

DESPATCH



LAST PAGE 39,382

33332

4 JULY 1909

vern. No. 619A
1909

ESTIMATES 1910-11

Submits following increases in ...
approval to insert in the Estimates :-
£50 for Lieut. J. Jurgay, £24 for ...
allie of £50 for ... A.A.R. instead ...
B. Fastwood £25 for ... J. Penruddock ...
salary of £120-£12-00 for Stock Insps, salary of 10-11-00 for ...
£200 for ... Seed, £50 for ... Stock, salary of ...
100 for ... Miles, 50 increments of 20 for ...
each for Messrs E. Wilson and C.A. Stanley £50 for ...
Grayand salary of £10-125-00 for J.W. Parkinson
Suggests scale of Salary of £130-£10-00 for European Clerks.

Copy works Tanco 21 Jan 10
Muster Jards, 8 Sept. 8/15/10

I will ...
(1) To ...

Estimates for the ...
in their letter of the ...
ment of a Private Secretary, refused to approve of a salary of more than £300 for this appointment, and ...
they will allow the £300 for the A.D.C. to stand, especially as, to meet War Office wishes, we have not been compelled to call the proposed Private Secretary "Extra Aide-de-Camp";
(see War Office letter of the 1st of September in File 1088).

(2) I cannot find Abdurahman bin Ahmed or his office in the Estimates; we must ask the Governor where he comes in.
(3) We must know first what amount of extra work is imposed on the Pay Master of the 3rd Battalion C.A.R.

by acting as Accounting Officer to the Volunteer Reserve and who has done that work hitherto.

(4) We must also enquire on what grounds the increase of £20 in Mr Long's salary is recommended.

(5) When an increase of £50 was proposed for Mr Eastwood in the year 1908-09, in writing to the Treasury about it we pointed out that Mr Eastwood was then at his maximum and that his appointment was made pensionable on the express understanding that no further increments would be granted, and on this ground the Treasury declined to allow the increase. When the proposal was renewed in connection with the Estimates for the current year ^(but on a different ground) it was again refused. I do not see on what grounds we can now justify it to the Treasury, and I think we must so inform the Governor.

(6) Mr Penruddocke was given pension rights in 1908, and, as a special ^{consideration} ~~consideration~~ to him, no reduction was demanded in the salary which he had been drawing as a temporary officer. The Treasury will probably take this point, but I think that we ^{may} ~~must~~ chance it and let the proposed increase stand in the Estimates.

(7) ? approve.

(8) ? approve. I think a good case is made out.

(9) ? approve on the ground of increased duties.

(10) ? approve on the grounds stated.

(11) I am not sure that the ground for this increase is a good one. It is to be presumed that Mr Giles knew when he accepted transfer from the Treasury that he was going to a post which did not carry increments, but ? allow to stand in the Estimates. ^{He is the Assistant of} ~~an officer who gets a 10% increase a year.~~ ⁽¹²⁾

*Current Sal
to £750
(in Gov
427/60)*

*Treasury
1-10-10*

11394/1

*800
2078/00*

*See memo
attached
H. J.*

(12) On last year's Estimates we recommended to the Treasury that Mr Hunt's salary should be raised from £150 to £200 (see our letter to the Treasury of the 2nd of April 1909 on Gov/9089), but the Treasury refused the increase. I think we may now put to them this more modest proposal to give him two increments of £20 each from the 1st of April next.

(13) Mr Wilson and Mr Stanley each got an increment of £20 last year. I would enquire of the Governor whether he intends to propose annual increments for these officers. If so he should tell us why. In that event I think increments of £20 would be as much as one could ask for.

(14) The Governor gives no reason for this jump up of £50 on a salary of £220. ? ask him.

(15) The appointment of Administrator General was only sanctioned on last year's Estimates. The Governor should tell us why he now proposes increments which were not proposed when the appointment was created.

With reference to the last two paragraphs of the despatch, I do not think we can commit ourselves to the Governor's proposal unless we know how many European Clerks are affected by the proposal and what each Clerk is getting and after what service; ^{what} ~~what~~ ^{also the ground of increase. (It is probably the insufficiency of the salary for a European in the S.A.P. Ask him)} I think we should at once write to the Governor on the lines of this Minute. We shall, of course, get the Estimates in almost immediately, and the proposals he has made in this despatch will have to be considered in connection with the Estimates, ^{and we may hope to} ~~and we may hope to~~

Get a reply to the ^{questions} which we have raised before final sanction of the Estimates is received from the Treasury, so that we can give a clean approval on the whole Estimates without leaving these various points unsettled.

The Board must be well understood that even where we propose to let the suggested increases stand approval is subject to examination of the Estimates generally, to Treasury concurrence. For any reason the Estimates have to be cut down even increases for which taken alone a good case has been made out, may have to go by the Board.

HAB

Dec. 10.

Off for review

alone

With regard to Mr. Eastwood, the ^{Post} ¹¹ Manager's private letter to me says that Mr. Curator of the Treasury & I promised to support the recommendation for

questions

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HAB

Dec 10.

Off for now

alone

(HAB)
With regard to Mr Eastwood, the Finance
Manager's private letter to me says
that Mr Cowton of the Treasury & I
promised to support the recommendation for
I doubt very much whether



E N T E R E .

3-332

EAST AFRICA PROTECTORATE.

UGANDA PROTECTORATE.

4 2009

1st November 1909.

No. 619 K

My Lord,

I have the honour to submit, for your Lordship's favourable consideration, certain proposals for various increases in pay and staff which I would ask your Lordship's approval to insert in the Estimates for 1910-11. -

- (1) - Lieutenant C. J. Murray, A.D.C. to the Governor.

This officer accompanied me to the Protectorate from Northern Nigeria, where he was drawing £300. per annum with Horse allowance. The last A.D.C. in this Protectorate drew £250. per annum, but the Government was also responsible for £150. on account of his pension contribution to the Government of India. I would propose that the pay of the A.D.C. should be £300. per annum, and have so inserted in the Estimates.

- (2) - Abdurahman bin Ahmed, Sheikh-ul-Islam.

This important Mohammedan official is highly recommended by the Principal Judge for an increase in salary of £24. per annum on account of his learning and his integrity. Small increases in the pay of the non-European staff have hitherto been dealt with in the Estimates as a whole, but the case of the Sheikh-ul-Islam is rather an exceptional one and has therefore been embodied in this despatch.

- (3) - C. A. Armitstead, Paymaster 3rd K.A.R.

This officer has been given the extra duty of Accounting

H.M. PRINCIPAL SECRETARY OF STATE
FOR THE COLONIES

see file
656



ENTEBBE

3-382

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4 JUN 09

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H.M. PRINCIPAL SECRETARY OF STATE

FOR THE COLONIES

Whitehall Street, LONDON

Accounting Officer to the Volunteer Reserve. It is proposed to insert an allowance of £50. per annum for these extra duties.

(4) - The Postmaster General recommends an increase in the pay of Mr. R. H. Long, the Accountant of the Post Office. His present salary is £230. per annum; the increase proposed is £20.

(5) - Mr. B. Eastwood, Chief Accountant, Uganda Ry. This officer was appointed in 1908 for a personal allowance of £50. per annum. It was however not approved by the Colonial Office. Mr. Eastwood has nearly 10 years service on the Railway and has rendered excellent work. The Manager of the Uganda Railway strongly recommends the granting of a personal allowance of £50. per annum.

(6) - Mr. J. H. Penruddocke, Asst. Locomotive Superintendent. This officer has had no increase in salary since 1st July 1902. He has over 10 years service and the Manager of the Uganda Railway recommends that he should receive an increase of £25. per annum - bringing his salary up to £500. on the scale £350. to £550.

(7) - Mr. A. W. Reid - Asst. Locomotive Superintendent (Stores)

This officer has continued to render excellent service, and the Manager of the Uganda Railway recommends that he should be given an increase of £25. per annum, bringing his salary up to £550, the maximum of the post, which he will only have attained after 12 years service.

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(8) - Seven Stock Inspectors.

At present these officers draw £180. per annum each. The pay is so ~~much~~ low and the prospects of promotion so small that it is almost impossible to obtain local candidates for these posts. It is inadvisable to attempt the introduction of men for this work from outside the Protectorate, but even if so introduced the small pay offered would not be sufficient to retain their services.

The Acting Director of Agriculture considers the position to be of great importance and that it is extremely desirable that the men should remain as long as possible in the service. He therefore proposes that the pay should be increased by £12. each, to rise to £240. per annum - a recommendation with which I must entirely concur.

(9) - E. H. Seed, Plant Import Inspector.

This officer has been given increased duties in connection with cocoanut plantations, &c. His present salary is £150. per annum; it is proposed that he should receive an increment of £10. per annum rising to £250.

(10) - Mr. H. Pidcock, Port Officer.

The present emoluments of this office are £450. per annum. The duties of the post have been considerably increased by the development of the Kilindini, and it is proposed to insert in the Estimates an increase of £50.

(11) - M. H. Giles, Asst. Director of Government Transport. Present salary £300.

This

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This

3

This officer was transferred from the Treasury, where his salary was incremental to £400. It is therefore proposed that the post should carry with it increments of £20. rising to £400.

(12) - Mr. G.J.Hunt, P.W.D., Clerk at Kisumu.

This officer is permanently located at an unhealthy station. The Commissioner of Public Works considers that this fact should be taken into account in considering his salary.

The present salary of the post is £180. Increase of salary to £200. has already been refused. The Commissioner therefore recommends that he be granted two increments each of £20. per annum - the first increase to start from 1st April 1910. It is pointed out that this official is not a clerk only, but looks after the Executive Engineer's office, including the accounts.

(13) - Mr. E.G.Wilson and Mr. G.A.Stanley, Assistant Traffic Managers, Railway Department.

Present pay £375. Sanctioned scale of post £350. to £550. Increase recommended £25. in each case.

(14) - Mr. H.W.Gray, Office Superintendent, Secretariat.

Present salary £220. in sanctioned scale of £200. by £20. to £300. Increase recommended £50, making sanctioned scale £250. to £350.

(15) - Mr. J.W.H.Parkinson, Administrator General.

Present salary £400. Proposed increase £25. and thereafter by £25. annually to £500.

adm
T/b
360/18

360/18

330/8

365/5

JW
7/36

I think it would be desirable to create the grade of European Clerk at £150. by £10. to £200. and to give all existing European clerks a £10. increase on 1st April next.

The clerical staff has recently been graded on incremental salaries, but it has not been found workable to include European clerks in any of the authorized grades, and a special grade of "European clerk" is very necessary.

I have, the honour to be,

Your Lordship's humble and

obedient servant,

W. C. Stewart
W. C. Stewart
Governor.

For CAP
39382

28 Dec 1910



Li

I have the honor

to ack. the receipt of

Your check no 619 A of

the 1st of Nov^r, Substantiating

various memoranda in my

staff, which you ask

my approval to meet

in the late for 1910.

I. To take the various

proposals in order -

① I cannot see my way

to approve the inclusion

of 1200 in the late for

the ~~proposals~~ ~~late~~ ~~for~~

all of the money, in

reference to the appro...

DRAFT.

UP no 768

Mr P. Finard

MINUTE.

Mr. ~~Butler~~ 15/12

Mr. ~~Butler~~ 15/12

Mr. ~~Butler~~ 16

Mr. ~~Butler~~

Mr. ~~Butler~~

Sir C. Lucas.

Sir F. Hopwood. 17.12

Col. Seely.

Lord Crewe. 19. XII. for Conson

The P^r has strongly
decided his desk

to deal only with

the ~~proposals~~ ~~late~~ ~~for~~

copy of reports

Types 21 Jan 10

of a Great Century,

specifies to allow of a

Salary of more than £500

the best approval, ^{improbable}

and it is ~~absolutely~~ ^{improbable} that

they would allow of a

larger salary in the

case of the ADC. There

seems to me to be

scarce no ground for

the distinction between the

two officers

Before considering the case of

(1) I have been ~~sent~~ ^{sent}

to ~~discuss~~ ^{discuss} at Durban

for ~~business~~ ^{business} in his office

in the ~~city~~ ^{city} I shall

be glad to receive further

information ^{the official relations that exist between} ^{the Govt. & the Staff - at Durban} ^{and to the direct services of} ^{the holder of that office under} ^{to Govt.}

(1) Before ~~discussing~~ ^{discussing}

this measure to the

General I ~~shall~~ ^{should} be glad

to be informed what

amount of extra work

is imposed on the

pay master of the 3rd

Battalion KAR if such an

(2) I ~~shall~~ ^{should} also be

glad to learn in what

ground the man of

£20 in his long's salary

is recommended

(3) When an ~~man~~ ^{man}

is proposed for his ~~entry~~ ^{entry}

in comparison with the

1908 of ~~the~~ ^{the} ~~pay~~ ^{pay}

Volunteer Reserve
and who has done that
work hitherto.

1908/10
7

of a great Century,
 appear to afford of a
 Salary of more than £250
 for that appointment,
 improbable
 and it is scarcely to be
 they would afford of a
 larger salary in the
 case of the ADC. There
 seems to me to be
 a marked ground for
 discrimination between the
 two officers

Before considering the case of
 (21) I have been unable
 to trace the name of
 the person at Durban
 the name of his office
 in the file. I shall

be glad to receive further
 information regarding the
 the office relations that appear to be
 the fact of the South and Indian
 the direct services of
 the Director of that office rendered
 to Govt.

Voluntarily Reserve
 and who has done that
 work hitherto.

(31) Before recommending
 the man to be
 having I shall have to
 to be informed of the
 amount of salary which
 is intended to be
 pay master of the 8th
 Battalion KAR
 as account has been given
 (2) I should also be
 glad to learn in what
 grounds the man of
 £20 in his long salary
 is recommended
 (3) When an man of
 was proposed for his position
 in connection with the
 1918 of the, by the

456207
 7

has known to recommend
 the measure to be drawn
 on the ground that
 the office in question
 was then at the discretion
 of his scale of salary
 that his appointment
 had been
 made pursuant to
 the express understanding
 that no further increments
 would be granted; he
 had ~~been~~ ^{been} ~~of~~ ^{of} ~~the~~ ^{the} ~~office~~ ^{office}
 and on this ground the
 Treasury declined to allow
 the measure. The proposal
 was narrow, but as a
 draft found in connection

(He cannot be
 being considered)

for Cap
 39587

(See ...)

Shut out

In the absence of some
 stronger arguments than
 are supplied by your report

any formal order
 which I should feel
 obliged to recommend
DRAFT

In view of the
 Treasury in connection
 with the office's salary

MINUTE

- Mr.
- Mr.
- Mr. Fiddes.
- Mr. Just.
- Mr. Cox.
- Sir C. Lucas.
- Sir F. Hopwood.
- Col. Seely.
- Lord Crew.

with the estimate for
 the current year
 was again proposed, &
 I feel that it is
 the Treasury has been
 (He) I am ~~not~~ ^{not} ~~sure~~ ^{sure}
 allow his ~~salary~~ ^{salary}
 increase of £15 in his
 pension & dock's salary to
 stand in the estimate.
 I may point out however
 that he was granted
 pension rights in 1908
 that, as a special concern
 to him, no reduction was
 made in the salary
 which he had been drawing
 as a temporary officer

Having being made in
the late for two previous
business in his hands being

(81) (91) & (101): I allow
the business proposed
on the present States

(11) I am willing to put refer
to the drawing the proposal
that his plan should be
placed in an incremental
scale, but I have to put out
the ^{residue} that their hand,

when he was transferred
of the drawing, that he
was being transferred
to a part which did
not carry ^{to connect} ~~the~~

(101) I am husband &?

Substant. the proposal
that his hand should
& granted two increments
of \$20 each from the
1st of April next.

(131) his broken & his steady
each receives an increment
of \$20 last year. I
should
be glad to be informed

Answer 309570
whether you ~~would~~ it is
intended to propose
annual increments to
two pieces, refer to
what found to
that about I think
that increments of \$20

Mr East
87351

would a sufficient
(14) I ~~should~~ ^{should} be glad to
be informed of the progress
of the proposed increase of £80

in his pay's salary the increase
proposed seems very large in comparison with his
(15) The appointment of salary

Administrative Council was
only sanctioned in last
year's Estimates. I have

to request that you will
inform me ^{on what ground} ~~why you have~~
~~proposed~~ ^{are now proposed} increments, I think
it was apparently not thought necessary to
~~have~~ ^{been} ~~not~~ ^{proposed} when

the appointment was made.
3 With regard to the ^{the proposals in} last
the paragraph of your
of great ~~importance~~
(16) I have ~~delivered~~

Shut no 5

~~European clerk~~
~~an immense salary~~
~~of the salary of the~~
~~to the of all other~~
~~unable to form a definite~~
~~purpose of the~~
~~the amount of the~~

DRAFT.

MINUTE.

- Mr.
- Mr.
- Mr. Fiddes.
- Mr. Just.
- Mr. Cox.
- Sir C. Lucas.
- Sir F. Hopwood.
- Col. Seely.
- Lord Crewe.

1877

until I have had some
European clerk as a result
of the ~~of the~~ ^{what} ~~of the~~
Salary rather than of
present ^{what} ~~of the~~
I shall be
glad to hear further of
on this point and also
as to the progress of the
scheme of 1870, which you
propose to make ~~available~~
in the salaries of all
the European clerks not
excepted
to the ~~of the~~