

EAST AFR. PROT.

No. 11933

11933

REC'D

APR 4 1907

(Subject.)

Subsistence allowances in Prot

1907

Recommends scale of -

(Minutes.)

Reminds to Gov. Tel. 2 June 1907
John Maclean, Secy. of State
Appoint to Gov. Secy. of State
29/5/07

The enclosed typed Memorandum of the General
Commissioner of Travelling Allowances for East Africa
concerns the Governor's proposals for
to substitute a fixed daily allowance for the present
under which officers recover for certain limited
cost of the food and stores consumed while travelling
and to fix that allowance in the case of the senior
Commissioners and of heads of Departments, Commissioners,
senior Railway officials, Crown Advocates and head officers
of all other officers, in all, at rates from 40 to 100% (and in the
case of the Senior Commissioner 300%) in excess of the
possible maximum recoverable by these officers under the
present system.
The same applies to all other officers in
officially sanctioned official accounts. The other of
the nature of the circumstances there are allowed to be
to be made available, for all the above mentioned cases.

Subsequent Paper

compared with that of the allowance now in force.
 Travelling Allowances in the West Africa Pro-
 tectorates were sanctioned at an early stage of their
 existence by the Foreign Office who probably know very
 little about the local conditions or the exact nature
 of the duties performed by the executive staff. As such
 an allowance is given to Government officers in this
 country when travelling on duty, it appears to have been
 assumed that a similar system of allowances was equally
 as valid in the Protectorates.

My own view, based upon personal experience of
 West Africa and confirmed by what I have learned from
 West African officials, is, firstly, that the application
 of the home system to East and West Africa is wholly
 unjustifiable in the case of officers holding travelling
 districts, and secondly, that where justified in
 practice, the rates payable are grossly extravagant, being
 calculated without reference to local conditions.

As regards the second point above mentioned, the
 hard fact, well-known to anyone who has travelled in
 Tropical Africa, that the cost of living outside the
 limits of a customary or a European station is in-
 variably very high, and that it is indeed not likely
 to have been taken into consideration.

An official, however, is evidently prepared to make
 a close judge and do not feel it incumbent upon them
 to raise the question whether there has not been a dis-
 parity of justice.

Travelling Allowance in the majority of cases
 is not compensation for extraordinary expenditure which
 would otherwise be an unreasonable tax upon an officer's
 pocket but simply a gratuitous increase of salary, except

is no far as it may be held to be a good provision for dis-
comfort and wear and tear on persons, and
that any other arrangement would be generally
in a better position, except in the case of
officers.

It is also to be noted that a "local allowance" of 5/-
a day is now made for local excursions and
travelling, and that the same is also made for
travelling, if not. This is now being applied at the
rate of 1/- per annum.

A local official who recently visited his depart-
ment omitted the usual complaint about the limitation of
the derivation, and observed that he would no longer re-
sist to save the whole of his pay by living on the allow-
ance as he had done hitherto, (and this he intended, not
only while travelling but during the whole of his tour). He
had been stationed in a remote province where living was
very cheap, so that this is an extreme case, though not
an uncommon one.

It is a good instance, however, of the necessity
for reconsidering from time to time the reasons for the
allowances granted in the early stages of a tropical ad-
ministration, in the light of fuller knowledge of local
conditions.

I have accordingly treated the subject from a
practical standpoint, without reference to procedure, and I
hope that these observations will be seriously entertained,
and that they will lead to a rational
decision.

9. I can only agree with the scheme, viz:-
the Senior Commissioner should draw 21 per diem while
travelling.

not particularly comfortable these
 this is not a strong is not so strong
 as under the opposite conditions, which
 will tend to prevail more in the
 future. I intend to counteract
 this tendency, an instrument to travel
 and in the shape of an allowance out of
 which a profit can be made as
 desirable, but in view of what Mr
 Little says I shall cut down the
 scale of allowances proposed by the
 Treasury giving Rs. 5 where he says
 Rs. 100 & Rs. 3 for Rs. 5
 Mr. Little suggests that when on
 duty in the field a delayed packing
 is allowed in this paper.

2. covering
 orders of
 the
 Board in
 Mysore

Mr. Cantillon
 agree with Mr. Little to have
 into the list as to income. I am
 all in favor of my scheme which
 tends to substitute consolidated
 pay for boy's pay.
 Mr. Little's admirable
 scheme with respect to out-look, such

and that we should proceed
 as before.
 The principle upon which
 the grant of travelling allow-
 ances is based is that
 officers travelling on duty
 are entitled to reimbursement
 of any actual cost of pocket
 expenses which they may
 necessarily have incurred,
 beyond what they would have
 incurred while living at
 their usual place of residence;
 nevertheless but in lieu of
 the reimbursement of expenses an
 allowance is usually given
 which is estimated to cover
 the average cost of travelling.
 If, therefore, travelling
 cost nothing, there are no
 expenses to be refunded,
 and no allowance is payable;
 and we now know that in
 tropical Africa, unlike the
 United Kingdom it is cheaper
 to travel than to stay at

E.A.P

Uganda
Somaliland
7 2 feet

S^o Nigeria

Case	Officers	proposed	in force	Daily rate	Officers
1	1 Officer (Deputy Comm)	20/-	6/8	20/-	6 Officers Lieut Col Attorney Gen Financial 3 Finance Commrs
2	3 Officers training included for £2,000	13/4	6/8	10/-	Officers £200
3	18 Officers training for £500 to £1,000	9/4	6/8	6/8	
4	Over 100 Officers training from £250 to £700	6/8	6/8	5/4	Officers training £200-£500
5	73 Officers (including Dist Commrs) training from £165 to £400 (includes 30 ADC & 9 ADS up to £400)	5/4	6/8	4/-	
6	53 European Subalterns training from £150 to £250	4/4	5/4	3/-	Officers training less than £200

Total amount £9,300

X These notes are drawn by Officers who are the same officers as those shown - the E.A.P. schedule (note Table of Contents attached)

U.S.O.
REG. 4 APR 07
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Mr. ...

I will show the matter over to
 being taken right now.
 The Treasurer's letter of the 1st of May
 last shows the consideration of
 the present system, which by ...
 ... all ... is allowed in ...
 cases - the matter the ... of
 the office - up to a maximum of
 \$5 per ... in the ...
 of ... showing the ...
 incurred -
 I ... that the system should
 be ... to be replaced ...
 ... which ...
 ... in ...
 ... in ...
 ... the ...
 the ... of the office -
 From Mr. ... letter ...
 I have ... the matter ...
 in several occasions, ...
 I ... of the ... which is
 now attached -

Under the ...

Let me see when I suggest to send
all in when in favor of \$10/-, the
highest scale is \$10/- & the
lowest of the chosen, some
10 Officers -

The next scale - \$7/- Discharge
most of the Members of the Club, for
whom only \$2/- paid the same
is suggested than they get -
Amount in payment of bills
Collection & Officers of a
like standing, such as the 12

Members - of the Club, some of whom
the scale of \$1/- is at present
Amount, following, other amounts -
in last part, & various Officers
would have under the scale
of \$4/- the same, or \$1/-
less than at present.

Scale of \$1/- is suggested for
Simpson Clerk, Treasurer, &
Habituals, & a \$1 less than the
present -
Tobacco Clerk & two Sundry
employees would seem also to get
\$1/- of salary.

I think it desirable that a limit
of 4 months should be set for liquid
which 7/- will have to show in
your account should be sent. It is
desirable that District Officers should
spend at least 3 months in the year
in their districts -

In East Africa there are more or less
permanent buildings in all the Stations,
& there are no buildings such as in
Southern Africa, which would make
it desirable to show any distinction
such as has been made in the
other African Officers living in
Stations & in the bush -

At present Mr. G. G. G. (Chief)
and some Officers get the usual
allowance of \$1/- for which no mention
is made up to that amount for them.
I am of opinion that in their case
a considerable allowance should be made
& from Mr. G. G. G. I would
suggest that they should be at the
rate of £60/- per annum.

3/4/02

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EAT

11933/1907

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Travelling Allowance, in the
East Africa Protectorate.

MR. READ. 26/8

MR. ANTROBUS.

The previous history of the East Africa Protectorate Travelling Allowance is as follows:-

1. In 1898 the Foreign Office approved of officers travelling on duty receiving a Maintenance Allowance of £5 per diem.

2. The question formed the subject of an exhaustive research from Sir C. Elliot in 1901 and he divided the officers entitled to such an allowance into three classes:

(1) Officers who have to inspect (Sub-Commissioners, Judges, and Heads of Department). These, he suggested, should draw an allowance during their absence from their permanent headquarters, but not for more than two days in one place without a satisfactory explanation, or for more than seven days in one place in any case.

(2) Officers sent away on special duty for limited periods.

(3) District Officers whose duties necessitate constant travelling.

In this case he proposed a fixed allowance of from £20 to £25 per annum.

3. The Foreign Office replied that "For the present it will be preferable to revert to the original system of statements of actual out-of-pocket expenditure" in the case of all officers.

The

The Commissioner then fixed the maximum amount recoverable, and at the present time it is Rs. 5 p.d. in the case of European officers appointed by the Secretary of State, Rs. 4 for European subordinates and Rs. 3 for those at Rates salaries.

The present practice is condemned by the Governor and the Treasurer on account of the work entailed by the checking of the monthly claims. The absurdity of burdening the Treasury staff with the task of deciding how much food, within the limits of the prescribed scale, an officer should or should not have consumed during his journeys is sufficiently obvious, and the labour involved is stated to form a very large proportion of the work of that Department. The ~~scheme~~ ^{scheme} now put forward by them contemplates a graduated scale of fixed daily payments.

5. The principle of Travelling Allowances is a sound one, if they are regarded, as I consider they should be, as compensation for abnormal expenditure which officers would not incur if they had not to travel; but I believe them to be altogether excessive in amount, for rates payable appear to be based upon a misapprehension as to the nature of the local conditions under which they are justifiable in practice. The allowance in this particular case is consequently open to other and graver objections than that urged by Colonel Hayes Sadler and Mr. Bowring.

6. In the first place it is necessary to make a distinction, as Sir C. Eliot did to a certain extent, between:-

A. Officers holding appointments of which involve constant travelling and lengthy absence from their headquarters and who are moreover for the most part actually (vide para. 14) performing those duties while travelling, e.g. District Officers, Game Rangers, Surveyors, Officers of the Native Affairs, Forestry and possibly Land Departments, the Inspector-General of Police, provided that he lives up to his title, and perhaps the Local Auditor. These are, properly speaking, travelling appointments.

B. Officers whose ordinary duty confines them to a particular station, but who may in some cases (e.g. certain Heads of Department and Judges) be required to do a limited amount of travelling at irregular intervals.

This class includes all the Protectorate officials as described in Class A.

Now, speaking, the travelling done by Class B. officers is confined to the Uganda Railway and that of Class A officers to the rest of the Protectorate.

I will deal first with the officers in Class A. holding travelling appointments.

7. Since it has been laid down that this allowance in the East Africa Protectorate is a refund, within certain limits, of "actual out-of-pocket expenditure" incurred by an officer travelling on duty, it is necessary to see what the term implies.

From

10. I have said (paragraph 8) that an officer's expenses in food and stores are less while he is travelling than they are when he is stationary. The reasons for this are as follows:-

(A) There is little or no social intercourse and therefore a proportionally insignificant expenditure on entertaining and hospitality, always a heavy item in a station, for, where European society is limited, sociability takes an acute form unknown in all white countries.

(B) His own dietary is simpler since he is deterred by considerations of weight and bulk from carrying about with him for his personal use the same amount and variety of imported stores which he would ordinarily keep and consume at his headquarters.

(C) Fresh provisions are invariably cheaper. In tropical Africa fresh food is more costly in European settlements than elsewhere. It was my own experience in Northern Nigeria and what I have heard from Uganda and the East Africa Protectorate officials has invariably confirmed it. To give two instances, fresh provisions are more expensive at Mombasa and Nairobi than at any other place in the Protectorate; in Uganda 4 chickens can be obtained for Rs. 1/- at Entebbe or Kampala, and from 8-12 for the same sum elsewhere. (See also paragraph 1, page 21, of Mr. Wilson's "Notes for Travellers").

11. I have dealt with minor travelling expenses in connection with Travelling Allowances in Uganda, (vide 28155/96) and it is only necessary to say here that

that I do not consider that wear and tear to personal effects and breakages are serious items, provided that officers suit their kit and their prockery to local conditions. Wholesale loss due to unpreventable causes such as floods or bush fires is another matter, and would presumably form the subject of special claims for compensation.

11 (a). In Northern Nigeria, where no extra allowance is drawn by any Officers while absent from their headquarters, travelling is regarded as affording a welcome opportunity of escaping from the monotony of life in a station. I was not surprised, therefore, to learn from Officers with experience of Uganda and the East Africa Protectorate that precisely the same view obtains. "Officers are only too glad to get away from their stations in order to save money," as one of them remarked.

It is true that they would not care so much if there were no travelling allowance, but in view of the undoubted fact that living is cheaper outside than inside a station, for the reasons I have stated, they would still be in rather than out-of-pocket when travelling.

Where then is the justification for paying an Officer more when his living expenses are less than usual?

12. I doubt whether these facts, which are true to anyone who has had personal experience of African travel, were either fully known or appreciated at home when travelling allowances, as they now exist, were sanctioned for the East Africa Protectorate and other

East and West African Colonies, for the present system appears to me to be simply a local application of the home practice. There is, however, no similarity between the case of officials in a Government Office at home and that of Colonial Officers, when they have to travel on duty.

The former are definitely appointed for continuous duty in one particular Office and make their own domestic arrangements accordingly. There are few of the latter, on the other hand, who can rely upon doing the whole of their year's work on one spot, and the duties of probably 25% of the total European staff of a Colony necessitate frequent travelling.

The former receive nothing beyond their actual salaries; the latter are provided with free quarters under all circumstances, (whether travelling or otherwise), the value of which, it may be added, is included in their pensionable emoluments.

13. On the rare occasions when a home official is required to travel on duty, he has to incur unforeseen expenses in the shape of service, board and lodging, etc., in addition to the cost of his own regular establishment, which necessarily runs on as usual. Such expenses are in the true sense of the term "out of pocket", and he is therefore very properly given an allowance to cover them.

But

to make a similar allowance to an officer whose field of activity is not a desk but a district, whose journeys are a regular and indispensable part of his official existence, involving no unexpected dislocation of his domestic arrangements and enabling him, moreover, to live more cheaply than his stationary fellows, is to apply the practice when the conditions of service and living do not warrant it. It would be equally if not more reasonable to give a travelling allowance ~~to~~ Uganda Railway to an engine driver.

14. It is perhaps necessary to add that travelling in such countries as the East Africa Protectorate is not the waste of time in the case of district officers that it is in that of most of the officials, or of Government officers in England. They are working the whole time while actually travelling, whether in the saddle or on foot, taking notes, fixing assessments, hearing complaints, mapping new routes, and collecting information on a dozen different subjects. There is no break in a district officer's actual working time; his "office" and official records accompany him in a tin box and whether he is sitting in a permanent building in his headquarter station or marching along a path in the bush a hundred miles away, he can never be idle or divest himself of his official responsibilities.

The same holds good, mutatis mutandis, in the case of Surveyors, Forestry Officers, and Game Rangers.

15. Where the duties of an appointment in such colonies as the East Africa Protectorate necessitate regular travelling under these conditions I think the salary of the holder should be fixed with due regard to that fact, at such a rate as will enable him to discharge the same efficiently under the conditions prevailing in the particular Colony.

In other words, consolidated pay should be given and no allowances.

16. It may be clearer from the Treasury standpoint to supplement a salary which does not fulfil this condition by extra allowances that are not reckoned among an officer's pensionable emoluments, *but it would be*

*the officer
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The question
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for their
services
under the
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described
above (paras.
10 - 14).*

17. In accordance with the view the officers included in Class A should in my opinion be given no travelling allowance and their salaries should be fixed with due regard to the nature of their duties and the conditions under which they perform them. The question to be considered, therefore, is whether their present rates of pay can be considered as adequate remuneration for their services under the conditions described above (paras. 10 - 14).

I think that if placed on an incremental scale they may be so considered.

15. The present system of fixed salaries is not a ~~reward~~, and a man who has served for several years without any recognition of his undoubtedly increased value is apt to become restive and discontented. An annual rise of £10 or £15 means a great deal more to him than is implied by the actual figure.

The present rates of pay of District Officers for instance are:

<u>Commissioners</u>	<u>District Commissioners</u>	<u>Asst. Dist. Commissioners</u>
£600	£400	£250

In place of these I would suggest

<u>Commissioners</u>	<u>District Commissioners</u>	<u>Asst. Dist. Commissioners</u>
£550 x 10 - £550	£350 x 10 - £450	£250 x 10 to £300

The salaries of other officers who would rightly come under Class A should be similarly treated.

19. These 12 officers (not including the Senior Commissioner) are entitled to draw up to a possible maximum of £1,358 per annum under the present system, (under Mr. Bowring's scheme they could draw a possible £2,480), and if the practice is abolished the annual saving of this sum would more than counterbalance whatever increase, if any, was ultimately involved in the adoption of the incremental scale of salaries which I have suggested.

20. In the case of the officers whom I have included in Class B, viz:-

These will have to do only a limited amount of travelling - mainly if not entirely between stations on the Grand railway - including Heads of Department and Judges, or who may be unexpectedly detained for official temporary duty.

As I have said, wholly distinct from that of Class A officials.

The total time spent in travelling probably forms less than 10% of their term of service; their journeys are for the most part by rail and therefore involve none of the physical risks and discomforts, or the anxieties and wear and tear of personal effort to which Class A officers are liable.

21. In the case of "other" officers, it is more than likely to result from the dearth of adequate accommodation they may in some circumstances be obliged to sleep at hotels when absent from their regular stations, and if so are certainly entitled to recover the extra cost so incurred. If, as is the case the sooner Government residences or bungalows are built wherever required and for officials who are passing through or temporarily resident there the better, and the money saved on refunding hotel expenses will eventually pay for the cost of erection.

It is quite true that the less travelling an officer has to do in the course of his duty the greater will be the inconvenience which he suffers when he has to leave his headquarters, as Mr. Pouring points out on page 3 of his memorandum, but I am unable to follow him when he refers to the "considerable extra expense" to which officers who rarely move from their headquarters are called upon to travel. Presumably they take some of their stores with them and are allowed to purchase on a certain order, according to their rank, for their personal and private staff provisions.

It is true, however, as to the nature of the extra expense as it would have been. In the case of the Indian officers, all the European officers, and all the Indian officials, Class A are stationed at Bombay, Madras, and Calcutta; that is to say, in the case of the Indian officers, that branch is very much more expensive than elsewhere, at least because the cost of transport is greater, and also because of the expense, on the basis of the increased opportunities for social intercourse, which in the colonies necessitate a sacrifice of hospitality, on a scale unknown in this country. People do not like to see their friends going to hotels because no Government quarters are available for them, and I understand that one of the main reasons for the cost of living in the case of heads of Departments and Officers permanently stationed at Bombay and Nairobi is the entertainment of officials passing through on their way to other stations.

22. It is quite true that the less travelling an officer has to do in the course of his duty the greater will be the inconvenience which he suffers when he has to leave his headquarters, as Mr. Poiring points out on page 3 of his memorandum, but I am unable to follow him when he refers to the "considerable extra expense" to which officers who rarely move from their headquarters are put when called upon to travel. Presumably they take some of their servants with them and are allowed free transport for a certain number, according to their rank, and do not engage a separate staff pro tem. No indication is given, however, as to the nature of these extra expenses, as it should have been.

23. Roughly speaking, nearly all the European officers, and most of the native officials in Class A are stationed at Mombasa, Nairobi, and Kisumu; that is to say, in the three towns where we know that living is very much more expensive than elsewhere, not only because the cost of fresh food is greater, but also, in the case of Europeans, by reason of the increased opportunities for social intercourse, which in the colonies necessitates the exercise of hospitality, on a scale unknown in this country. People do not like to see their friends going to hotels because no Government quarters are available for them, and I understand that one of the main reasons for the cost of living in the case of Heads of Departments and Officers permanently stationed at Mombasa and Nairobi is the entertainment of officials passing through on their way to other stations.

Mr. Bowring, a very popular and hospitably inclined officer, is, I am told, one of the chief sufferers. The remedy for this is a proper system of Government dak bungalows and this should be suggested to the Governor.

An officer stationed at Entebbe, where similar conditions prevail, once told me that he had to spend the whole of his salary of Rs 3000 whereas he could live on half that sum anywhere else in Uganda, and I understand that Mr. [Name], who practically founded Nairobi and lived there for years, had eventually to leave it and go to another station because he could not afford to do so.

It is clear also that the presence of so many shooting parties to whom money is no particular object can only have the effect of sending up prices at Nairobi and other main settlements on the Railway.

It is natural therefore that the opportunity of leaving their stations and drawing increased pay in the shape of a daily allowance should be hailed as a God-send by officials whose duties tie them down to these expensive places, especially Heads of Departments and other officials who certainly have heavier claims on their hospitality than junior officers.

The larger the travelling allowance the better chance they stand of reimbursing themselves for the heavy expenses due to these circumstances.

25. In the schedule drawn up by the Treasurer it will be noticed that no increase in the existing rates of Travelling Allowance is proposed except in the case of the

the

the 32 officers in the first three clauses, comprising the heads of Department and senior officials of the Protectorate. At present these 32 officers are entitled to a allowance of Rs.5 per diem when travelling and the Government proposes that this rate should be increased from 40 to 200%. If they travelled for the maximum period they would together draw a total of Rs. 280 a year under the present as against Rs. 120 under the scale proposed, an increase of close on 70%.

This confirms my impression that the lavish scale proposed for the class of these appointments is neither more or less than an improved system of "out-door relief" for senior officers who regard the present rates as an inefficient and provocative, not for actual out of pocket expenses incurred while travelling, but for the high cost of living in Nairobi and Mombasa.

It will be noticed also from the 4th paragraph of Mr. Poiring's memorandum that it was the senior officers who complained in 1901.

So far from contemplating a possible increase I should consider whether even the existing rate is justifiable. Before this is done, I would strongly urge that the present ridiculous system of paying for an officer's food and stores while absent from his headquarters should be definitely abolished. It is a purely arbitrary custom for which there is no possible justification. The Governor should then be asked to submit a full statement of whatever out of pocket expenditure, in the sense of the definition in paragraph 7, these officers are compelled to incur when absent from their stations

on duty, as to details whatever of such expenses are given in the Treasurer's Memorandum.

When we have this information it will be possible to fix a fair rate. At present I can get at all convinced that the bare fare out of pocket expenses incurred when travelling are sufficient to warrant an allowance at the existing rates.

In the case of Railway Officials however, notably Mr. Currie and other senior officers, ~~then~~ I think it very doubtful whether a Travelling Allowance should be granted under any circumstances. Their salaries are generous, & out of the 11 receive either more than or as much as a Sub-Commissioner ^{and} most of these have just been made permanent and pensionable. Those of them who have to travel frequently up and down the line presumably have the use of a sleeping car which they can make their headquarters for the time being; Mr. Currie probably has a saloon like most other General Managers. They incur no expense that I can see and should not be given anything beyond their salaries.

When travelling forms an indispensable part of any officers' duties it is ridiculous to pay him as if he held a stationary appointment and then to give him extra pay because he has to travel after all.

26. Two things however are essential; firstly that whatever allowance is sanctioned for Class B officers, excluding Railway Officials, should be at a fixed rate, in order to save the waste of time and labour involved by the present system (vide page 2 of Mr. Bowring's Memorandum), and secondly, it should only be drawn while an officer is actually travelling and should cease if he remains for

more

where the Government has a spot save in exceptional circumstances, e.g. if he has to stay in a hotel because no Government accommodation is available.

29. Hitherto a daily local allowance of 5/- has been drawn by ~~any~~ Government officer in Northern Nigeria and no extra allowance of any kind is drawn while travelling. This local allowance is now being gradually abolished and Mr. Antrebus has put forward the view that it will not be necessary to give any travelling allowance when it has finally disappeared (vide paragraph 2 of his note on {A/2814/S/33} Nigeria, herewith), adding that what I had written on the same paper confirmed him in that view.

30. The essential conditions of travel (except by rail) are in the main identical all over Tropical Africa and it is an incontestable fact that the cost of living is invariably less outside a station than in it, for the reasons I have given in paragraph 10.

Knowing this to be so, I cannot but feel that there is little real justification for the scale of Travelling Allowances now in force in the various East and West African Colonies, and that many thousands of pounds are unnecessarily wasted in this way which would more profitably be expended on their development. The possible annual cost of the scheme now proposed by Colonel Sadler for the East Africa Protectorate is over 29,000. If the question were treated on its merits the possible maximum could probably be reduced to a quarter of this amount.

I have had to deal with this question in the light of

by own experience of African travel and at considerable length because I believe that the principle of these Travelling Allowances is wholly misapplied in the East and West African colonies, and that where adequate reason for the practice exists the rates in force are extravagant and that many thousands of pounds could be saved annually in all these colonies without any injustice to the officers concerned if the regulations were framed with proper regard to local conditions of life and service.

For convenience sake I will summarize my conclusions as regards the East Africa Protectorate Protectorate.

Officers may be divided into two ^{of two} classes:-

Firstly, those who hold appointments involving constant travelling and who are actually at work while travelling; these I shall call travelling appointments.

Secondly, those whose duty may or does involve a small amount of travelling at rare intervals during which in the great majority of cases no actual work is done; these may be termed stationary appointments.

Holders of travelling appointments should draw salaries which are fixed with due regard to the nature of those appointments and at such rates as will enable them to carry out their duties efficiently without unreasonable expense to themselves. Since work while travelling forms a large and in some cases the greater part of their duty, they should be paid fairly and squarely for it, and not indirectly by means of presents of free food as they are now. These officers should receive nothing except their pay, and, where necessary, horse allowance.

Holders of stationary appointments should be allowed to recover the amount of whatever abnormal expenditure they are unavoidably compelled to incur by reason of

their

their limited and infrequent absences from their stations; the amount of travelling they do is not sufficient to justify its being taken into account when the salary of their respective appointments is being fixed.

35.

The present practice of giving officers free food and stores within certain limits, whenever they are absent on duty from their stations is illogical and unjustifiable.

If it is maintained that this is only a roundabout way of compensating them for extra cost of living thereby incurred, the contention falls to the ground in face of the hard fact that an officer does not incur on tour the expenses that he incurs in his station. This probably does not hold good in the case of officers, (roughly, those in Class B.) whose travelling is confined to the Uganda Railway and the towns along it, but in any case the cost of living is no greater than it would be in their own stations unless they are compelled to put up at hotels.

36.

The practice should be abolished for both classes, but holders of stationary appointments should be given the benefit of the Foreign Office regulation authorizing a refund of "actual out-of-pocket expenditure" when travelling on duty in what I maintain is the real sense, which is apparently not the accepted sense, of the term, viz:- abnormal expenditure, or that which they would not incur in the ordinary course of their duty, travelling being out of the ordinary course. e.g. the cost of hotel accommodation if Government quarters are

are not available, of horse hire if an officer who would not otherwise keep a horse or be entitled to horse allowance cannot carry out his duty without one, or passages for servants on the Railway.

37.

In writing to the Governor I think we should take advantage of the wording of the Foreign Office despatch of 1901 (vide paragraph 3) viz:- that the allowance is a refund of "actual out-of-pocket expenditure", and point out that the present practice appears to be based upon a misapprehension as to the true meaning of the phrase, that an officer is not entitled to free food and stores when absent from his station but only to a refund of bona fide out-of-pocket expenses in the sense of my definition in paragraph 7.

38.

Compensation for the discomforts of travelling and for wear and tear to personal effects is a thing I do not believe in. A mechanic probably spoils as many garments in the course of his duty as anybody, and an engine driver in the Tropics suffers the maximum of discomfort when travelling, but neither of them receives special compensation, for their pay is presumed to include whatever quid pro quo is necessary under the circumstances.

39.

Only in the case of Forest Officers is the wear and tear item a serious one, for obvious reasons, and their pay should take this into account, since they must be included among the holders of travelling appointments. Speaking generally, however, wear and tear to clothes and personal effects on tour is much greater in tropical countries with a very damp climate

such

such as the West African coast colonies than it is in a comparatively temperate climate like that of the East Africa Protectorate.

40. Now that the practices under revision in the East Africa Protectorate I would strongly urge that it should be dealt with on common-sense lines and not on those of the prevailing practice which I believe to be based, not only there but in West Africa also, upon a misapprehension as to the true nature of local conditions. The Commissioner of Uganda's proposals for a re-adjustment of the salaries of District Officers in Uganda are now about to be submitted to the Treasury (24121). These are Class A Officers and I would suggest that what I have written here should be taken into consideration in their case also before a final decision is taken. [I have spoken to Mr Strachey on the subject and the papers should go to him to see eventually.]

41. Since this was written I have learned of the abolition of travelling allowances in Ashanti and the Northern Territories of the Gold Coast, and see that on one of the papers Mr Antrobus has said that "Travelling (and Field) allowances are granted to cover the additional cost of living when travelling". This coincides exactly with the interpretation I have placed upon the Foreign Office expression "out-of-pocket expenditure". It now lies with the East Africa Protectorate authorities to show what justification, if any, exists for the present allowance.

(Int'd.) R.P.L.

17/8 /07

Mr. D. E. Hutchins, Conservator of Forests in the East Africa Protectorate makes the following comment on the present system of Travelling Allowance in his Memorandum on the Organisation of the Forest Department which bears out what I have said in paragraph 10.

"The present form of account has the disadvantage of encouraging an unnecessary expenditure in fanciful and unwholesome tinned provisions, to the neglect of the plain but more wholesome fresh food obtainable in the country, often at much less cost."

222-25-10-40
JAN 27 1927
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Printed for the use of the Colonial Office.

African
No. 876.

TABLE OF PRECEDENCE IN EAST AFRICAN PROTECTORATES.

1. The Commissioner.
2. Inspector-General of the King's African Rifles.
3. The Deputy Commissioner.
4. Officer Commanding the Troops.
5. Bishops.
6. Judges.
7. Assistant Deputy Commissioner.
8. Sub-Commissioners and First Assistants (British Central Africa).
9. Treasurer.
10. Manager of the Uganda Railway.
11. Field Officers, King's African Rifles.
12. Heads of Departments in the following order:—
 - (a) Principal Medical Officer.
 - (b) Navy and Marine.
 - (c) Police.
 - (d) Customs.
 - (e) Superintendent of Native Affairs (British Central Africa).
 - (f) Audit.
 - (g) Public Works.
 - (h) Director of Agriculture.
 - (i) Conservator of Forests.
 - (j) Transport.
 - (k) Postmaster-General.
 - (l) Heads of Railway Departments in order of date of appointment.
 - (m) Survey.
13. Secretary of Administration.
14. Crown Advocates or Crown Prosecutors.
15. Collectors and Second Assistants.
16. Assistant Secretaries to the Administration (will rank with Collectors or Assistant Collectors—Second or Third Assistants according to their seniority).
17. Company Commanders, Adjutant and Quarter-masters, the Staff Officer (British Central Africa), Quarter-masters ranking as Captains.
18. Superintendent of Telegraphs.
19. Deputy Principal Medical Officer.
20. Magistrates.

21. Medical Officers.
22. Executive Officers, Marine Department, British Central Africa.
23. Deputy Treasurer.
24. Deputy Inspector General of Police.
25. First Assistant, Agricultural Department.
26. Principal Veterinary Officer.
27. Registrar.
28. Store-keeper and Commissariat Officer, (British Central Africa), Port Officer (East Africa).
29. District Engineers, Assistant Locomotive Superintendents, Assistant Traffic Managers of Uganda Railway, in order of date of appointment.
30. Assistant Chief of Customs, Assistant Auditor, Assistant Director of Public Works, Assistant Postmaster-General.
31. Subalterns and Quarter-masters ranking as Lieutenants, King's African Rifles.
32. Assistant, Chief Assistant, Superintendent of Inland Revenue.
33. Paymaster, King's African Rifles.
34. First Assistant Treasurer.
35. Chief Commanding Protectorate steamers, in order of date of appointment.
36. Assistant Surveyor.
37. Chief Engineer in Naval or Marine Department, in order of date of appointment.
38. Second and Third Assistant Treasurers; Assistant District Superintendents of Police; Second Assistant Auditor; Second and Third Assistants, Agricultural Department; Assistants, Pharmacy Department.
39. Postmasters and Clerks (Assistants) in Government Offices, in order of date of appointment.
40. All other officials not heretofore specified, in order of date of appointment.

Approved:

LANSDOWNE

FOREIGN OFFICE,

19 June, 1904.

C. O. 273
1933
4 APR 07

Expanded Scale of TRAVELLING ALLOWANCES

- 462 H.M. Deputy Commissioner or Colonial Secretary
- 600 Commissioner of Land
- 600 Sub-Commissioner
- 600 Secretary (when not travelling with H.M. Commissioner)
- 600 Treasurer
- 600 Judges
- 600 Member, Uganda Railway
- 400 Crown Advocate
- 700 Principal Medical Officer
- 400 Director of Government Transport
- Superintendent of Way and Works, Uganda Railway
- Local Superintendent, Uganda Railway
- Traffic Manager
- Chief of District
- Post Officer
- Local Agent
- In-charge Control of Police
- Post Master General
- Superintendent of Salubrious
- Chief Accountant, Uganda Railway
- Director of Agriculture
- Conservator of Forests
- Chief Veterinary Officer
- Land Officer
- Director of Public Works

Deputy Principal Medical Officer
 Collectors
 Superintendent Inland Revenue, Kampala
 Protector of Emigrants
 Assistant Secretaries (when not with H. G. Commissioner) 254-254
 Deputy Treasurer
 Assistant Treasurers
 Customs Assistants
 Assistant Auditors
 Paymasters, King's African Rifles
 Magistrates
 Registrar
 Assistant Crown Advocate
 Medical Officers
 District Engineers, Uganda Railway
 Assistant Engineers, Uganda Railway
 Assistants in Loco: Department, Uganda Railway
 Assistant Chief Accountant
 Assistants in Agricultural Department
 " " In Veterinary
 Assistant Land Officer
 Assistant Director of Public Works
 Executive Engineers, Public Works Department
 Deputy Inspector General, & Superintendent of Police
 Assistant Traffic Managers, Uganda Railway
 Assistant Collectors
 Deputy Registrar
 Assistant District Superintendents of Police
 Assistant Paymaster, King's African Rifles
 Dispensers
 Nurses

Assistant Surgeons

Assistant Director of Government Transport

European Postmasters

Assistant Superintendents of Telegraphs

Assistant Engineers, Public Works Department

Storekeeper,

Draughtsman,

Accountant

Inspector of Buildings,

European Postal Clerks and Telegraphists

European Telegraph Inspectors

Inspectors and Instructors of Police

All Clerks and Non-European Employees

who do not draw rations or ration Allowance.

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17
14 10 of
1100.

Duplicate.

C. O.
11933
S. G.
PAGE 4 APR 07

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The Treasury,

Mombasa May 24th., 1906.

Commissioner No. 23/75.

Sir,

I have the honour to report, as requested by you, on the existing system of refund of subsistence expenses incurred by officers of the East Africa Protectorate when travelling on the public service within the Protectorate.

At one time it was the practice to grant to all European Officers a fixed allowance at the rate of Rs.5 for every night they were absent on duty from their headquarterside Foreign Office Despatch No.260 of 4th November 1898.

In 1901, however, this system was discontinued and a system of refunding the actual expenses of officers subject to a maximum of Rs.5 per day substituted therefor.

The circumstances which led to this change were as follows:-

A certain amount of discontent existed amongst the senior officers of the Protectorate, who complained that the allowance of Rs.5 per day was insufficient to cover their out of pocket expenses. When Sir Clement Hill visited East Africa at the end of 1900 he was consulted and advised Sir A. Hargrave to

submit

Commissioner,
Nairobi.

submit a definite scheme revising the existing rules to the Foreign Office. This was done in despatch No.187 of 27th June 1901 but there was a great divergence in the amounts recommended for the various Provinces. In his reply, the Secretary of State in his Despatch No.336 of 4th September 1901 commented on this variance in the local conditions of travelling and decided that the original system of refunds of out of pocket expenditure should be reverted to.

Sir Charles Eliot accordingly issued the instructions appended to Treasury Circular No.11 of 16th October 1901 in which he limited the daily rate to Rs.5.

The regulations have since been amplified and the daily maximums recoverable by the various officers are as follows:-

European Officers on the staff of the Protectorate appointed by the Secretary of State Rs.5 per day.

Subordinate Staff:-

Those appointed from England on sterling salaries Rs.4 per day

Those on rupee salaries at the rate of 4 annas per day for every Rs.25 of part of Rs.25 of their monthly salaries subject to a maximum of Rs.3 per day.

The work in checking the individual monthly claims which consist of lists of provisions used, stores purchased etc. etc. has become enormous and is steadily increasing with the increase of staff.

I have accordingly the honour to recommend most strongly the adoption of a system of fixed daily payments

3.

payments, such as exists, I believe universally, in other Colonies.

Apart from the question of the substitution of a system of fixed daily allowances in lieu of a refund of out of pocket expenses the whole system now requires revision in view of the large number of new appointments which have been created since the regulations were originally drawn up.

A uniform rate of Rs.5 per day for all European Officers is obviously inequitable, some of the officers are, by the nature of their appointments, constantly travelling and unless the travelling allowances were taken into consideration when their salaries were fixed, which appears doubtful, it is manifestly wrong that they should receive the same allowances as officers who but rarely move from their headquarters and are therefore put to considerable extra expense when they have to travel.

Thus a Surveyor or a Forest Officer who is continually on the move would naturally arrange their domestic affairs accordingly and would not maintain as expensive or permanent an establishment at their headquarters as an Officer who would be but rarely called upon to leave his station.

Other points to be considered are:-

(1) The limit of days in the year or for which allowances should be paid and (2) the question as to whether travelling allowances should be paid for every night that an Officer is absent from his headquarters or only when he is actually travelling.

With

4.

With regard to these two points I would recommend (1) that there should be no limit and (2) that the allowances should be paid for every night that an Officer is absent on duty from his headquarters, the allowances to be paid to the various officers being fixed with due consideration of the eventualities mentioned.

I have accordingly the honour to recommend that a detailed scale of Travelling allowance be drawn up and submitted to the Colonial Office for sanction and that sanction be obtained at the same time for any additions to the list which may become necessary through the creation of new appointments to be made by the Commissioner without special reference to the Colonial Office in each case.

I have the honour to be,

Sir,

Your most obedient

humble Servant,

Sd/- C. C. Bowring.
Treasurer.

*Out to the
Cabinet*

C. O.
11933
REC?

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~~Scale of TRAVELLING ALLOWANCES East Africa Protectorate.~~

H. M. Deputy Commissioner or Colonial Secretary

Commissioner of Land

Sub-Commissioners

Secretary (when not travelling with H. M. Commissioner)

Treasurer

Judges

Manager, Uganda Railway

Crown Advocate

Principal Medical Officer

Director of Government Transport

Superintendent of Ways and Works, Uganda Railway

Deputy Superintendent, Uganda Railway

Traffic Manager

Chief of Customs

Port Officer

Local Auditor

Inspector General of Police

Post Master General

Superintendent of Telegraphs

Chief Accountant, Uganda Railway

Director of Agriculture

Conservator of Forests

Chief Veterinary Officer

Band Officer

Director of Public Works

- Deputy Principal Medical Officer
- Collectors
- Superintendent Inland Revenue, Bombasa
- Protector of Immigrants
- Assistant Secretaries (when not with H. M. Commissioner)
- Deputy Treasurer
- Assistant Treasurers
- Customs Assistants
- Assistant Auditors
- Paymasters, King's African Rifles.
- Magistrates
- Registrar
- Assistant Crown Advocate
- Medical Officers
- District Engineers, Uganda Railway
- Assistant Engineers, Uganda Railway
- Assistants in Loco: Department, Uganda Railway
- Assistant Chief Accountant
- Assistants in Agricultural Department
- in Veterinary
- Assistant Land Officer
- Assistant Director of Public Works
- Executive Engineers, Public Works Department
- Deputy Inspector General & Superintendent of Police
- Assistant Traffic Managers, Uganda Railway
- Assistant Collectors
- Deputy Registrar
- Assistant District Superintendents of Police
- Assistant Paymaster, King's African Rifles
- Dispensers
- Nurses

Assistant Surgeons
 Assistant Director of Government Transport
 European Postmasters
 Assistant Superintendents of Telegraphs
 Assistant Engineers; Public Works Department
 Storekeeper, " " "
 Draughtsman, " " "
 Accountant " " "
 Inspector of Buildings, " " "

European Postal Clerks and Telegraphists
 European Telegraph Inspectors
 Inspectors and Instructors of Police

All Clerks and Non-European Employees
 who do not draw rations or ration Allowance.

per
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 their
 relatives
 of
 of

Copy
Write on thick paper

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11933 H.A.P.

Downing Street,

22 October, 1907.

DRAFT.

AFRICA PROTECTORATE

CONFIDENTIAL.

Governor, Lt. Col. J. Hayes Sadler, C.B.

Indexed.

MINUTE.

Mr. Lobb 9/9

Mr. Ellis 11/9

Sir,

Mr. Just.

I have the honour to inform you

† Mr. Antrobus *18/11/07*

Mr. Cox.

that I have had under consideration your

Mr. Lucas.

memorandum of the 3rd of April last, a copy

Sir F. Hopwood.

of which is enclosed herewith for reference,

Mr. Churchill.

The Earl of Elgin.

submitting certain proposals in connection with the payment of subsistence allowances to

Lt Col J. Hayes Sadler
24 April, 1907

officers of the East Africa Protectorate while travelling on duty.

(11933)

(P.O. vol.)

2. In his despatch to Sir Charles

Elie No. 26 of the 4th of September, 1907,

Lord Lansdowne, as a temporary measure,

*27/10/07
6 lines 3/10/07
L. J. Hayes Sadler 27/10/07*

24 Dec 1907

sanctioned the repayment of "actual out of pocket expenditure" incurred by officers under these conditions, and on the strength of this permission the Commissioner limited the liability of Government on this account to certain daily rates detailed by the Treasurer of the Protectorate on the second page of his memorandum, a copy of which is enclosed herewith.

3. The principle upon which the grant of a subsistence allowance is based is that officers travelling on duty are entitled to the repayment of any expenses thereon incurred over and above those to which they would have been liable had their duty permitted their remaining at their ordinary place of

to defray the ordinary personal expenses of an officer when travelling in the course of his duty. It is only when his ordinary rate of expenditure is unavoidably and appreciably increased as the direct consequence of his having to leave his usual station that he can be regarded, generally speaking, as being entitled to recover the amount of his extraordinary expenditure, namely, the difference between the ordinary and the extraordinary rates.

5. The term "actual out of pocket expenditure" may therefore be defined in this connection as the amount by which an officer's rate of expenditure while travelling unavoidably exceeds his ordinary rate of expenditure while stationary.

6. It would appear, however, to judge from the existing scale of subsistence allowances to which I have referred, and still

more from the large increase now proposed in the rates payable to officers included in the first three clauses of Mr Bowring's schedule, that the principle underlying the grant of subsistence allowance has been lost sight of, and that the expression "out of pocket expenditure" has been interpreted in East Africa as denoting the whole of an officer's personal expenses when travelling on duty.

On no other assumption is it possible to reconcile the present scale of subsistence allowances in the Protectorate with the known conditions of African travel. Officers are provided with free transport and accommodation and therefore incur no extra expense in these respects, and in the absence of any information to the contrary I am not at present aware of the existence of circumstances peculiar to the East African Pro-

more from the large increase now proposed in the rates payable to officers included in the first three clauses of Mr Bowring's schedule, that the principle underlying the grant of subsistence allowance has been lost sight of, and that the expression "out of pocket expenditure" has been interpreted in East Africa as denoting the whole of an officer's personal expenses when travelling on duty.

7. On no other assumption is it possible to reconcile the present scale of subsistence allowances in the Protectorate with the known conditions of African travel. Officers are provided with free transport and accommodation and therefore incur no extra expense in these respects, and in the absence of any information to the contrary I am not at present aware of the existence of circumstances peculiar to the East Africa Protectorate which would compel them to incur

their ordinary rates of personal expenditure to any appreciable extent while travelling on duty.

3. It is necessary to add, however, that wear and tear of personal effects is not, in my opinion, a circumstance calling for consideration in connection with travelling allowances. Only in the case of Forest Officers is it likely to become a serious item of expense owing to the nature of the conditions under which their work is performed; but, since it is desirable that these conditions should be taken into account in fixing the salaries of their appointments, in accordance with the principle laid down in paragraph 12 of this despatch, there is no necessity to make any special allowance therefor as stated in the first portion of this paragraph.

special claim for compensation by the officer concerned.

9. Before considering the question of travelling allowances in detail it appears to me to be necessary to distinguish between officers whose duties necessitate regular travelling and officers who are rarely called upon to leave their particular station. In the one case travelling is an ordinary part, and in the other an extraordinary part of their duties, and the officers concerned may accordingly be regarded as holding travelling and stationary appointments respectively.

10. It follows that the ordinary rate of personal expenditure of an officer holding a travelling appointment is not that which he lives while he is stationary at his headquarters but the mean of the

11. There is consequently no justification for giving him an extra allowance to cover ordinary expenses incurred while travelling, since the possibility of his having to incur such expenses in the ordinary course of his duty should be taken into account in deciding upon the salary of his appointment. In other words, officers holding travelling appointments should receive consolidated pay and no travelling allowance.

12. In this category should be included Commissioners; District and Assistant District Commissioners; officers of the Survey, Forestry, Game, Land and Native Affairs, Departments; the Local Auditor; the Inspector General of Police; the Superintendent of Telegraphs; and possibly some others.

by the grant of a subsistence allowance, I am prepared to entertain the proposition of increasing them; but I would remind you that the amount of the increase would in that case be measured not by the rates at which this allowance has actually been paid hitherto under the erroneous interpretation of the term "out of pocket expenditure" to which I have referred, but by the very much smaller rates at which it should have been paid in accordance with the true principle upon which the grant of such an allowance is based, as defined in paragraphs 3 and 4 of this despatch.

by the grant of a subsistence allowance, I am prepared to entertain the question of increasing them, but I would remind you that the amount of the increase would in that case be measured not by the rates at which this allowance has actually been paid hitherto under the erroneous interpretation of the term "out of pocket expenditure" to which I have referred, but by the very much smaller rates at which it should have been paid in accordance with the true principle upon which the grant of such an allowance is based, as defined in paragraphs 3 and 4 of this despatch.

of District Officers might, for instance, be

fixed at the following rates:-

Commissioners £500 by £25 to £650 per annum

District Commissioners £400 by £20 to £500 per annum

Assistant District Commissioners £250 by £10 to £350 per annum

16. It must be understood that these figures are put forward only as illustrations of a principle which it appears to me might with advantage be followed to a greater extent than has hitherto been found possible in the Protectorate.

The exact amounts at which it may ultimately be considered desirable that the salaries of these and possibly other officers also should be fixed can only be determined

202

of District Officers might, for instance, be fixed at the following rates:-

Commissioners £500 by £20 to £650 per annum

District Commissioners £400 by £20 to £500 per annum

Assistant District Commissioners £250 by £10 to £350 per annum

16. It must be understood that these figures are put forward only as illustrating a principle which it appears to me might with advantage be followed to a greater extent than has hitherto been found possible in the Protectorate.

The exact amounts at which it may ultimately be considered desirable that the salaries of these and possibly other officers also should be fixed can only be determined

17. Subject to any observations which you may have to offer, I propose to regard as stationary officers all officers and wardens other than those classified in the 12th paragraph of this despatch as holders of travelling appointments. The limited amount of travelling which stationary officers as a general rule are required to perform does not sufficiently justify its being taken into account in calculating the amount of remuneration to which their services entitle them. It is therefore to be looked upon as an extra rather than an integral part of their duties.

18. If it can be shown that these offi

expense to them, namely, the entertainment of passing officials.

21. I shall be glad, therefore, if you will furnish me, first, with a detailed statement of the nature of the extra expenses to which these officers are liable when absent from their headquarters on duty, and secondly, with your recommendations regarding the rates of such travelling allowances as in your opinion should properly be granted to them under these circumstances in conformity with the principle stated in paragraph 1 of this despatch.

22. Such allowances should be at fixed rates, in order to obviate the

Circumstances.

23. There should be no necessity to provide for the payment of the allowance for a greater total period than two months in the year, and I would ask you to consider whether the limit might not reasonably be fixed at one month in the case of the majority of officers holding stationary appointments.

24. I should offer no objection, however, to the proposal that the officer holding the appointment of Lieutenant Governor should draw a fixed allowance of £1 per diem while travelling on duty. The allowance should not be paid for a longer period than two months

circumstances.

23. There should be no necessity to provide for the payment of the allowance for a greater total period than two months in the year, and I would ask you to consider whether the limit might not reasonably be fixed at one month in the case of the majority of officers holding stationary appointments.

24. I should offer no objection, however, to the proposal that the officer holding the appointment of Lieutenant Governor should draw a fixed allowance of £1 per diem while travelling on duty. The allowance should not be paid for a longer period than two months

salaries at the rate of £500 per annum and
over should be regarded as consolidated pay
and that the officers concerned should not
be entitled to draw travelling allowance, since
it appears to me that their present rates of
remuneration are sufficient to cover any
extra expenditure which they may incur when
actually travelling on the line.

26. To recapitulate the main points
stated in this despatch:-

- (1) The salaries attached to travelling
appointments should be consolidated and
placed upon an incremental scale, and
officers concerned should cease to be

limit and at fixed rates, in accordance with the principle stated in paragraphs 3-5 inclusive of this despatch, such rates to be ~~as~~ ^{fixed} in the light of further information as to the nature of the extra expenditure, if any, which they unavoidably incur when actually travelling on duty.

27. The amount provided in the Sectorate Estimates for the current year on account of travelling allowance is approximately £5,000; and the total maximum cost of the scale proposed in your Memorandum above mentioned is close upon £10,000 per annum. The rates payable in either case appear as

limit and at fixed rates, in accordance with the principle stated in paragraphs 3-5 inclusive of this despatch, such rates to be ~~as~~ ~~fixed~~ ~~in~~ ~~the~~ ~~light~~ ~~of~~ ~~further~~ ~~information~~ ~~as~~ to the nature of the extra expenditure, if any, which they unavoidably incur when actually travelling on duty.

27. The amount provided in the 1917-18 Budget Estimates for the current year on account of travelling allowance is approximately £2,000, and the total maximum cost of the scale proposed in your memorandum above mentioned is close upon £10,000 per annum. The rates payable in either case appear as

I have indicated, it should be found possible to effect a considerable annual saving under this head, and on receipt of your observations accompanied by the information referred to in paragraph 21, the Government shall be prepared to invite the Lords Commissioners of the Treasury to consider the desirability of devoting a portion of the savings in question to the alteration in the rate of remuneration of the officers mentioned in paragraph 12.

29. I shall be glad if you will give early consideration to the matter, and your reply should be accompanied by a clear statement

11933

E.A.P.

300

Seat 70.25 am
to
16 June 08

DRAFT Telegram

Sadler Nairobi

3 June

Robinson

Inspector reply to despatch of

barman

22 October

Amvachelli

allowances

MINUTE.

Mr Dandy 2 hr

Mr Ellis

MA 2/8/08

Mr Juse

Mr Armstrong

Mr Cox

Sir C. Lucas

Sir F. Hopwood

W. L. Seely