

1929

Kennya

No. 15513

SUBJECT C0533/383

Assistant Commissioner of Forests

Scale of salary

Previous

Subsequent

38301/1/34

See 20428/12/1929

Transmits copy of a Memorial addressed to the Governor by the Conservators of Forests regarding the scales of salary, regrets for reasons indicated that he is unable to support the proposals.

I attach (1) an extract from a letter from Mr. Nicholson to Major Purse; (2) A copy of Misc. No. 280, on page 16 of which will be seen the establishment of the Forest Departments of the various East African Territories; (3) A note showing the number of officers of the Kenya Technical Services with salaries under £720, between £720 and £1,000, and £1,000 or over. It will be seen that the proportion of higher posts in the Forestry Department does not compare favourably with that of any other department, except the Veterinary Department and the P.W.D. The position of Veterinary Officers is, however, special. As regards P.W.D., the Secretary of State has recently laid down that there shall be three separate scales of Engineer:-

(1) at £480-20 - £600-£30 - £720.

(2) at £720 -£30 - £840.

(3) at £840 -£40 - £920.

and there will be a definite promotion bar between each Grade. The object of the establishment of the intermediate scale was defined to be "to prevent stagnation in the pay of the Assistant Engineers when they have reached the maximum of the 3rd Grade before a vacancy occurs in the establishment of the 1st Grade."

To put Forestry officers on the long scale of £480 - £920 would be to place them in a better position than Administrative officers, as they start with a higher minimum. On the other hand there certainly seems some force in their contention

para 4 p. 12  
on 15/12

*Grade*  
For these to be definitely on the scale £720-£920.  
(Incidentally, the scale shown under Head XXII(5) of the Kenya Estimates 1929 for Senior Agricultural Officers should not, for this reason, be shown as £720-£920-£840-£920).

In the P.W.Ds. there are three grades, one at £480-£720, one at £720-£840, and one at £840-£920.

The prospects of Assistant Conservators of Forests are, therefore, (as shown on the annexed sheet A) less favourable than those of officers in other technical services, and *although as stated in the Governor's despatch* the statement in the Governor's despatch *that there is no agreement between the three Governments for any proposal to improve these prospects by increasing the scale for Assistant Conservators*, it would not be entirely unreasonable *to establish* of posts of Senior Assistant Conservators of Forests on the scale £720-£920-£840, were fixed upon as to offer the Assistant Conservator fair prospects of promotion. But until some decision has been taken as to whether Senior Agricultural and Senior Veterinary Officers may proceed to £920 as a normal thing, the question of assigning a maximum higher than £840 to the grade of Senior Assistant Conservators of Forests ought not to be considered.

The despatch might, therefore, be answered by noting that in view of the lack of agreement between the three Governments, the Governor is not in a position to support the proposals put forward in the petition, but remarking as above as to the disparity of prospects between the Forestry Services and the

Agricultural

<sup>Grade</sup>  
 for this to be definitely on the scale 2720-2840.  
 (Incidentally the scale shown under Head XXII(5)  
 of the Kenya Budget has 1929 for Senior Agricultural  
 Officers should not, for this reason, be shown as  
 2720-30-2840-40-2920).

In the P.W.Ds. there are three grades, one  
 at 2480-2720, one at 2720-2840, and one at 2840-2920.

The prospects of Assistant Conservators of  
 Forests are, therefore, (as shown on the annexed sheet  
 A) less favourable than those of officers in other  
 technical services, and <sup>although included in</sup> ~~within~~ the state-  
 ment in the Governor's despatch that there is no  
 agreement between the three Governments for any pro-  
 posal to improve these prospects by an alteration of  
 the scale for Assistant Conservators it would not be  
 entirely unreasonable ~~to~~ <sup>to</sup> establish  
 of posts of Senior Assistant Conservators <sup>on</sup> ~~at~~  
 on the scale 2720-30-2840 <sup>and</sup> ~~and~~ <sup>to</sup> ~~to~~  
 offer the Assistant Conservators fair prospects of  
 promotion. But until some decision has been taken  
 as to whether Senior Agricultural and Senior Veterinary  
 Officers may proceed to 2920 as a normal thing, the  
 question of assigning a maximum higher than 2840 to  
 the grade of Senior Assistant Conservators of Forests  
 ought not to be considered.

The despatch might, therefore, be answered  
 by noting that in view of the lack of agreement be-  
 tween the three Governments, the Governor is not in a  
 position to support the proposals put forward in the  
 petition, but remarking as above as to the disparity  
 of prospects between the Forestry Services and the  
 Agricultural

on the scale  
[No. 30 1640]  
Instead of [ ] say  
"The Government is  
prepared to consider  
the suggestion in  
connection with the  
B.S. Salaries."

*Re: Salaries*  
Agricultural and Veterinary Services, and put it  
forward for consideration the suggestion for  
creating ~~an~~ <sup>an intermediate grade</sup> intermediate grade. We should say  
that if [The Government wishes to adopt this sug-  
gestion] they will no doubt inform the S. of S.  
accordingly; and add that a copy of the despatch  
is ~~also~~ being sent to the Governors of Uganda and  
Tanganyika who may also wish to consider the  
suggestion: ~~to send~~ (short draft)

In his memorandum, Mr. Nicholson makes  
great play with the comparison between the  
salaries in the Forestry and Administrative Ser-  
vices, and refers to the claims of <sup>the</sup> scientific  
services in the Home Civil Service for status  
equivalent to that of Administrative officers.  
I do not think that any advantage is likely to  
be gained by importing this controversy into East  
Africa, and it might be as well if a paragraph  
were added to the despatch saying that the S. of S.  
considers that the salary scales in the Forestry  
Service must be determined by regard to their value  
and importance as technical services, <sup>and not by</sup> ~~and not by~~  
regard to any comparison with the salaries of  
totally distinct Services such as the Administra-  
tion.

(TT. Dep  
and Sec

Spence  
27.3.15  
J.H. Allen  
28/3/15

Major [Name]

I think that you put all  
this in despatch. I am inclined

to agree with his [ ]  
I share the view expressed in  
the last part of his [ ]  
It is so easy for a Forestry  
adviser to agitate about  
salaries for one small branch  
of the service regardless of  
reactions upon other branches.  
Major [Name], there is no  
difficulty in filling the post  
of [ ] which  
occurs in S. Africa; but if  
our own S. of Forestry adviser  
is agitating the issue that  
he will himself only recommend  
a man to take up one of  
these posts if the [ ]  
of earning a higher salary in  
another profession. The  
the little hope for the  
Keraga [ ] Forestry Service  
while that adviser is in a  
position to influence matters.  
All Parkman  
30.3.15

TO

Mr Parkinson

When you have come to me or least  
tried to minute on them, but find  
I cannot do so effectively without  
showing you, which I have not got.

Further - (1) I should much  
prefer to talk this over with  
you before minuting

(2) I am only waiting to  
hear of Messrs. Unavailable, to  
raise the general questions  
about forestry arrangements &  
I am inclined to think it would  
be wiser to consider this matter  
in relation to the more general  
of.

Forestry restrictions in general  
concern me quite a deal of  
activity. There are not enough  
suitable men talking forestry  
at the Universities with a  
view to Civil Services to supply  
our needs (or inferior ~~or~~  
less trained forest officers, at  
a public danger). There  
is already a shortage, & it  
will be a <sup>great</sup> ~~big~~ <sup>serious</sup> ~~big~~ <sup>problem</sup>  
if we do not take effective action.

It is true that the E.A. forest  
services seem still pretty  
popular with laids (mainly  
climatic reputation I fancy)  
but I am quite sure that  
the prospects offered in E.A.  
are dangerously inadequate

We have discussed this.

(I have in the meanwhile received the papers referred to at A/ in my former minute and on seeing them I do not think it worth while to delay this question on their account).

2) As I said in my former minute E. Africa is still pretty popular (mainly for climatic reasons) but this popularity is likely to be adversely affected when the men selected since the war got up to the present maximum. The attached memorial is evidence that they are already getting disturbed about their prospects, which in my opinion are very inadequate. At the same time we are verily short of recruits for forestry in general. This is mainly due to the fact that there are very few openings for <sup>fully trained</sup> foresters outside the normal employment. Consequently unless men at the same time can be guaranteed a government post at the end of their course it is rather a serious and expensive matter for a man to embark on the necessary training, instead of taking a course such as chemistry, which would be of more general use to him in finding a job.

The Government of Kenya, recognising this, have started a system of selecting boys at school-leaving age and promising them a post at the end of a successful university course. I am exploring the possibility of adopting a similar method for the Colonial Forestry Services. (Kenya want it incidentally, see X 25034/28 below). But its adoption would be fraught with a great many difficulties and I am doubtful if it will be possible, at any rate at present.

to be done when the agricultural and veterinary scales are dealt with (see Mr. Seel's minute) and unless a hint is conveyed now it may be awkward to raise the question after a concession up to £840 only has been suggested.

6.11  
Also I would be inclined to say nothing on the controversial point about comparisons with the Administrative Service. I appreciate your point, but human nature being what it is you will never induce these people to drop their point, especially nowadays when tendency is, surely, for the necessary technical services to become more and more important throughout the Colonies.

I have found much evidence of discontent over the same matter when in Malaya and a feeling that the technical services were being considered as inferior.

It may be of interest to quote the salary scale for the Burma Forest Service.

- 8.11  
my direct  
It will be  
The Service  
and
- (a) on appointment they are put on a long scale equivalent in sterling (with the rupee at 1/6d) to £510 rising to £1830 per annum: -  
above this there are
  - (b) 9 posts on a scale of £1,875 to £2,325 per annum. and
  - (c) 1 post (Chief Conservator) at £3000.

I am not of course suggesting that East Africa should try to compete. We have several advantages in other directions. For example, rent is paid for quarters and salary and pensions are subject to the Vote of the Burma Legislative Council. But I was myself surprised at the size of their figures and they may be of interest, as being those of our largest competitors in this country for forest officers for overseas service.

P.T.O. R.D. F. 15.5.29



All cases accordingly -  
 but you also case off  
 as to the fact it without  
 up to a specific figure  
 i.e. say an increase  
 in no. of your scale  
 posts to ensure that  
 forest officers  
 at a ~~level~~  
 compare with technical  
 officers in other branches  
 your service, such as  
 agric. & vet. officers.

A.L.P.  
 15.5.11  
 also

- 2 To Gov. 406. (A and C) }  
 3 To Gov. Uganda 239 }  
 4 T.T. 362 } *15/5/11*  
 Cms.

21 MAY 1928

5 Governor Tanganyika 670 5 July 1927  
 later but it will no doubt become necessary to  
 to increase the number of senior posts as the work  
 expands and agree to creation of additional post  
 of Senior Assistant in a year or less not in  
 favour of amalgamating present scales 2, 4, 5 & 7  
 into 1, 2, 3 & 4 in one long grade.

note T.T.C.I

Mr. White  
 308  
 Write these notes for Uganda reply  
 C.A. Cliffe  
 31.7.29  
 H. Atkins

Mr. Cliffe  
 ? Remind Gov. re P. 2.  
 W. Williams  
 12.12.

Note No. 1000 to Mr. Ed's  
 Allen  
 16/12  
 at once



Enclosed in this dep. other  
 in the 6067.15938/301 refer to  
 this matter as an extract might be  
 put into this.

Remind Gov. of ~~the~~  
 Uganda 406 & 239 in

Uganda 406  
 20/4/28  
 W.A.

W.A. Allen  
 31/3/30  
 1/8/30  
 at once  
 1/2 - 5/3/30  
 6 To Gov 193 - Cms  
 (Reminders to 2)

"Head IX. Forest. The Director (see R 22/3 has prepared a report with recommendations as to future forest policy; and this may account for the absence of any reference to the S.of.S.'s despatch of 31st. May 1929, suggesting a new establishment at £720 - £840"

7. Gov. Grigg. 220. .... 12th. April 30.

States no provision was made in the current Estimates in respect of the suggested intermediate grade, is causing inquiries with the Govts. of T.T. and Uganda to be made so that the desirability of introducing the innovation in the Draft Ests. for 1931 may be given consen.

I don't think any action is required at the moment.

When the petition in no. 1

was sent:

Mr. Rammell was the <sup>top</sup> senior Asst Conservator with £650.

He has now been transferred.

Mr. Rammell who also had £650 has now been promoted to be Senior Asst Conservator

with a scale of £720 - 30 - 800.

Mr. Elliot is next:

he may now be getting £600.

There is no nobody at present at all with £720

? just 9

G. Easton

25-30

see R 22

PS. 22/3 to JCC

Report of the committee

NO 1/30

No 6

Uganda

by Council will say whether

to 5 up above the put of - see

Mr. Kachis minute on 22/5/30 Uganda

No 6

Ask of Mr. Kenya what

Uganda has done & as regards

ET. as in the last sentence of

the 3-2 No 5:

Dr. McE

8/5/30

J. Downie

9/5/30

2 lines

P.S. appus to: Gov Kenya 381. - 7. Answer - 19 MAY 1930

to see

See full, 16/6/30

With Mr. Parkin's permission

These things may be done if we are required to consent

with C.C. Committee will be after the 15/5/30

C. O.

I. 15513/29 Kenya  
Tanganyika.

Mr. Eastwood 10/5

Mr. Allen

Mr.

Mr. Bottomley

Sir J. Shackburgh

Sir G. Grindall

Permt. U.S. of S.

Partly U.S. of S.

Secretary of State

*[Handwritten signature]*

RECEIVED  
17/5

DRAFT

ROSSING STREET

19 May 1930

KENYA

No. 2 on 20428/29 Ug.

GOVERNOR BRIDGE

Sir,

I have the honour to acknowledge the receipt of your despatch No. 220 of the 12th April on the subject of the grading of Assistant Conservators of Forests. I note that the matter will be further considered in connection with the Estimates for 1931.

No. 2 on 20428/29 Ug.

2. The Governor of Uganda has informed me that he agrees on that score to the creation of an establishment of posts on the intermediate grade of salary of £720-30-£840, and provision for one post which is at present regarded as sufficient has been made in the

Estimates

Estimate of the Protectorate for 1930.

3. The Governor of Tanganyika is quite agreeable in principle to the creation of an additional post of Senior Assistant in the course of a year or two, but considers that this is hardly necessary until some of the existing staff are approaching their present maximum salary of £720.

No. 5

I have etc.

(Signed) PASSFIELD.

outset of their university course

Government, but at the end of it...

...and expensive mainly for a man...

...by ... ..

... of ... ..

... ..

KENYA.

No. 270



11  
67  
GOVERNMENT HOUSE  
NAIROBI,  
KENYA.

RECEIVED  
-5 MAY 1930  
COL. OFFICE

12 April, 1930.

My Lord,

(No. 6.) I have the honour to acknowledge the receipt  
of Your Lordship's despatch No. 193 of the 5th March  
and to inform Your Lordship that no reply was sent to  
(No. 2.) Mr. Amery's despatch No. 406 of the 31st May, 1929, on  
the subject of the grading of Assistant Conservators  
of Forests as no provision was made in the current  
year's Estimates in respect of the suggested inter-  
mediate grade on the scale of £220 by £30 to £340 per  
annum.

Annex - 381 - 13 MAY 1930

2. No hardship exists at the moment through the absence of such a grade as none of the present cadre of Assistant Conservator of Forests is in receipt of a salary exceeding £650 per annum.
3. I am causing inquiries to be made of the Governments of the Tanganyika Territory and Uganda so that the possibility of introducing the innovation in the Draft Estimates for 1931 may be given consideration.

I have the honour to be,  
My Lord,  
Your Lordship's most obedient,  
humble servant,

Edward Gigg

G O V E R N O R .

THE RIGHT HONOURABLE

LORD PASSFIELD, P.C.,

SECRETARY OF STATE FOR THE COLONIES,

DOWNING STREET, LONDON S.W.

12  
5

GOVERNMENT HOUSE,  
DAR ES SALAAM

TANGANYIKA TERRITORY.

DAR ES SALAAM

No. 670

5 July, 1929.

30 JUL 1929  
COL. OFFICE

My Lord,

No. 4

I have the honour to acknowledge the receipt of Mr. Amery's despatch No. 362 of the 31st of May, on the subject of the salaries of Assistant Conservators of Forests.

2. There is already one post, namely that of Senior Assistant Conservator, in the Forest Department of this Government which carries a salary of £720-840 and, as was explained in a letter to the Secretary of the Governors' Conference in reply to representations made from Kenya on the subject of the salaries of Assistant Conservators, it will no doubt become necessary to increase the number of senior posts as the work of the Forestry Department in Tanganyika expands and as the personnel becomes more senior. A copy of that letter is enclosed.

3. At the time when those representations were made, namely in April, 1928, none of the Assistant Conservators in Tanganyika was drawing more than £630 in the scale of £480-20-600-30-£720 as, owing to the comparatively recent creation of the Forest Department in

12191/16  
6th June, 1928.

THE RIGHT HONOURABLE

LORD PASSFIELD, P.C.,

&c., &c., &c.,

DOWNING STREET,

S.W.

in the Territory, the Assistant Conservators had only a few years' service. I am quite agreeable in principle, then, to the creation of an additional post of Senior Assistant in the course of a year or two but this is hardly necessary until some of the existing staff are approaching their present maximum salary of £720.

4. As will be observed from the enclosure to this despatch I am not in favour of amalgamating the present scales of £480-720 and £720-840 in one long grade, as such a course would undoubtedly evoke a demand for similar treatment from District Agricultural Officers, Assistant Engineers and other technical officers whose salary conditions are on the same basis as those of Forestry Officers.

I have the honour to be,

My Lord,

Your Lordship's most obedient humble servant

*Donald Cameron*

GOVERNOR.

Tanganyika Territory.

No. 12191/16.

THE SECRETARIAT,

DAR ES SALAAM,

26th June, 28.

Sir,

With reference to your letter No.C/FOR/A.1 of the 24th April on the subject of the salaries of Forestry Officers, I am directed by the Governor to inform you that he is not prepared to recommend any revision of the salaries which have been approved for these officers.

2. At present, the Forest Department in Tanganyika Territory includes one Senior Assistant Conservator, and six Assistant Conservators, of whom none is drawing more than £630 in a scale of £480-£520-£600-£30-£720. As the size of the department expands and its personnel becomes more senior it will, no doubt, become necessary to increase the number of Senior Assistant Conservators on the scale of £720-£30-£840; <sup>but</sup> this Government is not in favour of amalgamating the present scales of £480-720 and £720-840 in one long grade, as such a course would undoubtedly evoke a demand for similar treatment from District Agricultural Officers, Assistant Engineers, Staff Surveyors, and other technical officers whose salary

THE SECRETARY,

THE GOVERNORS' CONFERENCE,

NAIROBI.



- 2 -

salary conditions are on the same basis as those of Forestry Officers. Moreover, there is no question of stagnation of promotion in the Forest Department of this Territory at present: nor can such a question arise for some years to come.

3. I am to ask you to be good enough to forward a copy of this letter to the Governments of Kenya and Uganda.

I have the honour to be,

Sir,

Your obedient servant,

Sd. F.J. DURMAN

ACTING CHIEF SECRETARY.

X.15513/29. Kenya.

Mr. Hamplin-Smith 16/5

Mr. Allen 25/5

Mr. Parkinson 25/5/29

Mr. Green 27/5

Mr. Bottomley

Sir E. Harding

Sir J. Shuckburgh

Sir G. Grindle

Sir C. Davis

Sir S. Wilson

Mr. Ormsby-Core

Lord Lovat

Mr. Amery

Dft. Conson

**DRAFT.** (dft. Hamplin-Smith)

(1) Uganda.

No. 239  
Governor. *2 in 20/5/29*

(2) T.T.

No. 362  
Governor.

To O.A.G. Kenya 31/5/29  
(copy dft.)

2 dfts.

31 May 1929.

Sir,

I have etc. to transmit to you a copy of a desp. which I have addressed to the O.A.G. of Kenya on the subject of a petition recd. from the Asst. Conservators of Forests with regard to their salaries.

In his desp. reporting the receipt of this petition the Governor of Uganda stated that he had sought the views of your Govt. and the Govt. of Uganda; but that in view of

the lack of agreement as to improving the sea, he was unable to support

the proposals put forward in the petition.

3. I shall however be glad if you will consider my suggestion for the creation in the Forestry Dept. of an establishment of posts on the intermediate grade of £720-£840.

I have, etc.

(Signed) L. S. AMERY

Mr. Hamblin Smith. 16/5.

Mr. Allen. 16/5/29

Mr. Parkinson. 23/5/29

Mr. Green. 27/5

Mr. Bottomley.

Sir E. Harding.

Sir J. Shuckburgh.

Sir G. Grindall.

Sir C. Davis.

Sir S. Wilson.

Mr. Ormsby-Gore.

Lord Lovat.

Mr. Amery.

Dft. consn.

**DRAFT.**

Kenya.

No. 406

O.A.G.

(Copies for Uganda and T.T.)

Copy Uganda - 239 -  
 T.T. - 362 -  
 (81 MAY 1929)

2 dfts.

X. 15513/29 Kenya.

28 MAY  
D 31

31 May 1929.

Sir,

I have etc. to ack. rec. of Sir Edward Grigg's desp. No.683 of the 30 November 1928, forwarding a Memorial from the Asst. Conservators of Forests in regard to their salaries

2. I note that, in view of the lack of agreement between the Govts. of Kenya, ~~and the Govts. of Uganda~~ and T.T. <sup>in the matter,</sup> Sir Edward Grigg did not feel able to support the proposals put forward in the petition.

3. I would point out, however, that in the Agricultural and Veterinary Depts. of Kenya, Uganda, and T.T. there are grades of Senior Agricultural <sup>Officers</sup> and Senior Veterinary Officers with <sup>in all cases</sup> salaries ~~from~~ £720-£840; while in the P.W. Depts. of the three territories there are two grades of Assistants Engineers,

Engineers, on the scales £480-£720,  
and £720-£840 respectively, and a  
grade of Executive Engineer on the  
scale £840-£920. There is conse-  
quently a marked disparity of pres-  
pects between the Forestry Services  
and the Agricultural, Veterinary,  
and Public Works Services. I  
would therefore suggest that con-  
sideration should be given to the  
question of creating in the Forestry  
Dept. an establishment of posts in  
the intermediate grade on the scale  
£720-30-840. ~~and~~ If you are prepared  
to consider this suggestion in  
connection with the Estimates for  
1930, you will no doubt inform me  
accordingly. A copy of this desp.  
is also being sent to the Governors  
of T.T. and Uganda in order to  
afford them an opportunity of  
considering my suggestion.

Engineers, on the scales £330-£720,  
and £720-£840 respectively, and a  
grade of Executive Engineer on the  
scale £840-£920. There is conse-  
quently a great disparity of pres-  
ents between the Forestry Services  
and the Agricultural, Veterinary,  
and Public Works Services. I  
would therefore suggest that con-  
sideration should be given to the  
question of creating in the Forestry  
Dept. an establishment of posts in  
the intermediate grade on the scale  
£330-30-840. ~~and~~ If you are prepared  
to consider this suggestion in  
connection with the Estimates for  
1930, you will no doubt inform me  
accordingly. A copy of this desp.  
is also being sent to the Governors  
of T.T. and Uganda in order to  
afford them an opportunity of  
considering my suggestion.

- Mr.
- Mr. Bottomley.
- Sir E. Harding.
- Sir J. Shuckler.
- Sir G. Grinall.
- Sir C. Davis.
- Sir S. Wilson.
- Mr. Ormsby-Crook.
- Lord Lovat.
- Mr. Amery.

*we give  
 shells with  
 us. on 24th  
 that for night  
 come out  
 dead*

**DRAFT.**

4. I may add that I am of opinion that it may become necessary in the near future to consider an increase in the maximum of the scale so as to ensure that Forestry Officers are not at a disadvantage compared with technical Officers in the other branches of the Service, such as Agricultural and Veterinary Officers.

I have, etc.

(Signed) L. S. AMERY.

(A)

KenyaTanganyika

Conservator

1/2  
1/2Senior  
Pro.  
Conservator  
of  
ForestsAnti-Conservator  
of  
Forests(a) £ 720 to £ 80  
to £ 800(a) £ 450 to £ 70  
to £ 600 to £ 30  
to £ 720

Lodge

to £ 1,150

to £ 20-30-840

(a) £ 480 to 20-600  
-30-720

(a) £ 100 to 100

to 100 to 100

to 100

Below £720

£1,000

£1,000

7 (at £480-£720)  
ganda 3 (at £480-£720)

at £720-£840

at £960;  
possibly £1000  
or £1100; 2  
salary of  
Adviser at £1400

1 1/2 (i.e. 1 at  
£1300 & 1/2  
salary of  
Forest  
Adviser for  
Uganda and  
Uganda at  
£1400.)

Agrie. 10 (i.e. 7 at £372-£600  
3 at £600-£720)

1

£840-£920

2

i.e. 1 at £1100  
1 at £1200

ter-  
ary 6 (at present)

7

2

i.e. 1 at £1000  
1 at £1100

(17 at £600-£840: at present 7 vacancies  
6 below £720 and 4 above. 3 at £720-£840)

about  
12 at £600-£720

about  
5

2

tion.  
Dept. 55

6

2



Extract from letter from Mr. Nicholson to Major Purse.  
Dated 15th August, 1928.

... way I had some correspondence  
with Professor Treap over the question of recruitment  
and training. I agree with the Burma system of  
recruitment at school leaving age and that  
Oxford only should be introduced. I think  
question has been discussed at the Conference.

I have also been fighting over the question of  
revision of A.C.F.'s pay and I think it has been sent  
home by the Kenya Government for a decision by the  
Secretary of State. I think the Uganda Government  
would agree to a gradual scale similar to the Administra-  
tion service but Tanganyika's order of pay scale  
present rates is necessary. Now the P.W.D. pay scale  
is better than the A.C.F. scale. I think  
the P.W.D. pay scale is better than the A.C.F. scale  
and they will be better than the P.W.D. and

... to get a  
... can be offered.  
... We want the best men available  
... come out here in the present service  
... is unfair. I would personally recommend  
... the forest service out here unless he is  
... incapable of earning a high salary

KENYA

No. 693



GOVERNMENT HOUSE,  
NAIROBI,  
KENYA.

30<sup>th</sup> November, 1928.

Sir,

At the request of the  
Conservators of Forests, Kenya  
I have the honour to  
transmit for your consideration a copy of a  
Memorandum presented to me on the subject of their  
present salaries.

Memorial  
Memoranda F.A.

*Ans - 14.11.28 - R.M.A. 1009*

1. As you will see the petition was  
presented too late for consideration with the  
1928 draft Estimates and petitioners were informed  
that the matter would be considered if possible  
with the 1929 draft Estimates.

2. On receipt of the petition I deemed  
it necessary to seek the views of the neighbouring  
Governments of Uganda and Tanganyika Territory  
together with those of the Forestry Adviser and  
the former Government has stated its  
willingness to support a recommendation for a  
salary scale of £400 for 2 years then £475 x £25 x  
£600 x £720 x £30 x £840 x £40 x £880  
for Assistant and Senior Assistant Conservators  
of Forests. The former Administration is not  
prepared to consider any revision of the salaries  
which have been agreed for these officers.

B

3. I also transmit the  
memoranda received from the Forestry Adviser on the  
subject, but I am of opinion that present system

THE RIGHT HONOURABLE  
LIEUTENANT COLONEL L.C.M.S. SMERY, P.C., M.P.,  
SECRETARY OF STATE FOR THE COLONIES,  
DOWNING STREET, LONDON S.W.



KENYA

No. 683

GOVERNMENT HOUSE,  
NAIROBI,  
KENYA.

30<sup>th</sup> November, 1928.

Sir,

At the request of the  
Conservators of Forests in  
Kenya I have the honour to  
transmit for your consideration a copy of a  
Memorial presented to me on the subject of their  
present rates of salary.

Memorial  
to Memoranda F.A.

1. As you will see the petition was  
presented too late for consideration with the  
1928 draft Estimates and petitioners were informed  
that the matter would be considered if possible  
with the 1929 draft Estimates.

Ans. 4. 11.28  
B.I.M.A. 1929

3. On receipt of the petition I deemed  
it necessary to seek the views of the neighbouring  
Governments of Uganda and Tanganyika Territory  
together with those of the Forestry Adviser and  
the former Government has stated its  
willingness to support a recommendation for a  
salary scale of £400 for 2 years then £475 x £225 x  
£600 x £720 x £30 x £340 x £40 x £380  
for Assistant and Senior Assistant Conservators  
of Forests. The latter Administration is not  
prepared to consider any revision of the salaries  
which have been approved for these officers.

4. I also transmit for your  
memoranda received from the Forestry Adviser on the  
subject, but I am of opinion that a wider

THE RIGHT HONOURABLE  
LIEUTENANT COLONEL L.C.M.S. AMERY, P.C., M.P.,  
SECRETARY OF STATE FOR THE COLONIES,  
DOWNING STREET, LONDON S.W.

system

system of reorganisation of the Forest Departments of the Eastern African Dependencies notwithstanding the complete agreement of each detached Government would justify favourable consideration of the memorial. That agreement is lacking and in its absence I regret that I am unable to support the proposals put forward in the petition.

The Acting Conservator of Forests has reported that Mr. R.M. Graham, Assistant Conservator of Forests, who was absent from the Colony on leave in 1927 when the memorial was submitted, wishes to associate himself with the views expressed therein in order that you may be informed that the Assistant Conservators of Forests in the Kenya Service are unanimous on the subject. Copies of this despatch are being sent to the Governments of Uganda and Tanganyika Territory.

I have the honour to be,

Sir,

Your most obedient, humble servant,

*Edward Gigg*

GOVERNOR.

FOREST DEPARTMENT,

Nairobi.

30<sup>th</sup> November 1927

His Excellency

The Governor,

The Colony & Protectorate of Kenya

Through

The Honorable

The Colonial Secretary

Through

The Acting Conservator of Forests,

Nairobi.

We the undersigned Assistant Conservators of the Colony have the honor to acknowledge your Excellency's notice the present anomalies in the salary scales of scientific officials in your Department.

2. The Acting Conservator of Forests has already addressed Government on the subject (vide his No. 40/26/26 of September 3rd, 1926 paragraph 5) and we have waited for some indication of Government's intentions in the matter. As nothing has transpired so far and as anomalies in other departments are being rectified we respectfully submit this petition for your kindly consideration.

3. The facts are that an Assistant Conservator of Forests is required to possess a degree

as diploma in his profession and to attend a year's post graduate course after obtaining degree and after four years university training in all. For that he is engaged on a salary of 2480 by 220 to 2300 per annum and 2720.

6. The starting salary of 2000 per annum is adequate and the Government recognize that higher qualifications are being asked for than from Administrative Cadets who are engaged on 2100 per annum.

7. An Administrative Cadet however may progress to a maximum of 2520 per annum without any special promotion provided he passes his Efficiency Bars, and above that he has chances of promotion.

8. A Assistant Conservator of Forests if he reaches his maximum of 2720 per annum after which stagnation faces him.

9. 7 Assistant Conservators and two Conservators are provided for in the Draft Estimates for 1928. Additional posts will become necessary from time to time in the future.

There are only two posts in the Department at higher scales, that of Senior Assistant Conservator of Forests at 2300 by 220 to 2540 and that of Conservator of Forests at 2720.

10. It is therefore apparent that an Assistant Conservator's chances of promotion are very small and that his prospects are considerably less than those of Administrative Cadets and of other officers in the service.

The majority are indeed faced with the probability of passing the second decade of their service on a fixed salary of £720 per annum while their University colleagues in other branches of the service are gathering increments and qualifying for higher pensions.

10. If this is to be perpetuated we fear that, when the conditions are fully understood in the Forestry Schools, recruitment for East Africa will be very seriously prejudiced and that at any rate the best men will look to other Colonies.

11. There are a sufficient number of Forest Services under the Colonial Office which offer salaries more in keeping with the qualifications and experience demanded to absorb the present supply of graduates from these Schools

etc.

Kenya	9 Asst. Conservators	2500	1900-1905
Uganda	22 "	2100	1900-1905
British Somaliland	6 "	1800	1900-1905
Gold Coast	14 "	1800	1900-1905
Nigeria	10 "	1800	1900-1905
Sierra Leone	4 "	1800	1900-1905

...all seeking...

...attention to paragraph...

...Forestry in Kenya...

...scale for Assistant Conservators...

in the 16th year of service. This scale was recommended when Local Allowance was payable separately on all salaries and under the recent consolidation would be higher.

12. We beg you to consider at the same time an  
the Assistant Conservators the present  
be placed on a long scale with Efficiency  
Bar by 525 to 6720 bar by 525  
to 6720 bar by 100 to 6920) or that a sufficient  
of higher paid divisional officers with  
of 525 be brought in to meet the  
is seen and officers  
own as brought in to meet the  
for the responsibilities of modern life.

13. In conclusion we would point out that this  
decision is signed by all the Assistant Conservators of  
Forests of the Department except one, Mr. H. K. Grewar, who  
is present absent from the Colony on leave.

..... M.A., Forestry Diploma (Oxon)  
..... M.A., " (Oxon)  
.....  
..... (Oxon)  
..... (Oxon)





consider it just to take any opportunities for transfer into consideration in fixing the pay of Assistant Conservators. Furthermore it should be the aim to fix rates of pay which will serve to attract the best men to remain in the service. Progress and contentment would be impossible if all Colonies based their rates of pay on the possibility of opportunistic transfers from one Colony to another.

3. Secondly there is the question of the adjustment of the emoluments of officers in different services. I do not wish to challenge the Secretary of State's decision but I would like to draw attention to the following facts. The pay and status of the technical expert in Government service is a problem which has recently been under discussion by the press in England. There has been a great deal of dissatisfaction amongst the technical services at the inferior status they enjoy in comparison with that of the purely administrative officers. This dissatisfaction has reacted most unfavorably on the work of the technical services and has led to wholesale resignations. Attempts have been made to justify the inequality of the salary of the technical and non-technical groups in the Civil Service on the supposition that the responsibilities of the officers in these two groups are not comparable, the implication being that the members of the technical group are of an order inferior to those of the non-technical group, but no satisfactory arguments have been advanced to support such a conclusion. It is mainly the administrative group that are to sanction the expenditure voted by the Legislature and a wrong decision on its part would involve waste of public money, but even assuming that the decisions of the administrative group are always sound the actual avoidance of wasteful expenditure depends in

-3-

the end, so far as the preparation and execution of technical projects are concerned, directly on the skill, scientific knowledge, and technical experience of the professional group. Further it has never been realised that the technical officer may often himself possess the same width of vision as should characterise officials in the administrative services. The scientific services at home now demand that the status accorded to them shall in every way be equivalent to that of the administrative officers with whom they are required to co-operate in order that their position in the official hierarchy may correspond with the extent of their responsibilities and also effectively ensure due weight being given to their proposals.

In India the technical services have been of a status definitely inferior to that of the administrative Civil Service. This has probably not affected them to any great extent as most of the technical services are well paid but it has engendered a good deal of resentment at the way in which the Civil Service is permitted to advance its own interests at the expense of the other services. Further the inferiority of status given to the technical services has very often had the result of their proposals being overruled as the technical officer's opinion could rarely be right if a contrary opinion was held by an administrative officer. The form of Government in India may have necessitated a superior status being accorded to the administrative offices, but such circumstances do not appear to me to exist in the East African Dependencies and the greatest progress in forest development can occur <sup>only</sup> if equality of status is recognised. I understand that such equality used to be recognised in Kenya but that recently revisions of pay which have taken place have had the effect of lowering the

31

pay and prospects of the forest service in comparison with those of the administrative officer. The immediate result has been a general feeling of dissatisfaction and it was felt that the memorial under reference. The future result will be that the best recruits will no longer be attracted to the Kenya Forest Service and that forest progress will suffer. I feel strongly that officers in the forest service should, up to a certain point, have accorded to them more or less the same pay and status as officers in the administrative service, more especially as the forest service have far greater opportunities for promotion to high posts than has the forest officer. The proposals made below are therefore based on this opinion.

6. In my opinion of the Acting Conservator of Forests the initial pay of £480 is rather generous but any lowering of the initial pay would react unfavourably on recruitment as in the other Colonial Forest Services the initial pay is £480 or more. I see no reason however why a man should draw more than £480 a year in his first tour when on probation, more especially as during his first tour he will not have incurred any obligations such as matrimony which might justify a rise of pay while still under probation. I consider that the salary should therefore remain at £480 for the first three years (or for as long as an officer remains on probation) and should then jump to what it is at present. This will involve a slight saving on the present rates.

6. The present maximum of £720 is totally inadequate for sound experienced officers and the latter should have the chance of rising to £920 which is the scale to which the ordinary administrative officer can rise and to which forest officers in other colonies can rise.

the same time it is not desirable that all forest officers irrespective of merit should reach this scale. I consider that the best solution is to have two definite grades of Assistant Conservators. The lower grade would be termed Assistant Conservators as at present and the scale of pay would rise to £720. The higher grade would be termed Senior Assistant Conservators and their scale of pay would rise from £770 to £920. Promotion to the higher grade would be conditional on the officer having completed 11 years service but it would be based on merit and I would suggest that one condition of promotion should be that during his prior service the officer must pass an approved course at the Imperial Forestry Institute. There would of course be no numerical limit to the number of Assistant Senior/Conservators posts. These proposals should satisfy the needs of the service. Officers of inferior ability will not rise above £720, a salary which will give them at least a living wage. All officers of proved ability will be able to rise to £920. I consider it is far better to have two grades than to have simply an efficiency bar. It is only the man of outstanding inability who can generally avoid passing an efficiency bar.

7. Under the present scale of pay there is one Senior Assistant Conservator who is supposed to be the deputy head of the department. I do not think that in the forest service the duties require that there should be a deputy head. The present method of conducting forest business in Kenya requires that during the absence of the Conservator of Forests on tour there should be some senior officer in charge of the office. As I have pointed out in a previous letter I think that this procedure should be altered as soon as circumstances permit. In the meantime I think that so long as the present procedure has to be followed the extra responsibility thrown on

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the officer in charge of the Conservators office while he is on tour should be recompensed by the grant of a special allowance. I recommend therefore that the officer in charge of the Nairobi Division who is the officer who has to bear this responsibility should receive a personal allowance of £80 per annum.

8. The proposals made above resolve themselves into the following tabulated scales of pay :-

Year of Service	Rate of Salary	
Conservators :-		
1st - 3rd	£480	on probation for three years
4th	£510	
5th	£560	Annual increment
6th	£580	£20.
7th	£600	
8th	£630	Annual increment
9th	£660	£30.
10th	£690	
11th	£720	
Senior Assistant Conservators :-		
12th	£770	
13th	£800	Annual increment
14th	£830	£30.
15th	£860	
16th	£890	
17th and over	£920	

Note :- No efficiency bar has been proposed but it is assumed that the annual increment can be stopped by Government at any stage when the officer's work is definitely unsatisfactory.

9. I have not worked out the additional cost of the proposed new scales of pay but as most of the officers in the service are fairly junior the additional cost should be very small during the next few years and ultimately it will certainly not be greater than the financial position of the Forest Department will justify.

10. It is, I think, essential that the same rates of pay should be given in Kenya, Uganda and Tanganyika and I would suggest that the opinions of the latter two Governments should be obtained as early as possible on

the above proposals. I am sending a copy of this letter to the Honourable the Chief Secretary, Uganda, with the request that the proposals should be examined by the Uganda Government.

I beg to remain,  
Sir,  
Your obedient servant,

SD/ J.W.NICHOLSON.  
FORESTRY ADVISER.

the above proposals. I am sending a copy of this letter to the Honourable the Chief Secretary, Uganda, with the request that the proposals should be examined by the Uganda Government.

I beg to remain,

Sir,

Your obedient servant,

SD/ J.W.NICHOLSON.

FORESTRY ADVISER.



FOREST DEPARTMENT,

NAIROBI,

1st August, 1956

No. 34/110/28

The Hon'ble  
The Ag. Colonial Secretary,  
thru' the Ag. Conservator of Forests,  
Nairobi.

FOREST DEPARTMENT - SALARIES.

With reference to your memo No. S/B 22019/19/14/56 dated the 10th July, as the Kenya Government has yet to come to a decision with regard to the future salaries of Assistant Foresters, I would like to make the following

RECEIVED  
FOREST DEPARTMENT  
NAIROBI  
1st AUGUST 1956

... was a ...  
... pay would not be unfavourable ... Since then I  
have submitted proposals for recruitment of officers at school  
leaving age. If these proposals are adopted as a general rule  
I think that lowering the initial pay to 2400 will not affect  
recruitment appreciably unless all other services adopt the  
same system of recruitment thereby involving simultaneous  
competition for recruits. Further if selection is made at  
school leaving age the decision with regard to choice of  
career and salary will rest more with parents and the

parents will look less to the initial than to the ultimate value of pay. For these reasons I am now quite prepared to agree to lowering the pay to 1000 provided that the maximum is raised in that order to officers in the administrative service, who as pointed out above, do not have to possess the same expensive University qualifications. The Forest Department is in the hands of administrative officers in respect of salary negotiations, and I trust that the Administration will maintain that officers in the Forest Department have certain undeniably just claims to attaining the same maximum salary as officers in the administration.

(c) I repeat that the Tanganyika Government are not to consider any revision of the salaries. Their attitude in this regard is that if they realize the necessity of increasing the salaries of administrative officers, they will be advised to do so. As a result of this introduction of a new scale, the only one of a kind in the country, the agricultural officers will be advised to staff surveys. I could point out that there is a definite difference between the profession of forestry and the other professions mentioned in that the forest officer can only hope for State employment whereas the officers of other departments can expect to get private employment at any time and even after they retire from Government service. The forest profession is like the administrative service in that the chances of private employment are remote and this fact has to be taken into consideration in fixing emoluments. Further the profession of forestry does involve a more expensive training than any other

service except perhaps medicine. In the circumstances I think that the view of the Tanganyika Government is erroneous, especially as they do an argument which has already been repudiated by the Secretary of State.

I am forwarding a copy of this letter to the Chief Secretary, Uganda.

*J. W. Nicholson*  
FORESTRY ADVISER.

*Forwarded*

*N. P. ...*