

1923

E. Africa
UGANDA

C O
15912

REC
REU 20 MAR 23

FROM
GOVERNOR ARCHER.

CONF

D&ER
26th FEBRUARY 1923.

FOR CIRCULATION:-

Mr. *Bottanley*

Mr.

Mr.

Asst. U.S. of S.

Perm^t U.S. of S.

Part^r U.S. of S.

Secretary of State.

SUBJECT

NON-EUROPEAN STAFF.
REDUCTION OF SALARIES.

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Fwd's memorial from Asiatic Civil Service Association protesting against reductions. Submits obsons. No reason seen to alter views previously expressed.

Previous Paper

MINUTES

Recd conf 12 April 23

Sec 12319
C. O.

This is the memorial of which we had an advance copy in 11491/23. The Uganda Ctee. don't get much credit for having stood out against an immediate cut in salary [it appears from 11498/23, though it would hardly appear from this memorial, that the staff know what the Uganda proposals are].

? Ack. & request that the Assoc. may be informed that the matter is still under consns to the S. of S.

Subsequent Paper

Sec 16207

Off 29 3 23

16491/23

G.O.
15912
REC
RE 20 MAR 23



GOVERNMENT HOUSE,
UGANDA

26th February, 1923.

No. CONFIDENTIAL.

My Lord Duke.

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11/4/23
14/4/23
14/4/23
Petition.
date 20/3/23

With reference to Mr. Jarvis's confidential despatch of the 22nd January transmitting recommendations in connection with the salaries paid to the Non-European Staff, and to his telegram of the 23rd January communicating the terms of a protest received from the Asiatic Civil Service Association, I have the honour to transmit, at the request of this Association, the accompanying memorial addressed to Your Grace.

2. The Committee which submitted the report enclosed in Mr. Jarvis's despatch under reference see no reason, after consideration of the memorial, to alter the views previously expressed, and beyond the following minor observations the petition does not appear to call for special comment :-

Paragraph 6 of the petition. Your predecessor was not prepared to recognise the validity of this argument in the case of Europeans, and I presume that his decision must apply as regards Asiatics.

Paragraph 7. The statement that beyond the consolidation of the War Bonus the scales of pay were not materially raised is inaccurate: they were considerably increased.

Paragraph 11

THE RIGHT HONOURABLE

THE SECRETARY OF STATE FOR THE COLONIES.

ETC, ETC, ETC.

Paragraph 11. The Committee report that in this respect they were wholly actuated by consideration of the value of services performed.

I have the honour to be,

My Lord Duke,

Yr Grace's most devoted and most obedient
servant

G. F. Drake
GOVERNOR

Entebbe, UGANDA.

20th. January.

143

HIS GRACE

THE DUKE OF DEVONSHIRE, K.S., P.C., G.C.M.G., G.C.V.O.
SECRETARY OF STATE FOR THE COLONIES,
DOWNING STREET,
LONDON, S. W. 1.

May it please Your Grace.

We, the undersigned, members of the Executive Committee of the Asiatic Civil Service Association, on behalf of the Asiatic Staff in the service of the Uganda Protectorate, beg most respectfully to inform Your Grace of the proposed revision of the scales of salaries of the Asiatic officials.

2. We submit that it is not justifiable or equitable to reduce the scales of salaries approved in 1920, which, at that time, were, in the opinion of the staff, inadequate and which prompted them to make representations for improvements to the Right Honourable Mr. Winston Churchill (13th. May, 1921).

3. We beg leave to point out that the revised regulations were the outcome of many representations of the Staff to the Government, spread over a number of years, and which were introduced after the most careful consideration of the then Secretary of State on the recommendations of Alfred H. Ascellis who was sent out as a Special Commissioner to investigate the grievances of the Asiatic Staff.

4. We beg most respectfully to remind Your Grace that it was only so recently as 1920 that Your Grace's predecessor (Lord Milner) approved the new service, superseding those introduced 14 years

The revised terms of service were introduced as a measure and there was no understanding that a fresh review towards retrogression would be taken in hand in so short a period. In the absence of any such warning the present proposal to reduce the scales of salary would denote instability and lack of fixedness in the decisions of the Government in matters of grave importance to its staff.

5. Though the revised regulations of 1920 fell below the expectations of the staff and were long in coming, even so they afforded them much gratification as they were in the nature of a tacit recognition by Your Grace's predecessor that the Staff had, by their steadiness, fidelity and loyalty in the discharge of their duties and by the exercise of extraordinary patience under hard conditions of service, proved themselves worthy of fair and equitable treatment. The Staff, thus is much perturbed that a revision to the great detriment the prospects of the existing Staff should now be under contemplation, which would, we regret to observe, reflect adversely on their future welfare and that of those dependent on them, besides destroying their belief in the good faith of the Government, and creating the greatest discontent amongst the Staff.

6. We respectfully venture to state that no compensation can be sought for the proposed action in the present condition of the Protectorate which, happily, has had to make up. If Kenya is less fortunate in this respect we most humbly submit that this fact does not provide a precedent for the Uganda Staff to be penalized. In 1916, the same scales of salary were applied to Kenya and with Uganda on the ground of latter's lower satisfaction at the time.

7. If the reduction is intended on the ground that the 1940 revision was too generous, we submit that such was not the case. The main feature of that revision was the consolidation of the war bonus, and beyond that the scales were not materially raised.

8. But, if, as we have reason to believe, the real ground of the intended reduction is the present favourable exchange of the £ sterling in terms of the Indian rupee, then we submit that it is untenable in view of:-

- (a) The instability of and fluctuations in the rate of exchange.
- (b) The necessity for a guarantee in any scheme of reduction that the deficiency will be made good by the Government in case the exchange fell below Rs. 15/- per £.

9. Further it is unjustifiable, as the present currency was imposed, with a promise of permanency, upon us at Rs. 16/- to the £ at a time when the £ was actually worth only Rs. 7/50, thereby putting us to a loss of about 33%. The Government thus actually accomplished a serious reduction in our salaries. But by the act of Providence the exchange became favourable to us, and is now sought to deprive us of an advantage which is granted to us by Providence itself, perhaps temporarily. This advantage which extends only to home remittances which form but a small portion of the official's salary.

The position is similar to that of a man who purchased a piece of land, say at £100 when the land was actually worth only £75. Thereafter owing to circumstances over which the seller had no control the price of the land rose to say £150. The seller then wanted to cancel the sale on the ground that the land was originally sold at too cheap a price. If there is any justification in this contention of the seller, then undoubtedly there is justification for the Government in proposing a reduction of Asiatic salaries on the ground of

high exchange. We submit that there is not, and cannot be, any justification for such a proposal.

10. Besides, the whole public of the Protectorate (including the Government) has received and paid 3 shillings for every rupee, and we cannot understand why the Asiatic officials should be treated differently and paid a rupee for a rupee. The latter course can be applied to him in fairness only if it is applied to the general public.

11. In an interview our deputation had with the Government Committee we were informed by the Chairman that in the opinion of the Committee the salaries of the Asiatic officials were excessive and out of proportion to the salaries given by the European. The Committee would seem to be labouring under a misapprehension as a close examination of this point will disclose the inaccuracy of this view.

12. When comparisons are made between the salaries of the European and Asiatic officials the fact that the latter have attained their present positions and salaries only after long and approved service is generally overlooked; also that the scope for advancement of the Asiatic is a very limited one, unlike that for the European who can rise to the highest position in the Civil Service.

13. The European staff enjoys higher privileges and their conditions of service are far better than those of the Asiatic. The war bonus approved for the European was three times as much as that approved for the Asiatic. On the introduction of the revised salaries in 1920, the former receive an increase in the same proportion, if not more, in the same proportion as compared with the latter, and yet it is argued that the Asiatic received a very substantial increase than the European. We venture to observe that it is most unfortunate that such comparisons should be advanced in

of the scales of salary

of the Asiatic Staff &

to request that the Assocⁿ

be informed that

the matter is still under

my consideration.

J. C.

(Signed) DEVONSBURY

of the scales of salary

of the Asiatic Staff &

to request that the Assocⁿ

being be informed that

the matter is still under

my review

Joe

(Signed) DEVONSHIRE

trying to make out a case for a reduction of Asiatic salaries.

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14. We do not wish to trespass further on Your Grace's valuable time, but, before concluding, pray that on a gracious consideration of the circumstances herein set forth, Your Grace will be pleased to rescind the instructions to the Local Government to frame scales of salaries for the Asiatic Staff inferior to those already in force, and thereby restore peace of mind to the Staff; and this act of justice will ever be gratefully remembered by the Asiatic officials in the service of the Protectorate.

We have the honour to be,

with the greatest respect,

Your Grace's most obedient, humble servants.

(Sd) A de Santos

A. F. Fernandes

C. H. Pandya

L. M. S. Rodrigues

M. F. Lobo

A. P. Vaz

C. Moniz

J. K. Patel

Members of the Executive Committee,
Asiatic Civil Service Association, Uganda.

REGISTERED No.

Gov. (1279/23)

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Heys

NOTICE TO BINDER

PLEASE LEAVE SPACE HERE FOR INSERTION OF 6 SHEETS

Governor (Tel)

Date 9th March

Subject Atomic Blast

(Page not available at time of binding)