

EAST AFR. PROT.
23597

446
Date
1912
June
at previous Paper.

NON-EUROPEAN OFFICIALS, EMPLOYED
ON CONDITIONS OF SERVICE

This copy of letter from Governor of Uganda, cannot concur with proposal as to clerks drawing allowances for acting for clerks in the same grade but drawing higher salaries. Asks for latitude in the engagement of clerks at salaries above minimum of grade to which they are to be apptd.

W. Butler

As required, the two points definitely raised in an disp. in 7787 -

① Section 11

Both East. Uganda agree that maximum will leave should be fixed in writing.

② Section 6

The practice in East. Uganda has been different & both want to retain their present practice. In East a clerk acts for another in the same grade as himself but in higher pay. In Uganda a clerk acts very for another in a higher grade than himself. The Uganda practice is surely the reasonable one.

was done 2 15 1912 conf. 23 Aug
Ch. Lee
14 Dec 31
Ch. Lee

Subsequent Paper
36695

~~And the proposed suggestion is to~~
~~to upgrade a what the upward~~
~~is a suggestion to upgrade - given~~
~~is a suggestion to upgrade~~

(a) you can have pay + bonus of acting clerk not greater than actual salary of the absent clerk.
That was grade.

(b) pay + bonus of acting clerk not greater than actual salary of absent clerk, provided the absent clerk is in a higher grade.

(c) pay + bonus of acting clerk not greater than maximum of scale of absent clerk.

of these (c) is the normal colonial procedure + it is what we are allowing for the Postal non-European clerks (see pt 5 of P.N.G.'s memorandum in 6/72/12).

But wants (a) and upgrade count (b).

On matter of fact there are very small salaries...
I prefer (c) as the rule; but I do not like to push the Governor to a matter of this kind when they are planning the

the matter - that was from 4/1
I allow @ for P.N.G. (4) for upgrade.

As to the proposed points -

Section 3

The scale approved the scale R 80-120 for grade V + IV.
The scale has also approved the Transport Regs. with: not Basing refers. The simplest plan would have been to alter the scales for grade IV from R 80-120 to R 85-120 in theory as well as in practice and apply the new scale to both P.N.G. Indeed, I should be inclined to do so, even if we were getting Treasury approval.

In that case, the words "as a general rule" should be deleted in section 6.

Section 5

I expect they do have difficulty

minute
low
PAB

and
PAB

GOVERNMENT HOUSE
NAIROBI.

BRITISH EAST AFRICA.

EAST AFRICA PROTECTORATE.

June 28th 1912.

No. 445

Sir,

I have the honour to acknowledge the receipt of your despatch No. 238 of April 27th relating to the proposed terms of service for members of the Non-European Clerical Staff.

2. A copy of a letter on the subject which I have received from the Governor of Uganda is attached. I cannot however concur with the proposal contained in the second paragraph. It has always been customary for clerks to act for other clerks in the same grade, who are drawing higher pay, and I think it would be unfair to deprive them of all remuneration for their extra work. I would therefore propose that section 16 of the Regulations stand with the substitution of the word 'actual' for 'full'. To cover the divergence from the Uganda practice an asterisk might be placed at the end of the clause and a footnote added, as in paragraph 15, in the following terms:

"In the Uganda Protectorate provided also that the substitute is in a lower grade than that of the holder of the post."

THE RIGHT HONOURABLE

LEWIS HARCOURT, P.C., M.P.,

SECRETARY OF STATE FOR THE COLONIES,

DOWNING STREET, LONDON, S.W.

3. As regards the other points raised in your despatch I quite agree with your remarks on Sections 4, 7, 9, 10, 11, 15 and 17.

4. With reference to Section 3 if a clerk drawing the maximum of grade V, viz. Rs.80 p.m., is promoted to grade IV he is paid Rs.65 p.m. from the date of promotion. The alteration in the maximum of grade V which you suggest would involve modifications in local regulations as to steamer passages and accommodation on the Uganda Railway, and I therefore submit that the section stand as originally drafted. If no, the words 'as a general rule' should also remain in Section 6 in order to cover the case of promotions from grade V to grade IV.

5. As regards Section 5 I would earnestly plead for the retention of the words 'as far as possible'. It is really essential to allow a little latitude in this respect, as otherwise we lose the services of clerks who would otherwise be most suitable but are unwilling to accept a salary of Rs.60 p.m. The only alternative is to engage them at the minimum of grade III which blocks promotion from the lower grades and is unsatisfactory on that account. As germane to this point I would quote the following extract from a letter received from the Director of Public Works:-

"May I point out in this connection that the system of only engaging clerks in various technical posts at the lowest salary of the grade to which they are to belong is a pronounced handicap to

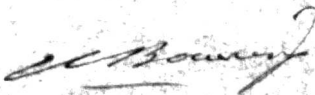
Heads

Heads of Departments in obtaining suitable and efficient men for vacancies which may occur on their staffs. Another applicant for the post of Transport Clerk, who would probably have been quite a suitable man and who was willing to join at Rs.100 a month could not be engaged because the regulation in question demanded that we should employ him at a commensurate salary of only Rs.80 a month, which he was unwilling to accept. The regulation in question therefore in this case debarred me from obtaining a suitable man at Rs.100 a month to take the place of a man at Rs.150 a month who had just left the Department*.

I have the honour to be,

Sir,

Your humble, obedient servant,



ACTING GOVERNOR.

INCLOSURE

In Despatch No. 445 of 28.6.1912

GOVERNMENT HOUSE,
Entebbe.

June 4th 1912.

UGANDA PROTECTORATE.

No. 1259/06.

Sir,

With reference to the Secretary of State's despatch to you No. 232 of the 27th April 1912, a copy of which was forwarded direct to this Office, and my telegram of the 1st June 1912, I have the honour to state that I concur that the maximum period of sick leave to be granted should be fixed at five months.

2. With reference to the terms on which acting allowances are to be given, it is not the custom in this Protectorate to grant a bonus for acting for a clerk in the same grade except under exceptional circumstances which are specially referred to the Secretary of State, and I am not prepared to recommend this procedure be altered. The Treasurer suggests that the words "that the substitute is in a lower grade than that of the holder of the post and" be inserted in Section 16 after the word "provided" in the 4th line, in order to make it clear that the clerk in question only receives such additional pay when acting for a clerk in a higher grade than himself.

I have &c.

Sd/- F. J. Jackson

HIS EXCELLENCY
THE GOVERNOR,
NAIROBI

GOVERNOR

C.A.S.
R. L. LAING
D.V.

O.A.S. / 2359 / S.A.P.

DRAFT.

EAST AFRICA PROTECTORATE.

Downing Street,

NO: 534

23 August, 1912.

The Officer Administering
the Government of the
East Africa Protectorate.

MINUTE.

Mr. Accl 418

Sir,

Mr. Head 21

I have the honour to acknowledge

X By Fiddes. *[Signature]*

Sir H. Just.

the receipt of your despatch No. 445 of the

Sir J. Anderson.

28th of June relating to the proposed

Lord Emmott.

terms of service for members of the non-

Mr. Harcourt.

European clerical staff.

2. Paragraph 3. In view of the

explanation given in your despatch, I

approve of the scales of salary for clerks

in the 4th and 5th grades being fixed

at R. 80 per month to R. 120 per month, and

R. 60 per month to R. 80 per month,

respectively.

Copy of O.A.S.'s despatch
(without enclosure)
and this draft to
O.A.S. Uganda for information
and guidance L.F. with
reference to our despatch on
17/7/12.

copy 0 a 418 made and 23 aug 12

respectively. In these circumstances the words "as a general rule" in Paragraph 6 may be allowed to stand.

Paragraph 9. As some latitude appears to be necessary in respect of the appointment of clerks, I approve of this paragraph being worded as follows: "Clerks on first appointment will not necessarily be placed in the lowest grade. Appointments will usually be made on the minimum salary of the incremental grade".

Paragraph 11. I observe that the Governor of Uganda concurs with you in thinking that the maximum period of sick leave to be granted should be fixed at five months.

Paragraph 16. I understand that you recommend that an acting allowance should be given to a clerk, provided that his salary and allowance together do not exceed the actual salary drawn by the clerk for whom he is acting, whatever the

grade

grade in which the latter is serving. Whereas the Governor of Uganda recommends 750 that an acting allowance ~~should~~ be given to a clerk, provided that his salary & allowance together do not exceed the actual salary drawn by the clerk for whom he is acting, & subject to the further condition that the latter is in a higher grade than the clerk whom he is performing his duties. It appears that the two proposals have adopted are different. I am willing to approve of the regulations being so worded as to ~~allow~~ ^{permit} of acting allowances being given in each case in accordance with

the

the practice which has
been adopted in the
past. The substitution
of the word "national" for the
word "federal" and the
addition of the footnote
suggested in para 2 of your
dispatch should therefore
be made in the regulations.

3 Copies of your dispatch
to this reply have been
sent to the pay of Uganda
for his infⁿ guidance.