

EAST AFR. PROT.

C. O.  
36712

Recd  
Nov 20 1912

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596

ARAB STAFF  
CONDITIONS OF SERVICE

Governor  
Belfield Conf  
117

Date.  
1912  
9th October

at previous Paper.

Secs  
16643

States that among the Livalis and Mudira there are a few really good officers but a number are incapable and effete and when they go places need not be filled. Cannot agree with predecessor as to incremental salaries. Urges each case should be treated on its merits. Recommends salary Of £400-£20-£500 for Ali bin Salim. Proposes to include this and certain other small increases in 1913-4 Estimates.

~~Belfield~~ Sir G. Fiddes

Belfield takes rather a different view from that held by the late Governor as to the Arab staff in the Coast. One of Sir P. G. Howard's earliest reforms was the remodelling of the conditions of service for these Livalis etc. - see Encl (post) 10 subsequent papers.

We must certainly be guided by the Governor in this matter - the question of incremental scale can therefore be dropped.

As to Sheikh Ali bin Salim. The

at subsequent Paper

16643  
50223/15

The Department of Works of Mansoura  
previous papers had conclusively  
that he is a valuable servant  
to the Government. At present he draws

£6000 (L400) p.a. and house  
allowance R 75 p.a. (see p. 22 of  
Lot 192-13 and Insp 166-43). The  
Gov. suggests as a special case giving  
him £200 20.500 with £200 duty pay.

I think that this should be  
recommended to the Treas. in the  
Estimates.

There is one point that occurs to me:  
Sheikh <sup>Salim</sup> bin Khalifa, the  
Diwan of Mansoura, draws £480  
p.a. fixed. Hopefully we may have  
to put him up, but the Gov. does not  
mention this & we need not  
worry about it in any case. He is  
an old man & his post is to be  
abolished on his death.

? recommend with Est.

All

25/11 J. R.

Aloua P. 25

Approved in Estimates  
1913-14  
See C. 6123 a for 1909-13  
This might apply to 1913-14

File  
See 111  
(C. 6123 a for 1909-13)  
1913-14

597

GOVERNMENT HOUSE,  
NAIROBI,  
BRITISH EAST AFRICA.

29th October 1912.

C. O.  
36712  
REGD 20 NOV 12

117.

Sir,

*Leas* With reference to Mr Road's letter No. 16643/1912 of the 5th of June to Sir Percy Girouard, I have the honour to submit the following observations on the question of the conditions of service of the Arab staff at the Coast.

2. Amongst the *Liwalis* and *Mudirs* there are a few really good and useful officers but a number of them are, I fear, incapable and effete, and when they retire or die their posts in many places need not be filled.

3. I regret that I cannot agree with the views of my predecessor as to the institution of incremental scales of salaries generally for the Arab staff, but I would urge that anyone performing specially good work should be rewarded by an increase of pay. I understand that this has been done in the past and has worked well.

Each case should in my opinion be dealt with on its individual merits with special regard to the personality of the officer.

4. In this connection therefore I wish to bring

THE RIGHT HONOURABLE  
LEWIS HARCOURT, F.C., M.P.,  
SECRETARY OF STATE FOR THE COLONIES,  
DOWNING STREET, LONDON, S.W.

bring to your notice the exceptionally good service rendered to Government by Ali bin Salim, Assistant Lwali of Mombasa, and recommend that he be placed on scale B of the Tropical African Services Scheme, vizt £400 by £20 to £500 plus £40 duty pay, which is the same as approved for District Commissioners. I need not reiterate here what has already been said on his behalf by my predecessors but I would add that the interests of Government would be best served by retaining him as a friend as there is no doubt that he is a very capable, powerful and clever man.

I trust, therefore, that you will sanction my inserting the necessary provision for this in the draft estimates for 1913-14.

I do not propose here to make any further recommendations as regards the other members of the Arab and Coast Native Staff but I propose to include in the draft estimates certain small increases of salary for some of the more deserving members thereof.

I have the honour to be,  
Sir,  
Your humble, obedient servant,

*Alonso de Bejeida*  
GOVERNOR.

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