

EAST AFR. PROT.

60
9157

19 MAR 10

8157

Governor 100
Circular

1910

25th Febr.

at previous Paper.

GRADING AND PROMOTENTS OF EUROPEAN CLERICAL STAFF

Transmits copy of the report of a Committee appointed to consider. States reason for replacing Asiatic Clerks by Europeans. The scheme recommended appears to be reasonable and not excessively costly and recommends its adoption.

4/20
30/3/10

W. Butler

Su 9074

1910 7/4

W. Reed.

It is not at all easy to gauge the net effect of these proposals, & we must have the further information for which Mr. Butterbee suggests that we should ask on Gov / 9074

In addition to that information, the Govt should be requested to furnish a separate list showing the clerical

Met on 13th 8/10
Copy cons for 230 19 July 20
Copy copy for 306 19 July 20
Copy copy for 201 26 Aug 20

at subsequent Paper:
4/20
9074

posts now held by Asiatics which would be given to Europeans under the scheme proposed in this despatch, the total salaries and total cost under present arrangements, and the salaries & total cost under the Committee's scheme.

I have called attention on another paper (relating to small postmasters of the shopkeeper class) to Sir P. Girouard's tendency to give way to the racial sentiment of the white settlers possibly at the expense of Protectionale funds. In this case, as in the case of the postmasters, if Europeans can be employed with equal economy and efficiency in these minor posts, there is not much reason why the white settlers should not be humoured. But any appreciable expense or loss of public efficiency would not be justified.

Si. 7. Shopkeeper

Proceed as proposed?

April 2.

1/2 2/11

7/11

at me

GOVERNMENT HOUSE
NAIROBI,
BRITISH EAST AFRICA

February 25th 1910.

EAST AFRICA PROTECTORATE.

No. 100
(Incl. 1)

*g
/ 5
/ 29/10/10*

My Lord,

With reference to paragraph 7 of Your Lordship's despatch No. 769 of the 28th of December relating to the Estimates for 1910-11, I have the honour to transmit herewith a copy of the report of a Committee appointed to consider the grading and emoluments of the European Clerical Staff of the Protectorate.

2. As Your Lordship is aware we have depended up to now for the most part on the services of Asiatic Clerks but there is a strong public feeling in favour of their supersession in certain offices which come into close contact with the white population, e.g. the Land and Survey Offices, the Agricultural and Veterinary Departments and in Administrative Offices in settled districts.

3. This prejudice against persons of colour, although I think that it is scarcely justified by any lack of courtesy on their part in the past, is no doubt national enough and at any rate, as it exists, it is desirable to meet it as far as may be possible without undue expense.

4.

THE RIGHT HONOURABLE
THE EARL OF CREWE, K.G.,
SECRETARY OF STATE FOR THE COLONIES,
DOWNING STREET,
LONDON, S.W.

4. It has therefore been thought advisable to standardize and assimilate the conditions attached to European Clerical appointments in order to obtain uniformity and to hold sufficient inducement to attract men of a suitable class.

5. The Committee have in their report formulated a scheme which appears to me to be reasonable and not excessively costly and I would venture to recommend its adoption.

6. The information asked for in the 3rd paragraph of Your Lordship's despatch referred to above will follow by next mail.

I have the honour to be

Your Lordship's humble,

obedient servant,


GOVERNOR.

Proceedings of a Committee to consider the question of
European Clerical Staff.
-o-o-o-o-o-o-o-

333

The Hon. Col. J.A.L. Montgomery, C.S.I. }
Commissioner of Lands. }

Chairman.

The Hon. C.C. Bowring, C.M.S., Treasurer }

The Hon. G.K. Watts, Commissioner of
Public Works }

The Hon. A.C. MacDonald, Director of
Agriculture }

G.T. Hobley Esq., C.M.S. Provincial
Commissioner }

Members.

R. Barton Wright Esq., Land Officer }

A.S. Townsend Esq., Deputy Director
of Surveys. }

-o-o-o-o-o-o-o-

1. The Committee after holding two sittings, begs to
submit its opinion on the question of the grading of
European Clerks.

2. In the early days of the white occupation of British
East Africa, when there were few white men in the country,
the clerical work was almost entirely done by Indians,
in which category are included Gallas. Many of the
clerks at the present time are of this class, and where
they are qualified and have not much dealings with an
outside white public, there are sufficient reasons on the
ground of economy for continuing their services.

But it must be recognized that, as the white
population increases, European clerks must be more and
more recruited.

The proposals set forth in this report relate mainly
to/

to the offices in Nairobi. Doubtless there are some 204
offices in outside districts and outstations where the
employment of white clerks will be considered advisable.

If it is considered that European clerks must be
employed in certain offices of the Protectorate, it is
evident that their salaries must be fixed so as to give
them at least a living wage; that is a salary such as to
induce a trustworthy man of good education to engage
themselves with a fair prospect of a gradual rise of pay,
and also, if possible, of a pension.

The Committee understands that His Excellency the
Governor has proposed that the pay of all European clerks
should be fixed at £150 a year, with annual increments
at the rate of £10 up to £200, plus free quarters or a
house allowance. It is believed that such a rate will
be sufficient inducement to obtain and retain the services
of European clerks with the necessary qualifications
and it is recommended that the house allowance be fixed
at £40 a year.

At the present time the rates vary from £30 to £40,
the later agreements showing a 175 rate. Considering
the high rents prevailing in Nairobi the Committee thinks
that the house allowance should be fixed at £40. Even
at this rate it is often difficult to obtain a house which
can be occupied by a married couple, and it must be
assumed that some of the clerks will marry.

The salaries given in the preceding section being
fixed for the majority of the European clerks, the Committee
is of opinion that a higher rate must be allowed for
the Heads or Superintendents of those offices which contain

many/

many clerks. For such post it is proposed that the salary be fixed at £300 rising by annual increments of £20 to £300, with free quarters or £40 house allowance.

The prospects thus open to an European on entering the Clerical Service will be a salary commencing at £130 a year plus free quarters or a house allowance, with an annual increase to £200; with the chance, if he does especially well, of obtaining one of the posts of office Superintendent on a higher scale of salary.

5. A further inducement will be the prospect of a pension. In this connection the Committee has tabulated the number of posts in each office which require to be held by European clerks, and has recommended that a certain number of these should be treated as permanent: the occupants of which latter would then be eligible for a pension under paragraph 14 of the regulations of January 1st 1906.

6. The following statement exhibits the appointments in which the Committee considers should be held by Europeans, marking those which should be classed as permanent.

4.

Department	Post	Rate of Salary recommended	Remarks
Secretariat	1 Office Superintendent	£800 to £900	Permanent.
Agricultural	1 Office Superintendent	- " -	- " -
	2 Clerks	£150 to £200	- " -
	1 " Vet. Div.	- " -	- " -
Forest	1 Accountant and Seedmen	£150 to £200	- " -
	1 Stenographer and Typist	- " -	- " -
Public Works	1 Office Superintendent	£200 to £300	- " -
	1 Clerk to Ex. Engineer Mbu.	£150 to £200	Temporary
	1 Clerk to Ex. Engineer Ken.	£150 to £200	- " -
Offices under Provincial Commissioner, Ukaaba.	1 Clerk in D.O.'s Office, Nairobi	£150 to £200	Permanent
	1 Clerk in D.O.'s Office, Kymbu	- " -	- " -
	1 Head Clerk in Registration Office, Nairobi.	£200 to £300	- " -
Land	1 Office Superintendent	£300 to £500	- " -
	1 Rents Clerk	£150 to £200	- " -
	1 Deeds Clerk	- " -	- " -
	1 Records Clerk	- " -	- " -
	3 Clerks, general correspondence, including 1 Relief Clerk	- " -	- " -
	3 Clerks, general work.	- " -	Temporary.
Survey	1 Chief Clerk and Accountant	£150 to £200	Permanent
Cadastral branch	3 Clerks for general work in Nairobi	- " -	Temporary
	1 Clerk, Mombasa	- " -	- " -
Governor's Office	1 Clerk	£150 to £200	Permanent.

The above figures require explanatory remarks.

House allowances must be added in every case; they are not shown as all those named are entitled to a uniform rate of £40.

397

Secretariat & Agricultural. The posts entered are already held by Europeans.

Public Works Dept. The Commissioner of Public Works hesitates for the present to make all of the posts named permanent. An extra European clerk is recommended for Kisumu or Mombasa to act as relief clerk should the clerk in Nairobi fall ill or go on leave.

Provincial Commissioner's Office. The post of clerk in this office is held by a well qualified man. When he goes the post should be given to an European on the usual scale of £150 to £200.

As white residents are very numerous in Nairobi and around Kyambu at least one of the clerks in each of the District Commissioners' Offices should be an European.

The post of Registration Clerk, held by Mr. Pullithorpe, is graded with Office Superintendents.

It is doubtful if the appointment should be shown here, as Registration Clerks are under the Principal Registrar of Documents. (It has been included to emphasize the fact that the man holding the post should be an European, and well paid.)

Land Dept. The posts shown are all filled by Europeans and no change in this respect should be made. The work at the present time is very heavy. In the hope that it may decrease in course of time, it is proposed to make

only/

6.

only the first six permanent.

Survey Dept.: The Chief Clerk and Accountant in the Trigonometrical Branch requires special qualifications and receives \$250 per annum and a house. His appointment and that of his assistant in that branch (receiving \$80 a year) have been excluded at the present time from consideration.

The Director of Surveys considers that there will always have to be one Superintendent in the office. When Mr. Rehnke's successor would come under the usual scale for Superintendents.

Separate representations are being made by the Director of Surveys on behalf of the Chief Clerk and Accountant in the Cadastral Branch.

In making the above proposals the Committee has borne in mind the necessity of both efficiency and economy. The members trust that they will be approved by both His Excellency the Governor, and by the authorities at home.

Attached is a statement showing the expenses usually incurred in a month by one of the office superintendents, a married man without children. The items are by no means extravagant. This allowance draws only ca. 263 a month.

It will be seen that the statement does not include anything for clothing, boots, insurance, saving for wife's passage and incidental expenses; even without these expenses he is spending more than his present monthly income; and were it not that he has some small savings he could not

live/

7.

live without getting into debt.

J. Montgomery

Chairman.

23/2/10.

Statement showing cost of bare necessities consumed.

Rent.....	Rs. 60 00
Sanitary & Water rates.....	10 00
Govt' Wages (Cook & House, 123).....	25 00
Light (electric).....	5 00
Grocer.....	80 00
Butcher.....	20 00
Milk, Eggs & Butter.....	28 00
Wood.....	5 00
Fruit & Vegetables.....	8 00
Bread & Flour.....	10 00
Washing.....	10 00
Chemist.....	5 00

Rs. 268 00

for Eur
P. 7
C. 44

8 April 1900

Dear Sir
I have the honor
to ack. the receipt of

DRAFT.

Call no 186
John P. Finward

(857) 1929
your despatch no 100 of the
7th of Feb. forwarding a
copy of the report of a

MINUTE.

- Mr. Webb 5/4
- Mr. B. M. 6. f. - 3.
- Mr. Fiddes.
- Mr. Just.
- Mr. Cox.
- Sir C. Lucas.
- Sir F. Hopwood.
- Col. Seely.
- Lord Crewe.

Committee appointed to consider
the trading & engagements
of the European Clerical

Staff of the Post. I have
also received your despatch no

(974) 122 of the 7th of March,
forwarding a list of the

European clerks at present
employed in the Post. With the

Copy to Sir 18/July 1929
Extract copy (age 306) 26 Aug. 25 384
9910

Cost under the Clee's
Scheme. I shall also be

glad to receive info. as
to the measure in the

Peaceable Establishment,

which ~~will~~ be worked

in the adoption of the

Scheme

A

~~I~~ I have to refer to

para 3 of my despatch no 168

of the 28th of Dec last to the

effect that I have received

you have not yet informed

me as to the ground of

the measure of No. 1, which

you proposed in your despatch

no 619A of the 1st of Nov

(39382/109)

(39382/109)