

1925

E. AFRICA  
UGANDA

126

C. O.  
40200  
3 SEP 25

FROM

GOVERNOR GOWERS. CONF

DATE

31st July 1925.

FOR CIRCULATION:—

Mr.

Mr.

Mr.

Asst. U.S. of S.

SALARIES OF HEADS OF DEPTS. AND SENIOR OFFICIALS.

Submits proposals regarding - in the event  
of abolition of Local Allowance.

Perm. U.S. of S.

Part. U.S. of S.

Secretary of State.

Previous Paper

*lyn. 36744 8/11 Uga.*  
*O.A.C. 24944 25 Uga.*

MINUTES

*See on X 1197/26.*

*W out*

Subsequent Paper

*lyn. 47115 25 Uga.*

C. O.  
40200  
3 SEP 25



Uganda Protectorate

GOVERNMENT HOUSE,  
UGANDA

CONFIDENTIAL. (1)

31st July, 1925.

Sir,

In continuation of my Confidential despatch of July 11th, I have the honour to address you with regard to the salaries which should I consider be assigned, on the abolition of Local Allowance, to Heads of Departments, Deputy Heads of Departments and other Senior Officials who were not referred to in that despatch.

*lyn 30/7/25*

2. Proposals were made in Sir Geoffrey Archer's Confidential despatch of the 21st November, 1924, as regards the salaries of certain officials enumerated in the enclosure thereto and these suggestions were again referred to in Mr. Jarvis's Confidential despatch of the 2nd of May as representing the considered view of the Government of the Uganda Protectorate, except in the case of the Chief Justice and the Chief Secretary. To deal first with the case of these officials I may say that I feel satisfied that the duties and responsibilities of the Chief Secretary to the Government fully justify a substantive salary of £1,600 being attached to the post, and in view of the considerations of expense in practically obligatory entertainment alluded to in paragraph 3 of Sir Geoffrey Archer's Confidential despatch of the 24th December, 1923, I recommend that

*20/7/25*

*[A 6] 24/7/25*

*lyn 23/7/25*

/the duty

RIGHT HONOURABLE

THE SECRETARY OF STATE FOR THE COLONIES,

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

the duty allowance of £200 at present provided, should be maintained. I am averse as a rule to the principle of duty pay or duty allowance, but in this respect I consider that the position of the Chief Secretary may reasonably be regarded as exceptional.

5. The case for increasing the remuneration of the Chief Justice to the figure proposed by my predecessor in his Confidential despatches of the 31st March and 5th August, 1924, viz. £1,800, appears to be equally strong. The Chief Justice at present draws £1,750 a year with local allowance, and I accept the view that nothing less than the retention of the present local allowance in the form of pensionable emoluments should be considered as a satisfactory revised salary for the existing holders of offices. I would add that, if the 20% increase proposed by the Acting Governor of Kenya in his Confidential despatch of the 24th June, were adopted, the Chief Justice would receive £1,920.

*Apr 21/25 / full g'n  
for 1924 g'n*

*CAC 80  
22/2/26*

4. As regards other Heads of Departments I consider that the salary of the Principal Medical Officer should be £1,400, and I think that the Attorney General should also receive £1,400 per annum. At present he receives less salary than the Puisne Judge (though in most other Colonies, the reverse is the case). This, I think, is anomalous in view of his position as the principal legal adviser of Government and the Senior Member, after the Chief Secretary, of Executive Council.

5. I propose a salary of £1,300 for the Treasurer, Director of Agriculture, Director of Public Works, and Director of Surveys. I am aware that a lower salary was proposed for the latter officer in my predecessor's despatch already referred to, but the importance of his office, including as it does that of Land Officer and Commissioner of Mines, appears to

/Justify

justify the increase I propose.

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6. For the Puisne Judge I recommend £1,300. His present salary is I think, though not too large in itself, disproportionately large in comparison with that of Heads of Departments and other senior officials. The Puisne Judge now draws in salary and Local Allowance £1,550, and I suggest that the excess of 250 over the substantive salary proposed by me should be a personal and pensionable allowance to the present holder of the post.

7. The Director of Education is at present drawing in salary and Local Allowance £1,563. I propose that his status as measured in salary should become the same as that of other Heads of principal departments - £1,500; but, since the present holder is seconded from the Sudan Service that he should continue to receive his present emoluments, and that the excess should be a personal and pensionable allowance.

8. For the Provincial Commissioners I consider that the scale of £1,200 is insufficient taking into account the increased work and responsibility which the growing development of the country involves, and I propose that a Provincial Commissioner should receive £1,200 for three years and thereafter £1,300. I have drawn attention, in my Confidential despatch of the 11th July, to the relatively few opportunities for promotion to the highest administrative grade which exist in East Africa, and for the necessity, no less urgent in East than in West Africa, of attracting the best men available to the administrative service. In this connexion I have considered the suggestion that the salaries of the Provincial Commissioners of the Western and Northern Provinces should be lower than those of the Provincial Commissioners of Buganda and <sup>the</sup> Eastern Province. It is true that at the present time the problems with which the latter have to deal are more varied and complex than those which confront the former. But

11/36/44 80  
15/4/49

this may not always be so, and on the whole it seems preferable to give all Provincial Commissioners the same status. In view of the considerations briefly alluded to in paragraph 10 of my Confidential despatch of the 11th July I trust that you will agree that the scale I propose is not too high, being as it is intermediate between the salary of a Resident and a Senior Resident in Nigeria, but without the duty pay - £240 and £280 respectively, which attaches to the latter posts.

Apr 26/44 P.A.  
75 Uga

9. The appointment of Labour Commissioner is not one which I think will be permanently necessary. I do not find myself in agreement with my predecessor's conclusions as set out in his despatch No.329 of the 20th August, 1924, that the duties of this office necessitate conferring on its holder the status and emoluments equal to those of a Provincial Commissioner, and I consider that a salary of £1,000 is adequate.

Apr 24/42 Uga  
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P.A.

10. For the Auditor I recommend a salary of £1,100.

11. I propose to address you separately as regards the emoluments of the Chief Veterinary Officer, whose post is at present vacant.

12. The Commissioner of Police, should, I consider, have £1,200 per annum, which should include the £100 per annum he now draws as Commissioner of Prisons.

13. I propose for the Director of Geological Survey £1,100 per annum.

14. As regards the Forestry Department, I intend in due course to make proposals for its re-organisation. In the meantime I consider that the present holder of the post of Conservator of Forests will be adequately remunerated if his salary of £800 is converted into the corresponding rate on the Long Grade - viz. £920.

15. The office of Director of Transport is, I think, well paid at £1,000 as compared with most other officers,

/and I am not

and I am not at present prepared to recommend any addition to this as the substantive salary of the post, though I think the present holder should retain his Local Allowance as a personal (pensionable) allowance.

16. For the Government Printer, who enjoys a salary of £500 to £600, I propose a scale of £600 to £840. I am not sure that the importance of this post has been sufficiently recognised either in East or West Africa.

17. The Elephant Control Department was recognised from its inception as a department the activities of which would not be of a permanent nature. I have already advised you that I propose to change its title to that of Game Department and that of its head to Game Warden. I am confident that for a long time to come it will be necessary to maintain a small Game Department under a Game Warden, and I propose therefore that the head of it should be placed on the pensionable establishment on a salary of from £720 to £840.

18. Having now referred briefly to all Heads of Departments and officers holding analogous posts I wish to make the following recommendations with respect to the principal subordinate posts in each Department, in so far as they were not dealt with in my Confidential despatch of the 11th July, 1925.

19. Of the two Assistant Chief Secretaries, the senior should be styled Deputy Chief Secretary, and I recommend for this post a fixed salary of £1,200 a year. The allowance of £50 as Registrar General of Births, Marriages and Deaths would disappear. I am addressing you on this subject in a separate despatch. The other Assistant Chief Secretary, who on the 1st January next would draw £1,015 per annum with Local Allowance (his maximum), should, I consider, receive a fixed salary of £1,050.

20. The Reclamation Officer or Adviser who now forms a unit in the Secretariat Staff should, I think, be given a salary of £1,000 which should be regarded as personal to Mr. Fiske. It is probable that this office will not always be necessary, but it is certainly desirable to maintain it now, and for some years to come, provided Mr. Fiske is able to continue in it.

21. For the Deputy Principal Medical Officers, the Chief Sanitation Officer and for the Bacteriologist, I propose for the present salaries of £1,200; the allowance of £100 now given to the Bacteriologist in lieu of private practice should disappear. I think, however, that the present allowance of £100 now given to Major Keane should be retained in addition to the substantive salary proposed.

22. For the Deputy Treasurer, Assistant Commissioner of Police, Deputy Director of Agriculture, Deputy Director of Surveys and Deputy Director of Public Works, I propose a fixed salary of £960.

23. Magistrates of the Judicial Department should, I consider, receive salaries of £600 by £50 to £720, by £40 to £960 in the long grade (scale "A" of my despatch of the 11th July). The appointment of Senior Magistrate would disappear.

24. The question of the salaries of the Registrar of the High Court and the Conveyancer and Registrar of Titles is best dealt with by including them also in the long grade applicable to Magistrates.

25. For the Dental Surgeon a scale of £720 by £40 to £960 is, I think, adequate, in view of this officer's lucrative private practice.

26. For Nursing Sisters I propose a scale of £250 to £300.

27. The Assistant Directors of Transport would

would enter the long grade (Scale "B" - other Civil Departments), and future appointments to this post would be made at the initial salary of £600.

28. For the Superintendent of Conservancy I recommend a scale of £600 by £50 to £720.

29. There are in addition some posts, such as that of the Assistant to the Attorney General and the Principal of Makerere College as to which I shall address you separately in connexion with the question of the organisation of the Departments to which they belong.

30. I append a schedule summarising the recommendations contained in this despatch and showing also in parallel columns (a) the present salaries of the posts dealt with; (b) these salaries plus Local Allowance at the rate sanctioned for this year. It will be observed that the additional immediate cost involved by the proposals is £3,529.

31. Should these recommendations meet with your approval, I propose that the revised rates of salary should come into force on the 1st January, 1926. And I would request that authority may be given for the calculation of pensions on the new rates, without averaging, for the period of two years from that date. Otherwise senior officers who may be due to retire within that period, and are at present drawing salaries admittedly inadequate, will not receive the full benefit of a measure of relief which will, I hope, finally dispose of a question which has engaged the attention of yourself and your predecessors, and successive Governors, for the past seven years.

32. I desire only to add in conclusion that the foregoing recommendations are made after very careful consideration and that I am satisfied that in no case have I requested you to sanction any salary which is in excess of

/the amount

the amount necessary for its remuneration in the  
circumstances existing in the Protectorate, or which  
the present and prospective financial position does  
not amply justify. 101

I have the honour to be,

Sir,

Your most obedient, humble Servant,

*W. J. Gowers*

G O V E R N O R .

Chief Justice	£1,600	£4,734	£1,800
Chief Secretary	£1,300 + £200	£1,64	£1,600 + £200 duty
Attorney General	£1,100	£1,225	£1,400
Principal Medical Officer	£1,200	£1,330	£1,400
Treasurer	£1,100	£1,225	£1,300
Director of Agriculture	£1,100	£1,225	£1,300
Director of Public Works	£1,100	£1,225	£1,300
Director of Surveys	£1,100	£1,225	£1,300
Puisne Judge	£1,200	£1,340	£1,300 + £50 personal present holder.
Director of Education	£1,1,200	£1,363	£1,300 + £63
Provincial Commissioners (4)	£800 by £50 to £1,000	£1,120 (3)	{ £1,200 for 3 years then
Labour Commissioner	£800 by £50 to £1,000	£1,015 (1)	{ £1,300
Auditor	£900	£ 910	£1,000
Commissioner of Police	£900 + £100	£1,015	£1,100
Director of Geological Survey	£900	£1,120	£1,200 (inclusive of allowance as Commissioner of Prisons).
		£1,015	£1,100

£200 to £250

£240 to £300

£280 to £300

Assistant Director of Transport (2) £500 by £25 to £600  
Superintendent of Conservancy £400 by £20 to £500

£617½ (2)  
£590

£500 by £30 to £720 by £40 to £920  
£600 by £50 to £780

Total cost of salaries at present  
(inclusive of legal allowances)

249,825

Cost of proposed salaries

253,157

Increase

23,332