

EAST AFR. PROT.

17718

N<sup>o</sup>. 17718

REC<sup>d</sup>  
18 MAR 06

No. 7.

(Subject.)

06

Publ.

us Paper.

Application of Mr. B. C. Bowring  
for post of Financial Adviser to Zanzibar Govt

Transmit. Does not well see how he can be spared  
or replaced. Suggests increase of his establishment as indicated.

(Minutes.)

Mr. Read  
I saw a good deal of Mr.  
Bowring when he was on leave, &  
formed a high opinion of his  
abilities. He seemed to me quite  
fitted for central position in  
Zanzibar.  
He is appointed out on 9/5/06 he is  
expected to perform duties which  
in an ordinary office fall on  
the Colonial Secretary. Probably  
in a year or two we shall have  
revised the Protestant annual  
books, and the Treasurer will  
then fall into his usual place  
in the official hierarchy.

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In the meantime there is certainly  
ground for giving Mr. Baring rather  
more than Treasurers yet in asking  
Colours. and there is certainly ground  
in view of the relative importance of  
the Protectorates, or giving him more  
than the £700 which Mr. Smith gets  
in Uganda. From this it is clear  
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It is necessary to have a copy of  
Mr. B's offer for the Zanzibar post  
to F.O. with a copy of the first 2 parts  
of the book. I am leaving that  
to Mr. B. I do not think it is  
advisable to offer him  
such terms as well in his  
contract in his present offer.

I think Mr. Baring's demands will  
be not so high as his offer for  
lobbying in this office for some  
months which he has a keen  
desire to do.

Mr. Baring's  
Mr. Clarke of the 2nd office  
about the Mr. Baring but written to him  
privately & was very doubtful whether he  
was acting wisely in leaving the £1,494  
I understand that Mr. Clarke is submitting  
a scheme to the F.O. for the reorganization of  
the Zanzibar administration, but nothing has  
been settled as yet. It is not certain that the  
part of the General Secretary will be under  
the F.O. but to obtain Mr. Baring's  
services they will of course apply to us  
to the first instance. Mr. Clarke advised  
to be asked that as far as the F.O. was  
concerned, no action might be taken in the  
shape.

With regard to the proposal that we  
should not the F.O. as we have  
Mr. Baring's salary. I think that it  
would be better to consider the matter  
in connection with next year's estimates.  
Mr. Baring is, undoubtedly, a valuable  
Officer but he is unfortunately young and  
his salary compares not unfavorably  
with salaries in the F.O. when the  
conditions are far more trying. Thus,  
prior to its amalgamation with S. Nigeria, before  
with a revenue of over £400,000 a year  
received of £300,000 paid only a  
salary of only £2000-£700 to the Director.  
The salary of the 1st Secy was £4000 & £1000  
of the 2nd Secy was £2000 & £1000  
of the 3rd Secy was £1000 & £1000  
of the 4th Secy was £1000 & £1000  
of the 5th Secy was £1000 & £1000  
of the 6th Secy was £1000 & £1000  
of the 7th Secy was £1000 & £1000  
of the 8th Secy was £1000 & £1000  
of the 9th Secy was £1000 & £1000  
of the 10th Secy was £1000 & £1000



his department but over all the incidental questions with which he has to deal, he could be well replaced.

3. I attach for your Lordship's personal copy of a demi-official letter Mr Bowring has sent with the application above referred to, together with an extract from a despatch by Sir Charles Eliot which shows the high estimation in which he held his services.

4. I am far from wishing to advocate any indiscriminate raising of the Salaries attached to the posts in the Protectorate, but the position occupied by

Mr

Mr Bowring is so exceptional  
 and the nature of his services  
 is such that apart from the  
 facts mentioned in his  
 [redacted] note, I have  
 no hesitation in recommend-  
 ing for your Lordship's  
 favourable consideration  
 that the emoluments of his  
 office be made more attractive.  
 I should be inclined to  
 suggest that he be now  
 allowed the additional £100  
 per annum recommended  
 by my predecessor, and that  
 the salary of his post be  
 raised by annual increments  
 of £50 to £900. There can  
 be no comparison between  
 the work in his office at  
 the time Mr Bowring  
 was  
 appointed Treasurer and  
 that

that which he is now called upon to perform, the transfer of the Provinces from Uganda has added largely to his responsibilities and the large increase of the Protectorate revenue speaks for itself. I do not consider the salary I have suggested is anything more than the position and responsibilities of the office demand.

I have the honour to be with the highest respect

My Lord

Your Lordship's most obedient  
humble servant

*[Signature]*

REC'D  
REG-18 MAY 06

Mombasa

April 22<sup>nd</sup> 1906

500

Sir

I have been informed that a new post, namely that of Financial Secretary, is about to be created under the Tanganyika Government. I am unaware of the exact terms of service proposed, but I understand that a salary of £1000 per annum would be paid to a suitable candidate and that previous Government services would count towards pension which would eventually be distributed over the various Administrations concerned. In the event of my premises being correct, I have the honour to offer myself as a candidate for the post in question, and would request you to be so good as to forward this my application to

Colonel J. Hayer S.M. C.B.  
H. M. Commissioner  
East Africa Protectorate

to the Foreign Office, through the  
Colonial Office, with such recommendations  
on my behalf as you may be  
disposed to make.

I have the honour to be

Sir

Your most obedient servant

(sd) Charles C. Bowring

Treasurer

East Africa Protectorate



18 MAY 06

Mombasa

April 22<sup>nd</sup> 1906

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Dear Colonel Saddle

I am to-day forwarding through you an application for the newly created post of Financial Secretary at Zanzibar. Before deciding upon taking this step I have carefully considered the respective advantages of the appointment I am at present filling and that for which I am now applying. My inclinations are all in favour of remaining in the service of the East Africa Protectorate where my duties, being closely associated with the development of a new

new and promising country, are  
 of absorbing interest. But at  
 the same time I feel that it  
 would not be right for me  
 to let slip an opportunity of  
 applying for a more lucrative  
 post which I feel confident  
 of being able to fill satisfactorily.  
 Furthermore, I cannot help  
 feeling that I have <sup>never</sup> ~~not~~  
 somewhat hardly <sup>been</sup> ~~been~~ since  
 renewed my present appoint-  
 ment.

The circumstances of my appoint-  
 ment as Treasurer of the  
 East Africa Protectorate and  
 my subsequent official  
 personal history in connection  
 therewith are as follows.

In August 1901 my predecessor,  
 Mr E. Bradbridge, died whilst  
 proceeding to England on  
 leave of absence - I was at  
 that time in England on  
 leave after my third period  
 of foreign service the last  
 two years of which had been  
 spent in East Africa.

Mr Bradbridge, at the time of  
his death, was drawing salary  
at the rate of £800 p.a. having  
received an increase of £100  
on arriving at the maximum  
rate of the sanctioned scale  
of salary of the post of Treasurer,  
viz £550 by £25 to £700, at  
the commencement of that year.  
With the consent of my chief,  
the Comptroller and Auditor  
General I applied for the  
vacancy caused by Mr  
Bradbridge's death and in  
due course received a letter  
from the private secretary,  
attached, informing me that  
my application had been  
favourably entertained  
that a reduction was  
in the salary

by the late Mr Bradbridge

A few days later I received a further letter attached, informing me that the scale of salary proposed was £600 by £25 to £800. I accepted the appointment on these terms and they were included in a letter of appointment from the Foreign Office. Some little time later I received a letter from Sir Clement Hill, Treasury, informing me that the scale proposed by the F.O. and that my pay would be £550 to £700.

I had in the meantime resigned my appointment in the Audit Office and steps had already been taken to fill my former post. The Treasury eventually consented to my commencing salary being fixed at £600 and I understood from a conversation I had with Sir Clement Hill that the question of raising the maximum of the scale could be brought up with favourable prospects on the transfer to East Africa of the Eastern Provinces of Uganda. This transfer took place in

the following year, but a  
recommendation by Sir Charles  
Eliot that the scale should be  
improved was not entertained.  
In submitting the estimates for  
1904-5, Sir Charles recommended  
me for a personal allowance of  
£100 pa and from the correspondence  
which took place on this point,  
I consider that I had good grounds  
for believing that my salary  
would be increased in 1905-6.  
I attach copies of the correspondence  
on question.

However in 1905-6, the application  
which was made by Sir Donald  
Stewart was again refused.  
I did not ask Mr Jackson to  
raise the point in submitting  
the current year's estimates nor  
did I refer to it myself to the  
C.O. when on leave as it was  
our first year under the C.O.  
rule and furthermore I thought  
it better to wait till Sir Donald's  
successor had been appointed.

I am thus drawing £100 a year less than my predecessor, although the work of the Department has increased enormously since his day. The Revenue of the Protectorate which was about £60,000 when I was appointed Treasurer is now over £200,000 apart from the Railway profits. Many new Departments have been created. New territory has been added to the Protectorate. A Government issue of paper money has been introduced. All these circumstances tend to increase the duties and responsibilities of the local Treasury.

Furthermore I have considerably longer Government Service than Mr Bradbridge viz 16 as against his 6. The scales of salary for the Treasurers in the Uganda and B.C.A. Protectorates where the duties and responsibilities are admittedly less and where the cost of living is also less than in the F.A.P. are the same as in the East African Protectorate.

Protectorate and both of the  
 Officers filling the posts have, also  
 recently received some further  
 recognition of their services, so  
 that I can only conclude  
 that their claims would be  
 considered prior to mine for  
 subsequent promotion in the  
 Colonial Service.

Under these circumstances I  
 have come to the conclusion  
 that, much as my present work  
 attracts me, the prospects of  
 my advancement in the service  
 are not very bright and I  
 have accordingly decided to  
 apply for the Jawahar  
 appointment.  
 At the same time I should  
 very much regret leaving  
 the E. A. P. service.

signed Charles C. Bowen

REC<sup>d</sup>  
REG 18 MAY 06Foreign Office  
August 29<sup>th</sup> 1901

509

Dear Sir,

Your letter to Sir Clement Hill of the 20<sup>th</sup> instant applying for the post of Treasurer of the East Africa Protectorate has been laid before Lord Lansdowne who desires me to inform you that he will be very glad to offer you the appointment. I am however to state that a reduction in the salary actually received by Mr Broadbridge is contemplated. I should be obliged if you would call on me here any afternoon after three o'clock (except Saturday) with reference to this matter.

I am, Sir,  
Very truly,  
Yours,  
Sir Cecil Parry

Boaring 1890



Foreign Office  
September 6<sup>th</sup> 1901

Dear Mr. Bawling,

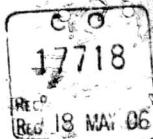
Mr. Bradbridge had reached his maximum salary as Treasurer, having started with £550 rising by £25 to £700. Lord Lansdowne has proposed that the salary should begin at £600 and rise to £800 - I trust this will not make a difference in your acceptance of the post.

Yours truly

(sd) Eric Barrington

INCLOSURE n° 4

In. Despatch No. of April 1906



Sept 14 07

511

Dear Bowring:

The Treasury  
refuse to alter the Mombasa  
Treasurer's scale of salary  
by £550 to £700 by £25  
a year Will you accept it  
at that? Let me know  
at once

Yours sincerely

Signed Clement de Hill

C. O.	512
17718	
Recd	
12 MAY 06	

Extract from Sir C. Eliot's Report  
No. 58a of April 18, 1903 to the  
Marquess of Lansdowne

In conclusion I have the honor  
to recommend strongly the grant  
of an allowance of £100 per annum  
to Mr. Bowring, as his present salary  
does not appear to be commensurate  
with either his services or his  
position. Your Lordship can hardly  
fail to have been struck with the  
superiority in form and clearness  
displayed by recent estimates  
and financial statements over those  
of earlier date and this year  
we are able to show not only a  
clean slate in the past but to  
hold out well grounded hopes  
of a progressive amelioration in the  
future. This elucidation and  
organization of the financial position

is almost entirely due to Mr. Bowring's  
 talents and industry. He has  
 rendered fourteen years service  
 in the office of the Auditor  
 General in England, two in Hong Kong,  
 and the remainder in the British  
 consular service and British East Africa  
 (including) and more than four  
 years in the Mauritius as Auditor and  
 Treasurer. In addition he may  
 be compared with such officers  
 as the Judge and Principal  
 Medical Officer who receive £900.  
 I may also mention that the  
 duties in Singapore where both  
 the sum of duties and the  
 amount of work are admittedly much  
 in excess here receive a larger stipend  
 of £900 and that the salary now  
 offered by Mr. Bowring was calculated  
 upon the new provisions and the  
 great responsibilities which they entail  
 now added to the Mauritius.

I trust therefore that your kindness  
 will give this application your most  
 favourable consideration.

Yours truly  
 J. C. E.

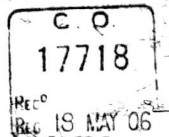
17718

REC'D  
18 MAY 06

Extract from 70 despatch to Treasury submitting the E.A.P. estimates for 1904-5 (dated February 20<sup>th</sup> 1904).

514

14 Treasury— The Commission has strongly recommended the grant of a personal allowance of £100 p.a. to Mr Bowring, the Protectorate Treasurer, as a recognition of his valuable services. Lord Lansdowne, while fully sharing Sir C. Eliot's appreciation of Mr Bowring's excellent services hesitates to recommend a departure in his favour from the general rule that the emoluments of an officer who draws salary on an incremental scale should not be raised until he has reached



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514

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reached the maximum of that  
scale His Lordship desires,  
therefore to defer until next  
year the consideration of  
this application made on Mr  
Bowring's behalf, but would  
recommend that he should  
be permitted to draw from  
1<sup>st</sup> April next the maximum  
salary of his post (£700 a  
year) which he would other-  
wise not attain until the  
year 1905 6

Comms  
17718

C. A. P.

516

DRAFT.

C. A. P. Conf.  
Comms  
Ad. Pather

Comms 35024

(M)

15 June 06

MINUTE.

- Mr. Austrobus
- Mr. Cas
- Mr. Lucas
- Mr. Graham
- Mr. H. Omswamy
- Mr. Courbail
- The Earl of Elgin

Sir I have the honor to  
ack the receipt of your  
conf. ltr of the  
25th April on the  
subject of Mr. Bouring's  
desire for promotion  
and to inform you  
no decision has yet  
been reached although  
to the proposed efft. of  
a Financial Adviser  
at Zanzibar to which  
Mr. Bouring refers, but  
that Sir Edward Grey  
is aware of his wish to  
be considered for the  
post & that he will

and per for common  
I am not sure whether  
Mr. Harris has  
actually noted  
Mr. Bouring

W. H. P. G. J. G.



be united

I fully concur in the your  
opinion of Mr  
Baring's services as  
Treasurer, and I have  
noted his name  
for mention on the occurrence  
of suitable occasions  
on other Chances

The indenture of  
his friend and  
(£400 and a loan)

debet, however compares  
unfavorably with those  
of the Chances with  
larger amounts of

Interest Account £911,000  
Salary of Treasurer £800-  
Jamaica Revenue £1,055,000  
Salary of Treasurer £650

I'm then in accordance 517  
I do not feel justified  
in opposing the L.C.  
of the Treasury ~~in~~  
with a view to an immediate  
renewal of Mr. Baring's  
indenture; but I shall  
be prepared to reconsider  
the question when the  
Estimates for 1904 &  
are submitted.

L