

1911

EAST AFR. PROT.

10701

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REC'D
APR 3 1911

Secretary

Administration - Staff

Date

1911

31 Mch.

Give as Paper

24536/10

Submits objections to SO proposals. Suggests salary of Chief Secy to Govt be fixed at £800-1000 with duty allow £100 per hour, entering scale at £600-25-750 with duty allow of £10

Mr Butler

As to the Indiar, I think that he might meet the Treasury half way & propose £650-25-750 as a compromise. As to the Chief Secretary I would stand firm. The last colonial form was £1000 p.a. and it appears to be out of the question, to reduce while increasing the responsibilities of the post, to reduce the salary. I would like the Treasury to stand firm on the £1000 p.a. salary.

1/2 of 1/2

W.C. 28, 012-1
1110 A. 4. 11

subsequent

24536/15

of £1000 per annum but £700 duty allowance
...
post, but that he adheres to his
recommendation. The report of Chief
Secretary to Northern Nigeria, with which
the Treasury Dept. is not nearly so impatient
or so difficult a part
A difference has been made in Govt - in N. Nigeria
the Chief Secretary will not have to deal
with an immense population, he will be
a Saddler with his responsibilities. A Council
which will attach to the holder of his
post in the Govt. It may be possible
but that in his Interim Report (see marks)
passed in H.C. of public service of the first
originally his hands, but a salary of £1500
£1000 a year should be attached to
his post. The Treasury appear to be
under the impression that it is better
that to cut down every proposal to put

Yes
The
paper
of other
See
24/5/36/10

I agree
John

I think that the best thing to do is to
keep the clock down for
what he can do.

[I don't think there is a problem
as he cannot offer the best to be
brought back to the question of salary
is settled.]

MMS/4

W. ~~Port~~ Fiddler.

If we didn't happen to be getting
a local man formerly drawing less,
I doubt whether we could have found
an efficient chief Secretary for
£1000 p.a. + £100 duty pay.
? Proceed as proposed.

H.A.B.

April 14

Remarking as to N. H. Jones
as a Mr. Butterfield's minister?

H. J. R.

4/14

Low Luce

This is excellent. I would

not compromise the balance of £1, a 6d
and suggest that the use of this fund
should be properly, with no money being
paid in them - but w^d encourage the Board
to continue in their present policy of carrying on
& setting down all his recommendations.

I w^d much like to draft a general
reply - & of a very vigorous tenor. But if you
think that the time is not ripe, I can only
suggest a short reply, adhering to & repeating
the recommendations.

W. S. P.

The Treasury take up the attitude of
knowing the relative importance of the
various posts in the different Protectorates
better than we do ourselves. Such an
attitude if persisted in can only have the
result of making us overstate our demands.
It is unnecessary altogether outside the true
province of the Treasury and cannot seriously
be defended. I think if this was pointed
out to them they w^d have to give way.
Possibly unofficial representations on this
matter w^d have more effect than official protests.
But let us amplify on the draft.

5

I agree with W. Fiddes and I think we
must have the "vigorous" draft - though
it may adversely affect some other proposals
we have before the Treasury. H. B. 4. 11

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

C O
10701
3 APR

TREASURY CHAMBERS

5827

11

3rd March 1911.

Sir,

I have laid before the Lords Commissioners of His Majesty's Treasury Mr. Fiddes' letter of the 23rd instant (24536/1910) relative to the arrangements to be made in the East Africa Protectorate consequent upon the appointment of Mr. F. J. Jackson C.B., C.M.G. to be Governor of Uganda.

Mr. Secretary Harcourt proposes to abolish the post of Lieutenant Governor which has hitherto been held by Mr. Jackson and to institute in its stead the office of "Chief Secretary to the Government" to which will be attached all the financial and other responsibilities usually exercised by a Colonial Secretary in a Crown Colony. These duties have largely hitherto been performed by the Treasurer of the Protectorate and in view of the relief which will thus be accorded to that officer Mr. Harcourt proposes, in accordance with the stipulation contained in the letter from this Department of the 16th ultimo, to reduce the Treasurer's salary from the scale approved for 1911-12 viz. £700 - £25 - £900 to £700 - £25 - £800, the duty allowance of £70 being unaffected.

My Lords while prepared to admit that these changes should tend to the improvement of the Protectorate's administration hesitate to authorise the salaries recommended by the Secretary of State.

The Under Secretary of State,
Colonial Office.

It is claimed that, owing to the point at which Mr. Bowing was to enter his new grade, an immediate saving of £50 per annum will be effected, and My Lords admit that on this shewing, and assuming that there will be no alteration of salaries in connection with the suggested appointment of "Principal Assistants", there would be no increase of expenditure even at the maximum of the respective scales. I am, however, to observe that the arrangements sanctioned in connection with the Estimates for 1911-12 were of an exceptional character, inasmuch as they were justified by the peculiar nature of the duties hitherto imposed upon the Treasurer. In Their Lordships' opinion it is only reasonable to infer that the post of Lieutenant Governor as hitherto constituted was not fully justified by the requirements of the Protectorate and that except for this circumstance there was no ground for suggesting that the existing salary of the Treasurer was inadequate. It must also be remembered that even before the improvement recently sanctioned in his position Mr. Bowing has been enjoying an allowance of £100 per annum personal to himself.

My Lords think that the mere fact that a rearrangement of administrative duties can be effected without an increase of expenditure is not necessarily in itself a sufficient reason for approving the rate of personal remuneration proposed. In their view questions of this kind must be considered in their bearing on the salaries of similar posts in this and other Protectorates, and in this connection They would refer to Their remarks in connection with the Estimates for 1911-12.

Looked at from this point of view My Lords see considerable ground for objection to the recommendations now before Them.

As regards the salary of the Chief Secretary My Lords stated at the time when the leave Regulations of the East African Protectorates were under consideration that They could not agree to any increase in the scale of personal remuneration which resulted from the introduction of duty allowances. It may be that Mr. Harcourt had no such intention in the present instance but the fact that the proposed increase in the Chief Secretary's salary over that of the Lieutenant Governor takes the form of an addition of a duty allowance to the salary of the latter at least has this appearance, and My Lords would feel bound to protest against such an addition in principle.

On the other hand a comparison with the salaries paid in other Exchequer Aided Protectorates suggests that the remuneration recommended (Salary £1,000 and duty allowance £100) is too liberal. In Uganda the Chief Secretary received a salary of £800 only, and a proposal to assign a personal allowance of £100 per annum to the post has recently been refused. If the salary now proposed for East Africa were approved My Lords think it would be difficult to maintain this refusal. In Northern Nigeria the salary attached to the post - which has only just been created - is only £800 - £1,000 (although the duty allowance has been fixed on the West African Scale at £100 per annum). In so far as Their Lordships can judge from the area and expenditure of the two Protectorates the duties of the post in Northern Nigeria should be, if anything more responsible than those of East Africa. In these circumstances Mr. Harcourt would suggest that the salary of the new post should be fixed at £800 - £1,000 with duty allowance at £100 and that Mr. Harcourt should be allowed to enter the scale at £900.

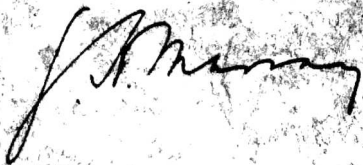
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As regards the Treasurer My Lords have already indicated the grounds on which They think the proposed reduction in salary insufficient. In Their opinion there is no reason why the emoluments of the post in future should be greater than those hitherto assigned to it, seeing that the responsibility will be considerably less. Mr. Bowring has up to the present received salary at £550 - £700 with a personal allowance of £100. In Uganda the Treasurer's salary is the same but in lieu of the personal allowance My Lords have recently agreed to a duty allowance of £55. In Northern Nigeria the salary is £600 - £700 with duty allowance of £120. In these circumstances My Lords would not feel justified in fixing the remuneration of the Treasurer in East Africa at a higher rate than £600 by £25 to £750 salary with duty allowance of £60, and They trust that Mr. Harcourt will acquiesce in this modification of his proposal.

I am,

Sir,

Your obedient Servant,



W



Wood 15432

Downing Street,

12 April, 1911.

DRAFT.

SECRETARY

TO THE TREASURY.

MINUTE.

Mr. Butler April 10

Mr. Read 10

Mr. Fiddes 10

Mr. Just.

Mr. Cox.

Sir C. Lucas.

X Lord Lucas 11.
Gen. Secy.

X Mr. Harcourt 11 11 11

Excellent

(a 4/11/11)

Sir,

has been before
I am directed by Mr. Secretary

Harcourt to acknowledge the receipt of your letter No: 5827/11 of the 31st of March, relating to the proposed creation of the appointment of Chief Secretary to the Government of the East Africa Protectorate, & it is directed that *return the following reply*

2. The arrangements suggested in the letter from this Office of the 23rd of March have been in contemplation for a considerable time, and have for

their

their sole object the increased efficiency of the administration of the Protectorate. The alterations of salary involved have been most carefully considered in the light of the responsibilities attaching to the posts concerned and in comparison with the salaries of similar appointments in other Crown Colonies and Protectorates, with the result that it has been found possible to suggest to the Lords Commissioners of the Treasury an arrangement which, while securing the desired improvement in the machinery of administration, entails at the maximum no increase in the expenditure of the Protectorate, and actually results in a saving in the first instance.

3. In these circumstances

Mr.

Mr. Harcourt has learned with surprise and regret that the Lords Commissioners see considerable ground for objection to the recommendations made to them. There is no basis for Their Lordships' fear that the emoluments suggested for the appointment of Chief Secretary to the Government may have been swollen by the desire to attach a duty allowance to the appointment. If no duty allowance were given, Mr. Harcourt could not reconcile it with his view of the importance of the appointment to propose a salary of less than £1,100 per annum, which as a duty allowance is not a pensionable emolument, would be even less favourable to the Protectorate than the salary of £1,000 per annum with a duty allowance of £100 per annum, already proposed.

*and the protest at this
has been thought fit to
make, on the ground of
privilege, which has
been the ground of
complete insubordination.*

*Having regard to the
importance of the post, Mr
Harcourt is clearly
of opinion*

... but for the accident of

there

there being already in the Protectorate a competent officer drawing a smaller salary, it would not have been possible to secure a suitable man for the appointment of Chief Secretary at so low a salary.

As regards the appointment of Treasurer, the salary proposed was suggested after careful comparison with similar appointments in other Colonies and Protectorates, and after consideration of the salaries of other appointments in the East Africa Protectorate the standing of which in relation to the Treasurer must, on administrative grounds, be taken into account. Mr. Harcourt sees no reason to modify his opinion that the appointments proposed are excessive.

4. Mr. Harcourt does not wish

DRAFT.

At the same time Mr Harcourt considers it to be his duty to submit to their Lordships the plainest terms - and to describe as fully as possible the case under consideration, but also to submit matters that have already formed the subject of discussion with the Treasury, as a member of their Lordships, he is concerned equally with their duty in protecting the interests of the Colonies, and that he does not feel prepared to submit to their Lordships any proposals that are merely arbitrary and unprincipled. He therefore submits as his recommendation that they should be reasonably

to be understood to question the right of the Lords Commissioners to criticise the creation of new appointments and the alteration of salaries in Exchequer-aided Colonies and Protectorates. It is of course only proper that proposals of this nature should be submitted to their Lordships, and that they should scrutinise them from the point of view of their effect upon Imperial funds. But he would submit that it is not unreasonable to expect readiness on the part of their Lordships to accept proposals which are made on the ground of administrative necessity, and which at the same time do not involve an increase of expenditure, or even effect an economy. In the present instance, not only is this the case, but there is nothing in the general financial situation of the Protectorate, the grant-in-aid of which is showing a steady and satisfactory decrease from

year to year, to justify an attempt
to make changes which are desirable
on administrative grounds the
occasion for ^{suiting to} effecting economies ~~the~~
amount ~~of~~ which is insignificant in
comparison with the administrative
disadvantages which they entail.

5. It would seem, however,
that the Lords Commissioners recognise
this aspect of the situation, as their
objections to the proposals made turn
mainly on the amount of the salaries
suggested as compared with the
salaries of similar appointments elsewhere.
Mr. Harcourt would, however, venture
to observe that this is a matter
on which their Lordships are not in
a position to speak with authority.
A comparison is involved with appoint-
ments

appointments in a large number of other
Colonies and Protectorates, the individual
circumstances of which have to be taken
into account in the comparison. It is,
in his opinion, very dangerous to
^{an adequate or convincing conclusion can be}
assume that ^{advice from} a comparison with other
Exchequer-aided Protectorates only, which
^{is a comparison} ignores the wide range of similar
territories for which the Secretary of
State for the Colonies is responsible,
and of which their Lordships have, in
the nature of the case, no special
knowledge, ~~can be adequate or convincing.~~
Even in the case of other Exchequer-aided
Protectorates, Mr. Harcourt cannot admit
that the Lords Commissioners, whose
information on questions of administration
must necessarily be partial and second-
hand, are in a position to make satis-
factory comparisons. In the letter under
reply, for instance, comparison is made

between the appointments of Chief
Secretary in the East Africa Protectorate,

Uganda, and Northern Nigeria, apparently

clearly without knowledge of circum-
stances which ^{clearly} differentiate the appoint-

ment of Chief Secretary in the East

Africa Protectorate from the similar

appointments in Uganda and Northern

Nigeria, such as the existence in

the East Africa Protectorate of a

Legislative Council and many

difficult questions incidental to the

presence of a considerable population

of white settlers. He would, there-

fore, submit that, ^{whereas} ~~whereas~~ in the

present case, no paramount financial

considerations are involved, the

Secretary of State for the Colonies

may reasonably anticipate that his

opinion on administrative questions

will

DRAFT

*This Ltr will have
been sent from the Foreign
Secretary but Mr. Harcourt
is a partner to
it. He is in the
office of the Secy of
the E.A.P. He will
be prepared to
submit to the Secy of
the E.A.P. He will
be prepared to*

will be accepted as conclusive.

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~~6. Mr. Harcourt would be glad to~~
learn that the Lords Commissioners concur
in these views, and that they are
willing to approve of the
proposals made in the letter from this
Office of the 23rd of March. I am to
request the favour of an early reply
as the appointment of Chief Secretary
cannot be filled in the meantime.

I am, etc.