

102/19

KENYA

G. P.  
38162  
30 JUL 21

FROM  
D. A. MOTLEY  
158

DATE  
7TH JULY.

FOR INFORMATION -  
Mr.  
Mr.  
Mr.  
Mr. Grindle  
Sir E. Lambert  
Sir H. Road 1/8/21  
Sir G. Fiddes  
Mr. Wood  
Mr. Churchill

SUBJECT

SENIOR COMMISSIONERS

EMOLUMENTS

Its further memorial from J. V. I. McEldellan on subject of and comments on points raised in petition.

Previous Paper

MINUTES

Go  
5055/20

*W. K. M. M. M.*

I agree generally with the  
obj. remarks. as to  
the last para. I understand  
(with pleasure) that Sir S. Maitland  
has rejected Sir R. Ferguson's  
proposals for increased  
salaries, although I have not  
seen the report on which he does  
so.

he cannot at this stage  
contemplate increasing  
the salaries of Sir R. Ferguson's  
nor do I see any prospect  
of 'weight for age', which  
I understand also from Sir

102/19 - 4 Aug 21

NT

Part 2 part will be proposed.

I was not however too  
sorry to see the English  
Army as officers' salaries  
somewhat re-adjusted,  
if soldiers could not move  
or less stabilize  
themselves - eg.

- 1st grade - £1000 per year
- 2nd grade - £600 - £800

not a war agreement of  
kind is to follow that he  
has secured his memorial  
but that he reports that  
he cannot see his way  
at present to consider  
the question of revising  
the rate of Provincial  
Commissioners

Acct

20/1/21

21/1/21

22/1/21

23/1/21

24/1/21

CONFIDENTIAL.

GOVERNMENT  
NAIROBI

38162

30 JUL 1921

RECEIVED

29 JUL 1921

7 July, 1921.

Sir,

With reference to Viscount Milner's despatch Confidential of the 18th December, 1920, I have the honour to transmit a further memorial from Mr. J.W. McClellan, C.M.G., on the subject of the emoluments approved for Senior Commissioners under the revised conditions of service.

2. I desire to submit the following comments on the points raised in the petition:-

Paragraphs 1 to 3. The scale of salary accorded to the senior grade of the Provincial Administration has been advanced from £500-£225-£700 per annum (with a £50 per annum Duty Allowance) to a consolidated scale of £800-£50-£1000 per annum, the increase being in proportion to increases given throughout the service. The status of these Officers has remained unchanged, nor were Provincial Commissioners ever regarded as Heads of Departments.

Mr. McClellan again is mistaken as to the application of the new scales of salary. All Officers were treated alike with regard to their point of entry and started on the next incremental step -

THE RIGHT HONOURABLE

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

SECRETARY OF STATE FOR THE COLONIES,

DOWNING STREET, LONDON, S. W.,

step above the aggregate of their substantive salary, War Bonus and Duty Allowance. I fail to understand how he can consider that Provincial Commissioners with 15, 10 and 8 years' service were placed on the same footing as the most recently appointed District Commissioner who was on a lower grade of salary.

Paragraph 4 and 5. His argument under this head appears to me to be ineffective: it is the nature of the office, which is considered in estimating the appropriate salary, and not the individual's personality or years of employment.

Paragraph 6. These disabilities equally affect other Officers on incremental scales of salary, who are nearing the age for retirement. I represented the advisability of making seniority into consideration in applying the new terms of service, but was asked by Viscount Milner not to press the question: I realize fully the grievances felt by older Officers in this respect, but under the existing arrangement no remedy exists.

Paragraph 7. Mr. McClellan's claims for the position of Chief Native Commissioner were considered and found inadequate. I have given elsewhere my reasons for opposing the introduction of West Coast salaries at the present time even if funds were forthcoming, and I do not wish for the moment to press for any amelioration in the existing rate of pay approved for Senior Commissioners.

I have the honour to be,

Sir,

Your humble, obedient servant,

*W. K. ...*

For GOVERNOR.

Senior Coast Commissioner's Office,  
Mombasa,  
25th May 1921.

In Despatch No. 32 of 1917.

Sir,

I have the honour to submit the following petition in regard to the scale of salaries in this Colony, in the hope that it may receive your personal consideration and a more equitable division be arrived at, as the matter is one of great urgency to the Senior Administrative Officials of Kenya.

1  
Service

In my petition to the Secretary of State in August 1920 I pointed out, that until quite recently, the Administration had been considered the senior branch of the Service, and the Sub-Commissioners, later called Provincial Commissioners, and still later Senior Commissioners, were practically Deputy Governors over very considerable tracts of country: the Province of Naivasha for example extending from Abyssinia in the North, to the German boundary in the South, a division of land some 100,000 square miles in area.

For the first 15 years after taking over the country from the British East Africa Company, the work of organisation; of bringing it into peaceable orderliness; the inauguration of taxes, which at the present day bring in a revenue of not less than £750,000 per annum; the settlement of different tribes into their respective Reserves; and in fact all the pioneer work of Empire building, rested solely on the administrative officials.

It was not until under present day conditions the death of some 50% of their number goes to testify and that the work was not ill-done is I think generally acknowledged.

The Right Honourable,  
Winston Churchill, P.M., M.P.,  
Secretary of State for the Colonies,  
Downing Street, London, E.C.

Yr

Salary

In view of their responsibilities and expenses, it will surely also be admitted that the remuneration of the Provincial Commissioners was not excessive; viz £500 to £700 by yearly increment of £25, and a duty allowance of £50 per annum. Out of this sum all the entertaining had to be done, except in Mombasa where a special allowance of £100 was granted.

In my own case as Provincial Commissioner of Nairobi for 9 years we entertained from 100 to 120 persons monthly.

During and since the war the expenses of living in British East Africa increased from 200% to 300% and to meet this increase a bonus of barely 15% was granted. It did not meet it and was accepted under protest as a temporary remedy only.

Thus, my salary in April 1920 was £840 when His Excellency the Governor returned from leave and we were informed that substantial increases of pay had been arranged.

The Revised Salary Scheme was made known in July 1920, and, far from the expected and hoped for increase in their salaries, the Provincial Commissioners learned that they, regardless of seniority, were to start at the bottom of an incremental scale of from £800 to £1000 per annum by yearly increments of £50.

Provincial Commissioners with 11, 10 and years' service, being placed on the same footing as the most recently appointed District Commissioners.

By this improved scale of salaries my pay would thus have fallen from £840 to £800 per annum. His Excellency, therefore, kindly insisted that I should draw the next incremental scale which would abrogate

me from an actual loss of salary.

My pay therefore was £850 per annum, the substantial increase promised being £10.

Relative Salaries

As against these salaries for the senior men I append a list of the increased salaries granted to the Heads of other Departments.

Former Salary with duty allowance	Position	Improved Salary
£ 1,100	Colonial Secretary	£ 1,800
1,100	Chief Justice	2,000
680 & 770	Puisne Judges	1,200 each ✓
990	Attorney General	1,500
770	Solicitor "	1,000 ✓
778	Treasurer	1,200 increased to 1,300 in 1922.
625	Commissioner of Lands	1,200
660	Director of Education	1,000
750	Conservator of Forests	1,000 ✓
800	Commissioner of Customs	1,200
750	Provincial Commr.	800-1000 by yearly increment of £50.

Comparative Length of Service

I have held my present position as Provincial or Senior Commissioner for 15 years - 10 actual and 5 acting on District Commissioner's pay.

The Treasurer has held his appointment barely one year. In 1920 the actual increase in his pay was £10 - in his £4.

In 1921 my incremental increase in salary is £50 - his pay as a headman increased by £100 a year.

His total increase in pay since 1919 is therefore £200 and mine £0.

The Commissioner of Lands also, after barely 2 years service in his present appointment, has had his salary increased from £115 to £1200 per annum.

These are only two out of many instances,

5

Incremental Scales

It will be noted that among the salaries of Heads of Departments those of the Administration are not only instances of incremental pay, all others receiving at once their maximum salaries, which the Provincial Commissioners will not attain to for 5 years. In 5 years therefore the difference is as follows:-

	P. C.'s	Treasurer	Comr. of Lands
1920	800	1200	1200
1921	850	1300	1200
1922	900	1300	1200
1923	950	1300	1200
1924	1000	1300	1200
<b>Total</b>	<b>4400</b>	<b>6400</b>	<b>6000</b>

Pensions

In this connection our pensions are also adversely affected - house allowance in our case being computed on the minimum of our salaries and in all other cases on the maximum of their salaries.

Also we, although the senior men, must serve another 5 years to be enabled to draw our pensions on our maximum salaries - whereas every other Head of Department can draw his pension on his maximum salary whenever his term of service permits him to retire.

and finally, after many years and as a result of frequent representations - a fund has at last been inaugurated by Government for the benefit of officers' widows and orphans.



In spite of long service and as a result of our seniority we are debarred from participating in this scheme.

Persons

My own service in Kenya extends over a period of 26 years, during which time I have been Commissioner in Seyidie, Uganda, Nyanza, Naivasha, Kenya and Tana-land Provinces and for a very short period in Jubaland also.

I was responsible, without assistance, for moving the Masai from the Rift Valley to the Laikipia Plateau and again in 1912, but on this occasion with an efficient staff of officers, for the further move from Laikipia to the present Masai Reserve.

In 1904 I acted as Chief Secretary for Native Affairs in the absence of Mr. Hollis.

In view of this and the considerable experience I have had with all native tribes in this country, I ventured to apply for the post of Chief Native Commissioner, on its becoming vacant in 1920. I was informed however that it was being reserved for a man from outside the country.

It is an additional hardship and grievance to those who have given a lifetime of loyal service, that whenever a better paid appointment becomes vacant it is given to men from another Department or Colony.

At this time I am serving as Senior Commissioner for the Coastal Area - an area now comprising, with slight alterations, the two Provinces of Seyidie and Tana-land.

I am informed that in the absence of His Excellency the Governor I am the representative at the Court of His Majesty the King - on a salary less in 1920 than that paid to my predecessor before the war who was Commissioner of the Seyidie Province only.

*Handwritten notes:*  
to be  
in  
all

In spite of long service and as a result of our priority we are debarred from participating in this scheme.

Personal

My own service in Kenya extends over a period of 20 years, during which time I have been Commissioner in Seyidie, Ukamba, Nyanza, Naivasha, Kenya and Tana-land Provinces and for a very short period in Jubaland also.

I was responsible, without assistance, for moving the Masai from the Rift Valley to the Laikipia Plateau and again in 1912, but on this occasion with an efficient staff of officers, for the further move from Laikipia to the present Masai Reserve.

In 1909 I acted as Chief Secretary for Native Affairs in the absence of Mr. Hollis.

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I am informed that in the absence of His Excellency the Governor I am the representative at the Court of His Majesty the King - on a salary less in 1920 than that paid to my predecessor before the war who was Commissioner of the Seyidie Province only.

I quite expect to take my share in all economic sacrifices rendered necessary by the war, but I would most respectfully ask that if there is an insufficiency of funds, the salaries should be more equitably divided.

At a time when every possible reduction in expenditure is needed, many new and highly paid appointments are being made at the expense of the men who have made the country.

In conclusion, Sir, I would beg most earnestly that the matter may be re-considered. It is one of very vital importance to the Provincial Commissioners and we would pray that our salaries be placed on the same lines as those of the Senior Residents in Nigeria with which Colony our posts were interchangeable under Colonial Office Regulations.

Failing this, that the Senior Administrative Officials should at least be paid salaries equivalent to those of any departmental heads in Nairobi.

During the last year, notably during the discussion on salaries, the Administrative branch of the Service was not represented on the Legislative Council as hitherto nor was any member of the Administrative Service chosen to sit on the Special Commission on Salaries appointed by the Governor early in 1921. They had not therefore the same opportunity of representing their case and voting on their salaries as was afforded to the other Heads of Departments who are still members of the Council.

I have the honour to be,

Sir,

Your obedient servant,

*John A. Collins*  
Senior Coast Commissioner

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21  
King  
Algeria

DRAFT.

S<sub>4</sub><sup>2</sup>

4 King papers

King  
Conf.  
AS

Then the Bureau to ask the  
cost of King, despatch No 158 of the  
7th of July, transmitting a

MINUTE.

Mr. Jewell 2 & 21

Mr. Parkinson

Mr. Grindie

Mr. H. Lambert

Mr. H. Bond

Mr. C. P. Jones

Mr. Wood

Mr. Churchill

7th of July, transmitting a  
further memorial from Mr.  
King.

J. W. T. McClellan, on the  
subject of the emoluments  
offered for Senior Commissioners  
under the revised conditions

of Service -

2. I have to request that  
you will inform the Mr. Clifton  
that I have read his memorial,  
but that I regret that I  
cannot see my way at present to  
consider the question of raising the  
scale of salaries of Provincial  
or Senior Commissioners.

(Signed) WINSTON S. CHURCHILL.