

C. O.
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RECEIVED
MAY 12

EAST AFR. PROT.
15934

Colonial
Date,
1912
and Day
previous Paper.

SECRETARIAT

Copy of letter from Mr Bowring to Sir P. Girouard
submitting proposals as to staff and salaries.

1649

Platt
15/12

Mr Butler

This news was handed to us by Sir
P. Girouard at our discussion with him the
other day in the Sulphur of the Secretariat

After discussing the matter for some time
we decided that it would be better to
wait 2 or 3 months, before coming to a final
decision, to see if there was a chance
of transferring the holder to his house.

The presence of both these officers in the
local Secretariat does in the way of the

To be held 27 June 1970

subsequent Paper
1/10/12

re-organization of the Dept. and, if an
order transfer one of them, our way would
be made much easier.

The proposal to pay £25 as a duty
allowed to the Junior Assistant Secretary
appears to me to require very careful consideration.
It seems to me that it would open a very
serious door. Should not being given first
in Nairobi followed by a account of the
increased cost of living?

It was agreed that the only step
we could take for the present was to
tell the O.A. that he might appoint
a man from the District Staff to act
provisionally as Junior Assistant Secretary
in the administrative staff.
If the vacancy caused by the present's departure
is filled by the appointment of Mr. Hultine,
in his O.A. position, we should still be able

we have
succeeded
in getting
him out of
the O.A. staff
in the same
way as we
did before

you have
been
to Nairobi

Mr. 31

The District
Staff
H.A.B.

to find one officer from there at
present at the same time to be
caused by the transfer of a post
to the Secretariat. Therefore I fear
that they must go and that for a time
Dratt be made for cases

Ms. 295

Mr. G. F. Hill

H.A.B.

May 30

H. J. R.
3/15

Mr. Head

So far no opportunity has arisen
of transferring Mr. Hultine to his home.
Should we now take up the
question with Mr. Hill, or may
we wait a little while longer in
the hope that the chance will arise
of transferring one of these two officers.
We had better take up the matter at once
with Mr. Hill. H.A.B. 19/5

Mr. Bishop

I have spoken to you about this
I understand that you desire that
his further concern of this quarter
should await your arrival & his
instructions when you will doubtless
address a despatch to the C.S. & his subject
W.S.
21/11

Mr. Read.

Yes. I think that will be best. There seems to be
no free agency.

2. Having heard Sir R. Gironard and yourself on the
subject, the desirable solution appears to be the promotion
of Mr. Hottel's elsewhere, and the retention of Mr. Thomson as
Principal Assistant to the Chief Secretary. Therefore
any re-arrangement of the staff and instruments of the
Secretariat which may be contemplated should be based
on the assumption that these changes will eventually be
effected.

filed

22.8.12.

456.

CONFIDENTIAL

C. O.

15034

MAY 12 1952

Your Excellency,

1. In response to Your Excellency's request for full details regarding the Secretariat Staff and Salaries, I have the honour to place the following facts and proposals before Your Excellency.

2. The present position is as follows:-

Present sanctioned
scale of Salary

Recommended to U.O. in
Y.E.'s despatch of
19/12/11.

£

£

Chief Secretary to Government	Mr. Bowring	1000 + 100 duty	1000 + 100 duty
Secretary for Native Affairs	Mr. Hollis	700	700-800 + 70 duty
Secretary to Administration	Mr. Monson	650	700-800 + 70 duty
1st Assistant Secretary	(vacant)	450-550	500-600 + 50 duty
2nd Assistant Secretary	Mr. Evans	350-450	400-500 + 40 duty
3rd Assistant Secretary	Mr. Thomas	250-400	250-400

Total 3400-3750 + 100 duty 3550-4100 + 330 duty

3. In the event of Mr. Hollis being promoted out of the Department, I would suggest the following arrangement

arrangement:-

Chief Secretary	Mr. Bowring	1000 + 100
Deputy Chief Secretary	Mr. Monson	700-800 + 70 duty
2 Senior Assistant Secretaries	Mr. Evans) Mr. Thomas)	400-500 + 40 duty each
2 Junior Assistant Secretaries	2 Officers to be transferred from Administration	250-400 + 25 duty each
Total		3000-3600 + 300 duty

4. In the event of Mr. Hollis not being promoted out of the Department, I would suggest as under:-

Chief Secretary	Mr. Bowring	1000 + 100 duty
Secretary for N.A.	Mr. Hollis	700-800 + 70 duty
Sec. to Admin.	Mr. Monson	700-800 + 70 duty
2 Senior Asst. Secs.	Mr. Evans) Mr. Thomas)	400-500 + 40 duty 400-500 + 40 duty
Junior Asst. Sec.	(New appoint.)	250-400 + 25 duty
Total		3450-4000 + 345 duty

5. I must record my opinion that it is wellnigh impossible to reorganise the Secretariat so long as the existing circumstances continue. Mr. Hollis, formerly Secretary to the Administration, was appointed Secretary for Native Affairs with the intention of creating a separate Native Affairs Department. It is now evident that there is no necessity for any such Department, nor do I consider that the appointment of Secretary for Native Affairs is necessary.

6. The result has been that Mr. Hollis' position has, for some years past - in fact almost ever since the creation of his present appointment, been a most anomalous

anomalous one. He has had his office in the Secretariat. Correspondence has been addressed in some cases to him as Secretary for Native Affairs, and in others to the Secretary, and formerly in still other cases to the Lieutenant-Governor, which last-named appointment has been abolished on the creation of a Chief Secretary.

7. In the absence of the Chief Secretary Mr. Hollis acted in that capacity last year, and will do so again now when the Chief Secretary is acting as Governor.

8. The Chief Secretary naturally deals with considerably more matter than was formerly dealt with by the Lieutenant-Governor. I am strongly of opinion that all communications to the Secretariat should be addressed to the Chief Secretary and that all communications from the Office should be signed by or for that Officer.

9. Mr. Monson's position is most unsatisfactory. When Mr. Hollis and myself are both on duty Mr. Monson in most matters acts as my principal assistant; yet, when I am on leave or performing other duties, Mr. Hollis takes over from me, and Mr. Monson carries on as principal assistant to Mr. Hollis.

think C.E.B. means Secy. N.A. as an appt. E.P.C.S.

certainly. C.E.B. part of C.E.B.

10. I feel that so long as Mr. Hollis remains in his organisation of the C.E.B. C.E.B. the appt of Secy to Native Affairs part of the Secretariat it is impossible for me to attempt C.E.B. any change in procedure without relegating Mr. Monson to a position markedly inferior to that which he has enjoyed in the past. This, after five years' service

in

in his present post, would make things almost impossible for him.

11. Further, I feel that with both Mr. Hollis and Mr. Monson in the Office there is considerable waste of power, for it does not appear to me to be possible to employ the talents and experience of both these officers to the fullest extent.

12. I am therefore bound to put forward the suggestions contained in paragraph 4 of this Memorandum, in which I have retained the official designations of Messrs Hollis and Monson, in case it should transpire that Mr. Hollis ^{at present C. I. B.} cannot be promoted. This suggestion differs from that submitted to the Colonial Office in the following particulars:-

(a) I propose to abolish the designations 1st, 2nd, and 3rd Assistant Secretaries and to substitute therefor senior and junior Assistant Secretaries.

(b) I have placed the salary of the fourth officer in the Department at £400-500 plus £40 duty instead of £500-600 plus £50 duty.

(c) I have suggested duty pay of £25 per annum for the junior Assistant Secretary.

13. Mr. Granville's retirement from the service since Your Excellency's recommendations (referred to in paragraph 4) were sent home has enabled me to suggest alterations (a) and (b). I consider the scale proposed sufficient for the post, and I must confess to being giving that were the higher scale to be pressed

someone

someone would be brought in from another Colony senior to Messrs Evans and Thomas, thus blocking their promotion.

14. It must be remembered that neither of these officers are equal in ^{service} seniority to the most junior District Commissioner, and I do not think the Colonial Office would consent to Mr Evans' promotion to a post carrying much higher pay than that of D.C.

15. I should very much regret either of these officers being superseded, as my experience of their work has already convinced me that their selection for posts in the Secretariat has been amply justified.

16. Even were Mr Hollis to go I would prefer to fill the vacancy in the establishment by the appointment of a second junior Assistant Secretary as per paragraph 3.

17. With regard to the alteration (c) in paragraph 12, I suggest duty pay at £25 p.a. for the junior Assistant Secretary as an inducement for desirable A.D.Cs to join the Office when opportunity offers. Hitherto the most junior Secretariat appointment has been better paid than the post of A.D.C. but it is now proposed to standardise them on the same scale. The extra expense to which an A.D.C. is put when brought into Nairobi permanently also, in my opinion, justifies the allowance.

18. There is one other point to which I must invite Your Excellency's attention, and that is the

pay

fear this
might easily
cur
E.F.C.G.

quite agree
E.F.C.G.

I agree

pay and official designation which I ^{propose} prefer for Mr Monson in paragraph 3 in the event of Mr Hollis' promotion.

19. I propose that, when a reorganisation scheme becomes possible, he be styled "Deputy Chief Secretary". I consider that his long service in the Department entitles him to a position which will make it clear that he is the second officer in the Department and would as a matter of course act for the Chief Secretary in that officer's absence.

Further, with the vast volume of work which is dealt with in the East Africa Protectorate Secretariat, it is, in my opinion, necessary to have an officer in the Department who must be empowered to carry on the work of a Deputy, i.e. on his own initiative to act as and sign for the Chief Secretary.

20. It may be argued that the scale of pay proposed for Mr Monson, viz. £700-800 + 70 duty is unduly high when compared with that of the Provincial Commissioners and the Heads of other Departments. If this salary cannot be granted, I would strongly urge that the scale be £600-700 + 60 duty and that Mr Monson be given a personal allowance of £100 p.a. in view of his long service.

21. Finally, Your Excellency will observe that the total cost as proposed by me in paragraph 3 is less than the total on the existing sanctioned scale

(Sd.) C.E. BOWRING.

Chief Secretary.

Nairobi

15th February, 1912.

entirely agree
E.P.C.G.

C. D. East
15934

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C. D.
R. 5
D. 6

15004

7 June
1912

See

Sir

DRAFT

Cap Camp

(1649)

MINUTE

Mr. A. B. 29.5.

Mr. Buller 30.

Mr. Reed 31.

Sir G. Fiddes. 3/6

Sir H. Just.

Sir J. Anderson.

Lord Emmott.

Mr. Harcourt.

in common in minute.

With reference to
Lieut. P. Finlay's letter of
the 14 of the 16th of Jan &
reply of the 30th
of Jan. I have the
honour to inform you that
the question of the future
re-organization of the
Regiment has been discussed
with Lieut. P. Finlay, but
that I propose to defer
for a ~~later date~~ ^{short time} my final
decision on the matter.

I in the meanwhile,
in order that the Regiment
may not be ^{unduly short-handed} ~~unduly short-handed~~

I address of your

appointing provisionally

an ~~Assistant District~~

~~Assistant District~~
Commissioner's Office to

act as a junior Assistant

Secretary. The price

to be appointed should

continue to receive the

necessary emoluments

of an Assistant District

Commissioner.