

EAST AFR. PROT
10030H

C.O.B. Conf
Booring 115

1917
6 July

Last previous Paper.

CIVIL SERVICE
CONDITIONS OF EMPLOYMENT

States MR P. H. Clarke desires resolution apptg Commission of Enquiry to be placed on agenda of next session of League Council. Believes there are justification for dissatisfaction existing and recom- apt of a Commission. Requests telegraphic reply.

212
12/2
at

W. Butler, Secy Sir A. Steel - Baillan

I do not think we can find any
obstacle in the way of a proposal of this
kind.

As regards Europeans, the question of
adequate remuneration for the
subordinates is of vital importance
in a country in which the cost of living
continually tends to increase. The
senior men may be able to contract
their expenditures to a certain extent,
but those who have saved in the
past can save less in the future. Hence
their anxiety for their dependents, and

Amas. Vol. 18 Aug 7
Further Conf 23 Aug 17

Next subsequent Paper.

29554

Belmont.

Proposed changes have been discussed
movement when finances permit.

40/28579/3

I read on with this ^B 36497, in which
Sir H. Bellfield has made informal
proposals for improving the position
of heads of depts. His details are
open to a good deal of criticism, but
they need not be considered now: they
only touch the fringe of the general
question and they may require
adjustment in the light of any
re-arrangement of scales of salary
which may be adopted for the more
junior ranks.

In many cases the recommendations
of the Commission, when made, will
probably be of less importance than
the question what we shall have
to pay after the war to get men. In
particular, I take it that medical,
and marine, and probably
engineering, officers will be able
for many years to dictate terms.

Telegraph approving of the
Spt. of the Commission, but saying
that it will be desirable to follow

attending to the discussion, we have
also taken up the question of the
statistics which have been collected
will be examined at the end of the
year in order to decide whether they
are sufficient as the basis for a
sound scheme, but add that, the
investigation, & the subsequent
establishment of a scheme, will
take some time to complete?

6 Oct. 16. 8. 17.

Wals

16. 8. 17.

18/8/17

As proposed

The data has been very in comparison with
the other countries, and the most with other
countries.

Wals

As proposed

copy dated 16
Oct 1917
should be sent
to go into
the question
of the statistics
which would
be available
as a scheme
of the

AFRICA PROTECTORATE.

GOVERNMENT HOUSE,
- NAIROBI.

MEMORANDUM No. 119.

BRITISH EAST AFRICA.

6th July 1917.

Sir,

I have the honour to inform you that Mr. P. H. Clarke, Member Legislative Council, has asked that the following resolution may be placed on the agenda of the next Session of the Legislative Council:-

"That in view of the importance of maintaining and advancing the progress and resources of the East Africa Protectorate, recognising how essential a competent and efficient Civil Service is to meet and assist towards such an end, and recognising how necessary it is that Civil Servants should receive such remuneration as the nature of their services and the requirements of the country demand, also with the object of ascertaining what grounds exist for the unrest and feeling of dissatisfaction, and the terms and conditions of their employment, that I understand is prevalent at the present time amongst all branches of the Civil Service of this Protectorate, I beg to move

"That a Commission be appointed under the Commission of Inquiry Ordinance 1912 to inquire into the general conditions of the Civil Service and the adequacy or otherwise of the remuneration attached thereto, also to ascertain the reason of any feeling of dissatisfaction that exists at the present time and to report as to the necessity of otherwise of improving the conditions and remuneration attached to the Service and to make any recommendations that may be necessary for the immediate treatment of any such matter of public concern."

Right Honourable,

11, Abchurch Lane,
London, E.C. 4.

This resolution is, of course, improperly worded, and I will arrange for it to be altered so as to make it clear that it is not the Legislative Council, but the Governor, who is authorised to appoint Commissions under the Ordinance quoted.

During the recent Session of the Council Mr Clarke on two separate occasions referred to the question of the inadequacy of the remuneration of the Protectorate Staff, first in connection with the Appropriation Ordinance and later on the motion for adjournment.

2. There is, I am afraid, a considerable amount of truth in the statement that a feeling of dissatisfaction with the terms and conditions of service exists at the present time. This feeling has, of course, been aggravated by the inflation of prices as a result of the war, but I am convinced that, quite apart from this, a considerable number of civil servants are not satisfied with their rates of pay and other service conditions. I believe that, if it had not been for the war, the question of the emoluments of the Civil Service would have been raised before, and during the past few months several cases have come to my notice where undoubted hardship exists. At the present time a number of civil servants, representing most of the Departments, have formed themselves into a Committee to obtain facts and figures for submission to Government.

3. Petitions were recently submitted through the General Manager of the Uganda Railway both by the European and Asiatic members of his staff. I replied to the effect that I understood that the Protectorate staff generally was organising a petition, and that that of the railway staff would be dealt with at the same time.

I drew attention, however, to the fact that, so far as war prices were concerned, civil servants could not expect to receive increased emoluments in order to enable them to maintain the same scale of living as in normal times, and that the first essential was for them to economise by simplifying their standard of living and reducing their purchases.

4. The Conservator of Forests has recently drawn attention to the rates of pay provided for European foresters, and asserts that it is impossible for any European to live on the minimum of the present scale, namely, £120 per annum. Individual petitions have also been received from junior officers of other departments.

5. I am of opinion that it will be necessary to go into the question at a very early date, and although I am naturally very reluctant to recommend that matters such as this be taken up at the present time, I nevertheless feel that, quite apart from the effects of the war, justification exists for the contention that certain members of the Staff are inadequately remunerated, and that the conditions of service generally will have to be improved if a high standard of efficiency is to be maintained and a contented staff secured. I believe one of the greatest grievances to be that there is no provision for pension for the widows and orphans of civil servants who may die during their service or after their retirement. The number of married officers in all departments is very large, and is increasing, and the mental worry caused to those who are not so fortunate as to possess

any private means undoubtedly detracts from the value of their services.

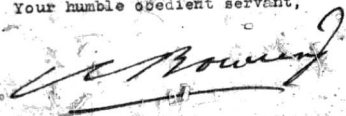
6. I feel therefore that it is my duty to recommend that the request contained in Mr Clarke's resolution be acceded to, and that a special Commission with non-official representation be appointed to go into the whole matter. I believe that Sir Henry Balfour is aware of the discontent which exists in certain quarters, and that it was only the existence of a state of war which prevented him from taking up the question two years ago.

7. I should be grateful if you would inform me by telegram whether you approve of a Commission being appointed, as indicated above, in order that I may be in a position to deal with Mr Clarke's resolution at the forthcoming session of the Legislative Council, which will probably be held early in September.

I have the honour to be,

Sir,

Your humble obedient servant,


ACTING GOVERNOR.

61
Sent 12/10/1917

Agenda
18 August
You advised of 6 July

DRAFT Tell

Confidential 75 Communist

Governor
Nairobi

on and salaries

MINUTE.

proposed afforded but

Mr. Poston

in discussion in Legislation

Mr. Butler at once

Council attention should

Mr. Grindle

to draw to the conclusion

Mr. Lambert

of future financial

Mr. Reid

position of Protectorate

Sir G. Fiddes

and burden of retardation

Mr. Steel-Maitland

in respect of war

Mr. Long

development

24/15

Copy

and the fact should
not be lost sight of in the
in the deliberations of the
Commissioners.

3. I have 5 of your
debated you refer to
the desirability of making
provision for the interests
and expenses of deceased
officers. This question was
considered by the (now
discontinued) Commission in 1913,
and it was decided that
the statute, now in force,
was insufficient for the
purpose as a basis for the
estimated expenditures
which would be required
under the present law.

[The debated on
30387 1/3
by name]

63
directed that the
statute, which have
been collected should be
examined at the end of
this year. It should
however be understood
that even if the
statute are found to
afford a sufficient basis for a
sound scheme, the
investigation and the
subsequent establishment
of a scheme must necessarily
take some time to complete.

WALTER H. TAYLOR