

DESPATCHE

EAST AFR. PROT.
No. 38652

38652
RE OCT 05

will be able to furnish
a compassionate protest
to her.

3 I shall be glad
if you will as far as
possible supply the
particulars which may
be furnished by the appli-
cant and in returning
the form to the report
on the nature and
quality of the letter
in referring to the
same.

(Subject.)

535
Conf
1905
Oct 4
previous Paper.
5031

Salaries, Quarters & of Secretaries.

In copy letter from Secy to Admin regarding proposed
increase of salary which he is inserting in draft Estimates
and appl of a 2nd Asst Secretary. Suggest Mr. Henry Stanley
be appointed. Incloses statement of what is required in
house and office accommodation.

(Minutes.)
Mr. Read *See minute*

The acting Commr following
what is understood to have been
the late Sir D. Stewart's views
proposes the following scale for the
Principal

Secretary	£ 500	£ 650
1st Asst. do	£ 425	£ 500-25. 600
2nd do	£ 275	£ 400 to 500
3rd do	—	£ 300 to 400

If we consider that the 4
Col. Sec are discharged by the
Deputy Commr the scale is
about £1000 a year more

See and Conf 17 Nov Commr 25031
Clyde Henry 28 Feb. no. 3857

subsequent Paper.
51525

than the 4 corresponding offices in the
Trinidad Penitentiary & about
550 more than there in the Jamaica
Penitentiary.

Mr. Monson & Mr. Holthoff ^{at present}
take insufficiently into account
the various might well be
allowed as ground to them
But it would be well to have better
particulars of the actual amount
of work falling to their officers
the Deputy Commr.

2. For the addition of post in the
Penitentiary Mr. Jackson recom-
mends a Mr. Hudson Plenny
who has (it seems) been employed
in the Penitentiary for one year
(without remuneration)
We should have better particulars
of him.

3. As to the hours of officers for
the Penitentiary it is clear that
better accommodation is needed
but unfortunately the paper giving
particulars of what is required
has been omitted from the despatch.

I submit a table dealing with these
points. ¹⁹⁰¹

I think that we should aim at
approximating rates of pay to those in the

Gold Coast - omitting the duty allowances.

Mr. J. J. J. J.

C. O.
38652 320

Commissioner's Office

Mombasa

October 4th 1905

Sir

With reference to Sec. D
of my despatch no. 334 of
June 1905 I have the honour
to transmit to you herewith
a copy of a letter which I
have received from the Secretary
to this Administration regard-
ing the salaries, houses and
offices of the Penitentiary. The
account which Mr. Hollis gives
of the difficulties experienced
in forming the Penitentiary
and.

H. M. Principal Secretary of State
for the Colonies
Downing Street
London

and of the dis comfort in
 which he and his colleagues
 have had to work and are
 for the last five years
 a perfectly correct one and
 not in any way exaggerated.
 Personally I have often wondered
 how the Secretaries have
 managed to do their work
 and deal with the mass of
 correspondence which has
 daily passed through their
 hands; and I consider it
 very much to their credit
 that no papers or cyphers
 have ever been lost.

The salaries which Sir D Stewart
 intended asking for the
 Secretaries are in my opinion
 very

very moderate. The expenses
 connected with a life at head-
 quarters are considerable, and
 the work of the Secretaries is
 of the highest importance. I
 have therefore the honour to
 recommend for your favourable
 consideration these increases of
 pay which I am recommending
 in the draft estimates for
 next year together with the
 appointment of a 3rd Assistant
 Secretary. This appointment is
 rendered necessary owing to
 the fact that whenever one of
 the Secretaries is on leave
 the services of an Assistant
 Collector are required to help
 in the Secretariat.

I would recommend Mr
 Henry Stacey who has been
 continuously employed in the Secretariat
 for

for over a year and who thoroughly
understands the work. Mr. Stacey
possesses the necessary
Qualifications and is a
very good French and German
Scholar.

3 With regard to the house and
Office question I have the
honour to enclose herewith a
statement of what is required,
and I hope that this will
not be thought excessive. I
am applying for a fairly large
Office at Bombay as the
Government printing work is
done in the basement and
both stationery and paper are
also stored there. Some of
the departments have already
been provided with good offices
and it seems only right that
the Central Office of the Ad-
ministration from which the working
of

of the whole Protectorate is
controlled should be both
large and cool. The present
one is so small and hot that
the Commissioner and Deputy
Commissioner are obliged to
work in their houses - a highly
inconvenient alternative and
one which often causes great
delay in the execution of
their duties. Such a large
Office is not, at any rate
at present, necessary at
Rangoon, where provision has
been made in the new
Government House for two
rooms to be used as offices,
but I feel sure you will
agree with me in condemning
the present plan which, owing

to lack of funds, obliges officials
to work in their bedrooms
and tents. The request for
houses is also a moderate
one and, if sanctioned, will
give the Secretary and the
1st Assistant Secretary houses to
themselves at Mombasa a
privilege enjoyed by many of
their juniors - whilst each
Secretary will be given two
rooms at Nairobi. In case
it may be asked what has
become of the House at
Mombasa which was last
year bought for the Secretariat,
it would here mention that
it was placed by Sir D.
Stewart at the disposal of
the Deputy Commissioner as
it

it has been found more convenient
for that official to work in the
same town as the Commissioner,
and he now resides for one half
the year in Mombasa and the
other half in Nairobi.
4 It is only fair to Mr Hollis that
I should add that his application
for increased pay and better
accommodation for the Secretaries
has not been made from a
personal or selfish point of view,
as he is the Officer whom Sir D.
Stewart intended to recommend
for the post of Native
Commissioner should such an
appointment be created (vide
his despatch no 455 & 26). Mr
Hollis's letter merely echoes the
wish of both the late Commissioner
and myself viz. that the
Secretariat should be placed on
a proper footing as in Uganda,
and

And that the Secretaries should
be better paid and housed
and have proper offices to
work in.

I have the honour to be
Sir
your most obedient
humble servant

C.O.
38652
Mombasa
RECEIVED
OCT 05

September 29th 1905

Sir

In submitting to the Treasurer
the draft estimates for 1906-7
I have the honour to inform
you that I have not asked
for any increase of pay for
the Secretariat, though I
began from what Sir D Stewart
wrote to the Secretary of State
on June 15th (no 324) he proposed
recommending a higher rate
of salary for us all. I also
believe that he intended
asking for the appointment of
a 3rd Asst Secretary.
To enable you to better understand
our

F. J. Jackson Esq
C.B. Esq.
Acting Commissioner

our position, I venture to submit a short account of the formation of the Secretariat in this Protectorate.

Shortly after Sir C. Eliot's arrival in East Africa at the end of 1900, I was instructed to close the Vice Consulate at Dar es Salaam (I was at the time acting vice-consul for German East Africa) and to take up the duties of Secretary to the Commissioner, and a few months later, on the termination of the Ogaden Punitive Expedition, Mr. Mowson, who had been Intelligence Officer to the force, was detailed to assist me.

After Sir C. Hill's visit to East Africa in 1900 a scheme was framed for the future administration of the Protectorates, and Sir C. Eliot

from Sir C. Hill's report of 11/2/1901

in commenting on the proposal to form a Secretariat wrote as follows:
"No better candidate for the post of Secretary could be found than Mr. Hollis... Mr. Mowson is an excellent selection as Assistant Secretary to the Administration, but I would suggest that it should be clearly understood that his proposed salary of £300 is the salary of an Assistant District Officer plus £50, and that, as soon as he is promoted to be a District Officer, he should receive the salary of that office (£400) plus £50"
No provision was however made for the new Secretariat in the Estimates for 1902-3, and in reply to Sir C. Eliot's telegram asking why this omission had been made, the Marquess of Dunsdowne wrote as

as follows.

"I have to observe that owing to no provision for a Secretariat having been made in your draft estimates, no special apportionment of salaries for duties connected with it was made in the estimates which have been approved by the Treasury.

"I understand, however, from your despatch no 287 of Oct 7th last that you consider such an office necessary, and I therefore authorize you to employ Mr Hobbs and Mr Monson whom you then suggested for the purpose as Secretary and Assistant Secretary respectively to the Administration. They will retain their present salaries"

Sir C. Eliot then wrote a despatch

Extract from
Despatch no. 287
April 10 1861

Enclosure

Part of Sir C
no 287 of Oct 7th

to the Marquess of Lansdowne of which the following is an extract:

"I much regret if any omission on my part has deprived my Secretaries of salaries or allowances which they might have drawn had I more definitely recommended them but I confess I thought I had expressed my views with sufficient clearness. It is true that in the cover to the draft estimates, I left the whole question of personal emoluments untouched because it involved the appointment and salaries of a Deputy Commissioner and an Assistant Deputy Commissioner with which I did not feel competent

to deal. But I referred to the scheme in your Lordship's despatch n^o 325 which provided for a secretariat and in my despatch n^o 267 of October 7th

I not only welcomed the idea of additional salaries for the Secretariat but I specially discussed Mr Monson's salary.

As the Secretary to the Uganda Protectorate has a salary of £650, it seems only natural that the corresponding official in East Africa should have corresponding advantages, particularly as the work here is much heavier than at E. Africa. I should say without hesitation

hesitation that the work of the Commissioner's office is as heavy as that of His Majesty's Embassy at Constantinople and requires at least three Secretaries to perform it properly.

" I trust that your Lordship will favourably consider the application for an allowance to the Secretariat which will be inserted in the next Estimates, and I need hardly say that I should be deeply grateful if it were possible to grant allowances of £100 to Mr Hollis and £50 to Mr Monson for the current year, for the language of your Lordship's despatch under reply makes me feel that I may quite inadvertently have

have deprived these able officers
of a salary which I consider
they richly merit. I would
point out that the Economy
on the transport office staff
of £250 (explained in my
despatch n° 254) more than
covers these allowances."

No answer was received to this
despatch but on a reminder
being sent His Lordship
replied as follows:

"I am unable as at present
advised to sanction any extra
payment to Messrs Hollis and
Monson. It does not
appear that the work of
the Secretariat can be more
responsible or exhausting than
that of a Collector, while there
are many indirect advantages
connected with it."

In submitting the draft estimates
for 1903 Sir C. Elliot asked for
the appointment of three Secretaries

Extract from
C. Elliot's L^o
of Nov 17. 1892

in the following terms:

"I am applying for three
Secretaries which I trust may
not be considered ^{an} excessive
request seeing that two are
allowed in Uganda where the
work is admittedly much
less than here. For the sake
of uniformity I have asked
for the same salaries as those
granted in Uganda, though it
would not be difficult to make
out a case for more liberal
treatment. Both Mr Hollis and
Mr Monson have done most
excellent work for the Protectorate
and are as important as
any Heads of Departments.
As third Secretary I would
propose Mr Bell who appears
to have the qualifications necessary

for

for the post, at a salary of £300,
which should be understood as
his salary as an Assistant
Collector plus £50. Without
three Secretaries I am quite
unable to deal properly with
the correspondence which it is
my duty to keep up with your
Lordship's Office or with the
enormous amount of letters
received from local sources
official and unofficial. I
calculate that the current work
here is in volume not less
than that which passes through
His Majesty's Embassy at Con-
stantinople and three Secretaries
with a suitable subordinate staff
can hardly be considered
superfluous to deal with such
a mass. The establishment of
a Secretariat is rendered most
necessary

329
by the complete practical separation
which has taken place between
the mainland and Zanzibar.
Formerly when the business of the
Protectorate was concerned chiefly
with the Coast, the Commissioner
lived much at Zanzibar, used
the clerical staff of the Consulate
General and of Dar-es-Salaam,
and was generally accompanied
by one of them when he visited
the mainland. Now the
Commissioner rarely visits Zanzibar,
the Vice-Consulate at Dar-es-Salaam
has been abolished, and though
I have at times had to bring
over clerical assistance from
Zanzibar, such a course is most
inconvenient."
So anxious was Sir C. Eliot that
the salaries which he considered
necessary for the Secretaries should
not again be omitted in the Estimates
that

that he wired privately to Lord
Dausdowne on February 4th 1903
as follows:

I venture to specially request your
Lordship's favourable consideration
for proposals made in Estimates
as to Salaries for Secretaries.
I do not see why there should be a
difference between the Secretariat here
and in Uganda, and I think it
is good policy to encourage the
younger men by creating a few
posts better than those of Collectors
and Assistants.

Notwithstanding these urgent requests
that the Secretaries in East Africa
should be put on the same footing
as those in Uganda, the Secretary
to the Administration was
appointed on April 1st 1903 at £500
and the 1st Assistant Secretary at
£425, as against £650 and £450
in Uganda. Mr Bell was appointed
2nd Assistant Secretary at £275.
It is true that Mr Monson was
given an allowance of £50 as
Editor of the Official Gazette for
the

Sir C Eliot's
private copy
to Lord Dausdowne
Feb 11th 1903

hand

the East Africa and Uganda
Protectorates, but as he ^{has} to spend
more than half of each year
at Nairobi, the greater portion
of this allowance is drawn
by someone else.
With regard to Sir C Eliot's
remark that he wished to
create a few posts better than
those of Collectors and Assistants,
I have the honour to inform
you that both Mr Monson and
myself had at one time
opportunities of joining the
Consular Service, and that we
should have accepted had
not Sir C Eliot been adverse to
it. "It is lamentable" he
wrote to Lord Dausdowne (no
257 of 1901) "that an able Collector
believes he is bettering his prospects
by

revised

the East Africa and Uganda
 Protectorates, but as he ^{has} to spend
 more than half of each year
 at Nairobi, the greater portion
 of this allowance is drawn
 by someone else.

With regard to Sir C Eliot's
 remark that he wished to
 create a few posts ^{higher than}
 those of Collectors and Assistants,
 I have the honour to inform
 you that both Mr Monson and
 myself had at one time
 opportunities of joining the
 Consular Service, and that we
 should have accepted had
 not Sir C Eliot been adverse to
 it. "It is lamentable" he
 wrote to Lord Lansdowne (no
 257 of 1901) "that an able Collector
 believes he is bettering his prospects
 by

PUBLIC RECORD OFFICE

**CONTINUED ON
NEXT FILM**

THESE COPIES ARE SUPPLIED FOR INFORMATION AND RESEARCH ONLY. NO REPRODUCTION
THESE NEGATIVES, OR OF PRINTS FROM THEM, MAY BE MADE FOR PUBLICATION
WITHOUT THE ASSENT OF THE PUBLIC RECORD OFFICE.
