

DESPATCH

UGANDA PROT.

29561

29561

REC'D

SEP 06

## ASIATIC SUBORDINATE STAFF.

The copy of a petition asking for certain changes in their terms of service with memorandum by the Treasurer. Send also memorandum by the Treasurer of the Uganda Prot.: Considers Mr Bowring's proposals as to leave preferable but prepared to adopt Mr Smith's for sake of unanimity if thought advisable. Requests views.

Mr. Butler.

I have been carefully through the petition and the memoranda of Mr. Bowring and Mr. Smith, & drawn up on the accompanying sheets a comparative table of the proposals of ~~both~~ the petitioners, Mr. Bowring, Mr. Smith, and the present regulations. The Treasury has presumably to be consulted.

? write to Treasury, sending a copy of the O.A.G.'s despatch and enclosures, suggesting:-

(i) Para. 2. and Para 3. of the Regulations.

S.S. not disposed to make any change.

(ii) Para. 9.

- (a) abolish the 3 months leave after 33 months service  
 (b) allow one month per annum or  $\frac{1}{2}$  pay, or 5 months after 43 months service or  $\frac{1}{2}$  pay.  
 (c) sick leave extension - no alteration

(iii) Para. 11.

Revised Colonial Regulations 51-73 to be adhered to in suspensions. Dismissal

Governor No.  
450

1909

Previous Paper

22205

To Govt. Secy 74/1/7 Dec 1909  
 (by Uga 412)

S.E.N. 5062/27-  
 5070-118

Subsequent Paper

55018

(iv) Para 14.

- (a) No abatement in minimum pensionable salary -  
(b) No abatement in service gratuity limit.

(c) Para 6 of 1903 Pers. Regt. for Subord. Staff Regulations to read "55 years" in place of "60 or upon the completion of 40 years service".

(v) Para 16.

(a) Free passes on railway for man, wife & children (with a fixed amount of luggage to be decided later - ? 4 cwt.) on leave transfer or appointment.

(b) 2<sup>nd</sup> class to be the recognised class for local travelling for 1<sup>st</sup> & 2<sup>nd</sup> grade.

(vi) Free Quarters.

This should be dealt with separately.

accpt

1919

W. J. H. S.

I agree. We should consult the Treasury specifically on the financial points. The position of the procedure in the case of suspensions & dismissals is for us.

With regard to free quarters, I would agree with the O.A.G. that no change should be made in the existing practice as to the provision of quarters at the

Coast. If free quarters are not provided naturally the value of the house is at a pensionable establishment.

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Tab.

Oct. 1.

off course

alone P.S. 10

Coast. If free printers are not given,  
naturally the value of the land is not a  
pensionable emolument.

289

HAB

Oct. 1.

By consent

at once P. 10

Petition  
 (i) 3<sup>rd</sup> & 4<sup>th</sup> grades to have annual increments of R. 120  
 290  
 62

(ii) leave to be -  
 4 mos. after 32 mos.  
 5 ————— 40 -  
 6 ————— 48 -  
 3 months on full pay. rest a half pay.  
 Sick leave ext<sup>n</sup> to be 6 months maximum

Mr. Downing  
 (i) The present increment is fair in part. To salary grades 3 & 4 are well paid for work they do.  
 ? refuse

(ii) (a) Either 5 after 55 mos. and 6 — 66 mos.  
 or (b) abolish 3 after 33 mos. & only allow 4 after 46 -  
 None on full pay.  
 3 months maximum sick leave extension

Mr. Smith  
 (i) ? refuse

(ii) Abolish the 3 months leave after 33 mos. & allow 5 m. after 43 m.  
 None on full pay.  
 Sick leave on approved medical certificate on 1/4 pay

Present Regulations  
 (i) 3<sup>rd</sup> & 4<sup>th</sup> grades - (i.e. R. 125-150 p.m. and R. 124 & under p.m. respectively) receive R. 60 p. annum increment.

(ii) One month a year, accumulative up to 4 months.  
 All on 1/2 pay.  
 Sick leave ext<sup>n</sup> of 3 months - on 1/2 pay.

Remarks  
 (i) If granted, increment of all 3 grades No. 2, 3 & 4 will be same. The higher the salary the bigger the increment - it's not good. Why old clerical staff in grades above be improved by an additional visit of this kind?  
 (ii) I agree with Mr. Smith that some improvement is possible, but on hypothesis health is not the argument for long leave to these clerks. Mr. Smith's remarks on this head are rather disingenuous. The W.A. rule is a waste of time & has much in its favor, but I do not think we can start it with these clerks - to make a point in favor of the petitioners have rather given themselves away on the value of the rule in such as 3 times that in

Petition  
 (iii) That suspensions be carried out in accordance with Revised Col. Regs.

Mr. Bowring  
 (iii) agrees

Mr. Smith  
 (iii) agrees, but thinks 4th grade clerks in first term of service be dealt with under the O.I.C.

Present Regulations  
 (iii) Clerks may be suspended or dismissed under § 10, subsect. 3 of the O.I.C.

Remarks  
 (iii) No harm in meeting petitioners' wishes, but I think it wd. be a pity to have exceptions and discriminations - all or none.

(iv) That 12.5 p.m. is too high a minimum for pensionability. That clerks entitled to pensions may retire after 50 years or 30 years service. That the 15 years service gratuity limit is too high.

(iv) Disagrees. Thinks some amelioration might be made - 55 years but no service limit. Disagrees

(iv) agrees with Mr. Bowring. agrees with Mr. Bowring. agrees with Mr. Bowring

(iv) Only clerks on Re. 12.5 p.m. and upwards entitled to pension. Clerks may retire without medical certificate at 60 or after 30 years service. Service gratuity limit is 15 years.

(iv) For superior officers age limit is 50. In view of unanimity between the 2 Pts with point, we might agree to 55 as a service limit, taking 15 as max. age of entry, a man will have served his 60 yrs. when he is 55. Treasury will prob. say no, but it is worth trying.

(v) The papers local travelling on appl. transfer or leave for "privileges"

agrees.

agrees, pointing out that Uganda is not so much affected as F.A.P. agrees with Mr. Bowring.

[The reg's are vague]

Yes: I would agree to free travelling in Pts for wife, children (no servants of course) & ? fixed amount of baggage.

29361

REC<sup>d</sup>  
Governor's Office, 00

292

Nairobi,

August 6th 1909.

EAST AFRICA PROTECTORATE.

No. 450

(Incl. 5)

My Lord,

I have the honour to transmit herewith for Your Lordship's information a copy of a petition which has been received from the Asiatic Subordinate Staff in this Protectorate asking for certain changes in their terms of service, together with a Memorandum by the Treasurer with which I am in accord.

2. I have consulted the authorities in Uganda on the subject and I enclose also a Memorandum by the Treasurer of that Protectorate from which Your Lordship will observe that Mr. Smith while agreeing on the whole with Mr. Bowring's proposals, differs on one or two minor points.

3. I consider that Mr. Bowring's proposals as to the leave regulations are preferable to those put forward by Mr. Smith but I am prepared for the sake of unanimity to adopt the latter should Your Lordship think it advisable.

4. I cannot however agree to the suggestion that

H.M. PRINCIPAL SECRETARY OF STATE

FOR THE COLONIES,

DOWNING STREET,

LONDON, S.W.

Petition  
Mr. Bowring  
March 22nd  
Mr. Smith  
May 14th

that quarters should be pensionable, as they are not in this Protectorate provided at the Coast, and a distinction would thus be made which would in my opinion be most undesirable.

5. I should be glad if I might be favoured with Your Lordship's opinion on the proposed alterations.

I have the honour to be  
With the highest respect,

My Lord,

Your Lordship's most obedient,  
humble servant,

*J. J. Faulkner*

INCLOSURE No. 1

In Despatch No. 450 of 6.8. 1909

Mombasa, 3061

March 1909 REC'D

SEP 00

294

TO  
His Excellency,

Lieutenant-Colonel Sir James Hayes Sadler, K, C, M, G, C. B.  
Governor of the East Africa Protectorate,  
Nairobi.

Your Excellency,

We, the undersigned, members of the Subordinate Staff of the East Africa Protectorate service, most respectfully beg to approach you with this our petition regarding the "PROPOSED TERMS OF SERVICE FOR MEMBERS OF THE PERMANENT CLERICAL STAFF OF THE EAST AFRICA AND UGANDA PROTECTORATES" which have been notified as coming into force from 1st April next, and humbly trust that Your Excellency will be pleased to grant the same your kind consideration.

2. Para 2 grading of Clerks and para 3

Annual Increments.

Prompted by the feeling that the Government, which we have the honour to serve, is ever watchful of the interests of its servants in that a sufficient remuneration is granted to enable them to maintain a comfortable home and keep out of debt, though, at the same time bearing in mind that they are prohibited from entering into any commercial pursuits, we humbly venture the opinion that the increment of Rs. 60 p.a. to Clerks in the 3rd and 4th grades is inadequate. Taking into consideration the fact that the local purchasing power

of



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294

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(5) Further we trust Your Excellency will not think us unreasonable if we ask that three months of the leave in each of the cases mentioned before may be granted on full pay, the remainder being on half pay. This we believe, is no new departure from the rules of the service as the servant of all the Colonies enjoy this privilege and we pray that the same may be extended to us: and we do so with all the more confidence when we would draw Your Excellency's kind attention to the low scale of salary generally drawn by Clerks and the expense incurred on the voyage more so when accompanied by one's family.

(6) In regard to extensions of leave on approved medical certificate we beg to express our gratitude for the provision made, but as in cases of severe illness this period might prove insufficient, we would deferentially suggest that the term may be extended to six months instead.

4. Para 11 Dismissals and Suspensions.

(1) The reversion to the policy which again places the powers to dismiss a clerk in the hands of Departments is viewed with some disfavour. It will generally be allowed that nine-tenths of the Members of the Subordinate Staff fully realize their position and are prepared to obey the orders of their superior officers without question on all matters connected with the due and effective performance of their duties.

(2) We consider it but right that the power to suspend a clerk should be exercised by the Head of Department, but the question of the dismissal of a Clerk, irrespective of salary should rest with Your Excellency alone. We therefore pray that Your Excellency may be pleased to consider our request that in cases of suspensions or dismissals the procedure laid down in the Revised Colonial Regulations para to 73 may be adhered to.

(5) Further we trust Your Excellency will not think us unreasonable if we ask that three months of the leave in each of the cases mentioned before may be granted on full pay, the remainder being on half pay. This we believe, is no new departure from the rules of the service as the servant of all the Colonies enjoy this privilege and we pray that the same may be extended to us; and we do so with all the more confidence when we would draw Your Excellency's kind attention to the low scale of salary generally drawn by Clerks and the expense incurred on the voyage more so when accompanied by one's family.

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(1) Though this is a point to which we attach the greatest importance especially as regards Clerks who are in receipt of salaries of Rs.124 and under, yet we only prefer to touch on a few points with a view to show that the withholding of this privilege from more than half of the fraternity is looked upon as somewhat in the nature of a grievance.

(2) We admit that our position in this Protectorate is very peculiar. Yet in the energy we are called upon to display in the carrying of our allotted tasks, the feeling of respect which we entertain for all our Officers and the willing cooperation which each one is ready to give to advance the cause of the Government even if at some personal sacrifice, we do not think that we are much behind the servants of the other Colonies or Protectorates who are eligible for pension.

(3) The chief reason which makes the Government service so attractive is because there is a pension attached to it. No matter how low the salary offered is, but a willing candidate will be had. Not so in the case of a private firm from whom higher wages are looked for as compensation for the non-existence of pension rights.

(4) There are at the present moment a large number of permanent clerks on salaries of less than Rs.125 per mensem whose work, it cannot be doubted, increases in value year by year.

(5) Further, men in this grade are debarred from obtaining a gratuity in the event of their being invalided

or

of the rupee is about three times less than that in India, coupled with the expenses of maintaining a family, or supporting a near relation, the anxiety of a man, in the receipt of a salary of say Rs.60 p.m., can sufficiently be appreciated. It would appear, and Your Excellency would perhaps agree, that the salary of Rs.75 at the end of three, Rs.100/- at the end of eight and Rs.125 at the end of thirteen years service, subject to the increments being regular, and keeping in view the detrimental effects of the climate here on one's constitution is neither a suitable remuneration nor one which makes the service alluring. We therefore humbly pray that the question of the yearly increments to the 3rd and 4th grade Clerks being raised to Rs.120 per annum may receive Your Excellency's favourable consideration. The enhanced <sup>rate</sup> would tend greatly to improve the condition of the Clerical Staff in the grades referred to above.

3. Para 9 Leave of Absence.

We may be allowed with all due deference to state that, on this important point, the terms have fallen far short of our expectations. The reason for which leave is granted is obvious, and if it fails in that, the end is defeated.

(1) The accumulation of ~~leave~~ up to three months in three years and four months in four years is inadequate for the following reasons:-

- (a) The period is too limited to allow of complete rest.
- (b) It is too short to enable one to throw off the effects of any illness contracted in the place such as affection of the liver, malarial fever and other diseases.
- (c) The time occupied, which usually averages one month.

month on the voyage where everything is in a state of commotion, can hardly be taken into account as contributing to any kind of rest.

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(d) The timings of the departure of steamers from India are irregular, often necessitating one's return to East Africa ten days or even a fortnight before the expiration of leave.

(2) A reference to rule No.154 of the Colonial Regulations affecting the West Coast of Africa will show that Officials recruited from the West Indies or Asia, are allowed four months leave, plus the time occupied on the voyage, to and fro, on full pay provided they re-engage for further service.

(3) We take the liberty of enclosing an extract from the Indian Civil Service Regulations, which will show the various kinds of leave, duration of same and salary enjoyed by Clerks in the service of the Government of India. We, however, disclaim all intention of making invidious comparisons but we place the above before Your Excellency in the way of information, and for what the same is worth.

(4) In the matter of lengthened leave we beg to crave Your Excellency's support when recommending our request, if it should so please you, to the Secretary of State for the Colonies, for his approval the following which it is our belief is most essential to allow for recuperation of our health and to enable us to return to resume our respective duties with renewed vigour and zeal.

4 months after 32 months continuous service

5 " " 40 " " "

5 " " 48 " " "

or incapable of further work before the completion of 15 years service (Vide Section 4 of the Superannuation Act of 1887).

(6) The limit viz: Rs.125/- at which the pensionable scale is fixed is too high a figure; also the period at which we are allowed to retire, viz: after 40 years service or on attainment of the age of 60 years.

(7) We would therefore beg to submit that as pension is a reward for good services rendered to Government and that as the same is intended to be enjoyed at a time when the energy of life is daily diminishing, we feel it neither imprudent nor unjustifiable to expect that the Government, towards the progress of which we have all to some extent more or less, contributed, will not fail to consider the claims for recompense of those Clerks who are not now on the pensionable scale, and allow the Clerks to retire without the necessity of producing a Medical Certificate upon attaining the age of fifty or upon the completion of 30 years service.

6. Para 16 Local Travelling.

(1) We very respectfully place our request for free passes to our families on first appointment, leave or transfer, before Your Excellency and feel confident that the same will be granted in view of the very high rates which we are called upon to pay and which with our low salaries we can but ill afford. The Railway being a Government concern and the cases of either first appointments, leave or transfers not many, the loss to the Government if it can be considered as such will be only trivial.

(2) The present regulations which allow to Clerks drawing salaries less than Rs.200/- an intermediate Railway fare when travelling has caused general dissatisfaction but as there was no alternative many of the staff

staff have paid the difference between the Class they were entitled to and the second and chose to travel by the latter. 299

(3) The difference to all appearances between the intermediate and the 3rd Class lies in the higher fare and in the colour of the carriages, while the former lacks in all respects the comforts which are provided in the 2nd Class Compartments.

(4) A great favour will be conferred on us if it meet with Your Excellency's approval to rule that all Clerks irrespective of salaries when undertaking journeys may be granted 2nd Class accommodation.

7. Free Quarters and House Allowances.

Clerks at Nairobi and other Stations in the interior of the Protectorate are granted free quarters or allowances in lieu thereof, while a minority viz: these at Mombasa and some other Coast Stations are denied this privilege. A uniform ruling on this subject extending the privilege to the minority as well would be received with great satisfaction, especially by the minority who look upon it as a sort of grievance, as the value of free quarters and house allowances count for pension purposes. Moreover rents of houses in Mombasa have of late years gone high and show a tendency to rise higher still. Often suitable houses cannot be had in Mombasa even on payment of high rents.

8. In our endeavour to lay our petition before you in as small a compass as possible so as to take up the least possible fraction of your valuable time, which, we are well aware, has to be devoted to so many questions of importance connected with the Administration of the Protectorate confided to your care, we trust that we have made ourselves sufficiently clear and that in our requests



we have not exceeded the bounds of either moderation or good sense. We moreover feel that we also form a portion of that body whose progress and welfare are placed in your hands and as such we claim the right to approach you with our hopes and aspirations in the service to which we are proud to belong, and trust that Your Excellency may grant this appeal your sympathetic consideration. 29

In conclusion we beg to avail ourselves of this opportunity to express our deep and heartfelt gratitude to the Government which has always manifested towards us the greatest sympathy and kindness and particularly to Your Excellency for the good feeling you have ever borne towards us .

We beg to subscribe ourselves,

With the highest respect,

Your Excellency's most obedient,  
and humble servants,

Sd/-

Following statement shows the various kinds of Leave to which a clerk is entitled:-

of Leave.	Definition, &c.	Amount of Leave admissible.	Leave Allowances.
Medical Certificate.	<p>This leave granted on the recommendation contained in a certificate from a Government Medical Officer, usually of not lower rank than that of a Presidency Surgeon, if in a Presidency town, or the officer in chief medical charge of the District if in the Mofussil. The certificate must state that the applicant is in a bad state of health, and that leave from duty is necessary in consequence.</p> <p>In the case of Leave on Medical certificate of over six months' duration the papers must be submitted for countersignature by the Administrative Medical Officer of the Province in which the clerk is serving; and it is optional with the latter authority to call upon the clerk to appear before him.</p>	<p>May be granted for two years at one time, but not more than three years in all. Out of India not more than twice.</p>	<p>For the first 15 months of each period of absence on such leave, but not more than 30 months in all, - Half average salary. For the rest, - Quarter average salary.</p>
Leave on Private Affairs.	<p>Admissible to an officer who has not been on furlough since the last six years or longer period.</p>	<p>After six Years' service and repeated after intervals of six years, - Six months.</p>	<p>Half average salary.</p>
Leave on Private Affairs.	<p>Admissible to an officer who has not had leave on Private Affairs since the last eight years or longer period.</p>	<p>After ten years' service and thereafter at intervals of not less than eight years, - One year or any less period.</p> <p>After eighteen years' service, - Two years or any less period.</p> <p>Thereafter at intervals of not less than eight years, - One year or any less period. Subject to a limit of two years in all.</p>	<p>Half average salary.</p>

of Leave.	Definition, &c.	Amount of Leave admissible.	Leave Allowances.
Ordinary without mess.	Leave of this nature is usually taken when no other kind of leave is due. There is no limit to the length or frequency of such leave, and may be granted in continuation of any other leave.	No limit save the general one that after five years' continuous absence, whether with or without leave, the officer or subordinate is considered out of Government employment.	None.
Subsidiary Leave.	This is usually granted in the case of the applicant going on or returning from leave out of India and it is in excess of the other leave taken by him. It is not admissible when privilege leave is combined with the other leave.	Six days for preparation plus one day (excluding Sundays not actually spent in travelling) for each (1) 200 miles of the journey if travelling by rail, (2) 150 miles if by ocean steamer, (3) 80 miles if by river steamer or by mail cart or other public stage conveyance drawn by horses, (4) 15 miles if in any other way.  The minimum length of this leave is fixed at ten days.	Same rate of allowance as that for leave to which it is prefixed, or at the end of the leave to which it is subsidiary.
Privilege Leave.	During this leave an officer is entitled to his full pay. The amount of Privilege Leave earned is one-eleventh of the time during which the applicant has been on duty without interruption, but the total amount of Privilege leave admissible at one time is limited to three calendar months.	Privilege Leave allowances are payable in India only: thus if a clerk takes Privilege leave combined with other leave and goes say to England, his Privilege leave allowances will be paid to an Agent in India, while his allowances for the other leave can be drawn by him at the Home Treasury.	

Name of Leave	Definition, &c.	Amount of Leave admissible.	Leave Allowance.
Privilege Leave (continued)	<p>Every kind of Long Leave can be taken in continuation of Privilege Leave, but the combined leave must not be less than six months. In such cases the Privilege leave always precedes the other leave.</p> <p>Privilege leave when taken by itself requires that the officer taking it must declare that he does not intend taking any other leave or resigning from the <del>IN</del> service for a period of <b>three</b> months from the expiration of the Privilege leave, but in cases when Privilege leave is combined with other leave such declaration is not required. Again if Privilege leave is taken by itself and is of over six weeks in duration, a period of eighteen months must elapse before the officer or clerk can take Furlough or Leave on Private Affairs, but this interval is not necessary in cases of subsequent leave on medical certificate.</p>		302
Special Leave.	<p>This is a special leave granted in order to enable the applicant to attend a Government Examination, but it cannot be allowed more than twice for each standard of examination.</p>	<p>For such number of days as is actually</p>	<p>Full pay, unless the head of the office finds it necessary to make a deduction to enable him to make arrangements for carrying on the work.</p>
Casual Leave.	<p>This is leave of an informal nature. The amount of Casual leave which may be granted to a clerk is dependent on the discretion of his official superior, generally, however, 15 days in the year is accepted as the maximum limit. It cannot be taken in extension of any other kind of leave except where the extension is occasioned by detention in plague camps or by absence due to infectious diseases.</p>	<p>necessary to enable the applicant to attend at the examination.</p>	

INCLOSURE No. 2

In Despatch No. 450 of 6. 8. 1909

CONFIDENTIAL.

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Your Honour,

The two principal reasons for employing Asiatics in the lower grades of the East African Civil Service are:-

1. Economy.
2. Presumed fitness for service in the tropical parts of the Protectorate where the climatic conditions are more similar to those of India than those of Europe.

A large portion of the clerical staff consists of persons who are not even British subjects and but for the reasons quoted above it would be difficult to justify their employment in a permanent and pensionable British Service.

Already it has been found advisable to employ European clerks in a number of the offices and the European clerks thus employed are in many cases drawing smaller salaries than non-European clerks in other Departments.

In East Africa we labour under the disadvantages of not having a locally domiciled population on which to draw for our clerical staff. The effect of having to recruit this staff from outside and of having to grant them leave of absence out of the country at more or less frequent intervals is both expensive to the Protectorate as a whole and demoralizing to the departments in detail.

In considering this petition, therefore, the factors I have mentioned should not be lost sight of, or by the granting of too liberal conditions of service, the justification

justification for the employment of a large portion of the staff would disappear.

The regulations which are responsible for this petition are based on recommendations made jointly by the Treasurer of Uganda, Mr. G. D. Smith, and myself three years ago after we had gone very fully into the subject. We endeavoured to produce conditions which would be fair to the staff, and at the same time, economical to the Government. On matters of principle I see no reason for modifying the proposals made by us, and though in some details the wishes of the staff might be met, I most strongly recommend that no alteration be made without the fullest concurrence by the authorities in Uganda.

The petition which has been submitted to His Excellency is, I understand, signed by practically every member of the staff. It is respectfully and moderately worded, and as such merits careful consideration.

But though the wording of the petition is moderate, the same term cannot, in my opinion, be applied to the conditions of service asked for, which are, in my opinion, in some instances, extravagant.

I regret to note that the signatories to the petition have apparently entirely ignored the very material improvement in the conditions of service secured by a system of graded posts on a basis of incremental salaries. Hitherto, except in a few isolated cases, there has been a system of annual increments. It is true that in practice a number of the staff have had their salaries increased from time to time, but this has been done each time as an act of grace, and with due regard to the financial condition of the Protectorate. Under the new regulations

Regulations, however, a clerk can look forward to his increments as a right, which he will only forfeit by bad work or some lapse of official conduct.

The first complaint in the petition is that the increments in the 3rd and 4th grades are not large enough - being only £4/- per annum. Increments at the rate of £8/- per annum are asked for.

I regret that I can see no justification for this request. I consider that the rate of increment bears a fair proportion to the amount of the salaries in these grades. Further, the petitioners appear to have overlooked the possibility of promotions to senior grades being made of officers who have not advanced to the maximum salary of the grade out of which they are promoted. The work performed by the staff in the 3rd and 4th grades is, in my opinion, exceedingly well paid for and the salaries provided compare most favourably with those of the lower grades in the English Civil Service apart from any question of qualifications.

I have already commented on the effect on the service of the frequent leave to which the clerical staff is already entitled. I see no reason for making it more frequent still, but possibly the leave regulations might be so modified as to provide say, 5 months leave after 55 months service, and 6 months after 66 months. Still, if any change were to be made, I should rather advocate the abolition of the three months leave after 33 months service and allow no leave before 44 months had been completed. I consider that any Asiatic clerk engaged for service in this Protectorate should be physically fit for a minimum term of 44 months before taking leave.

(4)

Nor do I feel inclined to recommend that any portion of the leave should be on full pay in view of the fact that passages to and from India are granted, a privilege which is not enjoyed in most Colonies even when accumulated leave is on half pay.

As fitness to withstand the climatic conditions of East Africa is one of the principal qualifications to which we look in our Asiatic staff, I consider ~~consider~~ the provision for three months extension on medical certificate sufficient.

I see no objection to granting the request that the Colonial Office Regulations and not the Order in Council of 1902 shall be applied in the case of dismissals, in fact, I consider the proposal put forward preferable as being in line with other Colonies.

With regard to the pension regulations, I think that perhaps the age limit of 60 is rather high, and I would suggest its being reduced to 55. I do not, however, recommend any service limit, as suggested, which does not, as far as I am aware, exist elsewhere. It is certainly not the intention of the Government to provide pensions for comparatively young men, as might be the case if a pension would be claimed after 30 years service. Nor do I think it advisable to lower the pensionable salary limit, nor the service gratuity limit.

As regards local travelling, I consider the request for free railway passes for families on first appointment transfer and leave quite reasonable and I recommend its favourable consideration.

The question of class of railway fares is continually cropping up. The objection to extending the privileges



(5)

of 2nd class fares is the inadequacy of the rolling stock, but I put forward the suggestion that all 1st and 2nd grade clerks should in future be granted 2nd class fares. I do not think this question can ever be satisfactorily disposed of until the Railway authorities are able to provide separate "race" accommodation on the trains.

// I have already raised the question of house accommodation for the subordinate staff and have pointed out the difference between clerks at the coast and those up-country. I am averse to granting free quarters or allowances as a right and to these privileges being considered pensionable. If quarters are available they might be offered to deserving members of the staff, but I consider that as a rule the salaries should be considered fixed to include free quarters. The simplest system would be to charge rent for Government quarters occupied by clerks.

Ed/- C.C.BOWRING.

TREASURER.

Nairobi,

March 22nd 1909.

INCLOSURE *No. 3*In Despatch No. *450* of *6. 8. 1909*

TREASURY,

308

Entebbe,

May 14th 1909.

R.70/56

The Chief Secretary,

Entebbe.

ANNUAL INCREMENTS. PARAS. 2 & 5.

I am of opinion that the increments of Rs.5 a month per annum in the 3rd and 4th grades are sufficient in comparison with the rates of pay involved. The Clerks in these grades who shew themselves fit for promotion will be selected and given promotion as provided in paragraph 5. At present Rs.100 a month is considered the minimum pay of a clerk in this Protectorate. These locally engaged who have had little or no previous experience are paid at the rate of Rs.80 a month temporarily until they shew themselves suitable for employment and they are then appointed at Rs.100 a month. The clerks in this Protectorate can therefore rise to the maximum salary of the 4th grade, viz Rs.120 a month in about four years which I consider a very liberal condition. We have found that we cannot get satisfactory clerks to come to Uganda for less than Rs.100 a month.

LEAVE OF ABSENCE. PARAGRAPH 9.

It has been found that in the last two or three years the majority of clerks from India who go on leave from this Protectorate obtain an extension of one or two months on Medical Certificate. These extensions have always been granted without pay and would

would seem to point to the fact that the leave at present granted is too short. It has also been found that many of the Asiatic clerks while in this Protectorate suffer frequently from fever, in fact to a greater extent I should say than the European Officials. Such being the case I would now recommend that more liberal leave might be granted. I would support Mr. Bowring's proposal to abolish the three months leave after 33 months. This plan was adopted for some time in this Protectorate and I think it reasonable. I would suggest five months after 45 months continuous service. If this were granted I would suggest that the Sick Leave Rule be modified and that any Sick Leave on approved Medical Certificate be given on quarter pay. I am of opinion that some difference should be made in the rates of pay for Ordinary Leave and Sick Leave. The petitioners state that the value of the Rupee here is about three times less than in India, one quarter pay should therefore suffice.

DISMISSALS & SUSPENSIONS. PARA. 11

I think the revised Colonial Regulations might be made to apply instead of the Order in Council with the exception of the case of lower paid clerks doing their first term of service say those in the 4th grade. I think they might be dealt with under the Order in Council.

PENSIONS & GRATUITIES. PARA. 14.

I agree with Mr. Bowring that the age limit might

be

be reduced to 55 without any service limit. I also consider that it would not be advisable to lower the pensionable salary limit nor the service gratuity limit.

LOCAL TRAVELLING. PARA. 16.

This point does not affect the Uganda Protectorate the same extent as the East Africa Protectorate as our Clerks only travel on the Railway on first appointment and going on and returning from leave. I would support Mr. Bowring's suggestion that clerks in the first and second grades be granted 2nd class fares when travelling on the Uganda Railway. I would also support the petition that wives and families may be granted free passages on the Uganda Railway. The distance from the coast is very great and the fares are expensive and it is good for the married clerks to have their wives and families with them.

FREE QUARTERS & HOUSE ALLOWANCES.

This question is not dealt with in the terms of service but it has always been considered in this Protectorate that with the exception of temporary clerks, all clerks get free quarters and temporary clerks get them if available. Free quarters have been provided, as unless the Government built them no other quarters would probably have been available. I would be inclined to allow free quarters to all except temporary clerks and to make the value, within fixed limits, part of the pensionable emoluments.

I agree thoroughly with the general remarks made by Mr. Bowring at the commencement of his Memorandum

One or two European clerks have also been appointed lately in this Protectorate and in some cases are drawing smaller salaries than non Europeans. In addition European Subordinates are found to be much more prepared to "rough" it than the non Europeans. I do not advocate however the employment of Europeans for all the clerical posts in the Protectorate. We have endeavoured lately to fill all vacancies from Indians who are British subjects. At the same time I would like to add that we have at present in the service a number of very satisfactory Goans who have served faithfully and diligently.

Sd/- G.D.SMITH.

Treasurer.

73  
25

oag/ 29561 Cab

312

sc

and 38663

May

DRAFT.

Secretary to the  
Treasury

26 Oct 1909

MINUTE.

- Mr. Parkman 25<sup>th</sup>
- Mr. Baker 22
- Mr. Fiddes W. Read 23
- Mr. Just
- Mr. Fiddes 23
- Mr. Cox.

- Sir C. Lucas.
- Sir F. Hopwood.
- Col. Seely.
- Lord Crewe.

Sir,  
With ref<sup>o</sup> to your letter N<sup>o</sup>  
237/04 of the 8<sup>th</sup> of May 1908,

I am directed by the Earl  
of Crewe to ~~state~~ <sup>transmit to you</sup> ~~for~~  
~~to be laid before~~  
~~the~~ ~~inf<sup>o</sup>~~ of the L.C. of  
the Treasury ~~that~~ the  
accompanying copy of a despatch from the  
oag of the Earl ~~has~~  
<sup>covering</sup>  
~~transmitted to H.C.~~

~~an~~ copy of a petition  
from the Asiatic <sup>the p.c.</sup>  
Subordinate Staff ~~asking~~  
~~for~~

1250  
Proposed terms of service  
for the Asiatic Subordinate Staff  
of the 1908

~~of the ...~~  
~~... 11~~

(a) <sup>313</sup> In paragraph  
9 of the Regulations,  
to allow one month's  
leave per annum  
on  $\frac{1}{2}$  pay or five  
month's <sup>on  $\frac{1}{2}$  pay</sup> ~~leave~~ after 43  
months service, ~~on~~  
 ~~$\frac{1}{2}$  pay~~, thus  
abolishing the rule  
by which the non-  
European clerks  
are allowed to accumulate  
leave up to 4 months.

(b) In paragraph 16  
of the Regulations,  
to allow free passages  
on the railway for  
clerks, their wives  
& their children,  
and a fixed amount

3. of these proposals,  
the last alone calls  
for detailed explanation<sup>314</sup>  
The Petitioners attach  
great importance to the  
Question of Pension  
rights, but Lord  
Crewe feels unable  
to recommend to T.L.  
any alteration in  
the minimum pensionable  
Salary or the Service  
gratuity limit,  
both of which are  
asked for ~~in~~ will  
~~be seen from the~~  
~~extract from the Petition~~  
~~enclosed herewith.~~

~~But~~ with ref<sup>s</sup> to the  
age limit of 60, both

DRAFT.

MINUTE.

- Mr.
- Mr.
- Mr. Fiddes.
- Mr. Just.
- Mr. Cox.
- Sir C. Lucas.
- Sir F. Hopwood.
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~~an survey of these  
checks <sup>higher</sup> within  
the first year at  
under the age of twenty,  
generally age -~~

315

<sup>his</sup> ~~Lord~~ <sup>Lord</sup> ~~is~~ <sup>is</sup> of  
~~opinion~~ <sup>however,</sup> that to  
substitute <sup>over</sup> an age  
limit of 55 ~~years~~  
is for <sup>hard</sup> ~~the~~ <sup>same</sup> time  
to abolish the  
service limit, would  
be an equitable

arrangement.

<sup>(Signed)</sup> G. V. Fisher trusts that the

will sanction the  
proposals, which has  
~~just~~ ~~been~~ submitted,  
to improve the  
conditions of service  
of <sup>this</sup> ~~the~~ ~~subject~~  
subject

~~as many of these  
checks begin with  
the first space at  
under the age of twenty,  
and ending after~~

315

~~His~~ <sup>the</sup> ~~Lord~~ <sup>however,</sup> ~~is~~ <sup>is</sup> of  
opinion, <sup>that</sup> to  
substitute <sup>an</sup> age  
limit of 55 ~~years~~  
is for <sup>the</sup> ~~the~~ <sup>same</sup> ~~time~~  
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~~(Signed) G. V. Fisher~~ trusts that the

will sanction the  
proposals, ~~which~~ <sup>has</sup>  
~~been~~ <sup>submitted,</sup>  
to improve the  
conditions of service  
of <sup>this</sup> ~~the~~ <sup>subject</sup>

~~the East African~~  
Community.

4. <sup>Copies</sup> ~~A copy~~ of  
the "Proposed  
Terms of Service for  
Members of the  
Permanent Clerical  
Staff of the E. Africa  
Uganda Ptes"

& of the "Regulations  
for the Pensions &  
Privileges for the  
Subordinate Staff,  
1903," are

enclosed transmitted

herewith for reference.

