward Morley

G O V E R N O R .

HEADQUARTERS,

P.O. Box 107,

Nairobi. 10th May, 1921.

Sir,

We, on behalf of the European Civil Servants' Association of the Kenya Colony and Protectorate, pray that you may be pleased to consider the following memorandum in conjunction with the Interim Report of the Special Committee of Legislative Council which deals with the subject of the salaries of the public service of this Colony.

2. A copy of His Excellency Sir Edward Northey's despatch No. 560 dated April 22nd, 1921 has been forwarded to our Association and it is with surprise and regret that we learn that it is not the intention of the Government of this Colony to recommend the introduction of the scales of salaries recommended by the Special Committee of Legislative Council.

3. Until quite recently we have been led to believe that after several years of patient waiting, Civil Servants here were to be provided with adequate emoluments, the necessity for which had long been recognised. The

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26690.

RIGHT HON^{BLE} WINSTON CHURCHILL, P.C., K.P.,

SECRETARY OF STATE FOR THE COLONIES,

DOWNING STREET, LONDON, S.W.

HIS EXCELLENCY, SIR EDWARD NORTHEY, K.C.M.G., C.B., D.S.O.,

GOVERNOR OF THE COLONY OF KENYA AND THE
EAST AFRICA PROTECTORATE.

The various commissions and committees which reported prior to the appointment of the Special Committee were all of opinion that the rates of pay for this Colony were much too low, but their recommendations were never fully carried into effect. As a result of the continued representations to Government and to the Colonial Office on the subject of salaries, revised rates of pay were introduced in July 1920. During the course of the debate on these new salaries in the Legislative Council the opinion was ~~fully~~^{fully} expressed that they were still too low, particularly for the middle grades of the service, and that the schedule contained many anomalies. It was, however, decided to introduce them in order to enable those who might thereby reap any benefit to do so, but at the same time a Special Committee was appointed to consider and report fully on the salaries and conditions of service of the Colony.

4. Our Association addressed a memorandum on the subject of the revised salaries to the Right Hon'ble Lord Milner, who was then Secretary of State for the Colonies, which communicated resolutions unanimously adopted by crowded meetings of Civil Servants. The text of these resolutions was also added. The Secretary of State's reply was made known to us in a letter from The Hon'ble The Acting Chief Secretary dated 20th. September, 1920, and the terms of this reply, together with the fact that the Special Committee was expected to report at an early date, reconciled the service to a further period of waiting. The Interim Report was presented to the Legislative Council in January 1921, and the opinion expressed by the Council with regard to Schedule B was that the proposed salaries were too high with the 50% allowance ^{and} insufficient without it. Schedule C of the report met with much adverse criticism, and after

lengthy

lengthy debates, the sum of £10,000 was voted under Schedule XXVI of the draft estimates for 1921 to provide increases, so it was understood, for all ranks of the service below Heads of Departments. The text of the resolution of Legislative Council was communicated to our Association on 8th February 1921, by the Hon'ble The Acting Colonial Secretary. The result was that Civil Servants felt that the repeated promises of Government with regard to a more satisfactory adjustment of salaries were about to be redeemed and that the future might be faced in a spirit of hopeful confidence.

5. The Interim Report of the Select Committee was considered by a general meeting of our Association on February 21st. 1921 when the following resolutions were unanimously adopted and duly communicated to Government in a letter dated March 23rd. 1921.

Resolution (1). - "This general meeting of the European (E.E.A.) Civil Servants' Association accepts Schedule B of the Interim Report of the Select Committee, without prejudice to any further action regarding increases of salaries which it may be desired to take, and wishes to draw attention to the fact that Sections 31 and 32 of the text have been applied to Schedule B only. It is considered that anomalies are still present in the scales of salaries recommended for the general staff, and that the maximum salaries are too low".

Resolution (2). - "This meeting requests that the new rates of salaries may be paid as from April 1st. 1920".

6. The intimation contained in a letter from Government dated May 4th. 1921 to the effect that His Excellency the Governor could take no further action on the Interim Report of the Special Committee has been received with feelings of great disappointment, dissatisfaction and regret that the just claims of the

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the service are not to be met by the introduction of adequate rates of pay. These feelings have been intensified by the realisation of the fact that although the Legislative Council had approved of the allocation of £50,000 for the purpose of improving the salaries of Civil Servants, His Excellency the Governor in-Council eventually decided to recommend that almost the whole of this amount should be credited to General Savings. The argument has been adduced that the present financial position of the Colony does not warrant the introduction of higher rates of salaries, although these have been proved repeatedly to be urgently necessary. We beg respectfully to submit that the financial position can be little, if any, worse now than it was when Legislative Council, with a complete knowledge of all the facts of the case, voted the sum of money already alluded to.

7. One of our principal objects as an Association of Civil Servants is the promotion of sympathy and understanding between the Government and its servants, and our desire is to assist in improving the efficiency of the Civil Service. It is realised, however, that the dissatisfaction now existing in the service is militating against that high standard of efficiency which we, no less than Government, so earnestly wish to see. We consider that this general discontent can only be removed by adequately remunerating members of those grades of the service which have been shown to merit consideration in this connection. In further support of our claim for the introduction of satisfactory scales of salaries we would adduce the fact that the movement for improvement of salaries has not been confined to this Colony, and that even now, the Civil Service of Uganda is pressing for early increases of pay

pay according to a scheme recommended by Heads of Departments, in order to allay dissatisfaction and to secure an efficient and contented service.

8. In conclusion, we humbly request that this and our previous memoranda may be considered in connection with the Interim Report of the Special Committee of Legislative Council which has been forwarded to you by His Excellency The Governor, and we pray that satisfactory scales of salaries may be introduced with retrospective effect as early as possible, based on the schedules now in operation for the West Coast services on the lines of our previous request; or failing this, that the recommendations of the Special Committee in so far as they concern the general staff may be adapted in accordance with enclosure 3.

We have the honour to be,

Sir,

Your humble, obedient Servants,

J. H. Hamilton

SECRETARY,

H. B. ...

SECRETARY.

THE EUROPEAN (B.E.A.) CIVIL SERVANTS' ASSOCIATION.

HEADQUARTERS,

P.O. Box 107,

Nairobi. August 26th. 1928.

My Lord,

Under instructions from the General Committee of the European (B.E.A.) Civil Servants' Association, we have the honour to address you on the subject of the revised scales of salaries for East African Civil Servants and to solicit your sympathetic consideration of their claim for increased rates of pay.

2. The remuneration of officers in the East African Civil Service was inadequate in pre-war days and the greatly increased cost of the necessities of life led to a movement to obtain better conditions in 1916. As a result of this, 60% of an insufficient allowance to meet the general rise in prices was granted in 1918, the remaining 40% of the original rates recommended being granted in 1919. This totally inadequate "war bonus" as it was termed, was accepted by Civil Servants on the understanding that their salaries were to be increased and the conditions of service revised, and the hope was expressed that the increased rates of pay would be applied as from April 1st. 1919. The War Bonus, too little when first granted, was rendered insufficient to a still greater extent by the continuous increase in the general cost of living, which has been severely felt by the Civil Servants

of

THE RT. HON. LORD MILNER,

SECRETARY OF STATE FOR THE COLONIES.

THRO' HIS EXCELLENCY THE GOVERNOR
OF KENYA COLONY.

of East Africa since 1917. The unfortunate financial position of members of the service was strongly commented upon by the various Commissioners and Committees which have from time to time been appointed to consider the question of increasing the East African scales of pay. Free answers given in the House of Commons were led to expect a genuine and substantial increase in emoluments.

3. The revised scales of salaries have occasioned the bitterest disappointment among Civil Servants here, who find that they are in most cases no better off than before, and in many instances faced with an apparent loss, to be made up to them by the grant of a personal non-pensionable allowance.

4. That the claim of the East African Service to improved conditions and increased rates of remuneration is a just one cannot be denied. Though certain concessions asked for have been granted, the revised salaries are no better for the rank and file of the service than were the old scales with their bonus, and faced as he is with increased expenses in every direction the outlook of the East African Civil Servant is indeed an unpleasant one. The cost of the necessities of life is still increasing; Income Tax is about to be levied; Railway freights have been increased; Municipal Rates have been raised; Customs Duties on certain imported goods are now higher and a general increase in Import Duties is imminent; and additional postal charges are in operation. Further to the increased outlay in all these directions, the contribution to Widows' and Orphans' Pensions, excellent and necessary as that scheme is, will impose an additional financial burden upon the Civil Servant.

5. The fact that East African Officers are being worried by the inadequacy of their emoluments and the necessity for meeting additional outlay in many directions is deleteriously affecting their health and efficiency. It is

is to the interests of the Government as well as to those of the members of the service, that they should be in receipt of salaries sufficient to enable them to meet their financial obligations and to make provision for the future of their families and themselves.

6. The revised scales of salaries are insufficient to attract the best class of man to this country or to encourage Civil Servants to remain in the Service when so many opportunities of advancement exist elsewhere. The low maximum salaries offered will be attained by the average Officer in a few years, and at a time when he has become thoroughly familiar with local conditions and requirements no further financial inducement appears to be provided so that he must look elsewhere for advancement.

7. The whole question of the revised salaries has been very carefully considered by the General Committee of the European (B.E.A.) Civil Servants' Association and crowded meetings fully representative of all Departments have been held in the Kenya Colony at Nairobi, Mombasa and Kisumu, and in Uganda at Entebbe, Kampala and Jinja, with the result that the following resolution was unanimously adopted:-

1. "That this meeting expressed profound dissatisfaction with the revised scales of salaries as published and strongly urges and claims that the new Nigerian salaries be paid to Civil Servants of this Colony at the rate of fifteen florins to the pound when resident in the country, and pound for pound for calculation of pensions and leave pay with effect from April 1st, 1920".

Resolution 2. "That the Secretary of State for the Colonies be asked to give an assurance that acceptance of the present revised scales of salaries shall not debar the further general revision of salaries from consideration", was unanimously adopted by the meetings at Nairobi, Entebbe, Kampala and Jinja.

8. The Civil Servants of East Africa humbly pray that Your Lordship will give due consideration to the foregoing brief statement and bring into early operation the further increased rates of pay which they so urgently need.

We have the honour to be,
Your Lordship's humble,
obedient Servants,

Chairman of the General Committee.

Honorary General Secretary.

30th. September, 1920.

CLASSIFIED

Sir,

With reference to your letter of the 9th. September, 1920, I have the honour to inform you that the Secretary of State for the Colonies has notified me that an assurance may be given that acceptance of the new scales does not prejudice a consideration of any recommendations which may be submitted by His Excellency the Governor.

2. The Secretary of State adds that he is unable to offer comments on Resolution No. 1 until recommendations, which may be put forward by the Committee of the Legislative Council appointed to consider the matter after discussion in the Legislative Council, have been received by him.

I have the honour to be,

Sir,

Your obedient Servant,

Sd/ W.K. JOTLEY

HONORARY GENERAL SECRETARY,

AG: CHIEF SECRETARY,

THE EUROPEAN B.E.A. CIVIL SERVANTS' ASSOCIATION,
NAIROBI.

HEADQUARTERS

P.O. Box 107

Nairobi. 23rd. March 1921.

The Hon'ble The Ag. Colonial Secretary.

Nairobi.

Sir,

Interim Report of the Select Committee
on salaries.

I am directed to bring to your notice the text of two resolutions on the subject of the Interim Report of the Select Committee which were unanimously adopted by a General Meeting of the European Civil Servants' Association on February 21st.

Resolution 1.

"This general meeting of the European (B.E.A.) Civil Servants' Association accepts Schedule B of the Interim Report of the Select Committee without prejudice to any further action regarding increases of salaries which it may be desired to take and wishes to draw attention to the fact that sections 11 and 12 of the text have been applied to Schedule B only. It is considered that anomalies are still present in the scales of salaries recommended for the general staff, and that the maximum salaries are too low".

Resolution 2.

"This meeting requests that the new rates of salaries may be paid as from April 1st, 1920".

I am also to express the hope that it may shortly be possible to inform the Association of the action taken by His Excellency The Governor on the subject of the proposals of the Select Committee and of the result of his recommendations to the Secretary of State for the Colonies.

I have the honour to be,

Sir,

Your most obedient Servant,

Ed/ A.C. Barnes

Honorary General Secretary.

THE SECRETARIAT
 COLONY OF KENYA & THE EAST AFRICA PROTECTORATE

NAIROBI.

4th May, 1921.

Sir,

In forwarding the attached copy of His Excellency's despatch to the Secretary of State on the subject of a further revision of the salaries for the European Staff in this Colony, I have the honour to inform you that His Excellency ^{reports} he is unable to take any further action on the Interim Report of the Special Committee on Salaries. The question has received the most careful consideration by His Excellency-in-Council but in view of the Colony's financial position and the difficulty of dealing with individual anomalies without creating other and greater discrepancies, the recommendations submitted to the Secretary of State are all that His Excellency feels justified in advocating for the present.

I have the honour to be,

Sir,

Your most obedient servant,

3d/ W.K. Netley

ACTING COLONIAL SECRETARY.

THE HONORARY SECRETARY,

EUROPEAN CIVIL SERVICE ASSOCIATION,

NAIROBI.