

EAST AFR. PROT
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Provincial Commis
Scale of Salary

Strongly recommends scale £ 600-25-700 with duty
allow of £ 60. Immediate addition involved would be
£ 250. Reports that, by oversight, the increments for the 3
senior Prov. Commis were omitted from Appendix III to
Afr. Lst. 1972-73. Requests authority to cause them to be
included explanatory statements. 10/4/73

NW Butler

We are finding difficulty enough in
persuading the Treasury to agree to our
present proposals, and it is quite useless,
I fear, to ask them for anything more.
As I forward this, I know very strongly
on the subject of the last salary of Provincial
Commis (who are of course very important
and responsible posts), and I am at home
but do in fact mean to come (which I am
hope that we shall have got rid of January
before) we may have to consider our position
on the subject of these appointments. But for the

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present he must take the previous grant
 definitely that the 1st thing he has to
 do is to look for the Treasury for anything
 more than what he has already asked for
 He has asked 500, his intention was
 that the Treasury should allowances should
 be brought to the best scale of salary,
 and that he cannot agree to the proposal
 that Messrs. Hodge, Macintosh, & Kinder
 should have an increment of 10% each,
 as they will all have salaries the scale
 at the maximum, but, in view of the
 fact, he must, I think, allow them
 to continue to draw their allowances of the
 as personal to themselves.

But in any case the answer
 to this dispatch must wait until he
 has the Treasury reply to the present
 question.

Mr. G. Zedler
 We have now got the

See the
 present
 from the
 attached
 for the
 on the
 subject
 allowed
 to be
 kept
 full of
 to keep
 the best
 of the
 etc.

Treasury reply on the general proposals
 It does not make it any easier to do
 what Sir P. Girouard wants for the
 Provincial Councils and I am
 forced to agree with Mr. Battersbee

H.P.B.
 April 29
 H. J. R.
 13/11

i long
 Mr. 13

See attached letter from Mr. Behrens &
 draft reply to me O.C.G.

H.P.B.
 May 31.

30 May 1912

My dear Bettie

We agree that Hobby
Accounts & Bonds should
keep their duty all^{er} at
instead of £50
£60 - personal to
themselves of course.

It is for you rather
than us to decide whether
Official authority is required

P. E. Behrens



GOVERNMENT HOUSE,
BRITISH EAST AFRICA.

BRITISH EMPIRE AFRICA

March 25th, 1912

and has to address
at least a lot
shortly.

Yours sincerely
J. B. ...

Dear Mother,

Thank you for
sending me copies of
the "Temporary meeting
papers" they are what
I wanted.

I send my sympathy
which was extracting
but I've heard
to Red a little longer
in the excitement

before taking care
to hall but happen
when we have really
regarded it. I must go

Commencement. I forgot
however, to point out
that the £50 million
grant allowance for the
D.C. 16yambur (1823 &
draft estimates) will
not be required if the
scheme goes through
and can be cut
against the £75
expend for
increment.
I don't mind worried
about the Government
Exemption. I don't think
the idea of an Exemption
is a very good one and
see no necessity for it

March which has
always been a capital
month in East Africa.
We have received
from Belgium about
the estimate but
I shall not be able to
have the appropriation
I have asked the
deputé arrange /
that there is no limit
on the Tropical African
African salary scheme.
In a recent chapter
I drew attention to
the omission to provide

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EAST AFRICA 12

GOVERNMENT HOUSE,
NAIROBI,
BRITISH EAST AFRICA

EAST AFRICA PROTECTORATE.

March 15th 1912.

No.198

Sir,

500
1703

With reference to your despatch No.79 of the 8th ultimo, I have the honour to observe that the scale of salary for Provincial Commissioners recommended for the sanction of the Lords Commissioners of the Treasury is £500 by £25 to £700, with a duty allowance of £50.

Statement

2. I would respectfully suggest that, before a decision as to the rate of salary to be allotted to these officers is finally come to, Sir Percy Girouard's views on the subject may be obtained. From conversations which I have had with him, I have a distinct impression that he considers £600 the minimum rate of pay which should be drawn by officers of the grade of Provincial Commissioner. The £500 minimum scale rate is the same as the maximum proposed for the District Commissioners' scale, and there appears to be insufficient differentiation between the two classes of appointment, the importance and responsibilities of which are by no means on a par. I believe Sir Percy Girouard to hold the opinion that there should be a very marked distinction between the pay of the two posts, more particularly

THE RIGHT HONOURABLE,

LEWIS HARCOURT, P.O., M.P.,

SECRETARY OF STATE FOR THE COLONIES,

DOWNING STREET, LONDON, S.W.

particularly as a Provincial Commissioner in many stations is put to very considerable expense in the way of entertainment - a charge on his purse which has hitherto been recognized by the grant of an allowance but is now, except in the case of the officer stationed at Mompasa, no longer so adjusted.

3. I would further point out that on the 1st proximo, after allowing for the promotion of Messrs. Hope and Salkeld, there will be no less than 16 District Commissioners with five years' service in that rank who would therefore be drawing the maximum salary of their grade, namely £500 per annum, had the scale of £400 to £500 been in force when they were appointed to their present posts. The majority of these officers cannot expect promotion for a considerable time and therefore when the incremental system of salaries ^(in practice) has been for a few years the position will be that District Commissioners will rise to a salary of £500 per annum and then be obliged to wait for some years for promotion which even when earned will involve no immediate increase in their substantive pay.

4. On these grounds I would suggest that the scale of salary to Provincial Commissioners should be £600 by £25 to £700, with a duty allowance of £50. The change would only involve an addition of £280 to the 1912-13 Estimates, namely £100 each for the officers in charge of the Northern Frontier District and Jubaland and an increase of £10 to the eight duty allowances.

5. I have further the honour to report that, through inadvertence, the increments for the 3 Senior Provincial Commissioners - Messrs. Hobley, Ainsworth and Hinde - were omitted from Appendix 3 of the draft Estimates for 1912-13; and I would request authority to issue the increments as from 1st proximo. I understand that Sir Percy Girouard has taken home with him a Memorandum on the subject of the increments of these officers.

6. The proposed reduction of the duty allowance from £60 to £50 would, unless the increments are sanctioned, entail an actual loss of £10 to Mr. Hobley and Mr. Hinde as compared with the salary they are drawing at the present time, putting on one side the £50 entertainment allowance for the Provincial Commissioner stationed at Mombasa which would render existing arrangement be drawn by the latter. Mr. Ainsworth would be drawing only £40 more than at present although an additional £50 personal allowance has been sanctioned in his case.

7. For convenience of reference I have the honour to attach a statement showing:-

1. The emoluments of Provincial Commissioners provided in the draft Estimates for 1912-13 as submitted to you,
2. A note of the modifications of the proposals for their emoluments made in your despatch No. 40862 of the 18th January to the Treasury.
3. The salaries which would be drawn by the Provincial

ENCLOSURE

In Despatch No. 98 of 15/4/1913

Recd
4 APR 12

Emoluments of Provincial Commissioners provided in draft Estimates for 1912-13 as submitted to Secretary of State.

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Name.	Salary.	Personal Allow'ce.	Language Allow'ce.	Duty or Entertainment All.	Total
Wesley	£600 ¹	£100 ¹	£50 ⁵	£60 ⁶	£810
Ainsworth	£600 ²	£100 ⁵		£60 ⁶	£760
Hinde	£600 ²	£100 ⁵		£60 ⁶	£760
Lane	£625 ³			£60 ⁶	£685
McClellan	£625 ³			£60 ⁷	£685
Reddie	£625 ³			£60 ⁷	£685
Hops	£600 ⁴			£60 ⁷	£660
W. Salkeld	£600 ⁴			£60 ⁷	£660
					£5,705

- Notes.
1. Shown together as personal rate of salary
 2. Included in item '5 Provincial Commissioners at £600 each' on page 23.
 3. £600 in each case provided as per note 2. £25 in each case provided as an increment on page 108 in Appendix III.
 4. £400 in each case included in item '33 District Commissioners at £400 each' on page 23. £100 in each case provided as duty allowance on page 23. £100 in each case provided as increment on page 108 in Appendix III
 5. Each of these three items is specifically provided on page 23.
 6. These are shown as '4 entertainment allowances' on page 23.
 7. These are shown as 'duty pay' on page 108.

Modifications of proposals for the emoluments of the Provincial Commissioners made by the Secretary of State in submitting the Estimates to the Treasury for approval.

1. Scale of salary of Provincial Commissioners to be £500 to £700 plus £50 duty.
2. Additional Personal allowance to Mr. Ainsworth £50.
3. Entertainment allowance to Prov. Commr., Bombay, £50.

Provincial Commissioners in accordance with your recommendations to the Treasury.

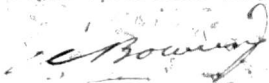
4. A comparison between the emoluments actually drawn by the officers concerned during 1911-12 and the emoluments proposed for them for 1912-13.

8. In this despatch I have, to avoid confusion, alluded to the officers in charge of the Northern Frontier District and of Jubaland as "Provincial Commissioners" although in Sir Percy Girouard's despatch No. 18 confidential of 21st ultimo it was recommended that they should not hold that rank.

I have the honour to be,

Sir,

Your humble, obedient servant,



ACTING GOVERNOR.

ENCLOSURE

In Despatch No. 198 of 15/3/1912

10347
REC'D
4 APR 12

Emoluments of Provincial Commissioners provided in draft Estimates for 1912-13 as submitted to Secretary of State.

251

Name.	Salary.	Personal Allow'ce.	Language Allow'ce.	Duty or Entertainment All.	Total
Hobley	£600 ¹	£100 ¹	£50 ⁵	£60 ⁶	£810
Ainsworth	£600 ²	£100 ⁵		£60 ⁶	£760
Mudge	£600 ²	£100 ⁵		£60 ⁶	£760
Lane	£625 ³			£60 ⁶	£685
McClellan	£625 ³			£60 ⁷	£685
Reddie	£625 ³			£60 ⁷	£685
Hops	£600 ⁴			£60 ⁷	£660
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1. Scale of salary of Provincial Commissioners to be £500 to £700 plus £50 duty.
2. Additional Personal allowance to Mr. Ainsworth £50.
3. Entertainment allowance to Prov. Commr., Mombasa, £50.

**Effect of Secretary of State's modifications on the
existing staff.**

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	Salary	Personal Allowance	Language Allowance	Entertainment Allowance	Duty Allowance	Total
Jay	600	100	50	-	50	800
North	600	180	-	-	50	830
...	600	100	-	-	50	750
...	600	-	-	-	50	675
Hellan	625	-	-	-	50	675
Mie	625	-	-	-	50	675
...	500	-	-	-	50	550
Alford	500	-	-	-	50	550
Stationed abroad	+	-	-	50	-	50
Total						25,525

**Comparison between emoluments actually drawn by
Officers concerned during 1911-12 and emol-
uments prepared for 1912-13.**

	1911-12 Emoluments.	Prepared in 1912-13 draft estimates.	Prepared by Secre- tary of State.
Jay	\$ 610 (1)	\$ 610	\$ 600
North	750 (2)	750	600
...	750 (3)	700	750
...	600 (3)	600	675
Hellan	600 (4)	625	675

- Notes:-**
- (1) \$700 personal salary, \$50 entertainment, \$50 language.
 - (2) \$600 salary, \$150 personal allowance, \$50 entertainment.
 - (3) \$700 salary, \$50 entertainment.
 - (4) \$600 salary.

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1911-12 Prepared in 1912-13 Prepared by Secretary
 Expenditures. Civil Estimates. of State.

	\$	\$	\$
Amount forward	2,800(4)	2,700	2,700
	500	500	575
	500(5)	500	500
Amount	500(4)	500	550
Stationed	-	-	50
	28,190	28,700	28,825

- Notes:-
- (4) \$900 salary.
 - (5) \$400 salary as District Commissioner, \$100 duty allowance.

S. R.
attach to
papers
H 2678

Mr. Lead

Under the VAS Scheme
here prices are so low
than they were before, and the
amount is £50 less of than
last year as we obtained for him
a special personal allowance
of £50 to make his remuneration
up to £800 - the same as Dr. Botley
In view of the P.G.'s position
of Mr. Hinde, I do not think

There is a great deal to
be done.

Some a table I think
but we shall have to consider
the question of showing the
balances of Provincial Councils.
Generally but it is impossible
to say anything definite at present

W. H.

23 11/11



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GOVERNMENT HOUSE,
BRITISH EAST AFRICA.

*I hope
you will
be able to
do this
for me*

29th July 1918

Dear Sir Percy,

You will remember that before you left for England I handed you a memo on the subject of the personal allowances drawn by the three senior P.Cs. The point was that I considered, and you agreed, that these personal allowances, being rewards for special services, should be treated quite apart from the ordinary salary of the grade. I have now received a despatch from the C.O. in which it is stated that it is the intention of the Secretary of State that the personal allowances should be merged in the new scales of salary. This appears to me to be very hard on Messrs Hobley, Ainsworth, and Hinde who are the officers affected.

I am writing to know whether you could possibly do anything at the C.O. to obtain the concession that the personal allowances shall be distinct from the salaries. The three P.Cs. concerned feel very bitter about it and, I think, not unreasonably so.

Yours sincerely,

Sir Percy Girouard, K.C.M.G.

C. D.
R. 3
D. 3

Pro East
10347

5 May 1908

Dear Sir

DRAFT

P. No 322

I have ~~been~~ honored
to rec^d the ~~copy~~
your des^p of 19th of the
15th of March relative to

MINUTE

the scale of salary for
Provincial Commissioners

- Mr. ~~W. B.~~ 31
- Mr. ~~W. B.~~ 31
- Mr. ~~W. B.~~ 31
- Mr. Fiddes.
- Sir H. Just.
- Sir J. Anderson.
- Lord Emmott.
- Mr. Harcourt.

2. I fully recognize the
importance & responsibility
of the post of Provincial
Comm^r. and I regret

to be unable to
take any part of
of attendance
at the Committee

that I cannot be
any less than
any less than

