

EAST AFR. PROT.

32327

C.O.
32327
REC.
RECEIVED 16 SEP 13

...ing
... Governor

1913

6th August

Last previous Paper

SUB INSPECTORS OF POLICE
SUBSTITUTION OF PENSIONS FOR GRATUITIES

Submits question as to amendment of Police Ordinance of 1911 to provide for States reasons.

W. B. Stanley Esq. Harris

The number of sub. inspectors is limited at present to 3 1st grade @ R1650 each & 4 2nd grade @ R1500 each. They are all non-European. There is no limitation class of app't. in the Uganda Police.

As a matter of fact the ordinary non-European subordinate wd. be automatically pensionable under the P.O. reg^s of May 1903 with a salary of R1650 p.a., or R1500 this

241707/10
1008/12
1008/14

this puts him into Class I
(R125 p.m. proposed) - but
the other sub-inspector rate is
you it is therefore rather
strange that because he happens
to hold a Police apppt rather
than a clerical apppt he should
only be entitled to a gratuity
instead of pension, when his
service as a sub-inspector is
terminated.

? copy to Treas. with ref. to
the previous corresp. - point out
the anomaly shown above -
observe as to the small sums
of the members involved -
incl. a copy of the order for
reference - to say that subject
to Treasury concurrence G.P.
proposes to approve the
suggested amendments to the
Ord. Allt 17/9/13

If he holds a number of "stamps" on the
sub-inspector's rate we need not

transfer the Treasury, also will have
in control after 31.3.14. 263

I think the proposal should be
approved, but you will remember
we are just getting to the foot of the
question why all now constant & not
been receiving more than Rs. 125 p.m.
are regarded as pensionable. If that
mistake has been made I think all the better
reason for giving pension to some
regular Govt. officials, but even
if we lay it down that Rs. 125
does not necessarily confer pension
rights I think there can be no
good claim & that it is in the
interests of the public service to
encourage them to stay

WAS
18/9/13

Sir J. Fildes

I agree with Mr. Bottomley. As a
rule sub-inspectors are pensionable and I
don't see why the racial difference should
be these men.

C. H. [Signature]
I agree. We had not go to Treas. 25 Sept
at once. P.W. 29.9.13

C. O.
32327
REC.
REG. TO SEC. 15
NAIROBI.

264

BRITISH EAST AFRICA.

EAST AFRICA PROTECTORATE.

August 28th 1913.

No. 666

Sir,

*See
21/9/13*

I have the honour to refer to your despatch No. 18 of the 12th of January of last year on the subject of the East Africa Police Ordinance 1911 and to inform you that the question of the substitution of pensions for gratuities for Sub-Inspectors of the Police Force has recently formed a subject for my consideration.

2. I would invite your attention to Section 38 (2) of the Ordinance in so far as it refers to this class of Police Officer, some of whom have of late forwarded applications for transfer to the Clerical Staff, in certain cases at a lower rate of pay, for the reason that the latter class of appointment entitles the holder to a pension in due course, whereas Sub-Inspectors under present conditions have no such prospects to which they can look forward.

*Lucas
21/9/13*

3. The question of the substitution of gratuities for pensions formed the subject of correspondence ending with your despatch No. 93 of the 22nd of February 1911 when arguments were adduced in support of the gratuity system, but in view of the fact that

THE RIGHT HONOURABLE
LEWIS HARCOURT, P. O., M. P.,
SECRETARY OF STATE FOR THE COLONIES,
DOWNING STREET, LONDON, S. W.

(2)

that service in the Police has not attained the desired level of popularity owing to the grade of Sub-Inspector being non-pensionable, I am strongly of opinion that the words

✓ To Sub-Inspectors ... Rs. 300

✓ To Sub-Inspectors ... Rs. 500

in Section 38 (2) of the Ordinance should be deleted and that the following amendments should be made in Section 38 (1):-

✓ Insert in line 1 after the word "Constables" the words "and Sub-Inspectors"

✓ Insert in line 3 before the word "Officials" "and non-European".

✓ Insert in line 6 after the words "Constable" the words "or Sub-Inspector".

4. I am the more influenced in making this recommendation by the fact that Sub-Inspectors are men who have been promoted from the rank of Assistant Sub-Inspector and occasionally from the ranks and are highly trained and experienced Police Officers whose resignation or transfer to other Departments in order to secure more favourable conditions would seriously affect the efficiency of the Force of which they form the nucleus of the investigation staff.

5. Moreover the fact should not be lost sight of that the rapid development and expansion of Townships in the Protectorate is accompanied by a corresponding increase in police activity, and the fact that the majority of Criminal Cases are now defended supports the contention that Sub-Inspectors

are

(3)


are called upon to exercise a greater display of intelligence and professional capacity than in former times, and for this reason this class of Police Officer seeks prospects of a more attractive nature.

6. I am further of opinion that by the placing of Sub-Inspectors on the pension list men of a suitable type would be encouraged to enrol as Assistant Sub-Inspectors and remain in the Service with a view to promotion to the higher rank when they will attain pensionable status. In conclusion I would add that it is unlikely that the number of these officers will ever be large and I trust that you will accord your favourable consideration to my proposals.

I have the honour to be,

Sir,

Your humble, obedient servant,


GOVERNOR.

Gen 32327 Cal

G.O.
R 30 SEP
11 30

DRAFT Cal No. 832

oag.

1 Oct 93

MINUTE.

- Mr. Reel 5/19/13
- Mr. Potbury 30.2.12
- Sir G. Piddes.
- Sir H. Just.
- Sir J. Anderson.
- Lord Emmott.
- Mr. Harcourt.

Under the former order the receipt of your despatch No. 886 of the 25th of August recommending the substitution of pensions for gratuities for Publican in the Police Force, a copy of your report I approve of this proposal with effect from the 1st of April next.