

1923
~~1922~~

E. AFRICA
UGANDA

20

57

O.A.O.
JARVIS

TEL

DATE

22ND JANUARY 1923

C. O
4147
REC'D
Jan 23 1923

CIRCULATION —

Maclisp 21/2/23
Bottrill 21
Stacey

Grindle
H. Lambert
H. Cecil
F. Minteron Smith
Wood
Churchill

SUBJECT

ASIATIC STAFF

REVERSED SALARIES

Submit proposals.

Previous Paper

MINUTES

copy taken
from

I annex a memo which, with
these minutes, might form a basis
for discussion of the question
(I have had some flimsy copies of
the memo made in case a
discussion is arranged)

I am still faithful to the argu-
ment contained in the memo
on 40274; but I think there is
a case for a reduction so long
as the conditions of service of
permanent staff are unimproved,
and the proposal contained
in the telegram is attractive

Subsequent Paper

05
2320
18 of

My reasons for favouring
a reduction are

(1) Economy is called for
and it is not fair
that the European staff
alone should bear the
burden.

(2) Though it cannot be
argued that the new
seals (converted into
florins) were intended
to be anything but
permanent, the terms
approved were perhaps
unduly generous, and
if the excessive generosity
can be rectified without
injustice to officers now
serving, we should not
miss the opportunity.

(I am rather diffident
on this point as I am
not very well up in the
history of the salary and
allowance changes.)

I think that the proposed

proposal represents the most that
can be done in the matter 53

The question of payment of pension
need not be considered on this
paper. It is being dealt with
separately and we have just
(on 17/4/23) written to Treasury.

After a decision has been taken
on these papers we can consider
pension further on 17/4/23

I regret delay in
sending the con
fession and I
am sorry to hear
of your illness
I am sure you
will be well
soon

This can be postponed

I am afraid that Government had time
to read few 1931/23 Tanganyika very
carefully, but I am strongly opposed
to the proposal in it that the
suggested cuts should be applied
to men already in the service]

Yours
G.S.

As regards my last proposal of 21/2/23
40274, it will be met by the Government
of the day of course - i.e. all the members of
the representative forces to be raised in 1923
to be by the date of (with the intention of

...the
... ..
... ..

For the historical
... ..
... ..
... ..
... ..
... ..
... ..
... ..

Mr. Stacey

You spoke to me about the Tanganyika
-it's proposals. The Gov's
... ..
... ..
... ..
... ..
... ..

In the tel (44898)
... ..
... ..
... ..
... ..
... ..

This tel, I suppose, must have
been based on the incorrect assumption
that Resolution 27 of the Provisional
(in 40274) advocated a half $\frac{1}{2}$ cut
without 25% local allow: whereas
the resolution recommends the
grant of local allow on the same basis
so that in force for East Africa (i.e. 25%)
In pressing for 25% local allow
... ..

x i.e. reduce
salaries by
instead of
and retain
Kenya proposal
25% allow

... ..
... ..
... ..

Kenya - the addition of 25% local allow
to the reduced scale being
equivalent to reducing the rate
cut from $\frac{1}{2}$ to $\frac{1}{3}$ (see comparative
table attached to my memo). I
have attached my memo accordingly
T.T. then agrees with Kenya except
for the view that the 25% local allow
should not be reduced concurrently
with the East African local allow.

I agree as to a discussion at present
lean towards the Kenyan solution. It looks as if
... ..
... ..
... ..
... ..
... ..

... ..
... ..
... ..

This was discussed this
afternoon, and agreement was
reached on the following points

- (1) The Arabic salaries cannot be left alone;
- (2)

Staff

(3) Present agreement of temporary staff should be allowed to run their course, not terminated prematurely, in order to bring the men on to lower scales;

(4) It is undesirable to introduce a local allowance for non-European officers;

(5) The Uganda scales seem suitable for new appointments and promoted men; and their proposed arrangements for re-grading seem satisfactory.

It was therefore agreed that a telegram should be sent to the Governor (with a view to obtaining the Kenya and T.T. views on the Uganda proposals. Df's submitted.

(D.J. 26.2.23.

Evie 27/2/23

Mr H. J. ...

(As directed by you on 22/2/23)

The staff ... (faint text describing staff matters)

present position

At the discussion it was considered that ... (faint text discussing staff matters)

Wed 27.2.23

H. J. A.

28/2/23

Mr. ...

I think ... (faint text)

28.2.23

REVISION OF ASIATIC SALARIES IN KENYA, UGANDA AND TANGANYIKA.

We now have 3 proposals:-

0274/22

Resolution 85
2534/22

(1) KENYA. Resolution 27 of Planning Committee and Resolution of Executive Council. (a) Present scales to be converted to sterling at Rs. 1200 = £100. (b) Local allowance (25%) to be granted, but not later than 31st March 1923. Leave pay and pensions to be paid in local currency. Deduction to apply to all the staff permanent and temporary; those willing to accept the new terms to be allowed to retire without pension or gratuity, but with free passage to India.

(2) UGANDA.

Proposes new scales considerably lower than existing scales (see comparative table annexed), but present scales of salary of existing staff will be safeguarded. No immediate economy but considerable economy in future. Leave pay and pensions to be quoted in sterling and paid at current rate of exchange.

(3) TANGANYIKA.

Concurs with Kenya except

Considers Kenya proposal too drastic.
do regard
Proposed 1/6th cut (instead of Kenya 1/3rd) and a local allowance of 25% which is not to be reduced.

To apply to all staff - presumably both permanent and temporary though the Governor's despatch is not very clear



clear on the point.

Leave pay and pensions in local currency.

Saving, if ~~WOM~~ cut in approved would be £30,000.

ARGUMENTS EMPLOYED.

(a) The reduction of the European local allowance has distorted the relation of 25 years standing between European and Asiatic salaries in favour of the latter. Unless the correct relation is restored the prospects of junior Asiatic staff will be impaired as it will be more economical to employ Europeans in the posts which are at present held by highly paid Asiatics.

(b) The currency argument. The Bowring Committee refer to the "original intention of the contracts covering the Asiatic service" and argue that it was never intended that Indians should profit permanently by the fact that, when their salaries revised in rupees were converted into sterling salaries, the rupee had been stabilised at 2/-.

(c) Economy. The European local allowance has been reduced on the ground of economy and there is no reason why Asiatics should receive similar treatment.

(2) Tanganyika.

Reinforces arguments (a) (b) (c) above.

(3) Uganda.

Economy mentioned in the Acting Governor's telegram: he promises a despatch which no doubt argues the matter more fully.

Counter-arguments

clear on the point.

Leave pay and pensions in local currency.

Saving, if ~~made~~ out is approved would be £30,000.

ATTACHMENTS IMPROVED

(a) The reduction of the European local allowance has distorted the relation of 25 years standing between European and Asiatic salaries in favour of the latter. Unless the correct relation is restored the prospects of junior Asiatic staff will be impaired as it will be more economical to employ Europeans in the posts which are at present held by highly paid Asiatics.

(b) The currency argument. The Bowring Committee refer to the "original intention of the contracts covering the Asiatic service" and argue that it was never intended that Indians should profit permanently by the fact that, when their salaries revised in rupees were converted into florins/salaries, the rupee had been stabilised at 2/-.

(c) Economy. The European local allowance has been reduced on the ground of economy and there is no reason why Asiatics should escape similar treatment.

(2) Tanganyika.

Reinforces arguments (a) (b) (c) above.

(3) Uganda.

Economy mentioned in the Acting Governor's telegram: he promises a despatch which no doubt argues the matter more fully.

Counter-arguments

Counter arguments suggested in Minutes on 40274.

(a) The so-called "relation" between European and Asiatic salaries was never deliberately created, if indeed it has definitely existed.

(b) We converted the revised Asiatics salaries from rupees to florins at 2/- to the rupee with our eyes open. Perhaps we would have been better to have introduced a variable element (as in the case of Europeans) but the fact remains that we did not and the salaries as revised and converted were intended to be permanent.

We cannot alter the conditions of service of permanent staff at present serving, or of temporary staff until current agreements are terminated.

(Mr. Bottomley's note attached to 40274 gives the history of the currency changes).

In despatches on 40274 we put the following points:

(1) The Secretary of State would have much hesitation in agreeing to alteration in the case of officers already in the service.

(2) New salaries were regarded as permanent rates and in the case of permanent staff at any rate this is a strong argument against reduction.

(3) The fact that the Kenya despatch did not lay much emphasis on the 'economy' argument makes it doubtful whether on financial grounds a case could be made out for the proposal.

(4) It might be practicable (a) to introduce lower scale for new officials, (b) to introduce similar scales for officers at present serving on agreement.

when their agreements expire, (c) in the case of permanent staff to devise some arrangement for the introduction of the new rates on promotion, so long as there was no immediate loss of salary.

(5) We asked Governors for their views on the Kenya proposal and on any steps which they might think practicable for effecting a general downward revision in the event of proposals for an immediate reduction not being approved.

A comparative table showing scales proposed by Kenya, Uganda and Tanganyika Territory as compared with the existing scales, is annexed.

[10]

Scale	(Special) Shillings	Grade I Shillings	Grade II Shillings	Grade III Shillings	Grade IV Shillings	Remarks
Present	—	520 + ?	350-30-510	250-20-360	150-15-240	
Kwana (approx)	—	350 (+ 87)	250-20-340 (+ 54 - - 55)	170-15-240 (+ 42 - - 50)	100-10-160 (+ 25 - - 40)	25% local allowance to be reduced with European allowance.
Uganda	Salary and increments to be fixed in each case.	350-20-500	250-15-350	210-10-270	150-10-200 <i>7/6</i>	See note on application of the scale to existing staff below.
Kwana (approx)	—	(+ 87)	250-15-350 <i>in Kenya</i>	210-10-270 <i>Kenya</i>	150-10-200 <i>(+ 15-20)</i>	25% local allowance NOT to be reduced with European allowance.

Note on proposed calculation of new Uganda scales.

1. All present 1st Grade to enter new Special Grade
2. All present 2nd Grade to enter new 1st Grade retaining present rate of increment and right to present max. of S. 510.
3. All present 3rd Grade to enter new 2nd Grade when in receipt of S. 280 or more, retaining present maximum and value of increment.
4. All present 4th Grade to retain present rate of increment and right to salary of S. 200-360 ~~with 2 years' probation, the 1st year usually entering new 2nd grade.~~

5. Present establishment in 1st, 2nd and 3rd Grades to be retained for new 1st Grade and 2nd Grade and additional appointments consequent on regrading to be held as supernumeraries, no promotion being made till supernumerary slots are abolished.

M**POST OFFICE TELEGRAPHS.**

Office Station

If the sender of the Telegram, or part of the whole, can be reported under any of the provisions mentioned, it will not be subject to application of the above rules which will be subject to the first disadvantage for security made.

447

Office of Origin and Service Instructions.

RECEIVED

RECEIVED

11 (1917)

23

Received here at

W

235/2

67

No. of Words Time handed in.

Instructions

Did not January postal to my
 with the Underwriter notice
 I recommend classification
 one special fund for military
 while the the attendant duties
 and increments between the
 have two with the...
 the judge... to...
 granted...

Delivered	Charges
Collected	
Paid out	

M

No.

Charges to pay.

W



POST OFFICE TELEGRAPHS.

Office Stamp.

If the accuracy of this Telegram be doubted, a part, or the whole, can be repeated under special conditions, particulars of which can be obtained on application at the Office from which it was delivered.

This form must accompany any inquiry made respecting this Telegram.

Office of Origin and Service Instructions.

Charges

to pay

69

Received here at

③

No. of Words. Time handed in.

Instructions.

^{to be placed in} clerks ^{to be placed in} peckers ^{to be placed in} new godfather retaining
~~highest~~ ^{highest} increment and ^{present} ~~present~~ ^{present} ~~present~~ ^{present}
 maximum of shillings ^{5 0} ~~whenever~~ ^{whenever} ~~three~~ ^{three}
^{to be placed in} all ^{to be placed in} godfathers ^{to be placed in} clerks ^{to be placed in} residential ^{to be placed in} present
 maximum and ^{to be placed in} ~~radical~~ ^{radical} increment
^{to be placed in} ~~whenever~~ ^{whenever} ~~when~~ ^{when} ~~whenever~~ ^{whenever}
 shillings ^{5 0} ~~whenever~~ ^{whenever} ~~four~~ ^{four} ~~all~~ ^{all}
^{to be placed in} ~~whenever~~ ^{whenever} ~~present~~ ^{present}
^{to be placed in} ~~whenever~~ ^{whenever} ~~present~~ ^{present}
 of shillings ^{5 0} ~~whenever~~ ^{whenever} ~~present~~ ^{present}

sent out at

By

Charges

Collected

M

No.

Charge to pay

POST OFFICE TELEGRAPHS.

This message is to be delivered in part or in whole, as directed under special conditions, particulars of which can be obtained on application for forms from which it was delivered. This is to be kept for any inquiry made respecting this telegram.

Office of Origin and Service Instructions

Charge to pay

Office Stamp

70

Received here at

of Origin

W

Message Number No. of Words Time handed in

Instructions:

godroom

of sent out

By

Delivery

Collected

after ^{prolonged} ~~potentially~~ ^{3 years period} ~~truncation~~ ^{and will} ~~ale stake~~
 therefore eventually enter ^{2nd grade} ~~new~~ ^{godmother} ~~godmother~~
 five ⁱⁿ ~~remotes~~ ^{godmother} ~~in~~ ^{godmother} ~~godmother~~
^{100 days} ~~side~~ ^{and} ~~for~~ ^{godmother} ~~and~~ ^{godmother} ~~godmother~~
 and additional ^{appointments} ~~attempts~~ ^{consequent} ~~consequent~~
 on regarding ^{to be held} ~~hypotheses~~ ^{and} ~~they~~ ^{and} ~~and~~
 no promotions ^{being made} ~~will~~ ^{till} ~~until~~ ^{will} ~~will~~
 staff abolished ^{at} ~~at~~ ^{fourth grade} ~~fourth grade~~
 clocks still to enter ^{godroom} ~~godroom~~ ^{automatic} ~~automatic~~
~~at~~ ^{clocks} ~~clocks~~

(4)

M

Office Stamp
Charges to pay

POST OFFICE TELEGRAPHS.

Office Stamp

If the value of any message be doubted, a part or the whole can be repeated under the following conditions, particulars of which can be obtained on application at the Office from which it was despatched.
This form must accompany all orders made respecting this Telegram.

Order of Origin and Service Instructions

Charges
to pay

71

Received here at

(5)

Name of No. of Words Time booked to

Instructions

sent out at

By

Charges

should remain pay on new grades silver
those ^{as present existing} ~~water~~ ^{residential} existing
penthouse but new ^{apartments} ~~apartments to the
godsend ^{in each case} ~~circumstances~~ ^{to be quoted} silvergood
leave pay and pension ^{to be quoted} ~~signature~~ ^{signature} and paid ^{signature} ~~signature~~ silvergood
no immediate saving ^{as affected by} ~~signature~~ ^{signature} economy
these proposals but so ^{signature} ~~signature~~ ^{signature} economy
signature ^{signature} ~~signature~~ ^{signature}~~

Gov/4147/23

Uganda.

Res. No. 13

February
1923



DRAFT. Tel. code

Your tel. 22nd.

Asiatic salaries
communicate your

intended

proposals to Government

MINUTE.

of Kenya Tanganyika

his defer decision
prop.

pending receipt of

their views on proposals

- Mr. Jeffries 26.2.23
- Mr. Downie 26.2.23
- Mr. Malindi 27/2/23
- Mr. ... 27.2.23
- Mr. Dore
- Sir G. ...
- Sir H. ...
- Sir J. Masterson Smith
- Mr. Ormsby Gore
- Duke of Devonshire

S. G. S.

20/10
faint

Uganda
73

19th January

by tel. 18th January

Goodell
1.36 pm 17/1/23
MB
WJ

(3147)

Asiatic salaries after

DRAFT. Tel. code

considering views of all

Governor
Nairobi

Governments concerned

Cannot agree to any

MINUTE.

reduction of salaries

Mr. Jeffries 26.2.23

Mr. Dennis 26.2.23

Mr. ... 27/2/23

Mr. Bodomby 27.2.23

Mr.

Mr. Davis

Sir G. Grenville

+ Sir H. Hood 28/11/23

* Mr. J. ...

+ Mr. Ormsby Gore 1.3.23 at 10/7

Duke of Devonshire

of existing staff pending
in case of permanent officials
promotion or re-engagement

ment at expiration

of present agreements

in case of temporary

staff officials

2 Dfts.

for conso

W.C.C.C. of Uganda

has been ...
... ..
... ..

To introduce a local allowance
~~in approving any scheme~~

~~providing for the ~~same~~~~

for non-European officials
Local allowance ☉

Governor of Uganda

has been asked to
communicate to you his
proposals which ~~are~~

^{conform}
~~in accordance~~ with

above principles and

I should be glad if

your views on them by

telegraph ☉ Repeat

this telegram to Gov. of

Tanganyika reference

his ~~at~~ conf. desk.

9th December

(1931/22
23)

S. O. L.

To introduce a local allowance
~~in approving any scheme~~

~~providing for the~~

for non-European officials
Local allowance (C)

Governor of Uganda

has been asked to

communicate to you his

proposals which ~~are~~

^{correspond}
~~in accordance~~ with

above principles and

I should be glad if

your views on them by

telegram (C) Repeat

this telegram to Gov. of

Tanganyika reference

his conf. desk.

9th December

(1931/22/23)

S. G. C.