

EAST AFR PROJ  
23/4/20

28119  
10 MAY 20

A. G. 352  
WRING  
1920  
7th APRIL  
Previous Paper  
20056

AFRICAN CIVIL SERVICE ASSOCIATION

Transpetition from re conditions of service  
Comments on and requests may be discussed with  
Sir I. Northey

*W. Northey*

(1) In the Committee's war time report of 2 April 1919  
is in 2995/19 below. ~~Reference~~  
The ref to Section 4  
because: what is meant to mean  
the Appendix:-

Any special cases in which hardship  
might be inflicted by excluding Africans  
from receiving the money payable to  
non-European to be submitted to the  
provision of their needs.

(2) It is understood that the body has  
excluded the problem of...  
The Committee will  
have received...  
and

*Copy of above to Northey on 11/4/20  
by airmail to...  
11/4/20  
11/4/20*

3094



suggest following action

(1) Tel. to ...

your disp. of 7 April No. 302

can you estimate roughly additional cost of <sup>post office</sup> materials <sup>there is</sup> the amount <sup>of</sup> stop. Copy of relation not received

(2) Kind to Mr. ... in connection copy of disp. & tel. above - say that he may already have received his own copy & is apparently going to him direct - ask whether he has any views on the bill's proposals - say that in any event they consider in the 3<sup>rd</sup> report will be of the bill regarding him to inform you out with a copy of scheme as we were prepared to a ...

7<sup>th</sup> April, 1920.

My Lord,

I have the honour to refer to a petition addressed to Your Lordship by the African Civil Service Association of the British East Africa Protectorate, copies of which have been sent to both Sir E. Northey and myself.

2. This petition is laid before Your Lordship in accordance with Section 8 of Sir Alfred Lascelles's Report of 2nd April 1919 on the grounds that certain of the African Clerical Staff of this Government is undergoing hardships which warrant this procedure.

3. The main complaints advanced are:

- (a) Reduction of War Bonus
- (b) Abolition of House Allowance and
- (c) Non-pensionable status.

For Your Lordship's information I will deal with each point raised in turn:

(a)

RIGHT HONOURABLE

VISCOUNT LILNER, P.C., G.C.B., G.C.M.G., &amp;c. &amp;c.

SECRETARY OF STATE FOR THE COLONIES,

DOWNING STREET,

LONDON, S.W.

in receipt of this or any larger salary should receive a uniform house allowance of Rs. 50 whether single or married, a suggestion with which I concur.

(c) Non-Pensionable Status:

That the African should be enabled after a long term of service to enjoy a pension is a principle deserving every support, the more as thrift is seldom among his virtues. The question therefore again arises, is the African to come on to the basis of the Asiatic or is he to form a class of his own. As I have stated above the Chief Native Commissioner inclines to the former view, the Treasurer strongly holds the latter, which I share. This is, that the lower grades of Civil Service should and will be staffed steadily more and more by Africans and that as soon as possible an African Civil Service should be evolved on lines of its own, Rules and Regulations evolving to meet the problems which will arise. This African Staff, living in their own country should require a much smaller salary than the Asiatic: it would therefore be inadvisable to admit the African today to footing of emoluments equal to those of the Asiatic in view of the difficulty of a reversion later to a scale suited to Africans.

It is, I think, a point of some importance that there should not be exalted above craftsmen, otherwise one day find ourselves suffering from an excess of partially educated Africans with a corresponding lack of craftsmen.

5. I have the honour, therefore, to  
recommand to Your Lordship's favourable consider-  
ation that:

(1) African drawing Rs:30/- or over shall  
draw War Bonus on the scale proposed in my para-  
graph 3 (a).

(2) That this grade of African Civil Servant  
shall receive Rs:5/- per month House Allowance.

(3) That steps be taken to form an African  
branch of the Civil Service on a pensionable  
basis.

6. I trust Your Lordship will take an  
opportunity of discussing this petition and the  
questions raised therein, with Sir Edward Northey  
before his return to East Africa.

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



ACTING GOVERNOR.

# EAST AFRICA PROTECTORATE

67

1800348.  
No. 62

The Secretary,  
Nairobi,  
10th August, 1918.

## WAR BONUS.

The award of a war bonus to members of the East Africa Protectorate Civil Service has now received the sanction of the Secretary of State for the Colonies and will be paid to the amount and subject to the conditions hereinafter set out.

The bonus will be payable in respect of periods spent in the East Africa Protectorate, with retrospective effect from the 1st of January, 1917, and with further notice. The bonus will not be payable in respect of periods of leave or service outside the Protectorate.

Bonus will however be payable in the case of members of the East Africa staff of the Railways, Customs, and Postal and Telegraph Stations in Uganda in respect of periods spent in Uganda.

The eligibility for war bonus of periods during which a person has received military rank or pension or has drawn any military pay, rations, or allowances is under consideration, but claims should not at present be entered in respect thereof.

Subject to the fulfilment of other conditions laid down in this circular bonus will be payable to all civil servants who have been continuously in the Government service from the 1st of January, 1916. Those who have joined the Government service since that date will also be eligible provided that they have been appointed to posts on scales of salary which are laid down in the Estimates or are in accordance with scales approved prior to the 1st of January, 1916, and which have not been increased as a result of war conditions.

No person whose emoluments, as defined in para 10, exceed an excess of the following scale is eligible for war bonus.

|                       |              |
|-----------------------|--------------|
| Married Europeans     | £800 p.a.    |
| Unmarried             | £440 p.a.    |
| Married Non-Europeans | Rs. 270 p.m. |
| Unmarried             | Rs. 180 p.m. |

Africans whose pay is less than Rs. 30 p.m. are not eligible to draw war bonus except the rank and file of the Police, Prison Warders, Customs Watchmen, and Postmen.

The amounts of bonus payable will be in accordance with the attached Schedule for

- VI. Married Europeans.
- VII. Unmarried Europeans.
- VIII. Married Non-Europeans whose wages are Rs. 270 p.m. and over, other than those provided for in Schedule VI.
- IX. Unmarried Non-Europeans whose wages are Rs. 180 p.m. and over, other than those provided for in Schedule VI.
- X. Non-Europeans whose wages are under Rs. 30 p.m., other than Africans and those provided for in Schedule VI.
- XI. Police, Prison, Customs, and Postmen whose wages are less than Rs. 30 p.m.

SCHEDULE III

Married Non-Europeans (other than those provided for in Schedules V or VI)

House and house allowance at the following rates:

| TOTAL MONTHLY EMOLUMENTS            | Monthly House                                 |
|-------------------------------------|---|
| From Rs. 205 up to Rs. 270          | The difference between Emoluments and Rs. 270 |
| Not less than 260 but less than 262 | Rs. 5   |
| " " " " " " " " 250                 | " 10  |
| " " " " " " " " 195                 | " 12  |
| " " " " " " " " 170                 | " 14  |
| " " " " " " " " 95                  | " 16  |
| " " " " " " " " 95                  | " 14  |
| " " " " " " " " 70                  | " 12  |
| " " " " " " " " 60                  | " 10  |
| " " " " " " " " 50                  | " 5   |

and

Where house allowance is not drawn and Government quarters are not occupied an additional Rs. 30 will be payable monthly, provided that the monthly emoluments added to the monthly amount of house do not thereby exceed Rs. 270, in which case the difference between the monthly emoluments and Rs. 270 will be payable.

N.B.—The total Emoluments should include subsistence, duty allowance, personal allowance, and acting allowance, etc. Provided 20 taken to be the value of house or house allowance whichever is in fact provided.

Married Non-Europeans other than Africans, whose subsistence salary is less than Rs. 30 per mensem come under Schedule V or VI.

SCHEDULE IV

Unmarried Non-Europeans (other than those provided for in Schedules V or VI)

It shall be payable at the following rates:

| TOTAL MONTHLY EMOLUMENTS            | Monthly House                                     |
|-------------------------------------|---|
| From Rs. 175 up to Rs. 180          | The difference between the Emoluments and Rs. 180 |
| Not less than 169 but less than 175 | Rs. 5   |
| 145 " " " " " " " " 160             | Rs. 6   |
| 130 " " " " " " " " 145             | Rs. 7   |
| 95 " " " " " " " " 130              | Rs. 5   |
| " " " " " " " " 85                  | Rs. 7   |
| 70 " " " " " " " " 80               | Rs. 6   |
| 60 " " " " " " " " 70               | Rs. 5   |
| 50 " " " " " " " " 50               | Rs. 4   |

Where house allowance is not drawn and Government quarters are not occupied an additional Rs. 20 will be payable monthly, provided that the monthly emoluments added to the monthly amount of house do not thereby exceed Rs. 180, in which case the difference between the monthly emoluments and Rs. 180 will be payable.

N.B.—The total Emoluments should include subsistence, salary, duty allowance, personal allowance and acting allowance, etc. and Rs. 20 taken to be the value of house or house allowance whichever is in fact provided.

Married Non-Europeans other than Africans, whose subsistence salary is less than Rs. 30 per mensem come under Schedule V or VI.



**SCHEDULE V.**

**Non-Europeans whose wages are less than Rs. 40 per mensem (other than Africans and those provided for in Schedule VI.)**

Bonus will be paid at the following rates:

|   | Bonus in respect of period from 1-1-17 to 31-7-18. | Bonus in respect of period subsequent to 31-7-18. |
|---|--|---|
| Those provided with neither quarters nor rations. | 2 months wages                                     | Rs. 6 p.m.  |
| Those provided with rations but no quarters.      | 2 1/2 months wages                                 | Rs. 8 p.m.  |
| Those provided with quarters but no rations.      | 3 months wages                                     | Rs. 4 p.m.  |
| Those provided with quarters and rations.         | 4 months wages                                     | Rs. 2 p.m.  |

The bonus in respect of the period from the 1st of January, 1917, to the 31st of July, 1918, will be reduced proportionately if bonus is not payable in respect of the whole period.

**SCHEDULE VI.**

**Police, Prisons, Customs, and Forest Guards.**

Bonus will be paid to those of the rank and file of the Police, Prison Warders and Customs Watchmen who draw Rs. 40 or more per mensem, and to Forest Guards at the following rates:

Those in respect of the period from the 1st of January, 1917, to the 31st of March, 1918, a bonus of Rs. 20 as a maximum, which will be reduced proportionately if bonus is not payable in respect of the whole period, and in respect of the period subsequent to the 31st of March, 1918, Rs. 5 p.m. will be paid.

**HEAD CLERKS** In respect of the period from the 1st of January, 1917, to the 31st of March, 1918, Rs. 10 bonus will be paid.

In respect of the period subsequent to the 31st of March, 1918, Rs. 1 p.m. will be paid.

23/11/1920

Sent 11 10 am

DRAFT.

Memorandum

Navarre

Priority

narrowly

14 May

MINUTE.

- V. Brainerd 19 May
- W. Parkum 17/5
- U.
- W. Grindle.
- H. Lambert.
- H. Read.
- G. Fiddes.
- d. Amery.
- E. of Milnor.

and 30/11/1920

copy for Mr. Amery and 11 May '20

Under of J April No  
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petition not received

undate

DRAFT.

Major General

Sir Edward B. [unclear]

Colonel [unclear]

MINUTE.

Mr. [unclear]

Mr. [unclear]

Mr.

Mr. [unclear]

Sir H. Lambert.

Sir H. Row.

Sir G. [unclear]

Cpt. Amery.

Lord Milnes.

and [unclear] [unclear]

24 [unclear]

Nov 25<sup>th</sup> 1844  
Tabled  
14<sup>th</sup> Nov

[Faint handwritten text, possibly a petition or report, including phrases like "The petition of..."]

AFRICA PROTECTORATE

No. 387

C.O.  
23123  
GOVERNMENT HOUSE,  
NAIROBI,  
REC'D  
BRITISH EAST AFRICA

April, 1920.

My Lord,

In compliance with the instructions conveyed in Colonel Amery's despatch No. 1376 of the 13th December last, I have the honour to transmit a memorandum from the Staff Captain, East Africa Expeditionary Force, covering a communication from the Assistant Director of Military Labour, which furnishes the details required in connexion with the service of Lieutenant J. W. Jackson in the East Africa Local Forces.

3896/2  
Memorandum  
1. 1920  
in enclosure

2. I am able to confirm the statement made by Major Leonard in paragraph F. of his memorandum regarding Lieutenant Jackson's application for the post of Assistant District Commissioner under this Administration and I endorse the opinion that the officer in question was not entitled to Army of Occupation War Bonus and leave on demobilization.

I have the honour to be,  
Your Lordship's  
Obedient servant,

ACTING GOVERNOR.

RIGHT HONOURABLE  
ROBERT MILNER, P.C., M.P., G.O.M.C., &c. &c.,  
MINISTER OF STATE FOR THE COLONIES,  
DOWNING STREET,  
LONDON, S.W.

AFRICA PROTECTORATE

No. 357

THE GOVERNMENT OF EAST AFRICA

RECEIVED

APR 1 1920

C.O.  
23123

9 APR 1 1920

My Lord,

65896/19

In compliance with the instructions conveyed in Colonel Amery's despatch No. 1376 of the 13th December last, I have the honour to transmit a memorandum from the Staff Captain, East Africa Expeditionary Force, covering a communication from the Assistant Director of Military Labour, which furnishes the details required in connexion with the service of Lieutenant J. W. Jackson in the East Africa Local Forces.

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

*[Signature]*  
ACTING GOVERNOR

SECRETARY OF STATE FOR THE COLONIES,  
DOWNING STREET,  
LONDON, S.W.

Memorandum  
3. 1920  
in enclosure

Ref. No. S.J.37,  
Military Labour Corps,  
General Headquarters,  
Nairobi, 14th March, 1920.

Staff Captain  
E. A. E. Force,  
N.A.I.R.C. B.P.C.

Reference your A.C. Discharges/164/700, I have the following remarks to make on Lieutenant J. W. Jackson's claim for further remuneration:

Lieutenant Jackson was seconded from the B.S.A. Police to the Military Labour Corps and received his commission as second Lieutenant on the 5/1/18 G.R.O. 109; he was released from service on the 14/7/19.

He was asked to reengage for one year as from 1/4/19 under Force Order 23 but refused to do so, in the end, although he verbally promised to do so.

He remained in the M.L.C. to suit his own convenience nor did he ever ask for his release until the 7th of June when he without giving any reason suddenly demanded his release. This was granted to him at once, although it meant considerable inconvenience in replacing him.

As he did not reengage he was not entitled to the 5 day's leave granted under Force Order 23 nor to Army of Occupation pay which was only applied to East African Protectorate troops serving under that order.

He was not entitled to a passage to England as he was not locally enlisted or commissioned here, but in Rhodesia.

Far from Lieutenant Jackson demanding his release in January or February he had then applied on the 3rd of January for a position as Assistant District Commissioner in the East Africa Protectorate through the Director of Military Labour and on the 25th March he had an interview with the D.M.L. concerning this appointment in which he asked the D.M.L. to recommend him for the post. This the D.M.L. did on the 3/4/19. It was only when Lieut. Jackson was informed that there was no vacancy that he applied for his release.

From what I know of Lieut. Jackson which is borne out by his personal file I am quite certain he only remained with the M.L.C. to suit his own ends and if he had, wished to go before he did, no consideration for the Corps or his brother Officers would have weighed against his personal convenience.

I would strongly deprecate Lieut. Jackson obtaining any benefits which other Officers who worked harder and with more personal sacrifice, do not get.

(Sgd) J. D. Leonard.

Major,  
Asst. Director of Military Labour.

**DRAFT.**

Jackson Bay

**MINUTE.**

- Mr. Orange 15.8.2001
- Mr. Archley 13/10/20
- Mr. ...
- Mr. Grande
- Sir H. Lambert
- Sir B. Reed
- Sir G. Biddle
- Mr. Amery
- Lord Moran

My God 6/7/20

with ref to your letter of the 4th of June 17th Nov last I am ... to ask you

that a reply has now been received from the ... of the ... regarding your claims

reporting that you were ... from ... to occupy for one year ... from the first of Sept 1919

under ... order 23 but ... refused to do so although you had verbally promised ... to do so

It appears that you ... to ... but your own ...

your release ... season you suddenly demanded ...

was ...