

1911

EAST AFR. PROT.

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11
Girouard

Date
0th March

Last previous Paper
12355

SALARIES OF ESPIE, GOSLING, & TANNER

Points of view of the officers re-arrangement of their salaries in 1911-12. Espie and Gosling suggest that their salaries for the financial year should be Gosling, £225; Espie, £200; and Tanner, £70.

Mr Fiddes.

The salaries inserted in the Estimates for 1911-12 for these three officers were arranged in consultation with Sir Percy Girouard himself. It certainly was not my intention in discussing the salaries with him to give these officers increments this year in addition to attaching to their posts a duty allowance which they had not previously drawn. In the case of Mr Gosling and Mr Tanner I ~~consequently~~ think that the addition of duty pay at the rate of £50 and £25 respectively, coupled with the ~~prospect~~ ^{prospect} of increments in future years, is a sufficiently large increase in their emoluments, and I would not give this year the increments proposed in paragraph B. As to Mr Espie, I thought at the time that a salary of £220 plus £30 duty pay, coupled with the ~~prospect~~ ^{prospect} of further increments of £20 up to a maximum of £260 in future years was enough for a man who was only getting £150 fixed before. I must confess, however, that I had over-looked the

fact

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Summary of 1911
made by Mr. Fiddes
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fact that the whole of his previous salary of £550 was pensionable and that the new duty allowance of £50 is not pensionable. If, therefore, he retired within the next two years the salary on which his pension was calculated would be less than it was before we increased his total emoluments. I think, perhaps, this is a ground for asking the Treasury to let him enter his proposed scale of £500-600 at the figure of £550 in addition to drawing the proposed duty allowance of £50, but I would certainly not give immediately the further increment of £20 proposed in paragraph B.

? reply accordingly to the Governor and go to the Treasury as to Mr Eaple.

F.G.A.P. 25 Apl.

all in *Apr 26*

EAST AFRICA PROTECTORATE

GOVERNMENT HOUSE
NAIROBI,
BRITISH EAST AFRICA

No. 141

March 30th, 1911.

Sir,

In connection with the sanctioned estimates for 1911-12 I have the honour to refer to what appear to me to be oversights in the re-arrangement of the salaries of certain posts with a view to their rectification. The amounts involved are so small as not to affect the total expenditure of the Protectorate.

2. The cases to which I allude are the salaries of the Postmaster General, Mr. Gosling, the Deputy Treasurer, Mr. Espie, and the Assistant Director of Public Works, Mr. Tanner.

3. The substantive pay of these posts has been arranged as follows:-

Post	Old scale	New scale.
Postmaster General	£650	£500 - £700 +£150 duty pay
Deputy Treasurer	£400-£500	£500 - £800 +£50 " "
Assistant Director of Public Works	£450	£450 - £650 +£45 " "

The

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

The pay of the holders of the posts is as under: -

Holder	Pay drawn 1910-11	Pay provided in 1911-12
Mr. Gosling	£650	£850 plus £50 duty pay
Mr. Espie	£550	£520 " £50 " "
Mr. Tanner	£450	£450 " £45 " "

4. From some notes handed to me by Mr. Bowler I gather that in the case of incremental salaries being sanctioned for 1911-12 in place of fixed salaries one year's increment was to be provided to the present holders of those posts.

5. I understand that this was the intention regardless of the fact that duty pay had been attached to them for the reason that duty pay is non-pensionable and is not drawn during leave.

6. I therefore think that in the case of Messrs. Gosling and Tanner the increment was inadvertently omitted.

7. In the case of Mr. Espie the increment was inserted but the fact that he was drawing £50 as a personal allowance appears to have been overlooked. It was arranged that personal allowance should be absorbed in the new scale of pay, but only £520 is provided although Mr. Espie is actually

drawing

drawing £550 this year.

8. I would therefore respectfully submit that the substantive pay of these three officers for 1911-12 be fixed at:-

- Mr. Gosling £875
- Mr. Espie £570
- Mr. Tanner £470

I have the honour to be,

Sir,

Your humble, obedient servant,

W. J. ...
 GOVERNOR.

Gov./13010/1911.
East Africa Protectorate.

DRAFT.

EAST AFRICA PROTECTORATE

Downing Street,
28 April, 1911.

Governor
Sir Percy Girouard, K.C.M.G., D.S.O., R.E.

MINUTE.

- Mr. Butler. *af 27*
- Mr.
- Mr. Fiddes.
- Mr. Just.
- Mr. Cox.
- Sir C. Lucas.
- Lord Lucas.
- ~~Mr. ...~~
- Mr. Harcourt.

Sir,

I have the honour to acknowledge the receipt of your despatch No. 141 of the 50th of March, relating to the emoluments provided in the Estimates for 1911-12 for the Postmaster General, the Deputy Treasurer, and the Assistant Director of Public Works.

2. It was not ^{my} ~~the~~ intention that increments should be provided in the current year for ^{as far as} ~~the~~ Assistant Director of Public Works in addition to the duty pay of £50 and £45 respectively now for the first

Drafts.

time

time attached to their appointments. I regret therefore that I am unable to the Treasury to approve of the increments suggested for these officers in the last paragraph of your despatch.

3. The case of Mr Espie is somewhat different. It would seem that, when his *altered* emoluments for the current year were inserted in the Estimates, it was overlooked that the changing of his personal allowance of £50 into a duty allowance of the same amount had the effect of reducing his pensionable emoluments, although on the whole he *of course* gained slightly in the total amount of his emoluments. In view of this oversight, I am asking the Lords Commissioners of the Treasury to permit him to enter the scale of salary now fixed for his appointment at £550 per annum instead of £520 per annum, but I regret that, on the ground stated in

the cases of Mr Gosling and Mr Tanner, I am *recommended to be immediate* not prepared to go further than this and to *grant of an increment as well as duty pay* ask that he should be admitted to the scale of

£550
at ~~£520~~ per annum in the current year. It will

of course not be assumed that the salary of ~~£520~~ *£550* per annum for Mr Espie is approved until the sanction of the Treasury has been *obtained* officially notified.

I have, etc.,

(sd.)

7/2

[Handwritten initials]

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Gov./13010/1911.
East Africa Protectorate.

DRAFT.

Secretary
to the Treasury.

Downing Street,
29 April, 1911.

Ans. to 19237

MINUTE

- Mr. Butler. *1927*
- Mr. *1923*
- Mr. Fiddes.
- Mr. Just.
- Mr. Cox.
- Sir E. Lucas.
- Lord Lucas.
- ~~Mr. ...~~
- Mr. Harcourt.

Sir,

In the Estimates of the East Africa Protectorate for the current year, it was arranged that the Deputy Treasurer should be placed on the scale of salary £500-£20-£500 and that duty pay at the rate of £50 per annum should be attached to the appointment. Mr. ^{present} Espie, the holder of the post, was previously drawing a salary of £500 without further increments, and a personal allowance of £50 per annum.

19237
1923
1923
1923

The Lords Commissioners of the
Treasury

Nov./13010/1911.
East Africa Protectorate.

DRAFT.

Secretary
to the Treasury.

Downing Street,
29 April, 1911.

MINUTE.

- Mr. Butler. *apz*
- Mr. *apz*
- Mr. Fiddes. *apz*
- Mr. Just.
- Mr. Cox.
- Sir G. Lucas.
- Lord Lucas.
- Col. Sault.
- Mr. Harcourt.

In the Estimates of the East Africa Protectorate for the current year, it was arranged that the Deputy Commissioner should be placed on the scale of salary £500-£20-£500 and that duty pay at the rate of 250 per annum should be attached to the appointment. Mr. Esyle, the holder of the post, was previously drawing a salary of £500 without further increments, and a personal allowance of 20 per centum.

29/4/11
apz
29/4/11

Drafts.

The Lords Commissioners of the Treasury

Treasury approved of his entering the new scale at a salary of £520 per annum.

2. The Governor has now pointed out to Mr Harcourt that the effect of this arrangement is that Mr. Espie's pensionable emoluments, which formerly stood at the figure of £650, have been reduced, as the new duty allowance of £20 per annum is of course not pensionable. If, therefore, he retired within the next two years, the salary on which his pension would be calculated would be less than it was before the new scale of salary was approved. In these circumstances Mr Harcourt would ask that their Lordship's will approve of Mr Espie's entering the new scale of salary at £550 per annum and rising thence by increments of £20, £20, and £10 to the maximum of the new scale.