

GOVERNMENT HOUSE,
NAIROBI.

September 24th 1911

HER MAJESTY'S GOVERNMENT,
NORFOLK ISLAND.

My Lord,

In reply to Your Lordship's despatch of the 17th inst. I have the honour to report that the proposed increase of service for the Arab and Native staff of the Coast would affect four first class Lawis (including the Sultan of Waing) five second class Lawis, four ven Janis (including the Sultan of Waing) and nine Murr.

I cannot say what the financial effect of these proposals would be. It depends largely on the number of passages created under paragraph 2 of the despatch. I am advised, however, that any increase in our expenditure occasioned thereby would be so small as to be practically negligible.

I have the honour to be,
Dear Lord, Sir,
Your obedient servant,

Alfred
GOVERNOR.

THE RIGHT HONOURABLE,
THE EARL OF CREVE, K.C.,
SECRETARY OF STATE FOR THE COLONIES,
DUNN STREET,
LONDON, E.C.

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2^d Nov 1751

Dear Butler

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Yours

[Signature]

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Enclosure I in No. 162

Minutes of a Meeting of the Committee to frame Rules for the Pensions of the Subordinate Staff of the East Africa Protectorate and to draft a Scheme for Annual Increments of Pay to the said Staff, held in the Sub-Commissioner's Office, Mombasa, November 6, 1906.

Present:

J. W. Tritton, Esq., Her Majesty's Acting Sub-Commissioner, *Chairman*.
 E. Bradbridge, Esq., Treasurer.
 S. M. P. Ennis, Esq., Her Majesty's Acting Judge.
 A. Madden, Esq., Chief of Customs.
 W. J. Munson, Esq., Honorary Secretary.

Present:

THE Chairman placed before the Committee a draft of the Pension Rules embodying the suggestions made by Sir Clement Hill.

Mr. Madden, Acting Judge, stated that he desired to take this opportunity to express his opinion that the differential between the salaries of the subordinate staff set forth in Rule 1, as suggested for the Protectorate,

as at the native of India are employed in the Protectorate, and also compensated for by giving them a higher pay than natives of Africa would receive, if they were employed in the Protectorate, and a higher pay than natives of Africa would receive, if they were employed in the Protectorate, without any differentiation.

He suggested that the rule return to India, where the compensation of the subordinate staff of India was higher than that of the subordinate staff of Africa, and that the natives of India were employed in the Protectorate for their own benefit, and also for the benefit of the Protectorate.

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II.—Increments.

The Chairman stated that he gathered from Sir Clement Hill's remarks that the Treasury would not be disposed to agree to the increment scheme already put forward by

the Committee, and that, in view of the financial difficulties it would be better to allow increment to proceed by recommendation as at present.

The Committee were, however, unwilling to relinquish the principles of fixed increments, and the following modification proposed by Mr. Marsden was unanimously approved:—

1. That for the purpose of fixed increments there should be three divisions, viz.:

- I. Division . . . Persons drawing from 125 rupees to 150 rupees per month.
- II. Division (Upper) . . . Persons drawing from 150 rupees to 200 rupees per month.
- III. Division (Lower) . . . Persons drawing from 200 rupees to 300 rupees per month.

2. That the increments should be biennial and the increments for the 3rd division should be 10 rupees per month, every two years, and for the 2nd division 15 rupees per month, every two years. The increments for the 1st division should be 20 rupees per month, every two years. The increments for the 1st division should be 20 rupees per month, every two years. The increments for the 2nd division should be 15 rupees per month, every two years. The increments for the 3rd division should be 10 rupees per month, every two years.

J. W. TRIFIDAN,
E. BRAIDWORTH,
G. F. M. ENNIS,
A. MARSDEN.

Honorary Secretary.

16th January, 1900.

Clement

The purpose of reckoning the amount of pension or gratuity, if any, to be paid under these Rules to persons in the East Africa Protectorate service, other than those appointed by the Secretary of State, shall be divided into three classes, viz.:

- Class I. Comprising all who are not natives of Africa, drawing 150 rupees per month.
- Class II. Comprising natives of Africa, drawing 125 rupees per month and upwards.
- Class III. Persons drawing less than 125 rupees per month.

The scale of pension and gratuity for Class I shall be that for the value being in force by Her Majesty's service in the United Kingdom. The Superannuation Act, 1859, or any Act amending the same, provided that the provisions of 39 and 40 Viet. shall not apply to persons pensionable under these Rules.

The scale of pension and gratuity for Class II shall be in accordance with the principles laid down in the said "Superannuation Act, 1859," or any Act amending the same (provided that the provisions of 39 and 40 Viet., cap. 53, shall not apply to persons pensionable under these Rules), less 25 per cent., and for these persons only who have served continuously fifteen years and upwards.

No persons coming under Class III shall be entitled to pension, but in the event of any such person retiring from the service, Her Majesty's Commissioner may recommend such person for a gratuity, but in no case shall such gratuity exceed one year's salary of the post of the retiring person.

3. Service in India and (or) in any of the Protectorates or Colonies directly administered by Foreign or Colonial Offices shall, if continuous, count for pension or gratuity, provided always that no pension or gratuity shall be paid to any person subject to these Rules in respect of any pay over 400 rupees per mensem.

4. Any person subject to these Rules shall be allowed to retire without the

necessity of producing a medical certificate upon attaining the age of 60, or upon the completion of forty years' service.

5. In the event of any person retiring from the service before he has qualified for pension the Commissioner may recommend such person for a gratuity, but in no case shall such gratuity exceed one year's salary of the post of the retiring person.

6. Pensions or gratuities will be submitted to the Lords Commissioners of Her Majesty's Treasury for their sanction, and, when sanctioned, will be made a charge upon the Protectorate revenues. Due provision will be made year by year in each year, but no special fund will be set aside for the purpose.

7. Subject to the Rules herein contained, and as far as may be practicable, the Superannuation Act of 1859, or any Act amending the same, shall apply to persons subject to these Regulations in the manner as the said Act applies to the officers of the Protectorate, provided always that the Secretary of State may direct the Commissioner and the Consul-General in any case to depart from the provisions of any direction of the Secretary of State.

8. Pensions or gratuities to be provided for any person subject to these Regulations and Protectorates concerned, in accordance with the principles laid down in the Rules framed under the Superannuation Act, 1859, shall be paid to the person concerned.

9. Provided always that nothing in these Regulations contained shall extend, or be construed to extend, to give any person an absolute right to compensation for past services, or to any superannuation or retiring allowance, under these Regulations, or to deprive Her Majesty's Commissioner of the power to suspend or terminate the pension or gratuity payable to any person from such services.

10. A person appointed to any of the divisions defined in the Rules shall be subject to the provisions of the Rules in the manner as the said Act applies to the officers of the Protectorate, provided always that the Secretary of State may direct the Commissioner and the Consul-General in any case to depart from the provisions of any direction of the Secretary of State.

11. The scale of pension and gratuity for Class I shall be that for the value being in force by Her Majesty's service in the United Kingdom. The Superannuation Act, 1859, or any Act amending the same, provided that the provisions of 39 and 40 Viet. shall not apply to persons pensionable under these Rules.

12. The scale of pension and gratuity for Class II shall be in accordance with the principles laid down in the said "Superannuation Act, 1859," or any Act amending the same (provided that the provisions of 39 and 40 Viet., cap. 53, shall not apply to persons pensionable under these Rules), less 25 per cent., and for these persons only who have served continuously fifteen years and upwards.

13. No persons coming under Class III shall be entitled to pension, but in the event of any such person retiring from the service, Her Majesty's Commissioner may recommend such person for a gratuity, but in no case shall such gratuity exceed one year's salary of the post of the retiring person.

SCHEDULE

I. Division	125 rupees to 150 rupees	60 rupees per month, every 15 years.
II. Division	150 rupees to 200 rupees	15 rupees per month, every 2 years.
III. Division	200 rupees to 300 rupees	10 rupees per month, every 2 years.

Note.—Most of the clerks in the service will have been some years in the service before arriving at III Division.

Inclosure 3 in No. 109.

II.—Draft Regulations for Pensions and Gratuities and Scheme of Increment embodying the Suggestions of the Committee of November 6, 1900.

Note.—This differs from No. I only in the elimination of the distinction between natives of Africa and other persons as far as pensions are concerned.

Pensions and Gratuities.

1. The amount of pension or gratuity payable to any person who has served in the East Africa Protectorate and who has been appointed by the Secretary of State, shall be divided into two classes, to-wit:

- Class I. Comprising all who draw 125 rupees per month salary and upwards.
- Class II. Comprising those who draw less than 125 rupees per month salary.

2. The scale of pensions and gratuities for Class I shall be the same as the time being laid down in the Schedule of Pensions and Gratuities in "The Superannuation Act, 1892" or any amendments thereof, provided that the provisions of section 40 of the Act shall not apply to persons pensionable under these Rules.

3. The person coming under Class II shall be entitled to pension, but in the event of a person retiring from the service, Her Majesty's Commissioner may, in his discretion, grant such person for a gratuity, but in no case shall such gratuity exceed one year's salary at the post of the retiring officer.

4. Service in India and (or) in any of the Protectorates or Colonies directly administered by Her Majesty's Colonial Offices shall, if continuous, count for pension or gratuity, provided always that no pension or gratuity shall be paid to any person subject to these Rules in respect of any pay over 400 rupees per month.

5. Any person subject to these Rules shall be allowed to retire, without the necessity of producing a medical certificate, upon attaining the age of 60, or upon the completion of forty years' service.

6. In the event of any person retiring from the service, before he has qualified for a pension or gratuity, the Commissioner may recommend such person for a gratuity, but in no case shall such gratuity exceed one year's salary of the post of the retiring person.

7. Pensions or gratuities will be submitted to the Lords Commissioners of Her Majesty's Treasury for their sanction, and, when sanctioned, will be made a charge upon the Protectorate revenues. Due provision will be made year by year in the Protectorate Budget for pensions or gratuities falling in course of payment in each year, but the sum so set aside for the purpose.

8. The provisions of the Rules herein contained, and as they may be practicable, the Superannuation Act of 1892, or any Act amending the same, shall apply to persons subject to these Rules in like manner as the said Act applies to the officers of the Protectorate, provided always that the decision of Her Majesty's Commissioner and Council in regard to any pension or gratuity may, in any case, be subject to any directions of the Secretary of State.

9. The provisions of the Rules shall be applied and amongst the several Divisions and Posts, such as may be determined by the principles laid down in the Budget framed under the Superannuation Act, 1892, and any amending Act.

10. Provided always that no person shall be entitled to a pension or gratuity, or be considered to have any superannuation or retiring allowance under these Regulations or to deprive Her Majesty's Commissioner and Council of their power and authority to discontinue any person from public service without compensation.

Increments.

- 1. The scale of increments shall be as laid down in the Schedule hereto.
- 2. A person may be appointed to any of the divisions defined in that Schedule hereto at a salary that shall not exceed the maximum or be below the minimum therein stated.

3. On reaching the maximum salary in any division increment shall cease, unless and until the person is promoted to another division.

4. Acting appointments may be given by Heads of Departments to any person already in the service, but shall not entitle the holder to any additional increment or pay beyond the increment or pay of his substantive office.

5. Promotions may be made, with the sanction of the Commissioner, from one division to another.

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SCHEDULE.

	Salary per Month		Increment	Number of Years to reach Maximum
	Minimum	Maximum		
I. Division	125 rupees to 195	195	70	14
II. Division	90	125	35	7
III. Division	60	90	30	6

Total salary 360

My Commission expires on the 31st day of March 1901.

Witness my hand and seal at Cairo, the 1st day of January 1901.

Signature of the Commissioner

Signature of the Secretary of State

It is hereby acknowledged that the Zanzibar Government has received from His Highness Seyyid Hamoud bin Mahomed, Sultan of Zanzibar, the sum of 100,000 rupees, and it is hereby agreed and declared that the said Government shall hold the said sum upon trust for His Highness the Sultan and his successors and that so long as the said Government shall have the use of the said sum they shall pay to His Highness the Sultan and his successors interest on the said sum at the rate of 4 per cent per annum from the 1st day of January, 1901, payable annually; and, further, it is agreed and declared that the said Government shall be at liberty at any time to repay the said sum.

and to invest the same in any manner they may deem advisable in the name or for and on behalf of His Highness the Sultan and his successors.

Dated at Zanzibar, this 11th day of February 1901.
For and on behalf of Zanzibar Government,
(Signed) LLOYD WM. MATTHEWS,
First Minister.

Witness to the signature:
(Signed) A. ALEXANDER

No. 111.

Sir C. Eliot to the Marquess of Lansdowne.—(Received February 18)

(No. 2.)
(Telegraphic.) P.
Zanzibar, February 18, 1901.

I HAVE the honour to acknowledge receipt of your Lordship's telegram No. 33.
I have sanctioned fifty extra police, after consultation with Mr. Stewart, and Mr. Stewart says that five of them will be recruited from the Masai, and twenty-five from the Kavirua (between the Uganda frontier and the coast), and that thirty shall patrol the Kitim district.

No. 112.

Sir C. Eliot to the Marquess of Lansdowne.—(Received February 18)

I HAVE the honour to acknowledge receipt of your Lordship's telegram No. 34.

According to the Chief Clerk's despatch of the 16th February, 1900, the position of the finances of the Protectorate at the end of the year 1899-1900 were stated for the objects enumerated in the despatch. The balance sheet, did not form a part of the balance of 1899-1900, and was not submitted to the Marquess of Lansdowne on the 31st March, 1900.

We have not yet paid India the 11,000 £, but we have paid a sum of 34,328 £, composed of the amounts advanced to the 19th February, the 22nd and 29th May, 1900, to the Protectorate.

We shall receive the 11,000 £ from the Treasury of Uganda, and we shall use for this 11,000 £ a balance of assets over liabilities, and is not, therefore, not available for paying this 11,000 £ to India until we have been reimbursed by Uganda for moneys expended on their account. Uganda has now received from us claims for about 23,000 £, and, after possible counter-claims have been taken into account, about 16,000 £, will probably be due to us.

Sir C. Eliot to the Marquess of Lansdowne.—(Received February 18)

I have the honour to acknowledge receipt of your Lordship's telegram No. 35.
I have the honour to acknowledge receipt of your Lordship's telegram No. 36.
I have the honour to acknowledge receipt of your Lordship's telegram No. 37.
I have the honour to acknowledge receipt of your Lordship's telegram No. 38.
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I have the honour to acknowledge receipt of your Lordship's telegram No. 48.
I have the honour to acknowledge receipt of your Lordship's telegram No. 49.
I have the honour to acknowledge receipt of your Lordship's telegram No. 50.

I do not apprehend that any serious damage can be done unless the main body of Hamed Margh's followers come into this province in south of 100.

On the 18th instant I wrote to Sheikh Husain Bariani informing him of the attack on Dungwe, and pointed out that he would be held responsible, unless he sent me the perpetrators. His second letter is evidently a reply to this. I have now again written to him to the effect that his proposition that I should send Wali Omar bin Isa with twenty soldiers cannot be mentioned, but that if his assurances of loyalty are true that I shall be glad to meet him at Wangeh to give him an opportunity of proving if able to do so, that the recent depredations have been committed by Hamed Margh's people. I have also again advised him to move south and thus prove that he is not in collision with the rebels. For the past few days the flooded state of the country after some ten days of almost continuous rain, nothing can be done. I should like to suggest that in the event of Sheikh Husain Bariani not complying with my request a small column of 200 Sowabehs, and 400 to 400 Wazaha scouts, which can be collected within a few days, be sent, as soon as the rain ceases, to patrol the Wazaha country and Bisaya district. I am credibly informed that the Abdallahs only number some 600, and the rest of their following being made up of Wardoh Wazaha, they would not take any hostile action against Government.

Mr. Anderson, whom I have temporarily located at Kasesa, reports that every thing is quiet on the Tana River, and that the German expedition from Abegona, the main object of which was to capture the Wazaha, has been driven back. The missionaries at Kasesa, and the other stations, are all safe, and the Government of their country is in a state of peace.

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(Signed) A. S. ROGERS

Sir C. Eliot to the Marquess of Lansdowne.—(Received February 18)

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I have, &c.
(Signed) C. ELIOT

It is difficult to follow the train of reasoning of a person of this kind, who so quaintly combines such opposite qualities, and it is, I think, only credible to suppose that M. Cederquist himself is weak of intellect, and have really no doubt in the case; but there is no excuse whatever for the action of the other two young members of the Mission, whom I am accordingly sending to Mombasa.

I do not imagine that any serious results will occur from M. Cederquist's misadvised schemes towards the Ogadens, but it may be necessary to watch him, with a view to preventing his seriously committing himself.

The Heri Chief, in the present situation and the nation generally being strict Mahomedans, have absolutely no interest whatever in the likes or dislikes of the Swahilis, and the nominally missionaries, who really such in name only, they do not teach, have no converts, no schools and no church. They say they wish to establish a school in the country tribe of Borana. In the meantime, they are simple

I have, &c.
(Signed) TREVOR TERNAN.

Mr. C. Elliot to the Sub-Commissioner of Uganda, (Dar-es-Salaam, 12th Dec 1900)

(No. 63)
Mr. Inard,

I HAVE the honour to inclose herewith copy of a letter, which has been addressed to Colonel Ternan by Her Majesty's Consul-General at Dar-es-Salaam, with reference to the attitude of Biscaya towards the Government of Uganda, and the possibility of a revolt.

Colonel Ternan, in forwarding Mr. Inard's report on the above subject, states that the Biscayas may give us some trouble, but adds that, in the event of their doing so, the extra Boudouche warriors which he has sent for, together with the army already to hand, will be able to deal with it.

(Signed) C. Elliot.

Enclosure

Sub-Commissioner Uganda to Acting Commissioner Ternan.

(No. 64)

Sir,
In reply to a copy of my letter of the 11th and 13th instant, on the subject of the depression caused by the Somalis at Kibira and elsewhere, I have the honour to inform you that I have been informed that the Biscayas, who have been fully armed, have been seen in the neighbourhood of Kibira, which, up to date, with the exception of the Biscayas, has been the only place where the Somalis have been seen.

I have the honour to inform you that I have been informed that the Biscayas, who have been fully armed, have been seen in the neighbourhood of Kibira, which, up to date, with the exception of the Biscayas, has been the only place where the Somalis have been seen. I have also been informed that the Biscayas, who have been fully armed, have been seen in the neighbourhood of Kibira, which, up to date, with the exception of the Biscayas, has been the only place where the Somalis have been seen.

On the outbreak of the Biscayas in Jubaland, I felt certain that the Biscaya sect would take advantage of the situation and secretly raid all defenceless villages, thus possibly making any advance in the rebellion. Subsequent events have fully borne out my opinion.

During the past three weeks I have personally distributed 227 rifles amongst the more important villages of the coast between Kozungu and M'Konumbi, and I am glad to be able to report that the party which at first occurred, has now entirely subsided.

No. 40.

Sir A. Hardinge to the Marquess of Salisbury. — (Received July 26.)

(No. 313.)

My Lord,

Zanzibar, July 2, 1900.

I HAVE the honour to transmit herewith, with reference to Mr. Bertie's despatch to Mr. Craufurd, No. 154, of the 1st November, 1899, and to previous correspondence, a copy of a despatch which I have received from Her Majesty's Acting Consul-Commissioner at Mombasa, containing the Report (with annexed papers) of the Committee appointed to draw up Regulations respecting the pensions and allowances of the subordinate staff of the East Africa Protectorate Administration.

The only remarks I have to make on these papers are:—

1. The definition of the term "native" embodied in "The East Africa Council and Native Courts Regulations, 1897," should be adopted verbatim in the Regulations or in any order as a direction to the Commission.

2. The Commission have recommended that the maximum pension should be raised from 300 to 500 rupees a month.

I have no objection to these proposals, and I enclose with the despatch of the Committee

Yours faithfully,
A. HARDINGE.

Enclosure, No. 40.

Acting Consul-Commissioner to Sir A. Hardinge.

(No. 103.)

Mombasa, June 27, 1900.

I HAVE the honour to report to you the completion of the work intrusted to the Committee which I called together in accordance with instructions received from the late Mr. Craufurd, then Her Majesty's Acting Commissioner and Consul-General, in his despatch No. 154, of the 2nd November, 1899.

That despatch, in which you directed that rules should be submitted which might form a basis for the settlement of pensions to the subordinate staff of this Protectorate, and that a committee should be constituted for regulating the conditions under which such pensionable staff might be eligible for the same, and also

I have now, through the honour to submit, for your consideration:—

1. A draft Pension Regulations:

2. A scheme for annual increments, with schedules showing—

(a) The circumstances in which it is suggested to award them; and

(b) The classes and grades into which the subordinate officers are to be divided; and

3. A list of officers in the Protectorate service who would become pensionable under the above Regulations, with the maximum and minimum salary which it is proposed to assign to each.

I am at the same time transmitting copies of the Minutes of the Committee's meetings, though somewhat lengthy, they may perhaps serve to indicate the various points which gave rise to discussion, and the lines of argument followed in considering them.

The general principles of the Superannuation Act of 1859 and the Acts amending it have been followed, any divergencies therefrom being due to special local circumstances which rendered it, in the Committee's opinion, inexpedient to adhere closely to its provisions in every particular.

I should wish, in conclusion, to make some mention of the obligations conferred upon us by Mr. Emsie in making out, for our consideration and use, draft Rules, which, in the case of increments, have been adopted practically unchanged, and, in so far as they refer to pensions, have formed the ground-work of the Committee's recommendations.

I have, &c.

(Signed)

W. BRITTON.

I am also sending two despatches received from Mr. Bradbridge and Mr. Madden referring to the subject of pensions.

Despatch No. 40.

IN accordance with the instructions conveyed in the letter of the 11th June 1860, No. 97 of the 2nd Series, I have the honor to acknowledge the receipt of the papers submitted to me on the subject of the proposed amendments to the Rules relating to pensions and gratitudes, and to inform you that the Committee have considered the same, and have the honor to forward to you the draft Rules which they have proposed to be adopted, and which they have recommended to be submitted to the Secretary of State for his consideration.

Original despatch No. 184 of November 1, 1860.

Pensions and Gratitudes to be made to Persons in the East Africa Service, other than those nominated by the Secretary of State, in respect of their services.

With the purpose of recommending the amount of pension to be granted under these Rules, the Committee have considered the various cases which appear to have occurred, and have proposed the following Rules:

Class I. Comprising all who are of native birth of Africa (as defined in the East Africa Order in Council).

Class II. Comprising all persons

The scale of pensions and gratuities for Class I shall be that for the time being in force in Her Majesty's Civil Service as laid down in the Superannuation Act 1859, or any Act amending the same, provided that the provisions of 39 & 40 Viet., cap. 53, shall not apply to persons pensionable under these Rules.

It will be noted that Article IV gives the Commissioner the right of deciding to what class an individual belongs, but the Committee think it right to point out that difficulties may arise in the interpretation of this Article unless "native of Africa" is defined. It should be borne in mind that a class of persons is growing up which has been born in Africa but is of Indian descent.

The scale of pensions for Class II shall be in accordance with the principles laid down in the said Superannuation Act, 1859, or any Act amending the same (provided that the provisions of 39 & 40 Viet., cap. 53, shall not apply to persons pensionable under these Rules), less 25 per cent., and for those persons only who have served fifteen years and upwards.

III.

Officers in India and in any of the Protectorates or Colonies directly administered by Her Majesty's Government shall be continuous count for pension or gratuity provided always that no pension shall be paid to any person subject to these Rules unless he has served 300 days in any one year. Notwithstanding, it shall be the duty of the Commissioner or Consul-General to award allowances exceeding the maximum provided by these Rules.

IV.

In the event of any question arising as to the class within which any individual falls, the decision of Her Majesty's Commissioner and Consul-General shall, subject to any directions of the Secretary of State, be final.

Any person subject to these Rules shall be allowed to retire without the necessity of producing a medical certificate upon attaining the age of 55 or upon the completion of forty years' service.

Estimates for pensions or gratuities shall be submitted to the Commissioner or Consul-General for their sanction, and shall be made in accordance with the provisions made upon the Protectorate revenues. The Commissioner or Consul-General shall submit to the Secretary of State estimates for pensions or gratuities for the year ending on the 31st of March, and an annual fund shall be set aside for the purpose.

VII.

Subject to the Rules herein contained, and as far as may be practicable, the Superannuation Act of 1859, or any Act amending the same shall apply to persons subject to these Regulations in like manner as the said Act applies to officers of the Protectorate, provided always that the decision of Her Majesty's Commissioner and Consul-General in any question or dispute that may arise shall, subject to any directions of the Secretary of State, be final.

VIII.

Pensions or gratuities payable to persons subject to these Regulations shall be paid by the Government and Protectorate respectively, and shall be paid in accordance with the Rules framed under the Superannuation Act, 1859, amended hereby.

IX.

Provided always that nothing in these Regulations contained shall extend, or be construed to extend, to give any person an absolute right to compensation for past services, or to any superannuation or retiring allowance under these Regulations, or to deprive Her Majesty's Commissioner and Consul-General, and the Heads or principal officers of the respective Departments of their power and authority to dismiss any person from the public service without compensation.

* Vide note to Rule I.

Inclosure 4 in No. 10.

Regulations for Annual Increments for Persons in the East Africa Protectorate Service, other than those engaged by the Secretary of State.

I.

THE scale of annual increments shall be as laid down in Schedule 1 hereto.

II.

An officer may be appointed to any of the grades defined in Schedule 2 hereto at a salary that shall not exceed the maximum to be below the minimum of the grade stated.

III.

On reaching the maximum salary in any grade an officer shall cease to receive the same until he is promoted to another grade.

IV.

Such appointments may be made by Heads of Departments to any officer already in the service, but shall not be made in any other manner.

Grade	Minimum	Maximum	Annual Increment
0	10	10	0
1	11	11	0
2	12	12	0
3	13	13	0
4	14	14	0
5	15	15	0
6	16	16	0
7	17	17	0
8	18	18	0
9	19	19	0
10	20	20	0
11	21	21	0
12	22	22	0
13	23	23	0
14	24	24	0
15	25	25	0
16	26	26	0
17	27	27	0
18	28	28	0
19	29	29	0
20	30	30	0
21	31	31	0
22	32	32	0
23	33	33	0
24	34	34	0
25	35	35	0
26	36	36	0
27	37	37	0
28	38	38	0
29	39	39	0
30	40	40	0
31	41	41	0
32	42	42	0
33	43	43	0
34	44	44	0
35	45	45	0
36	46	46	0
37	47	47	0
38	48	48	0
39	49	49	0
40	50	50	0
41	51	51	0
42	52	52	0
43	53	53	0
44	54	54	0
45	55	55	0
46	56	56	0
47	57	57	0
48	58	58	0
49	59	59	0
50	60	60	0
51	61	61	0
52	62	62	0
53	63	63	0
54	64	64	0
55	65	65	0
56	66	66	0
57	67	67	0
58	68	68	0
59	69	69	0
60	70	70	0
61	71	71	0
62	72	72	0
63	73	73	0
64	74	74	0
65	75	75	0
66	76	76	0
67	77	77	0
68	78	78	0
69	79	79	0
70	80	80	0
71	81	81	0
72	82	82	0
73	83	83	0
74	84	84	0
75	85	85	0
76	86	86	0
77	87	87	0
78	88	88	0
79	89	89	0
80	90	90	0
81	91	91	0
82	92	92	0
83	93	93	0
84	94	94	0
85	95	95	0
86	96	96	0
87	97	97	0
88	98	98	0
89	99	99	0
90	100	100	0

SCHEDULE II.

OFFICES.

CLASS (A)—GRADES 1-3.

Grade	Minimum.		Maximum.	
	Rupees.		Rupees.	
1	150		300	
2	100		200	
3	50		100	

Number of the Offices in Rupees together with

Minimum Salary per Annum.

Salary per Annum in Rupees	Number of Offices in the Province carrying the above salary	Minimum Salary of each Office	Maximum Salary of each Office	Remarks
150	100	50	275	
200	100	100	300	

per Annum

Salary per Annum in Rupees	Number of Offices in the Province carrying the above salary	Minimum Salary of each Office	Maximum Salary of each Office	Remarks
150	100	50	275	
200	100	100	300	

Salary per annum in Rupees	180	178	165	146	135	130
Number of offices in the Province carrying the above salary	8				1	2
Minimum salary of such office	160 150	100	100	100	100	100
Maximum salary of such office	180 180	200	200	200	200	200
Remarks	Two extra salaries to Deputy Magistrates Enroute					

Salary per annum in Rupees	120	80	75	80	75	80
Number of offices in the Province carrying the above salary				15	10	10
Minimum salary of such office	50	50	50	50	50	50
Maximum salary of such office	120	120	120	120	120	120
Remarks				Six extra salaries to Enroute		

Salary per annum in Rupees	105	70	55	55	55	55
Number of offices in the Province carrying the above salary				27	24	29
Minimum salary of such office	50	50	50	50	50	50
Maximum salary of such office	105	105	105	105	105	105
Remarks				Two extra salaries to Enroute		

Salary per annum in Rupees	100	70	50	50	50	50
Number of offices in the Province carrying the above salary				17	10	10
Minimum salary of such office	50	50	50	50	50	50
Maximum salary of such office	100	100	100	100	100	100
Remarks				Two extra salaries to Enroute		

Inclosure 6 in No. 20.

Minutes of a meeting of a Committee appointed to frame Rules for the pensions of the subordinate staff of the East Africa Protectorate and to draft a scheme for annual increments of pay for the said staff, held at the Sub-Commissioner's Office, Mombasa, the 27th March, 1900, at 3.30.

Present:

- J. W. Tritton, Esq., Acting Sub-Commissioner, Chairman.
- F. Bradbridge, Esq., the Treasurer.
- R. B. P. Coker, Esq., Her Majesty's Judge.
- A. Mansson, Esq., Chief of Customs.
- G. F. M. Fynn, Esq., the Registrar.

The Chairman proposed that Mr. W. J. Monson should act as Honorary Secretary to the Committee, which was agreed to.

1. - Re Pensions.

The following letters were read by the Chairman:—
 Sir Arthur Hardinge (No. 259) to Foreign Office.
 Mr. Gausford (No. 80) to Sir A. Hardinge.
 Mr. Bertie (No. 20) to Sir A. Hardinge.
 Mr. Bertie (No. 181) to Mr. Gausford.
 Sir F. Mowatt (No. 14) to Mr. Bertie.
 Mr. Gausford (No. 102) to Secretary of State.

The Chairman stated that draft Rules had been framed by the Registrar in accordance with the Foreign Office despatch No. 181, for the consideration of the Committee, and proceeded to read:

Rule 1.

The Judge expressed his disapproval of the clause making 125 rupees per month the minimum pensionable salary. He considered that all Government posts should be pensionable, and that the salaries attached to them. There were many natives of Africa doing excellent and faithful service who were nevertheless not worth a salary of 125 rupees per month. It would be very hard that such men should be dismissed from the service when they had put in longer work than considered that in such cases a dismissed Head of Department would be forced to pursue one of two courses: He would either retain the grant after he had ceased to be employed, or he would appear in competition with natives for a vacant post. He was fond of saying that no time could be wasted in possibly even cases where there were natives with pension.

The Chief of Customs wanted to know how the 125 rupees limit had been arrived at, and it was found to have originated in Mr. Gausford's erroneous report to the Secretary of State. No limit had been assigned in the Report of the Committee, consisting of Mr. Coker, the Treasurer, and the Chief of Customs, and the latter was strongly opposed to such a restriction, and particularly so in the interests of the public service, that the customs and post staff should be exempt from its operation.

The Chairman considered that to expunge the limit of 125 rupees would be *ultra vires*. The Committee had been formed to draw up a scheme on certain lines, and he could not approve of their exceeding the functions which had been assigned to them. He thought that it would be better for them to act in accordance with the terms of Mr. Bertie's despatch No. 181. Any divergences of opinion on the part of the Committee would be more fittingly noted in a recommendation appended to the text of the scheme.

NEW DELHI, 27th March 1900.

(Signed)

8. 1/2 per cent on all Ropes
 Number of offices in the Province
 exceeding the above salary
 Minimum salary of each office
 Maximum salary of each office
 Remarks

The Judge was of opinion that the recommendation would carry greater weight if it were incorporated in the text itself, and the reasons of the change expressed as it

After some discussion it was decided to adjourn the meeting in order that the Treasurer and Chief of Customs might examine the Report and its enclosures, and submit a report on it containing any expressions which would be inconsistent with the opinion of the Treasury Board.

II.—Recommendations.

It was agreed that a copy of the Registrar's scheme for the pensioned employees should be forwarded to each member of the Committee.

The meeting was adjourned till Friday, the 23rd March, at 3 p.m.

(Signed) J. W. FREYTON.

(Signed) W. J. MOHSON.

Head Secretary.

Minutes of a meeting of the Committee appointed to frame rules for the pensioned employees of the East Africa Protectorate, and to draft a scheme for the payment of pensions, held at the Sub-Commissioner's office, Mombasa, the 29th March, 1900, at 5 p.m.

Present: Mr. H. G. ...

Mr. ... the Treasurer.

Mr. ...

Mr. ...

The Minutes of the preceding meeting were read.

III.—Pensions.

The Chairman said that, before proceeding to the discussion of any further points he wished to settle the question which had been raised at the previous meeting of the Committee as to the scope of their powers. Those powers depended largely on the interpretation of certain expressions used in Sir Francis Mowatt's despatch to Mr. Bertie, which might be more clearly elucidated by retransversing the ground covered since the inception of the pension scheme.

On the 16th August, 1898, Mr. Arthur Haldane forwarded the Report of the First Committee to the Foreign Office. Mr. Bertie replied on the 21st January, 1899, and submitted the general terms of the scheme, but asking for a detailed list of employees to submit to the Treasury, showing on what salaries they were entitled to.

Mr. Craufurd in Sir Arthur Haldane's absence on leave, replied on the 22nd January, 1899, and submitted a graded list prepared by himself. He omitted the name of one employee, who has the 125 rupees per mensem, and stated in his covering letter that the pensioned employees were neither permanent nor pensionable.

These two documents were forwarded by the Foreign Office to the Treasury, the latter would naturally suppose that it was only intended to grant pensions to men drawing over 125 rupees per mensem. On the 23rd October, 1899, Sir Francis Mowatt replied to the Foreign Office stating that the Lords of the Treasury were prepared to grant pensions to the employees in question, and approved the general recommendations of the Committee.

Personally, he (the Chairman) had no doubt that by the term employees in question Sir Francis Mowatt referred only to those subordinate employees drawing over 125 rupees per mensem, otherwise it was quite unconceivable that he should have passed over Mr. Craufurd's despatch in silence, as the only evidence the Treasury possessed as to the class of subordinates recommended for pension was contained in that despatch and its inclosure. The original Report of the Committee was entirely vague on that point, as was evident from Mr. Bertie's request for further information in his letter of the 21st January.

In the circumstances, as the Treasury letter was the basis on which they were intended to work, he thought that any proposal to grant pensions to all classes of subordinates without distinction should be appended to the Rules as a recommendation. He himself was prepared to support such a recommendation strongly. Otherwise he would, if they wished it, apply to the Commissioner for a definition of their

and was of opinion that it would be unnecessary to consult the Commissioner. The original Committee's Report and Mr. Craufurd's letter were incorrect; the Treasury letter might have likely have referred to both to the former. They had already at the time been in the Foreign Office in the Treasury, nor any statement of the inclosures contained. In any case they could examine the difficulty by making the inclosures of a copy, and to have the matter settled at once by the Treasury.

After some discussion it was decided to refer the question to the Commissioner, and to request him to submit a report on the subject, which was agreed.

On resuming the session of the Committee on the 29th March, 1900, the Chairman said that the subcommittee appointed to frame rules for the pensioned employees of the East Africa Protectorate had submitted a report to the Committee on the 29th March, 1900, at 5 p.m.

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geographical, political, and climatic divisions of Africa, and the advisability of including or excluding all or any of them, it was decided to omit the words "East, West, or Central Africa," after the words "Protectorates," and to insert instead of them "or Colonies directly administered by the Foreign or Colonial Offices."

It was also agreed, at the Judge's suggestion, that a rider should be added commanding the inclusion of India, as it was considered that in that way a better class of men might be secured, but the Committee decided to insert the word "any."

The Rules were accordingly amended in the following manner:—
Section 2. (a) and (b) in any of the Protectorates or Colonies directly administered by the Foreign or Colonial Offices shall, &c.

Rule 4.

The Chairman proposed that the following should be inserted in the Rules:—
The Secretary of State may, in his discretion, direct that any person who has been employed in any of the Protectorates or Colonies directly administered by the Foreign or Colonial Offices shall, &c.

The Chairman proposed that the following should be inserted in the Rules:—
The Superannuation Act, 1899, and proposed that it should be amended in the following manner:—

Rule 8.

Was carried without change.

II.—Re Increments.

The Chairman said that there were two schemes before them, one drawn up by the Registrar, and the other by the Chief of Customs.

Copies of the latter scheme were handed to the members of the Committee by the Chief of Customs.

The Treasurer said he thought the Registrar's scheme a very good one. The Chief of Customs said he had founded his proposals on the Rules in force in the Foreign Office. According to them, in thirty-four years a man might rise from the lowest to the highest subordinate position. His plan the same would be to have two years' allowance for continuous promotion from grade to grade. He had arranged a schedule of rates for trolley boys and Sudda boys, for askaris, for native officers, and for clerks.

These rates were divided into four, or, counting probationers, five grades. On promotion to the next grade, a clerk would not necessarily be promoted into the next. That would depend on the recommendation of the Head of his Department.

The Chairman said he foresaw difficulties in regard to grading the clerks. For instance, the first grade would be only those drawing from 280 to 400 rupees per month, the second those drawing less than that who would remain in the same grade for a long time. The Registrar's scheme was better in this respect.

He proposed that the Registrar's scheme should be adopted, with the following exceptions:—
1. That the first grade should be divided into two grades, one for those drawing from 240 to 300 rupees per month, and another for those drawing from 300 to 400 rupees per month. It would not be necessary to give him a salary of 240 rupees per month, but he should not be allowed to draw more than 240 rupees per month. If he had not the full salary of his grade, he should not be allowed to draw more than 240 rupees per month. The grades overlapped, as they did in a small number of cases. It was desirable to have a man in the middle grade, and the other in the next grade. It was intended by him to be

The Chairman said that the Registrar's scheme was not approved by the members of the Committee, and that the Chief of Customs' scheme was adopted.

The Registrar said he was sorry he had not been able to come to the meeting with the Chairman in hoping for his presence at the meeting.

It was decided that the next meeting should be held on Tuesday, the 27th March, at 3.15 p.m., and that the Registrar should be asked to be present, if possible.

(Signed) J. W. TRITTON.

(Signed) M. G. 908.

The Chairman proposed that the following should be inserted in the Rules:—
The Secretary of State may, in his discretion, direct that any person who has been employed in any of the Protectorates or Colonies directly administered by the Foreign or Colonial Offices shall, &c.

Present:

- J. W. Tritton, Esq., Acting Sub-Commissioner, Chairman.
- H. Dalbridge, Esq., the Treasurer.
- C. B. P. Cator, Esq., Her Majesty's Judge.
- A. Marsden, Esq., Chief of Customs.

The Minutes of the preceding meeting were read and passed.

II.—Re Pensions.

The Chairman said that he proposed to go through the Pension Rules again with a view to setting these points which had been left over at the last meeting.

Rule 1.

The Judge said that under this Rule there remained only the necessity for defining the term "native of Africa." The most difficult point they had to decide was on the inclusion under that term of children born in India of Indian parents. Personally he was in favour of including them. Being resident in Africa, it was not necessary to hold any special advantages to induce them to enter Government service. On the same was the Foreign Post Colonial Office would give no special advantages to the children of the parents of those who were domiciled in those places.

The Chairman said that the only case that would be considered by the Chief of Customs was that of children of those who were domiciled in those places.

The Chairman said that the only case that would be considered by the Chief of Customs was that of children of those who were domiciled in those places.

born in Africa but is an Indian descent.

This was eventually held over for discussion at the next meeting. The remainder of the Rules were read without opposition. The next meeting was fixed for the 25th March, at 3.15 p.m.

(Signed) W. J. MONSON,
Hon. Secretary.

(Signed) J. W. TRITTON.

IV. Minutes of a meeting of the Committee appointed to frame Rules for the pensions of the subordinate staff of the East Africa Protectorate, took place a scheme for annual increments of pay for the said staff, held at the Commissioner's Office, Mombasa, on the 25th March, 1900, at 3.45 p.m.

Present.

J. W. Tritton, Esq., Acting Sub-Commissioner, Customs,
E. Redbridge, Esq., the Treasurer,
H. B. P. Cantor, Esq., Chief Magistrate's Judge,
A. J. Marden, Esq., Chief of Customs.

The minutes of the preceding meeting were read and passed with slight alterations.

Business.

The Chairman said that the first thing they had to do was to consider the question of a clause in Rule 1, empowering the Commissioner to grant salaries over 200 rupees in accordance with the Judge's suggestion at the last meeting.

After a short discussion the following clause drafted by the Judge was adopted:

"It shall be the duty of the Commissioner to grant salaries of more than 200 rupees in the case of any of the subordinates of the Commissioner and such other persons as the Commissioner may think fit to employ, exceeding the maximum provided in these Rules."

Increments.

The Chairman said that the only difference between the two schemes before them was that in the Registrar's the grades overlapped while in the Chief of Customs they did not. The latter had also made no provision for office boys, who were to have 10 rupees per mensem.

The Treasurer thought that the first grade might well have 200 rupees exclusive of those who might be described as subordinates, and that there were but few subordinates drawing more than 200 rupees.

The Chairman pointed out that the Treasurer's scheme was not the one that had been adopted in the Registrar's scheme.

The Chief of Customs was opposed to the overlapping system. He did not think it would work well.

The Judge said the gist of the matter lay in the question whether the term first grade was to apply to the post or the man who filled it. That is to say were men to be gradually advanced till their salaries equalled them to be considered first grade, or were they only to be promoted to that grade in order to fill specific vacancies.

The Chief of Customs preferred the former idea.

The Judge said that in that case they were practically returning to the status quo, i.e. promotion by recommendation.

Eventually the question as to whether the principle of overlapping should be adopted was put, and the Committee agreed to it, the Chief of Customs dissenting on the ground that his Department would work more easily without it, that his subordinates would not like it, that the Auditors did not approve of it, and that it had not been adopted in the scale of increments prepared by the Foreign Office for its Second Division Clerks.

The further discussion of increments was adjourned till the 29th March, at 3 P.M.

(Signed) W. J. MORSON,
Hon. Secretary.

(Signed) W. W. TRITTON.

Meeting of the Committee appointed to frame Rules for the pensions of the subordinate staff of the East Africa Protectorate, and to draft a scheme for annual increments for the said staff, held at the Sub-Commissioner's Office, Mombasa, on the 29th March, 1900, at 3 P.M.

Present: W. W. TRITTON, Chairman.

On the proposals

On the scheme, which

should be the maximum of the "low"

W. W. TRITTON.

W. J. MORSON.

Minutes of a meeting held in the Sub-Commissioner's Office, Mombasa, on the 29th March, 1900, in which the views of the members were invited, in order that they might have an opportunity of expressing their views on the suitability of the draft scheme proposed by the Committee to provide pensions and annual increments of the subordinate staff of the East Africa Protectorate.

- Present:
- W. W. Tritton, Esq., Acting Sub-Commissioner, Chairman.
 - E. Bradbridge, Esq., the Treasurer.
 - C. J. Bowdler, Esq., the Auditor.
 - G. R. M. Lumsden, Esq., Registrar.
 - H. P. Cooke, Esq., Port Officer.

- The following officers were unable to attend:—
- R. B. P. Cator, Esq., Her Majesty's Judge.
 - A. Marsden, Esq., Chief of Customs.
 - Dr. W. H. B. Macdonald, Principal Medical Officer.
 - L. C. Remington, Esq., Postmaster-General.
 - R. W. Hamilton, Esq., Town Magistrate.
 - H. R. Tappin, Superintendent Government Transport.

The question of increments was first considered, and the Local Auditor, Registrar, and Port Officer expressed it as their opinion that the maximum salary should in no case exceed 300 rupees per mensem, and that in the case of salaries at present exceeding that amount, such excess should be regarded as a personal allowance and non-pensionable. They accordingly asked that the point should be considered at the next meeting of the Committee, adding as corollaries the following propositions:—

1. That Nos. 73 to 77 on the scale of increments should be expunged, and the scale end at No. 72.
2. That the two last classes of subordinate officers should read as follows:—
100 to 210 rupees, First Assistant Clerks;
170 to 300 rupees, Chief Clerks and Accountants.

The Chairman and the Treasurer said that they approved the above modifications in principle, and would submit them to the Committee at its next meeting. The Pension Rules were then discussed *seriatim*.

The Local Auditor, Registrar, and Port Officer were of opinion that the proposed Rule 2 was unnecessary. The Commissioner, they considered, would be able to decide in deciding whether an individual was a native of Africa or not.

No observations were put forward regarding Rule 2.

The same officers, in accordance with their recommendation above, proposed that 200 rupees should be substituted for 100 rupees as a maximum pensionable monthly salary.

The Registrar asked that the Committee should consider the insertion of Rule 5 of the original draft, inasmuch as it differed from the Act of 1899 in substituting a pensionable salary for an allowance. He contended that it might be difficult in many cases to ascertain accurately the age of an individual, especially as there was no system of registration of births kept in the case of Europeans.

The Local Auditor agreed with the Registrar, and the Chairman and Treasurer said they were prepared to consider the question.

The Port Officer was obliged to leave at this point.

The Registrar took exception to the very phraseology of this Rule, the expressions "officer" and "subordinate" were newly contrasted, and suggested that the latter term should be altered to "employee" by wording Rule 1 as follows:

- For the purpose of this scheme:—
1. Officers appointed by the Secretary of State.
 2. Class 2. Officers not so appointed, and not being natives of Africa.
 3. Class 3. Officers not so appointed, being natives of Africa.
- Standing changes could be made in the other Rules.
- The Local Auditor was in favour of this proposal, and it was agreed unanimously that it should be laid before the Committee.

VII.

No observations were made on this Rule.

