

EAST AFRICA PROTECTORATE  
167 107

DESPATCH

G. C. O.  
167  
Recd.  
Regd. 1 Jan 10

909

QUARTY OF SALARY FOR OFFICERS.

General Board of Officers stated, that Assistant Quarter Master's salary should be fixed on an incremental scale of £1000 to £1200 with an addition in the circumstances.

MR. MILLER.

This question was most carefully discussed at the beginning of last year, see Minutes of 13743/09, and it was decided at that time to take no further action for the time being, but the question having again been raised in Kysalawa, see 7312/09, it was decided to ask Sir P. Girouard his views in the matter, and this despatch is the result.

I think that a case is made out for increasing the salaries of the officers. Sir P. Girouard states definitely that "the present scale of £1000 is not adequate to meet living expenses in many districts". Such a position of affairs cannot be considered satisfactory. The exact scale of salary to be adopted will be a matter for the Tropical Africa Service Committee to determine, to whom at the same time should be referred 19589. The decision must partly depend upon

upon

the lack of sanitation which are the principal causes  
 of the East African Malaria. It is not a disease,  
 what is unhealthy for one man is healthy for  
 for another. It is not generally of course, the  
 cause of malaria and other unhealthy for Europeans but  
 of the officials have told us that they have found  
 the cause of malaria quite healthy after *Reading* in  
 the mountains. It would be absurd if it were  
 to be said that the cause of malaria is the  
 lack of sanitation.

The great danger is the spread of malaria  
 of disease for rivers and children. But the grant  
 of an incremental scale should be sufficient for an  
 officer to earn a comfortable salary of course  
 that even so the scale for a 1st class officer should carry  
 on, but granted that the scale for a 1st class officer should  
 now, who could not earn more than £200 a year. There  
 there have been two officers who had salaries of £200  
 who should not have a £200.

MSB  
 9/8

W. Reed.

The present *W. Reed* is a member of the  
 Committee. They recommend inter alia  
 a scale of £250 to £400 for 1st class  
 District Commr. in the P. If we  
 can eventually get the Treasury  
 to agree to this, we can also improve

the task of deciding which are the more unhealthy parts of the New Africa Protectorate would not be easy. That is unhealthy for one man may be quite healthy for another. Speaking generally of basins, the coast lands are more unhealthy for Europeans but one or two officials have told me that they have found the coast lands quite healthy after *hiking* down in the Highlands. It would be absurd in such cases to condemn all officials for leaving the coast.

The question of a career ladder is not one of the groups of expenses alone, to give say on the question of passages for wives and children. But the grant of an incremental scale should make it easier for an officer to marry. It cannot be pretended of course that even so the salary of an A.D.C. is enough to marry on, but granted some privates means an officer can marry now, who could not marry before. In the Home Civil there have been known officers who can marry on £300, who could not marry on £200.

W. Reed

The salary question is dealt with in the recent Interim Report of the P. A. S. Committee. They recommend, *inter alia*, a scale of £250 - £15 - £400 for Asst. District Commr. in the S. A. P. If we can eventually get the Treasury to agree to this, we can also improve

We have made us as possible  
a C.C. in separate bundle  
which referred to in need of  
travelling allowances. See  $\frac{50}{10.59/10}$   
in separate bundle which we shall  
have got a good way in the direction  
of improving the lot of the person  
administrative officer in such a P.  
For the time being, I shall  
refer matters to the reference he  
has made to the dispatch in which we  
have not sent out to the T.A.S. Com  
mittee's report.

The effort to improve matters in  
these for directions makes it necessary  
to consider the fact the same question  
of procedure to be considered in  
in connection with the historical aspect  
present. The grave difficulties

2/2/5

Oct 5.

to follow

So passed?

4/2/5  
7/5

Mr. Read.

There are here three separate  
bundles, each containing various  
papers relating to

- (a) travelling allowances
- (b) rates of pay
- (c) leave arrangements

in the East African Protectorates.  
The papers represent  
effort on the part of Mr. Batterbee to  
prevent singlehanded with the problem  
of ameliorating the position of  
officials responsible in those Pro-  
tectorates. The papers must be  
read together to judge of the  
cumulative effect of the proposals  
made.

I have not done anything  
suggesting that subjects (a) & (b)  
should be referred to the T.A.S.  
Committee (subject (c) having been  
dealt with in the recent interim

report of that Committee. Mr. [Name] has done useful work in setting the subjects on his legs. But if all the rest of us contribute our views in the shape of minutes, I fear that it will be imprinted with a narrow outlook from which it will be difficult if not impossible to disentangle separate conclusions. It would be better to have a very rough first draft by reference to the recommendations of a Committee which all the Tropical Africa Dept are represented

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Oct 5

Mr. [Name]

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H. J. R. 7/5 Excellent suggestion. I wish I had seen it earlier on this subject. I am sure that it is a very valuable contribution. P. [Name]

report of that committee. Mr. Butterfield  
 has done useful work in setting the  
 subjects on his legs. But if all the  
 rest of us contribute our views in the  
 shape of minutes I fear that it  
 will be confused with a mass  
 writing from which it will be difficult  
 if not impossible to disentangle  
 separate conclusions. It would probably  
 not be very much of a good thing  
 before the recommendations  
 of a Ctes on which all the Tropical  
 Africa Dept are represented

J.P.B.

Oct 5

H. J. R.

to minute -

~~3 Apr. S.A.P.  
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 21657 110  
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H. J. R. 7/8 Excellent suggestion. I wish

to see it carried out. I have written on my  
 envelope that I have

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GOVERNMENT HOUSE  
JAN 10

GOVERNMENT HOUSE

Nairobi,

November 25th 1909.

EAST AFRICA PROTECTORATE.

CONFIDENTIAL (24)

379

My Lord,

I have the honour to acknowledge the receipt of Your Lordship's Confidential despatch of the 29th ultimo on the subject of the rates of salary at present given during their early years of service to officers employed in the East Africa Protectorate.

2. Your Lordship has asked me to bear in mind one consideration which materially affects any discussion of the question and that is more particularly the effect upon corresponding branches of the service in West African Colonies and Protectorates of any general increase of salaries in East Africa. I gather that Your Lordship thinks that it would be difficult to resist any claims made in this connection in view of the admitted difference between the climates of the East Coast Protectorates and those of the West Coast Colonies and Protectorates.

3. As far as this point is concerned, there it is undoubted that the climates, generally speaking, of the West Coast are somewhat inferior

to

THE RIGHT HONOURABLE  
THE EARL OF CREWE, K.G.,  
SECRETARY OF STATE FOR THE COLONIES,  
DOWNING STREET,  
LONDON, S.W.

(2)

to those of the Highlands of East Africa and British Central Africa, I would not hesitate to say from my own experience of both coasts that there are many stations both in East Africa and Uganda - and I believe the same to be the case in Nyasaland - which are just as dangerous from the point of view of health as the bulk of the stations in the West African Protectorates. I think, therefore, that Your Lordship would be perfectly justified in refusing to recognize any claims put forward by the latter on climatic grounds.

4. As regards pay officers serving on this coast are distinctly at a disadvantage. I am strongly of opinion that the present salary of £250 per annum drawn by Assistant District Commissioners here is not adequate to meet living expenses in many districts, whereas in West Africa generally and in Northern Nigeria more particularly it was evident to me that the salaries paid to the Assistant Residents, viz: £300 - £400 per annum, though by no means excessive, were, owing to the very cheap rate at which necessaries could be purchased, sufficient to allow of men not only living well but even saving.

When the question of Assistant District Commissioners in this Protectorate bringing their wives with them is concerned, I can only say that, unless possessed of private means, no officer of that rank can at present afford to keep his wife in any of the stations which are climatically

suitable



(5)

suitable for the residence of white ladies. The consequence is that men do not marry, or if they do, their wives too often have to live at home, and as the healthy stations here are invariably much more expensive than any of which I have experience in Northern Nigeria, our junior officers on £250 a year are much worse off, whether living as bachelors or keeping their wives at home. Many Assistant Residents on the West Coast, where, as I have mentioned above, the climate is not so markedly inferior as in the interior, are in a similar position.

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G  
11/9/07

6. Your Lordship may perhaps wish to refer to the proposals made by Lord Elgin's despatch of October 22nd 1907 and Your Lordship's despatch of November 11th 1908 respecting the substitution of an incremental scale of pay for travelling allowances. I would venture however to express the opinion that the two should be kept absolutely distinct. What is now proposed is an amelioration in the conditions under which the junior officers of this Protectorate are at present serving and it would be no advantage to them to take away with one hand what is given with the other, as has been undertaken in the case of the Indian and Canadian. In this connection I would invite a reference to Mr. Jackson's despatch No. 49 Confidential of May 31st last.

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7. It is true that travelling allowances are not drawn in Northern Nigeria but horse allowances of £40 per annum are granted and there is a system of duty pay attached to the higher ranks which renders acting appointments much more remunerative than

(4)

then they are here. Moreover no deductions are made from an officer's substitute pay while he is on leave unless the case is this Protectorate.

8. I should incidentally remark that such deductions are scarcely defensible in the case of Assistant District Commissioners as they cannot be applied to the payment of substitutes, and the Government is therefore practically depriving them of a portion of their salaries.

9. On all these grounds therefore I would most strongly urge that Assistant District Commissioners should be placed on an incremental scale of £200 £350 by £15 per annum without any reduction in the allowances which they are now drawing.

10. There is a further argument in favour of such an arrangement which I should like to advance. Your Lordship will note that in the West African Colonies junior Political Officers are given salaries which compare favourably with junior officers in other departments such as the Treasury, Audit and Customs. This is not the case in either the British East Africa or Uganda Protectorates. In both of these, Junior Assistants in the Treasury are receiving pay from £250 to £400, and in the Customs from £200 to £300. Junior Assistants in the Audit are paid from £300 to £400.

In Northern Nigeria, where the Assistant Resident was in receipt of pay from £300 to £400, Junior Assistants in the Treasury received £300 to £350, and Junior Customs Officers £350 to £400.

In the Gold Coast Colony Junior Assistants in

the

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the Treasury receiving £2000 to £2500.

11. I cannot understand upon what method these differences in the various Colonies are based, and I think there to be a strong case for placing Junior Political Officers upon the same basis in East African Colonies as they are placed elsewhere, viz equal to the junior ranks in other Departments. If such is done, I cannot see that there will be any hardship entailed upon the staff in East Africa, or that any demand based upon a change in East Africa could be put forward as a reason for a FURTHER increase in their salaries.

12. If Junior Political Officers were receiving annual increments on the same basis as their contemporaries in other Departments, I believe it would be possible for them to marry after a certain number of years' service. To-day these officers as appointed are much younger than was formerly the case, and if their salaries were fixed at £250 to £350 by £15, they would be in a much better position to marry than is the case to-day.

13. I do not think that it is in the interests of the service that every junior member should be married, and probably in the natural order of things they would not contract marriages until they had had a few years' service and attained a greater age than that at which they usually join to-day.

14. I trust that the reasons I have advanced for a change in the scale of salaries for junior officers

(8)

officers may meet with Your Lordship's sympathetic  
consideration, and have a favourable issue.

I have the honour to be  
Your Lordship's humble,  
obedient servant,

*W. G. ...*  
Sergeant

MEMORANDUM.

We have now received the replies from all three Protectorates, and I propose in the following minute to make certain general observations as to the best method of dealing with the proposals generally and then to offer certain criticisms on points of detail, which I trust may be useful to the Tropical African Services Committee to whom, I presume, the despatches from the three Protectorates will in the first place be referred.

When the proposals of the three Governors have been examined by the Tropical African Services Committee, I would suggest that they be sent to the Treasury, to the Treasury immediately without waiting for the estimates. The Governors have been instructed to make provision in next year's estimates for salaries

on the old basis, but to append to the Estimates a schedule showing the additional cost of the proposed new scales, and to indicate specific savings from which the additional cost could be met in the event of the proposals being approved.

As to cost, the additional expenditure involved in adopting the Governor's recommendations is set out in the following table:-

	Increase in salaries		Duty pay
	on minimum of scale	on maximum of scale	
East Africa Protectorate	2300	29480	2148
Uganda	2582	2275	1615

Similar figures for Nyasaland are not forthcoming from the Governor's despatch, but it appears that in that Protectorate the immediate increase in respect of salaries and duty pay is:-

As regards duty pay, the Governor of Uganda makes

makes a suggestion in paragraph 26 of his despatch which we might do well to consider in the event of our failing to persuade the Treasury to agree to the general adoption of the duty pay principle immediately. In that event, he suggests that the duty pay should be absolutely attached to each post, but that provision should also be made in the estimates annually of a sum sufficient to meet such duty pay when the holder of the substantive post to which duty pay is attached is on leave. But first we must make a great effort *Henry L. Henry* to agree to our wider proposals.

The lines on which I would suggest approaching the Treasury are the following

- (1) Some increase of salary, especially of the senior posts, has become imperatively necessary. Owing to a variety of causes the cost of necessaries, especially in the East Africa Protectorate, has

been

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been steadily rising in recent years, and the Governor of the Protectorate has stated in a recent despatch (E.I.P. Confidential despatch of 25th November 1909) that he is strongly of opinion that the present salary of £200 per annum drawn by Assistant District Commissioners is not adequate to meet living expenses in many districts. Such a state of things cannot be regarded as satisfactory. The difference of climate between East and West Africa is admitted, but it is submitted that the difference is not sufficiently great to justify the present [great] difference between salaries on the East and West Coasts.

(2) The financial position of the Protectorate has sufficiently improved to justify the proposed increase of salaries.

Sir Percy Balfour has stated that he is able



to make provision for the proposed increase within the half and half principle, and I presume that Mr. Jackson would like to do it in Nyamaland, where the half and half principle has not been so clearly laid down as in the other Protectorates, Sir V. Warming has recently told us that he hopes, by means of an increased hut tax and with the help of the new land taxes, to reduce the grant-in-aid in the near future to very modest proportions, if not to abolish it altogether. There should, therefore, be no difficulty in providing the necessary funds in that Protectorate.

(3) Unless we offer some improvement in salary, we shall cease to attract the right type of officer. There is no doubt that we have hitherto managed to obtain an excellent type of officer for the East Africa Protectorate especially for the administrative branch, but there are signs that we shall no longer be able to obtain the same type unless we improve our emoluments. At the last selection of candidates for administrative appointments, out of the first twelve candidates sounded for East Africa nine refused, several of the nine being some of the best men on the Private Secretary's books. The Secretary of the Oxford Appointments Committee has recently written to the Private Secretary to say that the supply of good candidates for African service is rapidly diminishing unless prospects are substantially improved.

Another sign is afforded by the number of good men who have recently left the Government service

service in East Africa for other employment, presumably because the prospects of Government employment are not sufficiently attractive.

(4) It must be remembered that in the past, owing to increase of establishments and other causes, promotion has been very rapid, whereas now matters are beginning to assume a more normal course, and we may in the future have to wait eight or ten years before obtaining promotion.

When we approach the Treasury, we must I think frankly tell them that the question of travelling allowances has recently been under reconsideration, and that, as a result of such reconsideration, the Secretary of State will probably feel himself obliged to recommend that the system be modified by providing for a small provision in the rate of the allowance in certain cases.

I will now proceed to take in order the replies from the three Protectorates, and to

comment

comment on any points on which the Governors' proposals appear open to criticism or amendment.

EAST AFRICA PROTECTORATE.

Secretariat.

The post of Lieutenant-Governor had not been abolished when Sir P. Girouard wrote his despatch of the 19th of May, but now that Mr. Jackson has become Governor of Uganda and

there appears no reason why the re-organization of the Secretariat should not be put in hand.

The Tropical African Services Committee on Coy/24536/10 recommended the following scales:-

Chief Secretary £1,000, duty allowance £100

2 Principal Assistants £500-700, duty allowance £50

2 Assistants £400-500, duty allowance £40.

3 Junior

and I see no reason why their should not be adopted now, except that for the Second Junior Assistant should be substituted an Office Superintendent on a scale of salary £200-20-300 (unpensionable) or £180-20-270 (pensionable)

Provincial

Provincial Administration. The Governor suggests, apparently with the object of effecting a small economy that the scale of salary for Assistant District Commissioners should be not £250-15-0, as proposed by the Tropical African Services Committee, but £250-10-0.

I am very sorry that the Government should have suggested this which seems to me to savour of the policy of spoiling a ship for a ha'porth of tar, and I think that we must tell the Treasury that we cannot support the Governor's recommendation for the following reasons:

- (1) It was one of the main objects of the present scheme to provide better emoluments for junior administrative officers. As the Governor's recommendation has been made, the Government's policy hitherto has been rapid promotion, and this policy is coming to an end, and an officer must in the future expect to have to serve for several years

*P.A.S. Committee  
I think that  
scale of £250-15-0  
should be adhered to.*

years before obtaining promotion. It has become therefore a matter of necessity to provide a scale of salary sufficient to provide the officer with a living wage, and I would tell the Treasury plainly that the Secretary of State thinks it essential, in order to attract the right type of candidate, to offer a salary not less than that

Committee. There is a good deal of difference especially in sound, between a salary of £250-10-350 and £250-15-400

(2) If the scale of £250-15-400 is to be extended to other departments, it would seem impossible to assign a lower scale to the administration, the senior and most important department.

(3) The scale of £250-15-400 has been and on the ground of uniformity it is most important to have the same scale in all three Protectorates.

As to duty allowances, the Governor suggests that in the case of administrative officers, the allowance should be attached not to the officers, but to the stations. The same recommendation is made by the other Protectorates, and I think that it should be approved.

Treasurer. The scale of £6 0-25-700 has been recommended for the Treasurer, and I think that we must leave it at this figure for the present.

Customs I would suggest that the salary of the Chief of Customs should be fixed at £600 25-700, instead of £700, the more especially as the minimum of the Treasurer's salary has been fixed at £600.

Audit Office I have discussed with Mr. [Name] the question of salaries in the Audit Department, and he is going to recommend on the Estimates for this year:-

Local





*Commissioner of Police*

that the salary of this appointment should be raised from £500-25-000 to £500-25-700, but so long as the Inspector General's salary is £600-25-800 I do not see how this is possible, as it is out of the question to have the maximum of the Commissioner's salary higher than the Inspector General's. The latter is undoubtedly an excellent officer, but he must be content for the present with his increments of £20, of which he has two or three yet to come.

Director of Government Transport. Mr. Wilson's retirement has taken place since Sir P. Girouard's despatch was written, and his successor has been appointed on a scale of £500-25-000 with £50 duty allowance - the scale now recommended by the

I agree with the scale proposed by the Governor, but I think that the present holder's salary must remain as it is pending a vacancy, unless he is willing voluntarily to accept £400

with



That the Assistant Land Officer should be placed on a scale of salary of EBOC-25-60, with EDC duty allowance, but he has been informed that the Secretary of State considers it sufficient that he should be placed on Scale 5.

UGANDA.

SECRETARIAT. The future composition of the Secretariat Staff in Uganda is at present under discussion with the Governor, and no useful recommendations can be made on this head pending Mr. Jackson's reply.

PROVINCIAL ADMINISTRATION. The Governor recommends for Provincial Commissioners £2000-2500 per annum (the present scale) with duty allowance of £50. But we must, I think, for the sake of uniformity with other Protectorates, stick to the scale of £2000-700 with £50 duty allowance. If Provincial Commissioners get a little less at the commencement than they received before, they must get off against that the enjoyment of duty allowance which they did not have before, and the fact that they will have enjoyed better salaries when in the lower ranks of the Administration.

TREASURER. In view of the fact that the salary of the Treasurer in the East Africa Protectorate

has

... fixed at 4000-20-700, it is out of the  
question to recommend to the Treasury that the  
salary of the Treasurer in Alaska should be  
raised to the scale of 4700-20-800, and on the  
whole I am inclined to recommend that it should  
be fixed at 4200-20-700 with 200 duty allowance,  
the salary in Nysasland. The addition of duty

minimum of the scale.

The Assistant Treasurer must remain at 4400-20-  
500, and must be content with the addition of  
duty allowance.

I have discussed this with Mr.  
Stephenson, and he thinks that we should not be  
justified in recommending to the Treasury the  
large increase of salary proposed by the Governor.  
He thinks that it should be sufficient to place  
Auditor should be placed on scale A.

JUDICIAL DEPARTMENT. As to the Judges.

The

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PUBLIC RECORDS OFFICE, LONDON

The Treasury have just agreed to the Principal Judge being placed on a salary of £900 with £90 duty pay, and the Deputy Judge a salary of £700 with £70 duty pay.

As to the Crown Advocate I think that a salary of £600 with a duty allowance of £60 is fully justified by the position of the Prosecutor. As regards the present holder, I think

whatever that Mr. Russell deserves the salary.

COMMISSIONER OF POLICE. For reasons which I have stated in my remarks on the East Africa Protectorate I think that the Commissioner of Police ~~in the S.A.P.~~ cannot be granted more than £500-20-000 with £50 duty allowance, and, that being so, the Commissioner in Uganda must remain at £400-20-000, and must be content with the addition of the duty allowance.

PRINCIPAL MEDICAL OFFICER. It is somewhat of an anomaly that the scale of salary of the Principal

Medical

Medical Officer should be higher than that of the Chief Secretary, viz. E700-20-500, but as long as the present holder continues in the post and so long as he continues to have sleeping sickness in the Protectorate, I fear that it is out of the question to reduce it.

AGRICULTURAL OFFICERS

That the Chief Agricultural Officer should be given a d.s. allowance of 100 and that the ~~agencies~~ should be placed on the same salary as the Medical O/Ss and Veterinary Officer viz. E400-20-500. In these technical departments it is impossible to put all the employees on the standard scale, and I think that the

Governors are right in not trying to do so.

GENERAL OFFICERS

I would suggest that the Director of Surveys must remain at E1000-20-500, and should be assigned a duty allowance of 100.

For the Deputy Director I would suggest E600-20-100 with 140 duty allowance, as against E525-

*[Handwritten notes in left margin, partially illegible]*

20-000 + 200 personal allowance given by the present holder.

PUBLIC WORKS. I agree with the Governor that the Director of Public Works (or Chief Engineer) should be granted a duty allowance of 1000/- per annum to put a very small salary differential between him and the Assistant Chief Engineer.

The Assistant Chief Engineer should, I think, be put on a scale, of 2500-20-500 with 250 duty allowance. I see no necessity for a higher salary, the more especially as the Assistant Director of Public Works in the East Africa Protectorate only draws 2450-20-500 with 250 duty allowance.

FINANCE.

EUROPEAN CLERKS. It may be advisable to refer to these before dealing with other items. It was not intended that the scheme should apply to clerks at all, and the Nyasaland

proposals



proposals seem to me very extravagant. He has recently enquired of the Governor why it is found necessary in Nyasaland to pay clerks as much higher a salary than in <sup>the</sup> East Africa Protectorate and Uganda, and we must wait for a reply to that despatch before deciding what the scale of salary will be in future. In such a case

REFERENCE. It will be remembered that, when Sir W. Vanning was appointed, his salary being to an oversight was fixed at £2000 per annum without duty or entertainment allowance, instead of at £1500 per annum with £200 per annum duty allowance. I doubt whether it will be possible to wring from the Treasury another £250 or even £200 as duty allowance for the Governor himself, but we must, I think, make a grant of £200 per annum to the Treasury to allow an allowance of that amount to be available for the Acting Governor, when the Governor is on leave.

SECRETARIAT. The future composition of the

Secretariat

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Secretary as at present under discussion with the Governor, and we must wait for the Governor's reply before settling how the higher staff shall be composed and at what salaries. All the purely clerical staff should, on the occurrence of vacancies, be always in clove, and should be paid accordingly.

British Consul and Agent at Chinde.

The Governor recommends that his salary in future should be £400-20-00 with £200 det. allowance, instead of £450-24-000 as at present. I think that we should ask the reason of the proposed decrease. In any case, the new salary would not of course come into force until there was a change of holder.

*Handwritten notes:*  
The Committee should be asked to consider the proposal to reduce the salary of the British Consul and Agent at Chinde to £400-20-00 with £200 det. allowance, instead of £450-24-000 as at present. I think that we should ask the reason of the proposed decrease. In any case, the new salary would not of course come into force until there was a change of holder.

The Assistant Treasurer at Chinde, who is placed on the scale £250-15-000 as in the East Africa Protectorate and Uganda.

COMPTROLLER OF CUSTOMS.

*Handwritten notes:*  
The Committee should be asked to consider the proposal to reduce the salary of the Assistant Treasurer at Chinde to £250-15-000 as in the East Africa Protectorate and Uganda.

A salary of £500-25-000 with £50 duty allowance would, I suggest, be sufficient.

AUDIT. Mr. Stephenson thinks that the local Auditor should be content with £400-20-000 with £50 duty allowance, as in Uganda and that the Assistant Auditor should be placed on scale

LEGAL DEPARTMENT.

I would suggest that the Judge should have £500 with £50 duty allowance as proposed for Uganda. For the Attorney General I would suggest £600 with £50 duty allowance, as I have proposed for the Crown Advocate in Uganda.

MEDICAL DEPARTMENT.

The proposals recommended on the lines of the East African Medical Staff are altogether too extravagant for the present circumstances of Uganda, and I would suggest that the proposals should be left as they are with the addition of a duty allowance of £50 for the Principal Medical

Officer.

Officer. I think that we shall soon have to consider the question of the appointment of a Deputy Medical Officer in Hyderabad, but personal reasons would render the selection of such an officer difficult, and on the whole it seems to be better not to mix up that question with the general proposals.

Assistant Director of Agriculture should, I think, remain at his present salary with the addition of a duty allowance. The Agriculturalist should, I suggest remain at his present salary.

Assistant Director of Public Works somewhat doubtful as to the need of making any change in this officer's salary. It seems to be impossible to include all these technical officers in standard scales. Assistant Engineer instead of the present scale viz., £250 by £25 every 18 months to £400, I would suggest £250-15-000.

The Committee recommend that the following be sent to the Secretary to the Government of India on 1/11/1919.

*Committee consider that it is best to recommend that the present salary of the Assistant Director of Agriculture should be maintained. The Committee also recommend that the Assistant Director of Public Works should be included in the standard scale of £250-15-000. The Committee also recommend that the Assistant Engineer should be included in the standard scale of £250-15-000.*

MENT showing the COST of the present and proposed STAFF, including the MODIFICATIONS rendered necessary by the CHANGES indicated in APPENDIX IV.

PRESENT					PROPOSED					
Grade	Salary	COST			No.	Grade	Salary	COST		
		Minimum	Mean	Maximum				Minimum	Mean	Maximum
Assistant General	1,500	1,500	1,500	1,500	1	Accountant General	1,500	1,500	1,500	1,500
Deputy Accountant General	1,200	1,200	1,200	1,200	1	Deputy Accountant General	1,000-20-1,200	1,000	1,100	1,200
Assistant Accountants General	800-90-1,000	2,000	2,775	3,000	9	Assistant Accountants General	600-10-1,000	2,000	2,775	3,000
Assistant Principals	700-800	1,500	1,500	1,500	12	Superintending Clerks	600-20-1,000	1,500	1,500	1,500
Class I	100-15-200-20-300	1,500	2,725	3,500	23	Deputy Accounts Officers	550-15-500	9,900	11,500	14,000
Principal Examiners	1,000-20-200	1,500	1,875	2,100	44	Assistant Accounts Officers	100 for 2 yrs then 120-10-200-15-300	4,400	9,325	15,400
Chief Examiners	350-15-500	2,100	2,650	3,000	11	Examiners	200-10-350	2,750	3,300	3,850
Chief Clerks	350-15-400	5,250	6,000	6,750	20	Assistant Examiners, 1st Grade	200-10-250	4,000	4,500	5,000
Head Division Clerks	70-74-130-10-300	8,330	21,152	35,700	35	Assistant Examiners, 2nd Grade	150-74-200	6,080	6,840	7,600
Established Accountant Clerks	200-10-300	2,000	2,500	3,000	138	Hired Accountant Clerks	At rates varying from 25s. to 72s. a week	8,970	15,180	17,940
Proposed Accountant Clerks	At rates varying from 25s. to 72s. a week.	7,840	12,760	15,080	39	Boy Clerks	15s. by 1s. a week to 10s. a week.	1,521	1,572	1,622
Other Clerks	15s. by 1s. a week to 10s. a week.	1,287	1,330	1,375						
		40,507	63,725	85,508	335			49,771	65,595	80,712

In the event of the Travelling Expense work being removed from Cash Accounts Branch to Claims Branch, one second class Clerk would be necessary to this number.