



grant in aid. That is, provided  
that an officer has received a certificate  
in receipt of war bonus - i.e.  
since 31.12.16. (A preliminary  
list, I think, complete list of  
those concerned wh. Mr Russell  
has sent me is attached)

Perhaps we should discuss  
when you have been able to look through the  
pages. A.C. 20

Yours faithfully

W. H. D. [unclear]

W. H. D. [unclear]

(10/11/20)

The advantage of this latter  
arrangement is not mentioned in the  
draft - the simplicity of judgment  
than the demand for uniformity become  
more - the - [unclear]

W. H. D. 3. 1. 20

at once

A. J. P.

3/1/20

Mr. [unclear]

1) Reply from Mr. Micklejohn to Sir H. Read dated 20 Jan. is attached.

It is as unsatisfactory as it could be + illustrates the Secretary at their worst.

235

2) It is clear from a telephone conversation wh. you had with Mr. Micklejohn that official correspondence will have no effect. The Secretary officials take the view that retired officials or those about to retire from Exchequer-aided Post<sup>s</sup>, which in receipt of war bonuses [we limited the proposed increase of pension for officials from three Post<sup>s</sup> to those in receipt of war bonuses, as that is the Secretary principle at home - but for all other Post<sup>s</sup> we proposed to make the increase general as in to Africa] must be dealt with like officials of the Civil Service at home.

3) This is an intolerable position as well as a foolish one to take up for the following reasons -

(1) Ex. dependants' officials are pensioned under exactly the same rules wh. are based on the Departmental [unclear]

convenient  
of this  
founded  
interest  
of some  
Post-pension  
and that  
my  
door:

falls the  
Division  
branches of  
of and  
under  
Secretary (for  
the) respectively

For Govt. we propose a simple and  
not workable measure of relief  
in lines already approved by the  
Govt. for W. Africa: for Uganda =  
retired officials, Treasury desire  
to adopt a complicated and  
quite inadequate measure of relief  
based on Home Service arrangements.  
The outcry from Uganda retired  
officials will be great - & what  
is more, entirely reasonable. Our  
only reply will be that the  
Treasury are to blame. Departmentally  
this means as: but it surely  
results in justice. "Punch" is,  
presumably, one Govt. - so  
far as the House of Commons & the  
Warreny Post are concerned, our  
only possible reply to those who  
make complaint will be as reply  
at all - "a discreditably sabotage"  
is the sort of description that  
will be given to it.

(ii) It is useless for the Treasury to  
maintain that "T.G. have no legal  
power" - It is their usual  
excuse for a pension matter.  
They can do exactly whatever they  
wish to do in regard to E. African

pensions being increased. The  
principles of the Supplementary  
acts come into the general framing  
of the Rules - that is all. It  
can give a reasonable increase to  
retired Govt. men, the Treasury  
can do no more for Uganda men.

233

(iii) The Treasury argument that  
if they allow ~~the~~ our proposals for  
Uganda, they will get into  
difficulties with the Home Service is  
silly. The fact that W. African retired  
officials are to receive a reasonable  
increase in their pensions may be  
used as it is, as an argument for  
getting a reasonable increase for  
Home Service men. But the  
Treasury will not be in any worse  
position because all the E. African  
get a reasonable increase also.  
The Home Service & Service in Exile  
aided Post in E. Africa are in a  
very dependent & vulnerable position &  
surely the Treasury fear that some  
retired Home Service men will say to  
them "You have agreed to all this for  
Uganda" is going right out into  
the marketplace to look for trouble

(1) This is what I think we must regard as a crucial case. \* we must win against the Treasury.

Can we have authority to take the following action in the Dept.:

- (1) arrange for increased pensions for Col. & Z'bar at once on the basis contemplated in the preceding minutes of this paper - satisfy all concerns.
  - (2) Adv. letter for Col. Army to send to the Chancellor of the Exchequer refusing to accept the Treasury reply - pointing out the objections to their view - & now, relying on the bill by Home, say that we must be permitted to treat all retired officials of the Exchequer - aided Protection the same as the others (i.e. not confine it to war bonus men: otherwise, we shall only have to engage in a further contest later on on behalf of the miserable men who retired before war bonus was introduced].
- All 25. 11. 20

Mr. H. J. Fisher 231

I have rather enjoyed the visit to the Ministry - in having found nothing coming to expectations or avoidance of it.

The real point of the visit was the Treasury department - and they are no Parliamentary authority for an all-round scheme of some serious business could be done now, if they had wanted, months ago & I should say, as they have remained with some reluctance with Parliament.

I proposed collecting as to what circumstances would be of a P.P. & answer.

27/1/20

H. J. F.

27/1/20

Col. Army

We have given you of your action as to what we contemplate in the case of Col. & Z'bar. Is we may proceed as proposed?

It is for you to decide if you are in a position to write the Chancellor as Major Parkinson proposes or to insist on anything of the kind in the case of Belgium-aided protectionists. I don't think so.

4th 27. 1. 20

I can't insist, but I can persist in urging the point personally on the Govt. So let Major Parkinson draft a copy of his proposed letter for 27/1.

5th November, 1919.

Sir,

23

I am directed by Viscount Milner to request you to inform the Lords Commissioners of the Treasury that he has had under consideration the question of granting some increase to pensions payable by the Colonial Governments in Tropical Africa in view of the increased cost of living.

2. Lord Milner recently consulted the Governors of the Colonies and Protectorates in order to ascertain their views as to making some addition to pensions in the form of a war allowance and he is now beginning to receive replies which, so far, are unanimous that some addition should be made to Colonial pensions.

3. As regards pensions of officers who retire from the Home Civil Service, the Treasury decision published on the 7th of April last gives an increase of twenty five per cent to the pensions of officers whose salaries were less than £300 a year and twenty per cent when their salaries exceeded that figure provided that the officers were in receipt of war bonus, and this award does not, in consequence, affect pensions granted previously to the existence of any war bonus. The Governments of the West African Colonies and the East African Protectorates are, generally, in favour of similar rates of increase to pensions but propose to extend these grants to all pensions whether awarded after the institution of war bonuses or before it. Several other Colonial Governments take the same view and in one case the increase has already been given.

4. His Lordship has been obliged to consider together the cases of officers retiring from the services of West and East Africa, and he is strongly of opinion that the decision taken should apply equally to both. He

therefore

Therefore directs me to enquire what the attitude of the Lords Commissioners is towards proposals for an increase of <sup>services</sup> civil pensions in this country when such pensions were granted prior to the grant of war bonus to civil servants, and whether, assuming that their Lordships were unable to recommend any increase to such retired civil servants of the United Kingdom, they would, nevertheless see any objection to increasing the pensions of officers who had retired from unhealthy climates such as those of East and West Africa, and, in particular, the pensions of officers formerly in the service of those Protectorates in East Africa the finances of which are under their Lordships' control.

I have etc.,

(Sd) H. J. READ.

SECRETARY,

TREASURY.

COPY.

3321/1919.

TREASURY CHAMBERS,

13th November, 1919.

Sir,

I have laid before the Lords Commissioners of His Majesty's Treasury Sir J. Read's letter of the 5th instant (39957/19) relative to the question of increasing pensions payable by the Colonial Governments in Tropical Africa on account of the increased cost of living.

In reply I am to request you to inform the Secretary of State that Their Lordships have no legal power at present to increase the pensions of officers who retired from the Home Civil Service and who were not in receipt of War Bonns at the time of their retirement and after full consideration they have decided that they would not be justified in seeking legislative authority to do so.

As the grant of more favourable treatment to Colonial Officers would clearly be used as an argument in favour of extending such treatment to Home Civil Servants, they regret that they would not be able to agree to an increase in the pensions of officers formerly in the service of those Protectorates under their financial control except in case where such officers were in receipt of War Bonns on retirement.

I am, etc.,

(Sd) G. Ramsay.

Under Secretary of State,  
Colonial Office.

Sir H. Read. 21/XI.

Sir C. Fiddes.

Mr. Grindle.

I think a general decision is needed, in view of West Africa 66169 Nigeria, in which the Treasury bang, bar and bolt the door General against any increase of pensions to Colonial or other officers, as far as they can. I don't want to be accused of mud-slinging or to say things about the Treasury which might cause them offence or pain; but it seems to me that it is extremely difficult to sympathise with their attitude in this matter, and I don't personally care twopence whether the grant of more favourable treatment to Colonial Officers will be used as an argument in favour of extending such treatment to Home Civil Servants or not; or perhaps that is not quite accurate, as I rather hope that it will. I see no reason in the nature of things why our conception of what is just and fair in this matter should be mitigated because the Treasury are what they always have been, and I should allow each Department to take such action as it pleases. I am sorry for the grant-in-aid Colonies, fortunately there are very few of them, and it is better to be unkind to a few people than to a good many.

A. F.

17/11/19.

I understood that the policy at the time the circular was sent was to leave the Colonies free to give these increased grants if they wanted to. They mostly do want. In one case the increase has been sanctioned and is in force. It seems to me that, having invited Colonial Governments to take up the question we cannot now veto the increase of pensions. If in reply to a demand from an independent legislature pensions

were

were increased, we could not refuse sanction- the position is very much the same if the legislature has been sounded and has agreed.

It is awkward, but the only possible course seems to be to leave this matter to the discretion of individual Colonies, give the Secretary of State's sanction when the Colonial Government proposes an increase, and explain to the Treasury that in view of the hopes which have been raised we have felt obliged to take this course.

G.G.

18.11.19.

I agree - but we ought to secure uniformity, as far as possible, between the West African Colonies. In the case of the East African Protectorates, Zanzibar and (I suppose) East Africa Protectorate are free from Treasury control and can, therefore, grant increased pensions. When they have done this, we shall no doubt receive protests from the pensioners of Uganda, Nyasaland and Somaliland and we may then have to go back to the Treasury and try to get increases sanctioned in these cases also.

H.J.R.

21/XI/19.

I see nothing else for it - as Mr. Grindle proposes.

At once.

G.V.F.27.11.

7 January, 1920.

Sir,

I have the honour to refer to Mr. Boyle's despatch No. 580 of the 19th of June in which you put forward your views as to proposals for granting some financial relief to pensioners in consequence of the increased cost of living.

2. I have now received replies from all the West African Colonies, and while the proposals put forward for my consideration exhibit some differences in the different colonies, there is a general agreement that some measure of relief ought to be given. I have decided to consider the four West African Colonies together and I approve the addition to pensions of a special war bonus granted on the principles set out in the following paragraphs.

3. For European pensioners:-

(a) Where the pension drawn by an officer from all sources does not exceed £200 a year, I approve an addition of twenty-five per cent of such pension as a special bonus. If the total pension exceeds £200 but does not exceed £600, I approve an increase of twenty per cent, and if it exceeds £600, fifteen per cent. Adjustment should be made

at

HUGH CLIFFORD, K. C. M. G.,

Ac. Ac.

at the two limits of £200 and £600 so as to provide that a pensioner in receipt of pension just over the limit does not receive a less total amount than a pensioner whose pension is £200 or £600.

(b) This addition is to be made to all ordinary civil pensions of officers whether granted prior to the introduction of a war bonus or subsequently.

(c) The addition is to be based on the total amount of the pensions drawn by the officer from all sources, and is to be payable from the funds of the Colonies in the same proportions as the pension is paid. If a pension is made up partly from West Africa and partly from Colonies not in West Africa then, although the total pension is to be considered in calculating the percentage to be added, the West African Colonies will only pay this percentage on the West African share of the pension. Thus if an officer receives a total pension of £300 a year, of which £200 is paid by West African Colonies and the remainder by Colonies outside West Africa he will be eligible for a West African bonus of twenty per cent on £200, which will be paid by the West African Colonies in the same proportions as the pension and without regard to whether he does or does not receive a bonus on the non-West African pension.

(d) The bonus is to be granted as from the 1st of January 1919.

4. This bonus is granted on account of the increased cost of living in recent years and will therefore be liable to reconsideration at the end of three years from the 1st of January 1919 when it may be continued, varied or withdrawn as circumstances may require.

5. When an officer has retired and received a gratuity because his service was not long enough to qualify him for pension his gratuity may be increased by twenty five per cent. This should not apply to gratuities awarded before the 1st of January 1919 nor to the special gratuities of £1000 and £1350 paid to West African Medical Staff officers after nine and twelve years service respectively.

6. At present, as you are aware, salaries in West Africa are in process of revision. When the revision is complete and effect given to it, pensions will in most cases be increased as a result of the higher salaries on which officers will retire and I think that the special bonus should not apply to pensions awarded on the new scales of salary.

7. With regard to the native staff, the suggestions made to me varied widely. After due consideration, and bearing in mind the fact that European pensioners usually live in England, and are subject to Imperial taxation, while native pensioners reside in their

own country and are much less ~~fairly~~ <sup>heavily</sup> taxed I approve an addition of twenty per cent to the pensions of the native staff if such pensions are not over £200 a year and of fifteen per cent to pensions over £200 a year.

8. The bonus is not to apply to the special pensions awarded to the dependents of officers who lost their lives by enemy action nor to any special pensions which are not awarded under the law, nor to pensions under the Widows' and Orphans' Pension Scheme. I may have to address you further as to granting some increase to the latter which of course stand in quite a different category from officers' pensions.

I have the honour to be,

Sir,

Your most obedient

able servant,

(for the Secretary of State)

African Officials, who have been released on furlough with retaining gratuity) subsequent to Dec 31st 1916.

Name	Date of Retirement	Last Appointment
James B. L.	9th July '19	District Local Supt. Railway
Richard A.	13th Oct '17	First Division Judge.
Wood B., C.M.G.	27th Oct '18	General Manager, Uganda Ry.
W. J. B.	28th Dec '19	Quartermaster, Police
W. R. M.	2nd Nov '19	Supt of Police
W. M. H.	15th Feb '18	Supervisor of Local Postal Bkts. & Telegraphs
Capt. H. G. G.	20th Jan '19	Asst. Director of Transport
W. G. N.	19th Feb '17	District Commissioner
W. L.	1st Aug '19	District Surgeon, Uganda Ry.
W. R. N. P.	12th Oct '19	Supt of the Bureau Ry, Uvira
W. G. D.	1st July '19	Supt. of Police.
W. L. Col. W.	12th Dec '18	Medical Officer, Uvira
W. D. R.	27th Feb '18	Chief Accountant, Postal Dept.
W. J.	7th Oct '18	

The following are also in receipt of Pensions from the funds of other Colonies:

W. J. G.	11th Nov '17	Local Governor (Uvira Uganda)
W. J.	14th Oct '18	1st Class Postmaster (Uvira Uganda)
Dr. W. M.	11th Nov '18	Medical Officer (Uvira Uganda)
W. K. D.	11th Feb '18	Post. Uvira Service (Uvira Zanzibar)
W. J. H.	2nd Aug '17	District Comdr. (Uvira Uganda)

W. J. G.

W. J. H.



arranged increased pensions for officials  
retiring while in receipt of war bonus; and  
I just want to make sure that the Treas. will  
not object to the ~~same~~ <sup>W. African</sup> arrangement being applied  
to Uganda and the <sup>other</sup> Prote. with the finances of  
which they are concerned. It would obviously  
be most inconvenient, in the case of men with  
divided services, to require an increase in one way  
in respect of F. V. O. service and in a different  
way in respect of Uganda service.

I do not think it would be workable. The  
alternative of increasing all E.A. pensions on the  
same basis would be quite unsatisfactory, as  
war bonus in E. A. is smaller than at home, and the  
benefit would be illusory. There are cases in  
which the extra pension would work out at something  
like £15 to £20 a year; and we should simply be  
asked for offering such a sum!

I understand that your official letter only  
refers to increase pensions of officials  
retiring from grant-in-aid Prote. if in  
receipt of war bonus at the time of retirement.  
I should be much obliged if you could let me  
have an official reply to this letter, as the F. V. O.  
Dept. must get out the necessary instructions  
early.

Yours sincerely,

(Signed) H. J. AD

*(the only offer  
the Government  
can make)*

*(e.g. an unwar  
official with  
salary draw  
£40 bonus)*

Copy 125 <sup>15</sup>/<sub>25</sub> / Sa. 243

AFT.

Dr Grants for his & head's  
registration

Real Estate Agency UCB  
Trustee Chairman

22 Jan 1920

MINUTE.

Recd 21.1.20  
to Monday 22.1.20 p

Dear Harman,

I wrote to you on  
the 7<sup>th</sup> of January about  
the names of persons  
in Lapita.

The matter is  
really pressing. So  
could you let me  
have a reply

middle  
last part  
first  
middle  
top  
inner

over  
in it, attend,  
and recd

by Saturday or Monday  
is later.

Yours sincerely

HJR

TREASURY CHAMBERS,  
Whitehall, S.W.1.

26th January, 1920.

Dear Read,

Your letters of the 22nd and 27th instant to Ramsay. Ramsay is now away on sick leave but I saw him yesterday and he agreed that it was not practicable for the Treasury to acquiesce in your proposal that special additional pensions should be given to the officials of the Protectorates over which the Treasury has financial control <sup>on which</sup> ~~that~~ these pensions have been given to the Protectorates for which the Colonial Office alone is responsible. We quite realise that the differentiation in Protectorates will cause awkwardness for you, but we were not responsible for what you did on the basis of your Protectorates and we are convinced that to agree to your proposal would land us in far worse difficulties in dealing with Civil Servants and others in this country.

Yours sincerely,

*R. S. Meade*

-Read, K.C.M.G.

TREASURY CHAMBERS,

Whitehall, S.W.1.

26th January, 1900.

Dear Read,

Your letters of the 22nd and 27th instant to Ramsay. Ramsay is now away on sick leave but I saw him yesterday, and he agreed that it was not practicable for the Treasury to agree to your proposal that special additional pensions should be given to the officials of the Protectorates over which the Treasury has financial control. <sup>on which</sup> ~~that~~ these pensions have been given to the Protectorates in which the Colonial Office alone is responsible. We quite realise that the differentiation in Protectorates will cause awkwardness for you, but we were not responsible for what you did in the case of your Protectorates, and we are convinced that to agree to your proposal would land us in far worse difficulties in connection with Civil Servants and others in this country.

Yours sincerely,

R. S. Miles

-Read, K.C.M.G.

this concession. I should add that this increase will not apply to the special gratuities of \$1,000 and \$1250 which certain medical officers may elect to take on retirement on or after the 1st of April 1919.

3. These arrangements are the same as those which have been approved for officials of the West African Colonies. But at present I have not obtained the concurrence of the C.A. as to similar treatment for officers (whether retired or retired with gratuity) from the King's-aided Protectorates in West Africa, West Borneo, Nyasaland, Somaliland and Tanganyika Territory. I am still in communication with C.A. on the subject, but I did not feel justified in suspending action on the subject in regard to the E. Africa and the Sudan.

4. There will be several cases, therefore, of a retired official who has served part of his time in the E.A. or Tanganyika Prot. and part of the King's-aided Prot. will receive the war bonus in respect of that portion of his pension paid from the funds of the E. Africa or Tanganyika Prot. and the war bonus in respect of the remainder of his pension. This position is obviously undesirable, but I hope that it will be remedied in due course.

A copy of a letter sent to the C.A. for the purpose of this subject is enclosed for your information. The C.A. will make back payments for the period from the 1st of January 1919 forthwith, and subsequent payments of the special bonus will be made as they fall due.

5. The arrangements set forth in the memo.

apply

I think it  
best to take each  
group separately.

A.C.C.P.

apply only to European officials; and I shall be glad to receive your recommendations as to war bonus pensions for non-European officials, both Asiatic and African. In this connection, I have to inform you that in the W. African Colonies, an addition of 30% to the pensions of the native staff, if such pensions are not over £200 p.a., and an addition of 15% if such pensions are over £200 p.a. has been sanctioned. In any event, it would seem reasonable to grant a smaller increase to retired non-European officials, seeing that European pensioners usually live in England and are subject to Imperial taxation.

7. At the same time I should be glad to learn whether you agree with me in thinking that European officials or others who retire while in receipt of the improved salaries which it is proposed to introduce this year, should not receive a special bonus on pension or gratuity, having regard to the increase in pension or gratuity which will result automatically from the increased salaries.

8. A despatch in similar terms is being sent to the A/H. Commr. for Zanzibar O.A.G. of the F.A.P.

but I have not yet addressed any  
communication

communication on this subject to the  
C.A.Cs of the Exchequer-aided Prots. in  
Eastern Africa.

I have etc.,

communication on this subject to the  
C.A.Cs of the Exchequer-aided Prots. in  
Eastern Africa.

I have etc.,

MEMORANDUM.

In accordance with the decision of the S. of S. for the Colonies, financial relief is to be granted to European officials of the East Africa Protectorate and the Zanzibar Protectorate, who are in receipt of pension from the funds of <sup>(these)</sup> ~~the~~ Protectorates, or who receive or have received a gratuity in lieu of pension on retirement, on the following conditions:-

(i) If the pension drawn from all sources does not exceed £200 p.a. a special bonus of 25% of such pension will be granted. If the pension drawn from all sources exceeds £200 p.a. but does not exceed £400 p.a., a special bonus of 30% of such pension. If the pension drawn from all sources exceeds £600 p.a. a special bonus of 45% of such pension: provided that where the pension is paid in part from funds other than those of the East Africa Protectorate and the Zanzibar Prot., the special bonus shall be paid for the present only in respect of those portions of pension paid from the funds of the E. Africa Protectorate and the Zanzibar Prot.

(ii) Adjustment will be made in respect of pensions which are just over

DRAFT.MINUTE.

Parkinson 2 2-20  
 Bottonley, 22-20 p

Grindle

H. Lambert

H. Road

G. Picken

Anwary.

H. Milner

£200 p.a. or £600 p.a., so as to provide that a pensioner in receipt of a pension just over £200 p.a. or £600 p.a. shall not receive with special bonus a less amount than a pensioner whose pension is £200 p.a. or £600 p.a.

(iii) The special bonus is payable as from the 1st of January 1919. The question of varying the amount of the bonus, or withdrawing it will be determined by the S. of S., as their honours may require: but in no event will the bonus be decreased or withdrawn for a period of three years from the 1st of January, 1919.

(iv) The special bonus is payable on all ~~fixed~~ pensions of officials retired from the service of the East Africa Prot. and the Zanzibar Prot. and awarded pension from the funds of those Prots. under the pension regulations in force in those Prots., whether the pension was granted prior to the introduction of a war bonus in those Prots. or subsequently. It is not payable on any military pensions.

(v) When an official of the E.A.P. or the Zanzibar Prot. has retired from the service with a gratuity in lieu of pension, a special bonus of 25% will be paid on the gratuity awarded in accordance with the Pension regulations of those Prots., provided that no bonus will be paid on any gratuity awarded before the 1st of January, 1919.

DRAFT

SECRET  
THE COLONIES.

MINUTE.

Watkinson, 2/2/20  
Bottomley, 2.2.20

- H. G. G. G.
- H. Lambert
- H. G. G.
- G. F. G.
- W. G. G.
- H. G. G.

A.P. & Zanzibar  
(herewith)

sent to me for  
the W. G. G.  
file. act

IMMEDIATE

Downing Street,  
3 February, 1920.

*Amend 3/6/1920*

*Copy 028 Uga 205. From 107. 5/6/19. Temp 7 266 com. 2. 1. 19. 20*

*Copy 028 Uga 205. From 107. 5/6/19. Temp 7 266 com. 2. 1. 19. 20*

1. As directed by the Secretary of State, the Department has been instructed to advise the S. of S. of the proposed amendments to the regulations for the award of special bonuses on pensions and gratuities to be granted to officials retired from the E.A.P. and Zanzibar Prots.
2. You are requested to take action at once, in accordance with the decisions communicated to these Prots.
3. In making these payments, it is suggested that you should send to the officials concerned a copy of the memo enclosed in the despatch, so that they will explain the position. The ~~memo~~ has been drafted in a form suitable for this purpose.
4. You are requested to send to this Department

Department a list of the payments which you have made, both in respect of war bonus on pensions and war bonus on gratuities, at the end of this month, and it is assumed that you will advise the Treasurer, Nairobi, and the Treasurer, Zanzibar similarly. In any case of doubt, you ~~will be able~~ <sup>should</sup> refer to this Department.

In future, when you are notified that a pension or gratuity is awarded, you will be immediately informed whether or not the special bonus is to be paid. This will serve to prevent possible confusion, more especially as it is probable that the special bonus will not be granted in respect of pensions or gratuities awarded to officials who retire while in receipt of the approved salaries, which it is hoped to introduce in the East African Prots. generally.

25/1

Downing Street,

February, 1930.

PRESSING

DRAFT.

Secretary to  
THE TREASURER

SIR,

MINUTE

Parkinson, 4/1/30

Burman - 1/2/30

Mr. G. G. G.

Mr. G. G. G.

Mr. G. G. G.

Mr. G. G. G.

Mr. G. G. G.

unpaid

(copy attached  
to the paper)

copy true per  
13/2/30

I am directed to request you to inform the Director of the Prots. what the position of existing temporary bonus in the pensions of officials retire from the East African Protectorates are under consideration.

A copy of the draft estimates for the year 1930-1931 has been prepared in the light of the above, and it is desired to adopt the same arrangements for the Exchequer-aided protectorates, namely Uganda, Nyasaland, Somaliland and the Tanganyika Territory.

A tentative provision is being made in the draft Estimates of the Uganda, Nyasaland and Somaliland Prots. for the sum required to pay the bonus during the next financial year. In no case is the sum large, and it ~~will be~~ <sup>is</sup> possible for the Prots. to meet the expenditure involved in back payments for the current financial year without difficulty.

The bonus approved for the E.A.

communication on this subject to the  
O.A.Ga of the Exchequer-aided Prots. in  
Eastern Africa.

I have etc.,

communication on this subject to the  
O.A.Ga of the Exchequer-aided Prots. in  
Eastern Africa.

I have etc.,

~~MEMORANDUM~~

In accordance with the decision of the S. of S. for the Colonies, financial relief is to be granted to European officials of the East Africa Protectorate and the Zanzibar Protectorate, who are in receipt of pension from the funds of <sup>(East)</sup> ~~the~~ Protectorates, or who receive or have received a gratuity in lieu of pension on retirement, on the following conditions:-

- (i) If the pension drawn from all sources does not exceed £200 p.a., a special bonus of 25% of such pension will be granted; if the pension drawn from all sources exceeds £200 p.a. but does not exceed £600 p.a., a special bonus of 20% of such pension; if the pension drawn from all sources exceeds £600 p.a. a special bonus of 15% of such pension: provided that where the pension is paid in part from funds other than those of the East Africa Prot. or the Zanzibar Prot., the special bonus shall be paid for the present only in respect of those portions of pension paid from the funds of the E. Africa Protectorate and the Zanzibar Prot.
- (ii) Adjustment will be made in respect of pensions which are just over

DRAFT.MINUTE.

Mr. Parkinson, 2.2.20

Mr. Bottomley, 22.10.19

Mr.

Mr. Grindle.

Mr. H. Lambert.

Mr. H. Read.

Mr. G. Fiddes.

Mr. Anery.

Lord Milner.

£200 p.a. or £600 p.a., so as to provide that a pensioner in receipt of a pension just over £200 p.a. or £600 p.a. shall not receive with special bonus a less amount than a pensioner whose pension is £200 p.a. or £600 p.a.

(111) The special bonus is payable as from the 1st of January 1919. The question of varying the amount of the bonus, or withdrawing it will be determined by the S. of S., as circumstances may require: but in no event will the bonus be decreased or withdrawn for a period of three years from the 1st of January, 1919.

(iv) The special bonus is payable on all civil pensions of officials retired from the service of the East Africa Prot. and the Zanzibar Prot. and awarded pension from the funds of those Prots. under the Pension Regulations in force in those Prots., whether the pension was granted prior to the introduction of a war bonus in those Prots. or subsequently. It is not payable on any military pensions.

(v) When an official of the E.A.P. or the Zanzibar Prot. has retired from the service with a gratuity in lieu of pension, a special bonus of 25% will be paid on the gratuity awarded in accordance with the Pension Regulations of those Prots., provided that no bonus will be paid on any gratuity awarded before the 1st of January, 1919.

IMMEDIATE.

Dawning Street,  
February, 1920.

Amended 30/1/20

DRAFT

FROM THE  
THE GOVERNORS.

URGENT.

- Mr. Parkinson, 2/2/20
- Mr. Bottomley, 2.2.20
- Mr. Grindie.
- Mr. H. Lambert.
- Mr. H. Read.
- Mr. O. Fisher.
- Mr. Amery.
- Lord Milner.

Copy 10/1/20, 2/2/20, 3/3/20, 1/4/20, 1/5/20, 1/6/20, 1/7/20, 1/8/20, 1/9/20, 1/10/20, 1/11/20, 1/12/20, 1/1/21, 1/2/21, 1/3/21, 1/4/21, 1/5/21, 1/6/21, 1/7/21, 1/8/21, 1/9/21, 1/10/21, 1/11/21, 1/12/21, 1/1/22, 1/2/22, 1/3/22, 1/4/22, 1/5/22, 1/6/22, 1/7/22, 1/8/22, 1/9/22, 1/10/22, 1/11/22, 1/12/22, 1/1/23, 1/2/23, 1/3/23, 1/4/23, 1/5/23, 1/6/23, 1/7/23, 1/8/23, 1/9/23, 1/10/23, 1/11/23, 1/12/23, 1/1/24, 1/2/24, 1/3/24, 1/4/24, 1/5/24, 1/6/24, 1/7/24, 1/8/24, 1/9/24, 1/10/24, 1/11/24, 1/12/24, 1/1/25, 1/2/25, 1/3/25, 1/4/25, 1/5/25, 1/6/25, 1/7/25, 1/8/25, 1/9/25, 1/10/25, 1/11/25, 1/12/25, 1/1/26, 1/2/26, 1/3/26, 1/4/26, 1/5/26, 1/6/26, 1/7/26, 1/8/26, 1/9/26, 1/10/26, 1/11/26, 1/12/26, 1/1/27, 1/2/27, 1/3/27, 1/4/27, 1/5/27, 1/6/27, 1/7/27, 1/8/27, 1/9/27, 1/10/27, 1/11/27, 1/12/27, 1/1/28, 1/2/28, 1/3/28, 1/4/28, 1/5/28, 1/6/28, 1/7/28, 1/8/28, 1/9/28, 1/10/28, 1/11/28, 1/12/28, 1/1/29, 1/2/29, 1/3/29, 1/4/29, 1/5/29, 1/6/29, 1/7/29, 1/8/29, 1/9/29, 1/10/29, 1/11/29, 1/12/29, 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Department, a list of the payments which you have made, both in respect of war bonus on pensions and war bonus on gratuities, at the end of this month; and it is assumed that you will advise the Treasurer, Nairobi, and the Treasurer, Zanzibar similarly. In any case of doubt, you <sup>should</sup> refer to this Department.

5. In future, when you are notified that a pension or gratuity is awarded, you will be definitely informed whether or not the special bonus is to be paid. This will serve to prevent possible confusion, more especially as it is probable that the special bonus will not be granted in respect of pensions or gratuities awarded to officials who retire while in receipt of the improved salaries, which it is hoped to introduce in the East African Prots. generally this year.

I am, etc.,

*Edo  
to  
Lulu*

254

Downing Street,  
February, 1920.

*PROSSING*

DRAFT

Secretary to  
THE TREASURER

Sir,

I am directed to request you to inform the L.C. of the Treas. that the provision of adding a temporary bonus to the pensions of officials retired from the East African Protectorates has been under consideration.

2. A copy of a memorandum is enclosed which shows the arrangements approved for the E.A. and Zanzibar Prots, and it is desired to adopt the same arrangements for the Exchequer-aided Protectorates, namely Uganda, Nyasaland, Somaliland and the Tanganyika Territory.

3. A tentative provision is being made in the draft Estimates of the Uganda, Nyasaland and Somaliland Prots. for the sum required to pay the bonus during the next financial year. In no case is the sum large, and it ~~will~~ <sup>is</sup> be possible for the Prots. to meet the expenditure involved in back payments for the current financial year without difficulty.

The bonus approved for the

*MINUTE*  
*Markinson, 4/1/20*  
*Pratt*

- Mr. Gossett.*
- Mr. B. Roberts.*
- Mr. E. B. ...*
- Mr. ...*
- Mr. ...*
- Mr. ...*

*unmarked*  
*(copy attached to this paper)*  
*13/2/20*

approved for the F.A. Colonies; and it is  
hoped that T.C. will raise no objection  
to a similar concession being granted to the  
Prot. which come under their financial  
control.

I am, etc.,

(Signed) H. J. READ.

*Colonel, Henry's signature.*

Downing Street,  
February, 1920.

DRAFT.

*Mr. Chamberlain  
The Secretary*

*(Keep working of my own  
MINUTE.*

Mr. Parkinson, 4/2/20

Mr. *Bullock* 4.2.20

Mr.

*Mr. Chamberlain*

*Mr. Chamberlain*

Sir H. Read 5/11/20

Sir G. Fisher

Col. Amery *Amery*

Lord Milner

reads. (herewith)

rafts.

I am sorry to trouble you with a  
~~what is for you a small matter, but which is~~  
of great importance from my point  
of view, ~~that is to say, a bonus on pensions~~  
for officials ~~retired from~~ the East African  
Protectorates.

There has already been ~~some~~ *some* semi-  
official corres. between Sir Herbert Read  
and Sir Malcolm Ramsay on this subject; but  
I am afraid that the view taken by the  
Treas. is such that official correspondence  
will be useless *by itself.*

To put the thing on a regular  
basis, I have had a short official letter  
sent to the Treas., explaining the position  
and asking for approval of the same  
concession to be granted for the Exchequer-  
aided Prots. in East Africa, as I have  
approved for the other East African Prots.  
I enclose a copy of this letter for you to  
see.

When Sir Herbert Read wrote to  
Sir Malcolm Ramsay the proposals for Uganda  
and the other Exchequer-aided Prots. were

limited to granting the concession to officials who had retired while in receipt of a war bonus. This was suggested ~~by the East African Dept.~~, as ~~they thought~~ that it would fit in better with the Treas. principle <sup>(M.A.S.)</sup> in this country. But on going into the papers myself, I feel that I am bound to go further, and ask that the concession granted in the case of the E.A. and Zanzibar Prots. shall be extended to the other Prots. without any such limitation.

You will readily understand the difficulty in which I shall be placed, if the Treas. will not agree. The officials in all the E.African Prots. serve under precisely the same pension regulations; and if an official, say from the E.A.P., is given the bonus which is being approved, and an official from, say, Uganda, is refused a similar concession, the position will be really untenable. It is bound to be raised, I think, in the House of Commons, to say nothing of the "Morning Post"; and my only possible answer will be that the Treas. refuse. Departmentally, I suppose this clears me; but it is really no answer so far as the Govt. is concerned, and will only irritate the unfortunate people who do not get the bonus approved for men who serve under exactly the same conditions in a neighbouring Prot. ~~We shall not be able to do this~~ ~~and there is really no decent answer~~ ~~which I shall be able to make.~~

The Treas. alternative, if adopted, would not only fail to meet my main point that all these E. African Prots. must be treated alike, but it would lead to practical difficulties. In a number of instances men have served in more than one Prot., and so draw pension from more than one source. Take the case of a man whose service was divided between Uganda and Zanzibar. Assuming that he fulfilled the Treas. qualification of having been in receipt of war bonus when pensioned, he would get the bonus which I have approved on his Zanzibar share of pension, then an entirely separate calculation would have to be made in respect of bonus on the Uganda share, and I suppose the combined bonuses would have to be subject to the various provisos in the Treas. Home Service circular. So far as I can see if it could be made to work at all, it would be very complicated; it would certainly not give satisfaction; and probably in the end the whole thing would have to be revised on the lines on which I want to work from the start.

<sup>There will be no</sup>  
 There is no question of legal power to grant the bonus. ~~It is true~~  
 that The principles of the Imperial Superannuation Acts are followed in the framing of the E. African Pensions Regns., but there is nothing to prevent the Treas. legally from agreeing to a temporary



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temporary



Upper

Area

Altitude

Access [if any significant area]

RAFT.

253

Crossed out text

MINUTE

1st of 1970  
1st of 1972

Year minute P7 Misc. 930/30 B  
of 6.2.20

(1) The list should give the names & the ~~annual rate~~ annual rate of pension on which the bonus is calculated, not annual rate of

bonus added to pension. When pension is paid for more than one month in total or 2 for pension (not bonus) which is shown separately

(2) The proposed amendment paragraph to the minutes should be as follows

It is not unlikely that there will be many such cases. Interest on the

pension is generally paid

Widow  
Lambton  
Road  
Fidda  
Moor  
M. Bier

provision  
simplified form  
of handling  
can be used



if there is any pension paid from Imperial funds.

(iii) There is no limit to the amount of pension from all sources, in respect of which the bonus is to be paid.

(iv) ~~The phrase~~ "The phrase" pension from all sources means pension exclusive of any temporary increase or bonus.

(v) An example may be useful: -  
Take the case of Mr Frederick Jackson who receives a pension of £1218.6.8, of which £932.14.3 is paid by Uganda & £285.12.5 by S.A.P. O to pension his Uganda ~~share~~ pension. He goes on without change, but he is due a bonus on the S.A.P. pension ~~share~~ from 1.1.19 <sup>awards</sup> calculated at the rate laid down for bonuses on pensions exceeding £600.

WCCP

2/2/20

(S.A.P. acc)

If there is any pension paid from Imperial funds.

(iii) There is no limit to the amount of pension from all sources, in respect of which the bonus is to be paid.

(iv) ~~The phrase~~ "pension from all sources" means pension exclusive of any temporary increase or bonus.

(v) <sup>An example may be useful -</sup>  
~~bonus~~ Take the case of Mr Frederick Jallson who receives a pension of £1218.6.8, of which £932.14.3 is paid by Ufanda & £286.12.5 by S.A.P. O. To present his Ufanda ~~share~~ pension goes on without change, but he is due a bonus on the S.A.P. pension ~~share~~ from 1.1.19 <sup>onwards</sup> calculated at the rate laid down for bonus on pensions exceeding £600.

WCCP

1/1/20

(Last acc)

Mr. Parkinson.

253

Colonial Office.

With reference to C.O. letter 125/19/29 of 3rd. February 1929 and our telephone conversation yesterday regarding temporary increases in pensions paid from East Africa and Zanzibar funds, will you please let us know whether the list of payments required by you will be sufficiently detailed if we give you the names of the pensioners, and the annual rate of the increase payable?

We have no reliable information as to pensions paid from funds other than those of Crown Colonies and Protectorates and cannot therefore be sure what is the total pension from all sources. We propose to add a paragraph to the circular which we shall send out with the arrears due, saying that any pensioner in receipt of pension not paid by us, which would bring his pension over the £200 per annum or £600 per annum should notify us so that any necessary adjustment may be made. Do you agree that in the circumstances this will be an efficient safeguard against overpayment?

Are we correct in assuming that there is no intention of imposing a limit of £1000 per annum total pension from all sources exclusive of increase, beyond which no increase should be granted. Is this limit has been imposed in the case of other colonies granting temporary increases on pensions?

In the memorandum enclosed with the Colonial Office letter we presume that the expression "pension from all sources" means pension plus temporary increase in cases in which a pensioner is having pension from more than one Colony or Protectorate, and has already received an increase on one of his pensions? The multiplicity of pension increase schemes promises to make things rather complicated as the increase granted by one Colony may react on the increase previously granted by another Colony, and reduce the latter by bringing the total pension from all sources over the limits?

Pay Department,

Crown Agents.

MEMORANDUM.

In accordance with the decision of the Secretary of State for the Colonies, financial relief is to be granted to European officials of the East Africa Protectorate and the Zanzibar Protectorate, who are in receipt of pension from the funds of those Protectorates, or who receive or have received a gratuity in lieu of pension on retirement, on the following conditions:-

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(1) If the pension drawn from all sources does not exceed £200 per annum, a special bonus of 25% of such pension will be granted; if the pension drawn from all sources exceeds £200 per annum but does not exceed £600 per annum, a special bonus of 10% of such pension; if the pension drawn from all sources exceeds £600 per annum a special bonus of 5% of such pension: provided that where the pension is paid in part from funds other than those of the East Africa Protectorate or the Zanzibar Protectorate, the special bonus shall be paid for the present only in respect of those portions of pension paid from the funds of the East Africa Protectorate and the Zanzibar Protectorate.

(ii) Adjustment will be made in respect of pensions which are just over £200 per annum or £600 per annum, so as to provide that a pensioner in receipt of a pension just over £200 per annum or £600 per annum shall not receive with special bonus a less amount than a pensioner whose pension is £200 per annum or £600 per annum.

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(i) If the pension drawn from all sources does not exceed £200 per annum, a special bonus of 25% of such pension will be granted; if the pension drawn from all sources does not exceed £300 per annum but does not exceed £600 per annum, a special bonus of 10% of such pension; if the pension drawn from all sources exceeds £600 per annum a special bonus of 5% of such pension: provided that where the pension is paid in part from funds other than those of the East Africa Protectorate or the Zanzibar Protectorate, the special bonus shall be paid for the present only in respect of those portions of pension paid from the funds of the East Africa Protectorate and the Zanzibar Protectorate.

(ii) Adjustment will be made in respect of pensions which are just over £200 per annum or £600 per annum, so as to provide that a pensioner in receipt of a pension just over £200 per annum or £600 per annum shall not receive with special bonus a less amount than a pensioner whose pension is £200 per annum or £600 per annum.

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261

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(ii) Adjustment will be made in respect of pensions which are just over £200 per annum or £600 per annum, so as to provide that a pensioner in receipt of a pension just over £200 per annum or £600 per annum shall not receive with special bonus a less amount than a pensioner whose pension is £200 per annum or £600 per annum.

(iii)

Downing Street,  
30 April 1920.

*for*

DRAFT.

Sir,

E.A.P. 591  
H.Gr. Zanzibar. 91

With reference to my despatch No. 146 of the 3rd of February, I have the honour to transmit to you, for your information, copy of a despatch addressed to the Officers Administering the Governments of the Uganda, Nyassaland and Somaliland Protectorates and the Tanganyika Territory on the subject of an addition to pensions and gratuities awarded to European Civilian officials, who have retired or retire while in receipt of war bonus.

I have, etc.

(Signed) MILNER

MINUTE.

*see 24 fs.*

- Grindle.
- H. Lambert.
- H. Road.
- G. Fiddes.
- Amery.
- Milner.

*copy*

for conson.

encs (first encl)  
ft herewith. (second encl)



in Uganda, will receive only an addition to the E.A.P. share of pension in respect of E.A.P. service if the transfer from Uganda took place before the 1st of January 1917; but if the transfer took place after the 1st of January 1917, he will receive also an addition to the Uganda share of pension in respect of Uganda service calculated in accordance with the Treasury award of 19th December 1919.

4. You will receive authority for the payment of the necessary addition to the pensions of such officials, and pending receipt of instructions, no action need be taken by you; but it is requested that when you make the payments authorised, you will inform the officials concerned that the temporary increase has been approved by the Secretary of State for the Colonies on the same lines as increases have been sanctioned by the Lords Commissioners of the Treasury for members of the Home Civil Service.

*I am, etc.*

(Signed) H. J. ...

*calculated in accordance with Col. O'Connell's letter of 31st Dec 1919*

*On the other hand the official who received from Nyamulani 1919 of all service in the 2nd bar, will be an addition to the Nyamulani pension calculated in accordance with the award of 19th Dec 1919 in any case addition to the (2nd bar) pension will be made as usual at the date of transfer to the Home Civil Service.*

19  
C.O. 125/20 E.Afr.

261

*End*

Downing Street,  
30. April 1920.

DRAFT.

- 1. Uganda No. 285
  - 2. Nyamulani No. 187
  - 3. Nyamulani No. 63
  - 4. Uganda Territory No. 265
- and 3902*

MINUTE.

Sir,

*With reference to my circular despatch of the 2nd of May 1919 and subsequent correspondence, I have the honour to inform you that I have approved the request of the Lords Commissioners of the Treasury for the payment of an addition to civil pensions of £100 per annum off the salary of the official concerned with the Home Civil Service from the date of the transfer to the Protectorate of Nyamulani and Protectorate of Uganda Territory*

while in receipt of war bonus.

2. The decision of the Lords Commissioners in the matter is that no concession beyond that approved for members of the Home Civil Service can be granted: accordingly, the principles laid down in Treasury award of the 19th of December 1919, of which a copy is enclosed, will be followed but no addition is to be granted unless the official at the date of retirement

125/20

29.4.20

*Herewith*

*Copy of ...*

*and therefore*

an receipt of war bonus, I regret that I am unable to afford relief to any officials who retired from the Uganda, Nyassaland or Somaliland Protectorates before the 1st of January 1917.

3. The arrangements which I have approved for an increase in the pensions and gratuities of European Civilian officials retired from the East Africa and Tanganyika Protectorates, the finances of which are not subject to Treasury control, are set forth in a despatch to the Officer Administering the Government of the East Africa Protectorate, a copy of which is enclosed for your information.

4. I would invite your attention to paragraph 6 of the despatch to the O.A.G. of the E.A.P. and I should be glad to receive your views on the question of a temporary addition to the pensions of European officials.

5. The Crown Agents for the Colonies will be instructed to make the necessary payments to officials of the Uganda, Nyassaland and Somaliland Protectorates and the Tanganyika Territory, who are eligible for addition to pension; but I am not in a position to state for how long the present concession will remain in force. *a copy of a letter sent to the C.A. is*

6. A despatch is being addressed in similar terms to the Officers Administering the Governments of the Nyassaland & Somaliland Protectorates and the Tanganyika Territory  
~~Uganda & Somaliland Protectorates and the Tanganyika Territory~~  
~~Uganda & Nyassaland Protectorates and the Tanganyika Territory~~  
Uganda, Nyassaland & Somaliland Protectorates.

I have, etc.

(Signed) MILNER