

1925

E. AFRICA
TANGANYIKA

28322

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RE
RE 22 JUN 25

DATE

29 May

Conf

Scales of Salary

Encloses copy report of Committee on Cost of Living, recommends that steps be taken for complete revision of scales of pay; but that emoluments of 2nd Class Officers should be brought up to £400 p.a. immediately through medium of fluctuating additional local allowance.

MINUTES

You agreed that it is unnecessary to deal in detail with the contents of this despatch and the report of the Com. at this stage.

Sir De launay has evidently given close attention to this problem and his observations will no doubt be found valuable; but in our dep of 12 of June on 24283/25 S.A. we have under Kenya

it clear that we must have joint proposals from all the

sequent Paper

37920

90
1/11

and of the careful review
which the Govt has personally
given to the matter. 350

Observe that as indicated
in the Enclosure to SO's
despatch of 12 June, it
has been necessary to ask
for joint recommendations
from the Dependence Council
by 1st Sept, in framing
which the present material
will no doubt prove of the
greatest value. Say that
these joint recommendations
must be awaited, and
that in view of the
stipulation as to uniformity
made as to the cost not
exceeding present local
allow the SO's reply that
he is unable at present to
consider the proposal in
para 18 as to salaries
under £400, though

The views expressed on this
particular point will be borne
in mind and will not doubt
find their place in the joint
proposal which has to be made

? Reconnect to M: 1/1/1951

K. H.

20/9/51

Two 20 minutes and

d/1/1/1951 ^{Σa} 402757/25 ^{1/25} Kungs

20/9/51

TANGANYIKA TERRITORY.

CONFIDENTIAL.GOVERNMENT HOUSE,
DAR ES SALAAM.29th May, 1925. 3

28322

JUN 25

Sir,

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50968/24
EA

A few days after my arrival in this Territory your confidential despatch of the 18th November on the subject of the local allowance paid to European Officers and the substitution of a system whereby the allowance would be replaced by some arrangement under which any addition to substantive salaries which might be granted in future should be regulated in accordance with the cost of living from time to time, was laid before me with certain statistics which had been obtained as to the cost of living in various stations in Tanganyika.

2. I found that the Acting Governor and his advisers, after careful and lengthy consideration, had arrived at the conclusion that the calculations involved are so intricate and complicated and the basis of those calculations so unsatisfactory and indeterminate that the scheme for a cost-of-living bonus with an additional allowance for expensive stations suggested in paragraphs 5 to 8 of your despatch was not a practical one so far as this Territory

RIGHT HONOURABLE

L.C.M.S. ALERY, P.C., M.P.,

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

DOWNING STREET,

S.W.

Territory is concerned.

3. I found at the same time that a telegram had been received from the Acting Governor of Uganda stating that in the opinion of his Government the scheme was unworkable and that he was putting forward proposals to you for making the present local allowance permanent and pensionable. I have recently learnt from the Acting Governor at Nairobi that the Kenya Government also considers the scheme to be unworkable and has recommended that pending further consideration the local allowance should be continued until the 31st December next.

4. At the moment when I was studying the papers I received a letter addressed to the Chief Secretary by the General Manager of the Railway, dated the 6th April, representing that it is practically impossible for some of his European officers to live on their present emoluments. I annex a copy of Colonel Maxwell's letter. The contents of this letter caused me considerable concern and I immediately appointed a strong local Committee to make as early as possible a detailed examination of the comparative cost of living in Dar-es-Salaam. I confined the examination to the cost of living at headquarters in order to save valuable time and for the reasons which I shall give in a subsequent paragraph (20) when dealing with the question of so-called cheap and expensive stations.

5. In the meantime I have been closely studying all the available papers connected with the question of the emoluments of the European Civil Service, and, bringing an entirely fresh mind to the consideration of the whole problem - a mind which has been directed over a period of several years to the treatment of

the

the same problem on the other side of Tropical Africa - I feel that I should be failing in my duty if I did not seek your permission to lay the following considerations before you.

6. In paragraph 2 of your despatch under reference you state that your predecessor came to the conclusion that it was necessary to maintain the view that the existence of the local allowance as one designed to compensate officials for the effect on the local purchasing power of their salaries of the change of currency introduced in 1920 could not be justified for very much longer.

7. A new scale of salaries was introduced with effect from the 1st of April, 1920. I cannot find that those scales were based on any precise data in regard to the cost of living (as in the case of the West African salaries which were revised at about the same time) and if a contention were put forward that the new scales were more or less arbitrary I could find nothing in the documents before me to rebut that contention.

8. Let it be assumed, however, that at the time they were framed the new scales of pay were roughly adjusted to the cost of living and were generally fair and reasonable. They were expressed in terms of sterling but it is incontrovertible that they were framed and approved on the monetary basis that the officer would in East Africa receive fifteen rupees for each pound sterling. For example, in his letter of the 27th February, 1920, to the Treasury (enclosure to Lord Milner's confidential despatch of the 12th June of the same year) Sir Herbert Read wrote as follows:-

'Sir

Read
2/29/20
Kenya

'Sir E. Northey is clearly right in holding that the European official must receive, in respect of payments of salary made locally, as many rupees as he would have received with the rupee at 1/4 and for this purpose it is essential that in some way the difference should be made good to him'.

Sir E. Northey had written that the new scales of pay were expressed in sterling but 'were undoubtedly thought out as payable in East Africa in rupees at fifteen rupees to the pound'.

In paragraph 10 of his despatch of the 12th June, 1920, Lord Milner wrote moreover that the local allowance had been granted owing to the stabilisation of the rupee at 2/- sterling and its eventual replacement by the florin'.

9. As was inevitable, when the florin was substituted for the rupee it became of the same value as the rupee and bought as much as, and not more than, the rupee had previously bought. The Officer in East Africa received ten purchasing units per pound sterling whereas he had previously received fifteen purchasing units of the same value. He was given five more of the former in the shape of the local allowance for the purpose of keeping unimpaired the value of the new scales of pay. Unless it can be proved, therefore, that two shillings will now purchase considerably more than the florin purchased in 1920 when the latter was substituted for the rupee it may be argued that the basic rates of pay which were approved with effect from the 1st of April, 1920, suffered an actual reduction when a portion of the additional five purchasing units was taken away two years afterwards, and again when a further portion

was taken away in 1923.

10. I have now received the report of the Committee and I annex a copy of it, with the evidence. I did not understand that they proposed to travel so far outside their terms of reference which were to take evidence and collect information as to the cost of living at the present time and in each of the three previous years as affecting various classes of officials.

11. In table B/4 annexed to the report it is shown that the purchasing power of the florin has increased slightly since 1920. The table is furnished by the Civil Servants' Association and is based on an estimate of the necessities required locally per month by a bachelor or a married man with his wife with him in Dar-es-Salaam. The comparative prices on which the total cost is calculated are those furnished by the Association and have been checked against figures obtained from an official source, the latter being slightly higher than those adopted by the Association (paragraph 6 of the report). The so-called 'monthly ration' cost Rs.291 in 1920 and 267 florins in 1925, a difference of about 8½%. It can be deduced from this that in order to keep intact the new scales of salary approved in 1920 the compensation now should be about 46% instead of the original 50%. It may be argued that on each shilling which an officer draws locally up to a maximum of £400 a year he is getting a compensation of 20% instead of 46%, representing a loss of 3.12d in respect of each shilling of his substantive salary; that on each shilling drawn between £401 and £600 a year he is getting 10% instead

instead of 46%, representing a loss of 4.32d in respect of each shilling, and that on each shilling drawn in respect of salary above £600 a year he is getting 5% instead of 46%, representing a loss of 4.92d in respect of each shilling.

12. It will be seen therefore that the basic rates of salary which were approved with effect from the 1st of April, 1920, have been eaten into and are no longer intact. The proposition that the existence of the local allowance as one designed to compensate officials for the effect on the local purchasing power of their salaries of the change of currency introduced in 1920, cannot be justified is, therefore, I venture to submit, one that it would be very difficult to substantiate. The habit of mind recently formed of regarding the local allowance as a gratuitous payment in addition to the approved salary instead of compensation to keep that salary intact is at the root of the difficulty in which many of the servants of this Government now find themselves owing to the insufficiency of their emoluments.

13. On the other hand I am faced with the following facts which cannot be overlooked. After reading the report I am confirmed in the conclusion at which I had already arrived that the local cost of living in Dar-es-Salaam is generally about the same as the cost of living in Lagos. (The food and service here are superior to those found in Lagos and in this respect I get better value for my money. The high Customs duties are very perceptible in the case of imported articles, particularly liquor.)

14. I should add, however, that I agree with the view of the Committee that officers entitled to second class passages (known as Class B officers in Nigeria)

should

should under existing conditions be paid not less than £400 a year. On page 125 of their report the East Africa Commission describe the salaries of this class of officials as 'meagre'. A salary of £400 a year is more than would be required in Nigeria but I noticed soon after my arrival that social conditions were in this respect different here from those in Lagos. In Nigeria, with very few exceptions, the Class B officers (even if accompanied by their wives, which is seldom the case) live in a social world of their own. In Dar-es-Salaam one class merges into the other to a much larger extent. The term 'entertainment' is misused in the evidence given before the Committee. 'social intercourse' would be more correct.

15. I agree that expressed in sterling many of the salaries appear to be low in Tanganyika, but if I am correct in thinking that the cost of living here is about the same as in Nigeria there is no reason why higher emoluments should be paid here, as would be the case, in many instances, if the local allowance were restored to the full figure, viz. 40%. I can only conjecture, as the explanation of the apparent anomaly, that the officer who received fifteen rupees to the pound sterling in Tanganyika had a larger purchasing power than the officer who received twenty shillings to the pound in Nigeria.

16. I share the opinion of the Committee expressed on page 19 of the report that in view of the rapid economic development of this country the cost of local foodstuffs and service will tend to increase rather than decrease. This tendency is well reflected in the graphs which they have prepared showing the cost of the rations supplied to the rank and file of the King's

African Rifles and to certain Railway employees. The East African Commission expresses the opinion on page 41 of their report that "generally speaking, wages are rising in East Africa and will continue to rise".

17. I have shown above, I trust, that strong arguments can be adduced for continuing the local allowance in its original form as compensation to officials for the effect on the local purchasing power of their salaries of the change of currency introduced in 1920, and after careful consideration of all the problems involved, I have come to the conclusion that the most equitable course to pursue will be to take steps as soon as possible for a complete revision of the scales of salary in order that they may be stabilised on the basis of present prices, retaining the local allowances at existing rates in the meanwhile with one exception noted in the following paragraph. Government officers have an equitable claim to some increase in the existing rates of local allowance but I anticipate that they would be willing to leave matters as they are if they were assured that a general revision of salaries would be undertaken in the near future.

18. The exception to which I referred in the preceding paragraph is in the case of officers entitled to Second class passages. These officers are not recruited at an early age, for the most part, and in the majority of the cases they are married men. It is clear from the letter of the General Manager Railways, which I enclose and from the report of the Committee that many of them are in serious financial straits and I strongly recommend that the emoluments of any of the

who are drawing less than £400 a year should be brought up to that figure at once through the medium of a fluctuating additional local allowance. I regard this aspect of the question as very urgent and important and I trust that it will be dealt with as soon as possible. The additional cost to Government is estimated at about £8700 for the current financial year.

19. The payment of local allowance in respect of the portion of an officer's salary which he allots through the Crown Agents for expenditure in England (founded on paragraph 3 of Lord Milner's despatch No. 617 of the 31st August, 1920) does not appear to be quite logical, but if it were stopped officers would almost certainly adopt the practice of drawing all their salary locally and remitting through the Banks, and as their salary is due in Tanganyika and not in the United Kingdom they are quite entitled to do so. No saving would accrue to the Government and officers would be put to inconvenience and further expense. No change in this respect should therefore be made.

20. Your despatch of the 18th November raises, once more, the question of expensive and less expensive stations within the Territory. The same question receives very careful consideration in connexion with the revision of the West African salaries and any attempt at discrimination was abandoned. It is true that at some stations local foodstuffs cost less than at others, but it is equally true that the European cannot do without some important articles and that those articles cost much more at the so-called cheap station in the interior than at the station at the Coast. The so-called cheap stations are cheap because an officer loses so many of the amenities of life when he is residing in them and it

is difficult to justify the proposition that because he loses the amenities (and sometimes almost the decencies of life in tropical Africa) he should also lose a portion of his emoluments.

I have the honour to be,

Sir,

Your most obedient humble servant,

W. A. S. S. S. S.

G O V E R N O R.

1/ALV.

From The General Manager, Tanganyika Railways,
Dar-es-Salaam.

To The Hon'ble The Chief Secretary.

CONFIDENTIAL.

Date April 6th,1925.

Salaries of subordinate staff and present
high prices in Dar-es-Salaam.

Having noticed in the last few months, the extremely high prices ruling for all ordinary local commodities, such as eggs, fish, vegetables, rice etc., I have once again been very carefully into the average expenses of my Subordinate European Staff.

I can only describe the situation as serious. When the last cut was made in the compensatory allowance, the problem of living for these officials became one of great difficulty.

I considered, however, that, by living carefully and simply on plenty of local foodstuffs, that both ends could be made to meet.

With the present high local prices - I regret to say that I find it is practically impossible for these officials to live in the country - that is to say to live, without running into debt - and to provide themselves with the food and other items necessary for their health.

So bad is the situation that many are deprived of the means of recreation as they cannot join any club nor even the Railway Institute, cheap though the facilities are.

Every cent has to be spent on the mere keeping of body and soul together and I submit that this is an impossible life in a place like Dar-es-Salaam.

Those

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Those

Those who are married and make an allotment home can do nothing else. Those who have their wives here live in perpetual dread of having to borrow money to get their wives passage home.

I have in my possession, carefully checked lists of how these officials live and certain items of food even are too small for health.

I can produce these lists and I have made calculations as to what the lowest paid white man can live on, if you would care to discuss the matter with me.

Several of my good men are trying to get transferred and they can only be replaced, under the circumstances, by inferior men.

My staff are loyal and uncomplaining but I cannot guarantee to keep up the staff to strength or efficiency as things are at present in which case the railway may fail in its duties and cause a very considerable loss to the country.

I ask therefore that immediate steps be taken to relieve the lot of the hardworking and loyal staff.

Sgd. G. MAXWELL.

G.M. RLYS.

original

under no. 39/57.25.

*28322/25
EA*

TANGANYIKA TERRITORY

Report of the Committee
appointed by His Excellency the Governor
to consider and report on the
Cost of Living

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- (f) Married officer entitled to 1st class passage, with about eight years service.
- (g) Married officer entitled to 1st class passage, with twelve years service.

The Committee sought and obtained from Your Excellency permission to regard their original instructions with the latitude necessary to enable them to submit a comprehensive report.

3. The Committee held a preliminary meeting on the 21st of April to discuss methods of procedure. As a result questionnaires were drawn up for the various classes of officials to be called as witnesses. It was decided that all witnesses, other than those giving evidence in their capacity as Heads of Departments, should be informed that their statements would be regarded as confidential and that, in view of this, they should be warned to take every care to ensure that their statements would not be open to criticism on the score of exaggeration or liable to be challenged on general grounds as being at variance with ascertained facts as to the cost of living.

4. Apart from the independent evidence of witnesses, evidence was collected from the official records of the Air Force and by the examination of the Turkish Air Force. Servant of the Committee's effort was directed to get evidence from non-official sources and the results were not inadequate to have been included in the report of the European Committee. The Bank of the Salaam Chamber of Commerce and Industry was asked of its members to give evidence. The Bank Managers

supplied certain information, a summary of which is included in the evidence. The Editor of the "Dar-es-Salaam Times", who has been associated with the Territory from its early days, was invited to give evidence but unfortunately had just left on a visit to Kenya.

5. The Committee commenced the examination of witnesses on the 24th of April and continued up to the 6th of May. It examined 87 independent official witnesses, apart from the Tanganyika European Civil Servants Association, Heads of Departments and various unofficial witnesses. The evidence, more particularly that of the independent official witnesses, has been compressed as far as practicable. The evidence has been arranged in the following groups:-

- A.1. Evidence of married officers entitled to 2nd class passages.
- A.2. Evidence of unmarried officers entitled to 2nd class passages.
- A.3. Evidence of unmarried officers entitled to 1st class passages, in first tour.
- A.4. Evidence of unmarried officers with considerable service and entitled to 1st class passages.
- A.5. Evidence of married officers entitled to 1st class passages.
- A.6. General Evidence arranged as follows:-
 - (a) Evidence of Tanganyika European Civil Servants Association.
 - (b) Evidence of heads of departments.
 - (c) Evidence of members of the Tanganyika Chamber of Commerce.
 - (d) Summary of information supplied to the Manager of evidence by the Treasurer.

Sections A.1. to A.5. of the evidence are accompanied by lists of the questions put to the witnesses and by summaries of the evidence.

6. The following tables were obtained with the object of ascertaining the cost of living on 1st April,

1925, and on the same date in each of the three previous years and, as far as possible, on 1st April, 1920:-

- B1. List of prices supplied by the Tanganyika European Civil Servants Association.
- B2. List of prices (for the same articles as in B1) compiled by the Senior Commissioner, Dar-es-Salaam, who has charge of the local market and is in close touch with traders.
- B3. C.I.F. prices in Dar-es-Salaam in 1923, 1924 and 1925, supplied by the Comptroller of Customs.
- B4. Table showing estimated monthly consumption of various articles by a bachelor and a married couple and total monthly cost in each of the years under review. The extent to which the ration suggested is a proper one will be discussed later. This table was supplied by the Tanganyika European Civil Servants Association.

Lists B1 and B2 are in general agreement and there is very little variation between prices as supplied by the Civil Servants Association and those obtained from official sources: the official figures are on the whole slightly higher. It does not appear that any noticeable change in prices has taken place in the last three years. A comparison with 1920 prices is difficult: for the purpose of comparing the cost of living of an official at the present time with the cost of living in rupee days it has to be remembered that formerly officials were paid at Rs.15 = £1 and that conversion at 1/4d is the true comparative figure except in so far as imported articles are concerned. If the 1920 prices of the articles mentioned in list B2 were all converted at 1/4 to the rupee the total cost would be Shillings.59/- but if converted at 2/- to the rupee the total cost would be Shillings.88/34: it is probable that the true figure would be between the two and approximate to the total cost of the same articles in 1925, namely Shillings.78/27. Expenditure on recreation, rickshaw hire, servants (say a very considerable

1925, and on the same date in each of the three previous years and, as far as possible, on 1st April, 1920:-

- B1. List of prices supplied by the Tanganyika European Civil Servants Association.
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considerable item) passages etc; have remained practically unchanged. On the whole we consider that prices have remained stationary during the last three years and that present prices are much the same as they were in 1920.

Our view that prices have remained practically stable during the last three years is supported by table B3, which shows C.I.F. prices in Dar-es-Salaam for the years 1923, 1924 and 1925, during which the customs duties remained unchanged. In fact an examination of the table would suggest that prices are on the increase; the increases are frequently not reflected in Tables B1 and B2 as these tables are concerned mainly with local produce.

Table B4 again confirms our conclusion that prices have not varied during the last three years. In comparing present prices with those obtaining on 1st April, 1920, the prices previously referred to is of course present. The 1920 costs of the monthly ration, converting the rupee in one case at 1/4 and in the other at 2/-, works out as follows:-

	<u>Bachelor.</u>	<u>Married Man.</u>
	Shillings.	Shillings.
At 1/4 to the rupee	301.60	389.12
At 2/- " " "	452.40	583.68
The cost in April 1925 was	411.65	534.75

We consider that any comparison between present day prices and prices in 1920 is purely academic and serves no useful purpose. The currency has been changed, prices in terms of the new currency have been stable over a period of three years, and the practical point is to ascertain what salaries are required to enable officials to live at a proper standard under the more or less normal conditions which now exist.

7. In attempting to arrive at the minimum cost of living for various grades of officials we have taken into account, in addition to ordinary local expenditure, expenses on passages, education of children, maintenance of families outside the Territory and all the expenses which naturally result from the abnormal conditions of family life when the head of the family is employed in tropical Africa.

The Tanganyika European Civil Servants Association were asked to work out, on the above basis, the minimum cost of living for each class of officer under consideration and their detailed figures for each class will be found in enclosure "C", the total being as follows:-

	<u>ANNUAL EXPENDITURE</u>
	£.
Married officer entitled to 2nd class passage.	498
Unmarried officer entitled to 2nd class passage.	359
Unmarried officer entitled to 1st class passage, in first tour.	430
Unmarried officer entitled to 1st class passage, with 8 years service.	549
Married officer entitled to 1st class passage, in first tour.	552
Married officer entitled to 1st class passage, with 8 years service.	755
Married officer entitled to 1st class passage, with 12 years service.	978

The Association supports its figures with complete details of expenditure. They maintain that their estimates are based on minimum requirements and might quite properly have been much increased. They have pointed out that their diet scale does not include any luxuries

luxuries such as tinned fruit, tinned vegetables and fish, biscuits, potted meats etc., which they consider to be beyond the means of the majority of the members of the Association. The wage for an ayah, £1 per mensem, is absurdly low, the usual rate of pay being 30/- to £2 per mensem. More important is the fact that no provision has been made for children in the case of officers entitled to second class passages although in fact many such officers, particularly among the artisan class, have families. In fact no provision has been made for expenditure on children until an officer has become entitled to a first class passage and has had at least eight years service and it has been assumed that no expenditure for the education of children will be incurred until an officer has had twelve years service. The cost of education, which includes school outfit and incidentals, has been based on the fees charged for two children of the ages of 7 and 11 in the junior section of an ordinary secondary school at home, and on the assumption that the children will spend half the school holidays with relatives free of cost. It is of course obvious that many senior officers, who have themselves had a public school and university education, will not be satisfied with this standard and will expect to be in a position to spend a much larger sum on education. The assumption that a child of five years of age should not be in the Territory is supported by the evidence of the Principal Medical Officer. It has been assumed that all married officers during their first tour will travel by a class of passage lower than that to which they are entitled in order to effect savings which will enable them to escape expenditure for family passages, while the passage expenses of the two senior classes have been based on the assumption that

that the present passage arrangements, which temporarily grant assistance to officers drawing salaries up to £700 per annum, will not be disturbed. In the case of officers drawing more than £700 per annum the expenditure on passages would be approximately double that shown in the table supplied by the Association. No provision has been made in the estimate ^{of} expenditure ~~for~~ medical and dental treatment, local leave or increased expenditure inevitable in connection with home leave. In view of the numerous omissions of legitimate expenditure we find it difficult to challenge the estimates submitted by the Association. We think however that as we are seeking the absolute minimum expenditure it might be possible to reduce the estimated expenditure on foodstuffs. We enclose an estimate of the monthly cost of feeding a married couple, prepared by the Committee, which totals shillings 221 as against shillings 270 put forward by the Association: the Principal Medical Officer considers the Committee's scale amply sufficient for a married couple, adding that ~~it~~ was generous but not excessive and that he would not care to suggest any reduction. We therefore consider that the Association's estimates might be reduced by £30 per annum in the case of a married man and to a lesser extent in the case of an unmarried man so far as foodstuffs are concerned, this without prejudice to our previously expressed views as to the inadequacy of the figures in other directions.

8. Before deciding what constitutes a reasonable cost of living for Europeans in this Territory it is necessary to define the requisite and proper standard at which they should live. On page 30 of "NOTES FOR OFFICERS APPOINTED TO THE TANGANYIKA TERRITORY" will be found a summary, printed in italics so as not to escape the attention

attention of newly appointed officers, which sets forth the official view regarding the standard necessary for the preservation of health. The summary reads as follows:

"To sum up, the secret of good health in the Tanganyika Territory, as elsewhere in the tropics, lies in being fit and keeping fit (1) by eating plenty of good nourishing food, (2) by taking quinine regularly, (3) by being careful of one's drinking water, (4) by precautions against the sun (5) by taking regular exercise, (6) by moderate use of alcohol, and (7) by the avoidance of any undue strain or irregular hours...."

We consider that these principles are sound and we are of the opinion that the standard of living aimed at by officials in this Territory does not exceed that enjoined officially. We are convinced that many officials cannot maintain the requisite standard on their present rates of pay.

9. While on the subject of the standard of living we consider it desirable to refer briefly to various points in the evidence which might give rise, in the mind of one unacquainted with conditions in this Territory, to the impression that the standard is extravagant. For instance it might seem that the household staff employed is too numerous but this is not the case. In the "Notes for Officers appointed to the Tanganyika Territory" it is pointed out that native servants dislike performing duties other than those to which they are accustomed and consequently that it is necessary to employ a large staff: the dislike might in fact be interpreted in most cases as absolute refusal to do any work outside their particular sphere of occupation. The domestic staff necessary for a bachelor is stated in the "Notes" and a perusal of the evidence will show that the majority of officers, and married officers at that, employ a staff not in excess of that officially considered to be necessary for a bachelor. It is impossible for European women to perform other than light household duties, and even if it were possible it

would be undesirable: it is not ~~so~~ too much to say that a native servant speedily develops contempt for an employer who permits himself or his wife to perform menial household duties. Incidentally, now that the question of household staff is under discussion, we would mention that several witnesses whose children were girls employed "boys" instead of "ayahs" as attendants for their children because the wages of a youth were less than those of a woman of the ayah class: it is obvious to those who know Africa that this is a most undesirable feature of forced economy.

The frequent references to "entertainment" in the evidence may require some explanation. It was clear to the Committee that the use of this term was intended to refer to ordinary normal hospitality such as a small tea or dinner party, an informal dance or other minor entertainment, the absence of which entails complete isolation. In England the junior official would spend part of his income on visits to football matches and cinemas, the consumption of a certain amount of beer, and the entertainment of his friends in a quiet way: the senior official would visit the theatre, occasionally dine at restaurants, and otherwise amuse himself and his friends. Here there are no forms of diversion such as can readily be obtained in England and they are all replaced by what is referred to generally in the evidence as "entertainment".

Recreation is on a somewhat different footing to "entertainment" in that it can more readily be shown to be essential to the well being of the individual. The official handbook enjoins "regular exercise" and this cannot always be restricted to walking. In our opinion every European in Dar-es-Salaam should be in a position to play some game several times a week if he or she is to

remain physically fit. The period during which games can be played is limited to one and a half hours and, unless one resides in the vicinity of the Gymkhana Club, it is necessary to incur expense for the hire of rickshaws or the purchase of bicycles. There are various incidental expenses connected with playing games and a visit to the Gymkhana Club might easily involve an officer and his wife in an expenditure of 5/-. Consequently many do not take regular and proper exercise or at best confine themselves to monotonous walks over the few routes available. The subscription to the Gymkhana Club is very moderate and it is the only institution, apart from the Railway and Post Office Tennis Clubs, which afford facilities for very necessary recreation.

We have also to refer briefly to the Dar-es-Salaam Club. This club has a lending library, affords facilities for messing, holds occasional dances and concerts, and entertains visitors. In our opinion it is most regrettable that officials of standing should be debarred by their financial position from seeking admission to the club or, if members, from making full use of the amenities which it affords.

We trust that the above remarks will remove any possibility of misconception and we reiterate our opinion that the standard of living aimed at by officials is eminently reasonable, our only regret being that many of them are compelled at present to live below that standard.

10. In considering the cost of living it is also necessary to establish the extent to which the standard must be based on the needs of a married officer. The principle of paying married and unmarried officers different rates of pay for the same type of work cannot of course be accepted. But if married officers are appointed

appointed to the most junior posts and rates of pay are based on their requirements it is ~~probable~~ probable that unmarried officers will be at some advantage. The advantage would not in practice be so considerable as might be estimated in theory, mainly because an unmarried officer is not in a position to give adequate supervision to his housekeeping: moreover in the junior ranks he is very frequently saving with a view to marriage and in the senior ranks has frequently remained unmarried as a consequence of being under the necessity of supporting parents or other relatives.

On page 142 of Sir F. Lugard's book "The Dual Mandate in British Tropical Africa" it is stated that Colonel Amery, the present Secretary of State for the Colonies, speaking in the House of Commons on the 23rd of August, 1920, said that it was the desire of the Secretary of State that married life should be the rule rather than the exception in the Crown Colonies and Protectorates. The Government provides a more liberal scale of furniture for married than for unmarried officials and gives assistance towards the passages of wives and families. It is observed that married candidates are frequently selected to fill appointments both on agreement and on probation. Recently it was decided that officers appointed to this Territory would not be allowed without special permission to bring out their wives until they had served for at least six months but we understand that this ruling is not intended to act as a bar to the appointment of married men and that in fact any attempt to use the restriction for such a purpose would place the Territory in a disadvantageous position as regards recruiting in comparison with other territories. We infer from these facts that the Government accepts the position that married men may be appointed to the most junior posts

posts and consequently that salaries must be based on this hypothesis.

11. We now proceed to refer briefly to the living conditions of the various classes of officers, as ascertained from evidence given by independent witnesses, and to indicate the minimum cost of living in each case. Detailed information in this connection will be found in the summaries attached to the evidence of the various classes of witnesses.

MARRIED OFFICERS ENTITLED TO 2ND CLASS PASSAGES. According to the evidence the average annual local expenditure of a married man with his wife in the Territory, living very quietly and without providing for recreation, is £300 per annum. Total expenditure appears to vary very little whether the wife is in the Territory or at home being in both cases about £440 per annum; this figure is based on reasonable requirements and does not represent actual expenditure. At present many officers of this class appear to have practically no recreation, their expenditure on clothing and outfit is in many cases obviously inadequate, they do not take local leave, they stay with relatives when in England, they effect no savings, and in most cases eke out their pay from savings made prior to entering the service. Although the weight of evidence indicates a larger sum we are of the opinion, after a careful scrutiny of actual expenditures, that £400 per annum may be taken as representing the lowest possible cost of living for this class of officer.

UNMARRIED OFFICERS ENTITLED TO 2ND CLASS PASSAGES.

The position of these officers is not so unsatisfactory as that of married officers of the same class. The evidence points to £305 as the necessary minimum

minimum, but this sum includes no provision for local leave or expenses for medical and dental treatment nor does it provide a margin to save for contemplated marriage or for increased expenditure when on home leave all of which should be looked upon as legitimate calls on salary.

UNMARRIED OFFICERS ENTITLED TO 1ST CLASS PASSAGES, IN FIRST TOUR.

The cost of living of this type of officer depends to a considerable extent on questions not directly connected with the prices of bare necessities. The Civil Servants Association estimated the cost of living for officers of this grade at £430 per annum and we feel convinced that they cannot live in a manner compatible with their position at an annual expenditure of less than £400.

NURSING SISTERS: are afforded facilities for messing at the hospital at economical rates and receive a uniform allowance. Their approximate cost of living, without any expenditure on entertainment, was given by one of the Sisters as £263 per annum. We consider that the minimum cost of living for Nursing Sisters, allowing for reasonable expenditure while on leave, may be regarded as £250 per annum.

MARRIED AND UNMARRIED OFFICERS ENTITLED TO FIRST CLASS PASSAGES, AFTER CONFIRMATION.

We experience great difficulty in making any statement regarding reasonable costs of living for married and unmarried officers entitled to first class passages, after 8 and 12 years service. The expenses of such officers vary according to the type of post, the environment in which the officer was brought up, the education which he received, the size of his family and various other considerations which make it impossible to

reduce

reduce their cases to a common denomination. Such figures as we suggest are based on the assumption that existing passage arrangements will remain in force and will be extended to all officers irrespective of salary. The one point which emerges clearly from the evidence is that the present rates of pay are insufficient to enable officers to give their children a really good secondary education and totally inadequate in cases where a public school and university education might be considered legitimate.

The Tanganyika European Civil Servants Association, as previously stated, estimated the cost of living for these classes of officers as follows:-

Unmarried officer entitled to first class passage, with 8 years service.	£549
Married officer " " " " " "	£755
Married officer entitled to first class passage, with twelve years service.	£978.

We are unable to see any reason for substantial reduction of these estimates. Taking a mean between the expenses of unmarried and married officers we consider that the average cost of living of an officer entitled to a 1st class passage, with 8 years service, should be placed at £650 per annum. The cost of living of a married officer entitled to a first class passage, with twelve years service, would be in the neighbourhood of £900. In cases in which the officer might legitimately expect to give his children a public school and university education the cost of living at and after twelve years service would be substantially increased.

12. Having stated our conclusions as to the minimum cost of living for various classes of officers we desire to draw attention to the insidious effect of inadequate pay on the efficiency of this service. The standard of officer originally recruited was high:

the staff was in the early stages composed of selected officers from all parts of the Empire attracted to the Territory by promotion and the prospect of proving their worth under a new administration; and after the 1st of April, 1920, by emoluments which they understood would not be reduced unless the cost of living fell considerably. Leaving aside the general feeling among officers appointed to the Territory in its early days that their treatment as regards pay has been a poor reward for service of an unusual nature, we desire to draw attention to the immediate and future effect of low rates of pay. Of course, officers are holding on in the hope that salaries in this Territory will in the final result be adjusted on an equitable basis but we are convinced that once salaries are fixed serious results will arise if the basis is markedly inferior to that in force on the West Coast. Already a high percentage of officers in this Territory have applied for transfers and recently a steady current of transfers to the West Coast, not necessarily on promotion, has set in, and it may be anticipated that the more efficient officers will as a rule be selected for these transfers, the general efficiency of this administration being thus impaired. It is to the advantage of most officers in this service, whose children are over 4 years of age, to transfer to the West Coast, and strong pressure for such transfer may be anticipated. Officers serving on agreement, who are less tied than officers on the permanent establishment, will naturally endeavour to secure employment on the West Coast rather than re-engage for service here. A fair proportion of the witnesses who appeared before the Committee had served on the West Coast and the

General

general trend of their evidence was to the effect that there was no appreciable difference between conditions in Tanganyika and the West Coast and that any difference which might exist was compensated for by superior leave conditions. As regards new appointments, both on agreement and on probation, it appears obvious that this Territory will in future, unless salaries are increased, secure the services of an inferior type of candidate, more especially if in future local conditions are fully represented to the agreement class before they are engaged. Clearly the best men will go to the West Coast where they have the prospect of securing much higher pay, while, as regards the East Coast, Kenya will be in a position, owing to superior climatic conditions, to attract the pick of the remaining candidates. We understand that the Government of Kenya has recently prepared new regulations for its European service which are stated to be based primarily on climatic conditions which are not found to anything like the same extent, if at all, in the neighbouring territories.

13. In view of the fact that the currency question has a most important bearing on the conclusions at which we have arrived it is necessary for us to consider whether the reduction of the original compensatory allowance has been justified on any ground other than that of financial necessity. The terms on which officers accepted in 1920 the revised conditions of service were as follows:-

"A non-pensionable allowance of 50% will be payable on all salary issued locally in respect of resident service. This applies to the additional temporary non-pensionable allowance, acting allowance, house allowance and other sterling allowances payable locally, for example, uniform allowance.

"This

granted in consequence of the change from rupee to florin currency: it will therefore be of interest to ascertain whether the change in currency has brought in its train any decrease in prices such as would justify a reduction in the allowance. It is of course very difficult to say whether changes in prices are or are not due to currency changes and the Bank Managers were unable to give any really definite information on this subject. Throughout the Government has frankly regarded the rupee as a florin and a florin as two shillings, while the wages of servants and workmen have been based on the same assumption. Practically every independent witness, whether official or unofficial, regarded the rupee as equivalent in purchasing power to 2/- and it may be mentioned that the native still refers to the shilling as half a rupee. The only effect in the change in currency that we can trace is a fall in the prices of imported articles when the change was made from rupee to florin currency: this decrease was almost immediately neutralised by increased customs duties. On the other hand the cost of local foodstuffs is steadily increasing: this is conclusively proved by the enclosed graphs illustrating the variations in the cost of rations supplied to the King's African Rifles and Railway employees respectively during the years 1922/1925. It must be remembered that in the rapid economic development of any country, similar to that now taking place in Tanganyika Territory there are two factors which influence the cost of living: 1. the increased purchasing power of the native owing to increased wealth, whereby he becomes an increased consumer; 2. the temptation to neglect foodstuffs for the more attractive return of the economic crop. The increased demand coupled with a reduced supply cannot fail to force up prices.

At the request of the Committee Mr. Lockhart, Senior Assistant Treasurer, prepared an able memo on the subject of the effect of the currency changes. This memo forms an enclosure to our report and we find no reason to dissent from the conclusions at which he has arrived.

14. We have already stated what we consider to be the minimum cost of living of the various classes of officials and having regard to our findings we recommend that the Secretary of State should be urged to incorporate the existing local allowance in salary at the earliest possible moment. This will afford some relief to officers on leave who at present almost invariably have to impose on relatives, while the increase in pensionable emoluments may assist to prevent further leakage of staff. We understand that the Governments of Kenya and Uganda propose to make a similar recommendation but we consider that any such proposal made by this Government should be regarded as a temporary expedient and should be made without prejudice to a thorough examination of the case for increased salaries, longer salary ~~xxxxxx~~ grades, and the creation of additional senior appointments.

15. We should fail in our duty if we neglected to call His Excellency's attention to the very strong feeling existing among officers in this service that their interests have suffered through proximity to a country in which it is claimed that a European population can live and flourish. Convenient as it may be to staff the enormous areas of East Africa on a uniform basis there is no doubt that administrative convenience has borne very hardly on officers who serve in the more tropical parts. There is no doubt that conditions in Kenya are superior to those in this Territory

Territory and that the Kenya civil servant who need take leave less frequently than is necessary in this Territory is at a considerable advantage as regards expenditure on passages, leave, European outfit and the maintenance of his wife and family at home. We are confident that no officer serving in Kenya, with the possible exception of a few administrative officers, would contemplate transfer to this Territory except on promotion. There is a movement in Kenya to establish ~~for~~ longer tours and other variations in the conditions of service which in our opinion could not be applied in this Territory. The difference between the conditions in the two places arises to some extent from the situation of the capitals, where naturally a high percentage of the total staff is employed: on the one hand the capital is Nairobi, which enjoys a semi-European climate, on the other hand it is Dar-es-Salaam with a typically hot and enervating tropical climate. The result is that the Tanganyika Civil Servant serves approximately under West Coast conditions and is paid at Kenya rates although the calls on his purse, due to his environment, are much heavier than would be the case were he living in Nairobi. We understand that the East African Commission was much impressed by the essential differences between conditions obtaining in the various territories in East Africa. We suggest that the attempt to fashion the services of the Tanganyika Territory and the Kenya Colony on identical lines has little justification and should be abandoned.

16. We recommend a complete revision of the salaries of all officers and that such revision should be accompanied by a reversion to the system of duty pay. The present system of acting allowances is haphazard

in its incidence: one officer may benefit considerably by acting allowance while another, owing to the arrangement of the leave roster, may receive nothing.

In any such revision it must be borne in mind that the salaries of Medical Officers, Officers of the King's African Rifles and others, have been increased since the 1920 scales of pay were laid down and further that the last reduction of the compensatory allowance operated so as to reduce the emoluments of Senior Officers in order that something approaching a living wage could be paid to their juniors.

We consider that it is extremely desirable to institute non-fluctuating rates of pay as early as possible. In the peculiar circumstances in which officers serve in Africa they are continually faced with the necessity of making decisions as to insurance, the education of their children, and the establishment of homes in England; to accept such liabilities and depend on a continually threatened allowance for their fulfilment involves grave risk.

During the course of our investigation we have been impressed with the necessity for the institution of extended scales of pay with a higher maximum than at present prevails, in order that officers may, after considerable service, be in a position to meet their family obligations and eventually to retire on pensions which will admit of their living in moderate comfort. In addition to extended scales of pay we consider that the creation of a fair number of appointments carrying salaries in excess of the maximum of the ordinary grades is called for, to provide better prospects of promotion for capable officers.

17. We consider that every officer should either be pensionable or should contribute to a Provident

Fund. The General Manager of the Railways prefers a provident fund for the bulk of his staff but for the majority of officers in other departments we consider that pensionable status is preferable and should be accorded. Except in the case of officers serving on probation pensionable status should not, we consider, be accorded until the completion of five years service by which time the Government should be in a position to decide whether or not the officer's service may properly be continued. It must be remembered that the type of officer serving on agreement is usually employed here as an instructor or supervisor; in consequence he becomes unfitted to compete at home with men who have been continuously employed in the actual operations of manufacture or other form of employment. Moreover the men frequently experience difficulty in rejoining their trades unions or re-entering the home railway service, while service in the tropics reduces their energy and makes it extremely difficult for them to compete on level terms with men who have remained in England.

18. Several witnesses thought that the present outfit allowance was insufficient and that full pay on the voyage out on first appointment was desirable. We consider that the existing arrangements are reasonable, and we have no recommendation to make.

19. The evidence taken by the Committee has brought to light certain matters which might receive the consideration of Government with a view to improving conditions and lessening the cost of living if possible.

These matters are summarised in Appendix "G" to the report; we would observe however that any reduction that might be effected in the cost of living

as a result of attention to the matters referred to will not be of such a nature as to make any material difference in the annual domestic budget.

20. The opportunity afforded to members of the service to express their views as to the cost of living has been very much appreciated. Officers are however in doubt as to the future of the present local allowance, which they have been informed has been extended up to the 30th of June only. The service is in a high state of tension and we trust that our report will assist in the task of finding a satisfactory solution to the present difficult position.

21. The evidence of witnesses has been reported by Mr. G. J. Welsh, Chief Clerk to His Excellency the Governor, and Mr. R. A. Cotton, Clerk in the Land and Survey Department. The Committee desire to thank them for the expedition and ability with which they have carried out their duties which have entailed much work outside the ordinary office hours.

22. Finally we desire to express our appreciation of the very efficient way in which Mr. F. J. Durman has filled the office of Secretary to the Committee. His wide experience, and energy, have greatly assisted the Committee in expediting their enquiries and framing their report.

A. C. Cotton

J. Maxwell

Revised Text

Wm. A. Hughes

F. J. Durman

SECRETARY.

DAR-ES-SALAAM,

15th May, 1925.

Annexure A1 to Report of Committee on Cost of Living.

Evidence of Married Officers entitled to 2nd Class
Passages.

Summary of Evidence	Pages	2	← 12
Questionnaire		13	← 14
Evidence		15	← 16

SUMMARY OF EVIDENCE OF CLASS (A) MARRIED OFFICERS

ENTITLED TO 2nd CLASS PASSAGES.

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Twenty eight witnesses from this class were examined. The first nine witnesses were from the Railway Department and were in order of appearance a carriage and wagon foreman, an artisan, a locomotive driver, an inspector of works, a district station master, a guard, an office superintendent, a stock inspector and an accountant. Some of them were accompanied by their wives. They were followed by six witnesses from the Public Works Department, one draughtsman and five inspectors of works. The remaining witnesses were a linotype operator, a clock-store-keeper, a 1st grade sanitary superintendent, a sanitary superintendent, a draughtsman, a stock inspector, five technical and clerical post office employees and two clerks.

The evidence of the witnesses, who without exception appeared to be an excellent class of men, requires to be read in conjunction with the attached questionnaires. For the sake of convenience the trend of the questions is indicated in this summary where necessary. The evidence itself is numbered consecutively.

Number of Children, Ages and where resident.

In nine cases there were no children.

In the remaining 19 cases the number, ages and residence of the children were as follows:-

Number of Children	2	2	2	1	1	2
Ages	7, 13	15, 16		14	19	2, 5
Where resident	ENGLAND					
Number of Children	1	1	2	1	3	2
Ages	3	21	10, 12	7mos.	7, 8, 10	4, 2, 2
Where resident	ENGLAND (one case S. A.)					

3.

Number of Children	1	2	1	1	1	1	1
Ages	4	4, 2	$\frac{1}{2}$	$\frac{1}{2}$	$\frac{1}{2}$	$\frac{1}{2}$	14mos.
Where resident	In Territory						

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WHETHER WIFE IN TERRITORY OR IN ENGLAND.

In 9 out of the 28 cases the wife is resident in England. In five of the nine cases the children are either of an age when they cannot live here or they are nearing that age.

ACTUAL PAY IN EACH CASE INCLUDING COMPENSATORY ALLOWANCE.

£378, £336, £400, £360, £416, £372, £318, £354, £429, £360, £430, £354, £414, £300, £300, £414, £318, £490, £342, £450, £480, £456, £414, £414, £420, £396, £372, £300.

WHETHER ON AGREEMENT OR OTHERWISE.

Most of these employees are non-pensionable with the exception of these in the Post & Telegraph Department.

GENERAL COMPARISON OF PRESENT POSITION WITH THAT OF PREVIOUS EMPLOYMENT.

In practically every case the reply was that their present position compared unfavourably with that in their previous employment. Several witnesses said they were able to save money at home but cannot do so here.

WHETHER THEY HAVE RE-ELECTED TO RE-ENGAGE AND IF SO, FOR WHAT REASON. DO ANY CONTEMPLATE NOT RE-ENGAGING.

A brief summary of the replies is given below:-

- 1 Has applied for transfer owing to inadequate pay. If he cannot get transfer must return at home railway would not take him owing to age.
- 2 Re-engaged as employment was bad at home and he could not get a transfer.
- 3 Contemplates applying for transfer owing to unsatisfactory conditions.
- 4 Will re-engage
- 5 Re-engaged because he thought conditions would be improved.
- 6 Will re-engage because he has left home railway and cannot get back.
- 7 Would not re-engage if he could get employment in another Colony.

- 8 Not prepared to re-engage owing to cost of living.
- 9 Re-engaged in hope of improvement.
- 10 Will not re-engage on present rate of pay.
- 11 Re-engaged because salary had been improved
- 12 Re-engaged because he could not get employment, found it difficult to re-enter Union, and owing to work being of supervisory nature has lost in manual efficiency. Does not intend to re-engage if conditions remain as at present.
- 13 If post made pensionable would re-engage. Otherwise if conditions remain the same intends to get but as quickly as possible.
- 14 Might re-engage but cannot say definitely owing to short service.
- 15 Does not wish to re-engage.
- 16 Did not intend to return being offered employment at home, but had to as he could not refund return leave pay.
- 17 Does not intend to re-engage. No chance of promotion and cost of living too high.
- 18
- 19 Re-engaged as he hoped for promotion.
- 20 Re-engaged as he was financially embarrassed and could not relinquish appointment in the hope of getting something else.
- 21 Will re-engage
- 22 Pensionable post.
- 23 " "
- 24 " "
- 25 " "
- 26 Has applied for transfer and hopes to get it.
- 27 Pensionable post
- 28 Has no alternative but to re-engage.

Various witnesses pointed out that they had difficulty in returning to employment of the home railways and to their trades unions. To return to a trades union involves payment of back fees. Some made the point that their work here being mainly of a supervisory nature they lost their dexterity and accordingly were looked at askance by employees in England, an additional reason being that men who had worked in the tropics were

not regarded favourably. Generally the impression appeared to be that employment here unfitted the artisan type for employment at home and that unwilling men were forced to re-engage because the nature of their tropical employment had robbed them of the necessary speed.

GENERAL MONTHLY LOCAL EXPENDITURE.

<u>With wife and/or Children in the Territory.</u>	<u>With wife in England.</u>
Shillings (round figures)	Shillings (round figs.)
450	245 Messing with another officer.
450	380 Expensive as he is a Guard constantly travelling
380	
540	300 Lives in very indifferent hotel.
450	
500	200 Messes with another officer
625	
350 Messes at hotel does not include drinks servants wages etc.	295 Lives at hotel
480	300 Minimum
470	370
485	340
410	
650	
800	
500	
550	
450	
470	

From the above it appears that an average expenditure for a married man with his wife in the Territory, on the understanding that they live very quietly, is £25 a month or £300 per annum.

This expenditure includes a minimum average staff of cook, house boy and kitchen boy which cannot be employed for less than £4 a month.

The expenditure on the whole includes a minimum expenditure on liquor, practically nothing for entertainment, while ice and other little luxuries are usually not purchased.

It was noted that in several cases officers with female children employed boys instead of Ayahs, on the ground of economy, a not very desirable practice.

It is difficult to arrive at a proper average expenditure for a man living in the Territory without his wife as officers in this position usually adopt more or less undesirable expedients to effect economies. Roughly and allowing for forced economy about £17 a month, but the position will become clearer when the evidence of unmarried officers of a similar class has been considered.

MONTHLY EXPENDITURE OF WIFE AND/OR CHILDREN WHEN IN ENGLAND.

<u>Children in England</u>	<u>Wife and Children in England</u>
29 with relatives	£15 More required but cannot send it.
26 plus additional money for clothing.	£9 With relatives as matter of necessity.
	£30 Live with relatives otherwise could not be supported.
	£16.
	£10 and anything else that can be spared. Live with relatives.

From the above it appears that a married officer of this class with a wife and/or children in England must send home at least £120 per annum. Practically every case the wife and children are assisted by living with relatives. Some witnesses resented this necessity one giving it as his opinion that "a man was no man if he could not provide a home for his wife". Probably the minimum reasonable figure for current expenditure at home would be about £150 per annum, for both wife and children.

MONTHLY EXPENDITURE ON RECREATION, CLUBS AND PURCHASE OF BOOKS AND NEWSPAPERS.

Variously estimated at 6/-, 3/3, 3/-, 4/-, 20/-, 4/-, 80/-, 4/-, 50/-, 32/-, 5/-, Nil, 10/-, Nil, Nil, 25/-, 5/-, --, 5/-, 50/-, Nil, 19/-, 9/-, 40/-, Nil, 4/-, 37/-, Nil.

With a few exceptions all complain that they are deprived of reasonable recreation, which is obvious. Similarly their wives get no recreation. A reasonable expenditure might be £25 per annum bearing in mind that the sports clubs and reading afford the only means of amusement.

(a) EXPENDITURE ON EUROPEAN CLOTHING WHILE ON LEAVE

(b) EXPENDITURE ON CLOTHING HOUSEHOLD LINES ETC. FOR MISSING TOUR.

The replies on these points were varied and qualified and in some cases obviously inadequate. On the whole £15 annually might be held to suffice for (a) and £30 annually for (b). The precise figures would of course depend upon the type of officer.

ANNUAL EXPENDITURE ON PASSAGES FOR WIFE AND FAMILY.

The answer to this question depends on route followed, number and age of children etc.. Roughly it might be put down at an average of £30 per annum. Some witnesses stated that of their wives had travelled 3rd class from necessity. There was a general feeling that they were worse off in this matter than are married officers entitled to 1st class passages as the latter are able to travel by a lower class and devote the savings towards the passages of their wives and families.

EXPENDITURE ON EDUCATION OF CHILDREN.

There were very few children of school age. Generally those of school age attended board schools in England.

WHETHER ABLE TO LIVE ON PAY WHILE ON LEAVE.

Practically speaking the answer was in the negative in every case. They usually make both ends meet by staying

with relatives.

WHETHER THEY TAKE LOCAL LEAVE.

The question was put where it seemed applicable and the reply was uniformly in the negative. Although perhaps not brought out fully by the recorded evidence the reason is the cost of railway fares due to the long distances which have to be travelled to reach cool resorts and the high charges at hotels. Case 13 states he took 5 days local leave last tour but "never again".

UNUSUAL EXPENSES INCURRED.

Contribution to Widows and Orphans Fund may be put down at £18 per annum. Where insurance is mentioned it is additional to Widows and Orphans Fund.

- Case No. 1 Stated could not afford to go into hospital or to arrange for dental treatment for wife.
- Case No. 2 £20 for operation on child.
- Case No. 3 36/- for hospital fees. Wife needs dental treatment but cannot afford it.
- Case No. 4 £35.10.0 for maternity case. Dental fee 15/-
- Case No. 5 £6. 8. 0 hospital fees. 36/- dental treatment.
- Case No. 7 £12 insurance.
- Case No. 8 £60 for maternity case
- Case No. 9 £16 insurance. Had malaria on leave and had to pay doctors fees.
- Case No. 10 £9 dental treatment. £22.10.0 medical fees. £7.10.0 insurance. Last tour maternity case £25.
- Case No. 11 £4.10.0 hospital fees. £18 insurance. £20 allowance to relative.
- Case No. 12 £60 operation for wife. £12 oculist fee for wife. £10.10.0 dental treatment for wife. £5. 5. 0 insurance.
- Case No. 13 £16 medical fees. £16 insurance. £18 allowance to relative.
- Case No. 14 £90 wifes illness. Case could not be undertaken locally.
- Case No. 15 £40 insurance
- Case No. 16 £23 hospital charges. £9 doctors fees. wife ordered home suddenly and had to go 1st class, expense to officer £46.10.0 Heavy fees for operation in London.
- Case No. 17 £25 for support of mother which he has not been able to pay so far this year.
- Case No. 18
- Case No. 19
- Case No. 20
- Case No. 21
- Case No. 22
- Case No. 23

- Case No 24
- Case No 25
- Case No 26
- Case No 27
- Case No 28 £27 insurance.

Although the unusual expenditure is varied in amount and some officers have been fortunate enough to escape expenses for medical and other treatment it is obvious that some margin should be allowed for the purpose. Say £20 annually.

WHETHER POSSIBLE TO EFFECT ANY SAVINGS.

In 26 out of 28 cases witnesses stated definitely that they had effected no savings. In one case the officer had only just arrived and in the other he stated that he was saving nothing since his marriage.

WHETHER IT HAS BEEN NECESSARY TO ENCROACH ON PRIVATE MEANS

With this class of officer the private means are usually small savings in their possession before entering the service. The following is a summary of the evidence:-

- Case No. 1 Had £14 when he came out -- now spent.
- Case No. 2 Sold his furniture for £20.
- Case No. 3 Had no private means to encroach on.
- Case No. 4 Has had to encroach on private means.
- Case No. 5 £35 of savings spent.
- Case No. 6 Has no private means -- lives from hand to mouth.
- Case No. 7 Has spent all the money he had when he came out and also his wives savings.
- Case No. 8 Has had to dip into his savings.
- Case No. 9 Has drawn on his own funds to the extent of £200.
- Case No 10 ---
- Case No 11 £200 out of pocket, owing to wives illness.
- Case No 12 Wifes private means of £100 p.a. spent
- Case No 13 Has drawn extensively on home savings
- Case No 14 Had to supplement outfit allowance
- Case No 15 ---
- Case No 16 Went home last tour with £100 which is now exhausted. Has not saved anything this tour.
- Case No 17 Has spent £65 of his own money
- Case No 18 Has spent £150 of his own money
- Case No 19 Has spent money obtained by sale of business
- Case No 20 Had to raise £33 on Insurance policy to return to Territory
- Case No 21 Has sold two houses. His salary is spent on the maintenance of his wife and his sons education and he actually lives on private income.
- Case No 22 Has small private means which is all that keeps him going.
- Case No 23 Has spent practically all his savings
- Case No 24 Previous savings just about finished

400

- Case No 25 Has no private means.
 Case No 26 Expects to fall back on home savings to re-equip himself for leave and next tour
 Case No 27 Has encroached on savings made previous to marriage
 Case No 28 Spends part of military pension.

It appears that practically all these officers supplement their pay from previous savings, not income but capital, a course which cannot be continued indefinitely.

ESTIMATED ANNUAL EXPENDITURE FOR ALL PURPOSES.

Total emoluments £378 exceeded, £350, £400, £380, £500, emoluments of £384 exceeded, running into debt, £410, £530, £558, --, --, £395, about £550, --, --, £392, £448, £425, £400, £468, --, £500, £464, £440, £420 rather more than pay £395, £382, say about £375,. Except where officers are able to supplement their pay from private sources the above estimates are based on a restricted standard of living.

SALARIES DRAWN BEFORE ENTERING SERVICE.

£156, £221, £312, £300, £277, £208, £200 and wife earning £3.10.0 a week, £365, £228, £400 (salary plus private practice) £350 with free house light and fuel, about £225, £390, --, £218, £260, --, £104 pre war, £335, £200, over £1,000 (Jockey who became unfitted for employment owing to war service), £277 and all found, £234, £208, £260, £169, £200 plus travelling allowances, £372 in R.A.R. before transfer to civil service.

SALARY CONSIDERED AS REASONABLE TO COMMENCE ON.

Estimates were given by various witnesses the average figure being a little in excess of £400 per annum.

EFFECT OF CURRENCY CHANGE.

The general opinion is that the change in currency has left prices much as before.

WHETHER OFFICERS ARE LIVING AT THE PROPER STANDARD.

In all cases with the exception of one case with private means the replies were in the negative. Case No. 12 states "I consider it a disgrace to the service that I should be compelled

"to live as I am and to make such economies" Case No 14 is unable to bring out his wife and considers that a farm labourer at home lives better than he does here.

POINTS RAISED GENERALLY BY WITNESSES.

- Case No 2 One witness raised the point that as regards family passages he was worse off than an officer entitled to 1st class passages as the latter would be able to travel by a lower class and utilise the savings thus effected.
- Case No 2 Attention was drawn to the inferior quality of the local food supplies, particularly meat. Although perhaps not fully recorded in the evidence this opinion is held generally.
- Case No 4 }
 Case No 6 }
 Case No 10 } Various witnesses stated that they had been misled by the Crown Agents
 Case No 11 } as regards the cost of living in the Territory and
 Case No 14 } the future of the compensatory allowances.
 Case No 26 }
 Case No 9 One witness drew attention to the position of women coming out to the Territory
 Case No 21 One witness complained that Stock Inspectors were not given travelling allowances, a long standing grievance.

SUITABLE INITIAL SALARY HAVING REGARD TO EVIDENCE AND GENERAL CONCLUSIONS IN THIS SUMMARY.

<u>ANNUAL</u>	<u>Officer and</u> <u>Wife in. Tty.</u>	<u>Officer in</u> <u>Territory</u>	<u>Wife at</u> <u>home.</u>
Local Expenditure	£300	£204	£150
Education etc.	£ 25		
Proper clothing	£15	£ 7.10.	£25
Nothing for tour	£ 30	£ 15	
Passages	£ 30		
A. O. P. Fund	£ 18	£ 18	
Medical charges, medical	£ 20		
Dental fees etc.	£ 28		
	£488	£244.10.	£280 £150

(b) is extremely low, assuming that proper exercise is taken. The Gymkhana subscription is 15/- a month (no charge for wife) with a charge of 6d each person for every days play for wear and tear of balls. Play can only be indulged in between 4-30 and 6 p.m. consequently a rickshaw, 1/- each way for two persons, is usually necessary or a bicycle must be purchased. It might allow them to play tennis twice a week and to purchase a few newspapers.

(c), (d), and (g) are extremely low.

(e) and (f) are standard but rather understated.

The above estimates allow nothing for local leave or for

additional expenses on hand leave.

The conclusion appears to be that the minimum salary of \$400 suggested by various witnesses is reasonable. In actual fact and bearing in mind that the estimates are approximate only there is little difference between the expenses of a married officer whether his wife is in the Territory or at home. To place this class of married officer on a moderately comfortable basis a minimum salary of \$400 appears to be necessary with free passages for wives. It is a point for consideration whether the passage money should not be given to the officer to expend at will on his wife's passage or on her maintenance at home.

13.

QUESTIONNAIRE.

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Class (a) married officers entitled to 2nd class passage -

Case No.	Number of Children.	Scale of Pay.	Actual emoluments distinguishing between salary and local allowance.
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Whether an agreement or permanent establishment, or on probation. Number of years Colonial Service.

Number of years employment in your trade.

1. What was the employment and rate of pay immediately prior to entering the Colonial Service ?
 2. What general education did you receive and what special training was necessary for this employment ?
 3. How does your present position compare generally with that of your previous employment ?
 4. If in first tour do you contemplate applying for re-engagement or permanent transfer to the service of the Territory ? What are your reasons for the course which you contemplate ?
 5. If you have already accepted re-engagement or permanent transfer to the service of the Territory what were your reasons for doing so ?
 6. What are the ages of your children ?
 7. Are your children in the Territory or in England ?
 8. Is your wife in the Territory or in England ?
 9. State in a lump sum your average monthly expenditure on food, drink, servants, lighting and other items of expenditure, excluding expenditure on recreation and other items mentioned in later questions but including minor replenishments of household requisites and clothes according to whether
 - (a) your wife and children are in the Territory
 - (b) Your wife is in the Territory but your children are in England
 - (c) your wife and children are in England.
 10. If your wife and/or children are in England state your average monthly expenditure on their maintenance according to whether
 - (a) your wife is in the Territory but your children are in England
 - (b) your wife and children are in England
- Do your wife and/or children reside with relations who assist in their support and, if so, what amount do you estimate you save monthly for that reason ?

11. State your monthly expenditure on recreations, clubs and the purchase of books and newspapers. Do you find your-self deprived of any reasonable recreations ?
12. What is your expenditure annually, assuming that you proceed on leave after a tour of 24 months, on
 - (a) European clothing for wear while on leave
 - (b) Clothing, household linen, etc. for the ensuing tour.

If your wife and/or children are in England include the cost of their clothing in the answer to question 9, but if they return with you to the Territory include the cost in the answers to this question.
13. State annual expenditure on passages for your wife and family.
14. State annual expenditure on education of children.
15. If your children are being educated in England state type of school which they attend.
16. Are you able while on leave to live on your pay. If not, state reasons, and state annual cost to yourself in excess of leave pay on assumption that you proceed on leave after a tour of 24 months ?
17. Are you able to take local leave or to send your family away for a holiday during a tour of service. If so, state annual cost ?
18. State any expenses not included in the above questions if you have incurred during the past year ? The answers to this question should include such items as expenditure on medical and dental treatment, contributions to Widows and Orphans Fund, insurance support of relatives &c.
19. Has it been possible for you to effect any savings. If so, how much do you save annually ?
20. Has it been necessary for you to encroach on your private means, if any ?
21. What domestic staff do you employ ?
22. State your estimated annual expenditure for all purposes
23. Do you consider that you are unable to live at a proper standard having regard to your position. If so state in what direction you feel that you fall short of ?
24. Is there any further information to which you desire to place before the Committee ?

Class (a) - Married Officers entitled to 2nd class passage.

Case No. 1 - A Carriage and Wagon Foreman, Railway Dept.
2 children - scale of pay £300 -15-£400
Drawing £315 plus Compensatory Allowance,
Total £378 per annum.

(Wife of witness attended)

In reply to questions the witness stated:-

I draw no other allowances and am on a 20 to 30 months agreement. I was engaged in England and this is my first tour, having arrived in Dar es Salaam on the 14th July, 1923. I have served abroad before - in India for 8 years and in Mesopotamia for 2 years.

Reply to question 1.

In England I was employed as a journeyman carriage builder. My pay at the last job I had was £3 a week with no allowances. I served 7 years apprenticeship on the South Eastern and Chatham Railway at Ashford, Kent. I started work at 14 Years of age.

Reply to question 2.

I was educated at an ordinary Government school, and was married as a journeyman.

Reply to question 3.

There is no comparison between conditions here and at home. At home I was able to save money. I lived close to my work. I have had no advantage by coming to Africa in the way of making a fortune - I have certainly lost.

Reply to question 4.

This is my first tour. I have applied to ~~xx~~ be transferred to another Territory, my reason being that the pay here is not sufficient. I have not any particular colony in mind. All I object to here is I am inadequately paid. If I do not get a transfer it

2.

will be absolutely necessary for me to come back, as I should be unable to get employment on an English Railway now on account of my age - 40.

The ages of my children are 7 and 13.

My children are in England, but my wife is in the Territory.

Sh.449/80. We have ordinary monthly accounts with Tradesmen, but I have not brought them here. ~~There are no accounts included in the statement of my salary.~~

The following are the details:- Food, 20/-, Drink, 7/-, Smoked, 14/-, Light and firing, 21/-, Servants' Wages 72/-, Cloths and renewals, 70/- . I cannot afford to buy ice .

My children are in England. For their maintenance I have deducted from my salary 160/ per month. To this I add as near as possible another £1 a month for clothing which the ER does not cover. The children live with relations or the cost would be heavier. If they were not with relations I do not know what we should do.

I belong to the Railway Institute which costs 4/- a month. The local paper costs 2/- a month. There is a library at the Institute. It is frequently necessary to avoid going to the institute to save spending money there. We do find ourselves deprived of reasonable recreations. I am unable to join the Gymkhana Club - not only on account of the subscription, but also on account of the cost of getting there. It costs 15/- a month to join, and for two of us to get there by rickshaw costs 4/-. I do not possess a bicycle - my wife does. I cannot afford a bicycle. At home I was always able to go to the theatre, and never missed a football match. At least once a week all four of us went to the pictures.

I have not been on leave. Before coming out we were fortunately pretty well stocked with towels, sheets &c. I drew £30 outfit allowance.

Coming out, the expenditure on my wife's passage was balanced by the fact that I came out third class. My wife travelled 2nd class. For our return passage, as it happens, my wife has obtained an appointment to act as nurse, for which she is being paid £20 towards her fare. Had she not done so, we should have had to arrange for both of us to travel 3rd class.

Our children are at a Board School, getting the same education as myself - I cannot afford to give them a better education than I had myself.

When on leave I do not know where we shall stay. I should think the average board and lodging in the country would cost £3-3-0 per head. The 4 of us would not be taken for less than £10-10-0 per week.

It is impossible for me to take local leave on account of hotel expenses. We were able to take holidays at home at the seaside. Railway employees get free railway passages, but in spite of that we are unable to go.

question
It would be impossible for me or my wife to go into hospital because we should be unable to pay the fees. Dental treatment is also impossible for my wife. There is also the question of transport to hospital. The rickshaw fee from our house to hospital is 2/- each way. If one were too sick to to walk to hospital one would have to have the ambulance, but it would not be sent unless absolutely necessary. I have never asked for a doctor to

A.

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come to my house. I pay 45/- a month to the Widows and Orphans Fund. Insurance for my wife and two children is paid for at home out of the £9 I previously mentioned. I do not pay anything for the support of any other relatives. If a Provident Fund were introduced I should have to pay into that.

It has been impossible to effect any savings.

Question 20. It was necessary to subsist upon my private means to come out here. I had savings then, but have no longer. I had £14 saved up, but had to spend that.

Cook, Personal boy, and cook's boy.

My salary is 375/- a month, and my wife adds to that by needle work. She has earned about 150/- since December. It is only by her doing so that we have kept ourselves out of debt.

It has been impossible for us to have any frisks sort of sport, or amusement after dinner, or to entertain more often than at the rate of 2 frisks per week. At home entertaining does not entail bringing friends in to dinner as it does out here. We were able at home to do things socially which we are unable to do here. I cannot afford to play billiards although I should like to. I am not a tea-totaller. I used to drink beer at home, but drink whisky here as beer is more expensive. There is certainly no advantage socially here. When we were in England we did not have any servants.

S.

Reply to
Question 24.

Having such a small salary, were it not for my wife assisting to meet the monthly accounts with her needle work, it would be impossible to carry on. It leaves nothing to save for passages. This will compel me to travel 3rd Class. It also needs a continual watch on expenditure, and worry in arrangements to meet the monthly bills. I consider that we had a better time at home. We had the children there. I do not think that having a staff of servants compensates for the loss of the children. A woman does not have a better time than in England. If you cannot entertain, it is a lonely life. If I was in Hospital for a month it would cost me 180/-, and that is not a matter in which home expenses can be cut down. I have absolutely no margin for sickness.

Case No. 2. I - An Artisan, Railway Dept. - Married - 1 Child aged 4 1/2 in the Territory.
Scale of pay \$12-0-0 with \$200 plus Compensatory allowances.
Total \$1400 per annum. Lots to our house.

Wife of Witness attended).

In reply to questions the witness stated:-

I am an agreement; have 3 years colonial military service, and have been 16 years in my trade since apprenticeship.

I am deprived of all reasonable recreation, and am unable to entertain my family or have a library. In England I turned, Great Northern Motors, Wandsworth. My average weekly wage was £6-5-0.

I had a Board School education, followed by a Secondary School. I had 5 1/2 years apprenticeship. I left the Secondary School at 14 1/2 years.

I am unable to save anything now. At home I was able to save a small amount, but here I cannot save at all.

The reason for my re-engagement was the slump in the engineering trade at home. I had one job offered me, but as it could not be guaranteed, I came back here. There were no other jobs other than those through the Crown Agents. The housing problem also influenced me to re-engage. No transfer was possible. My child is aged 4 1/2 years and is in the Territory. My wife is also in the Territory.

My average monthly expenditure for the articles mentioned is about 450/-. Some of the details are:-
Market (Vegetables, meat and eggs) 100/-, Stores (Not including drinks) 150/-, Servants' wages 80/-, Milk 30/-, Fuel 12/-, electric light, 15/-, drinks and smokes 50/-.
I allow 25/- a month for clothes for the three of us. The figures I give are the averages taken from the account books. In the drinks I include 2 bottles of whisky, 1 of vermouth, 1 ginger beer, 1/- for fresh limes, and 10/- for soda.

ly to tion 1.

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ly to tion 5, 28.

to tion 9.

Case No. 2. I - An Artisan, Railway Dept. - Married - 1 Child aged 4 in the Territory.

Life of Witness

attended). have a will Total 2200 per annum. 1200 to our House

In reply to questions the witness stated:-

I am on agreement, have 3 years colonial service, and have been 14 years in my trade since apprenticeship.

Prior to entering this service I was a tool turner, Great Northern Motors, Wandsworth. My average weekly wage was 26-5-0.

I had a Board School education, followed by a Secondary School. I had 5½ years apprenticeship. I left the Secondary School at 14½ years.

I am unable to save anything now. At home I was able to save a small amount, but here I cannot save at all.

The reason for my re-engagement was the slump in the engineering trade at home. I had one job offered me, but as it could not be guaranteed, I came back here. There were no other jobs other than those through the Crown Agents. The housing problem also influenced me to re-engage. No transfer was possible. My child is aged 4½ years and is in the Territory. My wife is also in the Territory.

My average monthly expenditure for the articles mentioned is about 450/-. Some of the details are:-

Market (Vegetables, meat and eggs) 100/-, Stores (Not including drinks) 150/-, Servants' wages 80/-, Milk 30/-, Fuel 15/-, electric light, 15/-, drinks and smokes 50/-.

I allow 25/- a month for clothes for the three of us. The figures I give are the averages taken from the account books. In the drinks I include 2 bottles of whisky, 1 of vermouth, 1 ginger beer, 1/- for fresh limes, and 10/- for sodas.

I cannot afford ice. I allow 2 bottles of soda per day between the three of us. We also drink water, as we have a well of fairly good water close to our house. operation for my child cost me £20 altogether. I pay 10/- a year to the Civil Servants Association, 4/- a year to the Rifle Association and 2/- a month for the local paper - that is all I can afford. I find myself deprived of all reasonable recreation, and am unable to entertain, play games or join a library.. In England I used to play cricket, tennis and dance, but here I cannot, because I cannot afford the subscriptions.

ply to
tion 11.

I have no actual figures, but as far as I can remember it would cost £12-10-0 a year for European clothes and £15 for kit to come back. That is for the three of us.

ly to
tion 12.

to Question
13.

Assuming that the child returns with us next tour it will cost £35-4-8 for our passages. This saving is spread over two years.

ly to
tion 16.

I was not able to live on my pay while on leave. I had to sell my furniture, and then I left the country owing the Government one month's salary. While at home I stayed with relatives, and it was owing to that that I was able to meet expenses. If I had had to pay rent, I should have been in a still worse position.

ly to
tion 17.

I am only able to take local leave because as a railway employee I travel free, and am able to stay at friends' bungalows, otherwise it would be quite impossible. In England I used to be able to go to the seaside for holidays.

ly to
question 18.

I pay £15 per annum to the Widows and Orphans Fund; home obligations £15 per annum. An operation for my child cost me £20 altogether; Insurance on baggage £1; baggage expenses on arrival and departure £5. I have not incurred any local medical expenses. If either my wife or myself were ill we should fare very badly. I have no life insurance.

ly to
question 19.

It has been impossible to effect any savings.

ly to
question 20

All I had in the way of private means was my furniture which I sold for about £20.

ly to
question 21.

Cook, house boy, and a "wtote" (Small boy) for the child. The child is a girl; I cannot afford an ayah, though I should prefer one.

ly to
question 22

£340 ~~per~~ to £350 per annum - that is the average for three years, and in addition, as stated, I have spent £20 of my own money.

ly to
question 23.

I do not consider that I am living at a proper standard. I cannot entertain - even on a small social scale. No subscriptions to clubs, or purchase of games gear, is possible. I am 30 years of age. I cannot afford a bicycle.

The wife of the Witness stated:-

I have a bicycle. I should like to play tennis. Unless my people send papers from home, I cannot get any. Looking after the child takes up a lot of my time. When I was at home I used to play games.

Witness (Continuing):-

I have nothing to supplement my salary.

The Witness' wife stated:-

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I keep a cook, but I make puddings and cakes myself. The house boy does all the laundry and ironing. In England I used to send my things to the laundry, and used to manage the house work myself. I was much more comfortable at home. We could go to the pictures and theatres, but our only recreation here is walking, and occasional calls at a friend's house - but not often, as it is impossible to return their hospitality.

ply to
tion 24.

An officer who is entitled to a 1st Class passage, by travelling 2nd class, can apply the saving towards the cost of his wife's passage, but an officer entitled only to a 2nd class passage has to get the money as best he can - he cannot travel 3rd class.

At the present time we are working very hard in my department and putting in a great deal of overtime. At the end of a long day I feel the need for something nourishing - some small luxuries - but I cannot afford them. I drink whisky occasionally. I allow myself two bottles a month out of which I have to entertain my friends.

The Witness' wife stated:-

As housekeeper I should say that there is no comparison between the nourishing powers of English and Tanganyika meat.

8.

The ~~Witness~~ Witness' wife stated:-

413

I keep a cook, but I make puddings and cakes myself. The house boy does all the laundry and ironing. In England I used to send my things to the laundry, and used to manage the house work myself. I was much more comfortable at home. We could go to the pictures and theatres, but our only recreation here is walking, and occasional calls at a friend's house - but not often, as it is impossible to return their hospitality.

Apply to station 24.

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Reply to
Question 24.

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The Witness' wife stated:-

As housekeeper I should say that there is no comparison between the nourishing powers of English and Tanganyika meat.

Case No. 3. - A Locomotive Driver, Railway Dept. 411
 Married - Two children - scale of pay
 £200 - 15 - £250 plus compensatory and
 mileage allowances. Total roughly £400
 per annum.

(Wife of Witness
 attended).

In reply to questions the witness stated:-

I am serving on agreement, and have 2½
 years colonial service. I have been an engine driver for
 4 years and was a fireman for 7 years.

At home the pay of an engine driver is
 £4-8-0 a week without overtime - about £6 a week with
 overtime.

I had an ordinary Board School education,
 and started work as an engine cleaner at 15½ years.

Our position here compares very unfavourably
 with that at home. we were able to save at home and
 also when we were in the Malay States.

This is my first tour. I am contemplating
 getting a transfer if possible. My reasons are that
 the social life is lonely owing to our not being able
 to afford to entertain.

The ages of my children are 4 (girl) and
 2 (Boy). My children and wife are in the Territory

We expend the whole of our pay on the items
 mentioned. Some of the details are:- food 380/-,
 drinks 128/-, smokes 19/-, fuel 10/- a month.
 we cannot afford to buy ice. wages 85/- (Cook 40/-,
 personal boy 55/-, toto (small boy) 10/-, we cannot
 afford an ayah. The boy takes the children out for
 walks. If we could afford it we would rather have
 an ayah. we had one to start with but could not afford
 to keep her.

Reply to
 question 1.

Reply to
 question 2.

Reply to
 question 3.
 (by wife).

Reply to
 question 4.

Reply to
 question 6.
 7 x 8

Reply to
 question 9.

H.

415

Reply to
Question 9
(continued)

We allow an average of 25/- a month on clothes for the four of us; 10/- a month for wear and tear of household linen. We do not go in for sports because we cannot afford it. We pay 3/- a month to the Railway club, and we sometimes go and have a drink there. All the books and papers we get are those sent us from home.

Reply to
Question 11.

My wife stated:- We have no hope of saving anything this tour, but we live in hopes of saving next tour. When the children are old enough I am going to leave them either at my parents' home, or with my husband's parents. They will go to the same sort of school as I went to. I should like to give them a better education, but present circumstances will not permit of it.

Reply to
Question 16

On leave we shall have only £18 a month. If we went to the seaside we should have to pay £8 or £9 a week for the 4 of us. It would cost us about £32 a month to live at home unless we were with our own people.

Reply to
Question 17

I have not taken local leave.

Reply to
Question 18

My wife has been in hospital for 9 days, which cost us 36/- for fees. My wife needs dental treatment, but cannot afford it. We pay £1 a month to the Widows and Orphans Fund, and 5/- a month for insurance.

Reply to
Question 19

It has been impossible to effect any savings.

Reply to
Question 20.

I have no private means to encroach on

Reply to
Question 22.

The whole of our income.

Reply to
Question 23.

We are forced to go home 3rd class as I am unable to save the money to pay for my wife's passage. If we went

M.

ply to
stion 23
ntinued.

home 2nd class it would cost me over £70.

Wife:-.

My husband came out here before me, and while I was at home he used to send me £12 a month. I was living with my mother, but even so I could not save. I came out 3rd Class with the children. Our recreations are practically nothing.

Case No. 4 - Inspector of Works, Railway Dept. - Married 417
 2 children - salary £300 -15- £400, drawing
 £300 plus £60 compensatory allowance.
 On agreement.

In reply to questions the witness stated:-

This is my first tour under the Colonial Office - I have been abroad before, under the War Office, during the war. I am 41 years of age, and have been 25 years at my trade.

Immediately prior to coming out here I was works manager for a firm of engineers at £5 a week plus 10% on profits. The year before I came away I drew £40 on this account.

I was educated at a Council School followed by a Polytechnic Institute.

My present position does not compare favourably with what I had at home.

I have been here 10 months. I am prepared to apply for re-engagement - my financial position is what will determine it.

The ages of my children are 15 (boy) and 16 (girl)
 My wife and children are all in England.

My average monthly expenditure on the articles mentioned is 243/-. I am messing with another man. I have one bottle of whisky a month. Beer is very occasional. I must confess that I live as well out here as I did at home, but while at home I did not live as I should have liked, as I wanted to save. It has been a question of my determining to save money and I am doing without things which I should like and which would be of benefit to me.

Case No. 4 - Inspector of Works, Railway Dept. - Married 417
 2 children - salary £300 -15- 2400, drawing
 £300 plus £60 compensatory allowance.
 On agreement.

In reply to questions the witness stated:-

This is my first tour under the Colonial Office - I have been abroad before, under the War Office, during the war. I am 41 years of age, and have been 25 years at my trade.

Immediately prior to coming out here I was works manager for a firm of engineers at £5 a week plus 10% on profits. The year before I came away I drew £40 on this account.

I was educated at a Council School followed by a Polytechnic Institute.

My present position does not compare favourably with what I had at home.

I have been here 10 months. I am prepared to apply for re-engagement - my financial position is what will determine it.

The ages of my children are 15 (boy) and 16 (girl)
 My wife and children are all in England.

My average monthly expenditure on the articles mentioned is 245/-. I am messing with another man. I have one bottle of whisky a month. Beer is very occasional. I must confess that I live as well out here as I did at home, but while at home I did not live as I should have liked, as I wanted to save. It has been a question of my determining to save money and I am doing without things which I should like and which would be of benefit to me.

I saved a little at home, but here I can only just make both ends meet.

I allot £15 a month for my wife and family. I have had calls for more, but have been unable to supply it. My family cannot make ends meet on the £15. They have to exercise the strictest economy - it leaves no margin whatever.

My only amusement is tennis on the Railway Tennis courts. I belong to the Railway Club. I cannot afford to play billiards, though I used to at home.. I find myself deprived of reasonable recreation - I should like to play cricket but cannot afford to join the Gymkhana club.

My boy is at a municipal school. The girl has just left school.

While on leave, having a home to go to, I shall be able to live on my pay, but shall have to go very quietly.

If I took local leave I should just go up the line.

I have a personal boy and share the expenses of the cook. If I had to mess alone it would cost me more; I could not feed myself alone for less than 145/- a month. Fuel averages about 6/- a month, but I have been lucky in being able to get free wood. I cannot afford ice. I allow myself 4 sodas a day.

I have been unable to effect any savings.

I have had to encroach on my private means.

1 Personal boy, and I share a cook.

£20 a year over my income.

I am unable to live at a proper standard. I do not have enough to eat or drink, and am unable to entertain or play cricket.

Next tour I want my wife to come back with me, but I do not know how I can save enough for her passage.

I came out here as a result of the dissolution of the firm I was with. I was seriously misled by the Crown Agents as to the cost of living here. They gave me the impression that the outside cost of living would be about £8-10-0 a month. They told me I should be able to save money although they knew I was making an allotment of £15 a month.

to
on 21.

to
on 22.

to
on 23.

to
on 24.

to
on 21.
to
on 22.
to
on 23.
to
on 24.

1 Personal boy, and I share a cock.

£20 a year over my income.

I am unable to live at a proper standard. I do not have enough to eat or drink, and am unable to entertain or play cricket.

Next tour I want my wife to come back with me, but I do not know how I can save enough for her passage.

I came out here as a result of the dissolution of the firm I was with. I was seriously misled by the Crown Agents as to the cost of living here. They gave me the impression that the outside cost of living would be about £8-10-0 a month. They told me I should be able to save money although they knew I was making an allotment of £15 a month.

Case No. 5. - District Station Master, Railway Dept.
 Married - 1 child - Salary £200 -15-£400
 plus complementary allowance -
 At present drawing £214 per annum.
 On agreement.

In reply to questions the witness stated:-

I have 4 years colonial service, and 13 years railway experience. My age is 33.

Before coming out here I was assistant staff clerk to the Divisional Superintendent, Great Western Railway. My rate of pay was £277 per annum.

Elementary school until 14; Grammar school until 16.

Financially I am worse off. My wife could do most of the house work - we had a charwoman twice a week.

My child is nine months old. Both my wife and child are in the Territory.

This is my second tour. I re-engaged for the following reasons. I realized that it had been war time and things were not on a proper footing, and I hoped that this tour things would improve.

540/- a month. I have to live on my pay.

My wife and I like golf but we cannot afford to join the Grahana. I played golf at home. I spend 20/- a month on recreation.

(a) £20 (b) £25 (c) £32.

I have to live on my pay. While on leave I stayed with relations; had I not done so it would have been difficult to find the money with which to pay for my wife's passage back.

I have not taken local leave. We get free railway transport, but cannot afford hotel expenses.

£35-10-0 for my wife's maternity case - this includes clothing and a perambulator. I had a dentist's fee of 15/-.

It has been impossible to save, and I have had to encroach on my savings to the extent of £35.

1 cook and two boys.

£500.

I am unable to live at a proper standard. I cannot entertain or join the Gymkhana Club. I think I should be in a position, as a Station master, to put up an occasional visitor, but I am unable to. I have no luxuries.

Case No. 6 - Guard, Railway Dept. - married - 2 children
Scale of Salary £200 - 15 - £250 plus
compensatory allowance. At present
drawing £294. plus mileage allowance of
150/- a month. Total about £420/- a month.

On agreement. - 4 years colonial service -
12 years railway experience - age 32.

Reply to
Question 1

I was employed at home as a guard on an average
of 24 - 0 - 0 a week including overtime.

Reply to
Question 2.

I was at a Board school until 14 years of age.

Reply to
Question 3.

I have lost by coming here. I like the country.
On £208 a year at home I was quite comfortable, but
since I have been here I have lost everything - my
home - my wife, who has gone off with another man.

Reply to
Question 5.

I shall re-engage. I have left the home
railway and it would be impossible to get back.

Reply to
Questions 6,
7 & 8.

I have two children. They are in England.
My wife is in England.

Reply to
Question 9.

380/- a month. My life as a guard travelling
about is much more expensive than if I was at a
fixed station. I cannot afford to buy ice.

Reply to
Question 10

I allow £6 a month for my children at home,
and in addition send home money for clothing.

Reply to
Question 11

I get no recreation. I belong to the Railway
club.

Reply to
Question 16.

I find it impossible to live on my leave pay,
which is £21 a month. When I went home on leave
all the money I had was part of my last month's
salary.

19.

423

Reply to
Question
18

I have been in hospital altogether for 32 days, which cost me 128/- . 25/- for dental treatment. Widows and Orphans fund £1 a month.

Reply to
Question 19.

I have been unable to save,

Reply to
Question 20

I have no private means - I live from hand to mouth, and my expenditure exceeds my income.

Reply to
Question 23.

I am running into debt to the extent of 150^s/- and I am going on leave in three months time. I cannot live at a proper standard. I was told at the Crown Agents that I should be able to save money.

25

Case No. 7. - An Office Superintendent, Railway Dept. ⁴²⁴
 Married - no children - No previous
 Colonial Service -
 Salary £250 -15-2400 - at present
 drawing £265 plus Compensatory allowance.
 On agreement.

Question 1. Immediately before coming out here I was in the
 Audit Department of the London and North Eastern Rail-
 way, at Newcastle, checking goods, accounts &c. From
 the age of 14 to 18 I had to attend railway lectures.

Question 3. In my case the position is unbearable. At home
 my scale of pay was £180 -10-2200 and just before I
 left I was recommended for promotion to the next
 grade - £210 to £230. My wife was also earning
 £3-10-0 a week. My pay here comes to £6 a week. My
 wife is here.

Question 4. If I had a chance of another job in another
 colony I should take it. I am 29 years of age.

Question 9. Approximately 450/-, but I have been lucky in
 having very few breakages. If my wife was not here
 she would stay with her people. If she could not do so
 I do not know what she would do. Before she joined me
 here I used to allow her £8 a month, but she could
 not possibly keep house on that.

Question 11. About 80/ per month. I belong to the Railway
 Tennis Club and Institute. The only time I go to the
 Gymkhana Club is to play football by invitation. I
 cannot afford to join, though I should like to.

Question 12. I should want at least £50 for clothing for
 leave for myself and my wife, and £100 to fit us
 out for coming back. I shall not be able to get these
 amounts.

Question 13. I have to save £30 for my wife's passage.

21.

Question 16.

I shall not be able to live on my leave pay. after 24 months in this country I shall need a holiday but shall be unable to take a proper one on my pay. I was always able to take a holiday when in England. I shall have to stay most of the time with relations.

Question 18

W. and O. Pension fund, £18.

Question 19

I have not been able to save a penny, and I have spent the money I had before coming out here, and also my wife's savings.

Question 21

1 cook and 1 boy.

Question 22

£410.

Question 23

My pay here is not sufficient to enable me to live in comfort.

Question 24.

I did not anticipate being able to save much during my first tour, but I did not expect to spend my savings. In the last ¹⁵ ~~two~~ months I have had bacon on only two occasions. I have very little ice, and never more than 2 bottles of whisky a month. This morning I have to meet a new arrival and should like to put him up, but cannot afford to do so.

22.

Case 8.- A Stock verifier, Railway Dept. - married - one child. Salary £260 -15-400 - Drawing 295 plus Compensatory Allowance - On agreement - age 44.

- Question 1. During the war I was in the Royal Engineers, and when the war was over I carried on as an engineer storekeeper. I was getting £1. a day. Before the war I was in the lawyers' office of the L.N.W. Railway, then in the stores.
- Question 3 I am at a disadvantage now. The cost of living is much higher here than in England. I was here at the time of the change from Rupee to shilling currency, and I find that a shilling is not worth so much as half a rupee. One could live more cheaply in 1921 than at present.
- Question 4. I do not contemplate applying for re-engagement on existing conditions, owing to the advanced cost of living.
- My wife is here with me. I have only had ham once during the last 4 years, and that was at Christmas. I should like bacon, but cannot afford it, nor can I afford ice.
- Question 9. 503/- a month.
- Question 11. My only recreation is tennis at the Railway Club. I cannot afford to join the gymkhana. My child is 14 years old and is staying with relatives at home. Prior to the reduction of the 50% allowance I was able to keep her at a good girl's school, but have had to take her away.
- Question 12. (a) £8 - 8 - 1 (b) £14 - 4 - 7 for my wife and myself on clothing alone.
- Question 16 When on leave we stayed with friends and relatives and were able to manage on my leave pay of £23-1-8 a month. My child at home costs £100 a year.
- Question 19 I have not saved any money here, but have had to dip into my savings. My salary comes to £354 and my

23.

total expenditure £431-5-6, but that does not include the cost of my child at home-£100 a year. 426

The figures I have given make no allowance for medical charges. If I go into hospital I have to pay 6/- a day. Not only do I get no compensation in the way of salaries and privileges for working in a tropical country, but if as a result I am ill I have to pay through the nose for it.

Case No. 9. An Accountant. Railway Dept. Salary £250 -15-£400 - Drawing £360 plus compensatory allowance - On agreement - 4½ years service in the Territory and 2 years in India. - Married - one child.

Question 1

Before coming here I was a travelling inspector of accounts, Indian Railways, salary £228 per annum. That was 4 years ago. I was nominated for the post from school, passed the Senior Cambridge Local examination in 1916 at the age of 15, and during my schooling received 4 scholarships. My present job does not compare favourably with my late one. It has not come up to my expectations. I engaged to see what the next few years would bring forth. My wife and child are both here.

Question 9

625/- a month.

Question 11

I go in for most things - tennis, cricket, hockey, shooting, and they cost me about 50/- a month.

Question 12a

About £55 for the three of us

12b

About £70.

Question 13

If I was not in receipt of private money I should have to travel 3rd class in order to save the money for my wife's passage.

Question 16.

When on leave I cannot live on my pay. If I stopped in town it would cost £6-6-0 a week for the three of us - leaving £3-10-0 a month for everything else.

Question 18.

W. and O. Pension fund, £18.

Question 19.

This is my second tour. I have not saved money, but have drawn upon funds of my own to the extent of £200 in 20 months.

Question 21

Cook, boy and ayah.

Question 23.

I do not consider that I am living up to the standard that I ought to live. The money which I have had to draw upon was that with which I hoped to provide for my future or in times of stress. I was here at the time of the change from rupee to sterling currency, and the purchasing value of money has shrunk. The cost of local food is much more. The local food merchants have found that they can get whatever they ask for their goods as we must buy them. With regard to my wife, I think that if most women in our sphere of life realised what they were coming out to they would pause before coming. My wife is on the verge of a nervous breakdown and I shall have to dip more deeply into my savings to undo the harm this Territory has done her. My total salary is £432 per annum. I think I should be getting at least £550 to live as I ought to. We entertain very little.

Case No. 10 - A Draughtsman, Public Works Dept.

No children. - scale of pay ¹³² 800 -15- 2000
drawing £300 plus Compensatory Allowance.
Total £360

In reply to questions the witness stated:-

I am serving an agreement made with the Crown Agents for a tour of 20 to 30 months. This is my first tour. I have had no previous service under the Colonial Office.

ply to
ion No. 1.

I was in the Civil Service as Architect's Assistant.

ply to
ion No. 2.

Public School. Articles cost £300 - Certain amount returned in small salary, but the last five years training to obtain proficiency as Architect's Assistant - Now fully qualified Architect.

ply to
ion No. 3.

It compares very unfavourably, particularly as there appears to be no scope for advancement.

ply to
ion No. 4.

At present undecided, but not on the present rate of salary.

ply to
ion No. 8.

I have only been in the Territory a few months and my wife followed, arriving a few weeks ago.

ply to
ion No. 9.

It is difficult to state expenses, owing to the short time I have been in the country. At present I am messing at the Hotel - cost 175/- per month each, total 350/-. This is for bare food and excludes drinks servants wages, etc.

ply to
ion No. 11.

Recreation: Subscription to Gymkhana Club 15s.
Golf, Tennis, etc. 12s.

ply to
ion 18.

Widows & Orphans Fund 30s. per month. No insurances.

ply to
ion 24

I was not given very fair information at the Crown Agents as to the conditions prevailing, as I was informed

41
430

that one could live very comfortably on one's scale of pay and that there was every opportunity for advancement. I do not think a man can be reasonably expected to take over a house and shut himself up like a hermit. There are many extra expenses for entertainment etc. In some cases food is 200% over the home prices. As a Professional man I think I have been let in. Geanese Draughtsmen in the same Department as myself are getting $\frac{1}{2}$ the salary I draw - and they have $\frac{1}{10}$ th the expenses and about $\frac{1}{10}$ th the experience I have. There are only two in the office doing the whole architectural work of the Territory. At home in Westminster Office of Works there are several draughtsmen and a Chief Draughtsman. Here one had to do not only architectural draughtsman's work but also surveying etc. and I had to qualify before coming out. At home my salary was £250 per annum, but my income at home is estimated at £400 a year as private practice is permitted. There is no scope here for private practice.

Case No. 11 - An Inspector of Wprks, Grade I,
 Public Works Dept. 1 child - Scale of pay
 £300-15-£400 - Drawing maximum of £400 plus
 Compensatory Allowance - Total £480.per
 annum.

In reply to questions the witness stated:-

I am serving on agreement with the Crown Agents
 and this is my second tour. I have no previous
 Colonial Service.

Public works for various Contractors, Metropolitan
 Water Board, etc. 26 years in all including 4 years
 war service.

8 years Elementary - 2 years Intermediate.
 Acquiring special training, practical, it was some 6 or
 7 years before I had charge of works.

Does not compare favourably at all. My previous
 salary was £350 with free house, light and fuel. with
 Birkenhead Corporation.

I was induced by previous experience in British
 East Africa, prior to the war, and the fact that I was
 placed on my maximum of £400.

One boy aged 19 years - in England - Wife in the
 Territory (recently arrived).

The cost of my living is 479 shillings per month,
 excluding any clubs etc. or recreation. My wife has
 been out here four weeks and this figure is based on
 30 days expenditure, 1/2 in March and 1/2 in April. Drinks
 amount to 2 bottles of Whiskey and one bottle of each
 kind of Vermouth per month for myself wife and friends.
 My son is at home serving as an apprentice. - cost for
 son £6. Newspapers 5s. per month. As regards
 recreation I am not a member of the Gymkhana Club

but should join if I thought I could afford it.

When at home on leave I spent £32 on European clothes and for coming back to the Territory. Linen sheets, bedding, etc. cost £110 on my last leave, my wife coming out, for the first time, 2 1/2 months after. The £110 does not include the £32 mentioned above.

No. Last year I spent £624. This included Dental treatment for my wife and two specialists during her illness. I had no holiday whilst home on leave. Since I had not been in a position to save last year I worked except for six weeks.

My wife was not in the Territory during the last tour. I did not take leave last year as I wished to get a few pounds together, if possible, for my home leave.

- Widows & Orphans Fund £18 per annum
- Insurance: £12 per annum - World-wide Policy.
- None.

Yes. Owing to my wife's illness etc. I was £200 out of pocket during the last 12 months

Cook, Cook's boy and Houseboy.

I am unable to live at the same standard as at home. Out here, under present conditions, a man has to shut himself up in order to save. I am unable to enter social life at all.

I do not think the pay of the service compares well with that of a Commercial firm. In British East Africa - before the war - I received £312 per annum which was raised to 362 with free passages backwards and forwards. Half pay on voyage and in Africa free quarters and servants. Foremen of Works were getting £800 per annum at that time in the Government Service.

Since converting the Rupee currency into shillings

Reply to Question 12

Reply to Question 16

Reply to Question 17

Reply to Question 18

Reply to Question 19.

Reply to Question 20

Reply to Question 21

Reply to Question 23

Reply to Question 24

the cost of living appears to be the same. I am
 certainly not better off. I do not think the
 Territory was fairly represented to me when I first
 came here, especially as regards the 50% compensatory
 allowance. That allowance really decided me in
 accepting the post. I was told at the Crown Agents
 that the 50% allowance would not be altered unless
 the cost of living were reduced. On the contrary
 the cost has gone up if anything. I have worked
 in England, Ireland and Wales but never before for a
 firm who said ".....you have worked very well but I
 am going to dock you 27%."



45
134

Case No. 12 - An Inspector of Works, Public Works Dept.
He children - Scale of Pay 2250-15-2250 - Drawing 2295
plus Compensatory Allowance - total 2354 per annum.

In reply to questions the witness stated:

I am serving on agreement and this is my second
tour.

Plumber.

I served ~~three~~ years apprenticeship from 1911, but
this period was broken owing to the War. One year, until
28 years of age at 19/- per week. I was then living
with my people. I then had 12 months as General Plumber
in the Railway Company. Wage 23.17/- per week and usual
privileges - cheap tickets, fuel etc. also overtime pay.
Privileges estimated at 10/- per week.

I re-engaged because it is very difficult to get
employment in my trade again when one has been in
the service of a Colonial Government, also I should
have to re-enter the Union which again is difficult.
I should be unable to compete against the men working
with me, owing to loss of a certain amount of experience
as the work here is of a supervisory nature. I do not
intend to re-engage next tour, if possible, should the
conditions remain as at present.

My wife is in the Territory.

My average monthly expenditure is 470/-, not
including clothes, etc. and recreation. Thus after
my monthly food and drink bills are paid I have 60s.
per month left. We are unable to afford Bacon as it
is very expensive here. My average food per day is:-

Tea & toast early in morning before work.

Returns from work 8 a.m. for breakfast - 2 eggs and
sometimes liver. Meat $\frac{1}{2}$ lb. per day for my wife and
myself.

435

We do not have soup - fish every other day. Drinks average 70/- per month - three bottles of whiskey per month, a bottle of gin and two bottles of vermouth which last two months. We are unable to purchase ice.

My only game is football, but I cannot join the Gymkhana Club. My wife gets no games at all and her only exercise is walking.

I spent £7.10s. on clothes during my leave for the sake of looking decent. This was for one suit, shirts, socks, ties. I left Africa, after a full tour, with £12 and had to travel via South Africa. I was therefore in "debt" by the time I arrived in England after a six weeks' voyage and had to borrow £5 from a fellow passenger until I got my salary from the Crown Agents.

When I returned with my wife I was fortunate enough to be able to travel by a French boat and therefore my wife's passage only cost me 25/8 over the half passage allowance, otherwise I should have had to pay a full half share, something like £30. There were, of course, heavy extra expenses, such as baggage etc. and hotels.

My salary whilst on leave was £21.16.8 per month for the two of us. I was fortunate enough to be able to live with my parents and those of my wife alternately.

I am unable to take local leave with my wife. Last tour I contracted Spirillum Tick Fever and was ordered by the Doctor to Dodoma for 28 days. Owing to the Hotel expenses I was only able to afford 16 days. The Doctor was annoyed when I returned. I was 81/50 in excess of my salary on return and I also had Hospital expenses for three weeks at 6s. per day.

Widows & Orphans Fund, 30/- per month. I cannot afford any other insurance. I also had enormous expense in connection with the confinement of my wife, which

amounted to something like £60. The child died.

436

I left England in the first place with more than £12 in pocket which was the amount I had after my last tour.

My wife's private means £100 per annum so far. I cannot, however, expect her to continue this.

Cook, Houseboy and Cook's boy ('Toto').

Estimated annual expenses £395.

I consider it a disgrace to the Service that I should be compelled to live as I am and to make such economies. I feel ashamed to keep asking my wife to use her private money and even then to find that I have to deprive her of a certain amount of recreation and exist in a manner which certainly does not permit of her living a proper standard.

As regards the cost of living there has been a slight reduction, but I am not able to take advantage of that reduction as it is only tinned stuffs which have been reduced and I am unable to afford tinned fruits, etc. The market goods have increased! Eggs are now 12 cents or 6 Hellers - at the beginning of last tour there were eggs in plenty at 4 hellers each. Meat - I am unable to compare the quality with that of meat at home.

amounted to something like £60. The child died.

47
436

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I consider it a disgrace to the Service that I should be compelled to live as I am and to make such economies. I feel ashamed to keep asking my wife to use her private money and even then to find that I have to deprive her of a certain amount of recreation and exist in a manner which certainly does not permit of her living a proper standard.

As regards the cost of living there has been a slight reduction, but I am not able to take advantage of that reduction as it is only tinned stuffs which have been reduced and I am unable to afford tinned fruits, etc. The market goods have increased! Eggs are now 12 cents or 6 Hellers - at the beginning of last tour there were eggs in plenty at 4 hellers each. Meat - I am unable to compare the quality with that of meat at home.

Case No. 13. An Inspector of Works, Grade I, Public Works Dept. 1 child - Scale of pay £308³⁷ 15-2400 plus Compensatory allowance - Drawing £345 - Total £414 per annum.

In reply to questions, the witness stated:-

I am on Agreement with the Crown Agents and I have been in the service 4 years, this being my second tour.

Inspector of Works for the Union Castle Co. at Blackwall. £7.10.0. per week.

I have been 23 years at my trade - 5 years as apprentice - 18 years actually working. My age is 39.

My present position compares very unfavourably with that I previously held. My sole reason for taking the job on was that I had been abroad for considerable periods and wished to go abroad again - but the cost of living is against me. If this work is pensionable then I intend to re-engage, but if not and conditions remain as at present I am getting out as quickly as possible.

My child is aged 6 months and is in the Territory. My wife is also in the Territory.

My monthly expenditure is 485/- for food etc. I have one bottle of whiskey per ~~week~~ week as I cannot afford beer. I do not have ice, neither do I belong to any clubs

I have no recreation as I am not a member of the Gymkhana club although I should like to be. The only thing I am a little extravagant in is books and newspapers. I spend 10s. per week on these.

£26 per annum for wife's passages, excluding railway fares &c. (I might mention I live in Aberdeen)

Whilst on leave I was unable to live on my salary

alone and it cost me on an average £5 per month out of my own money (savings of years ago).

Last tour I had 5 days' local leave in 32 months but never again - it cost me nearly a months pay for 5 days board etc. at Moshi.

Widows & Orphans Fund £18 - Insurance £16 for my wife and child and myself. I was home on leave 6½ months, three months of which I was down with malaria off and on. I had to pay doctors fees each time. My wife was also under the Doctor for some time.

I have saved nothing. I arrived on leave with about £5 as against over £100 I had when I left England. What with having to draw on my home savings in addition to the above I must have been quite £400 out on last tour.

Cook, Houseboy and Cook's boy. The Cook's wife comes to look after my baby.

A man on my scale of pay is certainly not able to keep up a decent position. Local prices are about the same as when I first came out - they have gone up if anything - yet I have lost 35%. I have a very different impression of the country than when I was at the Crown Agents. I was distinctly informed that the local allowance would only be reduced when the cost of living ~~went~~ ^{went} down.

It cost me £16.160 for my wife during her confinement at home and she nearly died the night before with malaria. I do not think it is fair to ask a white man to work out here under £450 as a start. Also there is no scope for advancement here, such as a chance of becoming a Senior Inspector of Works with extra salary accordingly. Also there appears to be very little in the way of compensation for loss of health.

Case No. 14 - An Inspector of Works, Public Works
 Dept. - 2 children - Scale of pay
 £250-15-£350 - Drawing £250 plus
 Compensatory Allowance - Total £300
 per annum.

In reply to questions the witness stated that this
 was his first tour and was serving under an Agreement
 with the Crown Agents.

Working as Carpenter & Joiner at 1/5d. per hour.

4 years at a Secondary School after Elementary.

5 Years as Apprentice to trade.

Owing to the cost of living out here it compares
 very unfavourably with my former employment. If my
 health is alright and conditions improve I might re-
 engage, but I have only been out here four months, so
 have not had much chance of seeing how things will work
 out.

Boy aged 2 and Girl aged 5. Wife and both children
 are in England.

I make an allotment of 180 shillings per month for
 my wife and children, who, however, are residing with
 relatives. This is a matter of necessity, not of choice.
 They could live in a house of my father's rent free but
 they could not afford to keep it up. After my allotment
 home I am left with 320s. per month to do the best I can
 with. I am living at the cheapest hotel which is full
 of Greeks and Italians and am the only Englishman there
 at the moment. It is difficult to say what I could
 live on here as I have been here so short a time, but

all my salary goes now without leaving anything for clothing and recreation. Since my arrival in Dar-es-Salaam I have probably had half a dozen whiskeys and about 10 lime squashes.

... to
... 11
and 13

I cannot afford any books or clubs. At the moment/^{it} is very doubtful if I could go to the expense of two white suits. I had £30 outfit allowance but had to supplement this to get the necessary kit, pots, pans, etc. for safari. This did not include guns, these I already had at home.

... to
... 21.

I am unable to pay a cook, houseboy etc. so I am forced to live at a very cheap hotel.

... to
... 23
... 24.

My wife cannot come out under the present conditions as I cannot afford to get her here. I like the place and the work out here but I cannot apply for re-engagement under the present conditions. I should not think for one moment of coming out for a second tour without my wife. I came out this tour as an experiment and it has been more of an experience. At the Crown Agents I was informed there was every opportunity of my improving my position. I see no possibility of this at present.

The food I get at the Hotel I would not have thought of eating at home. Farm labourers at home live much better, but I am forced to live at this hotel for economy's sake. For these reasons my social status out here is very much lower than at home.

Case No 15. An Inspector of Works, Public Works Department.
 No children - Scale of Pay £250-15-£350
 Drawing £250 plus Compensatory Allowance -
 Total £300 per annum.

411

In reply to questions the witness stated:

This is my first tour and I have been in the country six months. I am serving on Agreement made with the Crown Agents.

Working for a firm of builders at £4. 4. 0. per week as Foreman.

Five years as apprentice after receiving instruction at a Technical School.

In view of the cost of living out here this position compares very unfavourably with that I held before I left home.

I do not want to come back for another tour.

I have no children and my wife is in England.

200s. per month. There are 2 of us messing together. We share the cost of all expenses incidental to messing.

I have no books etc. sent out. I deprive myself of whiskey and drink water as I am saving every penny possible with a view to getting my wife out shortly. I do not play any games and am not a Member of the Gymkhana Club. If I went in for any games I should not be able to save anything at all and it will cost £45 to get my wife out here with passage, rail fares and incidental expenses.

It is difficult to estimate at the moment owing to the short time I have been out. I received £30 outfit allowance but spent £7 or £8 over and above that allowance in fitting myself out before sailing.

Widows and Orphans Fund £18 per annum. How much I

am likely to be able to save during a tour I cannot say, but at present it looks as if I shall save nothing. 442

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24.

I was given to understand that the cost of living out here was cheaper than in England, but I find it is considerably higher. I am not actually an Inspector of Works but merely a Foreman. I was fairly well off at home on £4. 4. 0. per week - certainly better than here. The cost at home was approximately £2. 10. 0. per week for food and rent and the remainder I had for clothing and recreation. I resided in South Wales where the cost of living was probably a little cheaper than in London.

I am not living at the same standard as I expected to. In England an Inspector of Works receives some £2.10.0. per week extra and had I remained at home I should have been able to have spent this extra on myself and a few luxuries.

At present I live more than plainly. My food at present consists of eggs for breakfast, but no bacon or ham, soup, vegetables, potatoes and meat at midday, and at night soup and fish (sometimes), meat vegetables and potatoes, and sometimes a pudding (rice or sago). The two of us average 30 cents per day for fruit. The cost of bringing my wife out here will have to come out of the savings and what little money I had before. My wife is living with her mother at present.

Case No. 16 - A Linotype Operator - Government Press
Married - 1 Child - Salary - £300
by 15 to £400 - On agreement - 2nd Tour
Age 29.

Question 1. Before coming out here I was a linotype operator. I had an ordinary elementary education, and except for ward service have been at my trade the whole time.

Question 3. Financially my position compares unfavourably with my former position, though my prospects are better. When I went on leave I did not contemplate re-engagement. I was offered a post just before my leave expired, but was unable to accept it as I could not redeem my contract with the Government (by repaying my return leave pay). My child is 2½ years old, and both my wife and child are in the Territory.

Question 9. £10/- a month. My drink bill is about 50/- a month. I cannot afford ice.

Question 11. I have a motor cycle and side car which was purchased with Government assistance. I am a "limited games member" of the Gymkhana. I spend about 25/- a month on recreation.

Question 12 a. £30 for wife child and myself. The amount is small because I had a lot of clothing left over before coming out here, and the child was partly clothed by relations. I do not anticipate this item being so small again.

12 b. £80, but my wife had many things in the way of household equipment, and this item will be £120 in future.

Question 13. I had to spend £39 on passages for my wife and child coming out. But it will be £46 going home, owing partly to the child growing older.

Question 16.

On leave last time I was drawing £27-5-0 a month. I managed to live on that without assistance, except that I drew to some extent on private means for the purchase of my motor cycle. Rooms for the three of us, in a quiet district, would cost about £1 a week. My salary before coming to Tanganyika was £5 a week, and I was able to save £1 a week.

Question 17.

I have not been on local leave this tour, because I cannot afford to.

Question 18.

Dental treatment, wife and self, £9; Doctor's fee for child's illness, £15; insurance £7-10-0; Widow's and Orphan's Fund £18; Doctor's fee for treatment to wife's ears, £7-10-0. My child was born during last tour and that cost £25.

Question 19.

I have not saved anything this tour. When I went home last tour I had about £100, and that has been exhausted.

Question 21.

1 dhobi-houseboy, cook-boy, and ayah. Total for wages 89/-. We have our food sent from a hotel - one portion sufficing for the two of us. This costs 125/- a month for lunch and dinner. Breakfast we arrange for ourselves.

Question 22.

£392 - and I draw £432.

Question 23.

In some ways we are living as well as in England but it is more worry. In England we had no domestic staff - my wife did everything. I do not think there is sufficient opportunity to save for emergencies; I do not think that I should have to exercise such economies.

Question 24.

I feel that a salary of £400 to £500 would make me comfortable, considering my prospects.

36
445

Case No. 17 - A Clerk-Storekeeper, Medical Dept.
Married - one child aged 3 - salary
£380 - 15 - £400 - drawing 200 plus
Compensatory allowance. (Total £318)
On agreement - no previous Colonial
Service.

Question 1.

I was previously in the Regular R.A.M.C. I have
22 years service, retiring with the rank of Warrant
Officer.

Question 3.

I do not consider that my position is as good as when
I was a lance serjeant. This is my first tour and I
do not intend to apply for re-engagement, because
there is no chance of promotion and the cost of living
is too high. I have to stay in a hotel, occupying
one room. My wife and child are in England.

8

Question 9.

£14-15-0 a month, living at the hotel. That includes
wages for one boy. I allot £10 a month for my wife
and child and pay the house rent, £26 a year. I am
40 years of age.

10

Question 11

I have joined the Rifle Club and that is all I can
afford. I used to play tennis but cannot afford
to here. I cannot afford any books, though formerly
I used to spend £1 to 25/- a month on technical
literature.

Question 12

£14 for myself - I do not know what it is going to
cost to keep my wife in clothes at home.

Question 16.

My leave pay will be £22-1-8, and I do not know
what sort of time three of us can have on that. The
cheapest board and lodging would be 9/6 per head per
day.

Question 17

I cannot dream of going on local leave.

Question 18

Hospital £4-10-0; insurance £36; including W. and
O. pension fund. Civil Servants' Association 10/-.
I make an allowance of £20 to a relation of mine.

Question 19

I have not saved a cent, but have spent £55 over my salary out of my private means

Question 21

One boy.

Question 22

£363, and £65 private money.

Question 23

& 24

I do not consider that my salary allows me to live as I ought to be able to; there is no social life for me because I cannot reciprocate. I have been accustomed to associate with my fellow men, but here I have to live the life of a hermit. I am doing a job which entitles me to a far bigger salary than what I am getting. With my private means it would pay me to go home and draw the out of work dole under the National Health Insurance scheme to which I contribute.

Case No. 18 - A 1st Grade Sanitary Superintendent -
age 35 - married - no children -
salary £350 to £450 - drawing
£425 plus Compensatory Allowance.

Question 1.

Before the war I was an assistant sanitary superintendent to a Rural District Council at a salary of £2 a week. During the war I was a Serjeant in the R.A.M.C.

Question 2

Elementary school followed by a secondary school; for a time I was articled to a surveyor.

Question 8

My wife is in the Territory.

Question 9

650/- for everything except wife's passage.

Question 11

I play golf and tennis and am getting what recreation I am used to.

Question 12 a

£75 to £100 for wife and self.

Question 13.

About £30.

Question 16.

Both of us are able to stay with parents, and we can make both ends meet. My pay on leave is £34 a month.

Question 17

I have not taken local leave this tour, but hope to.

Question 18

Operation for wife £60; oculist's fee for wife £12; dental treatment for wife £10-10-0; Insurance, £5-5-0 a year.

Question 19

I was able to save a bit last tour, but it has all gone. I saved after my wife went home; as she stayed with her people I did not have to pay anything for her maintenance. I have had to spend some of my private means - about £150.

and

20

Question 21

Cook and houseboy.

Question 22

Roughly the whole of my salary - I am not in debt and have saved nothing.

Question 23

I am certainly no better off here than in my pre-war appointment.

Case No. 19 - A Sanitary Superintendent - married
no children - age 35 - Salary £250
to £350 - 5 years in the service -
drawing £250 plus Compensatory allowance
On agreement.

Question 1

Before coming out here I was in private
business for 7 months. My average profits were
£6 of £7 per week.

Question 2.

I was a regular soldier before the war,
and gained a 1st class certificate of education.
I was medical corporal of my battalion. After the
war I decided to take up the sanitary business
and went to Leeds Technical School. The cost of
that education I compute at £250, in view of the fact
that had I not been attending school I should have
been earning £4 a week.

Question 3.

Generally about the same except for the
inconvenience of living in a tropical country. This
is my 2nd tour.

Question 5

I applied for re-engagement because I knew this
was a new colony and I hoped for promotion; also
I did not wish the money I had spent on my training
to be wasted.

Question 9

£80/-. That includes clothing for myself and
wife, and the running expenses of my motor cycle
for which I draw an allowance. I am a total abstainer
and so is my wife. I spend about 60/- a month on
drinks - mainly for friends.

Question 11

5/- a month for papers. I do not play any
games and have joined no clubs because I cannot
afford it. In England I played football, cricket and
tennis.

Question 12 a

£15 a year for the two of us

b

£30 " " " "

Question 13

£26.

question 16

I am not able to live on my leave pay. I lived with my wife's parents last leave. I spent £30 a year in excess of my leave pay.

question 17

I have not taken local leave - I cannot afford to.

question 18

Medical fees 300/-. Both my wife and I have to pay 6/- a day while in hospital.

Widows and Orphans Fund, £18 a year; insurance £16 -6-0 a year. I send my mother £18 a year. Subscription to the Royal Sanitary Institute £1 a year. When returning here this time we had to tranship at Mombasa to an Italian ship. The 2nd class accommodation was not fit to travel in, so I transferred to the 1st Class. When I travel up country and take my wife I have to travel 1st class, because, although I am entitled only to 2nd class accommodation, I do not consider it right that my wife should have to travel in the same compartments as Indians and natives.

question 19.

I did save some money last tour, but spent it all at home owing to the increased cost of living. When I arrived in the Territory after my leave I was in debt, owing to my wife and I having been in hospital at Mombasa.

question 20

I had to spend the money I got by the sale of my business.

question 21

1 cock and 1 boy.

question 22

About £400. My pay is about 700/- a month including motor cycle allowance. Having a good knowledge of motors I am able to run my machine economically. The allowance I receive makes up the balance over and above my pay to enable me to live, but this does not allow for wear and tear of the machine. If I required new tyres, for instance, that would swamp the allowance for some time.

Question 23.

I do not consider that I live up to a proper standard. I am not able to entertain, cannot furnish my house, dress or travel according to my position.

Question 24.

My salary in my opinion is not commensurate with the post I hold. The privileges I enjoy here are much less than those attaching to an equivalent post at home. I think £400 should be my minimum salary.

Case No. 22 - A Draughtsman in the Land Office - Married - one child - Salary £200-10-0000 Drawing £375 plus 475 Comp. allowance. On agreement - Total Colonial Service 5 years.

Question 1.

Elementary Education. I have been a draughtsman for 10 years, and for two years was a military topographer during the war. Immediately before coming to East Africa I had temporary employment as a clerk in the contracts department of a telegraphs works in England, at a salary of £200 including war bonus.

and 2.

Question 3.

As a bachelor on £4 a week I had a much better time in England than at the present time. I am in my 3rd tour - one in Kenya and two here, and after 5 years service am still on agreement. I re-engaged because I was financially embarrassed and could not afford to through up this appointment on the chance of getting something else.

and 4

Questions 5, 6 and 8.

One child age 14 months (Girl). Both wife and child are here.

Question 9

50/- permonth. I spend 70/- a month on drinks, which include 4 bottles of whisky, 1 of vermouth, 1 ginger beer, and the rest sodas - 4 a day. I get 2 lbs of ice a day. My salary is 750/- a month.

Question 11

Tennis twice a week - golf twice a week. I belong to the Gymkhana. I spend 50/- a month on recreation.

Question 12 a. b

£30
£75 for the tour.

Question 13

£33

Question 16.

When on leave we can live on my pay, but only by going without amusements and things which are within the reach of the poorer middle class. While on leave I had to take rooms in a house - a bedroom, sitting room and kitchen, furnished, in the country. This cost

two guineas a week. Our food cost us £2-10-0 a week. Our board and lodging thus came to about £20 a month, and my leave pay was £28-10-0 a month.

Question 17 I have not taken local leave - I cannot afford to.

Question 18 My wife had to go home last year as a result of ill health. This came suddenly, and I had to face an expenditure of £80 for passages and expenses connected with the voyage. The fees for my wife's medical attention at home came to £89-18-0. This had to come out of my own private money. The doctors were unable to undertake the case here. I cannot say that my wife's illness was attributable to the climate here, but the doctors here felt that it was not a case to be treated in this climate, nor had they the means with which to undertake it; there was too much risk.

I have a life endowment policy for which I pay a premium of £22-7-6 a year.

Question 19 and 20 I have not saved anything since I have been in this country, but I have encroached on my private means. After 5 years in East Africa financially I am down on the transaction - very much. I had to raise £33 on an insurance policy to get back.

Question 21 Cook, house-boy, dhobi and ayah.

Question 22 £468 - and my salary is £450. I have lived at both Dar es Salaam and Nairobi, and the ^{former} latter is a much more expensive place to live in. The purchasing power of 2/- is much less than that of the rupee.

Question 23 I do not feel that I am living as I ought to live. There is very little nourishment in the food which needs to be augmented with preserved foods. This we cannot afford to do.

Section 24.

My appointment is not pensionable. I have therefore to be prepared to seek employment after retiring, or to put by enough to keep myself and family in after years. The latter I am quite unable to do.

Case No. 21 A Stock Inspector, Veterinary Dept. 65

One child - Scale of pay £250-15-£400 451

Drawing maximum of £400 plus Compensatory Allowance - Total £480.

In reply to questions the witness stated:

I am in my third tour and I am still on Agreement, the position being, apparently, non-pensionable.

Previous to the War my emoluments amounted to £1000 per annum as a Jockey in South Africa - this does not include riding fees, however. During the War I was a Regimental Sergt-Major in The Veterinary Corps for 4½ years, during which time I became unfitted for further service as a Jockey. In charge of Military Dairy during War.

The two cannot be compared.

I have no alternative but to re-engage.

Son aged 21 years, just completing his education. Articled at Technical College - Premium £100 then salary of 10/- weekly. At present time I send approximately £60 per annum.

My wife is in Durban.

By myself last tour I saved £78 in 31 months' tour. I remitted 18 to £20 per month through the Bank to my wife. My salary is lower to-day than when I first joined the service. In my first tour it was £43 per month including the allowance ~~xx~~ then prevailing. I sent average of £24 per month to my wife.

I am not in a position to join any clubs or go in for much recreation as the hours I work do not permit of it. I am a teetotaler and do not smoke.

(a) Estimated at £75 per tour.

(b) The work I do is sometimes rather dirty. At least I require 7 suits, including white and khaki.

and 12 soft shirts per year. I often return from work covered in blood etc. During a tour, including boots I estimate the cost at £35 or £40.

I was unable to bring my wife up from South Africa as also I had to leave her in Durban whilst I visited my own home in Australia.

£60. My son is, however, living with his mother.

I am unable to live on my pay alone during my leave if I visit my home in Australia.

I did not take Local Leave last tour as I was unable to get away, and if I had obtained I could not have gone with rail fares, etc. so high.

Widows & Orphans Fund £18 per annum. Insurance £40.

I returned from my recent leave with an overdraft of 62/-. I had a small surplus at the beginning of the tour.

When I joined the military I had four houses near the Country Club in Johannesburg, all freehold.. To maintain my wife I disposed of two of them. One I lost as I was unable to pay the mortgage - the other I have left. I have an annuity of £150 per annum from my mother. It really costs me my salary to keep my wife, as she should be kept, and to educate my son. Therefore, I am actually living on my own income. Including private money I was only able to save £78 for the whole tour of 31 months.

When we had the Rупie in 1921 it purchased more than 2/- will to-day owing to the cost of market products. The salary is not enough for the necessities of life and fair recreation. One young Stock Inspector here has been out 12 months and he is, I know, in debt. I consider a man needs at least £35 per month, especially if he is married.

Another point is that Stock Inspectors get no travelling allowance. If I go out with my chief

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and live practically at the same table I get no 456¹
travelling allowance yet my chief does. Stock
Inspectors are not entitled to Travelling allowance
when on transfer from, say Dar-es-Salaam to Mwanza.
They get no expenses whilst waiting at Mombasa
because they are not entitled to local travelling
allowance. This is a long standing grievance. I
suggest a consolidated allowance of anything in
reason. I also travel from 26 to 30 miles per day
in and around Dar-es-Salaam on a bicycle but get no
allowance for its upkeep, although it is true the
Government did purchase the bicycle for me.

68
457

Case No. 22. A Post Office Technical Officer - Age 34
2 Children - Scale of Pay £350-15-2400 -
Drawing £380 plus Compensatory Allowance
Total £456 per annum.

In reply to questions the witness stated:

I hold a pensionable position and this is my second
tour. I have been back from home leave two months.

I have been five years in the service. I had 5½
years war service as Staff Sergt. Artificer - pay 12/6
per day - or £277 per annum and all found. Prior to
the war I was an apprentice and had just finished my
time as such when war broke out, when I joined the Signal
Service. I had just become an improver after attending
the Polytechnic, Regent Street, for special study. Prior
to that I was educated at Acton College.

It certainly does not compare favourably with my
position in the Signal Service.

I have no alternative but to re-engage as the system
of work here is totally different from that at home.

Children aged 10 and 12. I married a widow. My
wife is in the Territory and my children ~~in~~ are at home.

It is difficult to estimate at the moment as I have
been back so short a time and have had to lay in a stock
of certain articles. I drew an advance of £30 before I
left home as I had considerable expense in connection with
an operation for my wife who is still attending the Doctor
here. I am still repaying that advance at the rate of
£10 per month. Most of my goods I have on bills standing
in the town. I hope to clear off these bills as soon as
possible when I receive my full salary and get my next
increment.

My children are at home at a Boarding school and
sub-section (b) of 10 is dealt with in question 15.

I am a member of the Gymkhana Club, subscription 15s. per month, and the Post Office Sports Club, subscription 4s. per month. I do not take any newspapers, books, etc. yet as I am hardly in a position to do so and must wait to see how things will pan out.

I receive the ordinary half passage allowance. This means that I must save at least £60 per tour for my wife's passages.

My children are at a Private Boarding School. My wife received a good education and desires her children to have a similar one. My wife has a pension of £102 per annum and this she allocates towards the cost of the children. The actual cost is £184. 19. per annum and with incidental expenses £200 per annum is swallowed up - even this allows of no holidays for the children. They are being educated at Brean Down House, Burnham-on-Sea.

I have lived with my relatives.

As a Batchelor I only took a week during the whole tour. I camped a short way down the coast as I was unable to go up-country.

I cannot afford insurance, but I pay the usual Widows and Orphans Fund contribution (£18 per annum).

Yes.

Cook, Houseboy and Cook's 'toto. Also boy for laundry work. I hope to be able to get three boys to do the work shortly.

I cannot do it on less than £500 per annum and there will be no savings then, living as quietly as we can. I have small private means of my own and that is all that keeps me going. The corresponding berth in the Kenya Colony is at the rate of £400-£500 and I

am endeavouring to get my salary raised to that scale here.

No I do not think I live at a proper standard. The cost of living prevailing at the moment means a hand-to-mouth existence. The quality of the local market supplies, meat, etc. alone are against it. Bacon is very expensive and to live at a proper standard one must resort to tinned stuff and have to pay through the nose for it. A Junior Official has no capital to import large stocks and must therefore purchase locally at inflated prices.

I have no ice as I do not feel justified, at the moment, in spending money on it; neither do I have a fan going as the current is far too expensive.

I think the Telegraph services should be paid at the rate that which is paid in Kenya owing to the greater length of line and more instruments than in Kenya and Uganda together. At least I understand that such is the case.

Case No. 23. An Assistant in the Post Office. One child -
Scale of Pay £300-15-£350 - Drawing £345 plus
Compensatory Allowance, Total £414 per annum.

In reply to questions the witness stated:

I am on the permanent Post Office establishment and
this is my fourth year of Colonial Service.

Post Office staff - average £4. 10. 0. per week.

Education: Technical Institute until 17 years of age.
Special classes and individual tuition for Civil Service
Examinations. ^{years} Two/learnership in all branches of P.O. work
before appointment at a sum of 6s. per week pocket money.
I was kept by my parents until I had passed my examinations
and had secured an appointment.

Financially very unfavourably. I was able to save money
in England but am unable to do so now.

Anticipated more chance of promotion as this is a
young colony and is expected to open up.

Child aged 7 months - in England with my wife.

Shgs. 300 per month - minimum.

(b) £10 per month. They reside with my wife's
relatives thus paying no rent or rates for house. If these
items had to be reckoned with I estimate I should be unable
to adequately support them without getting into debt in this
country. It is estimated that I save at least £3 per week
in this respect.

Overseas Club ... 4s. per month
P.O. Sports Club & societies etc. 5s. " "

I cannot subscribed to any books, newspapers, etc. and
rely, for reading matter, upon old papers and periodicals
which friends have finished with. I cannot afford to
play golf, etc. or join any other clubs.

to
question 12.

(a) 1 suit European clothes per tour, shirts, underwear socks, hats, etc. £10 if I can manage to have sufficient left over after buying absolute necessary things for my wife (which would probably amount to £30 at a minimum) and paying for her passage back to this Territory.

As I shall be home for the winter an overcoat is a necessary addition for my wife and myself - cost about £9.

Total cost of European clothes £49, which I cannot see any hope of getting at present.

(b) Will be unable to purchase under this heading as any saving will be swallowed up by (a) and wife's passage. Consequently I have to purchase locally to replenish as articles of clothing or household linen etc. wear out at prices about 100% greater than if purchased in England. This makes my monthly bills out here heavier and as a direct result I have been unable to save anything. I had to obtain an advance of a month's salary from the Crown Agents during my last leave to purchase absolute necessities

to
question 13.

Last tour: From England to Tanganyika £26.
From Tanganyika to England £43. 10. For reason of difference see question 18.

to
question 16

Most decidedly No. Reasons;

Rent of furnished flat or cottage at 4½ gns. per week under present conditions £18.18.0 per month

Food, lighting, fuel, etc. £2.10. per week - a minimum for three persons 10. 0.0

Salary whilst on leave £28.18 0
27. 0.0

which leaves me in debt on the month by £1.18.0

My only alternative is to live with my wife's relatives (I have none in England) which is hardly possible for 5 months on end.

to
question 17

No.

I have during the past seven months had to expend all I had saved prior to October 1924, together with a considerable sum I had prior to taking service in Tanganyika.

My wife was in hospital for 3 months prior to taking seriously ill subsequently having to go to England as an urgent case by the first boat immediately she was able to walk. This was in Tanga and subsequent to child-birth. Three months in hospital entailed at 6s. per day 473/- and Doctors fees for this period 187/-. The Medical Officer informed me to send my wife home and warned me that delay would be serious. I had to book her by the first boat, 1st class, no 2nd class being available. The Govt. paid £8. 10. I had to pay £46.10.

I am unable to state the hospital and specialist fees for the subsequent operation in London as I have not yet received the bills, but can rest assured they will be equally heavy.

Widows and Orphans Fund 30s. per month.

Support of relatives (Mother) £25 per annum, which this year so far I have been unable to pay.

- 19. No.
- 20. Yes on my savings, but they are practically finished now.
- 21. Have had to reduce from two to one personal boy who does everything so far as it is possible.
- 22. About £50 in excess of my salary, this year it will be £100 or more.
- 23. Yes, in every direction, insomuch that I have to curtail expenditure to such an extent that it amounts almost to cheese paring in my endeavours to prevent myself falling into debt and to live on my present salary.

Case No. 24. A Post and Telegraph Official - No children -
Scale of Pay £300-15-2350 - Drawing £345 plus
Compensatory Allowance Total £414 per annum.

In reply to questions the witness stated:

This is my second tour and I am on the permanent
establishment of the Post Office. I am 26 years of age.

Q. 1

Home Postal Service. Average salary £4. 0. 0. per
week - then a batchelor.

Q. 4

Having forfeited my option to return to the Home
Service I have no alternative but to re-engage.

Q. 8

My wife is in the Territory.

Q. 9

550/- per month - my drinks include an average of
two bottles of whiskey per month at the house. Two
bottles of "soft" drinks per week. My wife is a tee-
totaller.

Q. 11

Gymkhana Club, subscription 15s. per month

Post Office Sports Club 4s. per month. Both

my wife and myself have bicycles. In addition to cycling
we play tennis about three nights per week. Recreation
costs an average of 40s. per month.

Q. 12

(a) Wife and self £50.

(b) £100 estimated for next tour with certain things
needing to be replenished.

Q. 13

With the present half allowance, £30 per annum.

Q. 16

Hardly. I shall have to make my own arrangements
as I shall not be able to stay with my wife's people next
time on leave.

Q. 17

No.

Q. 18

Widows and Orphans Fund £18 per annum.

Q. 19
and 20

I am unable to save. Have no private means. My
previous savings are just about finished.

Q. 21
and 22

Cook, Houseboy and Dhobi.

£440 per annum.

Q. 23

There is no comparison with at home. Local food-
stuffs cannot compare with that at home either in quality

45
461

or price. I see no advantage as a result of the conversion of the Rupie into Shillings.

Jan 24 The minimum scale of pay which should be offered to serve out here is, in my opinion, £450 per annum. A man cannot live comfortably and do his work on less. My present pay is not sufficient to live on. My only chance of promotion is 350-£400 and then a slight possibility of £400-£500. There were eight of us sent out together on the same grade so that someone will have to stand down. I have come to look upon bacon and ham as a luxury and certainly cannot afford to run an electric fan or to have ice.

I propose sending my wife home in September next. I have come to the conclusion that, having done 15 months this tour, the only way to save up for our return is to send my wife to live with her mother, give up my house, gymkhana &c. and live entirely on my own

76
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Case No. 25. A Telegraph Inspector. - 3 children -
Scale of pay £300-15-£350 - Drawing maximum of
£350 plus compensatory allowance Total £420.

This is the witness's second tour.

I am on transfer from the Home Service. At home I averaged £5 per week..

Trained in the Department.

I transferred here as the chances of promotion at home were none to good and I thought I had better chance of advancement here, but so far I see no hope. I am the junior here although I have 15 years service in the home postal department, but this does not count for service out here.

1 boy aged 8, 2 girls aged 7 and 10. Wife and children in England.

I send £16 per month home or 320s. My salary works out to 690s. per month, thus leaving me with 370s. When I am in Dar-es-Salaam there are three of us in the mess and we share the cost of the boys. I have one personal boy. When up-country I pay 70s. a month for a cook and boy and cannot do without them. I save absolutely nothing, so it is hopeless to think of getting my wife out.

(b) 320 shillings.

I belong to no clubs. I have given up games etc. I get a fair amount of exercise in the course of my work.

During my last leave there was very little left out of my monthly salary of £27. There are five of us to keep out of it. (a) £30.

(b) I required at least £80 but had to go without which means I have to replenish out here when I can.

The children go to an ordinary elementary school at home.

I should like to give them a better education but I cannot see my way to do it .

16 I can just manage to keep my wife and children. I cannot take them away to the seaside for instance or anything like that nor can I purchase a proper outfit to return with.

17 I do not take local leave.

20 I did not elect to contribute to Widows & Orphans Fund.

After 15 months in this tour I have 12s. to my credit. (Bank balance 31.3.25). I do not drink, but should if it would run to it. I have no private means.

21 Up-country Cook and boy - Dar-es-Salaam 1 boy.

23 Impossible to live at a proper standard.

24 The cost of living has gone up. This is particularly noticeable up-country in the "blue" and things are considerably dearer as the native is learning the value of money more and more every day. There was no improvement when the Rupie currency was changed to shillings.

Case No.26 A Post Office Technical Officer, age 31 - 467
2 children - Scale of pay £300-15-£350 - Drawing
£330 plus Compensatory allowance total £396 per
annum.

The witness is serving on agreement with the Crown
Agents and this is his first tour.

In the Admiralty as Electrical Engineer £3. 5. 0. per week.
Apprentice after passing competitive examination.

It does not compare any too well. I got better food etc.
at home and was able to save a bit.

I applied for a transfer last year and hope to get it.
My ambition is to stay in the Colonial Service if possible.

Boy 4½ years Girl 2½ years. My wife and children are
in England.

£17 (340s.) per month, estimated, including boys' wages.
We average 2 bottles of whiskey per month and there are three
of us in the mess. My own bank balance at the moment
is 35/-. I saved a little in the Admiralty Service and
transferred that to my wife's name prior to coming out in
case of anything happening to me. Otherwise the whole of
my salary is taken up in the cost of living.

My wife is living with her mother, sharing the cost
of the house. It is a small house of three or four rooms
and the rent is 25s. per week. Her relatives have her three
or four months during the year and that helps a lot. I send
her all I have left after my living expenses have been paid.
This is in addition to 200s. per month allotment I make.

P.O. Sports Club 4s. per month.

I expect to have full back on my savings from the
Admiralty to re-equip myself during and on my return from
leave.

I pay the maximum of £27 per annum to the Widows & Or-
phans Fund. So far I have saved nothing. My only means
are my past savings.

1 personal boy. 3 of us in the mess share cook & 'toto

23

No, we do not live ^{at} the standard I have been used to. In the mess we have bacon and eggs for breakfast on two mornings per week. 2 lbs. meat per day between the 3. Fish we have at dinner only (50 cents per day allowed for fish). When we have fruit we have no pudding.

24.

I gave up my post in the Admiralty as there were so many young officers in our Dept. a few years older than myself and consequently I did not see much promotion ahead. The salary out here was more than I was getting and I was given to understand living was much cheaper than in England. I am very disappointed. Had I known I should never have given up my previous post. I certainly think that, having regard to the extraordinary cost of living, the minimum salary for this post should be £400. I should like to have my wife with me. The 1st alternative is to leave the children at home at a Boarding School. The 2nd alternative is to leave the children with my wife's mother and let them attend the ordinary elementary school. The 3rd alternative is to get my wife and children out and educate the children myself. The 1st I cannot afford to do. The 2nd is the most feasible but most unsatisfactory from the children's point of view and the 3rd is the most unsatisfactory of all.

When my boy is a certain age I have a fair opportunity of getting him into Christ's Hospital, in fact I have every chance if I can put up a certain sum. With having to draw on my savings for mere necessaries of life I see my chance of educating by son slipping by. If I get my wife and children out my savings will almost disappear for passages.

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Case No. 27. A Clerk in the Land Office. No children.
Scale of Pay £250-15-£400. Drawing £310
plus compensatory allowance - Total £372
per annum.

The witness stated as follows:

This is my second tour and I am in my fifth year of service. I am on the permanent and pensionable staff.

Confidential assistant with firm of City Solicitors.
£200 per annum and travelling allowances.

Private tuition 3 years Secondary School 6 years and Technical College. Cost of education approximately £400 excluding examination fees and books.

Were it not for the fact that I am pensionable it would not compare favourably with my last employment as I could not save for later years.

My acceptance of a permanent appointment under the Colonial Office was considerably influenced by the fact that I obtained pension rights during my first tour. I also hope to obtain promotion.

My wife is in the Territory.

Average per month during 1923 was 450 shillings
My actual expenditure during March 1925 was 466/93.
I was on leave practically the whole of 1924. In 1923 I had less need for the economies I now make as I was drawing Acting Allowance for a considerable period.

Gymkhana Club, subscription & coupons	Shs.25. 00
Books, newspapers, Overseas Club &c.	7. 50
Upkeep of boat(including 'toto)	<u>15. 00</u>

37. 50

My chief recreation is rowing. In this I am fortunate as I have an outrigger sculling boat and plenty of calm

water. I have, for economy's sake deprived myself of tennis and a number of books and periodicals, notably sporting papers, e.g. The "Field", "Athletic News", etc.

(a) £30 per annum - Whilst on leave last year I spent £20 and my wife (out of her own money) spent £40.

(b) £48. 10. per annum - My wife's clothing has been estimated at £36 and my own at £12. 10.

£30 per annum (50s. per month).

Living with my parents and various friends and relatives I can do, provided I live very quietly, but as my wife's home is in South Africa, and she naturally desires to visit her parents during each leave, I am, under the circumstances, unable to do so.

No.

Widows & Orphans Fund £18 per annum. During the last tour I paid small hospital fees, but both my wife and myself had very good health.

From my actual salary no. I saved a certain amount as a single man during my first tour until July 1922 when I was married. I effected a small saving of about £150 on a tour of three years but I received Acting Allowance for 5 months in 1921, 5 months in 1922 and 10½ months in 1923.

Since my return from leave yes.

Cook, 40s. per month, Houseboy 32s. Cook's 'toto 10s. total 82s. (Houseboy does the dhobi work)

Based on present expenditure £382 per annum.

I am unable to live up to the standard to which I have been used. I have had to cut out bacon for breakfast, soup, fish and sweets at lunch and soup at dinner. Also I have dispensed with ice. I have had to decline a number of invitations as, to put it bluntly, I cannot afford to entertain as I have done in the past. I wear clothes now which hitherto I should not have done - e.g. well darned socks, patched up suits and shirts.

on 24

Speaking generally the cost of living has gone up. White suits, obtainable before I went on leave (Jan. 1924) at 25s. are now 32s. for exactly the same article. That is one item only as an example.

Another sore point is that, despite the fact that I have earned and received an increment each year during my service, I am at the moment getting £3 per annum less than when I first entered the country over four years ago and living is dearer. I cannot under the circumstances put anything away for emergencies. If in fact I, or my wife, were taken suddenly and seriously ill I should be unable to meet the extra expense, especially should the Medical Authorities order my wife home. Should I be unfortunate enough to be invalided out of the Service before I have served a sufficient number of years to qualify for a reasonable pension I should be at a loss to know what to do. I rely on promotion in due course and in remaining in the Service have been considerably influenced by the fact that I am on the permanent and pensionable staff.

Apart from my present position, owing to the cost of living now prevailing, I am well contented in the Service, the only drawback being the possible reaction of the climate upon one's health, for which no compensation is made.

13

Case No. 28. A Clerk. - No children - Scale of Pay 472
£250-15-£400 - Drawing £250 plus
compensatory allowance - Total £300 per annum.

The witness stated:

I am 39 years of age and this is my first tour as a clerk. I am serving on agreement locally, but the position is pensionable on confirmation of my appointment.

With the Military. I have been in East Africa attached to the K.A.R. for the past 8 years. I was then drawing £310 per annum, plus the compensatory allowance and when I transferred to the civil service was getting £372 per annum out here.

Does not compare favourably so far as actual emoluments go as I have been re-started at £250 and am therefore nearly £100 short on the deal. I took it that I should have been re-engaged at my existing incremental stage as the scale of pay was the same, but nevertheless I had to start on £250 again.

I should not be able to carry on with my present salary as I should be getting into debt. Luckily I have a pension. I have no alternative but to re-engage.

My wife is in the Territory.

Food, lighting, boys, drinks, water etc. 470s.

I should like to join the Gymkhana Club but I do not think I could manage it. It would require a rickshaw each time I visited the club to play any games. The same remarks apply to bathing etc. which I have cut out as rickshaws amount to 1s. each way with one's wife.

(a) and (b) £50 if I keep within the salary I am now getting.

With incidentals, railway fares, etc. £40 per annum.

As a bachelor yes. I have not tried as married ^{A73}
I take no local leave.

Widows & Orphans Fund maximum £30 per annum.

Wife's Insurance £3, my own £24 - Total £27 per annum.

No. I have encroached on my pension of course.

Cook and Houseboy.

I have been out this tour 8 months and think I am about £40 out so far. I have, however, bought several small items of furniture etc. for the house.

The ordinary working man at home lives on a better standard than we do. When I was up with the K.A.R. as a single man my mess bill came to little over 100s. per month but living in the town of Dar-es-Salaam it is a different thing altogether. Prices seem to be inflated by the only storekeepers (Indians) who apparently charge nothing less than ^{cents} 50, the equivalent of 6d. 50 cents is charged for a small tin of shoe polish which is 2d. at home. I consider that a married man needs at the very least £375 per annum to live on, no matter ^{what} is the position he holds.

Annexure A2 to Report of Committee on Cost of Living.

Evidence of Unmarried Officers entitled to 2nd Class
Passages.

Summary of Evidence

Pages

86 - 90.

Questionnaire

"

91 - 92.

Evidence

"

93 - 106.

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SUMMARY OF EVIDENCE.

Class (b), unmarried officers entitled to 2nd class passages.

Nine officers of this class were examined. Their evidence is numbered as cases Nos. 29 to 37.

ACTUAL PAY PLUS COMPENSATORY ALLOWANCE.

£318, £450, £348, £500, £518, £420, £318, £300, £354.

WHETHER ON AGREEMENT OR OTHERWISE.

On agreement except Case No 34 (Assistant in Postal Department) and Case No 35 (Assistant Inspector of Police).

GENERAL COMPARISON OF PRESENT POSITION WITH THAT OF PREVIOUS EMPLOYMENT.

One stated he could not make a comparison as previously he was living at home. The others stated their present position compared unfavourably with that in their previous employment. Case No. 32, Stack Inspector, said "I do not think anything of the position"

WHETHER THEY HAVE RETURNED TO RE-ENGAGE AND, IF SO, FOR WHAT REASON. DO ANY OFFICERS EXPECT RE-EMPLOYMENT?

- Case No 29 Is not coming back as things are at present.
- Case No 30 Has no alternative but to re-engage. Wishes to remain as he likes the country.
- Case No 31 Will not re-engage unless given pensionable post.
- Case No 32 In present circumstances will certainly not come back.
- Case No 33 "I do not intend to re-engage on the present conditions"
- Case No 34 Re-engaged as he expected 50% allowance to continue. Understood it would be reduced if cost of living fell. Cost of living has not fallen but allowance has been reduced.
- Case No 35 Will re-engage. Likes the country and hopes to improve his position.
- Case No 36 Returned as it was difficult to get other employment at home.
- Case No 37 Unable to state whether he will return.

GENERAL MONTHLY LOCAL EXPENDITURE.

£25, £25 (three messing together), £20 (messes at hotel), £20 (does not drink), £16, £25, £15 (messes at hotel), £13 for food and drinks (below average as he lives in Police Mess), £17.10.0. NOTE In summary of evidence relating to class (a) £17 a month was allowed for expenses of married officers living alone.

MONTHLY EXPENDITURE ON RECREATION CLUBS AND PURCHASE OF BOOKS AND NEWSPAPERS.

Nil (has Motor Cycle at home but cannot afford to bring it out), £1.10.0, £3.5.0, £2, £1.8.0, £1.14.0 (favourite hobby photography but cannot afford it), Case 35 only goes in for swimming and cannot afford anything else, £2.10.0, £2. Case 35 belongs to no clubs, joined the Gymkhana one year but had to give it up. Case 36 cannot afford to join Gymkhana.

Curiously enough these unmarried officers who lead a lonely existence appear to be ill provided for in the matter of recreation. The married men make a better showing possibly because their wives insist on having some amusement.

(a) EXPENDITURE ON EUROPEAN CLOTHING WHILE ON LEAVE. ANNUAL FIGURES.

Only four replies on this point, amounts varying considerably.

(b) EXPENDITURE ON CLOTHING, HOUSEHOLD LINEN ETC, FOR ENSUING TOUR. ANNUAL FIGURES.

£20, £32.10.0, £25, --, --, given as £115, £40, £35. --
On the whole £25 would be an average figure.

Similar allowances for married officers according to summary relating to class(a) witnesses was £30.

WHETHER ABLE TO LIVE ON LEAVE PAY WHILE ON LEAVE.

The replies were varied and depended no doubt on the circumstances of the officer. One officer said he could live on his leave pay: others managed by living quietly or by staying with relatives. One said he spent £50 over and above his leave pay and another said his leave pay was totally inadequate. On the whole it would appear that they cannot have a real holiday without exceeding their leave pay.

WHETHER THEY TAKE LOCAL LEAVE.

Five said they could not afford it. One had taken local leave but stayed with friends up country. One thought he could afford to take local leave.

UNUSUAL EXPENSES INCURRED.

Nothing material: trifling insurances etc.,.

WHETHER POSSIBLE TO EFFECT ANY SAVINGS.

Four witnesses said they could save nothing, one saved a little last tour, one £14 per annum at expense of his comfort, one £25 per annum out of acting allowance, one £48 per annum by living quietly, one as a result of six months experience estimates he will save £60 per annum.

WHETHER IT HAS BEEN NECESSARY TO ENCROACH ON PRIVATE MEANS.

Not to any appreciable extent except in Case No 36 who stated that he had spent £90 of his own since coming to the Territory.

ESTIMATED ANNUAL EXPENDITURE FOR ALL PURPOSES.

£318 (cannot exceed pay), £400, £300 (an estimate states it may be optimistic), about £350, £294, £416, £240, £380, £350.

SALARIES DRAWN BEFORE ENTERING SERVICE.

£190, Case No 30 was Staff Sergeant in Army and saved £180 a year, £182, Case No 32 was recently offered £500 with Sudan Govt., £234, £234, £195, £300 plus allowance of 7/6 per diem, £130.

SALARY CONSIDERED REASONABLE TO COMMENCE ON.

Special attention is directed to Case No 29 pay £250-15-£350 plus compensatory allowance total £318. He was selected for a similar post in Nigeria at £460-£560 but was not permitted to go until he had received dental treatment. Case No 32 Stock Inspector on £250 plus compensatory allowance total £300. Before coming here was offered £500 with the Sudan Govt. but was then taking up farming at home. Other replies were £400, £360 if post made pensionable, £400 if post made pensionable, £450, £420. The last witness drew attention to the fact that he supervises the work of two Gann clerks who draw salaries higher than his own.

EFFECT OF CURRENCY CHANGE.

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Two witnesses touched on this point. They thought that no change had occurred, one stating that the price of local products had increased.

WHETHER OFFICER LIVING AT PROPER STANDARD.

- Case 29 Complains of quality of food. Has lost a stone in weight.
 Case 33 Lives like a hermit. Food here is of poor quality.
 Case 34 Would like to make quarters more comfortable but cannot.
 Case 35 Cannot afford games. Unable to return hospitality.
 Case 37 Unable to live at a proper standard.

GENERAL QUESTIONS RAISED BY WITNESSES.

Case No 32, a very good type of officer, states he was informed that living was very cheap: had he known the actual position he would not have come out. He thought that if his post is not to be made pensionable salary should be increased to admit of savings. He raised the question of travelling allowance for Stock Inspectors.

Case No 35 states he has been offered bribes and feels that a low rate of pay subjects an officer to temptation.

SUITABLE INITIAL SALARY HAVING REGARD TO THE EVIDENCE AND GENERAL CONCLUSIONS IN THIS SUMMARY.ANNUAL EXPENDITURE

General local expenditure	£240	
Recreation	25	(Unmarried officer allowed same rate as married as his exs. are probably more as he has no home life)
Expenditure on European clothing	7.10.0	As in summary of expenditure for class (a) witnesses.
Expenditure on clothing linen etc, for ensuing tour	15. 0.0	Same as married officer returning without wife.
Widows & Orphans Fund	18. 0.0	
	<u>£ 306.10.0</u>	

This allows nothing for local leave or additional expenditure on home leave or for any unusual expenditure such as medical and dental charges. These unmarried officers should be in a position to put aside something for eventual marriage say £30 annually, equivalent to the annual expenditure of a

married man on passages. Having no home life and little experience of housekeeping their expenses are likely to be higher than they would be in the case of a married man living alone who must exercise every economy. On the whole the evidence appears to indicate the necessity of a minimum salary of £375.

14. What domestic staff do you employ ?
15. State your estimated annual expenditure for all purposes ?
16. Do you consider that you are unable to live at a proper standard having regard to your position. If so state in what direction you feel that you fall short of a reasonable standard ?
17. Is there any further information to which you desire to place before the Committee ?

Class (b) Single Officers entitled to Second Class Passages
Case No. 29. An Inspector of Works, Grade II.

Scale of Pay 250-15-£350 - Drawing 265 plus
compensatory allowance - Total £318 per annum.

The witness stated:

I am 35 years of age and am serving on agreement with
the Crown Agents.

1 In the timber trade. 12/6 per day for 8 hour day.

2 I have been 16 years at my trade and was with my
last firm 15 years and I wish I had never left. I
3 saw war service from August 1914 to April 1919, which
is not included in the above mentioned 16 years. I
am not coming back again as things are at present.

6 It costs me 500s. per month to live out here as a
single man and I cannot do it on less.

7 Nothing. I have a motor cycle at home but I
cannot afford the freight and customs duty to get it
out.

8 (a) Estimated at £27.

(b) " £42. for each tour.

Not unless I live quietly.

No.

11 I anticipate getting married when I have finished
out here but have saved nothing. I had £26 gratuity
from the War and a little in the Bank (pre-war savings).
I have drawn a little out.

14, 17. I am just living on what I draw. I have one boy -
and I live by myself. The food is not of the same
standard here as at home, especially for one doing manual
labour out in the open all day as I am. I have lost a
stone since I have been here. This weight has been lost
gradually and I have had good health generally speaking -
only one attack of malaria. I put it down to the climate.

If I came back here as a married man I should need
650s. per month at least, if I am not to get into debt.

10. The Crown Agents selected me for a similar post in Nigeria at £460 - £560 per annum but I was not permitted to go until I had received dental treatment. They afterwards wrote and offered me this work and said it was cheaper to live here. I do not intend to come back and shall not be able to get married unless I get something decent to do.

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Case No. 30. A Storekeeper - age 31 - Scale of pay 484
£300-15-2400 - drawing £375 plus compensatory
allowance - Total £450 per annum.

The witness stated:

I have six years service and am still on agreement.
I was informed in the first place that I should not be
pensionable until after at least two years service and
I am not pensionable yet.

I was in the Regular Army (Royal Engineers) and served
out here during the war.

School of Military Engineering.

By careful living as a Staff Sergt. one could save
£180 per annum. I don't save much here.

I have no alternative but to re-engage, but I must
say I am rather keen to remain here as I like the country.

500s. per month approximately. These in a mess.

I work very late so get very little time for recreation.
I have not, therefore, joined any clubs. My chief sport is
shooting. My recreation, with books, costs possibly 30s.
per month. In addition drinks average three bottles of
whiskey per month.

(a) £45. (b) £65 including good supply of underclothes
shorts, etc. for wholetour.

I stayed with my people but did not have a lot left to
have a very great time with.

Yes, I take local leave if I can stay with friends up
country. I did last tour. The chief expense is the
travelling.

With economy I can save £50 per tour. I have fortunately
been drawing acting allowance as Chief Storekeeper.

Cook 50s. Boy 43s. That is about £50 per annum and
it is impossible to avoid it.

About £400.

I think £400 per annum is the minimum for a single man
to be about to live up to standard and save anything to get

married which is what I am trying to do. I cannot see any fall in the cost of living since the time when the 485 Compensatory Allowance was 50%. in fact, local products have gone up.

Again what is to be done if one's health breaks down ^{this} in a country like/and one has not been able to save a reasonable amount ?

97

Case No. 31 A Motor Mechanic - age 34 - Scale of Pay
£300-15-2400 - Drawing £300 plus compensatory
Allowance - Total £360 per annum. 486

The Witness is serving on agreement with the Crown Agents and has been in the country six months. In reply to questions the witness stated:-

Aerial Fitter - £3. 10. per week.

Three years at Engineering College. £50 per annum for instruction fees.

As far as I can gather from the six months I have been here there is a big difference between living here and living at home.

When I undertook to come out here I was under the impression that the position was pensionable after the first tour. Now I am given to understand this is not so. Unless the work is pensionable the salary is not enough for me to save sufficient in lieu of pension. If I do not get definite assurance that I am pensionable when I go home on leave this tour I shall not re-engage.

400s. per month on the six months average. I am living at one of the hotels and merely use my quarters for sleeping purposes. Living at the hotel costs me 200s. per month for food and any extras. In addition I have to pay my boy, tea (which is not provided at the hotel), water rate, soda for drinking, light, wood, charcoal, etc.

I carry on my recreation as at home - Golf, tennis etc. Gymkhana Club 15s. per month subscription. Excluding this subscription my recreation costs on the average 50s. per month.

(a) Depends how my European clothes last while out here. (b) When I came out I received outfit allowance £30, but I spent about £20 over that for this tour. I estimate £50 for refitting for a tour.

Yes, I think so.

Widows & Orphans Fund £18 - Insurance £6. 6. 0. per annum.

- tion 10 Yes. I have not taken any as yet.
- tion 12. Judging by my present monthly expenditure, £60 per annum.
- tion 14 Personal boy, 30s. per month. 487
- tion 15 £300 - estimated. I may be optimistic.
- tion 16 I should fall short of several little luxuries if I had any incumbrances at home or had to save for pension.
- tion 17. If my position is not pensionable, then I do not consider my salary is sufficient. In any case I could not think of getting married were I so inclined, at least not until I had reached my maximum.

Case No 32. A Stock Inspector, Veterinary Dept. Age 27 - scale of pay £250-15-£400. Drawing £250 488 plus compensatory allowance, Total £300 per annum. Serving on agreement with the Crown Agents - first tour, just completing one year.

In reply to questions the witness stated:-

1. In partnership with my brother on a farm at Saffron Walden, Essex.

2. I was educated at a Quaker School, fees £120 per annum, at Cambridge and East Anglian Agricultural College. When this post was advertised I held the Agricultural Certificate, although the advertisement stated that the Diploma in Dairy work was essential. The holding of the Agricultural Certificate was accepted.

3. I do not think anything of the position. I was informed that the living was very cheap here and had I known what it was actually should not have come out at all. I still have an interest in the farm at home. I leave on account of a few differences with my brother.

There are no prospects here so far as I can see.

4. Under present circumstances I certainly shall not come back. I have no hesitation in saying that, with cost of living as it is out here, my salary is in no way in keeping with my training and qualifications. I was offered a post with the Sudan Government at £500 per annum prior to taking over the farm in Essex with my brother.

6. 400 shillings per month. This is a very liberal allowance as I do not drink. I am a member of the Gymkhana Club but I hardly attend there once in a month as my hours are very long. I expend about 10s. per month on papers and magazines and my recreation etc. probably costs 40s. per month.

Question 10.

I shall not take local leave.

Question 11.

I bought a motor cycle since joining the service and use it daily on official work but get no allowance.

Widows & Orphans Fund £18.

Question 12.

No.

Question 13.

Yes, in the first instance. I received an outfit allowance of £30 on appointment. My baggage when I came out was insured for £175.

Question 14.

One personal boy and a Cock.

Question 15.

I brought £50 in cash when I first came out. I have not saved anything at all in 12 months. - it speaks for itself. I bought my motor cycle, however, after my arrival in the Territory.

Question 16.

Yes. There are lots of little things which, on my salary alone, I could not afford.

Question 17.

Irrespective of salary the post is not pensionable and if I reach my maximum of £400 there is no scope for further advancement. I consider that if an appointment is not pensionable increased salary ~~must~~ should be given accordingly, and so allow of something to be put by for the inevitable rainy day and reasonable living. I consider that £400 per annum and a pensionable appointment is the minimum which should be offered. Furthermore I get no travelling allowance. I have travelled about considerably of late - if I travel with the head of my department I get no allowance but he does. Candidly the job is not worth it - my hours are very long - I am usually out by a quarter to five in the morning and work until late afternoon.

Case No. 33 - A Storekeeper - Age 30 - salary £250 -
by £15 to £400 - Drawing £265 plus
Comp. Allowance - On agreement.

1 Before coming out here I was storekeeper to
a commercial firm on a salary of £4-10-0 a week. I
had no special training.

3. Financially my position compares unfavourably
with my former employment. On my present salary I
cannot afford to be sociable or to live at a decent
standard.

4. I do not intend to re-engage on the present
conditions.

6. 320/-

7. I do not belong to any clubs - I cannot afford
to. I did join the gymkhana last year but had to give it
up. I spend about 28/- a month on recreation.

10. I cannot afford to take local leave.

11. £4 a month for a dependent relative; £1 a month
insurance; 30s- a month Widows and Orphans Fund -
that is £78 a year off my salary.

12. By living very quietly I was able to save
£14 last year, but only at the expense of my comfort.
The cost of living has gone up this year.

13. I have had to encroach on private means to the
extent of £12.

15. £294.

16. I have to live like a hermit, and the food
here is of a very low standard.

17. I think that with my age and experience I ~~think~~
should have a higher minimum salary - £450 - so as to
be able to provide for my future.

Case 34 - An assistant, Posts & Telegraphs Dept.
Salary £300 to £350, Drawing £350 plus
Comp. Allowance.

1. I am transferred from the Home Post Office, and have been here 4 years. I have been in the Post Office since 1914, earning £4-10-0 a week prior to coming here.

2. General education, and special training for the civil service examination.

3. My position here does not compare favourably with what I had at home. I was able to save at home but here I cannot.

5. I re-engaged because I did not think the local allowance would be cut down, or if it was, that some favourable arrangement would be made. When I first came out the Colonial Office told me that an allowance of 50% was paid owing to the high cost of living, and that it would be reduced as the cost of living fell. The cost of living has not fallen, but the allowance has been reduced.

6. 508/-

7. I belong to the Gymkhana and have a bicycle which ~~me~~ saves me rickshaw fares. I spend 34/- a month on ~~my~~ recreation. I cannot afford to indulge in my favourite hobby - photography - on the ground of expense.

8 a. £11-18-0

b. £115.

9. While on leave I used up all the savings I had effected while serving up country. I spent £50 over my leave pay - and that does not include the £115 for clothing &c. on my return.

10. I cannot afford to take local leave.

12. I saved a little last tour.

14. 1 personal boy and I share a cook as I am messing with another man.

15. £416

tion 16

I cannot live as I ought to. I should be able
to make my quarters more comfortable, but cannot.
I should like to entertain more, and to save more.

Case No 35 - A sanitary superintendent - Salary 250 - 15 - 350 - drawing £265 plus comp. allowance. On agreement - No previous Colonial service - 5 years in present line of business.

Question 1 Before coming here I was earning £3-15-0 a week on the Scottish Board of health.

Question 2 Elementary School followed by secondary school and then at a college.

Question 3 Taken in general the comparison is unfavourable.

Question 4 I shall come back again - I like the country and I take an interest in my work and hope to improve my position.

Question 6 About £15 a month - I live at a hotel and the food costs 175/- a month.

Question 7 I only go in for swimming - I cannot afford anything else.

Question 8 I had to add about £30 to my kit allowance, and shall have to spend £80 to fit myself out for return.

Question 10 I cannot afford local leave.

Question 11 £5 a month including Widows and Orphans fund.

Question 12 I save about £4 a month but only by living quietly. I had to encroach on private money when I first came out.

Question 14 One boy.

Question 15. £240.

Question 16 I should like to play games but cannot afford to. I find that I am unable to return hospitality.

Question 17 In my position I have been approached by Indians to take bribes, and I feel that a man on £250 is more likely to accept these than one with a higher salary.

Case No. 36 - An Assistant Inspector of Police
Salary £250 -15-£300 - 29 years of
age.

Question 1 I had no previous Police experience. While in the
army I was a Staff Lieutenant receiving £300 a year
and 7/6 a day allowances.

Question 2 My present position compares very unfavourably
with my former one.

Question 3 I came back on account of the state of the labour
market - it was difficult to find another job.

Question 4 I live in the Police Mess. My bill for food
alone averages 160/- a month. My drinks come to
about 100/- a month.

Question 5 I cannot afford to join the Gymkhana - I
spend 50/- a month on recreation.

Question 6 a £31
b £35

Question 7 My leave pay is totally inadequate - I need at
least £10 a month more.

Question 8 I cannot afford to take local leave.

Question 9 Insurance £12 a year.

Question 10 I can save absolutely nothing and have had to
encroach on private money to the extent of £90 since
coming to this territory.

Question 11 More than my salary - £380.

Question 12 I cannot entertain on the scale on which I am
entertained.

Question 13 I think that Asst. Inspectors should have a
minimum salary of £350 plus Comp. allowance. I do
not think that a florin buys any more than a rupee
used to.

Case 37 - A clerk - salary £250 15-£400 -
drawing £250 plus Comp.Allowance.
On agreement - age 23.

106
495

- Question 1 Shipping clerk at £150 a year.
- Question 2. Grammar School until 16.
- Question 3 I cannot compare it fairly because I was living at home.
- Question 4 I cannot say whether I shall come back again.
- Question 6 350/-
- Question 7 40/- a month
- Question 11 Widows And Orphans Fund £18 a month year
- Question 12 I am not able to save anything, but have spent about £20 of my own since I arrived in the Country.
- Question 15 £350
- Question 16 I do not consider I am able to live at a proper standard.
- Question 17 There are two Goanese clerks in my department whose work I have to supervise, and they know I am drawing less salary than they do. I am unable to enter into any social life.

Annexure A3 to Report of Committee on Cost of Living.

Evidence of Unmarried Officers entitled to 1st Class

Passages, in first tour.

Summary of Evidence	Pages	108 - 109.
Questionnaire	"	110 - 111.
Evidence	"	112 - 115.

Evidence of Nursing Sisters.

Summary of Evidence	Page	116
Evidence	Page	117 - 118

QUESTIONNAIRE.

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This list of questions is furnished as a general guide for information required.

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Unmarried officers entitled to 1st class passage -

Case No.	Scale of Pay.	Actual emoluments distinguishing between salary and local allowance.	Whether on agreement or permanent establishment, or on probation.
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Number of years Colonial Service. Age.

1. Give particulars as to your general education or special training before entering the service.
2. State in a lump sum your average monthly expenditure on food, drink, servants, lighting and other items of expenditure, excluding expenditure on recreation and other items mentioned in later questions but including minor replenishments of household requisite and clothes.
3. State your monthly expenditure on recreations, clubs and the purchase of books and newspapers. Do you find yourself deprived of any reasonable recreations?
4. What is your expenditure annually, assuming that you proceed on leave after a tour of 24 months, on
 - (a) European clothing for wear while on leave
 - (b) Clothing, household linen, etc., for the ensuing tour.
5. Are you able while on leave to live on your pay. If not, state reasons, and state annual cost to yourself in excess of leave pay on assumption that you proceed on leave after a tour of 24 months?
6. Are you able to take local leave, if so, state annual cost.
7. State any expenses not included in the above questions if you have incurred during the past year? The answers to this question should include such items as expenditure on medical and dental treatment, contributions to Widows and Orphans Fund, insurance support of relatives &c.
8. Has it been possible for you to effect any savings. If so how much do you save annually?
9. Has it been necessary for you to depend on your private means, if any?
10. What domestic staff do you employ?
11. State your estimated annual expenditure for all purposes.
12. Do you consider that you are unable to live at a proper standard having regard to your position. If so state in what direction you feel that you fall short of a reasonable standard?
13. Were you here when the ~~xxx~~ change in currency took place and if so, what is your experience as to the purchasing value of the Rupee at the date of redemption as compared with the purchasing value of the new currency?

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QUESTIONNAIRE.

This list of questions is furnished as a
general guide for information required.

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Unmarried officers-entitled to 1st class passage -

Case No.	Scale of Pay.	Actual emoluments distinguishing between salary and local allowance.	Whether on agreement or permanent establishment, or on probation.
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Number of years Colonial Service. Age.

1. Give particulars as to your general education or special training before entering the service.
2. State in a lump sum your average monthly expenditure on food, drink, servants, lighting and other items of expenditure, excluding expenditure on recreation and other items mentioned in later questions but including minor replenishments of household requisite and clothes.
3. State your monthly expenditure on recreations, clubs and the purchase of books and newspapers. Do you find yourself deprived of any reasonable recreations?
4. What is your expenditure annually, assuming that you proceed on leave after a tour of 24 months, on
 - (a) European clothing for wear while on leave
 - (b) Clothing, household linen, etc., for the ensuing tour.
5. Are you able while on leave to live on your pay. If not, state reasons, and state annual cost to yourself in excess of leave pay on assumption that you proceed on leave after a tour of 24 months?
6. Are you able to take local leave, if so, state annual cost.
7. State any expenses not included in the above questions if you have incurred during the past year? The answers to this question should include such items as expenditure on medical and dental treatment, contributions to Widows and Orphans Fund, insurance support of relatives &c.
8. Has it been possible for you to accumulate any savings. If so how much do you save annually?
9. Has it been necessary for you to resort to any private means, if any?
10. What domestic staff do you employ?
11. State your estimated annual expenditure for all purposes.
12. Do you consider that you are unable to live at a proper standard having regard to your position. If so state in what direction you feel that you fall short of a reasonable standard?
13. Were you here when the ~~XXXX~~ change in currency took place and if so, what is your experience as to the purchasing value of the Rupee at the date of redemption as compared with the purchasing value of the new currency?

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Unmarried Officers entitled to 1st Class passages.

Case No. 38 A Veterinary Officer - £600 to £700
drawing £600 plus Comp. allowance.
Age 32 - permanent establishment -
4 years colonial service.

501

Question 1 Public School - Veterinary College - M.R.C.V.S.

My education cost my father at least £700.

Question 2. £35 a month

Question 3 £5 a month.

Question 4 a £80
b £50

Question 5 I can live on my leave pay

Question 6 I have never taken local leave - it is an
expensive item.

Question 7 Medical fees £35; dental fees £2-2-0; optician
£5-10-0; support of relatives £180.

Question 8 £130

Question 10 Two servants.

Question 11 £570

Question 12 I think I am living at a reasonable standard

Question 13 I do not notice any difference between the
purchasing power of the rupee and the florin.

Question 14 For a married man the commencing salary of £500
is not attractive. I ~~can~~ can save more here than
in England because I get a house here free.

Case No. 39 An Administrative Cadet - Salary £300 - plus Compensatory - Age 23

502

Question 1
Question 2
Question 3
Question 7
Question 8
Question 10
Question 11
Question 12
Question 14

Public School and University - Final Bar examination.

£15 a month including drinks.

70/- a month

£18 a year Widows and Orphans fund - £2 for drugs.

Yes - £80 to £100 a year.

One boy

£260

I can live moderately decently - I have not joined the club because I cannot afford to.

I think £300 is too small a commencing salary considering the amount which has been spent on my education, especially when you compare it with a junior postmaster who had only a free education and who gets more than I do. I think it is strange that I should be drawing less than a postmaster who has no status to keep up at all.

- Question 1 I have been in the Territory 15 months. Public school for three years - then in the city on the Stock Exchange. I was in the Army till 1920, and at Oxford from 1920-22.
- Question 2 500/-.
- Question 3 95/-
- Question 4 a. £125
b. £75
- Question 5 I think I shall be able to live on my leave pay. I hope to be confirmed while on leave, when I shall come on to the £400 scale.
- Question 6 I hope to take local leave
- Question 7 Widows and Orphans Fund £15 - Insurance £50 - £25 for education of my small sister
- Question 8 No - I have had to draw on private means
- Question 10 1 boy - I have my food at the Club.
- Question 11 £400
- Question 12. I think one can do it if one does not entertain. I fight shy of staying in the club after meals.
- Question 14. I think a cadet should commence on £400, and even then he would have to go slowly. Appointments on the West Coast are much better paid than ours, but they are filled from the same sources, and it is a matter of chance where one is posted. The other men on the course considered that we were lucky in coming to East Africa, having in their minds the "Highlands of Kenya".
- While on the Tropical African Services Course in London one only receives £20 a month which is not enough, as it is necessary to live near the

work. Nor is half pay on the voyage enough -
 practically everybody arrives here in debt to start with. The \$30 outfit allowance is not sufficient. Although I used a lot of my army kit, I had to spend \$80 on fitting out. Looking ahead several years I do not see how it will be possible to bring up, say, two children were I to marry.

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506

Case No. 45. A Senior Nursing Sister - Scale of Pay
£250-15-£350 - drawing £340 plus compensatory
allowance.

In reply to general questions the witness stated:-

Nursing Sisters pay the Government Shgs. 3/50 per day for messing, average 108/- per month. The Hospital, of course, is run far more economically than outside individual establishments. The sisters provide the boys between them. After all expenses are paid in the Territory I find one can save on an average about £30 per annum. Few sisters, however, are pensionable. Three out of seven at the Dar-es-Salaam Hospital are pensionable. As regards local leave, this is essential for sisters, especially those stationed at the coast, but most sisters think twice about taking it as it is very expensive. Travelling alone costs £21 to ~~Tanga~~ Tanga and Lushoto to get into the hills and £15 to Tabora.

It would be a good scheme if Govt. Rest Houses were provided in the healthy highlands where, not only nursing sisters but all officials could go for local leave, being allowed travelling facilities but paying a fee, say, according to the scale of salary drawn, for messing etc. I have done seven years service and have managed by careful living to save up £300.

The change of currency from the Rupie to Shillings does not appear to have reduced the cost of living generally, on the contrary the cost has increased in most cases. A few commodities have certainly dropped a little. In pre-war times the German Rupie was approximately 1/2d. What one got them for 2 Hellers one has to pay 4 Cents for, and the Rupie was converted at 2s. to the Rupie.

Whilst on leave a large number of the sisters have no home to go to and have to live in a boarding house which costs at least £3 per week and that is not being extravagant. If one has friends or relatives to stay with one can live on the pay whilst on leave.

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Case No. 46 A Nursing Sister - Scale of Pay £200-15-£250
drawing £230 plus compensatory allowance.

We pay 3/50 per day for our messing at the Hospital,
the nurses providing boys.

I think if attractive salaries were offered sisters
of the right type could easily be obtained. It is a
difficult matter to say what should be offered as there
are so many different grades, and it would hardly be fair
to ask nursing sisters to come out to Africa on different
scales of pay for experience etc. The present salaries
with the original 50% Compensatory allowance consolidated
would be a fair salary for a staff sister. A Senior sister
would naturally expect more. As an indication of the
cost of living to a sister at the Hospital at Dar-es-Salaam
I give the following figures which are approximate and do
not include any entertaining:-

Food, etc.	£84
Incidental expenses, stationery, postages, toilet, etc.	18
Dress	60
Insurance	23
Travelling, rickshaws, etc.	18
Living whilst on leave, say 5 months	<u>60</u>
Total.	£263 per annum.

It will be seen that sisters cannot save a lot out of
their salaries, especially if they have no relatives to stay
with at home. If they are able to stay with one's parents
one can save about £80 per tour of 24 months. If not they
are lucky if they save £20.

Nursing sisters are more independent at home and are in
a much better social position.

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500
Annexure AA to Report of Committee on Cost of Living.

Evidence of Unmarried Officers with considerable service and entitled to 1st Class Passages.

Summary of Evidence	Pages	120 - 122
Questionnaire	"	123 - 124
Evidence	"	125 - 133

Unmarried Officers with considerable service and entitled to first class passages.

Six witnesses appeared from this class.

Case No. 41. Treasury Officer. £700 p.a. including compensatory allowance. 17 years Colonial service.

Spends more than his salary which is supplemented from private income. Considers salary insufficient and looks forward to leaving service at the end of next tour. Compares Dar-es-Salaam unfavourably with Nairobi: since serving in this Territory has had to consult nerve specialist every leave which was not necessary when serving in Kenya. Considers distinction between East and West Africa in matter of salaries is unfair. The florin purchases no more than the rupee. Dar-es-Salaam is more expensive than Nairobi. Local foodstuffs are of poor quality and must be supplemented by imported foodstuffs. In Kenya children can well remain up to age of 14, good schooling is provided up to age of 16, and conditions in Nairobi should not be compared with those in Dar-es-Salaam. Man entering Treasury has no career-- Asiatic Cashier draws higher salary than Cadet who takes responsibility. Suggests creation of new grade between that of Senior Assistant Treasurer and Deputy Treasurer to increase chances of promotion.

Case No 42. Medical Officer. £800-£900 plus compensatory allowance. 6 years Colonial service.

Total annual expenditure £500. Saves money and is evidently well satisfied. Considers that currency change has made no difference in prices.

Case No 43. Officer in Agricultural Department. £910 including 5 years in Territory compensatory allowance. 18-years-Colonial-service previous Government service in Dominions.

Lives on his salary. Owing to low standard of

local foodstuffs they must be supplemented by imported goods. Considers outfit allowance inadequate and that full pay should be given on voyage on first appointment. £400 p.a. as commencing salary for Agricultural Officers will not attract the best type of man. Food locally is of poor quality. Has no doubt that Nairobi is far healthier than Dar-es-Salaam -- coast is very unwholesome and food poor. Does not consider that any man should spend three successive hot weathers in the Territory.

Case No. 44. Chief Clerk. £590 including compensatory allowance. 12 years Colonial service (8 years in Uganda)

Saves money. Considers there is a tendency for prices to go up and that the rupee purchased more than the florin will do at the moment. Considers that some form of increment should be given after a period of 12 years service or more.

Cases Nos. 45 and 46 dealt with in separate summary relating to Nursing Sisters.

Case No 46 A. An Audit Official. £700 including compensatory allowance. 12½ years service in East and West Africa.

Previous service in War Office Audit, South Africa and Hong Kong. Is no better off than he was in Hong Kong before the war. Estimated local expenditure at £450 p.a. plus £42 for recreation etc.,. European clothes and outfit for tour requires £60 annually. Has not saved anything, annual expenditure for all purposes being £700. Considers he should be in a position to save £100 p.a. Regarding Regards reduction in compensatory allowance merely as a forfeiture of salary as there has been no reduction in the cost of living. When currency change occurred all prices rose automatically and price of local produce has gone up still more. Imported goods have fallen slightly in price but men on small salaries get no advantage from this as they live on local foodstuffs.

Considers that maximum of his grade should be made £700 at least. Does not consider it justifiable that there should be one scheme on the West Coast and another on the East Coast. If things remain as at present West Africa will get the good men and East Africa the "duds". Speaking from experience considers that cost of living on the West Coast is lower than here. Climate here is better but the difference is adjusted by leave conditions. Bachelors expenses tend to be high as they cannot give the same supervision to their household as would be given by the wife of a married officer.

Case No 46 B. Officer in Transport. £590 including compensatory allowances. 6 years service.

Estimates local expenditure at £380 p.a. plus £42 for recreation etc.. Annual expenditure for European clothes and outfit for tour estimated at £60. Estimates his annual expenses for all purposes at £550. Makes an allotment of £100 p.a. Medical and dental expenses last year £70; drew on a war gratuity. Has had to delay marriage for financial reasons.

QUESTIONNAIRE.

This list of questions is furnished as a general guide for information required.

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Unmarried officers entitled to 1st class passage -

Case No.	Scale of Pay.	Actual emoluments distinguishing between salary and local allowance.	Whether on agreement or permanent establishment, or on probation.
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Number of years Colonial Service.

Age.

1. Give particulars as to your general education or special training before entering the service.
2. State in a lump sum your average monthly expenditure on food, drink, servants, lighting and other items of expenditure, excluding expenditure on recreation and other items mentioned in later questions but including minor replenishments of household requisite and clothes.
3. State your monthly expenditure on recreations, clubs and the purchase of books and newspapers. Do you find yourself deprived of any reasonable recreations?
4. What is your expenditure annually, assuming that you proceed on leave after a tour of 24 months, on
 - (a) European clothing for wear while on leave
 - (b) Clothing, household linen, etc., for the ensuing tour.
5. Are you able while on leave to live on your pay. If not, state reasons, and state annual cost to yourself in excess of leave pay on assumption that you proceed on leave after a tour of 24 months?
6. Are you able to take local leave, if so, state annual cost.
7. State any expenses not included in the above questions if you have incurred during the past year? The answers to this question should include such items as expenditure on medical and dental treatment, contributions to Widows and Orphans Fund, insurance support of relatives &c.
8. Has it been possible for you to effect any savings. If so how much do you save annually?
9. Has it been necessary for you to encroach on your private means, if any?
10. What domestic staff do you employ?
11. State your estimated annual expenditure for all purposes.
12. Do you consider that you are unable to live at a proper standard having regard to your position. If so state in what direction you feel that you fall short of a reasonable standard?
13. Were you here when the ~~XXX~~ change in currency took place and if so, what is your experience as to the purchasing value of the Rupee at the date of redemption as compared with the purchasing value of the new currency?

14. Is there any further information to which you desire to place before the Committee? Give your general impression as to your position referring to any matters which you regard as unsatisfactory. For example if you contemplate marriage, are you compelled by your position to delay your marriage and are you on a position to save sufficient to set up an establishment.

Case No. 41 A Treasury Officer - Salary £500 to £600 - Drawing £600 plus Compensatory Allowance. 17 years colonial service.

Question 2
Question 3
Question 5
Question 6

More than my salary. I have to draw on my private income.

£4 a month

My salary does not meet my expenses while on leave.

If I took local leave it would be from my private means.

After 17 years service I am getting £600 a year and am unable to save. I certainly do not think my salary is sufficient, and I am looking forward to leaving the service at the end of next tour.

This country plays havoc with my nerves, and every leave I have to go to a specialist. I was for some years in Kenya, and never found it necessary to do so then. Nairobi is much healthier than Dar es Salaam, and you can get outside the town which you cannot do here. The food is infinitely better. I think it is unfair to make a distinction between East and West Africa for the purpose of salaries.

The 2/- purchases no more than the rupee, and the 50% should have been consolidated with the salaries at the date of the change. Dar es Salaam is much more expensive than Nairobi. The local food is of such poor quality that it is necessary to augment it with imported foods. I do not think a man entering the Treasury has a career. The Asiatic cashier in the Treasury draws 40/- a month more than

the Cadet who takes the responsibility for his work.

I consider that a new grade might well be created between that of Senior Assistant Treasurer and Deputy Treasurer, to increase the chances of promotion.

In Kenya children can quite well remain in the colony until the age of 14 - there is good schooling provided up to the age of 16. Conditions in Nairobi should not be compared with those in Dar es Salaam.

Case No. 42. An Officer of the Medical Department.
 Salary £800 to £900 plus Comp.
 Allowance. - 6 years colonial
 service. Permanent establishment.

- Question 1 Public School - Royal Dental Hospital -
 Middlesex Hospital.
- Question 2 600/- a month
- Question 3 130/- a month
- Question 4 a £50
 b £30, but I buy all the clothes for my tour
 in this country, because they are cheaper than at
 home.
- Question 5 I am able to save money and do not need
 to encroach on private means.
- Question 10 2 house boys, personal boy, cook, cook's
 boy and motor boy.
- Question 13 I do not think the change in currency
 made any difference. Foodstuffs dropped in
 price a little in 1922, but sugar, coffee, rice,
 are more expensive than in 1922,
 My total expenditure per annum is £500.

517

Case No. 43. An Officer in the Agricultural Dept.
Salary £800 plus compensatory
allowance.

This witness stated :-

I do not keep account of the cost of living, but I am able to live on my salary. The price of imported food has gone down, and that of local food up, since 1920. The latter I attribute to scarcity of production. There are very few vegetables grown here. I think the standard of local food forces one to supplement it with imported food. The variety is very poor.

£500 in, say, Pretoria, is worth much more in the way of food than £500 in Dar es Salaam.

I think the £30 outfit allowance is inadequate, but I think it is wrong to get only half pay on the voyage on first appointment.

There are few opportunities of promotion in the Agricultural Department, and we are not getting the best type of man - £400 a year will not attract them, and there are very few of the right type at present.

The food question is especially serious for children - it is of such poor quality. There is no doubt that Nairobi is far healthier than Dar es Salaam - the coast is very enervating and the food very poor. I do not think any man should spend 3 successive hot summers in this country.

129
513

Case No. 44 A Chief Clerk - Single - Scale of Pay £400-15-
£500 - Drawing maximum of £500 plus compensatory
allowance - Total £590 per annum.

On the Permanent Staff - age 36 years. Twelve years
Colonial Service, 4 years in Tanganyika and 8 in Uganda.

2 Stores 170, Messing 175/-, Drinks (including soda a/c)
80/-, boys 90/- per month. Total Shgs. 515. This is an
average.

3 Clubs etc. 50s. per month.

4 (a) £40 spent whilst on leave last time.

(b) £50 to refit - £25 per annum.

5. I had a fair time last leave and could live on my pay.

6. I have never taken local leave in this territory but I
did in Uganda. The cost of travelling is very expensive
here.

7 I do not contribute to the Widows & Orphans Fund. I
send a remittance of £120 per annum to relatives.

8. I saved about £100 last tour but I broke into it whilst
on leave, principally for new equipment for this tour.

9. No.

10. Boy, 'Toto and Golf Boy.

11. About £500 per annum at the moment.

12. If I lived at the proper standard and entertained
according to my position I should not effect any saving.
I have cut out several little luxuries.

13. Yes. The Rupie purchased more than two shillings will
do at the moment. Stores are the most expensive items.
Dar-es-Salaam is the most expensive place I have struck for
stores. And the tendency during the past year or so is for
the price of stores to go up.

14. I am still on my maximum after twelve years service and
have yet 8 years to complete for pension. I see no further
advancement. I consider some form of increment should be
given after a period of 12 years or more. To make the post
attractive to a new man I think £600 per annum should be offered

Unmarried Officers entitled to First Class Passages. 519

Case No. 46a An Audit Official. Scale of Pay £500-£600

Darwing £600 plus compensatory allowance £100

Total £700 per annum. On Permanent Establishment. Age 44. Twelve and a half years service in West and East Africa.

45 + 46
Trans of Soldiers
See Annex
A 5.

1 Kings College London. Then entered Civil Service. War Office Audit in London, South Africa and Hong Kong. The war has intervened and the cost of living has gone up with the result that I am now no better off than when I was in Hong Kong.

2 750/- per month.

3 70/- per month. I only take one paper - the remainder I see at the Club.

4 (a) & (b) £60 per annum.

5 No. I think I should be in a position to save sufficient so that I could have a reasonably fair time whilst on leave.

6 Yes. £15 per annum. This does not include Railway fare as I am able to take my leave whilst on tour. It would undoubtedly deter me if I had to pay the railway fare. The distance is so great to get to a decent place.

8 No. I spend all my savings whilst on leave.

9 No.

10 Cook, boy and 'toto.

11 £700

12 5 years ago I was drawing £50 per annum more than I am now. I am 5 years older and have gained 5 years further experience but it is still costing me my salary to live. I have therefore received no benefit from my increments. I am a bachelor on the top of my grade and I ought to be saving £100 per annum at least but I cannot. It has not been a reduction in "compensatory" allowance but a forfeiture of salary as there has been no reduction in the cost of living

13. When the change occurred all prices went up automatically and local produce has gone up still more. Imported goods have fallen slightly but one cannot take much advantage of it.

Take the man on a small salary. He cannot afford to lay in a stock of tinned stuff. Such things as tinned butter he cannot afford as he must exercise the strictest economy. He is therefore thrown on the market for local foods which, in the long run, means he pays more. Local stuff in some cases has been alightly reduced, in most cases slightly increased and in some cases greatly increased.

14. I think the maximum of the grade should be made £700 at least. In my experience the higher grade of the Financial Departments has been on a par with others. We have always been on a par with District Supts. of Police and Political Officers at £700. We now stop at £600. The whole question is the difference between the West Coast Scheme and the East Coast scheme. In the West coast the grade is £450-£920. The only stop is at the proficiency bar. I do not consider it is at all justifiable that there should be one scheme on the West coast and another on the East coast. If things remain at the present state it will, sooner or later, mean that we shall get the "duds" here and West Africa will get the good men. Besides the frequent leave the cost of living in the West Coast was considerably cheaper than it is here. I speak with experience on both East and West. I, myself, am fortunate in getting a change now and then whilst on tour. But, if an official serves in an office in Dar-es-Salaam for 24 months he is affected by the climate etc. just as much as an officer on the West coast who serves for 18 months. If a man is sent up country on local leave for 21 days yearly and the pay is fair the Government will benefit as much as the man, inasmuch as he would be able to do his full tour always. All things considered conditions should be placed on an equal footing.

It is expensive for a bachelor to live in a place like Dar-es-Salaam and he has no opportunity of keeping an eye on the servants. After a full day at the office with figures he does not feel like totting up gracers and butchers books. In the case of a married man his wife can do this.

- Case No. 46 b - An Officer in the Transport Dept.- Age 32 -
Salary £400 to £500 - drawing £500 plus Comp.
Allice. - Permanent Staff - 6 years service.
- Question 1 Apprenticeship with Port of London Authority -
Shipping, customs, storage.
- Question 2 600/-
- Question 3 70/-
- Question 4a £25
b £35
- Question 5 Not able to manage, but stay with relatives.
- Question 6 I cannot afford local leave.
- Question 7 £25 insurance - family allotment £100. -
Medical and dental expenses £70. I had a war gratuity
and had to draw on that.
- Question 8 My savings average £60 a year which I spend
on leave and refitting for next tour.
- Question 11 £550
- Question 12 The standard of food is not good.
- Question 13 Prices of local produce are about the same.
Imported goods may be a little cheaper, but the import
duties have gone up. There is very little difference
between the rupee and shilling currency.
- Question 14 I am having to delay marriage for financial
reasons.

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Imported goods may be a little cheaper, but the import
duties have gone up. There is very little difference
between the rupee and shilling currency.

Question 14 I am having to delay marriage for financial
reasons.

Case No. 46 c A Head of Department - Salary £1000 plus 522
compensatory allowance. Single. Pensionable.

The Witness stated:

As a bachelor Head of Department. My views are that we are not bachelors in the true sense of the word. With no other liabilities I could live reasonably well. A good many bachelors are bachelors by necessity. In my own case I have a family to keep - a bigger family probably than the majority of married men. A bachelor cannot keep a family of three boys and a mother and bring the boys up properly and educate them under £600 a year. In addition to the three boys I contribute a further £100 to my mother.

Bachelors in my position are unable to face the expense of getting married and that is where the married man is better off than I am - the married men have already faced and overcome the initial expense of getting married.

CLASSIFICATION OF OFFICERS

Naval Cadets entitled to first class passage. 524

The cadets of these officers is numbered as cases No. 47-54. According to the terms of passage they fall into three classes.

- 1. 20 years or over
- 2. With about 2 years service
- 3. With 12 years service.

Naturally there is in this recently established service a large class of officers falling between the first and second groups of the above classification and evidence was therefore taken from a group of officers with service ranging from 10 to 12 years.

In this category the cases are arranged in order of length of colonial service.

1 month. Case No. 47.

Assistant Master. No Children. \$200 including compensatory allowance. Wife in England.

Lived for some time with another officer and estimates his share of expenses for food only at roughly \$200 p.a. Living by himself estimates cost of messing at over \$240 p.a. not including servants etc. Recreation about \$15 p.a. and servants \$50 p.a. Spent \$26 in amount of outfit allowance on kit when coming out. Could not exist without private means.

1 year. Case No. 48.

Medical Officer. 3 Children (2 $\frac{1}{2}$ Infant.) \$200-\$250 and conditionally \$500. Wife and children in Territory.

Local expenditure about \$440 per annum plus about \$40 for recreation. Hopes with strict economy to save about \$10 a month but is not certain about this. Will certainly have to live very carefully to keep within his salary. Local meat is of poor quality and in his candid opinion as a Medical Officer would probably be considered at least necessary to

interest in a good deal of money that is expensive. Unless he can finance his son the education cannot be left the boy can be given an education similar to his own. Next year will be terribly expensive as he will have to keep two houses going.

1 YEAR. 6000 Rs. M.

Engineer Public Works Dept. 1 child (Infant) 4500 including complementary allowance. Wife and child in Territory.

Local expenditure 200 p.a. plus 400 for recreation. Will go home and stay 2 or 3 months with relatives while on leave. Could not read with up-to-date paper while on leave and has not been local news. Annual expenditure is in excess of his salary. Wife does not go along as in England. Was recently in India during 200 a month.

1 YEAR 6000 Rs. M.

Officer in Agricultural Dept. one child (2 1/2 years) 4074 including complementary allowance. Wife and child in Territory.

Has been in Uganda. Local expenditure 200 p.a. Estimates annual expenditure for European clothing on leave at 400 and provision for clothing linen etc for year at 200. Has practically no recreation. Expects in lower class than that to which he is entitled, is unable to live on leave pay. cannot afford local paper and has heard nothing. Does not consider he lives on a reasonable standard. Sees no difference between purchasing power of rupee and florin. Dar-es-Salaam compares very unfavourably with Uganda and Kenya: the latter is more than half a white man's country and in Uganda one can live very well. Salaries paid in this Territory should not be dependent on those paid in other East African Territories.

2 YEARS 6000 Rs. M.

Assistant Engineer, Railway Dept. 2 children (7 and 10) 4072 including complementary allowance. Wife and children in Territory.

(Note At least one, if not both children should be in England).

Estimates general local expenditure at 200 p.a.

plans his for recreation. Requires £15 annually for European clothing on leave and considers he should put aside £10 a year for outfit for next year. Next year will have to put his children to school at home: has no hopes of giving them the same education as he had himself. Has drawn a certain amount of acting allowances, and saved £120 during last two years. Total annual expenditure estimated at £635. Has no complaints: likes a quiet life but can understand that many others may not do so.

3 years Case No 37

Accountant, Railway Dept. No children. £345 including semi-pensionary allowance. Wife evidently in Territory.

General local expenditure £200 p.a. plus £25 for recreation. Requires £25 annually for European clothing on leave and should put aside £40 per annum for outfit for next year. Local leave too expensive to take. Has not saved any money since he has been here. Was quite content with his salary when drawing £25 allowance. Is being transferred to the West Coast and is glad of the opportunity of getting away from the Territory.

3 1/2 years Case No 47

Public Works Officer. No children. £357 including compensatory allowance. Wife in Territory. On Agreement.

Estimates local expenditure at £354 p.a. plus about £40 for recreation. Requires £40 annually for European clothing on leave. Saves approximately £10 p.a. Cost of living is more than double the cost in England and the quality of the food obtainable is very poor. Will have very little to fall back on at the end of the year but will re-engage if his post is made pensionable.

4 1/2 years Case No 78

Electrical Engineer. 3 children (6, 5, and 2.) £325 including compensatory allowance. Wife and two children in Territory, eldest boy in England.

plus £15 for recreation. Requires £16 annually for European clothing on leave and considers he should put aside £50 a year for outfit for next tour. Next tour will have to put his children to school at home: has no hopes of giving them the same education as he had himself. Has drawn a certain amount of acting allowance, and saved £180 during last two years. Total annual expenditure estimated at £632. Has no complaint: likes a quiet life but can understand that many others may not do so.

3 years Case No 46

Accountant, Railway Dept. No children £568 including compensatory allowance. Wife evidently in Territory.

General local expenditure £500 p.a. plus £25 for recreation. Requires £35 annually for European clothing on leave and should put aside £50 per annum for outfit for next tour. Local leave too expensive to take. Has not saved any money since he has been here. Was quite content with his salary when drawing 50% allowance. Is being transferred to the West Coast and is glad of the opportunity of getting away from the Territory.

3 1/2 years Case No 47

Public Works Officer. No children. £557 including compensatory allowance. Wife in Territory. On Agreement.

Estimates local expenditure at £384 p.a. plus about £40 for recreation. Requires £60 annually for European clothing on leave. Saves approximately £10 p.a. Cost of living is more than double the cost in England and the quality of the food obtainable is very poor. Will have very little to fall back on at the end of the tour but will re-engage if his post is made pensionable.

4 1/2 years Case No 48

Electrical Engineer. 3 children (8, 5, and 2.) £568 including compensatory allowance. Wife and two children in Territory, eldest boy in England.

The education of the child in England is costing him £70 p.a. When his expenses for schooling increase will have to live here without any recreation or amusement, after devoting increments of salary to purposes of education. Estimates total annual expenditure at £600 to £620.

5 years Case No 42.

Treasury Officer. 1 Child (3½) £524 including compensatory allowance. Wife and child in Territory.

Estimates local expenditure at £360 p.a. plus £6 p.a. for recreation. Requires £60 annually for European clothing on leave and £50 annually for outfit for unusing tour. Incidental expenses amount to £45 annually. A weeks local leave this tour cost £20. Proposes to travel home 2nd class. Anticipates net saving of £12 on the tour: saved £100 when the allowance was 50% including £47 acting allowance. Cannot afford to keep an ayah for his girl child and does not entertain much. Fails to see any difference in purchasing power of rupee and florin. Prices of local feedstuffs show a tendency to rise.

5 years Case No 74.

Officer in P.W.D. One Child (3 years) £590 including compensatory allowance. Wife and child in England.

Tries to send home half his pay. Has no recreation and has saved nothing. The standard at which he lives is merely an existence. Will not stay in the service if he does not see better prospects.

5 years Case No 69

Auditor. No children. £568 including compensatory allowance. Wife in England but figures given as if in Territory.

Estimates local expenditure £450 plus £39 for recreation etc., European clothing and outfit for tour requires £85 p.a. Wifes passage costs £30 per annum. Incidental expenses including Widows & Orphans Fund £65 p.a. Has made no savings: has probably spent £30 or £40 of his

own money . Since joining service estimates total annual expenditure at £570. Florin does not purchase as much as the rupee. Considers minimum salary for an Assistant Auditor should be £500.

5 years Case No 76

Junior Postmaster 1 child (8½ years) £468 including compensatory allowance. Wife and child in Territory.

Total annual expenses estimated at £830. Does not belong to Gymkhana Club: is entitled to 1st class passage but travels 2nd class: spends leave with relatives. Two shillings is equivalent to old rupee, but prices have gone up. In 1921 hotel charge was Shillings 300 per month now it is Shillings 360. Considers minimum salary of £500 is required.

5 years Case No 79

Officer of Port & Marine Dept, 1 child (5 years) £590 with compensatory allowance. Wife and child in Territory.

Local expenses estimated at £504 p.a. plus £60 for recreation etc. Requires for European clothes and outfit for tour £125 p.a. Has various other expenses but does not attempt to live on his pay -- has some private means. Estimates his total annual expenditure at £800 p.a. Considers a Port Officer should start at £600 and rise to £900.

....years Case No 80.

Officer in Land Dept. 2 children (8 & 4 years) £725 with compensatory allowance. Wife and children in England.

Has not saved anything and has encroached on private means. Total annual expenditure estimated at £887. There is no difference between the rupee and florin.

5 years Case No 77

P.W.D. Officer 1 child (16 years) £590 including compensatory allowance. Wife in Territory, child at home.

Estimates annual expenditure at £555, excluding cost of wife's passage. Has made no savings and has encroached

on private savings. The Indian terms the shilling an 528
eight anna piece.

6 years Case No 78

Secretariat Officer. No children. £524 including compensatory allowance. Wife in Territory.

Estimates local expenditure at £480 p.a. plus £30 for recreation etc. Requires for European clothing and outfit for tour £30 p.a. Although entitled to 1st class passages travels 2nd class, lives with relatives on leave, cannot take local leave. Has effected no savings, spends about £75 a tour from private income. Annual expenditure exceeds income. Is not satisfied ^{with} standard at which he lives. Belongs to Club but cannot really afford it.

6 years Case No 75.

Junior Postmaster No children £480 including compensatory allowance. Wife in Territory.

Local expenditure £360 p.a. European clothing and outfit for tour requires £140 p.a. Passage for wife £40 p.a. Estimated amount annual expenditure £516. Currency change made no difference in prices. Considers salary of his post should be at least £500 to £600. Recently three Post Office officials transferred to West Coast not on promotion but on same grade running up to £1,000. Later on they will probably refuse P.M.G.'s position here as salary will not be good enough.

6 years Case No 71.

Railway Official 2 children (16 and 12 years) £952 including compensatory allowance. Children in South Africa, wife in Territory.

Is at present in debt to extent of £190 His estimated annual expenditure on all purposes is £1500 p.a. including £204 for parents. The education of his children in South Africa costs him £156 a year this with clothing vacations etc brings total to £312: would like to put them at a good

English school but cannot afford it. His salary has been reduced by 25% while local expenditure has increased by 40%

529

6 years Case No 58

Sterekeeper, Railway Dept. 2 children (7 & 10 Years) £700 including compensatory allowance. Wife and children in England.

Estimates local expenditure at £324 p.a. plus about £26 for recreation. When his wife comes out school fees for his children will be £180 p.a., without clothing and holidays. In 1923 had to take eldest child away from school as he could not afford fees. Passages costs him £60 a tour travelling 2nd class. Has saved nothing and has encroached on his private means. The florin is not worth what the rupee was in 1920. There has been no decrease in the cost of living to justify the reduction in the 50% allowance.

6 years Case No 67

Secretariat Officer 2 children (7 & 3½ years) £305 including compensatory allowance. Wife and children in England.

Estimates his own general local expenditure at £240 p.a. plus £49 for recreation and books. Annual expenditure for family at home, residing with relatives, £300 p.a. Total annual expenditure estimated at £900, including medical expenses £50, Widows & Orphans Fund £35, Insurance £30. Lives in the country while on leave, travels 2nd class to enable him to pay for wife's passage and cannot go to the club as often as he would like. Has £400 less than when he joined the service. Considers that currency change left prices unaffected. Sees no hope of educating his children in the same way as he was educated himself. Considers that Cadet on appointment should know that he will be drawing £1000 p.a. by the time his children are of school age.

3 years Case No 53.

Chief Clerk 1 child £590 with compensatory allowance.

Annual local expenditure £480, presumably when his wife is in the Territory, plus £36 p.a. for recreation.

Requires to set aside £50 per annum for outfit for following tour. Has never taken local leave owing to expense. Just covers his expenses. Living is cheaper and better in Durban and Capetown. Considers that the purchasing power of the rands was higher than that of the florin. Considers that £500 is the minimum commencing salary for his post. Sees no prospect of advancement and suggests higher maximum for long and meritorious services. Before the war he drew in South Africa £360 p.a. and in a short time £480 with free house, light, fuel and water. Draw attention to the high charges made in hospital for maintenance of patients.

11 years Case No 64

Post Office Official. 1 child (1½ years) £910 including compensatory allowance. Wife and child in Territory.

In addition to Colonial service served 12 years in Imperial Post Office. Estimates local expenditure at £540 plus £36 for recreation. Gets no family passage assistance and passages cost him £50 annually by travelling 2nd class. Incidental expenses £80 p.a. including Widows & Orphans Fund. Supports relatives to extent of £240 p.a. Lives very quietly: does not entertain or join clubs. Remarks that bonuses of Home Civil Service are being increased by 1/26th from 1st April.

11 years Case No 66.

Customs Officer 1 child (14 years) £805 including compensatory allowance. Wife and child in England.

Estimates his local expenditure at £584 plus £36 for recreation etc. Expenses of wife and child at home, including school fees, £360 p.a. Clothes on leave and outfit for return cost £100 p.a. Miscellaneous expenses, including Widows & Orphans Fund, £100 p.a. Leave pay has never sufficed. Has not taken local leave. Proposes to try to shoot an elephant to get funds to pay his bills. Since 1920 has spent over £1000 in addition to pay. Estimates annual

expenditure for all purposes at £1000. When living alone feels deprived of social life and cannot afford to entertain.

11 years Case No 49.

Secretariat Officer 2 children (4 & 2 years) £205 including compensatory allowance. 15 years in Home Civil Service.

This officer given a review of his position past, present and future so far as service in this Territory is concerned. The net result is that after 5 years service, which includes about 3 years acting in higher appointments, he has been just able to meet his expenses by the most rigid economy. He is travelling home by a lower class than that to which he is entitled, the passages of his children cost £80 a tour. He avoids making full use of the club on the ground of economy and is unable to live at a proper standard having regard to his position and the fact that he has often to act in senior posts. He cannot stay with relatives on leave and his expenses will be very heavy. Considers that inability to entertain on a reasonable standard and to take an active part in social life may possibly affect his prospects of promotion. Sees no hope of making provision for his childrens education: only solution appears to be to send them to the Colonies and leave their education to the State, a most displeasing prospect. Sees no reason why service in this Territory should be paid at a lower rate than on the West Coast.

12 years Case No 53.

Medical Officer. 1 child (5 years) £1120 with compensatory allowance. Wife and child in England.

Spends the whole of his pay on living and small incidental expenses. Education of son costs £160 p.a. exclusive of clothes and medical fees. Is unable to see how he can give his son an education similar to his own (Cambridge and Barts.) Standard of local produce very poor; the meat would not be offered for sale at home and there is not a great variety of vegetables -- the consequence is resort to

tinned feedstuffs at high prices. During the last five years native wages have gone up; the cost of local feedstuffs is about the same as in 1920. Funds leave very expensive as he has no relatives with whom he can stay. Since he has been in the service has spent more money than he has received, with the exception of what he saved before the war.

12 years Case No 65

Post Office Accountant No children £700 including compensatory allowance. Wife in the Territory.

In addition to Colonial service served for 7 years in the Imperial Post Office. Estimates local expenditure at £408 p.a. plus £48 on recreation etc. Cost of European clothing and outfit for tour requires £70 p.a. and his wife's passage costs £50 annually, Widows & Orphans Fund £78, Insurance £47, support of relatives £160 (these figures are for a tour) Saves about £50 annually. Total annual expenditure estimated at £650

12 years Case No 70.

Treasury Official No children £910 including compensatory allowance. Wife in Territory.

Estimates local expenditure at £504 p.a. plus £80 for recreation etc. Requires for European clothing and outfit for tour £60 p.a. Cost of wife's passage £60 p.a. Widows & Orphans Fund £40 p.a. States he saves £300 annually but unless this includes acting allowance this does not agree with above figures. Florin is equivalent to old rupee.

15 years Case No 59

Officer of Govt. Press. 2 children (6 & 4 Years) £700 including compensatory allowance. Wife and children in England.

Estimates local expenditure when wife and family in Territory at £492 p.a. plus £72 for recreation etc. European clothing on leave and outfit for tour require £175 annually. Passage for wife and family by travelling 2nd class costs £20 p.a. In the first year of education his children

will cost him £150. Stayed with relatives on leave, cannot afford local leave, standard of living does not compare with his standard at home, would be better off in Nairobi with £100 p.a. less. Has not collected any savings. Considers that change in currency made no difference in prices. Considers he should be in receipt of £900 p.a.

15 years Case No 41

Engineer P.W.D. No children £910 including compensatory allowance. Wife in Territory.

Estimated local expenditure at £804 p.a. plus £56 for recreation etc. Passage for wife about £100 ^{per year} Widows & Orphans Fund £10. Receipts £840 p.a. for insurance and assistance to relatives. Stays with relatives on leave and has not taken local leave. Each time he goes on leave allows £50 for clothes for himself and wife and £100 for outfit for ensuing tour. Considers that family pension assistance should be given to all officers.

15 years Case No 42

Secretariat Officer. 1 child (1½ years) £900 with compensatory allowances. Wife in Territory and child in South Africa.

Estimates local expenditure at £804 p.a. plus £56 for recreation. Cost of child in South Africa £150 p.a. (includes European nurse) European clothing and outfit for tour £115 p.a. Has made no savings and has encroached on his private means. Estimates total annual expenditure at £969 p.a. Local foodstuffs are inferior. The local native regards a shilling as half a rupee. When he retires his pension will be about £400 p.a. and the education of his child will cost £500.

13 years Case No 62

An officer in the Legal Dept. 2 children (7&4 years)
4700 including compensatory allowance. Wife and children in
the Territory.

Local expenditure estimated at 2656 p.a. plus
about 450 for recreation etc. European clothing and outfit
for tour require 465 annually. Passage for wife and family
require 257 annually. Miscellaneous expenses, including
Widows & Orphans Fund, about 290 annually. Man to live very
moderately on leave, has made no savings, during the last
two or three years has been spending more than his salary.
Quality of local foodstuffs poor. Two shillings has same
purchasing power as rupee. Education of son will cost from
4125 to 2800 p.a. to provide this sum will have to economize
rigidly. Considers 2900 p.a. necessary to enable him to live
in Territory and educate his children.

14 years Case No 73

Railway Official 1 child (1 year) 2510 including compensatory
allowance. Wife and child in Territory.

Local expenditure estimated at 2720 plus ⁴²² 298 for
recreation. For European clothing and outfit for tour requires
to set aside 2100 p.a. Wifes passage on the average costs
250 p.a. Insurance 290 p.a.; did not join Widows & Orphans
Fund. Cannot afford to join same, has broken into pre-war
savings, employs European nurse (Note-- Wife sent home twice
last tour owing to breakdown directly attributable to climate)
has spent some of his pre-war savings. Total annual
expenditure estimated at 2900. Was asked to go on leave after
24 months and was unable to go as he had saved nothing. The
florin is the same as the old rupee. Is getting into difficult-
ies. Sees no possible hope of giving his child a decent
education unless he reduces expenditure on essentials

22 years Case No 60

535

Accountant P.W.D. 2 children (12 & 6 years) £700 including compensatory allowance. Wife and children in England.

Estimates his local expenditure at £240 p.a. and expenditure on maintenance of family at home at about £375. Incidental expenses including Widows & Orphans Fund £30 p.a. Has saved nothing and is poorer by £60 after all his service. Has lived in Nairobi and considers there is no comparison between that town and Dar-es-Salaam. Purchasing power of the shilling is about the same as that of the rupee.

24 years Case No 54.

Police Officer. 1 child (19 years) £750 including compensatory allowance. Son in Territory and independent; wife in Territory.

Estimates local expenditure at just over £500 p.a. plus £30 for recreation etc. For European clothing and outfit for tour requires to set aside £190 annually. Wife's passage costs £30 annually only as she spends leave in South Africa. In five years ending 31st December 1923 average cost of maintaining his son was £116 p.a. Leave pay is insufficient although he spends 2/3rds of leave with relatives. On return from last leave was £104 in debt. Saves £60 annually. The whole of his South African pension of £92 p.a. is absorbed in paying off debts incurred in South Africa. Estimates total annual expenditure at £699. Does not consider that the shilling will ever achieve the value of half a rupee even when the rupee stood at 1/4.

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536

SUMMARY OF EVIDENCE.

Married Officers. Heads of Departments

Case No. 81 2 children (14 & 12 years) £805 including compensatory allowance. Wife and children in England.

His local expenditure is £420 a year. Is now sending his wife £240 p.a. but will have to send more, as £20 a month is not enough. He has been in the Territory a short time only and his expenses have therefore been unusually high which accounts for the small allotment. Both his children obtained scholarships otherwise their education would cost several hundred a year. Has saved nothing as yet. Estimates his annual expenditure on present basis at £850 p.a. but hopes to reduce it a little when he has settled down. Considers that Dar-es-Salaam is more expensive than Lagos and certainly better. Sees no reason why scales of pay in this Territory should not be higher than in Lagos. Was told by Crown Agents when he went to Nigeria that living would cost about £200 but a confirmed hermit could not live in Lagos or Dar-es-Salaam under £500 for food etc. alone.

Case No. 82 3 children (10½, 5½, 1½ years) £1200 plus compensatory allowance. 1 child in England at school. Wife and two children in Territory.

When wife and children in the Territory general local expenditure is £735 p.a. When he is living alone general local expenditure is £420. Cannot afford to leave all his children in England. When his wife and family is in England they require £660 p.a. as they never reside with relatives. School fees for child at home at preparatory school £130 p.a. Various insurance cost £302 p.a. Estimates his total annual expenditure for all purposes at £1800 p.a. Two shillings is the equivalent of the old rupee. Cost of living in Nigeria was less than in Tanganyika and climatic conditions about the same. Is unable to understand why officers on the West Coast have better conditions.

Case No. 83 gave evidence as regards the cost of education. ⁵³⁷ His son is at Felsted. School fees £180 p.a. with an additional £120 for clothes and various extras. During the holidays the boy stays with relations or the cost would be higher.

Case No. 84.

Education and maintenance of son costs £240 a year, maintenance of a sister £60 p.a., wife's passage £70 p.a., Insurance £150. Head of a Department and cannot maintain his position on the balance without private income means. His general local expenditure is £350 p.a.

QUESTIONNAIRE.

This List of questions is furnished as a general guide to the information required.

333

Married officers entitled to 1st class passage -

Age No.	Number of children.	Scale of Pay.	Actual emoluments distinguishing between salary and local allowance.
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Whether on agreement or permanent establishment, or on probation.	Number of years Colonial Service.	Age.
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- 1. Give particulars as to your general education or special training before entering the service?
- 2. What are the ages of your children?
- 3. Are your children in the Territory or in England?
- 4. Is your wife in the Territory or in England?

5. State in a lump sum your average monthly expenditure on food, drink, servants, lighting and other items of expenditure, excluding expenditure on recreation and other items mentioned in later questions but including minor replenishments of household requisites and clothes according to whether

- (a) your wife and children are in the Territory
- (b) your wife is in the Territory but your children are in England
- (c) your wife and children are in England.

6. If your wife and/or children are in England state your average monthly expenditure on their maintenance according to whether

- (a) your wife is in the Territory but your children are in England.
- (b) your wife and children are in England.

7. Do your wife and/or children reside with relatives who assist in their support and, if so, what amount do you estimate you save monthly for that reason?

8. State your monthly expenditure on recreations, including the purchase of books and newspapers. Do you find yourself deprived of any reasonable recreation?

9. What is your expenditure annually assuming that you proceed on leave after a tour of 24 months, on

- (a) European clothing for wear while on leave
- (b) Clothing, household linen, etc., for the ensuing tour.

If your wife and/or children are in England include the cost of their clothing in the answer to question 9, but if they return with you to the Territory include the cost in the answers to this question.

9. State annual expenditure on passages for your wife and family.
10. State annual expenditure on education of children.
11. If your children are being educated in England state type of school which they attend.
12. Are you able while on leave to live on your pay. If not, state reasons, and state annual cost to yourself in excess of leave pay on assumption that you proceed on leave after a tour of 24 months?
13. Are you able to take local leave or to send your family away for a holiday during a tour of service. If so, state annual cost.
14. State any expenses not included in the above questions if you have incurred during the past year? The answers to this question should include such items as expenditure on medical and dental treatment, contributions to Widows and Orphans Fund, insurance support of relatives &c.
15. Has it been possible for you to effect any savings. If so, how much do you save annually?
16. Has it been necessary for you to encroach on your private means, if any?
17. What domestic staff do you employ?
18. State your estimated annual expenditure for all purposes?
19. Do you consider that you are unable to live at a proper standard having regard to your position. If so state in what direction you feel that you fall short of a reasonable standard?
20. Were you here when the change in currency took place and if so, what is your ~~own~~ experience as to the purchasing value of the Rupee at the date of redemption as compared with the purchasing value of the new currency?
21. Is there any further information to which you desire to place before the Committee?

Case No. 47 A Public Works Officer - married - no 540
children - Scale of Pay £450-20-£500 -
Drawing £470 plus compensatory allowance.

Serving on Agreement - age 37 years.

Articled for 3½ years. With private firm in China before
joining the Colonial Service.

My wife is in the Territory.

£32 per month

70 per month

(a) £50 } I have served 20 months and this is my
(b) £100 } first tour. I estimate to spend
these amounts if I re-engage.

I get the usual allowance of one half.

Yes.

No, I have had no local leave.

£48 per annum for Insurance and Widows & Orphans Fund.

Also I paid a few hospital fees which are included.

I save approximately £10 per annum.

Yes, when I first came out.

Cook, Houseboy, 'Toto and Garden Boy.

The cost of living here is more than double the cost
in England and the quality of the food obtainable is so
very poor that it is more or less impossible to live up
to one's position. I shall have very little to fall
back upon at the end of the tour but I shall re-engage
if the post is made pensionable.

Case No. 48 An Engineer - Public Works Dept. - Married -
one child - Scale of Pay £400-20-£500 -
Drawing £420 plus compensatory allowance:

541

The witness stated:

I am serving on agreement made locally. My age is
33 years. My child was recently born.

My average monthly expenditure on the items enumerated
in question 5 is 870/- per month, allowing my wife 100/-
for herself. My recreation costs about 70s. per month,
which permits of three games of tennis per week and one
book of Club coupons per month (10s.)

As regards question 8 I have been out in the tropics
6 years and my wife 4 years. I should require to complete-
ly refit for Europe and would probably spend £200.
Normally probably £100. (b) £100.

9 I shall travel second class.

12 Yes. I shall stay with my people.

13 I could not send my wife up-country after my child
was born. I have had no local leave.

As regards the Widows & Orphans Fund my case is
unique and is still pending. I have not yet been called
upon to pay Widows & Orphans contributions, but, if I
am forced to pay from any back date I shall be at a loss.
I very much want to contribute but I do not see where the
money is coming from to pay back contributions.

I employ a Cook, Houseboy, Dhobi and Ayah. Cost
150s. per month.

In excess of my salary.

Generally speaking the cost of food etc. is not so
cheap as in Zanzibar by any means, though the quality is
probably a little better. I was in Pemba some time.
I was then getting £60 per month and taking the Zanzibar
Rupie at 2s. the cost is higher here.

Case No. 49 A Treasury Official. Married - one child.

Scale of Pay £400-20-500-25-£600. Drawing

£440 plus compensatory allowance.

542

Five years service. Age 31.

Prior to joining this service I was in the Home Post Office Service.

My wife & child are in the Territory. My child is aged 3½ years.

£30 per month with my wife and child in Dar-es-Salaam.

10s. per month. I belong to no clubs as I cannot afford it. I am living practically up to my income.

(a) £60 (b) £50. I spent approximately £100 the first time I came out. It was all new equipment then.

I shall travel second class. My wife went home this tour 1st Class. Over and above the allowance I get it costs me £50 per tour for my wife and child.

Yes. I live with my parents.

I spent £20 on a week's leave this tour.

Widows & Orphans Fund £24

Medicines &c. 10

Sent to Parents 12

£46

After actual expenses have been defrayed I see a net saving on the tour of £12. (A detailed statement was submitted to the Committee showing an average expenditure over two and a half years of £487 per annum)

I cannot afford to keep an Ayah for the baby (girl) and I do not entertain much. Total drink bill including "soft" drinks 35s. excluding soda water. I allow two bottles of whiskey per month (24s.)

I saved £100 when the allowance was 50% - Acting allowance of £47 received during that period.

I was here when the Rupee currency was changed to the present and I fail to see any difference. There is a distinct tendency for local produce to rise and I

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think prices will rise still more as the native
becomes prosperous.

543

Comparing my post with my position at home the
salary is the same but the work here is probably more
interesting. That is why I came out. I have no
compensation, however, for an unhealthy climate.

As regards the present compensatory allowance we
get little benefit from it here owing to the high prices
prevailing, but when on leave in England we lose it just
when it would be of more value to the individual.

Case No. 20 An Assistant Master. Scale of Pay
£400-20-2500 (future grading unsettled) 544
Married - no children.

n 1 Public School in Somerset - afterwards an officer
in the Army.

This is my first tour and I have only been out
4 months. My wife is in England and until recently
I was living with a fellow officer just outside
Dar-es-Salaam. As far as I can see at present I shall
spend everything I receive. The cost to myself whilst
sharing with another officer has been for 1/2 month in
December 215/-, January 300s. February 259s. and March
326s. This is for food only. Lighting has run out
to about 22/- per month. Now I am living by myself
the light will probably be down to about 16s. Whilst
by myself as far as I can estimate the cost of messing
will be something over 400s. per month, not including
boys etc. Recreation costs about 25 or 30s. per month.
Boys wages 97/-

I pay the usual Widows & Orphans fund Contributions.

Regarding question 8 I do not know yet how things
wear in the Territory so cannot very well estimate. I
spent £116 when I came out - less £30 outfit allowance I
received.

If I had not private means I could not exist

Case No. 27 A Medical Officer - married - two children
Scale of Pay £600 - £800 and conditionally
£900. 1st Tour.

The witness stated as follows:-

My wife and children are living in the Territory with my. The children's ages are 3½ years and 2 days respectively.

The cost as enumerated in question 5 is, on the average 727s. per month. On recreation I spend 70s. per month.

Yes I should be able to live on my pay whilst on leave, but wish to do a three years tour to enable^{me} to save a bit. This is my first tour and the initial expense has naturally been a bit heavy. I do not know what I shall save yet, but I hope, with strict economy, to save about £10 per month.

Question 18. It will be within my salary I think, but I shall have to live very carefully, especially in my position

Question 19. It all depends what one is prepared to pay. It would not be too bad if one could except the local products. The meat etc is of a very poor quality indeed. The meat sold here would probably be condemned at home and that is my candid opinion as a Medical Officer. I speak of the local produce. It is the fact that one has to resort to so much tinned food that sends the cost of living up so

Question 21. It is my desire if I can possibly do so, to give my son as good, or even better, education that I myself received. I am leaving my wife and children in England next tour and my son will soon have to commence his education. I should like to insure his education and it will be my endeavour to do so. If I cannot insure my son's education I cannot see sufficient prospects to give the boy an education similar to my own. Next tour will be terribly expensive as I shall have to keep two homes going.

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546

Case No. 52 A Chief Clerk - married - 37 years of age -
one child. Scale of pay £400-20-£500 - Drawing
£500 plus compensatory allowance.
8 years service. Pensionable post.

In reply to the questions generally the witness
stated:

It costs me £40 per month to live (food, drinks etc)
I have for a long time averaged 4 bottles of whiskey per
month, including the entertainment of friends. My wife
and child are in South Africa. My recreation costs 60s.
per month.

Question 8. (a) Difficult to estimate as I spend my
leave generally in South Africa. Many of the things used
here are serviceable in South Africa and it depends on the
season of the year during which leave is taken. (b) £100.

Question 9. I spent £80 last tour including the al-
lowance from the Government.

Question 12. Yes - staying with my own or my wife's
relatives. Certainly not if I stayed at hotels in South
Africa.

question 13. I have never taken local leave - the
cost of travelling is prohibitive.

14. I pay the usual Widows & Orphans fund contributions.

15. In the past I have saved about £5 by going steadily.
I have not saved anything yet this tour, being slightly in
debt.

I employ a Cook, houseboy and Dhobi and an Ayah when my
wife and child are in the Territory.

The standard of living here is very low compared with
either Durban or Capetown - where the cost is also much
cheaper.

I thank that although certain commodities have undoubtedly gone down, whilst others have gone up, the purchasing power of the old Rupie was higher than the present 2/-. You could get as much for 1 Rupie in 1921 as you can now for 2/-, in fact more. The only time I saved anything was as a bachelor in the South West area of the Territory. In the 4 years I have been married I saved £50 or thereabouts.

As a commencing salary for the post I hold £400 is not sufficient - £500 consolidated is the minimum which should be offered. One does not work here for the benefit of one's health. After doing 20 years in the tropics a man, it should be realised, is fit for nothing else. The prospects, generally, are not good as things stand at the present moment. I have no hope of anything more than £500 whilst my value to the service is increasing with further experience each year. I think something should be offered in the way of higher maximum for long and meritorious service.

Before the War I was confidential clerk and private Secretary to a firm Manager in South Africa and was getting in the first instance £30 per month, free house, light, fuel and water and was soon raised to £40 per month. In a Commercial firm there is no bar to promotion provided one has the ability.

I should like to draw attention to the Hospital fees - 8/- per day - This is stated to be for maintenance and not medical treatment. Surely a man ill enough to go to hospital is unable to eat but very little, if anything. I know of one official who refused to go to Hospital because he thought it was far too expensive.

Case No. 53 A Medical Officer. Salary £1000 plus 548
160
compensatory allowance. Married - one child.

The witness was questioned generally and stated:-
I spend all my pay in living, passages, Widows &
Orphans (£75), Insurance (£7) and recreation.

My son is five years of age and his education at
the moment costs £160 per annum, exclusive of clothes
and medical fees.

I was educated at a Public School, Cambridge and
St. Bart's.

I cannot see how I can give my son a similar
education. I made enquiries as to insurance for
this purpose, but I had to turn it down. The lowest
premium I was offered was much too heavy.

As regards living here it is not only expensive but
the local produce is of a very poor standard indeed.
The meat sold here is probably the best under the
circumstances, but nevertheless it would not find
a market at home. It would not be offered for sale.
Again, of vegetables etc. there is not a great variety,
as uncooked vegetables should not be eaten here. That
is my opinion as a Medical man. The result therefore
is to resort to tinned foods and that is where the high
cost comes in, and I cannot see that prices are likely
to go down. From 1920 to 1924 native wages have gone
up considerably and the cost of living (i.e. local food
etc.) is about the same as in 1920.

Another point I should like to raise is the heavy
expense when one goes home on leave. In my own case
I have no relatives with whom I can stay and I have
to write in advance to get a place to fix up with when
I arrive and to live at all up to my position it is
very expensive indeed. Since I have been in the
Service I have certainly spent more money than I have
received, with the exception of what I saved before the wa

161
Case No. 4 A Police Officer - Married - one child. 549
Scale of Pay £500-25-£700. Drawing £675

plus compensatory allowance. Total £752/10. p.a.

In reply to questions the witness stated as follows:-

on 1 I am on the permanent establishment, am 55 years of age and have seen 24 years colonial service. I was educated at a Public School up to Higher Oxford & Cambridge Schools examination. No special training.

2 19 years.

In the territory and independent since January 1924.

4 In the Territory since July 1921.

(b) Shillings 843/-

Shgs. 65/-. This does not include the hiring of Rickshaws, which, apart from purposes of recreation amounts to 60s. per month (included under 5) and prohibits the too frequent enjoyment of games, but would amount to at least 20s. per month for 3 games per week.

(a) £72
(b) £118

£30 - This amount is so small, owing to the fact that my wife has hitherto spent leave in South Africa and my son has only travelled once before becoming self supporting.

In the 5 years ending 31/12/23 the average cost was £116 per annum. (£84, £105, £115, £130 and £145)

My son attended a Govt. High School in South Africa and studied up to Matriculation Standard.

2 No, even though I am able to spend two thirds of my leave with relatives. On return off leave on the last occasion I was in debt to the extent of £104 in spite of most rigid economy and the curtailing of personal expenses to a minimum: during two months in England I was unable to visit a single theatre. I calculate the excess of expenditure over income as £44 per annum.

I have only once had local leave and I could not have afforded that had it not been possible to perform the necessary journeys by rail on duty.

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Medical attention whilst on leave £16. 16., say £8 per an.
Shgs. 1200/- 550

Yes. The whole of my South African Pension of £92 per annum is absorbed in paying off debts incurred in South Africa.

Cook, 45s. Head Boy 40s. 2nd Boy 30s. Dhobi 40s. and occasional help 3s. per month.

£699

I do. By restriction of the cost of entertaining to a maximum of Shgs. 80/- per month I am unable to reciprocate or accept hospitality which I might otherwise enjoy.

I was. I do not consider the present shilling, following as it did on the abortive attempt to introduce a florin with the fictitious purchasing power of the old Rupee (when the latter's value was inflated to shgs. 2/6 or over) will ever achieve the value of half a Rupee even when the Rupee stood at Shgs. 1/4d.

No.

Case No. 55 - An Officer in the Agricultural Dept.
 Married - One child - salary £350 to £450
 Drawing 395 plus Comp. Allowance -
 On agreement - age 34 - joined service
 in 1921.

- Question 1. I started as a boy at Kew at 16 years of age.
 I went through every grade to sub-foreman, and had
 a practical and theoretical training extending over 13 years
 at Kew. Afterwards I went to Uganda where I had experience
 in coffee, cocoa and rubber for 18 months.
- Question 2. 2½ years
- Question 3. Both my wife and child are here
- Question 4. 650/-
- Question 5. 650/-
- Question 6. I only play football by invitation - I cannot
 afford to join the club.
- Question 8a. £25
- Question 8 b. £25
- Question 9. £15 - I am entitled to a 1st class passage
 but arrange a lower scale of accommodation.
- Question 12. I am not able to live on my leave pay, and
 am forced to give up recreation.
- Question 13. I cannot afford to take local leave.
- Question 14. W. and O. Fund £24 - insurance £19-5-0. My
 mother is partly dependent on me.
- Question 15. It has not been possible to save anything -
 after 6 years service in East Africa I am poorer than
 when I started.
- Question 17. Cook, personal boy and small boy to take the
 baby out.
- Question 19. I am not able to live at a reasonable standard.
 The quality of the food is very poor here. I am about
 to insure my boy's education as there is no prospect
 of saving money for it.
- Question 20. I do not think there is any difference
 between the purchasing power of the rupee and the
 florin. The price of local products has gone up

recently. I think the reason is a "ring" in the market as far as the butchers and vegetable sellers are concerned.

Question 21.

Dar es Salaam does not compare with places like Uganda and Kenya as places to live in. The latter is more than half a white man's country, and in Uganda one can live very well. Any revision of salaries should not be in line with these other territories

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553

Case No 56 - An Assistant Engineer, Railway Dept. -
Married - two children - Salary £500 -25-£600
Drawing £575 plus Comp. Allowance.
On agreement - 2nd Tour - age 39.

son 1. Grammar school - public school - Cambridge. 10
years as Engineer.

sons 2,3
4 Children's ages 7 and 10. Wife and children here.

son 5a £31.

son 7 £1-5-0

son 8a £16
b £51.

I shall not be able to keep the children here next
tour - they will have to be put to school at home.
There is no hope of giving them the same education as
I had.

son 12. I am able to live on my leave pay by living a very
quiet life.

son 13 I have not taken local leave.

son 14 W. and O. Fund, medical fees and insurances, total
£68 a year.

son 15 I have drawn a certain amount of acting allowance
and have saved £180 during the last two years.

son 17 Cook, 2 house boys and a small boy.

son 18 £632

son 19 I have nothing to grumble about - I like a quiet
life - but I can quite understand a lot of other people
not liking it.

Case No. 57 - an accountant in the Railway Dept. -
Married - no children - salary £400 to
£600 - on agreement - 2nd tour.

- tion 1 Experience in all departments of railway accounting.
- tion 5 £50 a month
- tion 7 75/- - I cannot afford to join the Dar es Salaam Club.
- tion 8 a £35
- tion 8 b £40.
- tion 12 On leave I can just live on my pay, in a quiet way.
- tion 13 Local leave is too expensive for me to take.
- tion 14 W. and O. Fund £24 - upkeep of relatives £40.
- tion 15 I have not saved any money since I have been here.
- tion 17 Cook, Boy, Dhobi and small boy.
- tion 19 The standard of living here is very low unless one augments it with imported articles.
- tion 21 I was quite content with my salary plus the 50% allowance. I am being transferred to the West Coast and am glad of the chance of getting away from the Territory

Case No. 58 - A storekeeper - Railway Dept.
Married - 2 children - salary £800 to
£900 - drawing £600 plus Comp. allice.
On permanent staff .

Question 1.
Questions 2,
and 4.

I joined this service 6 years ago.
Childrens' ages 10 and 7. Wife and children at home.

Question 5
Question 6

540/-
When my wife comes out the children are going to school which will cost £90 each a year, not including clothing or holiday expenses. In 1923 I had to take my eldest child away from school as I could not afford to continue to pay the fees.

Question 7
Question 8a
b

44/- a month.
£154
£70

Question 9
Question 15

£60 for the tour, by travelling 2nd class.
I have saved nothing and have had to encroach on private money.

Question 17
Question 19

Cook, house boy, mtoto and shamba boy.
The standard of living is decidedly poor.

Question 20

I am sure that the cost of living has gone up since 1920. 2/- is not worth what the rupee was in 1920.

Question 14
Question 21

W. and O. Fund £30 - insurances £26.

In 1922 the Compensatory allowance was reduced from 50% at the same time as we had a big increase in customs duties. In 1920 my total emoluments were £720; in 1921 they were £787. They are now £700 and £100 of that seems uncertain. There has been no decrease in the cost of living to justify the cut in the 50% allowance.

Case No. 59 - An officer of the Government-Press⁵⁵⁶
Married - 2 children - Permanent staff -
Salary £500 to £800 plus Comp. Allic.
Age 35 - 13 Years Colonial Service.

- Question 1 Grammar School - 5 years apprenticeship
- Questions 2, and 4 Childrens' ages 6 and 4. Wife and children at home.
- Question 5a £41 when my wife and family are here (They were here during the period for which I give this figure).
- Question 7 £26.
- Question 8a £75
- b £100
- Question 9 £20 a year by travelling 2nd class
- Question 10 For the first year the two will cost me £150. The prospect of giving my son a public school education is practically nil.
- Question 12 On leave I have to go very carefully, although I stayed with relatives.
- Question 13 I cannot afford to take local leave.
- Question 14 W. and O. fund 75/- a month. Insurance £4-10-0 a month.
- Question 19 My standard of living must now decline to meet my expenses. It cannot compare with my standard at home. I should be better off in Nairobi with £100 a year less.
- Question 15 I have not been able to effect any savings.
- Question 20 I do not think the change in currency made any difference.
- Question 21 I think I should be getting £900 a year. I send home £30 a month for my family, and it costs me £30 a month to live here. This comes to £720 a year, and as my salary is £726 a year, it leaves me £6 a year as a margin for passages, renewals &c.

Case No. 60 - An accountant, P.W.D. - Married -
2 children - salary £600 to £700 -
drawing £600 plus Comp. Alice.
22 years colonial service - Permanent
staff.

Questions 2,3
and 4.

Ages of children, 12 and 6. Wife and children
at home.

Question 5c

£20

Question 6 b

£21-6-8.

Question 8

£25 to cover (a) and (b)

Question 10

£25 for the girl. The boy is just starting
and I do not know what it will cost.

Question 13

I cannot afford to take local leave.

Question 14

W. and O. fund £52-10-0; insurance £8-15-0;
dentist £28.

Question 15

I have not been able to save anything, and
am the poorer by £60 after all my service.

Question 17

One boy.

Question 19

I do not think the food is up to a good
standard. I have lived in Nairobi, and there is no
comparison between that town and Dar es Salaam.

Question 20

The currency change made no difference - 2/-
buys about the same as the rupee used to.

Case No. 61 - An Engineer, P.W.D. - Married - no children. Pay £800 plus Comp. Alice. 13 years colonial service.

- Question 4
- Question 5
- Question 7
- Question 9
- Question 12
- Question 13
- Question 14
- Question 18
- Question 19
- Question 20
- Question 21

Wife in Territory.

£42

60/-.

£100 a year (I get no passage Assistance)

I am able to live on my leave pay because I stay with relatives.

I have not taken local leave.

W. and O. fund £40. I remit home £240 a year for insurances and assistance for relatives.

£897. This leaves me a balance of £12.

I spend 204/- a month on servants' wages.

One has to go very quietly. The food is not very good.

I think that what we previously got for 1/4 we pay 2/- for now. I think prices are excessive.

Each time I have been on leave I have allowed £50 for clothes for myself and wife, and to equip ourselves for the ensuing tour, £350. I am unable to save here. I think family passage assistance should be given to all officers. Many sacrifices have to be made. I cannot afford to use the club as much as I should like to.

17/

Case No. 62 - A Secretariat Officer - married - 559
one child - salary £600 to £700 plus
Comp. allowance. 8 years army service -
13 years Colonial Service. age 40.

- Question 1 Dulwich, private tutor, and on the continent.
- Questions 2, 3 and 4 1½ years. Child in South Africa - wife in Territory.
- Question 5b £42.
- Question 6a £130.
- Question 7 60/-
- Question 8 £115 altogether.
- Question 9 I actually expended £174 of which the Government allowed £34. If I were allowed to make my own arrangements it would not cost me anything.
- Question 12 No - it costs me £70 a year over my pay.
- Question 13 Local leave costs me £40
- Question 14 W. and O. fund £50; medical fees £58, Dentist £2, insurance £15.
- Question 15 No savings; I have to encroach on private means.
- Question 17 5 servants and a European nurse in S. Africa.
- Question 18 £982.
- Question 19 There is no doubt that the food here is not of the same nutritive value as food at home.
- Question 20 The local native considers that a shilling is half a rupee, and wages and prices are all on this basis.
- Question 21 I consider that my child should have the same facilities for education as I had myself. By the time I go on pension I shall have 19 years service, and my pension will be about £400 a year, and my child's education will cost £300 a year. I consider that the Government policy is such as to force an officer to limit the size of his family.

Case no. 63 - An officer in the legal Department -
 Married - 2 children - salary £500 to
 £600 plus comp. allow. - drawing £600
 37 years of age - 13 years colonial
 service. Permanent staff.

- Question 1 City Company school - Land registry department.
- Questions 2, and 4 Ages of children 7 and 4. Wife and children in the Territory.
- Question 5 760/-
- Question 7 85/-
- Question 8 a £15
 b £50
- Question 9 £67
- Question 12 Yes, but I cannot save the passage money, and have to live in a modest way.
- Question 13 I cannot afford local leave.
- Question 14 W. and O. fund £30 - Insurance £58 - Dentist and Doctor £5.
- Question 15 No savings
- Question 16 During the last two or three years I have been spending £30 or £40 over my salary.
- Question 17 5 boys and one ayah.
- Question 18 £750
- Question 19 The quality of the food is very poor.
- Question 20 Two shillings buys what the rupee used to.
- Question 21 The question of the education of my children is looming up in the next few months. My son will cost me £120 to £200 a year. To save this I shall have to dispense entirely with drinks, and possibly give up the club, and several other comforts. I think I should receive £900 a year to enable me to live here and educate my family.

Case No. 64 - A Post Office Official - married -
one child - Salary £800 plus Comp. allce.
Permanent Staff - 12 years Colonial
service - age 40.

- Question 1 Roman Catholic College - 12 years British Post Office.
- Questions 2, 3 and 4 Child's age 1½ - wife and child in the Territory.
- Question 5a £45
- Question 7 £5 - I do not belong to any clubs. I feel that I ought to join them, but cannot afford to.
- Question 8 a £27
b £45
- Question 9 £50 by travelling class. (I get no passage assistance)
- Question 12 Yes, I can live on my leave pay, but have very little with which to come back, although I live with relatives.
- Question 13 I have taken local leave close to Dar es Salaam and transport cost nothing.
- Question 14 W. and O. fund £40, Insurances £24; Dentist and Doctor £16. £240 a year support of relatives.
- Question 15 No savings
- Question 16 Yes - £150 during last tour.
- Question 17 Cook, 2 house boys, ayah, kitchen boy, garden boy and share a boat boy (Total £11)
- Question 18 £984 - and my income is £930.
- Question 19 I fall short of a reasonable standard by my inability to entertain, join clubs and travel first class as I am entitled to. I consider that I should be able to save £150 a year for the next 10 years, and to do this a salary of £1000 is necessary.
- Question 21 The index figure of the cost of living in England has gone up, and that reacts here. The bonuses of the Home Civil Service are being increased by 1/26th from the 1st April.

Case No. 65 - A Post Office Accountant - Married - no children - Salary £500 to £600 drawing £600 plus Comp. allowance. 12 years colonial service - permanent.

- Question 1 Scotch Board school - technical college - 7 years British Post Office.
- Question 4 Wife in the Territory.
- Question 5 680/-
- Question 7 £4 - I belong to the Dar es Salaam Club and the Gymkhana.
- Question 8 a £25
 b £45
- Question 9 £30
- Question 12 On leave I can just live on my pay.
- Question 13 The expense of local leave here is so great as not to make it worth while.
- Question 14 W. and O. fund £78; Insurance £47; support of relatives £160 (These figures are for a tour).
- Question 15 I have saved about £50 a year.
- Question 16 No.
- Question 17 Cook, houseboy and dhobi. (140/- a month).
- Question 18 £650
- Question 19 I think that after 12 years service I should have a larger margin.
- Question 20 The change in currency had no effect whatever on the cost of living.
- Question 21 I think my salary should be such as to permit of my saving more.

Case No. 66 - A Customs Officer - Married - 1 child -
 Salary £700 plus Comp. allowance -
 Permanent staff - 11 years Colonial
 service - age 39.

- Question 1 School till 17 - London school of economics -
 London University. Articled to chartered accountant,
 but had to leave the country on the ground of ill-
 health. Entered a bank and was working there till I
 came here.
- Questions 2,
 3 and 4 Child's age 14 . Wife and child are at home.
- Question 5c £32 a month
- Question 6 b £30 a month - and that pays school fees.
- Question 7 £3
- Question 8 £100 a year for a and b together.
- Question 9 £60 a year
- Question 10 £90 a year fees; extras about £14 a term -
 and total about £150 a year. She is at a boarding school -
 11. I am satisfied with it.
- Question 12. My leave pay is about £630 a year, and it has
 never been sufficient - I have always had to draw
 on my own money.
- Question 13 I have not taken local leave, but propose to
 go and try to shoot an elephant and get some money
 with which to pay my bills.
- Question 14 W. and O. fund £52-10-0 - Life insurance £17-10-0 -
 Dentist £30.
- Question 15 No.
- Question 16 Since 1920 I have spent over £1000 in addition to
 my salary.
- Question 17 two boys.
- Question 18 About £1000
- Question 19 When my wife is here I am able to live at a
 reasonable standard. Alone, I am unable to do so.
 I feel myself being deprived of social life, and

cannot afford to entertain.

ion 20

If we had kept the Indian rupee we should be much better off.

ion 21

After 11 years service I am steadily going down. The following statement illustrates this :-

1921.

Salary	£700
Comp. Allowance	350
Acting allowance	204
Comp.alice. on ag.all.	102
	<u>£1356.</u>

1922.

Salary	£700
Comp. allice.	219
Ag. Allowance	67
Comp. allice. on ag.all.	16
	<u>£1002.</u>

1923 on leave.

1924.

Salary	£700
Comp. Allowance	105
Ag Allice.	26
Comp.allice on ag.all.	2
	<u>£833.</u>

I should like to point out that before accepting this appointment I wrote the letter produced to the Colonial Office, saying "I should be glad to learn that I am correct in assuming that the rate of conversion of sterling into rupees for the payment of salaries is the same in Tanganyika as in Zanzibar."

The reply stated "You are correct in assuming that the rate of conversion of sterling into rupees for the payment of salaries is the same in Tanganyika as in Zanzibar."

Furthermore when I accepted this post I was influenced by the fact that my acting allowance would be at the rate of £250, whereas since my arrival the salary of the post for which I act has been reduced by £200.

177
563

Case No. 67 - A Secretariat Officer - Married -
2 children - Salary £600 to £700 -
drawing £700 plus Comp. allowance.
Permanent staff - 6 years colonial
service - age 32.

- Question 1 Public School - Cambridge - Student, Middle Temple.
- Questions 2 and 4 Ages of children, 7, and 3½. Wife and children in England.
- Question 5a.. £20
- Question 6b £25. - They reside with relations.
- Question 7 £7 - I limit my visits to the club because I cannot afford to spend money there.
- Question 8 a £5 - I live in the country at home and make old clothes do.
- Question 8 b £75.
- Question 9 By travelling 2nd class I have managed to pay for my wife's passage with the saving on mine.
- Question 12 Last time when I arrived home I had £120 saved up. When I came back, after drawing an advance of £56, I had about £80.
- Question 13 Except for two short trips on cheap tickets, I have not taken local leave - I cannot afford it.
- Question 14 Medical, average £30 a year; W. and O. fund £35, insurance £20.
- Question 15 No; I have £400 less than when I joined this service.
- Question 16 Two boys.
- Question 18 £900 - and my salary is £805.
- Question 19 I cannot go to the club as much as I should like. When my wife is here I do not feel that we can take the position we should.
- Question 20 In my opinion the change in currency from the rupee to the 2/- increased by 50% a very large proportion of Dar es Salaam expenses. There has been no fall in local prices.

stion 21

In 1920 I was drawing £900 a year total emoluments. Although my salary has increased by £125 I am drawing £95 a year less than in 1920. My emoluments move in inverse ratio to my age and experience. There appears to be no hope of educating my children in the same way as I was educated. I think a cadet coming out here should at least know that he will be drawing £1000 a year by the time his children are of school age.

Case No. 68 - A Secretariat Officer - salary £600 to £700 - drawing £700 plus Comp. allowance - Permanent Establishment - 11 years Colonial service - age 42.

Question 1 Farnham and Norwich Grammar schools. I passed the 2nd Division Civil Service Examination and entered the Colonial Office. I continually applied for a transfer and after a time was posted to Fiji as Chief Clerk in the Secretariat, a post which would be equivalent to an Assistant Secretary here. My salary was £400 to £500. When I left there I was getting £500 plus a bonus of £130. I came here on £600 plus 50% Compensatory Allowance, with quarters, which I did not get in Fiji.

I have two children, aged 4 and 2, both boys.

When living by myself my expenditure is about £25 a month. I belong to the Club, and the Gymkhana Club, and play tennis and golf 2 or 3 times a week, and spend about 55/- a month on recreation, not including drinks, rickshaws or renewal of golf clubs and tennis racket.

I am going home by a lower class (B4) than that to which I am entitled, and my wife has gone home B4 class. I am thus just about able to send my wife home free of cost, but it will cost £40 each way for the children - £80 a tour - and this will increase as the children grow older; later I shall be faced with the prospect of keeping them at home.

Question 15 No

Question 16 No

Question 17 When my wife is here, a cook, house boy, a boy who does house work and looks after the children, a dhobi and a garden boy.

Question 18 More than my salary. I have been fortunate in the matter of acting allowance but have spent the whole of it. I consider that I am unable to live at

a proper standard having regard to my position.

tion 21

I do not think the change in currency made any difference.

When I first came out I spent over £100 on an insufficient outfit. I had to keep my wife in England, but later she followed me. For about half of my first tour I was drawing emoluments much in excess of my own actual pay. I came here on £600 (£900 with local allowance) and for a considerable time was drawing salary at the rate of £1200. Although I was drawing so much acting allowance I had when I went on leave after my first tour exactly £300. I have a small account at home and during that tour I drew on it at the rate of £30 each year. When I finished my leave I had £120 after fitting out myself and family, again inadequately. That represented rather less than what I had spent of my own money, notwithstanding the fact that I had been drawing acting allowance. I spent my leave in a country not England, and although it cost me a little more to get there, the extra expense was more than balanced by the fact that I stayed with my wife's relatives for three months of my leave. Also, as it was a warm country I had to buy no European clothes for myself or wife while there. I was saving money by going there.

With regard to my second tour, owing to our experience of the country we have been able to live little more cheaply. At the end of this tour I shall have again £300. I have that £300, which I have been sending home for the last few months at the rate of £28 a month, banked in London. When my wife left, I had practically nothing in the bank here. I have paid for the return passages of my wife and family. When my

wife left I gave her £130 for voyage expenses, clothing for the three of them, which will be a heavy item owing to the fact that our last leave was not spent in England, railway fares &c. She will live by herself for 4 months, during which time she will draw £28 a month from the money I am sending home. I consider that for my wife and 2 children to live in a decent boarding house will take rather more than my allotment - £28 a month. I shall leave the Territory with a small sum of money and by saving some of my pay on the voyage I shall just about be able to provide myself with European clothes for leave. My people are not well off - my father retired with a small army pension, and I cannot expect him to keep my family - in any case he could not do so. For myself, wife and two children decent board and lodging cannot be found for less than £45 a month. I may say that on a previous leave I tried taking a furnished cottage and I do not believe it is any cheaper, and one's wife has no holiday. On leave I shall draw salary at the rate of £700 a year less £30, making £670 - £55 a month - and we cannot live on less than £45, which leaves £10 a month for our holiday, railway fares &c. I shall have to spend more than my leave pay. After 5 years in the Territory I shall have £250 for outfitting for next tour. I shall spend the whole of that and could spend more. Although during this tour I drew considerable acting allowance - for several months I was drawing salary at the rate of nearly £1400 a year - yet at the end of 5 years I have just made my expenses and nothing else. If I had not drawn acting allowance I do not know how I could have lived decently. Soon it will be no longer possible to keep the children in the Territory, and my expenses will go up. I have managed so far by living much below the standard proper to my post, taking into consideration the fact that I have practically always been acting in a higher post. I joined the Club when I first

came here because I think it would be wrong for a man in my position not to do so. I use the club to get books and I occasionally take my wife to a dance there, but otherwise I make no use of it. I cannot use the Club because I cannot afford the incidental expenses connected with club life. Before I came to this Territory I lived for a considerable period at a club where I could afford a reasonable sort of Club bill, and I do not avoid this club because I do not like club life - it is because I cannot afford it. I have never been able to enetrtain in a satisfactory manner having regard to my post, and I think that my inability to take a proper part in the social life here, and to frequent the club, may quite possibly have affected my prospects of promotion.

I did for a short time keep a rickshaw, but gave it up on account of the expense. I think an officer in my position, with a family, may reasonably expect to have a rickshaw. I hardly ever use a rickshaw - I walk to the Gymkhana and to the office.

One of the means of making both ends meet has been to deprive myself of a proper wardrobe. I have bought only one European suit since 1913, and that was in 1919. My overcoat was bought in 1912, and my dress clothes in 1914. They were all purchased before coming here and are all worn out. Since I have been in the Territory (5 years) I have bought 3 white suits, having had quite a number of them from my previous service, also one flannel suit and one silk suit which I bought when I held a senior acting appointment, the clothes then in my possession being hardly suitable. Owing to the fact that I have had Broken service I shall get a very small pension although I have had about 25 years service, and I really ought to be putting aside something to supplement it. Further,

I should be making some provision for my childrens' education. I shall never be able to send them to a public school, but at the very least I should like to send them to a decent grammar school; even this I cannot hope to do. Unless I can save money for their education I propose to send them to my wife's country of domicile and have them educated at state expense - an unthinkable proposition in England and not pleasant even in the colonies.

In view of the climate and general conditions of service here I see no reason why service here should be paid at a lower rate than on the West Coast. Children can be kept here for a short time but this fact is balanced by higher costs for passages and less favourable leave conditions.

Although I have drawn considerable sums in acting allowance I have had to spend it to live at a standard much lower than is warranted by my appointment and the fact that I am frequently acting in a senior post.

382 184

Case No. 69 An Auditor - married - no children - Scale of Pay
£400-500-£600 - Drawing £480 per annum plus
compensatory allowance.

On Permanent Establishment - 5 years service.

Age 30. No special training. Wife in England.

- Question 5 (a) 750/- per month.
- 7 65/- per month.
- 8 (a) £30
(b) £25
- 9 £30 per annum.
- 12 No. Practically half leave pay absorbed in purchasing
clothes and refitting for ensuing tour.
13. I am somewhat fortunately placed in the matter of
local leave as I am able to arrange this when on tour of
inspection, thus avoiding the heavy rail fares etc.
14. £65 including £24 Widows & Orphans Fund.
15. I have no savings.
16. Not to any extent - probably down by £30 or £40
since joining the service.
17. Four (Cook, Houseboy, 'Toto and Dhobi)
18. £570 per annum.
19. No I do not live at the standard I should. I live
as good a possible standard as I can but things are of
such an inferior quality.
20. My opinion is that prices of imported goods have
fallen slightly, but local stuff is higher. Two shillings
certainly does not purchase what the old rupee did.
21. In my opinion an Assistant Auditor should be offered
£500 per annum minimum if a good man is to be secured in
these times. Everyone seems to be putting in for a
transfer, not necessarily on promotion but to a better
place and where living is cheaper and prospects good.

Case No. 70 A Treasury Official. Married - no children - ,
Salary £800 plus compensation allowance -
age 44 - 12 years service.

Question 5

Approximately 840/- per month.

7

100/- per month.

8

(a) and (b) £150 on a leave or £60 per annum.

9

£153. 18/- per tour at present, or say £60 per annum.

12

Yes.

13

Yes.

14

£40 per annum Widows & Orphans Fund (63/- per month)

15.

£300 about.

19.)
20.)
21.)

My honest opinion on the subject is that the shilling of to-day is worth about half the old Rupee so far as the local purchasing power is concerned. The cost of living is certainly abnormal. Everything is double - it automatically went up when the change took place and this is a very expensive place to live in. Since September 1922, when I first came here, the tendency is for the price of eggs, fowls, vegetables &c. to rise.

Case No. 71 A Railway Official - Married - Two children -
Scale of pay - £700-25-£800. Drawing £800
plus temp. non-pens. allowance £40 plus
compensatory allowance £112 - Total ~~£~~ £952.
(1924-5 owing to acting allowance etc. the
actual sum was £1141).

On the permanent establishment. Two years
colonial military service, 6 years civil
service. Age 42½ years.

The witness submitted detailed statements and
replied to questions as follows:-

12 years Grammar School, 5 years Technical University
11 years Railway Engineer with firm of contractors.

16 and 12 years.

Neither, both in South Africa.

In the Territory

(b) £39 per month. This is based on items 1 to 4, 11,
13, 14, 19 and 20 of the table given in question 18 and
represents actual expenditure during the last 12 months.

(a) £13 per month (children's clothing £5, vacations £8)

£4 per month. This includes games, gymkhana sub.
a few rickshaws, a little photography and subscriptions
to 2 Professional Societies at home, also inevitable
presents.

Privations. I cannot afford such simple luxuries of the
table as an occasional slice of ham or a glass of beer
with my lunch. I cannot afford the subscriptions to the
Dar-es-Salaam Club and the Railway Club (which deprives my
wife the pleasure of dancing). I walk 4 times a day to
and from my office (approx. 4 miles) and my wife never uses
a rickshaw when shopping or calling. Although both great
lovers of music we can keep no piano. Books essential for
a man of my habits I have not been able to purchase. I
cannot afford to become a member of the Institution of
Civil Engineers or the Institute of Transport, a very

considerable handicap in my professional status:

8 My actual expenditure during my last leave was (a) £108 (b) £100. or £8. 14. per month. Assuming a 30% decrease in the home cost I estimate this figure at £6.

9 £96 including everything.

10 £156, but it must be understood I am not a South African Tax payer and my boys are liable to be excluded by the S.A. School Board or I may be called upon to pay much higher fees. Education at an English Public and preparatory School respectively would be approx. £400 per annum.

11 South African Govt. Boarding School. In 1922 I discussed the question at great length with the House Master at Cheltenham (one of the cheapest schools) to whom my elder son had just been allotted, and found that to bring up both boys there would cost nearly £600 per annum.

12 After deducting recurrent charges (children, parents, Widows & Orphans Fund) £22 per month remain of my leave pay for my wife and myself. This is of course quite impossible if one wishes to look upon one's leave as a period of recuperation. I have the possibility of "sponging" on well-to-do relations but that, to me, does not remove the atmosphere of misery. Allowing for a reasonably decent life and enjoyment of leave £52 is not in any way extravagant to cover the cost of living for my wife and myself. Last leave, without any extravagance, with much "sponging" and benefiting by the continental rate of exchange - exclusive of clothing, refitting and permanent charges - was £70 per month. The £52 estimated as a minimum represents, for 6 months leave, an annual charge of $6 \times (52 - 22) \frac{1}{2} = £90$.

The cost last year was £28 but this only covered expenditure incurred by my wife to escape the hot weather, when she accompanied my annual inspection of the Tanga line.

14	Medical & dentist	£8	
	Widows & Orphans	60	
	Fire Insurance	5	
	Parents	204	Total £277.

The expenditure on keeping my parents is, I realise, not perhaps a fair charge on the salary or questions which your Committee is discussing; but it is to me, a very substantial and unavoidable item. I meet this charge by seriously handicapping my children's future.

No.

I have no private means and therefore had to incur debts, which at the moment, notwithstanding my continual efforts to reduce same, amount to £190.

£10 per month. This seems high but I cannot do it on less without exposing my wife to manual labour. I pay 60s. to a boy who has served me nearly 20 years, 50s. for a cook and 30s. each for a Dhobi and 2 other boys. Owing to my frequent absence on duty I am bound to keep one as a watchman, which would otherwise be unnecessary.

£1500 for all purposes. I have been in the habit of keeping accounts for the past 16 years. The original ledgers are at the disposal of the Committee. I shew below the reduction effected since 1921:-

Item of Expenditure	Total P.A.	Reduction since 1921.
1. Household, including light, water and fuel		
2. Drinks	204	- 28 %
3a. Renewals (in the Territory)	60	- 28
3. Servants	10	- 50
4. Renewals of clothing in Territory	120	- 8
5. Children (School, clothing, vacations)	30	- 60
6. Parents	312	+ 7
7. Medical & Dentist	204	- 13
8. Fire Insurance	8	- 40
9. Life Insurance, Widows & Orphans	5	- 40
10. Journeys	60	- 40
11. Banking	20	- 36
12. Books, Learned Societies	8	- 36
13. Stationery	7	+ 30
14. Tobacco	4	+ 30
15. Presents, including pin money	8	- 11
16. Photography	17	- 36
17. Games, rickshaws	4	- 36
18. Gymkhana, C.S. Association	8	- 36
19. Sundry	12	- 20
20. Postage, telegrams etc.	7	- 36
	6	+ 30
	Total £1128	- 24%

To this must be added:

forward

£1128

- 24%

To this must be added:

21	vide question 8	72
22	" 9	96
23	" 12	90
24	Extra to allow 2 weeks local leave per tour	6
25	To allow for better standard as regards items 1, 2 & 4 to remove more glaring privations and guard against prolonged illness	<u>108</u>

Grand Total 1500 per annum.

577

19. I do. Items (1) to (20) of the statement in 18 represent the bare minimum. The items (clothing, renewals &c.) are a ridiculously inadequate expenditure. It must also be borne in mind that the total £1500 is £550 or over 50% of my substantive salary

20. Yes. Neither at the date of redemption, nor since, has 2s. had a greater purchasing power than one rupee. It is not possible to prove this mathematically with regard to foodstuffs as their price depends upon so many factors, but in the case of servants' wages it is perfectly obvious that for every rupee paid formerly we have to pay 2s. And the servants themselves are worse off even at this rate as the following figures show:

	in 1920/1	in 1925.
1 Kibaba Rice	Rs. 0.25	Shgs. 0.64
" Maize meal	0.07	0.30
" Mtama meal	0.07	0.30
1 small fowl	0.50	1.50

21. Yes. I wish to emphasize these points:-

(a) The perpetual financial worries seriously affect my cheerfulness and equanimity which are essential to sound and efficient work so that their removal will benefit the Government as well as myself.

(b) In percentage of the total expenditure as shown in 18, the major sub-heads can be grouped as follows:-

Living	£276	19%
Servants	120	8
Clothing	70	5
Other incidentals		
of daily life	156	10
Leave	186	12
Dependents	510	35
Insurance	65	4
Recreation	103	7
	£1500	100%

This makes it clear that the question of salary must be looked at from a higher than mere "Food & drink" point of view an item which only represents 1/5 of the total cost of living.

(b) A revision of salary must be based in the first instance on the question of currency. We must speak in terms of pounds sterling, which is the currency on which we are engaged and in which our salaries are shown in the Territory's estimates. Expressed in pounds sterling there is the undeniable fact that since the removal of the 50% allowance (which itself was an outcome of change of currency and nothing else) my salary has dropped ^{from} £840 + 420 = £1260 to £952 i.e. I have suffered a reduction of nearly -5%

At the same time local expenditure has been increased by approximately 40%

Schooling, wife's passages, servants &c. have remained stationary whilst only clothing and items derived from England have come down approximately 25%. In the aggregate this is an increase of 5% which, added to the above reduction in income makes a total adverse balance in my case of 30%

Married Officers entitled to First Class Passages.

Case No. 3 A Railway Official - Married - One child.

Scale of Pay £800. Drawing £800 plus compensatory allowance £110 - Total £910 per annum. Age 46. 14 years service.

1 Private School. Railway experience at home and in South Africa.

2 One year old. Wife & child in the Territory.

3 £60 per month.

4
5
6 54/- per month at the Gymkhana Club. I cannot manage the Dar-es-Salaam Club. I should also be able to afford certain Professional publications which I should be forced to take if I were at home. The only access I have to them is those which are circulated in the Department. In my position it is necessary that I should belong to the Club and not being able to do so I am depriving my wife and myself of social intercourse.

7 (a) and (b) £100.

8 My wife has been sent home twice in the last tour owing to breakdown directly attributable to the climate. It cost £25 to send her to South Africa and then she went home on the cheap P. & O. service which was £30. When she went home in the first place it cost £96. On an average it costs £50 per annum normally (not including incidentals).

9 I have up to the present.

10 Yes, I did last tour. Luckily I was in Tanga so that it did not cost so much.

11 Insurance £90. I did not join the Widows & Orphans Fund. Medical &c. £2. 10. £100 for wife whilst she was in South Africa.

12 No. I broke into a little pre-war savings. Prior to sending my wife away and prior to having a family I saved a little.

13 European Nurse £6 per month. Cook, Headboy, boy,

'toto and garden boy. (£8. 14) Total £14. 14. 0. 580

on 18
19

Approximately £900. I was requested to go on leave after 24 months but I could not go and I was simply unable to do so - I had saved nothing and the tour had been an expensive one.

20

Yes. I do not think one can purchase as much for 2s. as for the old rupee - in fact, I know one cannot.

21.

I am getting into difficulties already. I shall have to effect enormous economies and make great sacrifices in the future to educate my son. Probably in the future, under better conditions, I shall be able to save a little for that purpose. As things stand at present I see no possible hope of giving him a decent education unless I cut down expenses on essentials with a consequent reduction in my health and efficiency.

193
581
Married Officers entitled to 1st Class Passage.

Case No. 73 An Electrical Engineer. Scale of Pay. £400-£500-£600. Drawing £480 plus compensatory allowance £88 Total £568. Married - three children. Age 31. 4½ years service.

The witness is serving on agreement for 5 years after which, if confirmed, the appointment is pensionable.

Six years apprentice in Dockyard schools.

8, 5 and 2 years respectively. All boys.

My wife and two of the children are in the Territory.

The eldest boy is in England.

557/- per month. Drinks and entertainment 100/-

I save at least £1 per month by my son staying with relatives whilst on holidays.

76/- per month for clubs, papers and recreation. I am not deprived of recreation but I am deprived certain books which I should like to take. I have to depend on borrowing from the Department, library or friends any new technical books which are published.

(a) £43 per annum for self, wife and children. This is what I spend, not what I should spend.

(b) £65 annually, which includes very little for household linen renewals etc. When we do need renewals of bedding etc. we shall have to go short of something else to get it.

£10 annually for all of us. I do this by travelling 1st class instead of 1st.

£60 school fees - all told £120.

Preparatory school. I am aiming at a little better than my own. I was attracted here by what I thought was a better salary with a view to giving my boys a better education than if I had remained at the Admiralty in England.

Yes. Particularly with the help of relatives with whom I live. We do not get much recreation whilst on leave.

- 13. No.
- 14. £6 Medical & Dentist. Each year I have been here it has been about that figure.
- 15. During the first two years of my service I saved about £20 annually. The compensatory allowance was then higher. I now get £32 per annum less than when I first came here so naturally am saving nothing.
- 16. I have no private means.
- 17. 4 boys.
- 18. £600 to £620 per annum.
- 19. I am not living at so good a standard as when I was in England. While on leave I can only just live and it is nothing in the way of a holiday for either my wife or myself.
- 20. Yes. I am convinced that 2s. does not purchase the same amount of stuff as the old rupee.
- 21. The Assistant Engineers in my Department are graded the same as those of the Public Works Department but the hours are entirely different. For some time this year I have been starting at 7.30 a.m., have one hour for lunch and work up till about 4.30 p.m. and then half night's running work and also Sunday work. Thus it will be seen that our hours of work are very much heavier than those of other engineers. We do, and are expected to do, more work for the same salary. Working in the Power Station I estimate we spend an extra £10 annually on clothes which are spoilt when on battery work. I do not think we should have to bear the cost of this.

My expense with regard to schooling is going to increase very much indeed and I shall have to live here without recreation and entertainment. Even then I am looking to my increments. Unless conditions are altered then I shall have to send my children to the ordinary elementary schools.

Married Officers entitled to 1st Class Passage... 583¹⁹⁶

Case No 74 An Official of the Public Works Dept.

Salary 450 - 2500. Drawing 2500 plus compensatory allowance. Married - one child.

5 years service. Age 36.

1. 4 years article, Engineer's office, studied Architecture for 2 years. 13 years in work.

2 Boy, aged 3. Both wife and child in England.

3
4
5 (b) Approximately 400 to 500/- per month.

6 I try to send half my salary most months.

7 I have no recreation. I belong to the Surveyor's Institute but no clubs.

8 It cost me rather a lot last tour as I was studying for an examination. I estimate £25 per annum for (a) and a similar amount for (b).

12 It cost me considerably more than my salary last tour as I had to stay in London for my examination and I had one month's extension of leave without pay.

13 No.

14 Widows & Orphans Fund £24, Insurance £6 per annum.

15 I have saved nothing or has it been necessary for
16 me to encroach on private means.

17 2 boys.

18 My full salary so far.

19 The standard at which I live here is an existence, not living, as I have to keep things down so.

20 About the same.

21 I shall not stay in the service if I do not see better prospects. The Department is also short staffed. We had to send two draughtsmen away owing to inefficiency. The salary offered is not good enough to attract good men. We are unable to get the men to do the work and consequently I am overworked.

I am a fully qualified architect.

196
384
Married Officers entitled to 1st Class Passage. . .

Case No. 75 A Junior Postmaster. Married - no children.

Scale of pay £350-15-£400. Drawing £400
plus compensatory allowance Total £480 p.a.
On transfer from the Home Post Office. Age
29. 6 years service.

10n 1

County School followed by private tuition.

4

My wife is in the Territory.

5

£30 per month

7

I cannot afford the clubs.

8

(a) £40 per annum for both
(b) £100 " " "

9

£40 per annum travelling 1st class.

12

I could not get furnished rooms which, with keeping
both of us, would be cheaper than £33. per month. So I
therefore stayed with various relatives.

13

No.

14

£21 including Widows & Orphans.

15

No.

16

Yes. £40

17

Cook, houseboy and 'toto.

18

£516 per annum.

19

I do.

20

So far as I can see what was once 1 Rupee, became
1 florin and then 2s.

21

I think the salary offered should be at least £500
to £600. Recently three officials have transferred to
the West Coast, not on promotion, but on the same grade
which eventually runs up to £1000. Later on they will
probably refuse the Deputy-Postmaster General's position
here as the salary will not be good enough.

Married officers entitled to 1st class passage.

Case No. 76 A jun. Postmaster. One child - Scale of Pay £350-15-£400 - Drawing £390 plus compensatory allowance. § On the permanent establishment - 5 years service.

Section 1

Three years secondary education, 3 months special tuition for examination and two years probationary.

2 Age 2½ years. Wife and child are in the Territory.

3
4

5 670/- per month. (Detailed statement submitted to the Committee).

7 About 20s. per month. I do not belong to the Gymkhana Club. I go without most games except Tennis at the Post Office Club (4s. per month subscription).

8 (a) £33 per annum
(b) £56 "

9 I am entitled to a 1st class passage but travel 2nd class.

12 I had to draw about £40 on private savings to go on leave. My leave I spent with relatives.

13 No.

14 Widows & Orphans Fund £18, Insurance £2 Medical &c.

£5

15 No.

16 Yes - see 12.

17 3 boys

18 £530.

19 I do. I send to the Hotel for meals for one - my wife augments this slightly and we divide it. That is the cheapest way I can do it.

20 Yes. Two shillings equals one Rupee as the latter stood in 1921. The cost has gone up though. In 1921 the hotel charged the equivalent to 300/- - it is now £ 360/- Messing only 150/- and 105/- respectively.

I see no prospects here at present and my maximum is \$400. To live decently a man, especially a married man, requires a minimum salary of \$2500 at least. As a bachelor I saved my compensatory allowance when it was at the rate of 50% but now I am losing yearly despite the fact that I have received several increments.

Married Officers entitled to 1st Class passages

Case No. 77 - A P.W.D Officer. - Married - 1 child -

Salary 2500 to 2600 - drawing 2500 plus
Comp. Allowance - age 45 .

199
587

- Question 1 G.I.P. Railway, India, 1914 to 1920.
- Questions 2, 3 and 4. home. Child's age 15 - Wife in Territory - child at home.
- Question 5b 594/- to which must be added 40/- cost of clothing for child in England.
- Question 6a £12-10-0 for education, clothing, pocket money and holiday expenses.
- Question 7 Nil - except 2/- a month for the local paper.
- Question 8a £45 for self and wife
b £70 " " " "
- Question 9 £27-10-0.
- Question 10 - £72
- Question 12 With care we can manage, but have nothing left at the end of leave - I have to draw on my old savings.
- Question 13 I have not had local leave since I have held my present post, and I do not think I can afford it.
- Question 14 W. and O. fund £30 - support of relatives £14 - insurance £6.
- Question 15 No savings, and I have had to encroach on
16 private money.
- Question 17 3 servants
- Question 18 £555, excluding cost of wife's passage.
- Question 20 I have not observed any fall in the cost of living. The Indian terms the shilling an 8 anna piece.
- Question 21 I wish to send my son to a University, but do not see where the money is coming from. I should like to join the club, and gymkhana club, but cannot afford to. We entertain only very slightly and live very quietly.

Case No. 78 - A Secretariat Officer - Married - No children - Salary £400 to £500 - drawing 440 plus Comp. Alice. - Permanent Staff - 6 years colonial service - age 34 - Draws £25 extra duty allowance.

700/-

~~53/-~~ 53/- - I belong to the Dar es Salaam Club and to the Gymkhana.

£100 a tour for both.

Nothing, because I travel 2nd Class

Only because I spend nearly all my leave with relatives. I do not live on my pay - I live on my relatives.

I cannot take leave out of Dar es Salaam owing to the expense.

No. I encroach on private money to the extent of £75 a tour.

4 servants

W. and O. Fund £30 - relatives £20

Something over my total income.

I do not live as I ought to live. We never have pork, bacon, mutton or sausages, and seldom butter. I should like to be able to put up an occasional officer passing through, but cannot afford to.

When I was drawing £365 plus 50% I was better off than now. I have seen no increase in the purchasing power of the shilling. Had I had more money I should have brought stores out with me.

I belong to the club, but cannot really afford it; I have to go in and come out quickly to avoid having to have drinks there.

Case no. 79 - An officer of the Port and Marine Dept.
 Married - one child - Salary £400 to
 £500 - drawing £500 plus Compensatory
 allowance - permanent staff - age 36.

- Question 1 2 years apprenticeship - 2 years cadetship -
 5 years in the Navy, one year commanding a ship.
- Questions 2
 and 4 Child aged 5 - wife and child in Territory.
- Question 5 a 840/-
- Question 7 £5 a month
- Question 8 a £100 a tour.
 b £150
- Question 9 £50 a year - I travel by a lower class than I am
 entitled to.
- Question 12 I do not attempt to live on my pay - I have some
 private money.
- Question 13 I cannot afford local leave.
- Question 14 W. and O. £24 - Insurance £10-10-0 - medical and
 dental fees £15.
- Question 15 Last tour I drew some acting allowance and saved
 £150. £60 went in stores, and the other £90 for
 passages. Really I am at a loss, and have encroached on
 private means.
- Question 17 Cook, 2 boys, ayah and rickshaw boy.
- Question 18 £800 a year.
- Question 19 I cannot afford many luxuries.
- Question 21 I think a Port Officer should start on £600 and
 rise to £900. I think I should receive enough pay to
 enable me to devote my private means to my old age - not
 to have to live on it now.

Case No. 89 - An officer of the Land Dept. - married - 2 children - salary £600 to £700 - drawing £225 plus Comp. allow. On agreement.

- Question 1 School of mines.
- Questions 2, 3 and 4 Wife and children in England. Children's ages 8 and 4.
- Question 5 a 1296/-
- Question 5 b 1135/- (includes 500/- a month remittance)
- Question 6 a * 540/- a month. (Children stay with relatives at 200/- a month)
- Question 6 b 500/- a month
- Question 7 74/-
- Question 8 a 230 a year
- Question 8 b 230 a year
- Question 9 660/- a year
- Question 10 250
- Question 11 Preparatory School (day boy).
- Question 12 No - I have used private means and stayed with relatives.
- Question 13 I can only take local leave out of private means.
- Question 14 Medical fees 308/-; W. and O. fund 696/-; insurance 420/-.
- Question 15 I have not saved anything, but have encroached on private means.
- Question 17 Servants' wages when wife here come to 175/- a month Servants wages, wife not here, 110/-.
- Question 18 £887.
- Question 19 I do not class the foodstuff as good here.
- Question 20 There is no difference between the rupee and the two shillings.

Case No. 87 A Head of Department - Salary £700-25-860

Drawing £700 plus compensatory allowance £105
Total £805 per annum. Two children.

Technical Post - Serving on agreement for two
tours or five years after which, if confirmed,
Post is pensionable. Age 43. 4½ years service
in Malay, Nigeria and East Africa.

1. Private tuition for Steam, attended Technical classes.
5½ years with Manager of firm of Consulting Engineers as
pupil.

2. Boy aged 14, Girl 12. Wife and children in England.

5. (c) £35 per month. I now send my wife £20 per month
as this is my first 6 months here and consequently a little
expensive more than I hope to be able to live later on. I shall have
to send my wife more.

6. £20 per month at present (see above). The house at
home costs £164. 16. 8. per annum without food, clothing etc.,
made up as under:-

Rent	...	£58	18	8
Rates	...	44	4	0
Inhabited House Duty	...	6	8	0
Lighting	...	12	0	0
Coal &c.	...	7	4	0
Charring (Mondays & Fridays)	...	26	0	0
Replacement, repairs &c.	...	6	0	0
Water	...	4	2	0
		£164	16	8

bed
There are only three/rooms in the house so my wife
could hardly go into a smaller one, if, indeed, she could
get one. The rent before the War was £38. 18. Therefore
the £20 I send at present is rather insufficient.

7. £6. 18. for newspapers and Club subscriptions.

8. (a) and (b) I estimate at about £50 per annum.

9. With concession as at present £50 per annum.

10. Only railway fares (£8 per annum for the 2) and school
uniform. The girls has lunch provided. The boy comes home
at midday.

Both my children obtained Scholarships, otherwise the fees would be about £90 per term for the two, at Boarding School, though I should save the present allowance to my wife as she would be here with me. The scholarships are tenable for three years.

11 Grammar school education.

12 Yes, if my wife is home.

13 Yes, at least I hope so.

14 Widows & Orphans Fund £60 per annum.

15 I have saved nothing as yet.

16 No. I have none.

17 Boy, Dhobi and garden boy.

18 Estimated at £850 per annum at present, though I hope to reduce it a little as I get settled.

19 As Colonies go it is fair. Dar-es-Salaam is certainly dearer than Lagos - by 10% to 20% at least - for stores &c. Local meat is slightly better I should say, but the fish is worse. In Lagos I used to give the Cook 3s. per day for Meat, Fish, bread, potatoes, eggs and vegetables and he did me quite well. The market meat is not fit to eat but there is cold storage in Lagos. There is no reason why the scales here should not be higher than in Lagos. There I paid 65s. for cook, 60s. Steward, and 25s. boy. I pay here 35s. boy, 30s. Dhobi and 20s. Garden boy. I have no cook here yet. In Lagos boys on the whole do cost a little more, but they do far more work and one can do with less. They also live on the premises and are always available. This place is certainly hotter than Lagos - a damp heat which I feel more here.

21. The information given to newcomers at the Crown Agents is not quite so high as it might be. They told me when I went to Nigeria living cost about £200, but I do not think a confirmed hermit could possibly live in Lagos, or here, under £300, that is for food, etc. alone.

Case No. 82 A Head of Department - Salary £1200 per annum plus compensatory allowance. Married - 3 children.

The witness stated:-

- 2 Children's ages 10½, 5½ and 1½. One child is in England
- 3 at school, the other two children and my wife being in the
- 4 Territory.
- 5 (a) £61. 10. 0. (b) I cannot afford to leave all my chil-
- 6 dren in England. (c) £35.
- 7 (b) £55. My wife and children never reside with relatives.
- 8 Newspapers etc. 2/6 per month. Recreations & Club £3.10.
- 9 total £3. 12. 6.
- 10 (a) £50 (b) £200 for two years - Total £150 per annum.
- 11 The cheapest rate, 2nd class going home, £49 to pay over
- 12 allowance. Coming out an inner cabin for three £66
- 13 £130.
- 14 Preparatory School - Public school later if possible.
- 15 I intend to send him to Felsted, which is about the cheapest
- 16 Public School.
- 17 Could live on leave pay if available - It cost me £300 xtra
- 18 after a full tour of three years.
- 19 No.
- 20 Widows & Orphans Pension Fund £90
- Education Insurances (£72 & £80) 152
- Medical & Dental 20
- Life Insurance 40
- £302.
- 21 No.
- 22 Yes. In consequence we have no private means - all mortgaged
- 23 Ayah and 6 boys £144 per annum.
- 24 £1800.
- 25 It is not possible to entertain properly with prices at
- 26 the present level without feeling one is spending too much
- 27 money.
- 28 The new currency is apparently not understood by the Indian
- 29 shopkeepers who still talk of Rupees so we lose by it.

The two shillings is looked upon as a Rupie and whatever it is called it will not purchase more. The Rupie was converted at 2s. and there it will remain. There has quite possibly been a lot of profiteering over the change of currency.

The cost of living in Nigeria was if anything less although of course various things could not be obtained. The climatic conditions are about the same so far as I can see. Improved local leave conditions would certainly be better. The West Coast have better conditions for some unknown reason, what I do not know.

Personal Evidence by Heads of Departments.

Case No. 83

I wish to give evidence as to the cost of education.

My son is at Felsted. The school fees are £150 a year without any extra expenses. I spend another £120 per annum on extras, clothes, holidays and travelling. For the holidays he stays with relations, or the cost would be higher.

Case No. 84.

Educated at Public School and University - 18 years service.

Owing to the fact that there was no Widows and Orphans Scheme in the post I previously held, and to the inadequacy of my private income, to ensure a reasonable standard of living for my wife and the education of my son in the event of my death, I was compelled to protect them to the utmost of my ability by insurance, for which I pay £130 per annum. For this reason I was unable to join the Widows and Orphans Scheme here.

The education and maintenance of my son costs £240 a year; maintenance of a sister £60 a year; annual cost of wife's passage £70 - total £500, which is expended before any personal expenditure on the home occurs. It is obvious that a head of a Department cannot keep up his position on the balance, without private means. My total local expenditure since I have been in the country is £850.

Annexure A6 to Report of Committee on Cost of Living.

Evidence of Tanganyika European Civil Servants' Association	Pages 210-213
Evidence of Heads of Departments	Pages 214-236
Evidence of Members of the Dar es Salaam Chamber of Commerce	Pages 237-244
Summary of Information supplied by Bank Managers and evidence by the Treasurer.	Pages 245-246

Three members of the Council of
The Tanganyika European Civil Servants Association 598
attended before the Committee.

The Deputation submitted statements in detail and, in reply to questions, stated as follows:-

Local foodstuffs. The chief cause of the high prices prevailing are the Hotels and Government Contracts, etc., which enable the Contractors to keep the price up.

With regard to vegetables there is a very limited supply. The demand in Dar-es-Salaam is increasing, the European population is increasing but the supply is not increasing to any extent. The increased shipping in the harbour also has an affect on the supply as vessels take large quantities of vegetables etc. Government action is certainly necessary to increase the supply.

Information given at Crown Agents, etc. The Crown Agents and the Colonial Office might be informed from time to time of the approximate cost of living in this Country - particularly Dar-es-Salaam. Members of this Association have complained that they have been misled at home. To men coming out here on new appointments the impression given is that the Senior Official can save many pounds. This is probably based on the opinion of those who were in Kenya in the good old days (which are now finished). And in Kenya conditions are very different from here. We wish to emphasize the fact that Tanganyika cannot be considered on a par with Kenya Colony. Vegetables etc. are obtainable in plenty and at cheaper prices than here. European vegetables are grown there and fresh bacon, butter, eggs and cheese are available and general conditions are much better, especially in Nairobi where there is competition amongst European traders. Also a man can keep his children there much longer than here and the climate being

more suitable naturally there are educational facilities.

Officials arriving without quarters. There are often cases of married officials arriving with their wives and finding no quarters available at the time. Recently a man in class (a) arrived with his wife and had to go to an Hotel. He naturally went to the cheapest place, and even at this "Hotel" he was charged £30 per month for a so called "bedroom" and food. Drawing £250 per annum, his salary with the compensatory allowance, after deducting Widows & Orphans Fund worked out at 470/- per month. Add to this allowance in lieu of house (95/82) he actually drew Shgs. 565/82 and at the end of the month was faced with a bill of 600 shillings ! He was therefore unable to get any soap, tooth paste, etc. etc. or even get any clothes washed !

In such cases as this the Council is of the opinion that the Government should pay the Hotel bill less the amount for food. As an alternative a more substantial allowance should be made.

Generally. Speaking generally on the figures submitted, these have been arrived at from various sources and data supplied by all classes of officials. It cannot generally be realised the poverty and circumstances under which a number are living, especially in classes (a) and (b), to get out of the territory out of debt. It goes without saying that a number are financially embarrassed. The financial status of the man below £400 per annum leaves much to be desired. They have nothing whatever to fall back upon.

In this connection we wish to lay stress on a very serious point indeed. One's servants very quickly notice the way in which one has to live to make both ends meet. When he sees his master has to economise to the utmost he becomes lazy and indifferent and afterwards insolent. He realises he is only worth a minimum wage and also that the master may not be able to get another boy at so low a rate and plays up to it

knowing that the "bwana" will think twice before discharging him. Quite recently there was trouble over the discharge of a boy by an official whose wife had been insulted. This is not the first case by any means. There are now people here who are approaching the condition of the "poor white" of South Africa. This attitude of insolence towards the obvious "poor white" is only another straw which is leading to absolute equality and it will lead to great insecurity. If one can afford to discharge a boy all very well, but the majority cannot pay a first class boy.

There should be some inquiry as to the profits obtained by the local "robbers" - they are not traders! Each trader has a different price list from day to day and they only think in Rupees so long as it is a white man.

We should like to say we contend that the first reduction in the compensatory allowance was never justified in point of view of cost of living. With regard to the second reduction we can only say that it took place because the first was "taken so easily". We have strived to pay our way but absolutely cannot. At the time there was a meeting of the Association and many wanted to resign there and then but they were persuaded to carry on at the reduced rate and see how things would work out. We have made every loyal attempt and effort demanded and have come to the conclusion that it is absolutely necessary that the Government should meet us and give us a living wage. The Association is not out to look for trouble but only too anxious to work loyally for the Administration and we feel confident, now that our case has been thoroughly inquired into, and for which we wish to thank the Committee, that something will be done to assist us.

Referring to the Customs duty, perhaps people at home do not realise that while prices were falling in England any chance of our benefitting thereby was nullified by the Customs Duty here. Furthermore all shipping freights have been increased by the Conference Lines and Landing charges

are extortionate, although the latter have not perhaps actually increased. It is a figure, however, upon which the merchant eventually puts a profit.

As regards the cost of maintenance of children at School, the figures in the statement are based on 2 children of the ages of 7 and 11 in the Junior Section of the ordinary Secondary School at home, the charges being those of a good class school recognised by the Board of Education as an efficient Secondary School. The figure of £16. 16. 0 for holidays are for half the total time to be spent with relatives with the balance at a boarding establishment at the sea side.

If salaries are to be revised we would urge that the scales be longer. A man reaches his maximum and there he stays, though, presumably, he is of more service to the Government. On the West Coast there is no stop beyond the Proficiency Bar and the scales in force there are rather elastic compared with those in force here.

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HEADS OF DEPARTMENTS.

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General Manager, Railways.

I speak of the 2nd Class passage Officers; I speak of technical men of good training, whose efficiency must be relied on, who should be continuous in the service, and therefore have the right to be married. The lives of the public depends on the actions of some of these men. They should make their homes in the country and to tend towards good work and efficiency they should be contented. For married men children will come, and they have to be provided for.

The climate is undoubtedly bad, and worry is conducive to ill health. For the women certain comforts in this climate are essential at times. Women cannot do much work either from the physical point of view, or from the point of view of prestige in a black man's country. I consider living is expensive (even Imperial Postage is 2^d). I consider that the present situation is serious - primarily financially, through which other defects follow. The staff cannot live comfortably; they are deprived of clubs, recreation, entertaining, all social life, and in some cases cannot purchase sufficient food to maintain health. Evidence can be produced to prove this by lists of what they live on. Some men have made small savings in the past, and they are using them now in keeping body and soul together. I have even known cases of a sick wife and not a shilling in the house to take a rickshaw to hospital. Such mental worry also reacts physically.

On leave, in order to live they must sponge on relatives, which is morally unsound and causes loss of self-respect. Their future prospects are nil. The majority have only one thought - the improvement of their position. I was asked to induce my staff to accept

loyally a decision dictated by economy; and it was 604 pointed out that these complaints were not sound without a trial. The majority of my staff have tried loyally, and those who would not try, and who have got out - or have been sent out - have gone to more highly paid posts in other parts of the Empire, and write and actually laugh at those who have remained here. I state that this position is impossible, and that the grinding down of loyal servants is not economy. The grades offer little hope of promotion, and there should be for every grade a superior grade in the same class of appointment and a higher maximum salary for a man to hope to reach. It is not like commercial life where employees are offered a share in profits or are allowed legitimate perquisites.

My main point is that salaries must be raised and that quickly to avoid a debacle, as a lot of men are thoroughly disheartened and trying to get away.

It seems to me that a sum of £400, with passages for wives and children free, and a continuation of that salary on leave, should be the least paid. The absolute minimum to live on is £380, but £400 is the better sum. Other minor improvements are full pay on the voyage out, a more adequate outfit allowance - £50 instead of £30 - for the reason that men coming out find themselves compelled to purchase kit in excess of the allowance, and arrive here in debt.

Proceeding up the scale I have lost good men from the service in the junior 1st class passage posts, because good men can do better elsewhere and promptly get out. As a case in point, a junior officer on £400 to £500, who lived very quietly, found himself after one tour here, on leave in England with £27 to enjoy his leave with; rather than pay money for new kit he resigned. He is now doing very well in business.

Moving further up the scale, District Officers are men of a certain age, experience and seniority; They must look after and entertain their assistants, and most of them have children to educate. These officers are no whit better off than any others because they desire, quite naturally, to give their children the same education as they received themselves, and in the majority of these cases they cannot do so, and they often have to deprive themselves of every possible comfort.

I have been off and on in the Colonial Service since 1908. From 1908 to 1914 I have never met a happier and more contented body of men in a service. I returned after the war to the Colonial Service and can emphatically state that I have never met a more discontented and downtrodden staff in ~~the~~ ^{any} service.

In a Railway such as mine I must have loyalty and esprit de corps. I cannot get them when people are worried out of their minds as to how to live. Living being expensive, the lowness of salaries extends right from the highest posts. An officer of high rank with a large staff has tremendous responsibilities and very heavy expenses.

The Director of Education.

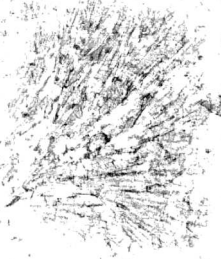
The difficulty of obtaining men for the Education Service is undoubtedly due to the total lack of prospects which service affords. In 1922 I wrote personally to the senior tutor of my old college at Cambridge and asked him to select two men to come out to posts then offering. This he did and informed me that he had two men with good academic records and of the type I was wanting. Shortly afterwards he wrote again to inform me that both of these men had accepted posts in one of the oil companies, as the prospects offered were much greater.

More recently appointments have been made of men without degrees the reason being that men with the necessary academic qualifications have not been forthcoming. In short, efficiency will have to be paid for, and if we are to get an efficient education service, the scales of pay will have to be considerably more elastic in the matter of increment. Until this is made clear there will be no possibility that we shall be able to attract university men of the right type. The service is too young at present to be able to say much on the question of local leave, but I do know that no member of my staff can afford to take local leave if the opportunity occurs; but each is in the fortunate position of being sent on duty to inspect ~~schools~~ schools, which can be looked upon as equivalent to local leave.

It is obvious that the education problem in Tanganyika is no less important than in other African dependencies, but at the present time it is at a great disadvantage in the matter of emoluments

60719

offered, and there can be little doubt that the other colonies get the best of the men, as evidenced by the fact that while on leave I did my utmost to persuade a man with agricultural qualifications to come here, in view of the importance attached to this branch of educational work, but there is no doubt that better prospects will persuade him to accept service in West Africa.



The Auditor.

603

The first thing I wish to point out is that in my department I am likely to be prejudiced in the future for lack of any senior appointment. As things stand at present the scale of pay in the financial departments stops at a low figure - £600 a year. When my present senior officer goes I have nothing to offer to a senior officer to take his place. A longer scale within a post would do away with the possible danger of people being attracted to colonies where a long scale exists.

As regards my own staff, my officers have been fortunate in that they obtained from the start a better grade than the ordinary cadet did. That was the temporary ruling which was given at just about the time that the compensatory allowance was being reduced, saying that those of my junior staff in the country were to start on the £400 scale as from date of appointment.

One of my officers is placed in the position that he cannot join any club, has to mess at a hotel and has no money to spare.

£30 is not a sufficient sum for outfit; and as only half pay is drawn coming out, unless a man has private means, he arrives in the country in debt. I think £50 outfit allowance and full pay on the voyage should be given, though a more adequate salary would be a better solution - £450 at least should be offered.

The Government Printer.

609

I have three assistants - all very steady men who live very quietly. One of them is in approximately the same position as myself - his income and expenditure exactly balance - there are no savings.

Their scale of salary is £300 to £400. With a knowledge of the cost of living I consider their initial salaries should be £480 a year.

I should like to point out that we are absolutely tied to Dar es Salaam, with no chance of travelling, or travelling allowance. As there is only one post of Government Printer in each colony, the scales of pay should be wider. On the West Coast they start at £440 and go to £720.

General Evidence given by Heads of Departments.

The Commissioner of Police.

I think that it should be made possible for Inspectors of long service who are not promoted to commissioned rank to reach a salary of £600. I think that Assistant Superintendents should start at £500 a year.

I should like to see the adoption of the provincial system, and the creation of posts of Provincial Superintendents.

I should like to do away with the rank of Assistant Inspector. It is not suitable for the type of man we are getting now. They should be classed as cadets. At present they come out to an impossible position - 2nd grade officers - absolutely unrecognised socially. The recommendation I have made above about a salary of £600 for Inspectors only applies to men of the older sort already in the service.

The cost of living has gone up enormously. It is a question of supply and demand. The cost of living is far higher here than in Nairobi.

I think there should be a contribution from Government to the mess of the Inspectors and Assistant Inspectors. Three years ago the mess was founded and fitted out by private subscription, but the money is all spent, and the men are returning to mess at a hotel.

The Director of Public Works attended before the Committee and made the following statement:-

611

The present scales of pay cannot be said to be conducive to efficiency or contentment. In the lower grades such as Inspector of Works new arrivals, especially if married, are full of discontent and generally consider that they have been deceived when they realise the cost of living out here. This has been explained in many personal interviews to the officers under whom they are serving and in a general petition some time ago. Family allotments on this grade vary from £50 to £182 per annum. An average being £120 per annum for those drawing salaries of about £300. It will thus be seen that if stationed in Dar-es-Salaam the Individual concerned has a very small income to exist on.

Five Inspectors of Works have resigned and four have been able to get transfers within the last three years. Others have applied for transfers. Moreover a considerable percentage of the men engaged are owing to the shortage of staff allowed to complete their first tour but cannot be recommended for re-engagement.

I am of opinion that the salaries offered are insufficient to attract the right class of men. The loss which the Government sustains through inexperience and lack of knowledge on the part of those in charge of work and also through frequent renewal of staff and loss of men who have become acquainted with the conditions of work in the country is inestimable.

A good workman is worth paying for and in construction work can save his salary many times over. An inexperienced Overseer is dear at any price.

Engineering & Drawing Office Staff.

The above remarks apply to a large extent to the Engineering and Drawing Office Staff. Neither of the Draughtsmen engaged in 1922 were found satisfactory

or fit for re-engagement.

As regards the Senior Staff it cannot be said to be any more contented than the rest. This is not to be wondered at. What are the prospects? It is only possible for a very small minority to become Heads of Department, the majority can therefore look forward to spending the best part of their lives on £800 per annum, a salary on which it is quite impossible for a married man with children to effect any saving. After which at a time when he probably has the cost of his children's education to meet he has to retire on a pension of about £460 per annum. Moreover the retiring age is 10 to 15 years earlier than the average official or professional man at home would expect to cease work.

Another cause of complaint is the small margin in the various grades, thus a senior Executive Engineer of say 10 years service draws the same salary as one six years his junior. Nor is there any incentive for them to take the next higher grade; as an Executive Engineer in an outstation is financially far better off than a Deputy-Director.

A Comparison of the scale of pay on the West Coast will shew that this complaint is justified.

To summarise.

To attract a better class of men as in the lower grades the minimum salary should be increased and the maximum to which they can attain. The higher grades are insufficiently paid in comparison with the remainder, i.e. there is not sufficient prospect.

A Professional man coming out to the tropics may reasonably expect to get some compensation for the risks he runs. At present in most cases at the end of his service his position compares very unfavourably with that of his contemporaries who remained in Europe.

Pay and rates in various grades should follow approximately those in force on the West Coast.

NOTES.

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Compensatory allowance should be abolished and salaries raised.

The 1st grade Inspectors of Works should be pensionable appointments.

The higher appointments should be better paid to give some prospects to the Engineering Staff and to make it worth a man's while to act for his Senior. The Minimum pay in the various higher grades, and the maximum pay, should be larger.

As far as Engineering goes there is no false economy than a saving on salaries. The loss incurred by bad work involving repairs etc. in a short time does not show on paper.

The minimum pay of the lower grades should be increased.

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The Director of Public Works further states that 2 years ago he raised the question of salaries after having received a deputation from his Inspector of Works. A copy of his letter at the time and the statement referred to are appended. The Director states that he is at a loss to know how they live if they pay their way at all. The Foreman of Works gets less pay than an Asiatic clerk in some cases. Of his 30 Foremen of Works 13 are married men. Others naturally desire to get married but the salaries as at present prevent them. After two years service, just as they are beginning to be valuable to the Director, he loses them. As things get better in England we shall undoubtedly get the worse type out here. The good type of man should be encouraged to stay and everything possible done to make him contented. He further stated:

"I think the 1st grade and the lower grade should be made pensionable as a man may work for 20 years and not have the luck to get promotion to the higher grade. I understand that a Provident Fund is more beneficial to the professional man than a pension, provided the Provident Fund will give him the same pension if he stays in the service. I am strongly in favour of it. Every technical officer has to do 5 years service before he is confirmed and if confirmed he should be pensionable."

Letter and statement referred to:-

Reference Circular No. 96 and the proposed reduction of the compensatory allowance, I have the honour to state that the Foremen of Works of this Department have placed before me a statement, copy of which is attached, which shews that in the event of this deduction taking effect the position will indeed become precarious, and, in the case of married men, it can only be regarded as desperate.

2. The statement shews that after making what must be regarded as a very moderate allowance for cost of living in Dar-es-Salaam a Foreman of Works has at present only Fls.850/80 per annum left for the maintenance of his wife

27 and children at home, i.e. Fla. 70/90 per month.

3. This will be reduced to Fla. 226 or £1.17.8 per month if the 25% reduction is brought into force, and thus one is justified in describing the position such a man would find himself in as nothing short of desperate.

4. It is impossible to stipulate that Foremen of Works should be unmarried. They are as a rule men of middle age and are not much use to us unless they have some years of experience in their various trades behind them.

5. I do not desire to make any comments here on the question of the Compensatory Allowance generally but I consider it my duty to bring this case specially to your notice. These men would not be drawing a living wage and how such a state of affairs would affect their work may easily be conjectured.

6. It is necessary that I should point out that the probable result will be the loss of all the capable men at the end of their present tour and of the benefit of the experience they have gained.

7. I may also point out that it is most improbable that the Government will be able to engage suitable men to replace these men at the salaries that would be offered.

8. An Officer in next grade, that of Overseer, is not much better off, as he is in receipt of only £50 per annum salary more than the Foremen of Works.

9. In view of the above it is suggested that the grades of Foremen of Works and Overseers should be revised and I have the honour to make the following recommendations:

Present rate	Proposed rate.
Foremen of Works £250-15-£350	* £300-15-£400
Overseer £300-15-400	* £400-20-500

This would also do away with the undesirable overlapping which at present exists between these two grades.

* N.B. With the compensatory allowance abolished the D.P.W. recommends these scales should read £400-£500 and £500-£600 respectively.

Statement attached to foregoing letter:-

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Present salary per annum 2250
Compensatory allowance 50% 125
375 = Rs. 3750

per month Rs. 312/50

Possible loss 25% local allowance leaves Rs.260/41 per month.

Herewith approximate cost of living per month at a very low standard:

	Rupees.	Cents.
Provision, local per diem Rs.1/-	30	00
Imported including soap & milk	50	00
Electric light	10	00
Widows & Orphans Pension Fund at £15 p.a.	12	50
Recreation including portion of entrance fee monthly subscription &c.	12	00
Upkeep of clothing boots & underclothing socks &c.	14	00
Stamps & Stationery	1	18
Home Paper and local weekly paper	1	75
Licenses (Gun, revolver, dog & cycle)	1	00
Soda Water 3 per day at 7 cents	6	38
Ice for preserving food 2 lbs. per day @ 10 cts.	6	00
Boys & cook	35	00
Fuel including charcoal 9 lbs. per day @ 3 cts	8	21
Toilet necessities including hair cutting	55	00
Cheque book say 1 every 2 months - 25 cheques		75
Cigarettes 2 tins 50 per week Rs.1/75	14	00
Whiskey 1/2 bott. per week	13	00
Rickshaw	4	00
Tepee 1 per year at Rs.22/-	1	83
Entertaining say 2 friends once per week	10	00
Purchase of crockery & upkeep	5	00
Total per month:	241	60

Total per 12 months = Rs.2899.20 (£289. 9.)

Leaving Rs.850/80 (£85) to meet probable allotments keep of wife, if married, education etc. of children, if any, 50% of wife's passage, inevitable refit if returning - local leave which is very necessary - Medical attendance etc. to wife & children.

(Loss of 25% of local allowance - Rs. 226.80 to meet the above).

The Principal Medical Officer ~~of Health~~ attended before the Committee and, in reply to questions, stated:- 617

The list submitted to me by the Committee is not drawn up in the form of an ordinary diet scale. The usual diet scale gives the quantity of each item from which the total calorific values may be calculated. Taking this list as a month's diet, in my opinion, it is amply sufficient for a married couple, the woman being reckoned as . 8 of the man. The quantities indicated should be quite enough for a hard working man and his wife. In a massed population of men, women and children the individual should be reckoned as . 7 of a full diet.

As regards alcohol it is a matter of opinion. Alcohol is of social value and tends to relieve the tedium of life in the tropics; otherwise, especially in any quantity, it has a deleterious effect. In small quantities it might be good for one's health. It is not absolutely essential. Taken on the whole I do not think prohibition would be good in this country.

All things taken into consideration the quality and food value of meat here is good. The milk supply is good so far as the quality of the milk goes.

The ~~same~~ standard of living in Nairobi as regards the quality and variety of foodstuffs is much higher than at Dar-es-Salaam. A good variety of European vegetables can be obtained. The supply of vegetables etc. in Dar-es-Salaam is not adequate. I recommend that the Government take some steps to enter into the question of the supply of vegetables.

The choice of exercise depends largely on the individual concerned. Most people do require exercise; games should be encouraged and should be within the reach of all Europeans.

Local Leave. Local leave should be encouraged as far as possible. My idea of local leave is for the person to go to the healthy parts of the country and indulge in

mental relaxation and recreation. A change of even a few miles is beneficial. We have been trying to take steps to provide a sanatorium but it has proved difficult to find a suitable place. As a temporary measure the Government should make some provision at Mpapua and should give facilities in the way of travelling. This is most desirable. Yes, I believe the demand would be great and one house would probably be insufficient. Local leave is essential for efficiency and I am in favour of the influence of altitude in reason. Manyoni is the most suitable place probably, but there is little attraction there for the individual. Any place about 3,000 or 4,000 feet. There could, of course, be houses at Mpapua and Manyoni. Certainly more than one building would be required.

Children in this country.

The physical and mental development of children, as influenced by climatic conditions and environment, in East Africa, is I am inclined to believe, as good, and in some instances better than in Great Britain; it must, however, be understood that this is only when the parents are in comfortable circumstances and can, and do, devote time and attention to their children, and are able to live during any lengthy period of residence in the healthier areas of this country. I would not care to say that at these early ages, exposure to disease is greater in East Africa than at home where reasonable care is taken by mothers, or competent nurses, of children and their diet: but an amount of neglect which might be harmless in England would prove productive of an increased death rate here.

The first few months appear to be the most dangerous due chiefly to various forms of enteritis, the result of improper feeding. Some mothers who are able to suckle their children, either because of their own illhealth, but frequently for insufficient or frivolous reasons, cease to do so, and substitute artificial feeding, which

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probably more than any other cause accounts for the high sick rate during this period, which naturally is detrimental to the growth and well being of the child.

Between the ages of 4 and 12 climatic influences become more distinctly and obviously operative - the range of which is modified according to the social and other conditions the children live under . It may be taken that the higher the temperature the more susceptible is the nervous system to external stimuli and premature growth. This tends towards an overgrowth of strength, a modified and unbalanced metabolism, nerve exhaustion, want of vaso-motor response, anaemia, malnutrition of the organs and muscular structure. A general want of tone and laxity of the tissues supervene, and the unfavourable influences exercised in the majority of instances from contact with native servants promote the establishment of a mental attitude and processes of thought foreign to children born, bred and educated in England. What I mean exactly is that the average boy kept in East Africa after the age of 4 would deteriorate, that if that period were extended he would be several years older and had to be educated in East Africa, he would be inferior in intellectual and physical efficiency than the same class in England or South Africa.

A certain standard of education can doubtless be attained but whether or no it is going to be of use for competitive purposes in after life is really the question.

General. Yes, it has been recommended that the Government should sanction a meat ration for Government Labourers, with the exception of casual labour engaged for one month. Generally speaking labourer should have a meat ration. The allowances, I believe, for the K.A.R. are 45 cents per day and for prisoners 42 cents per day. The Government have probably influenced indirectly the rise in wages of servants by the pressure that has been brought to bear on private employers whereby they are required to supply an adequate

diet, including meat, for their labour.

Prisoners 639

undergoing hard labour require a meat ration.

As regards Hospital fees I think these are fair.

It is simply a question of how far the Government is going to be generous in the matter. Ice is not absolutely essential but it had a distinct value in preserving food-stuffs, especially, for the artificial feeding of infants.

There should be few cases where wives' operations are unable to be performed here. There are cases where it is inadvisable to operate locally owing to the climatic conditions. Convalescence in this country is apt to be prolonged, and unless essential, through emergency, operations are better performed at home.

Health in Dar-es-Salaam is affected more by climate than by disease. Malaria is practically the only constant disease that accounts for illhealth. The hot season is distinctly trying and enervating.

Conclusion. The items of diet on the list, submitted by the Committee, as a whole, are generous but not excessive. I would not care to suggest any reduction. Cheese in the list is on the low side. A Foreman of Works etc. requires at least a pound of meat per day.

The Chief Veterinary Officer:

Stock Inspectors. Assuming they are stationed in Dar-es-Salaam. It is a long standing grievance that they get no travelling allowance; it is a grievance with which I sympathise. I certainly think Stock Inspectors have a grievance. The salaries of Stock Inspectors should have a longer scale of increments - a proficiency bar allowing them to rise to a higher grade. They should certainly rise up to the commencing salary of an Assistant Veterinary Officer, then automatically become an Assistant Veterinary Officer.

Another point is: I joined the service on the same grade as a Medical Officer and they can go higher. I am not aware that their professional qualifications are higher than mine.

The Manager & Engineer-in-Charge, Electricity
Department.

622

Regarding the staff and their conditions of service, one man had two increments on his old status. Since his promotion to a higher grade he had two increments and is now getting £20 per annum more than when he came here in 1920.

To make the post of Assistant Engineer attractive to the type of man the work requires £600 per annum should be the absolute minimum for the work they have to do and the hours they have to be on duty. When I first arrived here I found my Engineer had been on duty from 6 until mid-night in the Engine Room! The Engineers, as well as myself, are called out at all hours of the night to attend to things. I am at the Station nearly every night and there are 19 miles of street lighting in Dar-es-Salaam and I have to go round and spot what I can. A native boy, unless watched very closely, will wander round to the end of the street and imagine things.

The Comptroller of Customs states:-

623

(1) I myself (allowing only 150s. per month for liquor) am spending more annually than I am getting, viz, £1200 plus £130 compensatory allowance.

(2) The initial salary offered to Supervisors is not sufficient to attract the right type of men or men with experience, nor are the further prospects any inducement. (Scale £300 for 2 years, then £400 by 20 £500, £500 by 25 to £600)

(3) New comers must, generally speaking and in consequence be stationed at Dar-es-Salaam for training so that one most important station is mainly staffed by novices.

(4) There is conclusive evidence that one supervisor in charge of a large station is getting steadily into debt. (He is a married man with two children and draws £300 per annum plus compensatory allowance). Another married officer, who is also in charge of a large station, reports that he is in debt. The Commission will realise the inadvisability and danger of an officer in charge of a Customs Station being in debt to local merchants.

(5) Three good men formerly in this Department reverted to their former service as conditions (which were then better than they are now) were so poor and prospects practically nil. Consequently we have only 25% of the Supervisors who are properly trained men.

(6) A Collector grade starting at £600 per annum and rising to not less than £800 per annum should be created in this Department so that men starting in the service may have a reasonable hope of a fair salary before retirement.

The Director of Agriculture.

624

The scales of pay have already been increased on my recommendation, though most of the better trained officers had left the service before I came to Tanganyika. Assistant Agricultural Officers now start at £400. Without Compensatory allowance £500 should be offered as the absolute minimum to make the post at all attractive for trained men. As an experience, the moment better salaries were offered I got better men. I spent a fair amount of time at the Colonial Office and had to weed them out from applicants. We were left with the "refuse" of the West Coast and when our men get more experienced they will eventually go to the West Coast where pay and prospects are better. After the West Coast have had their pick the remainder desire to go to Kenya Colony not because the pay is better but because they know the climate and conditions are slightly better. Those who are left are then at the disposal of Tanganyika.

District Field Officers should be provided by the Government with a Motor Cycle and an allowance for upkeep, as it is very essential in connection with their work. Their efficiency naturally falls short owing to the small emoluments in regard to allowances etc.

Evidence of Non-Officials.

A Director of a firm of Engineers, Contractors and Provision Merchants.

The Witness stated:

I have been here since the war, and the cost of living has certainly not gone down.

As regards the local foodstuffs there is no doubt that certain persons have a complete call on the market. My firm once tried the experiment of importing cattle into Dar-es-Salaam from Tabora, but a local contractor (when we were disposing of them by auction) practically stopped the bidding and finally the firm had to sell to him at a loss. The vegetable supply is very limited and the demand is increasing considerably. In this connection the Government might be able to do something in the way of encouraging the natives to keep kitchen gardens in the vicinity of Dares-Salaam.

The community is guided, in a great many cases, by fictitious price lists. There are some 15 Indian and Goanese grocers in Acacia Avenue and they all have different price lists which are varies from time to time even on one consignment of goods. We are not getting much profit from our groceries and provisions, it being more or less a side-line We get a gross profit on 20% which for a retail store is not very much. Actually we make a net profit of about 4%. All essential things such as fresh butter, cheese bacon &c. should be allowed into the country free of duty from South Africa. We, ourselves, are trying to import fresh goods of this nature from South Africa now Flour most Indians are mixing themselves (Bombay flour and Australian flour). It is also understood that the Indians do not always give fair weight. When there is a shortage in any one particular commodity the Indian Storekeepers invariably put up their prices even on the same consignment.

In imported goods there has been a slight drop in the past three years but this have been counterbalanced by the

Customs duties. There was a small drop about the time the Rupee was changed to the florin, then in came the 626 Import Duties and squashed it.

The employees realised that they were paying 2s. for one rupee and we did not reduce our staff when the change took place. If a man formerly received 15 rupees then he received 30s. There has been no change in wages. The Government did, I believe, reduce their wages but we were not able to do so. The Government afterwards raised native wages owing to the demand. Our mining men up-country we have had to increase in wage as we are unable to get men on the old rate of pay.

As regards European salaries, my assistant in the shop gets 700/- per month - he is a bachelor and can save a little. As a married man he could not do it. The commercial man starts invariably at £350. There are three grades.

1. The man who comes out first gets £350 and free passages.
2. After his first tour on £350 he goes on annually until £700 and 3. After 6 or 9 years service he gets £900. A married man should not be allowed to come out here on £290. If he is trained in the least he is surely worth £500. The Foreman class of man may be content with £500 a year for his whole life but a man who has had a decent education and is therefore valuable certainly deserves more. I repeat a married man cannot live here on £300. The firm being prosperous, the commercial man is allowed a bonus (in my own case at least) on the profits. It pays us to do it.

£300 a year for a bachelor would permit him to enjoy games at the Gymkhana Club, but he would not be expected to join the Club or entertain in any great way - nor would he save much. But then on his first tour he is invariably on probation and would not expect to. I do not know of a Commercial man here on £300 a year. Unless the £300 a year man has prospects of getting at least £700 per annum he will find it very difficult to keep his end up.

Regarding cost of living in Kenya Colony, imported dry goods are undoubtedly dearer in Nairobi than in Dar-es- 627
Salaam, owing to railways freights. Local produce, I agree, is very much cheaper as they get all their own butter, eggs, bacon, cheese and meat; also vegetables on the spot - The place is ideal for the cultivation of European vegetables fruits etc.

Local leave - It is almost impossible to get my assistants away after a spell in hospital as they are most unwilling to incur the expense - the distance great, and the cost of staying up-country, if they have no friends, is also very considerable. The majority of commercial men are unable to take leave locally as there is nowhere for them to go.

Landing charges - These are very excessive. The ship having arrived at the harbour mouth it costs 12/6 a ton to get goods ashore. That naturally goes on the price, of course, - we cannot bear it. Probably if the Government undertook the landing the charges would be more favourable. I am in favour of it and would suggest the landing be undertaken and run by the Railways.

Evidence by Non-Officials.

The Manager of a firm of Sisal and Cotton growers.

In reply to questions the witness stated:-

Local Foodstuffs. Prices are very high and the supply of many commodities is very scanty. I should like to draw attention to the fuel supply. Wood and charcoal are at times almost unobtainable. In my own particular case I have 5 meters of firewood at 5s. per m. per month. I have to use charcoal in addition at 3s. per bag. With regard to large quantities it is very difficult indeed. We use a large quantity for our ginneries etc. and it is hard to get sufficient firewood at all.

The next point I wish to raise is the Landing Charges which are very high indeed. These charges are, of course, eventually pushed on to the Public. They are at the moment 5s. to 7s. per ton outward and 12/6 per ton inward for a shipping ton, which is 40 c.ft. It probably costs 40s. to bring a small consignment out from England to the harbour of Dar-es-Salaam and then we have to pay 12/6 to get it off the ship.

Public conveyances - Rickshaws. Another item which I would like to emphasize is the charge for rickshaws. There is nothing under 50 cents (or 6d.) If the Government could control this it would be ^a great help. I would suggest that the Indian Owners should issue the boys with 10s. ticket books and make the charge say 40 cents or a further reduction if possible and then pay the boys a wage. At the moment the boy hires the conveyance and charges nothing less than 6d. however short the journey may be.

Boat hire. The present boat hire is 60 cents to a ship in the harbour until 6 p.m. and is double after. This is not only an awkward amount but far too high and the boys will not go, as a rule, until the boat is full of all nationalities.

As regards the currency two shillings at the moment

is the equivalent of the old rupee. That is what I have to pay the local Indian Barber who refuses to accept less.

Regarding staff and salaries we generally bring out young fellows (bachelors) from home on £360 per annum with free passages and we train them. They can live on that up-country fairly well. I doubt if they would do it in Dar-es-Salaam, but they are all stationed up-country in different parts and they get quarters. We have ginnery men - married men 35 or 40 years of age - who get £360 to £420 by £30 increments. They are, of course, older than the bachelors but inexperienced in ginnery work. They would get 1st class passages. We give the man the allowance for the passage and leave him to arrange it. I do not understand how a married man can do it in Dar-es-Salaam on £400 - I myself should not like to try it.

There is another question I should like to mention. That is in connection with houses. We cannot get an estimate for building a house under £3000 and that nothing great so far as the house is concerned.- the ordinary type that are being erected here. Timber is one of the chief troubles. Timber for flooring, roofs etc. is not obtainable - it is impossible. There is such a heavy duty on it and I contend that timber for building purposes should be let in free until the time is ripe for locally obtained wood. Ceiling wood is unobtainable. I suggest that the protective duty be withdrawn until the local supply needs protecting. All these things lead to heavy cost of living. Again there is the additional premium on a life insurance policy. I pay 30s. % additional premium on my policy whilst I am in the Tropics. The Medical Department should work out proper statistics for the people at home to work upon. Some of the Companies at home must be going on very bad information. The African Gen. Insurance Co. insure in Mombasa for the same rates as in Capetown. Kenya is, of course, regarded as a healthy climate for insurance purposes.

The medical fees here are also very high. The charge is anything from 20s. to 30s. for a visit to the house and 10s. I

242
630
was charged for a quinine injection. I suggest the
Doctors be given a private practice.

As regards myself I get free quarters, for which the
firm pays £15 per month, 1 boy (30s.) light, water and the
use of a car. I do not think I have any further
information to give the Committee.

The Manager of a firm of Stevedores, etc.

The witness stated:

I have been here six years. Meat, fish, vegetables, fowls, eggs etc. owing to monopolies have remained very high for the past 4 or 5 years. The Rupee was once, of course, about 1/4 but was converted some time ago at 2s. That has a lot to do with it no doubt as the local Indian and other merchants still talk in Rupees.

Imported foods are undoubtedly cheaper but the customs duties counterbalance any benefit we might derive from it. Landing charges. I have heard a lot about these landing charges but we cannot do it less. I do not say they will increase but there will be no drastic reduction I can tell you that. We charge 10/6 per ton of 40 c.ft. - it was once 12/6 - and then there is the Government Crange and Wharfrage to pay which amounts to 2/6 - total 12/6. The cost of landing can have very little difference on the retail price of 40 c.ft. of foodstuffs - probably a cent or two per article.

As regards the supply of local produce, this remains about the same but the demand is increasing by leaps and bounds. Dar-es-Salaam is the only town I know on the East Coast which does not get plenty of fresh vegetables. Beira is, of course, supplied by Chinese market gardeners - and excellent market gardeners they are too.

Rickshaws - There should be some form of municipal control like Durban. In Durban one pays 3d. - here one pays 6d.

Hospital fees. In my experience they have been extremely reasonable until about 12 months ago. Then I experienced exceptionally high fees. I was charged £1. 1. 0 for my child's eye which only took 2 minutes at the Hospital.

European salaries. In my experience these range from £30 to £35 per month for the foreman type from South Africa. In addition they probably make 10 or £12 per month overtime.

Others range from £50 to £60 per month according to the work the man is doing.

Regarding the cost of living my ordinary household expenses come to about £25 per month, but I do not entertain a great deal. I estimate £20 for bare living and £6 per month for clothes etc. It takes very little indulgence in luxuries to double that amount of course. I do not drink myself or smoke.

SUMMARY OF INFORMATION SUPPLIED BY BANK MANAGERS.

Statements were obtained from three local Bank Managers, on the currency question, cost of living and the general state of the accounts of Government officials at the respective banks.

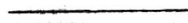
The evidence, which in each case was characterized by a certain guardedness, was generally to the effect that the change in currency did not reduce the cost of living; that the cost of living was high, and that about the middle of the month a great number of officials' accounts were reduced to practically a "nil" balance. Applications for overdrafts were frequent but were discouraged.

Arising out of the evidence of the Banks with regard to the general position of the accounts of officials, I think I should mention that there is indication that a number of officials are in debt by the number of Court Attachment Orders received in the Treasury. We have 8 attachments against 6 European Officers and the Chief Accountant of the Railways tells me that he has 9 attachments against 5 European Officers. I consider that this feature is most regrettable.

Annexure B1 to Report of Committee on Cost of Living.



List of Prices supplied by the Tanganyika European
Civil Servants' Association.



Annexure B1 to Report of Committee on Cost of Living.

List of Prices supplied by the Tanganyika European
Civil Servants' Association.

LIST OF PRICES SUPPLIED BY TANGANYIKA EUROPEAN CIVIL SERVICE ASSOCIATION.

635

Unit.	1920. Rs.Cts.	1922. Sh.Cts.	1923. Sh.Cts.	1924. Sh.Cts.	1925. Sh.Cts.
<u>FOOD.</u>					
Bread .. per loaf	.40	.80	.80	.80	.80
Meat Beef .. per lb.	.30	.50	.50		.50
Mutton .. " "	.50	1.00	1.00		1.00
Chicken .. each	1.00	2.00	1.50	1.50	1.50
Soup (Meat) .. Smallest quantity	.10	.20	.20	.20	.20
Fish .. portion	.20	.50	.50	.50	.50
Vegetables .. 1 lb.	.20	.48	.48	.48	.48
Onions .. " "	.12	.40	.30	.30	.30
Eggs .. each	.05	.14	.12	.12	.12
Bacon .. 1 lb.	2.25	4.50	3.25	3.00	2.95
Milk .. 1 litre	.50	.50	.50	.50	.50
Cheese .. 1 lb. (Talam)	2.50	4.00	1.90	1.90	2.14
Rice .. 1 lb.	.20	Imported. .30	Imported. .25	.25	.25
Macaroni .. 1 lb.	1.12	2.00	1.25	1.50	1.50
Potatoes .. 1 lb.	.15	.20	.15	.20	.20
Butter .. 1 lb.	2.60	4.00	2.25	2.00	1.80
Cooking Fat .. 1 lb.	.50	1.00	1.00	1.00	1.00
Tea .. 1 lb.	1.50	2.92	2.90	2.90	3.00
Coffee Beans .. 1 lb.	.85	1.20	1.00	1.00	1.50
Sugar .. 1 lb.	.60	.60	.50	.60	.50
Flour .. 1 lb.	.50	.40	.30	.30	.30
Wheat .. 1 lb.	.05	1.60	1.60	1.65	1.65
<u>DRINKS.</u>					
Soda Water .. per bottle	.05	.14	.14	.14	.14
Ice .. per lb.	.08	.20	.20	.20	.20
Whisky .. 1 bottle	5.00	13.00	12.50	12.00	12.00
Lime Juice .. 1 "	2.00	4.00	3.75	3.75	3.75
Cigarettes Tobacco. 1 Tin.	1.50	3.50	2.30	2.30	2.30
<u>HOUSEHOLD.</u>					
Charcoal .. Bag	2.00	4.00	4.00	4.00	3.00
Firewood .. Metre	3.50	8.00	9.00	10.00	12.00
Shoe Polish .. Tin	.60	2.00	1.50	1.00	1.00
Tooth Paste .. Tube	1.00	2.00	2.00	2.00	2.00
Toilet Soap .. Cake	.50	2.00	1.50	1.00	1.00
Household Soap .. 1 bar	1.00	2.00	1.50	1.50	1.50
Matches .. Pkts. 10	.25	.70	.50	.50	.50
Electric Light & Meter Rent.	10.00	16.00	16.00	16.00	16.00

On the introduction of the new design...
 Customs duties...
 automatically...

Annexure B2 to Report of Committee on Cost of Living.

List of Prices compiled by the Senior Commissioner,

Dar es Salaam.

LIST OF PRICES SUPPLIED BY SENIOR COMMISSIONERS, DAR ES SALAM.

Unit.	1920. Rs. Cts.	1922. Sh. Cts.	1923. Sh. Cts.	1924. Sh. Cts.	1925. Sh. Cts.
<u>FOOD.</u>					
Bread .. per loaf	.40	.60	.60	.60	.60
Meat Beef .. per lb.	.30	.50	.50	.50	.50
Mutton .. " "	.50	1.00	1.00	1.00	1.00
Chicken .. each	1.00	2.00	1.75	1.75	2.00
Soup meat .. smallest quantity	.10	.20	.20	.24	.24
Fish .. portion	.20	.50	.50	.60	.60
Vegetable .. 2 lb.	.20	.50	.50	.50	.50
Onions .. " "	.12	.40	.30	.30	.30
Eggs .. each	.05	.14	.12	.12	.12
Bacon .. per lb.	2.25	4.50	3.25	3.25	3.25
Milk .. 1/2 litre	.40	.50	.40	.40	.40
Cheese .. 1 lb.	2.50	4.00	1.50	1.50	2.25
Rice .. " "	.20	.30	.25	.25	.30
Macaroni .. " "	1.12	2.00	1.25	1.50	1.50
Potatoes .. " "	.15	.20	.15	.20	.20
Butter .. " "	2.50	4.00	2.25	1.80	2.25
Cooking Fat .. " "	.50	1.00	1.00	1.00	1.00
Tea .. " "	1.50	2.52	2.50	2.50	3.00
Coffee Beans .. " "	0.35	1.20	1.00	1.00	1.50
Sugar .. " "	.60	.60	.50	.50	.50
Flour .. " "	.50	.40	.50	.50	.40
Jam .. " "	.85	1.80	1.00	1.05	1.75
<u>DRINKS.</u>					
Soda Water .. per bottle	.05	.10	.16	.16	.16
Ice .. per lb.	.08	.20	.20	.20	.20
Whisky .. per bottle	7.00	13.00	12.50	12.00	12.00
Lime Juice .. per bottle	2.00	4.00	3.75	3.75	3.75
Cigarettes 1000 .. per tin	1.50	3.50	2.50	2.50	2.50
<u>HOUSEHOLD.</u>					
Charcoal .. Bag	2.00	4.00	4.00	3.50	3.50
Firewood .. Cub. metre	3.50	6.00	6.00	6.00	6.00
Boat Pollan .. Tin	.60	2.00	1.50	1.00	1.00
Tooth Paste .. Tube	1.00	2.00	2.00	2.00	2.00
Toilet Soap .. Cake	.50	2.00	1.50	1.00	1.00
Household Soap .. Bar	1.00	2.00	1.50	1.50	1.50
Matches .. Packet	.25	.70	.50	.50	.50
Electric Light & Meter Rent.	10.00	20.00	20.00	20.00	20.00

Annexure B3 to Report of Committee on Cost of Living.

C.I.F. prices in Dar es Salaam in 1923, 1924
and 1925, supplied by the Comptroller of
Customs.

C.I.F. PRICE IN DAR-ES-SALAAM.

NAME OF ARTICLE.	QUANTITY	1923		1924		1925	
		Value	Rate of duty	Value	Rate of duty	Value	Rate of duty.
Wheat	1 cwt.	19.38		16.47		20.06	Sh.5/- 100 lbs.
Rice	1 cwt.	20.58		17.93		21.59	Sh.5/- 100 "
Other Grain	1 cwt.	8.08		13.70		14.37	Sh.6/- 100 "
Wheat Flour	1 cwt.	17.98		16.35		23.25	Sh.6/- 100 lbs or 20%
Maize meal and Flour	1 cwt.	8.29		10.80		10.65	Sh.4/- 100 "
Hams and Bacon	1 cwt.	165.54		150.00		165.78	Sh.-/80 per "
Meat, tinned, canned or otherwise preserved	1 cwt.	289.64		141.00		168.53	20%
Aerated Waters	Dozen bottles	7.71		7.36		5.00	Sh.2/- 1 pint Doz. bottles Sh.4/- more than 1 pint doz. bottles. Sh.2/- 1 Imp gal.
Beer, Ale, Porter, Perry and Cider.	1 Imp. Gal.	4.89		4.72		4.48	Sh.2/- 1 Imp. Gal.
Beverages and Syrups	-do-	12.50		12.05		11.50	30%
Biscuits	1 cwt.	200.23		217.90		217.00	Sh.-/40 per lb
Butter	1 cwt.	167.15		188.30		222.00	Sh.1/- per lb or 20%
Cheese	1 cwt.	193.40		131.66		199.00	Sh.1/- per lb or 20%
Coffee	1 cwt.	178.57		212.50		250.00	20%
Confectionary	1 cwt.	135.18		166.00		183.64	20%
Fish, cured or salted	1 cwt.	7.90		9.05		16.18	Sh.4/- 100 lbs
Fish, canned	1 cwt.	236.82		133.24		171.43	20%
Fruit, bottled, canned or otherwise preserved	1 cwt.	127.53		97.17		53.00	20%
Ghee	1 cwt.	183.78		140.00		227.78	Sh.1/- per lb
Lard	1 cwt.	125.98		139.65		162.50	Sh.1/- per lb or 20%
Marmalades, Jams & Jellies	1 cwt.	114.42		114.90		100.00	20%
Milk, Condensed or otherwise preserved	1 cwt.	73.00		85.00		76.33	Sh.15/- 100 lbs.
Salt	ton	1020.00		1200.00			20% and salt tax Sh.2/50 100 lbs.
Spices	cwt.	53.83		61.00		52.27	20%
Brandy	Proof gals.	17.40		19.85		15.80	Sh.40/- 1 Proof gallon
Gin and Geneva	"	14.60		16.80		14.55	-do-
Liqueurs	Imp.Gal.	32.56		18.44		22.44	Sh.40/- 1 Imp gallon
Rum	Proof gals.	13.70		11.88		19.00	Sh.40/- 1 Proof gallon.

PUBLIC RECORD OFFICE (LONDON)

Annexure B4 to Report of Committee on Cost of Living.

Table showing estimated monthly consumption of various articles by a bachelor and a married couple and total monthly cost in each of the years under review.

(Supplied by the Tanganyika European Civil Servants' Association).

Annexure B4 to Report of Committee on Cost of Living.

Table showing estimated monthly consumption of various articles by a bachelor and a married couple and total monthly cost in each of the years under review.

(Supplied by the Tanganyika European Civil Servants' Association).

	Unit	Allowance per diem		Monthly Quantity		1920			1921			1922			1923			1924		
		Bachelor	Married	Bachelor	Married	Rate	Cost per month Bachelor	Cost per month Married	Rate	Cost per month Bachelor	Cost per month Married	Rate	Cost per month Bachelor	Cost per month Married	Rate	Cost per month Bachelor	Cost per month Married	Rate	Cost per month Bachelor	Cost per month Married
		Rs.-Cts.	Rs.-Cts.	Rs.-Cts.	Rs.-Cts.	Rs.-Cts.	Rs.-Cts.	Rs.-Cts.	Rs.-Cts.	Rs.-Cts.	Rs.-Cts.	Rs.-Cts.	Rs.-Cts.	Rs.-Cts.	Rs.-Cts.	Rs.-Cts.	Rs.-Cts.	Rs.-Cts.	Rs.-Cts.	Rs.-Cts.
Bread	lb.	2/3	1	20	30	40	8-00	12-00	60	12-00	18-00	50	10-00	15-00	50	10-00	15-00	50	10-00	15-00
Meat Fillet	lb.	3/4	1	22 1/2	30	40	8-00	12-00	60	12-00	18-00	80	18-00	24-00	80	18-00	24-00	80	18-00	24-00
Steak	"					30	8-00	12-00	60	12-00	18-00	80	18-00	24-00	80	18-00	24-00	80	18-00	24-00
Mutton	"					50	8-00	12-00	60	12-00	18-00	80	18-00	24-00	80	18-00	24-00	80	18-00	24-00
Chickens	No.			4	4	1/-	4-00	4-00	1-50	6-00	6-00	1-50	6-00	6-00	1-50	6-00	6-00	1-50	6-00	6-00
Soup Meats	lb.	1	1 1/2	10	45	10	3-00	4-50	20	6-00	9-00	30	6-00	9-00	30	6-00	9-00	30	6-00	9-00
Fish	Portion	1	1	30	30	20	6-00	6-00	50	15-00	15-00	50	15-00	15-00	50	15-00	15-00	50	15-00	15-00
Fruit	Quantity	1	1 1/3			20	6-00	8-00	50	15-00	20-00	50	15-00	20-00	50	15-00	20-00	50	15-00	20-00
Vegetables	"	1	1 1/3			20	6-00	8-00	50	15-00	20-00	50	15-00	20-00	50	15-00	20-00	50	15-00	20-00
Onions	lb.			10	10	12	80	1-20	40	2-00	4-00	30	2-00	3-00	30	2-00	3-00	30	2-00	3-00
Eggs	No.	5	8	150	240	05	7-50	12-00	14	21-00	33-60	12	18-00	30-00	12	18-00	30-00	12	18-00	30-00
Bacon	lb.			4 1/2	5 1/2	2-25	9-56	12-38	4-50	19-12	24-75	3-25	13-81	17-87	3-00	12-78	16-00	3-00	12-78	16-00
Milk	Litre	1	1 1/2	30	45	50	15-00	22-50	60	18-00	27-00	60	18-00	27-00	60	18-00	27-00	60	18-00	27-00
Cheese	lb.			2	2	2-50	5-00	5-00	4-00	8-00	8-00	1-90	3-80	3-80	1-90	3-80	3-80	1-90	3-80	3-80
Rice	"			Approx. 1 1/2	Approx. 2	20	30	40	30	45	60	25	38	50	25	38	50	25	38	50
Macaroni	"			1 1/2	3	1-12	1-68	3-36	2-00	3-00	6-00	1-25	1-87	3-75	1-50	2-25	4-00	1-50	2-25	4-00
Potatoes	"	3/4	1	22 1/2	30	15	3-38	4-50	20	4-50	6-00	15	3-38	4-50	20	4-50	6-00	15	3-38	4-50
Pudding ingredients	Assessed			1	1 1/3	Assessed	3-00	4-50	Assessed	3-00	7-00	Assessed	3-00	7-00	Assessed	3-00	7-00	Assessed	3-00	7-00
Condiments, Sauce, Pickles etc.	"			1	1	"	3-00	3-00	"	7-50	7-50	"	7-50	7-50	"	7-50	7-50	"	7-50	7-50
Butter	Tinned lb.			2 1/2	5	2-00	5-00	10-00	4-00	10-00	20-00	2-25	5-62	11-25	2-00	5-00	10-00	2-00	5-00	10-00
Cooking Fat for melting	lb.			10	10	50	5-00	5-00	1-00	10-00	10-00	1-00	10-00	10-00	1-00	10-00	10-00	1-00	10-00	10-00
Tea (2nd. Grade)	"			1 1/2	2	1-50	2-25	3-00	2-92	4-38	5-84	2-90	4-35	5-80	2-90	4-35	5-80	2-90	4-35	5-80
Coffee Beans	"			2	3	85	1-70	2-55	1-20	2-40	3-60	1-00	2-00	3-00	1-00	2-00	3-00	1-00	2-00	3-00
Flour	"			10	16	60	6-00	9-60	60	6-00	9-60	50	6-00	8-00	60	6-00	8-00	60	6-00	8-00
"	"			3 1/3	8	50	1-66	4-00	60	1-33	3-20	30	1-00	2-40	30	1-00	2-40	30	1-00	2-40
"	"			1	2	85	85	1-70	1-80	1-80	3-60	1-80	1-80	3-60	1-80	1-80	3-60	1-80	1-80	3-60
"	"			1	2	1-25	1-25	2-50	1-65	1-65	3-30	1-60	1-60	3-20	1-40	2-40	2-40	1-40	2-40	2-40
DRINKS				2		N O T								2-00						
Soda Water	Bott.	4	6	120	180	5	6-00	9-00	14	16-80	25-20	14	16-80	25-20	14	16-80	25-20	14	16-80	25-20
Ice	lb.	2	2	60	60	08	4-80	4-80	16	9-60	9-60	16	9-60	9-60	16	9-60	9-60	16	9-60	9-60
Whiskey	Bott.			4	4	5-00	20-00	20-00	13-00	52-00	52-00	12-50	50-00	50-00	12-00	48-00	48-00	12-00	48-00	48-00
Lime Juice	"			1	1	2-00	2-00	2-00	4-00	4-00	4-00	3-75	3-75	3-75	3-75	3-75	3-75	3-75	3-75	3-75
Ginger Beer (cond)	"			1	1	Not Available						4-00	4-00	4-00	3-80	3-80	3-80	3-80	3-80	3-80
Cigarettes	Tin 50.			6	6	1-50	9-00	9-00	3-50	21-00	21-00	3-30	14-00	14-00	2-30	14-00	14-00	2-30	14-00	14-00
HOUSEHOLD																				
Shoe polish	Tin			1	1	60	60	60	1-00	1-00	1-00	50	50	50	50	50	50	50	50	50
Blanco	Cake			1	1	25	25	25	40	40	40	40	40	40	40	40	40	40	40	40
Bath Brick	Brick			1/2	1/2	1-00	50	50	1-50	75	75	1-00	4-95	5-95	75	5-30	5-30	75	5-30	5-30
Grass polish	Small Tin			1	1	1-00	1-00	1-00	2-00	2-00	2-00	1-00	2-00	2-00	1-00	2-00	2-00	1-00	2-00	2-00
Disinfectant	Small Tin			1	1	1-00	1-00	1-00	2-00	2-00	2-00	1-00	2-00	2-00	1-00	2-00	2-00	1-00	2-00	2-00

1920		1922	
Cost per month	Rate	Cost per month	Rate
Bachelor Married.	Sh.-Cts.	Bachelor Married.	Sh.-Cts.
00	12-00	18-00	18-00
00	12-00	24-00	18-00
00	4-00	6-00	6-00
00	4-50	9-00	6-00
00	6-00	15-00	15-00
00	8-00	15-00	20-00
00	8-00	20-00	20-00
80	1-20	4-00	2-83
50	12-00	33-60	21-00
56	12-38	24-75	19-12
00	22-50	27-00	18-00
00	5-00	8-00	8-00
30	4-30	7-50	3-00
68	3-36	6-00	3-00
38	4-50	6-00	4-50
00	4-50	7-00	3-00
00	3-00	7-50	7-50
00	10-00	20-00	10-00
00	5-00	10-00	10-00
25	3-00	5-84	4-38
70	2-55	3-60	2-40
00	9-60	9-60	6-00
56	4-00	3-20	1-33
85	1-70	3-60	1-80
25	2-50	3-30	1-65
00	9-00	25-20	16-80
80	4-80	9-60	9-60
00	20-00	52-00	52-00
00	2-00	4-00	4-00
00	9-00	21-00	3-50
60	1-00	1-00	1-00
25	1-40	1-40	1-40
60	1-50	1-75	1-75
00	1-00	2-00	2-00

1920		1922	
Cost per month	Rate	Cost per month	Rate
Bachelor Married.	Sh.-Cts.	Bachelor Married.	Sh.-Cts.
00	10-00	18-00	18-00
00	15-00	24-00	18-00
50	6-00	1-00	1-00
00	6-00	1-30	1-30
00	15-00	15-00	15-00
00	15-00	20-00	15-00
00	15-00	20-00	15-00
00	2-00	3-00	3-00
00	16-00	30-00	12-00
00	13-81	17-87	3-00
00	18-00	27-00	18-00
00	3-80	3-60	1-70
25	1-38	3-78	1-50
00	3-38	4-50	2-00
00	3-00	7-00	3-00
00	7-50	7-50	7-50
00	5-62	11-25	2-00
00	10-00	10-00	1-00
00	4-38	5-80	2-90
00	2-00	3-00	1-00
00	8-00	8-00	6-00
00	1-00	2-40	1-00
00	1-80	3-60	1-65
00	1-60	3-20	1-40
00	16-80	25-20	14-00
00	9-60	9-60	9-60
00	50-00	50-00	12-00
00	2-75	3-25	2-00
00	4-00	4-00	3-80
00	14-00	14-00	2-30
00	4-00	4-00	1-00
00	1-00	1-00	1-00
00	1-00	1-00	1-00
00	1-00	1-00	1-00

The following increases have occurred in the prices of local produce are stated as follows

Bread now increased 4 cts. per lb.

A very small chicken. A fewl. sent 2/- upward.

Cheapest brand of tea now obtainable is Sh. 1/45 per tin.

Coffee beans now 1/60 per lb.

Flour now -/55 per lb.

T. O B T A I N A B L E

Black
Brown

643

	Food	Drinks	Household	Recreation	V. & C.
Married class age.	162. 1. 0	59. 8. 6	101.14. 6	46. 4. 0	15. 0. 0
Married class age.	114. 6. 0	52. 0. 0	82.19. 6	39.18. 0	18. 0. 0
Married class age 1st	125.14. 6	53. 7. 6	113. 3. 6	46.12. 9	21. 0. 0
Married class age, 6 service.	138. 6. 0	59. 4. 3	133. 9. 0	93. 6. 0	30. 0. 0
Married class age, 1st	178. 6. 0	66.19. 1	123.18. 0	50.16. 5	24. 0. 0
Married class age, 8 service.	250. 6. 0	66.19. 1	152.16. 0	63. 4. 0	20. 0. 0
Married class age, 12 service	250. 6. 0	66.19. 1	152.16. 0	75.19. 2	35. 0. 0

Profit & Children 2 & 4 years.	Maintenance 2 children school 2 & 2 yrs.	Total per annum.
--------------------------------------	---	------------------

12. 7. 6

-	-	£ 498. 10. 4
-	-	359. 7. 10
-	-	430. 0. 5
-	-	549. 13. 9
-	-	582. 8. 6
25.10. 0	-	789. 2. 11
-	216. 0. 0	978. 1. 5

Note:- No provision has been made in any of the above estimates for Medical and Dental attendance, Local Leave Increased expenditure inevitable on vacation leave.

2nd Class Passages.

	<u>Single</u>	<u>Married.</u>	
	10. 00	15. 00	
	18. 00	24. 00	
	6. 00	6. 00	
	6. 00	9. 00	
	15. 00	15. 00	
	15. 00	20. 00	Fairly liberal allowance on health basis.
Vegetables	15. 00	20. 00	
	2. 00	3. 00	
	15. 00	30. 00	If reduced necessitates
	11. 00	16. 50	corresponding increase elsewhere.
	18. 00	27. 00	
	4. 00	4. 00	Chiefly for cooking purposes.
Curry etc.)	3. 00	5. 00	
Lunch dishes.)			
	4. 50	6. 00	
	3. 00	7. 00	
Spices etc.	7. 50	7. 50	Pepper, salt, mustard, sauces, pickles, curry.
	6. 00	16. 25	
lard fat (small quantity)	10. 00	10. 00	
	4. 50	6. 00	cheapest brand imported.
	3. 00	4. 50	still rising in price
	5. 00	8. 00	All qualities same price.
	1. 00	2. 40	
	3. 00	6. 00	
Chocolate	-	2. 00	Cheapest form procurable
	<u>190. 00</u>	<u>270. 15</u>	per month Food

Married Single

Food Annual in sterling £162. 1. 10 £114. 6. 0

etc.

Water	16. 80	25. 20	
	9. 60	9. 60	
Juice	42. 70	42. 70	cheap brand
	3. 75	3. 75	
Beer Gene.	-	3. 80	
Cigars, Tobacco	<u>14. 00</u>	<u>14. 00</u>	
	<u>86. 85</u>	<u>99. 05</u>	

Married Single

Drinks Annual in sterling £59. 8. 6. £52. 0. 0

2nd Class Passages

<u>Household & Upkeep</u>	<u>Single</u>	<u>Married</u>	
Gas			
Wax Polish			
Wine	5. 30	5. 30	
Brick			
Disinfectant			
Arch, Blue etc	1. 00	1. 00	
Household Soap (4bars)	5. 00	5. 00	
Wet Soap	2. 00	4. 00	
Wet Necessaries			
Tooth Brush, paste	3. 00	6. 00	
Washing soap etc			
Shoes	1. 00	1. 00	
Dictionary, Stamps	4. 00	4. 00	
Gas Fuel	9. 00	12. 00	Practically unobtainable.
Coal	5. 00	4. 00	
Water rate	6. 00	6. 00	
Light	14. 00	14. 00	
Placements	2. 50	2. 50	
Cutting	4. 00	4. 00	
Nothing locally made			
4 Khaki suits			
5 White suits			
" dinner jackets	12. 50	18. 75	1st.
Upkeep of Boots			
Costs: Cook	36. 00	36. 00	
Boy	30. 00	30. 00	
M'toto (2nd boy)	-	16. 00	
	<u>122. 50</u>	<u>169. 55</u>	

	<u>Married</u>	<u>Single</u>
Household & Upkeep Annual	2121. 145. 6.	282. 19. 6

Recreation

Subscription Gymkhana	15. 00	15. 00	
Tennis Racquet per tour	2. 50	5. 00	
Tennis twice weekly	4. 00	8. 00	
Other Sports, kit and gear	2. 00	2. 00	
Licenses etc.	2. 00	2. 00	
Books and Papers	7. 00	7. 00	
Entertaining 2 Friends once per week	26. 00	26. 00	
Rickshaw	8. 00	12. 00	
	<u>65. 00</u>	<u>77. 00</u>	

	<u>Married</u>	<u>Single</u>
per annum	246. 4. 0	239. 18. 0
Widows' & Orphans' Pension.	18. 0. 0	18. 0. 0
Other Insurances	24. 0. 0	24. 0. 0

	Cost.	Cost P.S.
12 each tour Max Red.		
Overcoat 2 tours.	25. 6. 0	6. 6. 0
Suits Underwear 2	1. 1. 0	3. 2. 0
Light Underwear 2	10. 6	1.11. 6
Shirts Boots & Shoes	1.12. 0	9. 0. 0
Mosquito Boots		
2 tours	1. 8. 0	1. 5. 0
Shirts		
3 Working	4.15. 0	4.15. 0
6 Ordinary		
3 Tennis	12. 0	12. 0
Collars 6 1/-	1. 1. 0	1. 1. 0
1 soft 15/6		
Tapes 25/-	2. 0. 6	2. 0. 6
W.S. Socks	2.14. 0	2.14. 0
Stockings	1. 2. 6	1. 2. 6
Handkerchiefs	1. 7. 0	1. 7. 0
Pyjamas	2. 3. 0	2. 3. 0
Shirts 2 tours	1.10. 0	1.10. 0
Inner Suit 2 tours	8. 8. 0	8. 8. 0
Shower Suits		
(2 Suits)	2. 3. 0	2. 3. 0
Shoes	1.11. 6	1.11. 6
Shoes	3. 0	3. 0
Shoes	7. 6	7. 6
Shoes	2. 2. 9	2. 2. 0
Shoes	2. 3. 0	2. 3. 0
Shoes	1.10. 0	1.10. 0
Suits 2 15/6	8. 8. 0	8. 8. 0
Suits 2 15/6		
Suits 2 15/6	1. 0. 0	1. 0. 0
		10. 0
	225. 6. 6	225. 0. 6

Subs for 1910.

2 tours	2 5. 0	1/2	cost per annum	2 1. 11. 6
socks, Thick	2 5. 0	1/2	" " "	2 10. 0
socks	2 5. 5	1/2	" " "	2 12. 6
socks @ 1.10. 0	2 5. 0	1/2	" " "	1 10. 0
Evening Gown	2 2. 0	1/2	" " "	1 0. 0
Dresses @ 20	10 0. 0	1/2	" " "	5 0. 0
Evening Shoes 25/-	2 10. 0	1/2	" " "	1 5. 0
Stockings @ 10/-	1 0. 0	1/2	" " "	10. 0
clothing	6 10. 0	1/2	" " "	3 5. 0
Handkerchiefs @ 2/-	1 4. 0	1/2	" " "	12. 0
Stockings @ 6/-	5 2. 0	1/2	" " "	2 14. 0
ing & Afternoon Frocks including material for ing.	12 0. 0	1/2	" " "	6 0. 0
Shoes @ 21	6 0. 0	1/2	" " "	3 0. 0
Evening Gown 2 tours	2 0. 0	1/2	" " "	10. 0
Gloves	1 1. 0	1/2	" " "	10. 6
coat 3 tours	5 3. 0	1/3	" " "	10. 6
Mosquito Nets 2 tours	1 0. 0	1/2	" " "	5. 0
ing Materials, Buttons	3 0. 0	1/2	" " "	1 10. 0
shade, 2 tours	1 0. 0	1/2	" " "	5. 0
25/- 2 Hats 2 2. 0	2 7. 0	1/2	" " "	1 13. 6
				<u>25. 14. 6</u>

Cost per annum calculated 4/3 2 29. 7. 7

EXPENSES FOR 1910

2 tours	2 5. 0	1/2 cent per annum	2 1. 11. 6
as, Thick	2 0. 0	" " "	2 10. 0
as	2 5. 0	" " "	2 12. 6
as @ 1.10. 0	2 0. 0	" " "	1 10. 0
ing Cloak	2 0. 0	" " "	1 0. 0
Dresses @ 25	10 0. 0	" " "	5 0. 0
Evening Shoes 25/-	2 10. 0	" " "	1 5. 0
Stockings @ 10/-	1 0. 0	" " "	10 0
clothing	6 10. 0	" " "	3 5. 0
Handkerchiefs @ 2/-	1 4. 0	" " "	12 0
Stockings @ 2/-	5 8. 0	" " "	2 14. 0
ing & Afternoon Frocks			
uding material for			
ing	12 0. 0	" " "	6 0. 0
Shoes @ 21	6 0. 0	" " "	3 0. 0
ing Gown 2 tours	2 0. 0	" " "	10 0
Gloves	1 1. 0	" " "	10 6
coat 2 tours	2 3. 0	1/6	10 6
Mosquito Nets 2 tours	1 0. 0	" " "	5 0
ing Materials, Buttons	3 0. 0	" " "	1 10. 0
shade, 2 tours	1 0. 0	" " "	5 0
25/- 2 Hats	2 2. 0	" " "	1 13. 6
			<u>2 26. 14. 0</u>

Cent per annum calculated 4/5 2 29. 7. 7

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Detail of Expenses (a) over (b).

10%	Apprentice	2	tin Fruit	Sh. 3. 00	15%
	put	2	tin Sardines	2. 50	
	week	1	tin Peas	1. 00	
	Better Brand of Whisky	6	Sh. 11. 50	£ 2. 7. 6	
	Charcoal	100%		1. 15. 0	
	1 Khaki Uniform			2. 0. 0	
	1 White Uniform			2. 0. 0	
	Mobile	Sh. 20. 00	per month	<u>18. 0. 0</u>	
	Saving on Khaki Suits			17. 15. 0	
				<u>2. 0. 0</u>	
				<u>£ 15. 15. 0</u>	
	Cook		Sh.	45. 00	
	Boy			40. 00	
	Mteto			20. 00	
	Outside Laundry			<u>2. 00</u>	
			Sh.	<u>112. 00</u>	
	Books & Papers	Sh. 3. 00	per month	£ 1. 15. 0	
	Golf, twice a week	£ 1. 00	per annum	7. 6	
	Caddis @ Sh. 0. 30,	twice a week	x 52	1. 11. 6	
	Balls, 2 dozen			<u>2. 0. 0</u>	
				<u>£ 6. 14. 2</u>	
	Automatic increase	£400-500	Scale:	£ 6. 0. 0	
	1 Overcoat @ 25. 0. 0	= 1/2 increase		10. 6	
	9 Suits Tropical Underwear @ 10/6			2. 7. 6	
	3 prs. Boots & Shoes @ 30/-			2. 5. 0	
	1/2 doz. Shirts @ 10/6, 1 doz @ 2/6			1. 16. 0	
	1 doz. Collars @ 15/-	= 1 doz @ 20/-		7. 6	
	1 Soft Hat @ 15/-, 1 Helmet @ 20/-			1. 2. 9	
	1/2 doz. prs Socks @ 2/6	= 1. 1. 0		10. 6	
	3 Suits Pyjamas @ 10/6	= 1. 11. 6		15. 9	
	1 Dinner Suit @ 10. 10. 0	(2. 2. 0) = 1/6		7. 0	
	1 Dress Suit @ 15. 15. 0				
	less Trousers of (b)	3. 3. 0	= 12. 12. 0		
	3 Dress Shirts @ 10/6	= 1. 11. 6	1/6 Cost	2. 2. 0	
	4 Dress Bowls @ 2/6	10/-		15. 0	
	6 Dress Collars @ 15/-	doz. = 7/6		5. 0	
	2 Suits @ 2. 2. 0 ea.	(4. 4. 0) = 4. 4. 0		3. 9	
	1 Sports Jacket or Blazer @ 2. 0. 0			2. 2. 0	
		22. 0. 0		<u>10. 0</u>	
				<u>16. 0. 9</u>	
	216. 0. 9	calculated @ 4/6	per tour	<u>£ 14. 16. 7</u>	

THINGS

SHOULD

CREATION

O. FUND

IT

HOUSE

10%

Table of Expenses (A) cont (a)

FOOD	105
DRINKS	105
HOUSEHOLD	105
ENTERTAIN	105

4 Club & 15. 0. 0 per annum
 Entertaining 10. 0. 0
 Club 10. 0. 0
 Laundry 10. 0. 0

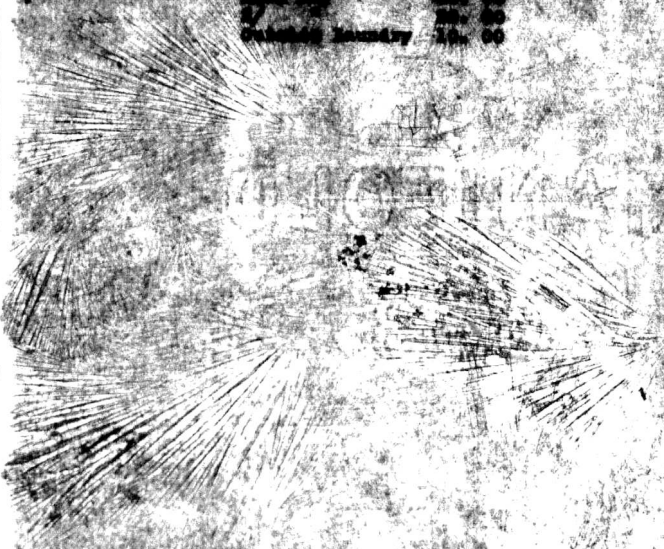


Table of Income (A) and (B)

FOOD	105
DRINKS	105
HOUSEHOLD	105
RECREATION	105

4. Club \$ 12. 0. 0 per annum
 Entertainment 20. 0. 0 "

Expenses			
Gas	\$.	11.	00
Auto Exp		11.	00
Oil		11.	00
Gasoline Laundry		11.	00



Detail of Expenses (a) over (a)

FOOD	10%	
DRINKS	10%	
HOUSEHOLD	10%	plus extra Boy @ sh.20/- per month.
RECREATION	10%	
S. S. G. FUND		£. 6. 0. 0
OTHER INSURANCE		£. 6. 0. 0
RENT, MAN	10%	
WIFE	10%	
HOUSEHOLD	10%	
TRAVEL, WIFE		£ 57. 18. 5

Detail of Expenses (a) over (a)

FOOD	10%
DRINKS	10%
HOUSEHOLD	10% plus extra Boy @ sh.20/- per month.
RECREATION	10%
S. S. O. FUND	£. 6. 0. 0
OTHER INSURANCE	£. 6. 0. 0
RENT, MAN	10%
WIFE	10%
HOUSEHOLD	10%
TRAVEL, WIFE	£ 37. 12. 5

Bill of Expenses (1920-21)

	2 children @ 25. 0. 0 per annum		<u>\$ 50. 0. 0</u>
RENT	1 year @ 21. 0. 0		21. 0. 0
	Yacht Amusement		5. 0. 0
	Garage 10/-		5. 0. 0
	Children's Cot, Bed Mattresses		
	Bed Room, Furnishings	\$ 15. 0. 0	
	Bed Linen	<u>10. 0. 0</u>	
	1/8 per annum	\$ 1. 12. 6	<u>1. 12. 6</u>
WIFE, MAN	100		
WIFE	100		
HOUSEHOLD	100		
CREATION	As per (4)		
A. O. FUND	25. 0. 0 per annum		
SEASONS,			
CHILDREN	1 - 6 years	\$ 11. 0. 0	
	1 - 1 "	<u>2. 15. 0</u>	
		13. 15. 0	
	Less 10%	<u>1. 7. 8</u>	<u>12. 7. 2</u>
WIFE & HUSBAND,	1 child 4-5 years @ 235 per annum		16. 10. 0
CHILDREN	1 " 1-3 " @ 210 " "		<u>9. 0. 0</u>
			<u>\$ 25. 10. 0</u>

Annexure D to Report of Committee on Cost of Living.

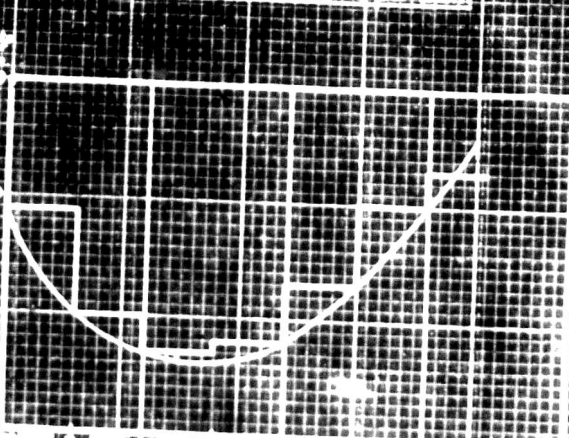
Estimate of monthly cost of food for a married couple,
prepared by the Committee.

Commodity	Cost per month	Remarks	
	225.00		
Bread	15.00		
Meat, 1 lb a day only	24.00	{ 20 days fillet at 30 cts 5 days steak at 60 cts 5 days mutton at 1/-	16/- 3/- 3/-
Soup	6.00		
Fish	15.00	30 days at 50 cts.	
Fruit	9.00	Minimum. More desirable for health.	
Vegetables	12.00	" " " " "	
Onions	2.50	" " " " "	
Eggs	28.00	5 a day @ 12 cts. (sometimes obtainable at 10 cts).	
Bacon	11.00	4 lbs. (A small rasher a day).	
Milk	18.00	Only 1 bottle a day (not really enough)	
Cheese	4.00	2 lbs.	
Potatoes	6.00	1 lb a day.	
Rice & Macaroni	5.00		
Pastry Ingredients	6.00	Eggs, corn flour, dried fruit, (optional).	
Celery	2.32		
Curry Powder	1.00	Necessary for flavouring	
Mustard, Pepper, Salt	2.00		
Condiments	4.60	Vinegar & Worcester sauce, 2 bottles @ (oil)	
Butter	15.00	5 lbs. sometimes fresh obt. public (at 2/-)	
Cooking Fat	7.00	Careful allowance.	
Tea	4.50	1 1/2 lbs.	
Coffee	4.50	3 lbs.	
Sugar	8.00	16 lbs. (Many people like to take more)	
Flour	2.40	8 lbs.	
Jam & Marmalade	6.00	4 lbs.	
Chocolate	2.00	2 packets	
	221.62		

655

Description	Quantity	Unit Price
...	100.00	...
...	200.00	...
...	100.00	...
...	100.00	...
...	100.00	...
...	100.00	...
...	100.00	...
...	100.00	...
...	100.00	...
...	100.00	...
...	100.00	...
...	100.00	...
...	100.00	...
...	100.00	...
...	100.00	...
...	100.00	...
...	100.00	...
...	100.00	...
...	100.00	...
...	100.00	...
...	100.00	...
...	100.00	...
...	100.00	...
...	100.00	...
...	100.00	...
...	100.00	...

K.A.R. Ratios Calc. (part 1)



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Annexure F to report of Committee on Cost of Living.

Memorandum by Mr. Lockhart, Senior Assistant Treasurer,
on the subject of the effect of the currency changes.

This memorandum is intended to explain the effect on the salaries of European Civil Servants of the change in currency in East Africa from the rupee to the shilling, with the subsequent reduction of the compensatory allowance.

2. It happened that the change in currency on 1st April 1920 synchronized with the introduction of an enhanced scale of salaries for European Civil Servants, but it has always been understood that this scale was decided upon without any consideration of the currency issue, and it may be mentioned in this connection that it was stated in the House of Commons by the then Under Secretary of State (The Rt. Hon. L. S. Amery M.P.) that there need be no fear lest the improved conditions of service in East Africa would be rendered illusory by the change in the local currency.

3. The compensatory or local allowance at the rate of 50%, which became effective on 1st April 1920, was necessitated solely by the change in currency. The revised terms of service had been long considered and carefully worked out to meet the conditions then prevailing and obviously they would not have been varied immediately had conditions not been altered by the new currency basis. The compensatory allowance arose in the following manner. The financial transactions and accounts of the East African Governments were in rupees, which were converted for the purpose of financial statements in sterling at the fixed rate of fifteen rupees to the pound, irrespective of the exchange rate of the rupee. On the 31st March 1920, the exchange rate of the rupee was ten rupees to the pound and as from 1st April it was stabilised at that figure and the accounts of the East African Governments were converted into
sterling

sterling at that rate. The surplus balances as expressed in sterling were increased by 50% and all revenue and expenditure was increased in the same ratio. The actual accounts, of course, were not affected and every transaction proceeded exactly as before, both legally and actually, and with the same coins. The salary of the European Civil Servant, alone amongst the employees of the Government, was expressed in sterling and though he continued to receive the same number of the same coins, possessing the same exchange and purchasing value, it was necessary, owing to the changed rate of conversion into sterling, to increase the sterling equivalent in the Estimates by 50% in respect of all local payments. This increase was shown as a local or compensatory allowance. It must be emphasized that the financial position of the Government or of the Civil Servant was unaffected by this arrangement and matters proceeded as before. In Tanganyika the same coins continued to be used for some three years.

4. In 1922 the Metallic Currency Ordinance came into force introducing a shilling currency and providing that any contract entered into prior to the Ordinance expressed in rupees or florins has effect as if expressed in twice that number of shillings. As the contract of the European Civil Servant was expressed in sterling he was unable to claim the protection of this Ordinance and as from 1st April 1922 he received not twice the number of shillings as he had previously received rupees, but $1 \frac{2}{3}$ times as many owing to the reduction of the compensatory allowance to 25%. A further reduction took place in 1923. Since the European Civil Servant had been accustomed throughout the whole of his service in East Africa to receive a certain fixed number of rupees

of rupees, the coin of the country, it would appear not altogether unreasonable to suggest that he was entitled to the same treatment as his Asiatic and African contemporaries, and that all should continue equally to receive two shillings where they previously received a rupee. It is not suggested, of course, that the reduction effected in 1922 in European emoluments lacked legal justification; or that it was not held to be justified on other grounds.

5. The grounds advanced for the reduction were:-

(a) The pressing need for economy in public expenditure and

(b) That the fall in the cost of living since March 1920 justified a reduction in European emoluments.

Only the second of these considerations concerns the subject of this memorandum. The question as to whether there has been a fall in the cost of living, and if so to what extent, is a matter of statistics and the facts are capable of being ascertained. It has been held, however, that a fall in costs would occur in East Africa by some readjustment of prices occasioned by the new currency itself, and that a reduction of the allowance created to meet the change in currency was justified for that reason. A Colonial Office Memorandum published in 1923, expresses this view in the following terms:-

"It had in the meantime been decided that a shilling and not a florin should be the standard coin in the three Dependencies. Shilling currency will be introduced into general circulation during 1922, and this materially alters the position. It means a definite break away from the traditional coin (the rupee) that has hitherto determined the standard of prices, which will now find their true economic level".

It is not altogether clear on what economic theory the view expressed above is based. The traditional coin was replaced by two tokens of half its legal and exchange value

value, and to this day cents of a rupee still circulate and may be exchanged for two cents of a shilling at any Government office. There is, in fact, no economic reason why they need be redeemed at all, or why the German half rupee should not have continued to circulate indefinitely as a shilling, as it did for a considerable time. It is probable that the shilling is known to the majority of the natives of the Territory as the half rupee, and at up-country markets(eg. Dodoma which supplies Dar-es-Salaam with meat) accounts are kept and bidding is conducted in rupees. Every tax or other liability previously liquidated by a rupee now requires two shillings to discharge it, and every person possessing a rupee was handed two shillings by the Government to discharge his liabilities with. It will be seen that a currency change of this nature can have no more influence on the economic level of local prices than would the withdrawal of the pound and the penny from circulation in England. So far as prices are concerned, the change was one of nomenclature, which even yet has not come into full use. In the case of imported articles or remittances to England, the new currency can manifestly have had no effect as ten rupees or florins would exchange for a pound sterling, as do twenty shillings today. Economically the transition was unnoticed and the measure of its success was that it was unnoticed, and that the terms and the object of the Metallic Currency Ordinance have been carried out, namely the establishment of two shillings as the legal and practical equivalent of one florin or rupee.

6. A further quotation from the Colonial Office Memorandum referred to in the preceding paragraph will serve to illustrate how easily misconception can arise from the outside

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the outside point of view as to the effect of the currency change:-

"The staff is already at a minimum, and the Dependencies whose revenue is mostly received in local currency and is not affected by changes in that currency, cannot afford to continue paying the revised salaries plus 50% in that currency".

The suggestion that because the revenue was unaffected by the change in the local currency, the Dependencies could not afford the 50% allowance is, of course, the exact reverse of the case; that is to say if the Government continues to receive two shillings where it previously received a rupee it can afford to continue (other considerations apart) to pay two shillings where it previously paid a rupee, and, in fact, does so save to its European Servants. Possibly an illustration may make this point clearer. In 1919/20 a station has an office staff consisting of an African on ~~Rupees~~ 40 amonth; an Asiatic on Rs.120 a month and an European on £400 a year. It takes 160 Hut taxes to pay the African; 480 the Asiatic and 2,000 the European. In 1920/21 and 1921/22, the position is unchanged, but in 1922/23 whilst the same number of taxes are required for the African and the Asiatic, 1,667 suffice for the European; 333 or £100 being a saving to the Government. In 1924/25, 1,600 suffice; an annual saving of 400 taxes or £120. The Hut Tax is the same throughout i.e. three rupees or six shillings. It is here that the root explanation of the present difficulties of the European service is to be found. Though markedly less generous than those of other African Dependencies, the revised terms of service for East Africa introduced in 1920 were accepted on the whole as being satisfactory, at any rate in Tanganyika. It is because, since that date, officers have found their increasing responsibilities accompanied by diminishing incomes that their difficulties have arisen. For whatever the necessity may have

may have been it remains a fact that the Government has effected an economy at the expense of the European official which would not have been possible had the currency remained unchanged, and this is so despite the apparent anomaly that European emoluments include an allowance as an addition to substantive pay. In the illustration given above the respective salaries would have been shown in the Estimates for 1919/20 as £32 for the African; £96 for the Asiatic and £400 for the European. In 1920/21 the figures would be £48 for the African, £144 for the Asiatic and £400 with an allowance of £200 for the European; but it would be as difficult to convince the African or the Asiatic that they received an increase of salary as it would be to persuade the European that the subsequent reduction of his allowance represented anything but an onerous and invidious inroad into his standard of life.

7. The fact that the Indian exchange fell from ten to fifteen rupees to the pound subsequent to the change in currency has not been overlooked, but this exchange movement had, of course, no effect on the situation in East Africa. It is, however, a relevant consideration in attempting to compare the position of the European Civil Servant today with what it might have been had there been no change in currency. Such a comparison is extremely difficult to make. As far as local transactions are concerned the official's position with an allowance of less than 50% is demonstrably worse than it would have been on the old rupee basis, but on the other hand the compensatory allowance has enhanced the value of remittances to England compared with what they would have been with the rupee at fifteen to the pound; though this consideration has less

has less force at the time of writing when the rupee is approximately at thirteen to the pound. It must further be remembered that the margin of salary (if any) available for remittance is diminished by the  proportion of the reduced total needed for local  expenditure, a considerable proportion of which is irreducibly fixed at two shillings compared with a rupee. Since the case is hypothetical a true comparison in figures is impossible to obtain, but it would be hard to find a European Civil Servant in East Africa today who does not consider that he is appreciably poorer than he would have been had the rupee currency remained.

C. R. L.

The Treasury,

1st May, 1925.

Annexure C to Report of Committee on Cost of Living.

Memorandum relating to minor subjects brought before
the Committee and referred to in paragraph 19 of the
Report.

RELIABLE STATISTICS FOR INSURANCE COMPANIES. There appears to be a feeling that the extra premiums charged in respect of residence in this Territory are unduly high as a result of Insurance Companies being in possession of statistics which include the war period and also include in Dar-es-Salaam statistics deaths of such persons as come into hospital from up-country. How far this impression has any solid foundation is not known but perhaps the Secretary of State could undertake to supply Insurance Companies with reliable statistics.

CHARGES FOR MAINTENANCE IN HOSPITAL. Various witnesses considered that these charges were unduly high: the Committee was unable to ascertain the basis on which the charges were framed. Having regard to the fact that officers are entitled to free medical attention and that the messing charge for a full diet for a nursing sister is Shillings 3 and fifty cents per diem the Committee is disposed to agree with the witnesses and suggest that the subject be fully investigated. Certain of the unofficial witnesses also commented on the high maintenance charges and referred to the high scale of fees for medical attention.

SUPPLY OF VEGETABLES. It appears that the supply of vegetables is not at all adequate. The Committee suggest that the Agricultural and Education Departments might co-operate to encourage natives in the vicinity of Dar-es-Salaam to grow European vegetables.

COOKS. The average Seahill cook is extremely incompetent and the food he prepares is often not very palatable. The Committee suggest that the Director of Education might be invited to evolve a scheme for cookery classes, on the lines of the technical instruction now given in various trades.

LANDING CHARGES. These are held to be very high. As they

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they are included in the landed cost of goods for the purpose of estimating customs duty they assist to keep prices at a high level. Several witnesses thought that lighterage work could be more economically carried out by the Railway Department. This is of course a very delicate question having regard to the vested interests of the lighterage companies.

HOTEL EXPENSES OF OFFICERS WHO CANNOT BE PROVIDED WITH QUARTERS

Complaint was made that an officer who arrived and could not be provided with quarters was forced to stay at a hotel, his bill for board and lodging being actually in excess of ^{his} pay. It is of course obvious that the minimum house allowance of £50 per annum will not compensate an officer for having to live at a hotel nor will it in fact enable him to rent a house even if houses were available, which is not the case.

LOCAL LEAVE - ASSISTANCE - Very few officers, particularly married officers, take local leave. We understand that a despatch was addressed recently to the Secretary of State urging that assistance should be given in the matter of railway fares. But what is even more important is that the Government should provide a few houses at suitable resorts for the use of officers on local leave; such centres should afford facilities for simple medical attention for convalescents and other visitors. Sites which suggest themselves to the Committee as suitable for officials from Dar-es-Salaam are Manyoni and Mpapua - possibly rest houses might be established at both places, accommodation being extended as experience showed the respective popularity of these stations.

MUNICIPAL RICKSHAWS. Many witnesses thought that rickshaw fares were too high. The Committee are disposed to think that the institution of a system of municipal control

control of rickshaws, and the maintenance of the conveyances and medical examination of the boys, would be an advantage. Possibly under such a system fares might be somewhat reduced. There is no doubt that rickshaw hire is an important item of expenditure.

ADMISSION DUTY FREE OF FRESH FOOD AND ARTICLES SUCH AS PATENT FOODS FOR CHILDREN - ALSO BUILDING MATERIALS AND TIMBER.

The Committee consider that the present scheme of customs duties operates unfairly in certain respects on the European population of this Territory. The duties in some cases have the effect of protecting the Kenya producer but are of little value to this Territory as a protective measure. We consider that the importation of necessary articles such as butter and bacon should not be interfered with in any way nor should the price be increased artificially. The very high cost of building in Dar-es-Salaam, which presses hardly on the unofficial section of the community, is believed to be in some measure a consequence of the duties on timber and other building material.

FUEL. This is expensive and sometimes difficult to obtain. The increase in prices has been attributed to charges made by the Forest Department for permits to cut timber. The Committee suggest that the matter might be investigated.

TRAVELLING ALLOWANCE FOR STOCK INSPECTORS. These officers complain that they receive no travelling allowance although frequently required to travel with officers who are in receipt of such allowance. The salary of a Stock Inspector is supposed to be based on the assumption that he will be travelling almost continuously but his initial salary is in that case very low. The Committee suggest that consideration might be given to the question of granting consolidated travelling allowance to Stock Inspectors.

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TOTAL EXPOSURES → 498

PUBLIC RECORD OFFICE

CO 533/336

ORDER NO. ↻ 849
CAMERA NO. ↻ 19
OPERATOR. ↻ EN
REDUCTION. ↻ 12
EMULSION NO. ↻ 301051
DATE. ↻ 6/8/71

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DESP. NO.	DATE	SUBJECT
688	9th Jun.	Grievances of Asian Staff.
401.	13th	Leave Period allowed for Voyage home.
260.	19th	Game Preservation.
769.		Pensions Report of Committee on Pensions & Passage Expenses
191	23rd	Medical Staff.
Conf.	24th	Salaries of Officers. Local allowance.
809.	29th	A.O.'s attending wives & families of Officials.
825	1st Jul.	Grant of Passages to locally engaged officials.
261.	7th	Medical Staff.
874.	9th	Fidelity guarantee
Conf.	11th	European Officers. Terms of Service
921.	24th	Alleged Customs Evasions
Conf.	27th	Recommendations of Customs Conference.
314.	28th	Passages for European Officers. Revised Terms
Conf.	29th	Pensionable Status of Surveyors
	31st	Salaries of Heads of Depts & Senior Officials
954.	4th Aug.	E. A. Shipping Conference.
Conf.	7th	Teal Industry.
284	12th	Calculation & reasons for service under more than 1 Govt.
878	13th	Travel Facilities for Officers on Local Service
261.	15th	Vacancy for Senior Medical Officer regarding
1088.	1st Sep.	Capt. Nicolson, 1/2 E. A. War Accounts
261.	2nd	Salaries & Local allowances
635.	3rd	Bottom Cultivation.
Conf.	5th	Senior Sanitation Officer.
	15th	Field Survey Staff.
666.	17th	Bottom Industry.
Conf.	22nd	Salaries of Senior officials. Revision
400.	25th	Local Alcohol for Transport Purposes
408.	1st Oct.	Development of Inland Fisheries in E. A.
Conf.		E. A. S. S. Regulations.

Dr. Pefferin discussed with others present
with me, and I agree with the action
proposed

W.D. 9.9.25

John
W.D.

21.9.25

We are concerned as to
"uniformity" boards

as to I & II, there is much
a disadvantage in going slow. When we
have dealt with the Mercedes

or the question of insurances the
corresponding question for the
Mercedes will have to be
taken up, & we should best as
many doors open as possible

III. My suggestions are with the
objection of insuring those who suffer
in health by insuring & the other
to have before us half long extensions.

IV. There is little to be done beyond
the fact that insurances have
(because they need) the bridge.
It should be left to the
local recommendations, as proposed.

W.D. 25.9.25

W. B. Stanley

I agree throughout

W.D.

J. M. G.
30.9.25

1.10.25 am

7. Pensions. The question is of pensionable status for non-Indian people. The Treasury object to this but there is no reason why we should not decide what we think right in places not subject to the Treasury. We can await the Comptroller's recommendations.

11. Retiring age. In 1920 we tried for 50 or 30 years' service. The Treas. would only agree to 55 or 30 years' service on the ground that 55 was the retiring age in India. Most of the local Govts. protested on the ground that the average Indian was past work at 50, but it was not considered that enough new facts were put forward for asking the Treasury to reconsider. I must say that I hardly ever see a ~~non-European~~ pension form in respect of a non-European who has reached the retiring age - they are nearly all cases of invaliding. Three courses are open:-

- a) to try the Treasury again
- b) to reduce the age to 50 in the places not ruled by the Treasury
- c) to make no change.

d) in quite a number of cases we have no alternative but to grant a pension on the ground of a not very satisfactory

(See 48/02/22
logged)

(subject to a ceiling limit of £500, temporary
extended to £700), half the cost of one
passage towards the cost of their family's
passage. No concession was made to the
Asiatics as part of their revised conditions
of service; and the temporary concession
was discontinued because passages to India
cost no more than before the war. There
is no reason why we should object to the
proposal to place the Asiatics on a similar
footing to Europeans, if the Local Govt.
considers such a concession reasonable.

Proceed as proposed in III above.

V W + O Pension. It will be enough
to refer to an last des. on the subject

(CA/20758/25)
S.A.

vi Anomalies. This is the old standing
grievance arising out of the fact that
the war bonus was large for married
men for single men, and was incorporated
in salaries as it stood at the 1920
revision for the case of non-Europeans in
order to do so. It has automatically
increased through the course of time, as
it should have left the service.

Family - the
wife and children

Woods

Woods

maximum. There can be no question of a prospective adjustment in such cases.

Good.

VI Increments to old 1st Grade. There is no doubt that the Govt. of Kenya has not, as has the Govt. of Uganda, exercised its discretion to grant increments to the old 1st Grade (present Special Grade) for good work and long service. We might say that S.O.A. will be prepared to consider sympathetically cases put up in 1926 Ests.

Good.

VII Hospital facilities. We should express the hope that it will be found possible to meet the legitimate requirements of the staff in this connection. As regards food, say we presume that due regard is had to the religious scruples of patients.

Good.

VIII Reduction of salaries. We must repeat that the matter cannot be reconsidered.

Good.

IX Housing accommodation. Note that the question of building quarters is receiving the attention of the Govt.

Good.

KENYA.

No. 688.



30437

GOVERNMENT HOUSE.

NAIROBI.

KENYA.

REC'D
FILE 6 JUL 25

9th June, 1925.

Sir,

I have the honour to transmit a Memorandum from the Kenya Asian Civil Service Association prepared, so I am informed, for the East Africa Commission which the Association desires should now be forwarded to you.

Memorandum.

2. The Memorandum sets out certain grievances of the Asian Staff of the Service and with regard to the points raised I have to state:

(a) Pensions:

I am unable to agree with the contention that pensions should be granted to all Government servants subject to a minimum period of approved service. There would however appear to be a case for improvement in certain classes of appointment other than clerks. A Committee is now sitting to consider this question and on receipt of their recommendations I will address you on the subject.

(b) Climatic Allowance:

The Medical Department has no information which would tend to show that the climate of Kenya is anymore unhealthy for Asians than India, and pending proof to the contrary I am unable to recommend the grant of a climatic allowance. I agree however with the recommendation made by Sir Edward Northey in his

Confidential

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.

for 33308
80

for 48102
11

Confidential despatch No.122 of the 12th June, 1922,
that Asian officials may be allowed, or may be required
to retire on reaching the age of 50 years or on
completion of 30 years' service whichever is earlier,
and would ask for the re-consideration of the decision
conveyed in the Duke of Devonshire's Confidential
despatch of the 7th November, 1922.

(c) Leave:

I do not consider that the staff have cause
for complaint under the existing Regulations. The
conditions were materially improved in 1920 when they
were granted leave on full pay instead of on half pay.
It would, however, be preferable to make the relative
Regulations coincide with those applied to Europeans,
i.e. leave to be calculated on the exact number of
months of service. The length of the tour should
depend largely on climatic conditions and although 43
months does not appear to be unduly long there may be
cases in which an official has to proceed on leave a
month or so earlier and it hardly seems equitable that
he should thereby lose two months' leave.

I am in favour also of allowing extensions
of leave on the grounds of ill health on full pay up to
a maximum of three months. Under the present
arrangements a distinct anomaly exists in that a clerk
invalided from the Colony may be granted sick leave
on full pay (even if he has earned no leave),
whereas should he go on ordinary vacation leave he
cannot be granted any sick leave except on half pay.

(d) Passages:

On this point I am in sympathy with the Asian
Staff. The assistance formerly granted was similar in
character to that given to Europeans prior to 1921
when

when Government paid the difference between actual and pre war rates. This was a temporary measure only. I consider that a concession on the point of family passages should be allowed on the lines of that at present in force for the European Service; the cost would be about £1,500 per annum; viz. one half passage of the class by which the officer is entitled to travel.

(e) Widows' and Orphans' Pensions:

This matter is already under consideration and I would invite your attention to the late Sir Robert Coryndon's despatch No.29 of the 8th January last.

4/11/26 8/24/26

(f) Anomalies of Revision of Salaries:

This question is under consideration vide your Confidential despatch of the 19th December last. As stated in my Confidential despatch No.49 of the 7th April, 1925, the proposed concession does not affect the Non-European staff, assuming that those promoted since 31st March, 1920, and those who have attained their maximum are not to be benefited.

4/11/26 5/30/26
14
18

(g) Increments to old I Grade officials:

Under existing arrangements special increments may be given to I Grade Clerks for good work and long service and no alteration is recommended in this respect. I would mention that individual cases recommended by Heads of Departments are receiving consideration in connection with the 1926 Estimates.

(h) Hospital facilities:

The improvement of Hospital conditions is engaging my close attention and I have every sympathy with the Memorialists' request. Loan proposals in connection with buildings will no doubt include a Hospital scheme for the Colony. Provision was made in the 1925 Estimates for increased accommodation for Asiatics in Nairobi the erection

erection of a new ward for them and similar proposals for Mombasa are now under consideration. I am advised that the criticisms made on the accommodation in Nairobi are incorrect, in fact, as the Asiatic ward is provided with a wood ceiling and is reported on medically not to be in a bad condition. The food supplied is reported to be not unsuitable.

(4) Reduction of scales of salaries and re-grading scheme of 1923:

Copy 49757/24

This question has been disposed of vide your despatch Confidential of the 25th February last and the Asian Civil Service Association has been notified of the decision reached.

(5) Housing accommodation:

I am of opinion that economy would be effected by building quarters for the staff and the matter is receiving the attention of Government.

I have the honour to be,

Sir,

Your most obedient, humble servant,

J. A. Hawthorne
(for and in the absence of)
ACTING GOVERNOR.

Pension scheme cannot be introduced. The staff accordingly submitted nearly a year ago detailed proposals for a Provident Fund instead, more or less on the lines of the Uganda Railway scheme, but up to now nothing has been heard about it. In the meantime many officials have died leaving wives and children scantily provided for and in some cases practically destitute.

We shall therefore be grateful if a favourable decision in this matter can be expedited and in the meanwhile pensions granted to the widows referred to above as is done in the case of the superior service.

VI. Anomalies of the 1929 Revision of Salaries.

Prior to the above revision married officials were in receipt of a higher war bonus. When the revised scales were applied the war bonus was absorbed in permanent salaries with the result that married officials received higher salaries than bachelors of equal or greater seniority. Officials who married subsequent to the announcement of the revised terms did not draw this benefit.

Whatever reasons existed at the time for granting higher temporary relief to the married Government servants we consider that such a differentiation in respect of permanent salaries and therefore pensions is manifestly unfair.

We would therefore be grateful if this matter could be equitably adjusted at an early date.

VII. Increments to old I Grade Officials.

In accordance with the 1929 revised conditions of service (Secretariat Circular No. 48 of 1929 paragraph 2) the salaries of I grade Asian officials were fixed at Rs. 500/- with the promise that special additions would be made for good work and long service.

These officials have from 16 to 27 years' service to their credit and considering that the service limit is 20 years we trust that it will be admitted that the service put in by these officials is sufficiently long; that they had done good work was recognised by Government by promoting them to the grade. We do not think that it is in any way intended to suggest that their services have depreciated since their promotion, but we know that none of them has granted a single increment since their promotion in 1929.

By the absorption of war bonus some of them are drawing Rs. 545/- p.m. from the date of their promotion while those are others who are in receipt of Rs. 500/- p.m. only, whereas officials in Uganda of much less seniority are drawing as much as Rs. 700/- p.m.

We would respectfully submit that these officials some of whom have been connected with the Administration from the early pioneer days, deserve more sympathetic consideration than has been extended to them by the Government and we wish to appeal to you on their behalf, with a view to such a wide differentiation as between neighbouring territories being equitably adjusted.

VIII. Hospital Facilities.

There are no adequate hospital facilities provided for the Asian staff.

At Nairobi 10 beds are reserved for Asians in general at the K.A.S. Native Hospital. The rooms are of corrugated iron without wood lining and ceiling. These are in such a bad condition that none of us would like to live in them and much less housed when ill. The food provided is entirely unpalatable and patients have therefore to make their own arrangements in this respect. There are about 200 Government Asian officials alone in Nairobi.

At Mombasa about 8 beds are available for Asian community at the Native Civil Hospital and although the quality of the accommodation provided is far better than at Nairobi it is not sufficient for the needs of the station where there are about 200 Asian Government officials. The same remarks about food arrangements apply.

No sort of hospital arrangements exist at Kisumu where there is a good number of officials. Provision for this was inserted in the 1928 Estimates but has been subsequently deleted.

In view of the climatic conditions of this country we hope that the urgent necessity for better medical facilities for officials will be readily recognized.

IX. Reduction of scales of salaries and the Re-grading Scheme of 1928.

This matter has been fully dealt with in our Memorial dated the 26th September, 1928, which we understand from the Hon'ble Colonial Secretary in the course of the interview with the Commission referred to above, has been already forwarded to the Secretary of State for the Colonies. We are not aware of the recommendations of the Government but we wish respectfully to make it clear that the staff then existing cannot accept as just and fair any scheme which is in any way inferior to the terms and conditions of service announced under Secretariat Circular No. 66 of 1926.

In conclusion we trust we need not further refer to the housing question which has been dealt with in our previous Memorandum as an economical proposition although it also constitutes one of our chief grievances. We

Yours faithfully

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At Mombasa about 8 beds are available for Asian community at the Native Civil Hospital and although the quality of the accommodation provided is far better than at Nairobi it is not sufficient for the needs of the station where there are about 300 Asian Government officials. The same remarks about food arrangements apply.

No sort of hospital arrangements exist at Kisumu where there is a good number of officials. Provision for this was inserted in the 1920 Estimates but has been subsequently deleted.

In view of the climatic conditions of this country we hope that the urgent necessity for better medical facilities for officials will be readily recognized.

IX. Reduction of Scales of salaries and the Re-grading scheme of 1922.

This matter has been fully dealt with in our memorial dated the 24th September, 1922, which we understand from the Hon'ble Colonial Secretary in the course of the interview with the Commission referred to above, has been already forwarded to the Secretary of State for the Colonies. We are not aware of the recommendations of the Government but we wish respectfully to make it clear that the staff then existing cannot accept as just and fair any scheme which is in any way inferior to the terms and conditions of service announced under Secretariat Circular No. 40 of 1920.

In conclusion we trust we need not further refer to the housing question which has been dealt with in our previous memoranda as an economical proposition although it also constitutes one of our chief grievances. We

obey

cherish the hope that it has received sympathetic consideration
at your hands.

We beg to remain,
Sir,
Your obedient servants,

Sgd. A. J. Santiago.

MEMBERS.

Sgd. L. C. Sequin

Sgd. Prem Singh.

MEMORAN JOINT SECRETARIES.

ORR 30437/25
Kenya.

15

- Mr. Jeffries 20.10.25
- Mr. Bottanley 26/10
- Mr.
- Mr. Strachey.
- Sir J. Shuckburgh.
- Sir C. Davis.
- Sir G. Grindle.
- Sir J. Masterton Smith.
- Mr. Ormsby-Gore.
- Mr. Amery.

Ind.

C. D.
R 27 OCT
D 5

21 Oct 1925

DRAFT.

Kenya.

No 1055

Gen Grigg.

When TI views the
 Assisted family, 10/11/25
 is received from OAC,

10/11/25
 15
 of the conditions of issue
 of unate officials.

hi,
 I have to ask
 the receipt of ~~you~~ ^{his} Debenham
 No 688 of the 9th of June,
 in which ~~you~~ ^{he} forwarded
 with ~~his~~ ^{his} comments, a
~~letter~~ memorandum by
 Kenya Area
 the ~~Association~~ ^{Association} and Kenya
 Association on the subject
 of unate officials.

2 I have the portions
 obtain to offer on the
 various heads of the
 memorandum -

I. Personnel. I shall
 await

Mr.

Mr.

Mr.

Mr. Strachey.

Sir J. Shackburgh.

Sir C. Davis.

Sir G. Griad.

Sir J. Macdonald Smith.

Mr. Ormsby-Gore.

Mr. Amery.

DRAFT.

16

Amongst the East African

Dependencies. I have not
received any recent representations

on the subject from the other

Govts. concerned, & I do not

regret that,
in the circumstances, I do not see

any way to reopen the

question.

III. Leave. I suggest

that you should communicate
Mr. Denham's proposals to

the Govts. of Uganda, Tanganyika

and the T.T., with a view

to an agreed scheme being

submitted to me, if those

Govts. concur, for the

Mr.

Mr.

Mr.

Mr. Strachey.

Sir J. Shuckburgh.

Sir C. Davis.

Sir G. Grindall.

Sir J. Maclerton Smith.

Mr. Ormsby-Gore.

Mr. Amory.

DRAFT.

the T.T. under this or the
previous head.

Mr. V. Wilsons and Orphans'
Pensions I would invite
reference, as regards this
question, to my despatch No.

(20758/25)

577 of the 26th of June.

VI Anomalies arising out
of the general revision of
salaries. In the memo raised
by Mr. Deane I do not
consider it necessary to
reopen the question of the
difference in salary between
married and single men
created

- Mr.
- Mr.
- Mr.
- Mr. Strachey.
- Sir J. Shackburgh.
- Sir C. Davis.
- Sir G. Grindle.
- Sir J. Masterton Smith.
- Mr. Ormsby-Gore.
- Mr. Amery.

DRAFT

this matter.

Y. Housing accommodation }

note that the question of building quarters is receiving the attention of the Govt.

3. I shall be glad if you will inform the Association that their memorandum has been laid before me, and that their requests are receiving con- sideration, with the exception of those dealt with under heads II, VI and IX above, as regards which I regret that I can