

EAST AFRICA
30734



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1920
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Previous Paper
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PETITION FROM AFRICAN CIVIL SERVICE ASSOCIATION

Encloses. Regrets omission from previous asp.

W. H. ...

We have not got the inf asked
for in tel. of 11/19/20 as to cost.
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AFRICA PROTECTORATE

No. 535.

30734
RECORDED
GOVERNMENT HOUSE,
NAIROBI.

BRITISH EAST AFRICA

1920 MAY, 1920.

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My Lord,

Govt 2319

With reference to my despatch No. 352 of the 7th April and Your Lordship's telegram of 14th May, I have the honour to forward herewith the petition from the African Civil Service Association of the British East Africa Protectorate.

2. I very greatly regret that by inadvertence a copy was not enclosed in my despatch above-mentioned, as it should have been.

I have the honour to be,

Your Lordship's
humble, obedient servant,

H. Johnson
FOR ACTING GOVERNOR.

RIGHT HONOURABLE

VISCOUNT MILNER, P.C., G.C.B., G.C.M.G.; &c., &c.,

SECRETARY OF STATE FOR THE COLONIES,

DOWNING STREET,

LONDON, S. W.

ORIGINAL

THE MOST HUMBLE PETITION OF THE EAST COAST
AFRICANS, MEMBERS OF THE "NON-EUROPEAN"
CLERICAL STAFF IN THE GOVERNMENT SERVICE
OF THE BRITISH EAST AFRICA PROTECTORATE.

TO THE RIGHT HONOURABLE,

VISCOUNT MILNER, P.C., G.C.B., G.C.M.G., &c. &c.

SECRETARY OF STATE FOR THE COLONIES,

LONDON, S.W.

M O M B A S A

BRITISH EAST AFRICA PROTECTORATE,

9th January 1920.

AFRICAN CIVIL SERVICE ASSOCIATION.

G. C. H. M. HIGH COURT,
N O R T H A S T, N. E. I.9th
JANUARY 1920

TO.

THE RIGHT HONOURABLE,
VISCOUNT MILNER, P.C., G.C.S.I., G.C.M.G., &c, &c,
SECRETARY OF STATE FOR THE COLONIES,
L O N D O N, E. W.

Through,

HIS EXCELLENCY,

SIR CHARLES C. BOWRING, K.C.M.G., C.M.G.
ACTING GOVERNOR, EAST AFRICA PROTECTORATE,
N A I R O B I.THE MOST HUMBLE PETITION OF THE EAST COAST
AFRICAN MEMBERS OF THE "NON-EUROPEAN"
CLERICAL STAFF IN THE GOVERNMENT SERVICE OF
THE BRITISH EAST AFRICA PROTECTORATE.

YOUR LORDSHIP,

We, your Petitioners, African Members of the Non-European Clerical Staff, duly registered and our names published in the Government Official List of the East Africa Protectorate as Members of such staff, most humbly lay before you this, our Petition as an appeal from a decision of His Excellency the Acting Governor, Our appeal is in respect of War Bonus and House Allowance withheld from us.

2. We are partly relying on Note 8 in the Appendix to a Report dated 2nd April 1919 by Special Commissioner Sir Alfred Lushington on the above subject, for convenience of reference we quote such note:-

NOTIFICATION CONCERNING THE BONUS

THE HON. MR. ...

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... to be considered as members of the staff of the Government of the ...

... which hardship might be inflicted by ...

We claim that the hardship inflicted upon us by excluding us from the privileges conferred upon all the members of the Non-European Clerical Staff except ourselves is a special case which should be referred to you upon its merits.

3. In the Report of the Special Commissioner, Sir Alfred Lancellet, it does not appear anywhere that the Local Commissioners' Report on this subject of the War Bonus and House Allowance is rescinded but on the Appendix to Special Commissioner's Report, Note 7 it is stated "where no provision for African subordinates (not African Members of the Non-European Clerical Staff) previously made, a bonus of Rs. 4/- per mensem to be granted" this we maintain was not intended to apply to ...

4. Prior to the publication of Sir Alfred Lancellet's Report the Scale per month for Non-European Clerical Staff as a whole was as follows:-

The highest paid Married man	War Bonus	Rs. 16. 00
	House Allowance	20. 00
	Total	Rs. 36. 00
and Unmarried		
	War Bonus	Rs. 8. 00
	House Allowance	20. 00
	Total	Rs. 28. 00

After publication of that Report on 17th June 1919 up to this date the highest paid MARRIED

Special cases in which hardship might be inflicted by excluding Africans from receiving the bonus payable to Non-Europeans to be submitted to the Secretary of State for consideration on their merits.

We claim that the hardship inflicted upon us by excluding us from the privileges conferred upon all the members of the Non-European Clerical Staff except ourselves to a special case which should be referred to you upon its merits.

3. In the Report of the Special Commissioner, Sir Alfred Lascelles, it does not appear any where that the Local Commissioners' Report on this subject of the War Bonus and House Allowance is rescinded but on the Appendix to Special Commissioner's Report, Note 7 it is stated "where no provision for African Subordinates (not African Members of the Non-European Clerical Staff) previously made, a bonus of Rs. 4/- per mensem to be granted" this we maintain was not intended to apply to "previously provided" and appointments are not for we all members of Non-European Clerical Staff (including Africans) promotions and all allow- privileges on transfer by land or and all allow- scales as laid down in the Code of Regulations in force in the Protectorate.

4. Prior to the publication of Sir Alfred Lascelles' Report the Scale per month for Non-European Clerical Staff as a whole was as follows:-

The highest paid Married man	War Bonus	Rs. 16. 00
	House Allowance	20. 00
	Total	Rs. 36. 00
and Unmarried	War Bonus	Rs. 8. 00
	House Allowance	20. 00
	Total	Rs. 28. 00

After publication of that Report on 17th June 1919 up to this date the highest paid MARRIED

REPUBLIC OF SOUTH AFRICA

THE SECRETARY OF DEFENCE
GENERAL INVESTIGATION
OFFICE

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GENERAL INVESTIGATION
OFFICE

MARRIED

Non-African War Bonus	Rs. 50. 00
House Allowance	45. 00
Total	Rs. 95. 00

African War Bonus	Rs. 8. 00
House Allowance	00. 00
Total	Rs. 8. 00

UNMARRIED

War Bonus	Rs. 25. 00
House Allowance	25. 00
Total	Rs. 50. 00

War Bonus	Rs. 8. 00
House Allowance	00. 00
Total	Rs. 8. 00

The amount of Rs. 25/- as House Allowance to Africans not actu-
 ally paid to him according to Secretariat Circular No. 86 dated
 19th September 1919 (Appendix "A") but is added to his salary
 for the purpose of computing the scale of War Bonus. Our urgent
 daily necessities for imported food stuffs on which we live
 from birth and clothing compelled us to draw the Bonus, but
 after the formation of this Association on 23rd June 1919 at
 a duly convened General Meeting held in the High Court Hall
 at Mombasa by kind permission of His Honour Sir Robert W.
 Hamilton, the Chief Justice E.A.F. on 2nd August 1919 a Resolu-
 tion (Appendix "B") was unanimously passed for applying to His
 Excellency, Sir Edward Northey, K.C.M.G., C.B., The Governor,
 on 9th August 1919 (Appendix "C") we written under our inst-
 ructions. When Sir Alfred Lascelles was going on with the
 Enquiry in this Country it was obvious his recommendations
 concerned the Members of the Non-European Clerical Staff as a
 whole. No African Member of the Non-European Staff gave evi-
 dence before him, as we were quite satisfied and almost sure
 that since the term "Non-European" then existed as it is now
 applicable to both Africans and Non-Africans, we cherished the
 hope that what will be done for other than Africans will also
 be applicable to the Africans.

5. After publication of Sir Alfred Lascelles Report, besides
 this Association approaching the Government there have been
 several recommendations made to His Excellency by the Heads
 of Departments including Sir Robert Hamilton who headed the
 local War Bonus Commission and who in the first scale referred
 to as para.

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War Bonus	Rs. 50. 00
House Allowance	45. 00
Total	Rs. 95. 00

War Bonus	Rs. 25. 00
House Allowance	25. 00
Total	Rs. 50. 00

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MARRIED

War Bonus	Rs. 50.00
House Allowance	25.00
Total	Rs. 75.00

African War Bonus	Rs. 16.00
African House Allowance	00.00
Total	Rs. 16.00

UNMARRIED

War Bonus	Rs. 25.00
House Allowance	25.00
Total	Rs. 50.00

African War Bonus	Rs. 8.00
African House Allowance	00.00
Total	Rs. 8.00

The amount of Rs. 20/- as House Allowance to Africans not actually paid to him according to Secretariat Circular No. 86 dated 19th September 1919 (Appendix "A") but is added to his salary for the purpose of computing the scale of War Bonus. Our urgent daily necessities for imported food stuffs on which we live from birth and clothing compelled us to draw the Bonus, but after the formation of this Association on 23rd June 1919 at a duly convened General Meeting held in the High Court Hall at Bombay by kind permission of His Honour Sir Robert W. Hamilton, the Chief Justice E.A.F. on 2nd August 1919 a Resolution (Appendix "B") was unanimously passed for applying to His Excellency, Sir Edward Northey, K.C.M.G., C.B., The Governor, on 9th August 1919 (Appendix "C") we written under our instruction. When Sir Alfred Lascelles was going on with the Inquiry in this Country it was obvious his recommendations concerned the Members of the Non-European Clerical Staff as a whole. No African Member of the Non-European Staff gave evidence before him, as we were quite satisfied and almost sure that since the term "Non-European" then existed as it is now is applicable to both Africans and Non-Africans, we cherished the hope that what will be done for other than Africans will also be applicable to the Africans.

5. After publication of Sir Alfred Lascelles Report, besides this Association approaching the Government there have been several recommendations made to His Excellency by the Heads of Departments including Sir Robert Hamilton who headed the local War Bonus Commission and who in the first scale referred to in page

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War Bonus	Rs. 50.00
House Allowance	25.00
Total	Rs. 75.00

...of the ...
 ...of the ...

ORIGINAL

to in para 4 above... all alike and as a result we
draw both the War Bonus and House Allowance at the Scale allowed
for holders of the Non-European Clerical Staff. The grant of
the new Scale of War Bonus and House Allowances to the African
Members of the Non-European Clerical Staff working under them
was recommended, so far up to this date nothing has been intimated
to us regarding these recommendations whether has any
reason been given why such recommended persons are not granted
the same privileges as the remainder of the staff they belong
to.

6. Subsequent to the publication of Sir Alfred Lascelles' Report
another Secretariat Circular No.64 dated 23rd July 1919 (Appendix "D")
was issued. With our number of 100 men in this Association we have but 3
men in the pensionable grade (3rd Grade) about 8 in the 4th, and 9 in the 5th
and the rest are in the 6th Grade. The last 5 Grades are not pensionable,
although we are serving the Government with zeal as Clerks, Typists,
Interpreters, Sub Inspectors of Police, many Telegraphists, Teachers
in the Government Schools, Drivers and Firemen in Uganda Railway and in
many other capacities in several Departments, with our small salaries and
less chances for promotions and above all the deprivation of the War Bonus
and House Allowance we consider that hardship is inflicted upon us.

7. The local prevailing Government rule on this subject is, that the holder of
European post is eligible for European bonus, likewise, we and we represent
to you that as holders of Non-European posts we also are eligible for
Non-European bonus. In only one instance hitherto has this bonus been granted
to one of our number namely that of Mr. J. K. Jones who is working in the
Secretariat Office and has been granted the War Bonus and House Allowance
on the new Scale which your Lordship's petitioners are applying for. This
is of the same birth as ourselves and we fail to understand why the
recommendation should have effect in only this one instance.

CHIEFMAN

Financial summary table with columns for 'Total' and 'Balance'.

to the amount of... of the Association...

for the purpose of... of the House...

Hamilton, the Director... of the Association...

concerned the members of the Non-European Clerical Staff...

After publication of Sir Alfred Lascelles Report, the Government...

of the Local War Bonus Commission...

As we have said before we applied to the Government on the 9th August 1919 the first reply received from the Chief Native Commissioner in Appendix "A" resolution of our General Meeting held at Mombasa on the 18th October 1919 (Appendix "P") on the 20th of the same month appealed to His Excellency (Vide Appendixes "G" "H" "I" "J" "K" "L" "M" "N" "O" "P" "Q" "R" "S" "T" "U" "V" "W" "X" "Y" "Z" as A.B.U. & D. are "Y" "Z" "U" & "V" on that appeal to His Excellency we have received Appendix "I" As a result of (Appendix "J" Appendix "K" was written. This scale of War Bonus although before its publication (which is only a mere matter of form) of the Circular No. 86 (Appendix "A" we were getting it, it was drawn in June, July and August. We were not satisfied with the first scale on which the House Allowance was actually paid to both Africans and Non-Africans much less so when the House Allowance was removed. We would here like to draw Your Lordship's attention that the first scale referred to in para 4 above had not been in any way superseded by Sir Alfred Lascelles' Report. This Petition as a result of Appendix "J" we accordingly represent our grievance to Your Lordship and we state that ours is a special case which hardship is inflicted on us and we venture to submit it for Your Lordship's favourable consideration.

9. Your Lordship's Petitioners beg you to peruse Appendix "G" which sets forth the matter, the fact alluded therein in para 5 which no doubt Your Lordship is well aware. Apart from that there is a general feeling in both the Administrative and other Officers in this country for having a well educated and civilized Coast African rather than Non-African to serve under them. We feel that we cannot afford at this juncture but to avail ourselves of the direct statement made by that learned Government Official, The Director of Education, J.R. Orr Esq at a Meeting of the Convention of Associations held at Nairobi on 16th July 1919 (Vide Weekly issue of the East African Standard dated 19th July 1919 page 17) .. "Wages was another big problem, and he (Director of Education) observed

... as we have said before we applied to the Government on the 9th August 1919 the first reply received from the Chief Native Commissioner in Appendix "A" resolution of our General Meeting held at Mombasa on the 18th October 1919 (Appendix "P") on the 20th of the same month appealed to His Excellency (Vide Appendixes "G" "H" "I" "J" "K" "L" "M" "N" "O" "P" "Q" "R" "S" "T" "U" "V" "W" "X" "Y" "Z" as A.B.U. & D. are "Y" "Z" "U" & "V" on that appeal to His Excellency we have received Appendix "I" As a result of (Appendix "J" Appendix "K" was written. This scale of War Bonus although before its publication (which is only a mere matter of form) of the Circular No. 86 (Appendix "A" we were getting it, it was drawn in June, July and August. We were not satisfied with the first scale on which the House Allowance was actually paid to both Africans and Non-Africans much less so when the House Allowance was removed. We would here like to draw Your Lordship's attention that the first scale referred to in para 4 above had not been in any way superseded by Sir Alfred Lascelles' Report. This Petition as a result of Appendix "J" we accordingly represent our grievance to Your Lordship and we state that ours is a special case which hardship is inflicted on us and we venture to submit it for Your Lordship's favourable consideration.

8. As we have already stated we applied to the Government on the 9th August 1919 the first reply received from the Honorable Mr. Chamberlain is (Appendix "E"), by a resolution of our General Meeting held at Mombasa on the 18th October 1919 (Appendix "F") on the 20th of the same month appealed to His Excellency (the Appendices "G" "H" & "I" enclosures referred to in "E" as A.B.U. & D. are "J" "K" "L" & "M" on that appeal to His Excellency we have received (Appendix "N") As a result of (Appendix "J" Appendix "K" was written. This scale of War Bonus although before its publication (which is only a mere matter of form) of the Circular No. 86 (Appendix "A" we were getting it, it was drawn in June, July and August. We were not satisfied with the first scale on which Rs. 20/- as House Allowance was actually paid to both Africans and Non-Africans much less so when the House Allowance was removed. We would here like to draw Your Lordship's attention that the first scale referred to in para 4 above had not been in any way superseded by Sir Alfred Lascelles' Report. This Petition as a result of Appendix "J" we accordingly represent our grievance to Your Lordship and we state that ours is a special case which hardship is inflicted on us and we venture to submit it for Your Lordship's favourable consideration.

9. Your Lordship's Petitioners beg you to peruse Appendix "O" which sets forth the matter, the fact alluded therein in para 5 which no doubt Your Lordship is well aware. Apart from that there is a general feeling in both the Administrative and other Officers in this country for having a well educated and civilized Coast African rather than Non-African to serve under them. We feel that we cannot afford at this juncture but to avail ourselves of the direct statement made by that learned Government Official, The Director of Education, J.R. Orr Esq at a Meeting of the Convention of Associations held at Nairobi on 16th July 1919 (Wide Weekly issue of the East African Standard dated 19th July 1919 page 17) .. "Wages was another big problem, and he (Director of Education) observed

observed that very often British boys were paid less than the Indian. This was the boy disappointed, and he was cut off. The boy was then to give the boy better starting pay, and if he proved his worth, to pay him the same money as the "Indian."

10. House Allowance being also not rescinded by Sir Alfred Laneelles but in his enhanced and well appreciated scale, which we would be satisfied with if it is granted to us, he left at the discretion of local Government. We would also appeal to Your Lordship on grounds that the same or any part thereof has not been given except to one of us referred in para 7 above and at the present moment we are experiencing great hardships. Your Lordship's Petitioners according to our custom of marrying at an early age, nearly all are married, and the majority are fathers of children, the scale of War Bonus with no House Allowance which we now draw under protest is not enough to meet our expenses.

11. Under these circumstances we therefore humbly pray to Your Lordship that both the two questions of War Bonus and House Allowance may be reconsidered by you and that all members of the Non-European Clerical Staff may be treated alike without distinction being made because we happen to have been born in this Country and that the War Bonus and House Allowance may be granted to Your Lordship's Petitioners with the same retrospective effect as is given to every member of the staff they belong to. That this, our most humble Petition will meet with Your Lordship's kind approval is the ardent prayer of Your Lordship's Petitioners

Thanking Your Lordship in anticipation.

We have the honour to remain,

YOUR LORDSHIP'S

GENERAL REPORT
SCHEDULED TO BE COMPLETED BY
DATE

REPORT TO BE COMPLETED BY

TO BE COMPLETED BY DATE
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GENERAL REPORT

EAST AFRICA PROTECTORATE

THE SECRETARIAT,

NAIROBI.

19th September 1918.

WAR BONUS FOR AFRICANS.

With reference to paragraph 6 of Secretariat Circular No. 52 of 19th June 1919; it has been decided that African Government Servants in receipt of salaries of Rs. 30/- per mensem and over shall be classified for purposes of War Bonus, Schedules 3 and 4 of Secretariat Circular No. 65 of 16th August 1918, but without payment of the House Allowance of Rs. 20/- per mensem that amount being only added to the salary for the purpose of computation of the Bonus. This will have effect from 1st January 1919.

2. Africans termed subordinates (and not to include office boys, menials and labourers) drawing less than Rs. 30/- per mensem ~~shall~~ will receive Rs. 4/- per mensem War Bonus, but no House Allowance, with effect from 1st April 1918.

Sgd. W. J. Henson,

for Chief Secretary.

To all Provincial Commissioners;

Officers-in-charge, F.F.D. and Naval Reserve

All Heads of Departments.

AFRICAN CIVIL SERVICE ASSOCIATION.

Resolution of the General Meeting held at Mombasa on 2nd August 1919.

1. War Bonus. That the inadequacy of the War Bonus which entitled in sending out Sir Alfred Lascelles was felt by us all Members of the Non-European Clerical Staff and the enhancement of the Scale of War Bonus for East Africa Protectorate should likewise be extended to the African Members of the Non-European Clerical Staff inhabitants of the Coast who all from birth live chiefly on the same imported food stuff ~~as~~ as Seychelles Africans and Non-Africans whose majority at the banner during this ruinous war have been more favoured by their countrymen merchants than Africans.

2. That the War Bonus for Africans may be granted on the same basis as that of Non-Africans as laid down on the Appendix of Sir Alfred Lascelles Report for married and unmarried with the same retrospective effect.

3. House Allowance. A few number of House-owners, Africans, of poor salary in the Government service due to the hardship which prevailed during the War sold and others mortgaged their houses and eventually sold them has resulted that the majority although at home at the Coast pay the same high rent.

There has been constant and many transfers up-country and many were stationed there for months together carrying responsible duties during this war that the rent alone paid by the African Members of the Non-European Clerical Staff is nearly half of their monthly salaries each month.

That the Honourable Government may grant house allowance as that granted to Asiatics with the same retrospective effect.

Conclusion

That our East Africa Code of Regulations under which we are governed the term "Non-European Clerical Staff" is up to this day applicable to both the Africans and Asiatics. We all alike receive our promotions, increments, privileges on transfer and all other allowances and very strongly beg leave to submit both to the kind Local and Gracious Home Governments should not debar the Africans from the existing rights in the Regulations now in force in the Country particularly for the well advanced, civilized and educated Africans of the East Coast who have been registered in the Government Clerical Staff List and some are on the pensionable Grades.

We, therefore, humbly and most respectfully beg to lay our case as special one and to say that Sir Alfred Lascelles came out not to reduce the Scale of War Bonus to those who were previously been provided and that the well appreciated scale fixed by him affecting all the Members of the Non-European Clerical Staff should include also Africans whose home is Coast and the House Allowance as well.

M O N B A S A

9th August 1919.

To. His Excellency, The Governor of the East Africa.

U. P. S. The Honourable, The Commissioner for Native Affairs,
N A I R O B I.

Your Excellency,

I have the honor, under instructions from the African Civil Service Association, to make some representations to you and to beg your consideration of certain circumstances in connection with the educated or semi-educated coast Africans employed in clerical work in the Government Offices. I am sending this letter through the Honourable the Commissioner for Native Affairs in the hope that he will comment to you upon the position held by these African members of the Non-European staff, in the service of the various Departments of your Government, in relation to the other races of people who are component parts of such Non-European staff and with respect to the privileges of War Bonus and House Allowance conferred upon other races.

I wish to place before Your Excellency some facts showing why the two representations my clients are about to make to you, through me merit your sympathetic consideration and why the African members of the Non-European Clerical Staff are most especially affected should any difference be made between the granting of such privileges to the other members of the staff they work with :-

1. The people whose cause I represent to you live chiefly on the same imported food stuffs as the Indians and others of the Non-European Staff and have so lived from birth, they have therefore had their living expenses as much augmented by the abnormal increases in the price of food as any other section of the community. Moreover the African has often to pay more to the Indian shop-keeper than the Indian has, for the reason that the Indian shop-keeper has a system of combined selling and money lending, brought with them from India, against which few Africans are as yet competent to protect themselves.
2. The high prices of food and clothing and the removal of several African members of the Non-European staff who owned houses, or were sons of owners of houses, for services up country, caused many to sell or mortgage, and subsequently sell their houses; they now therefore have to pay the same enhanced prices for house rent as others.
3. They are serving the Government with zeal as clerks, typists and interpreters and in other capacities in several departments, there was assuredly previous to the war, a feeling that the African should receive fees for his services than others because of his birth but I contend this feeling is not so prevalent as it was and is not justified. The difficulties in the way of obtaining education for an African child are excessive in this country and the education to be obtained is not of the most desirable kind, it is his want of education that militates against the African obtaining good employment and efforts are being made for future education of his children which will, I hope, materially improve many of them and develop the best talents of the future; I am convinced many of them desire education for their children which they know has had the effect of placing some of themselves in good positions

in Government service and I suggest this desire is worthy of encouragement. I represent to you the injustice of depriving them of their share of privileges bestowed on the remainder of the staff they work with, for the only apparent reason that they are Africans must greatly discourage them, showing them by making no difference between them and the remainder of the staff they belong to that the fact of their being natives is no detriment to them must stimulate them to further educational and other improvement.

4. The change that is taking place in so many countries respecting the conditions of employees may lead Your Excellency to reflect that the time may come in the near future when it will be advantageous to this country that a greater portion of the work necessary to its progress and development should be done by those that are themselves born upon the soil, therefore I represent to you that any encouragement you may please, to give them to make themselves fit to take a greater part in such work may be as advantageous to them as to the country itself.

5. That the feeling of pride in the exploits of the King's African Rifles during the late war may be the commencement of a racial self respect worthy of being fostered, and that to discredit the African Members of the Non-European Staff by withholding from them the privileges conferred upon all the other Members of the Staff they belong to is a grievous wrong.

6. That the Regulations which regulate and control the Non-European Clerical Staff are applicable to all Africans and all other Members of such staff, all alike receive promotions, increments, privileges on transfers and all other allowances so to de-bar the African portion of such staff from the privileges of the staff as a whole because they are Africans, is not in consonance with the principles in which such matters are usually conducted in British Colonies and Dependencies.

7. I therefore represent to Your Excellency that the House Allowance should be given to all Members of the Non-European Clerical Staff including Africans and I beg your favorable consideration of my representation and I refer you under Note 2 to the Appendix to the Report of Sir James MacCallister I represent that the grievance of the African Members of the Non-European Clerical Staff is a special case in which hardship will be inflicted on them if they are excluded from receiving the Bonus payable to Non-Europeans.

I have the honor to be,

Your Excellency,

Your obedient servant,

Sgd. W. E. F. De Lacy.

EAST AFRICA PROTECTORATE.

No. 19082,
Circular NO. 84.

THE SECRETARIAT,

NAIROBI,

22nd July 1918.

WAR BONUS

His Excellency The Governor desires that the attention of all Members of your Staff should be invited to the concessions in the shape of War Bonus which have recently been approved, and express the hope that the appreciation of all concerned will be manifested in the maintenance of that industry and efficiency which is expected of all Government servants. His Excellency is well aware that in most cases such an exhortation is unnecessary, but it has not escaped his notice that certain exceptions exist and he relies upon you to take care that no official in your Department, whose duties are slackly and inefficiently performed, is either recommended for an increment or, if his unsatisfactory conduct continues, allowed to remain in Government employment.

It should similarly be understood that promotion in the service does not depend on seniority only but on ability and zeal.

(Sgd) W. J. Monson
For CHIEF SECRETARY.

To

All Provincial Commissioners.

All Heads of Departments etc.

Chief Native Commissioner's Office,

Nairobi, 11th October 1919.

No. 1893/A.I/22

To,
W. B. F. de Lacy, Esq.,
Barrister-at-Law,
P. O. Box 25

M O M B A S A.

Sir,

I have been requested to reply to your letter of the 9th August last addressed to His Excellency the Governor.

2. The Honourable the Acting Treasurer has made the following proposal:- That Africans drawing Rs. 30/- p.m. and over be classified under Schedules 3 and 4 of Secretariat Circular No. 65 of the 18th August 1918 but without payment of Rs. 20/- per month house allowance, that amount being only added to the salary for the purpose of computation of Bonus.

Africans termed as Subordinates (not to include office Boys, Menials and labourers) drawing less than Rs. 30/- p.m. rate of bonus Rs. 4/- p.m. but no house allowance.

3. The Government has decided to recommend approval of the Acting Treasurer's proposals.

4. Will you very kindly inform those members of the Africans staff working under this Government and under whose instructions your letter of the 9th August was written, of the decision as contained in para 2 above.

I have the honour to be,

Sir,

Your obedient servant,

Egd. John Ainsworth
Chief Native Commissioner.

AFRICAN CIVIL SERVICE ASSOCIATION.

Resolution of the General Meeting held on 18th October 1919
at Mombasa.

1. The Honourable the Chief Native Commissioner's letter No. 1393/A.1/22 dated 11th October 1919 received by us which refers to the Secretariat Circular No. 86 dated 19th September 1919 has created a very great dissatisfaction to all the Members of the African Civil Service Association whose home is coast.

2. At this duly convened General Meeting it has unanimously been agreed that pending His Excellency's decision on our appeal to him none of us will receive the so called War Bonus referred to in the above Circular for the following five chief reasons amongst many others:-

(a) That it is contrary to the spirit of Sir Alfred Lascelles Report.

(b) The resolution of the General Meeting held at Mombasa on the 2nd August 1919 copy attached hereto.

(c) That prior to the receipt of the above Secretariat Circular No. 86 we were receiving the War Bonus referred to in the letter of the Honourable the Chief Native Commissioner of the 11th October and found it impossible to maintain ourselves without assistance from our relatives.

(d) That we beg to refer to the Secretariat Circular No. 51 of 17th June 1919 Appendix Note 8 and to represent that ours is a special case in which hardship is inflicted upon Africans.

(e) With regard to House Allowance both Secretariat Circulars Nos. 65 of 16th August 1918 and 51 of 17th June 1919 Section 10 (g) are entirely disregarded.

3. One African Member of the Non-European Clerical Staff Mr. J. H. Jones, Government Press Nairobi, who is of the same birth as ourselves has been given full War Bonus and House Allowance as that laid down in Sir Alfred Lascelles Report and we cannot understand why the remainder of us are debarred from the same privileges.

4. That a copy of covering letter for this resolution to the East Africa Government should be sent to Sir Alfred Lascelles and to the Right Honourable the Secretary of State for the Colonies ~~to~~ together with previous correspondence which has passed between our Lawyer, W.E.F. de Lacy Esq and the East Africa Government for their information.

5. Telegram to go to the Honble the Chief Secretary, Nairobi on Monday the 20th instant.

2 NA
1900
20th October 1919.

TELEGRAM

To

Chief Secretary,

N A I R O B I.

African Members of Non-European Clerical Staff of Government have received Chief Native Commissioner's letter 1393 dated eleventh October and by resolution of their general meeting held Mombasa on eighteenth October appeal from the decision of Chief Native Commissioner to His Excellency asking that the whole correspondence be laid before His Excellency. Letter follows.

From Secretary

African Civil Service
Association.

AFRICAN CIVIL SERVICE ASSOCIATION.

C/o High Court,

MOMBASA, 21st October 1919.

To: ~~ed of Mombasa~~ and I

The Honourable,

The Chief Secretary, E.A.P.

NAIROBI.WAR BONUS AND HOUSE ALLOWANCE FOR AFRICANS.

Sir,

I have the honour to confirm my telegram of the 20th instant which reads as follows:-

"Chief Secretary, Nairobi.

"African Members of Non-European Clerical Staff of Government have received Chief Native Commissioner's letter No. 1393 dated eleventh October and by resolution of the General Meeting held Mombasa on eighteenth October approved from the decision of Chief Native Commissioner to His Excellency asking that the whole responds be laid before His Excellency. Letter follows.
From Secretary, African Civil Service Association".

and by direction of the members of this Association beg to forward you herewith resolutions of our General Meeting held at Mombasa on the 18th instant marked "A" and request the Government to reconsider the ~~of~~ of both "War Bonus" and "House Allowance" for ~~of~~ of the coast whose grievance appears in the resolution marked "B" of our first General Meeting held at Mombasa on the 2nd August, 1919 also copy of our Lawyer's letter dated 9th August, 1919 attached hereto and marked "C". Copy of the Honourable the Chief Native Commissioner's letter No. 1393 of the 11th instant is also enclosed and marked "D".

2. After due consideration and fully adopting the resolution of the General Meeting of the 18th instant my Committee has instructed me to inform the Government that on the face of para 2, no action need now be taken with regard to para 4 of the Resolution marked "A" as this will be reconsidered early next month.

UNITED STATES DEPARTMENT OF JUSTICE

Washington, D.C. 20535

I have the honour to be,

Sir,

Your most obedient and humble servant,

[Signature]

Sgt. Noah Kanaswah

Hon. Secretary

Association of African Civil Service Officers.

412

I have the honour to acknowledge the receipt of the letter of the 20th instant which reads as follows:-

"Dear Sir,

"I am pleased to inform you that the Association of African Civil Service Officers has received from the Hon. Secretary of the African Civil Service Association a copy of the letter of the 20th instant which reads as follows:-

"The Hon. Secretary of the African Civil Service Association has informed me that the Hon. Secretary of the African Civil Service Association has received from the Hon. Secretary of the African Civil Service Association a copy of the letter of the 20th instant which reads as follows:-

"I am pleased to inform you that the Association of African Civil Service Officers has received from the Hon. Secretary of the African Civil Service Association a copy of the letter of the 20th instant which reads as follows:-

AFRICAN CIVIL SERVICE ASSOCIATION.

6/9 High Court,

Lagos, 17th November 1919.

To.

Sir Charles C. Bowring, K.C.M.G., C.M.S.

His Excellency, the Actg. Governor, N.A.F.

Lagos.

YOUR EXCELLENCY,

Re: War Bonus and House Allowance for Africans.

Ref: our legal Adviser Mr W.B.F. de Lacy's letter dated 9th August 1919 and my letter dated 21st October last.

With all due respects to Your Excellency in view of the General Meeting of this Association having been fixed for Saturday the 22nd instant to reconsider para 2 of my above letter I am directed to request the favour of a reply to the above.

Thanking Your Excellency in anticipation.

I have the honour to be,

Your Excellency's

Most obedient and humble servant,

Sgd Noah Emmanuel

Hon. Secretary

African Civil Service Association.

THE SECRETARIAT

WEST AFRICA

1919

His Excellency the Acting Governor

Colonial Office

London

PROCEEDINGS

THE SECRETARIAT

WEST AFRICA

General Meeting

Thanking Your Excellency

I have the honor

Your Excellency

Honorable Secretary

Mr. Noah Manasseh

Secretary

African Civil Service Association

APPENDIX

1919

THE SECRETARIAT
WEST AFRICA
1919

Sir,

I have the honour to acknowledge the receipt of your letter of the 21st ultimo on the subject of War Bonds to African Government Servants, and to inform you that it has been duly considered by His Excellency the Acting Governor, who directs me to state that he regrets he is unable to permit of any departure being made from the terms of Secretariat Circular No. 86 of September 19th 1919.

I have the honour to be,

Sir,

Your most obedient servant,

(Sgd) G.A.S. Northcote

For Ag. Chief Secretary to the Government.

Mr. Noah Manasseh,

Honorary Secretary,

African Civil Service Association,

c/o High Court,

Accra

ASSOCIATION OF LOCAL GOVERNMENT OFFICIALS.

Minutes of General Meeting held at Embassy on
Saturday the 21st November 1919 at 2 p.m.

RE: War Bonus and House Allowance.

That it is unanimously resolved that in the absence of any final decision of the Protectorate Government on the above subjects the question of appealing to the Colonial Office should be deferred till January 1920. First reminder dated 17th November 1919 having been sent out to His Excellency in which the Government has been notified of this Meeting. Second reminder should be sent again early January 1920.

2. The consent of all the Members of this Association throughout the Protectorate as to the appealing to ~~submit~~ The Right Honourable the Secretary of State having been obtained (Vide telegram dated 21.11.19 from Mr. G. Rimer, Hon. Secretary, Kisumu Branch and Mr. Matthew Henry, Hon. Secretary Nairobi Branch dated 22.11.19) it was finally resolved that so far as appealing to the Colonial Office is concerned the General Consent be recorded should the decision of the Local Government be against us the War Bonus may be accepted under protest and the Government be notified. No General Meeting need now be convened to reconsider this Agenda but we should appeal in the terms of Note 8 to the Appendix of Sir Alfred Lascelles Report.

AFRICAN CIVIL SERVICE ASSOCIATION

MEMORANDUM FOR THE HONOURABLE CHIEF SECRETARY, NAIROBI

TO : THE HONOURABLE CHIEF SECRETARY, NAIROBI

Reference is made to the letter from the Hon. Secretary, Nairobi, dated 21.11.19, regarding the proposed reduction of the salaries of the members of the Association. The Hon. Secretary, Nairobi, has advised that the Government has decided to reduce the salaries of the members of the Association by 10% with effect from 1.1.20. This decision is in accordance with the decision of the Hon. Secretary, Nairobi, dated 21.11.19. The Hon. Secretary, Nairobi, has also advised that the Government has decided to reduce the salaries of the members of the Association by 10% with effect from 1.1.20. This decision is in accordance with the decision of the Hon. Secretary, Nairobi, dated 21.11.19.

AFRICAN CIVIL SERVICE ASSOCIATION

C/O High Court,

Nairobi, 25th November 1919.

To:

The Honourable,
The Acting Chief Secretary E.A.F.
NAIROBI.

SIR,

Re: Your letter No. 20251/21 dated 25th instant.

I beg to acknowledge receipt of the above letter and to express regret that His Excellency, the Acting Governor's decision is against us.

I am desired by my Association to state that in view of our financial difficulties which have fully been explained, we are obliged to draw the mentioned scale of bonus, but to notify the Government that we do so under protest pending representation of our grievance to His Majesty the Principal Secretary of State for the Colonies.

I have the honour to be,
SIR,

Your most obedient and humble servant.

Sgd. Noah Manasseh
Hon. Secretary,
African Civil Service Association.

APPROVED

RECEIVED CIVIL SERVICE COMMISSION

NOV 19 1900

The Honorable

The Acting Chief Clerk

SIR

Re: Your letter No. 20271 dated 28th instant.

I beg to acknowledge receipt of the above letter and to express my regret that the Commission has not yet reached a decision regarding the same.

I am pleased to learn that you are desirous of our financial difficulties which have fully been explained, we are obliged to draw the attention of the Commission, but to notify the Government that we do so under the best of our representation of the Commission for the purpose of the financial condition of the State for the purpose of the Commission.

I have the honor to be, Sir, very respectfully,
Your obedient servant,
John W. ...

John W. ...
Secretary

DRAFT.

W. H. ...

Sent 3:45 pm
21/11/00

222

MINUTE.

- Mr. ...
- Mr. ...
- Mr. ...
- Mr. ...
- Mr. ...
- Mr. ...
- Mr. ...
- Mr. ...
- Mr. ...
- Mr. ...

(35) when may I expect to receive estimate of ...
unforgotten
in my list of ...

(2319)

W. H. ...