

1923

East Africa
UGANDA

C O
11493

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FROM

DATE

RECEIVED

5 MAR 23

C. G. Jarvis Conf

22 January

FOR CIRCULATION:-

SUBJECT

Mr. Rothmeyer

Non European Staff

Downward revision of Salaries

In report of Committee appld. to
consider Memo by Asst. Dir. Gen.
as to the case of existing staff appended.

to this Paper

DINER

11491

paper

? Account developments as
a result of action on 11/27/23

C.D.J. 8/2/23.

For West 8/3/23

And Conf. 21 June 1923
T.M.
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Subsequent Paper

11491



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5 MAR 23

GOVERNMENT HOUSE.

UGANDA.

22nd January, 1923.

No CONFIDENTIAL.

My Lord Duke.

I have the honour to refer to Mr. Churchill's despatch, confidential of the 6th September, 1922, on the subject of the salaries and conditions of service of non-European officials, and to transmit for Your Grace's consideration the report of a Committee which I appointed to submit recommendations for effecting a general downward revision of salaries paid to the non-European staff.

2. The Committee, consisting of the Attorney General, the Treasurer and the Director of Public Works, has given careful consideration to the points raised in paragraphs 6, 7, 8 and 9 of Mr. Churchill's despatch, and I am advised by my Executive Council that the proposals now submitted may be accepted as an equitable adjustment of a difficult problem.

3. With regard to the question raised in paragraph 6 of Mr. Churchill's despatch, I do not anticipate any difficulty in obtaining officials at the new rates proposed except in the case of the Fourth Grade, in which it will be necessary as the Committee has pointed out, to make new appointments at a higher salary than the minimum of the grade for some time to come.

4. In my opinion the only difficulty which is likely to arise from the application of the new scales now proposed to officials already serving is that there would be, for some years, a large "waiting list" for

promotion

THE RIGHT HONOURABLE

THE SECRETARY OF STATE FOR THE COLONIES

Report of
Committee 15/1/23Memorandum by
the Asson.
17/1/1923.Report dated
16/8/1922.

promotion from the present second and third grades to the new first and second grades, and I have little doubt that dissatisfaction would be caused thereby.

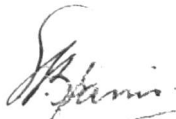
5. Appended to the Committee's Report is a Memorandum submitted by the Asiatic Civil Service Association, in which the case of the existing staff is represented, and I also transmit at the Association's request a petition dated the 15th August, 1922, in regard to the initial salary of First Grade Clerks. The Association was informed that this petition would be included among the final papers to be submitted to Your Grace.

I have the honour to be,

My Lord Duke,

Your Grace's most devoted, and most

obedient servant,



ACTING GOVERNOR.

ENTERED.

15th January, 1923. 77

Sir,

We have the honour to submit our report on the matters referred to in your confidential letter No. C. 652 of the 12th December, 1922.

2. We were requested to submit our recommendations for the revision of the scales of pay of the Asiatic Clerical Staff and for the assimilation of the present scales with the revised scales: and, further to submit recommendations with regard to the relative scales of salary to be paid to other Asiatics in the Government Service, with the exception of Medical and Veterinary Assistants.

3. We deal first with the pay of the Clerical Staff. After full consideration we recommend that the following scales should be adopted for all new appointments or promotions:-

X Special Grade.	Salary and increments to be fixed in each individual case.
First Grade.	Shgs 380 by Shgs 20 to Shgs 500.
Second Grade	Shgs 280 by Shgs 15 to Shgs 360.
Third Grade.	Shgs 210 by Shgs 10 to Shgs 270.
Fourth Grade	Shgs 150 by Shgs 7.50 to Shgs 200.

X Appointments in the special grade to be confined to Clerks of exceptional ability, who are required to perform duties of greater responsibility and importance than are the general clerical staff.

4. The present scales are :-

First Grade	Shgs 520 and over.
Second Grade	Shgs 380 by Shgs 30 to Shgs 510.
Third Grade	Shgs 250 by Shgs 20 to Shgs 360.
Fourth Grade	Shgs 150 by Shgs 15 to Shgs 240.

and, as far as practicable, the proposed scales have been made to correspond with the next lowest grade in the existing scales. We recommend that the following provisions should be adopted in applying the revised scales to the existing staff :-

(a)

- (a) All First Grade Clerks now serving should be placed in the Special Grade. Any Clerk on a definite incremental scale should retain that scale as personal to himself but increments to other Special Grade Clerks should be subject to individual consideration each year on the Estimates.
- (b) All Second Grade Clerks should be placed in the new First Grade and should retain their present rate of increment and their right to a maximum of Shgs 510 instead of Shgs 500.
- (c) All Third Grade Clerks will retain their present maximum and rate of increase and will, therefore, enter the Second grade when they are in receipt of a salary of Shgs 280 or over.
- (d) All ~~Fourth~~ Grade Clerks will retain their present annual increments of Shgs 15 and their right to a salary of Shgs 250 by Shgs 20 to Shgs 360 after the probationary period of three years. They will, therefore, eventually enter the new ~~second~~ grade in the same way as existing Third Grade Clerks.
- (e) The present establishment in the First and Second Grades should be retained for the new First and Second Grades and the additional appointments in these two grades consequent on the regrading of the present staff should be held as supernumerary to establishments.
- (f) No promotions should be made from the Second and Third Grades until these supernumerary appointments have been absorbed.

5. Clerks appointed in the Fourth Grade in future should,

if

if their services are satisfactory, be promoted to the Third grade on reaching the maximum of their grade and subject to the completion of the probationary period of three years but there should be no automatic promotion beyond the Third Grade.

6. It will probably be necessary, for some time to come, to make new appointments on a higher salary than the minimum of the Fourth Grade.

7. Dealing with the pay of Asiatic Officials other than Clerks, we consider that the scales recommended in paragraph 3 should be applied also to draughtsmen, sub-overseers, sanitary inspectors, artisans and other appointments but that new appointments should not necessarily be made in the lowest grade, the grade being determined in each individual case by the duties to be performed and the experience and qualifications of the individual appointed.

8. Officials at present serving should retain their existing scales of pay for the duration of their present agreements or appointments

9. We consider that the conditions of service, other than pay, for these appointments should not be the same as for Clerks, and that, therefore, as at present, separate regulations in this respect will be necessary.

10. Though it may not seem strictly within our terms of reference, rates of leave pay and pension are so intimately connected with the question of salaries that we have felt bound to offer our views on these matters. We consider that, in future, all leave pay and pensions should be calculated on the sterling value of the salaries drawn in Uganda and that all payments should be converted at the current rate of exchange in the country of payment.

IV.

11. If our recommendations are adopted, they should result in considerable economy in the future though it is obvious that no immediate saving can be effected without a breach of faith to the existing Asiatic Staff. Indeed, we recognise the fact that our proposal in paragraph 10 will at the moment lead to additional expenditure.

12. We attach a copy of a Memorandum which has subsequently been handed to us by a deputation of the Asiatic Civil Service Association but we see no reason to amend our recommendations.

sd/- Alan Hogg.

Attorney General, Chairman.

sd/- C.K. Dain.

Treasurer.

sd/- G.N. Logan.

Director of
Public Works

Members.

MEMORANDUM SUBMITTED BY THE EXECUTIVE COMMITTEE OF THE ASIATIC CIVIL SERVICE ASSOCIATION TO THE COMMITTEE APPOINTED BY HIS EXCELLENCY THE GOVERNOR TO SUBMIT RECOMMENDATIONS FOR REVISION OF ASIATIC STAFF SALARIES.

The deputation which waited on the Committee on the 4th instant placed the proposals of the Government before their Executive Committee and before the general staff in a Special General Meeting.

2. The Asiatic staff is firmly of opinion that no recommendation for a reduction of the existing scales of salaries by the Uganda Government is justifiable. As mentioned in the Memorandum handed by the deputation to the Committee on the 4th instant the existing revised scales of salaries published in April, 1920 were increases made in response to repeated petitions to the Secretary of State extending over several years and as the outcome of the recommendations made by Sir Alfred Lascelles who was sent out specially by His Majesty's Government to investigate the grievances of the Asiatic Staff. To ask the staff now to accept reduced scales of salaries not warranted by the financial conditions of this Protectorate amounts to a retrogression to such a degree as to place the staff in a worse position than on the 31st March, 1920, and would, we respectfully submit, be highly inequitable on the part of the Government and create the greatest discontent amongst the staff.

3. Whenever the question of the Asiatic salaries comes up for consideration our Committee has noted with regret that comparison is always invariably made with European salaries, local allowance and considerations of exchange and currency are brought in. We submit most emphatically that none of these questions appear to bear whatever on the point at issue. The Asiatic salaries were fixed after the most careful consideration by the Secretary of State and the local Government

all aspects including the change in the local currency. The Association has dealt with all these points exhaustively in its several representations, copies of which were enclosed in the deputation memorandum of the 4th instant. We respectively beg the Committee to give careful attention to these representations.

4. We cannot agree with the Committee in its opinion that the salaries of the Asiatic staff are excessive and out of all proportion to the salaries paid to European staff. We have also dealt with this point before. The minimum salary upon which an Asiatic official is at present engaged is Rs 200/- per mensem, or £120 per annum or less; that of an European official is £250 per annum (excluding local allowances). The European has 50% better concession as regards pension and considerably better terms as regards leave and passage regulations and other conditions of service. An Asiatic official after long and faithful service extending to 20 to 25 years receiving more salary than a junior European official is no comparison at all.

5. The staff has been unable to accept the scales of salaries proposed by the Committee, but recognising the force of the Hon'ble the Chairman's views that the Government is decided upon some reduction, in spite of the inequitable position, we are willing to agree to the revision of the scales of salaries on the basis that

- (i) the new proposals would involve no reduction in existing salaries drawn, and
- (ii) it would not place the staff in a worse position than on the 31st March, 1920, with the consolidation of the War Bonus in the salaries; and in accordance with the terms of local currency as governed by the Currency Orders-in-Council, and provided the Government sees its way to grant the staff some compensat-

ion in another direction for the reduction.

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The proposed scales of salaries are as follows :-

Special Grade { To which Clerks could be promoted in consideration of outstanding ability or by reason of responsibility or long and meritorious service
Scale to be fixed in each case.

		Remarks.
1st Grade	Sh.470 x 30 - 600	reduction of Sh.200 on present expectations.
2nd "	" 320 x 20 - 450	reduction of Sh.60 on present maximum
3rd "	" 210 x 15 - 300	" " " 60 " " "
4th "	" 150 x 10 - 200	" " " 40 " " "

provided a climatic allowance of thirty-three and one-third per cent (that is 1 year for every 3 years of service) is granted for pension purposes, and this condition announced simultaneously with the publication of the revised scales of salaries; and subject to the following conditions

- (1) All Special Grade Clerks should retain their present scale of salaries.
- (2) All 1st Grade Clerks drawing salaries of over Sh.600 to be embodied in the new Special Grade - Annual increments to be considered in each case as at present.
- (3) All Clerks to be merged in the different grades according to the salaries drawn by them at the time of the publication of the revised scales and the establishment of the different grades to be fixed according to the number in the grades at the time.
- (4) All 4th Grade Clerks to go automatically to the 3rd grade as at present subject to a probation of 3 years service.
- (5) That the sterling basis be adopted in paying leave salaries as is done in the case of pensions.
- (6) All vacancies in the existing establishment which may be sanctioned in the 1923 Estimates and all those occurring up to the date of the publication of the new scales should be filled under the present scales of salaries.

The same applies to any increases of salary that may have been provided.

The Asiatic Civil Service Association

P.O. Box No. 21

Entebbe, UGANDA. 84

16th. August, 1922

To,

The Right Honourable

Winston Spencer Churchill, P.C., M.P.,

Secretary of State for the Colonies,

Downing Street, London S. W.

Sir,

On behalf of the Asiatic Civil Service Association of Uganda we beg respectfully to refer to you the accompanying copies of correspondence with the local Government on the subject of the initial salary of First Grade clerks. The Government's reply to the Association's letter of the 10th. May, we regret to say, cannot be regarded as satisfactory, and we therefore submit the matter to you for your favourable consideration.

2. It is not thought probable that Sir Alfred Luscelles on whose report, we understand, the revised scales of salaries were based would have created an anomaly by the recommendation of a starting salary for the First Grade the difference between which and the maximum salary of the Second Grade is not in proportion with the differences between the other grades as pointed out in paragraph 2 of the Association's letter referred to above. A deputation of our Association which waited upon the Special Commissioner during his visit to Uganda gathered that he was favourably impressed with the necessity of a substantial increase in the salary attached to the First Grade.

3. Being debarred from rising to the higher appointments in the service, the attainment of the position

of a First Grade Clerkship is all that an Asiatic clerk can look forward to in his official career, and this position can only be reached after a period of 15 to 20 years of meritorious service. In the circumstances the addition of Shs.20 can hardly be considered a reasonable increase in salary on such promotion, more so in the case of those clerks who have been drawing the maximum salary of the Second Grade for several years before being promoted.

4. We trust that our request for raising the starting salary of the First Grade to Shs.600 will receive your favourable consideration and that you will be pleased to accord it your approval with effect from the 1st. of April, 1920.

We have the honour to be,

Sir,

Your most obedient and humble servants,

J. J. J. J.
R. J. J. J.

P. J. J. J.
C. J. J. J.

M. J. J. J.

A. J. J. J.

N. J. J. J.

M. J. J. J.

Members of the Executive Committee.

copy

No. 13/22

The Asiatic Civil Service Association.

P.O. Box No. 41.

Entebbe, UGANDA.

86

10th, May, 1922

Sir,

Starting Salary of the 1st. Grade.

We are directed by the Executive Committee of our Association to approach you on the subject of the starting salary of the 1st. grade, with the hope that our representations will meet with your favourable consideration.

2. A 2nd. grade clerk on promotion to the first grade receives an addition to his salary of Sh.10/- only which compares unfavourably with the increase on promotion from the 3rd. to the 2nd. grade which is Sh.20/-. Prior to the introduction of the present scales of salary the difference between the maximum of the 2nd. grade (Fls.220/-) and the minimum of the 1st. grade (Fls.235/-) was Fls.15/- (Sh.30/-). The reason of the disparity in the improved scales of salary is therefore not understood.

It is presumed that the disparity arose through inadvertence and our Committee would be grateful if you could see your way to have the minimum of the 1st. grade fixed at Sh.600/- instead of Sh.520/- as at present which would be more equitable and more in keeping with the status of this grade. The entry in the 1st. grade is the highest step to which an Asiatic clerk aspires to reach

The Honourable

The Chief Secretary to The Government,

E N T E B B E

reach in the service and we respectfully submit
that it should be marked by a more substantial
increase in emoluments than the sum of Sh.10/-.

87

We have the honour to be

Sir,

Your most obedient servants,

(Sd) A. de S. Santos
" A. F. Fernandes

JOINT SECRETARIES.

COPY
CHIEF SECRETARY'S OFFICE

ENTEBBE, UGANDA.

88

19th. May, 1922.

Gentlemen,

With reference to your letter of the 10th. May, I have the honour to inform you that, as the salaries in the various grades of the Non-European Clerical Staff have been but recently adjusted, it is not proposed at present to make any recommendation for alteration.

2. It appears to me that the disparity in the improved scales of salary is due to the fact that the maximum of the second grade was fixed at Fls. 255/- instead of Fls. 240/- but as the staff generally will derive considerable benefit from this condition it is probably advisable not to give it undue prominence.

I have the honour to be,

Gentlemen,

Your obedient servant,

(Sd) E. C. Elliot

ACTING CHIEF SECRETARY.

The Joint Secretaries,

The Asiatic Civil Service Association,

P. O. Box No. 41

E N T E B B E.

REGISTERED NO. EW/4689/23 29
Henry

NOTICE TO BINDER

PLEASE LEAVE SPACE HERE FOR INSERTION OF 6 SHEETS

From Gunn (204)

Date 20th January

Subject Anolis Tatars

(Paper not available at time of binding)

REGISTERED NO. CW/4689/23 29

Hemip

NOTICE TO BINDER

PLEASE LEAVE SPACE HERE FOR INSERTION OF 6 SHEETS.

From Gunn (Pop)

Date 20th January

Subject Analysis of Salaries

(Paper not available at time of binding)