

European clerks in Uganda.
Grade. £130-10-0 to £200 - non-pensionable
(basic allowance £20 in all cases).

3) £200 p.a. duty allowance to the four
Head Clerks named in Gov's Disp.
5544/15.
553 of 27 Oct in

4) The option of appointing the Treas.
bookkeeper (see memo in 554/1009 Uganda)
on £130-10-0 (non-pensionable) or
£120-10-0 (pensionable) - we
should have in fact, though
the Disp. will not actually say so,
asked for an initial salary of
£150.

5) Ruling for changing non-pensionable
into pensionable appts. in future -
see 2 of Treasury letter - Mrs. Gutter,
Governess as we had to make these
clks. pensionable when we like
subject to the restriction there described.
This is a striking move on the part of the
Treasury. We have told the
pts. that we do not support a general
one that a certain number of the
clks. should be made pensionable
(see Disp. 19 July on Gov's 19292 Gov's)
asked for separate note if
there is a good case. But in
view of the Treasury attitude, which is
so unexpected, we might revise
that

that decision was when an
opportunity offers. 18

1) ① add: say that G.P. files
bound to accept the terms which
I offer, but that he does so
with the reservation that, if at
any time he sees reason to
renew the question of the
salaries of these clerks, ~~based~~
esp. the ^{substantive} initial salary, he
will make further representations
to H.

② send copy of correspondence
to Gov. - Uganda (or int. of Uganda,
summarising as above at (1), (2), (3)
the decisions - + to Uganda
state decision as to bookkeeper in
the Treasury - + add that
if in a year's time Gov. wish
to raise the question of placing
some of these clerks in the
pensionable staff, they are
at liberty to do so, pointing
out that the Treasury requirement
which will have to be observed.

W. B. ...
I do not think we can say

back to the salary (i.e. whether it should be £130 or £150). We have wobbled on the subject ourselves, & when I told Sir P. Girouard that we were finally asking for £150, instead of being delighted, as I expected him to be, he seemed disturbed & said that he would have to get his Legislative Council to agree to it. It would seem therefore, that £130 ought to be enough for the E.A.P. If Uganda can make out a case for £150 there on the score of the greater cost of living, (which I doubt), we shall have to take up the Uganda scale as a separate question. But I would not suggest this to Mr. Tomkins.

? Proceed as proposed by Mr. Parkinson.

See also Gov. E.A.P. 5 Feb 1954
Gov. Uganda below Feb

H.2.R

1/2

above (H.2.R) 1/2

In the reply to this Letter the following
Number should be quoted.

23513

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C O
2562
26 JAN 11
TREASURY CHAMBERS

20 January 1911.

Sir,

The Lords Commissioners of His Majesty's Treasury having had before them Mr. Fiddes' letter of the 30th ultimo (37919/1910) further respecting the grading and emoluments of the European Clerks in East Africa request that the following reply may be laid before Mr. Secretary Harcourt.

My Lords are glad to learn that so far as Nyasaland is concerned it is not intended to disturb existing arrangements and that as regards Uganda it is considered sufficient to have one grade only without any grade corresponding to that of "Office Superintendent" proposed for the East Africa Protectorate.

The result, however, of Mr. Harcourt's enquiries has been to increase the cost of the original proposals in two respects. In the first place he recommends that the initial salary of European Clerks in East Africa and Uganda shall be £150 instead of £130 as at first suggested, and he further supports an application from the Governor of the former Protectorate to assign a duty allowance of £24 per annum to each of the 4 Head Clerks enumerated in paragraph 2 of his despatch of the 27th October last.

The effect of these alterations is apparently to raise the annual cost of the scheme in East Africa alone from £216 at the minimum £605 at the mean and £1384 at the

maximum

The Under Secretary of State,

Colonial Office.

maximum to £512, £921 and £1480 respectively, but My Lords are not clear whether the Governor's proposals are affected in any way by his recent recommendations as regards the Public Works Department and They trust that it may be found possible to effect some slight economy in this respect.

Be this as it may it is evident that the scheme if adopted will throw a large and annually increasing expenditure upon the Protectorate and this fact alone in Their Lordships' opinion makes it necessary that the details should be subjected to very careful examination.

The scale of salary now recommended for European Clerks of the lowest grade is £150 - £10 - £200, and in addition every clerk will receive a house allowance of £40 per annum, if not in occupation of Government quarters. My Lords further understand that Europeans in East Africa and Uganda are immune from all direct taxation, and They gather from the statement of the cost of necessities in Nairobi, which accompanied Mr. Fiddes' letter of the 18th July last 19298, that the rates in that town amount only to about $\frac{3}{4}$ in the £. It would thus appear that a Clerk at the commencement of his service in East Africa would be in receipt of emoluments the equivalent of £190 per annum and that at the end of five years he would be drawing the equivalent of £240 per annum, that for the whole of this period he would escape all direct taxation and that his payments in respect of rates would be on a very moderate scale.

My Lords are far from denying that it may be necessary to offer considerable inducements if suitable European Clerks are to be attracted to East Africa but

They

They think that if a comparison is made between the value of the remuneration which is recommended under the scheme and that e.g. of an Assistant or Second Division Clerk in this Country, it will be recognised that even after allowance is made for the disadvantages of life in the Protectorates the scales of pay are quite disproportionate.

In view of these considerations My Lords feel very reluctant to go beyond the proposals - to which They have already agreed in principle - put forward by Mr. Harcourt's predecessor, and They trust that on a review of the circumstances in the light of the foregoing remarks Mr. Harcourt will be able to accept Their view of the case and will consent at least to an endeavour being made to obtain suitable candidates on the lower terms. They would be willing that the scheme so modified should apply to the cases recommended in Uganda and would assent to the assignment of the 4 duty allowances advocated by Sir P. Girouard.

If the Secretary of State should agree, there arises the further question of differentiation between the salaries of pensionable and unpensionable posts, and My Lords would suggest that, if it is subsequently decided to add any of the posts now in question to the permanent and pensionable establishment of the Protectorates, a reduction of £10 should be made in the minimum and of £20 in the maximum salaries of the scale, and that in such cases the salary of an existing occupant should be so adjusted as to provide that it should not exceed the figure he would have reached had he entered originally at the minimum of the pensionable scale.

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169a

My Lords would suggest that the foregoing principles should be applied in filling the vacancy (reported in Mr. Fiddes' letter of the 19th instant (809/1911) in the post of book-keeper in the Treasury in Uganda, and They sanction accordingly the appointment of a European to that post with a salary of £130 - 10 - £200 or of £120 - 10 - £180 (with a house allowance of £40 per annum in either case if not in occupation of Government quarters) according as Mr. Harcourt may desire to treat the post as temporary or pensionable.

I am,

Sir,

Your obedient Servant,

J. A. Murray

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25/2 } Sal.
Uganda

[Handwritten mark]

DRAFT. Uganda ~~200~~ Conf

[Handwritten mark]

o.c.

10 Feb 1911.

MINUTE.

Li.

- Mr. Barkin 3/4
- Mr. Beeler 3/3
- Mr. Fiddes.
- Mr. Just.
- Mr. Cox.
- Sir C. Lucas.

I have the honor to acknowledge the receipt of Mr. Russell's dispatch of the 10th of Nov. on the subject of the grading & emoluments of European clerks, & to transmit to you, for your info & guidance, a copy of correspondence with the Treasury on this subject.

25/2

to Treasury - 30 Dec ✓
 from 25/2 - 28 Jan ✓
 25/2
 to 25/2 9th ✓
 off here with

2. You will realize that
the issue of European
clerks in Uganda, as in the case
of clerks in the lower grade in
the E.A.P., being placed on
the scale £130 to £200
by £10 annually,
with five quarters in a course
of allowance of two p.a.
in lieu. The schedule
which forms the basis to
the letter to the Treasury
from this Dept. dated the
30th of Dec. shows
the ~~clerk~~ of the clerks in
Uganda ^{than} this scale of
salary will be applied,
~~and~~ one has been omitted
from the schedule which
accompanied Mr. Russell's
Rep. under reply, viz
the P.M.O.'s clerk.
The corresponding ~~clerk~~
has been placed on the incre-
mental scale £130 to £200

£10, and, as it appears
desirable that the
P.M.O.'s clerk in Uganda
the E.A.P. should
serve on similar 54
terms, ~~I propose~~
I am consulting the G.O.
of the E.A.P. as to
the advisability of including the P.M.O.'s
clerk in that list among
the European clerks to be
placed on the incremental
scale. A further amendment
will be made to you on
this point.

(copy/for/m)

3. With ref. to the
app. of bookkeeper for the
Treasury, which formed
the subject of your letter
of the 4th & 7th Nov.,
I am taking steps to
select a candidate
with salary at the rate of
£120 to £180 by £10
annually, this being
the

No. 653 of the 27th of
Oct. will draw duty
allowance at the rate of
£24 pa.

(Govt 3694/16
ial)

3. If any of these clerks are
placed on the pension & pensionable staff,
it must of course be understood that
the cards laid down in the ^{para} 4th para.
of the Treasury letter of the 26th Jan.
will have to be observed. You will no
doubt bring to my notice from time
to time ~~any~~ cases in which you
wish to recommend the grant of
pension rights.

4. I observe that in the schedule which
accompanied Sir P. J. A. Maud's Dep. No. 305
of the 12th June the P.M.O.'s clerk is
not included. The only of regard
I supposed that the P.M.O.'s clerk in that
should be placed on the incremental
scale instead of retaining the fixed
salary of £200 pa. but, as it is
obvious that the same terms that apply
to this appl. in both in the P.M.O. I have
not yet applied for any change being
made in the circumstances of the P.M.O.'s
clerk in regard. I had to be glad to
learn whether you are of opinion that
there are good reasons for not
placing the P.M.O.'s clerk in ^{Dep.} on ^{£200 to £200}

(Govt
1249/16
ial)

(18/11/16)