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MEMORIAL

ON

REDUCTION OF SALARIES

BY

THE KENYA ASIAN CIVIL SERVICE ASSOCIATION

AND

THE RAILWAY ASIATIC UNION.

NAIROBI,
28th June, 1922.

Sir,

On behalf of the Kenya Asian Civil Service Association and the Railway Asiatic Union, representing the Asian Staff of the Kenya Government and the Uganda Railway, we have the honour humbly and respectfully to address you on the subject of the proposed re-adjustment of the present *substantive* salaries of the Asian Staff thereby reducing them by one-third.

2. The first news of this astounding proposal appeared in the Local Press and came as a sudden rude shock to the staff already dissatisfied with the inadequacy of the last revision of their salaries and terms of service as represented in the Association memorial of 6th October, 1921. This feeling slowly developed into a critical situation, and in order to allay the anxiety and ascertain the views of the staff, a Joint Mass Meeting of both the Branches of the Asian Service was hurriedly convened on the 16th May, 1922, and was attended by almost every member of both the Services present in Nairobi, the attached Resolution, intended for transmission to you through His Excellency the Governor, being carried unanimously.

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3. We attach for your information copies of correspondence with the Government on this subject which will reflect the trying times we have had to keep the naturally intense anxiety of the staff within proper bounds.

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4. In reply to the Resolution of the first Joint Mass Meeting. His Excellency the Governor informed us that no proposal on the subject had been received by the Government. Eventually, however, on receipt of the Resolution from the Bowring Committee, His Excellency was good enough to furnish us with a copy of it which was placed before another equally crowded Joint Mass Meeting held on the 13th inst. which unanimously passed the Resolution forming enclosure to Appendix IX.

5. On receipt of this Mass Meeting Resolution, His Excellency was pleased to invite us to an interview during which we were kindly assured that no reference had been made to you previously on this subject, and that whilst doing so any views submitted by us would be forwarded to you along with it. His Excellency was also kind enough to advise us strongly, on the score of unnecessary expenses, to withdraw our request for cabling the Resolution to you in case the Government should decide to send its recommendations by despatch.

6. We gratefully accepted this assurance and advice of His Excellency, and now beg leave to amplify the Resolution by the following Memorandum.

7. The genesis of this proposal was the announcement made by His Excellency the Governor in the last October Session of the Legislative Council on the subject of reduction of European Local Allowance. Repeated efforts were made at the time in the Legislative Council, apparently on the very same illusory grounds as are now put forward, to refer the question of reduction in the salaries of the existing Asian Staff for consideration by the Special Committee on Reduction of Local Allowance, but all these prejudiced moves were ruled out by His Excellency the Governor supported by almost all the Official Members, who exposed the hollowness and iniquity of the proposal.

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The Rt. Hon. Winston Spencer Churchill, P.C., M.P.,
Principal Secretary of State for the Colonies,
Downing Street, London, S. W. 1.

Through

His Excellency,

Major General Sir Edward Northey, K.C.M.G., C.B.,
Governor and Commander-in-Chief,
The Colony and Protectorate of Kenya.

8. The Special Committee, however, thought it fit to go out of their terms of reference to enquire into the question of salaries of the existing Asian Staff, but probably owing to the strength of the facts and figures furnished by the Staff found the proposal impracticable as no mention of the matter is made in their Interim Report.

9. At that time the European Civil Servants Association put up a scheme by which the salaries of the Asian Staff were to be reduced in order to afford relief to the European Staff for the loss of 25 per cent. Local Allowance.

10. In view of these apparently connected circumstances, we cannot resist the strong suggestion that the pretext of a fictitious or imaginary "original intention" has been invented after nearly three years of strange forgetfulness in order to secure the Local Allowance of the European Staff at the cost of Asian substantive salaries.

11. To have to make comparisons is always odious, for no one wishes to say anything that can be construed into detraction of the mutual good will and co-operation that should exist between the European and the Asian branches of the Civil Service. When, however, without due regard to the conditions of service or other hardships, under which the Asian Staff are labouring, the European Association drag us into their quarrel, human nature is bound to assert itself and act on the principle of self defence. In order, therefore, to safeguard our own interests and as there is no alternative, we are reluctantly compelled to compare the salaries and terms of service of the two branches, which you stated were distinct and separate, in reply to our Memorial dated 6th October, 1921. If the reduction of the Local Allowance was foreshadowed in the service terms of the Europeans, is it equitable and just to require the Asian Staff to share in the sacrifice, whereas benefits are to be enjoyed exclusively by Europeans?

12. In the first place the proposed re-adjustment of salaries is contrary to the Law of the Colony and constitutes a *breach of contract*. The Asian Staff were all on rupee salaries, which together with all other public rupee liabilities were converted into florins at one florin to the rupee and into shillings at two shillings to the rupee by the Orders-in-Council reproduced below for easy reference:—

The East Africa & Uganda Currency No. 2, Order 1920,
Section 7 (1) & (2).

"7 (1). Where any sum due to be paid after the commencement of this Order is payable in pounds or pounds sterling whether the obligation to make the payment was incurred before or after the commencement of this Order, the payment may be made in florins at the rate of 10 florins to the pound or pound sterling.

" (2). Where any contract entered into or instrument made before the commencement of this Order provides for the making of payment in terms of rupees the contract or instrument shall have effect as if references to florins were substituted for reference to rupees."

13. When it was considered expedient to introduce the shilling currency the above Order-in-Council was substituted by the following:—

The Kenya & Uganda Currency Order 1921, Section 5 (1) & (2).

"5 (1). Where any sum due to be paid after the commencement of this Order is payable in pounds or pounds sterling whether the obligation to make the payment was incurred before or after the commencement of this Order, the payment may be made in shillings at the rate of twenty shillings to the pound or pound sterling.

" (2). Where any contract entered into or instrument made before "the commencement of this Order provides for the making of any "payment, in terms of rupees or florins the contract or instrument "shall have effect as if for references to any number of rupees or "florins there were substituted references to twice that number of "shillings."

14. It is, therefore, very clear that it has been the *original intention* of the framers of the Currency legislation that our rupee salaries should be converted into Florin equivalent and subsequently into shillings, the legal tender of the country, and that there was no misapprehension of any kind on this score. This fact is further corroborated by Secretariat Circular No. 48 of 1920 which amplifies our contract of service in unmistakable terms, in which our salaries and allowances are expressed in florins. There is no mention therein of Local Allowance or any re-adjustment as now proposed.

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15. On the other hand, Secretariat Circular No. 46 of 1920 comprises the revised salaries and terms of service for the European Staff, in which a *temporary* Local Allowance is granted to the European Staff liable to reconsideration in 1922. Vide para. 12 which reads as follows:—

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" 12. LOCAL ALLOWANCE. A special local allowance has "been sanctioned on the understanding that it is recognised as liable "to reconsideration in the event of a fall in Florin prices. It will "disappear eventually if and when prices fall one-third below their "present level, i.e., when the purchasing power of the Florin is "raised to the point at which ten Florins will purchase what fifteen "Florins purchase now.

" The amount of the allowance will therefore be reconsidered "generally for all the East African Government appointments after "two years, and thereafter at such intervals as may be decided.

" A record will be kept of local prices in order to furnish data "for this reconsideration.

" For the present the allowance is fixed at 50 per cent. of salary "and allowances quoted in sterling."

16. The argument of the reduction of European Local Allowance is, therefore, irrelevant to the issue under consideration.

17. In addition to this, we would respectfully point out that the enforcement of the proposed reduction will virtually amount to going back on the pledge given by your predecessor to the Asian public in East Africa that the stabilisation of the currency was a definite compromise between the various interests involved and would not be reconsidered, as is further evidenced by the following Government Notice No. 114 of 29th March, 1920, page 283 of the Official Gazette of 31st March, 1920:—

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"With reference to a suggestion which has recently been made "that the local exchange value of the rupee should be restored to "1sh. 4d. the Secretary of State for the Colonies has authorised an "assurance being given that the 2sh. rate is fixed and permanent."

18. Apart from its legal aspect, the proposal is morally indefensible and inequitable.

19. In view of these irrefutable facts, the Resolution No. 27 of the Bowring Committee is entirely fallacious and completely misguided, inasmuch as that body urges on the Government the restoration of the emoluments of the Asian Staff to the "original intention" of the contract viz. to 1sh. 4d.

20. The irresistible conclusion is that their decision is influenced by the present rate of exchange ruling in India. This is introducing irrelevant evidence in a case which must be judged on actual facts and the question of exchange has no bearing on the point at issue. The European members of the Service view the question as to what the Asian Staff salaries *are worth not in terms of the local currency but those of India*. This cannot be regarded as just or pertinent to the question of salaries in this Colony in view of the fact that the majority of the Asian Staff have their families in the country and nearly the whole of the emoluments go towards their maintenance and upkeep. Thus the money is spent in this country.

21. Further, it may be stated that the Indian exchange has swung between extremities, and, as stated by the Treasurer (late Mr. Kempe) in the October Session of the Legislative Council, there is no guarantee that it will not revert to its position as in 1917 to 1920. At that time the Asian Staff were paid in depreciated rupees which affected their family remittances adversely by over 33 p. c. no compensation having been paid to them although sanctioned by your predecessor, Lord Milner. On the other hand, when the pound sterling was worth about Rs. 7.50, the European Staff were still paid Rs. 15, in fact double salaries. Further concession in this respect was made to the European Staff inasmuch as they were allowed to draw a portion of their leave salaries in this country as local commitments.

22. It has been argued that the salaries of the Asian Staff have been put up by 50 per cent. in terms of pound sterling. This is the inevitable result of the fixation of the currency which was a definite compromise between the various interests involved when the pound sterling was stabilized at Rs. 10, but the Asian Staff never gained anything as they are paid the same number of Florins as they were getting Rupees prior to the change of currency. In effect, the florin has been substituted for the rupee and the prices of goods and other commodities, wages of domestic servants, Government and Municipal taxes, rents of houses and other rupee liabilities are paid by the florin. In other words, the "rupee" is called "florin" without any corresponding advantages to the Asian Staff. Viewed in this light, the contention that the Asian Staff have benefitted by 50 per cent. cannot be supported by facts and figures.

23. The salaries of the Asian Staff leave no margin for reduction, as the last revision has not improved their position in general.

24. The last revision of Government Asian salaries has been downward; the old IV Grade started on Fls. 90 the revised minimum is Fls. 75 and similarly the maximum salary of I Grade was Fls. 300 now it has been fixed at Fls. 260. If the position of the intermediate grades is considered, the increases granted on the minima and maxima of the various grades on the scale range from 11 to 19 per cent, which do not even permit of absorption of whole War Bonus in permanent salaries in the case of a senior official in any grade. In like manner, in the case of the Railway Asian Staff, the maximum of the Special Grade has been reduced by Fls. 40, while in the case of "A" Grade the minimum has been decreased by Fls. 10 and the maximum by Fls. 25 which represents a decrease from 5 to 13 per cent. True improvement in any scale of salary consists in increasing the levels of the starting salaries and the maximum attainable, and not by increasing the number of posts.

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25. On the other hand, the minimum of European clerks has been raised from £150 to £250 which represents 67 per cent. increase; and the maximum has been raised from £250 to £400 *i.e.*, 60 per cent. increase. In addition to these increases on the substantive scale, 50 per cent. local allowance was granted to them. The European clerks have suffered no loss of increments for two years, as in the case of Asian Staff, because their scales have been so constructed that even after the absorption of the entire War Bonus there is still a further margin for a few more increments.

26. Statements have been commonly made to the effect that owing to the reduction of local allowance, Europeans will be drawing less salaries *in florins or shillings* than Asians. To establish a fair comparison in this regard, relative years of service should be taken into consideration, and, if this is done, the statements are false as will be proved by the attached table. The European starts on a salary attained by the Asian after 15 to 20 years service.

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27. The War Bonus granted to the Staff in 1917, and now incorporated in salaries, was a make-shift measure in order to tide over the exorbitant cost of living, and, as is generally the case with such palliatives, it was hardly adequate. The situation which made it necessary has not improved appreciably, if at all, and the recently increased Customs duties are bound to aggravate it. In fact, the classes which are hit the hardest by indirect taxation of this nature are those having fixed incomes like Civil Servants, as the incidence of such taxation is always shifted on to these classes.

28. It must also be borne in mind that the scale of War Bonus sanctioned for Europeans and Asians was in the ratio of 3 to 1 respectively.

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29. Owing to the fact that the salaries of the Asian Staff have been fixed on such a low level as at present, their standard of living has of necessity to be fixed at the lowest point below which any existence, compatible with their position and circumstances, is not possible. Statements in support of this form enclosures to Appendix IV.

30. It has been suggested that the particulars reflect extravagance. The statements are, of course, attempts to shew the general average minimum requirements of the various classes and grades of officials, and nobody has yet been able to suggest where a cut is possible consistent with ordinary decency. We would, however, respectfully submit that in fixing our revised scales of salaries the cost of living was not taken into consideration as they are on a much lower level than the old scales plus War Bonus, and in the case of minimum of IV and maximum of I Grade even lower than the old levels. Apart from this fact, the plea of disproportionate standard of living does not quite fit in with the pretext, "that the Asian standard of living is low," which is used by Government in fixing our salaries on a lower scale than that of the Europeans.

31. There are no privileges which the Asians enjoy and the Europeans do not, but there are several important concessions granted to Europeans and denied to Asians, or in some cases granted to them in a restricted form. It must be remembered that these concessions re-act on salaries and increase their value. In fact, as stated by Colonel Notley in the October Session of the Legislative Council, a European Clerk costs double in comparison with an Asian clerk, and this, we submit, is a somewhat conservative estimate.

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32. A European Clerk has one continuous grade and goes up to his maximum without a stop within ten years unless he is, in the meanwhile, promoted to a higher post in which case he, of course, draws much higher emoluments.

33. Indeed, for a European a clerical post would appear to be only a kind of stepping stone to the higher ranks of the service with hopes of rising to the highest position.

34. Asian Clerks, on the contrary, have four Grades, increments are small and the higher Grades being limited in number, promotions from Grade to Grade are painfully slow.

35. It is also discouragingly alarming to note that many higher subordinate posts so far occupied by Asians are being gradually abolished and filled by Europeans on the somewhat inconsistent plea that no Asians can be found to fill them, when other Asian Officials acting in those very posts have been highly recommended for acting allowances on the grounds of ability and efficiency. Another specious plea advanced is strangely enough "economy", while highly responsible officials have admitted that European Officials cost twice as much as Asians and difference in efficiency is not at all against Asians.

36. In view of the above circumstances therefore, it will be impossible for the Asians ever to draw their present salaries which some of them have attained after slow stages of long years hard work and patient waiting. Further, the Asian, however competent he may be, is always confined to subordinate rank of clerical or non-clerical appointment, while the European after four or five years' service generally gets promoted to the rank of Office Superintendent or other higher appointment. It is, therefore, patent that while the higher appointments of the Service are the exclusive rights of the European, the Asian is confined to mere subordinate appointments on low salaries.

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37. We attach a table shewing the effect of the proposal on the scales of salaries of the Asian Staff which shews a downward tendency in their emoluments until the present proposal intends to reduce them to such a point that Asians cannot subsist on them. The seniors have attained their present salaries of Fls. 255 and 260 p.m., after a period ranging from 16 to 20 years' service, and can it be honestly contended that these salaries are high when it is considered that nearly all of them are married men with families to support? The idea behind it is either the total elimination of Asians from Government Service with which they have been honourably connected from the early pioneer days when few Europeans could be found to serve out here, or more probably, the proposal has not been closely examined in its financial bearing on the staff.

38. The attached random cases illustrate how a married European Clerk, even *without local allowance* and starting life in 1916, is actually getting more florins than he would have got rupees, had the grant of War Bonus, revision of salaries and the change in the currency, not taken place, whereas an Asian in the same circumstances will be getting less florins under the proposal.

Year.	Salary. £	War Bonus. £	EUROPEAN.	
			TOTAL.	
			Sterling.	Rs. Cts.
1916	150	—	150	187—50
1917	160	120	280	350—00
1918	170	120	290	362—50
1919	180	120	300	375—00
		<i>Local Allowance.</i>		
1920	310	50 per cent.	465	387—50
1921	325	50 " "	487-10 Sh.	406—25
1922	340	25 " "	425	354—00
1923	355	Nil.	355	296—00

Without War Bonus and Revision of Salaries a European Clerk having joined the service at the minimum of the old scale would have been receiving £150 plus 7 increments at £10, total £220 i.e. Rs. 275.

INCREASE Rs. 21.

ASIAN.

Year.	Salary Rs.	War Bonus Rs.	Total Rs.	Remarks.
1916	80	—	80	
1917	85	50	135	
1918	90	50	140	Promoted to IV Grade.
1919	96	50	146	
1920	102	49	151	
		<i>N. P. A.</i>		
1921	120	31	151	
1922	155	Less $\frac{1}{3}$	129	Promoted to III Grade as per Circular No. 23 of 15-3-22.
1923	165	Less $\frac{1}{3}$	110	

Without War Bonus and revision he would have been receiving:—

Two increments at Rs. 5 . . . . .	.. .. .	Rs. 10
Three increments at Rs. 6 . . . . .	.. .. .	Rs. 18
Increase on promotion from Rs. 108 to 125. . . . .	.. .. .	Rs. 17
Increment on III Grade. . . . .	.. .. .	Rs. 7.50
		Rs. 52.50

Rs. 80 plus 52.50—Rs. 132.50.

DECREASE Rs. 22.50.

39. In considering the above table it must be clearly borne in mind that whatever reduction has been undergone by the European Staff only holds good of their *florin emoluments*, whereas their substantive sterling salaries and therefore pensions and gratuities are intact, but the proposed reduction in the Asian *substantive salaries* will correspondingly reduce their pensions and Gratuities by one third. Even with the cut of Local Allowance of the European Staff, they will be drawing enhanced pensions and gratuities owing to the fact that the value of quarters in their case has been increased from 15 to 30 per cent, as from 1st January, 1922, apart from the fact that 50 per cent. Climatic Allowance is enjoyed by them and denied to the Asian Staff. Pensions, Provident Fund and Gratuities are the principal attractions of the Service and also some compensation for the low salaries offered. They are therefore in the nature of deferred pay rightfully earned, which, we need not remark, cannot be reduced without infringing the Superannuation Acts or other Ordinances governing pay, pensions and gratuities of Civil Servants; neither, we take it, can any amendments that may be hereinafter introduced be made to apply to the existing Staff.

40. Apart from these considerations any employer, however hard-hearted, is disposed to be generous towards an old and faithful servant at the time of his retirement. Can anyone, therefore, with any sense of equity and fairness, ever consider a treatment of the nature as is outlined in the present proposal of the Bowring Committee, a just one to the Asian Officials who have devoted the best portion of their lives, with all diligence, loyalty and fidelity to the service of this Colony? Never for a moment did they expect that such would be their final reward! Is the Government of this country to be the bye-word for the perpetration of injustice to its old servants?

41. In order to illustrate the hardships which the adoption of the proposal will impose on the pensioners, we append below 3 typical cases in the 3 pensionable grades, the official in each case drawing the maximum salary and completing the average number of years he had to put in in order to attain that level. The circumstances are, therefore, the most favourable.

I Grade—Service 20 years.

	Present.	Proposed.
Salary, per month ..	Fls. 260.00 less $\frac{1}{3}$	Fls. 173.33
House Allowance, per month	Fls. 39.00 „	Fls. 26.00
	<hr/>	<hr/>
	Fls. 299.00	Fls. 199.33
	<hr/>	<hr/>
Pension, per month. ..	Fls. 99.67	Fls. 66.44

II Grade—Service 20 years.

	Present.	Proposed.
Salary, per month. ..	Fls. 255.00 less $\frac{1}{3}$	Fls. 170.00
House Allowance, per month.	Fls. 28.50 „	Fls. 19.00
	<hr/>	<hr/>
	Fls. 283.50	Fls. 189.00
	<hr/>	<hr/>
Pension, per month. . . .	Fls. 94.50	Fls. 63.00

III Grade—Service 15 years.

	Present.	Proposed.
Salary, per month. ..	Fls. 180.00 less $\frac{1}{3}$	Fls. 120.00
House Allowance, per month.	Fls. 20.00 „	Fls. 14.33
	<hr/>	<hr/>
	Fls. 200.00	Fls. 134.33
	<hr/>	<hr/>
Pension, per month. . . .	Fls. 50.00	Fls. 33.00

A comparative statement of the Railway Asian Staff affecting their Provident Fund and Gratuities is attached as Appendix XIX.

42. Considering the years of service and the cost of living, pensions under the proposed cut will be far below the subsistence margin.

43. Pensions in India will fluctuate with the exchange and a pensioner will have no assurance that at the end of the month he will get the same number of rupees on which he has based his already complex and unenviable budget.

44. We would respectfully venture to invite your attention to your reply to the Association memorial dated 6th October last in which we were informed that in revising our salaries “financial and other considerations” had already been taken into account, and we only assume that the “other considerations” also included the theoretically high value of our florin salaries as these were fixed at the time of stabilising the currency.

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45. While the Asian Staff are fully alive to the present financial position of the Colony and appreciate any efforts towards putting the country on a sound basis with a view to its early recovery from the critical situation, yet they cannot refrain from stating that the salvation of this Colony cannot be achieved by reduction of the permanent and pensionable emoluments of the Asian Staff and that retrenchment and abolition of supernumerary posts and services are the only fairer and practicable alternatives. As citizens of this Colony the Asian Staff are deeply interested in the future prosperity of the country and it would be the keenest disappointment of their lives, to see this Colony, which they have so loyally and faithfully served, laid low by continued series of wrong ideas. For these reasons, we humbly submit that any reduction in the Asian “permanent and pensionable emoluments” rightfully earned, is neither just nor

practicable. Indeed, it is morally unsound. If the salaries of the Asian Staff which, it has been found by sad experience, are hardly sufficient to keep their bodies and souls together, are considered by the Government to be too high, it is within the rights of the Government to retrench the staff, and although this action is bound to interrupt the careers of many and involve hardships on all affected, in the present circumstances of the country, this would not constitute a legitimate grievance.

46. It must, however, be admitted that from the point of view of Government, there is a limit to retrenchment beyond which it cannot be pushed without impairing the public services, but we would, at the same time respectfully submit that it is not fair to impose upon public servants, who are paying the same taxation as the general public, any additional sacrifices, which virtually means that the general public is to be benefitted at the cost of its already insufficiently paid servants. We attach for your information a list of the sacrifices the Asian Service is already compelled to make on account of the financial condition of the country.

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47. Finally, with due respect to the Local Government, we would humbly venture to bring to your notice the fact that it has been our painful experience that either the local officials fail to realise the hardships of the unenviable situation of the Asian Staff or their attitude towards questions affecting them is governed by considerations other than those of equity and justice. In almost all important matters involving the interests of the Asian Staff in the past, it has been found necessary to appeal from the unsympathetic attitude of the Local Government to the Secretary of State for the Colonies, and the sympathy and justice the Staff have invariably found there, have been the mainstay which has enabled the Staff to do their duty patiently and loyally under frequent and ever recurring discouragements, although, having regard to human nature, it should not be surprising that such constant discouragements tend to militate against the work of the Staff.

48. These conditions are not at all conducive to efficiency, and, if for nothing else, the interest of the Government Service demands that the necessary confidence and peace of mind should be restored immediately.

49. In conclusion, we most humbly and respectfully beg to repeat our firm conviction that no greater injustice could possibly be perpetrated upon the Asian Staff than that advocated by the Bowring Committee and, to our deep regret and keen disappointment, supported by the Local Government. Further, we can only suppose that the moral and legal side of the question must have been thrust aside on some false pretext, otherwise one could hardly fail to see that the proposal is one which no honest man could possibly entertain. We are, therefore, firmly convinced that our cause, which is a just and righteous one, will be upheld by you with the proverbial British justice and fairplay; we are, also, fully confident that the other anomalies pointed out in the course of this memorial will be rectified as early as practicable.

50. As intense feeling and deep anxiety prevail on this question we would be extremely grateful if your final decision could be communicated to us at the earliest possible date, and in such a manner as you may deem advisable.

We have the honour to be,
Sir,
Your Most Obedient Servants,

L. D'MELLO,
President,
Kenya Asian Civil Service Association.

ALLA BAKHSH,
President,
Railway Asiatic Union.

APPENDIX I.

Resolution Passed at a Joint Mass Meeting of Members of the Kenya Asian Civil Service Association and the Railway Asiatic Union, held in the Goan Institute on Tuesday, 16th May, 1922.

Mass Meeting Kenya Asian Civil Service Association and Railway Asiatic Union learnt consternation proposal reduction Asian salaries. Fearing prejudicial decision hasten acquaint you views feelings staff. Reduction substantive salaries apart from fact pensions gratuities affected totally unjust morally unsound constitutes breach contract. Present salaries hardly living wage not adequately improved recent revision warranting reduction. Please see Association memorial 6th October. Reduction European local allowance foreshadowed relative service terms comparison irrelevant, Asians definitely rupee salaries converted florins and shillings by Law no local allowance. Prices, rents, Government taxes, other liabilities based parity rupee florin. Argument Indian exchange only affects family remittances average less than one-fifth salary. Most families in country. No assurance exchange won't go over two shillings as 1918 to 1920 when Asians paid depreciated rupees affecting expenses and remittances adversely over 33 per cent. without compensation although sanctioned by your predecessor. Europeans paid almost double salaries in rupees for same period. Presently Asian leave pay, gratuities and pensions in India unjustly unlawfully paid basis parity rupee florin. Government maximum first grade minimum fourth grade lowered by florins forty and fifteen respectively. Bulk Asian staff received no promotions and increments since April 1920. Uganda paying Asians promoted first grade April 1920 florins 300 monthly besides special grade regular increments florins 400. Corresponding Kenya staff florins 282. Meeting considers it most unfair staff bearing same taxation as public forced make these additional sacrifices. Europeans start above maximum salary attained corresponding Asians after fifteen to twenty years service. Former have unlimited field promotion Asians confined subordinate ranks. No privileges enjoyed Asians not granted Europeans many important privileges granted Europeans not conceded Asians. Your reply Association October memorial states service terms Europeans and Asians separate what one gets other cannot claim. Meeting respectfully submits disadvantages should follow same principle. Question reduction present Asian salaries definitely ruled out Governor October Legislative session. Local Allowance Reduction Committee again raised question facts and figures furnished by staff but no mention made interim report. This constant anxiety discouragement re-acting efficiency staff. Staff fully realise present situation Colony but respectfully submit economy may be effected by retrenchment and not reduction permanent emoluments rightfully earned. Meeting humbly prays immediate telegraphic assurance Asian salaries will not be reduced.

APPENDIX II.

18th May, 1922.

Sir,

We have the honour to request you to be good enough to place the following matter before His Excellency the Governor for favour of his sympathetic consideration:—

2. In consequence of an announcement which recently appeared in the daily papers to the effect that the Finance and Economic Committee have had under their serious consideration the question of reducing Asian Staff salaries, the Asian officials have been in a state of restlessness and anxious suspense which is seriously re-acting on their efficiency.

3. In order to ascertain the views and feelings of the staff on the subject a Mass meeting of the Government and the Railway Asian branches of the service was held at the Goan Institute on Tuesday, the 16th instant, at which almost every member of both the branches of the service was present, and the attached resolution, intended for transmission by cable to the Secretary of State for the Colonies, was carried unanimously.

4. The resolution is quite comprehensive and self-explanatory and no further comments are called for on the subject from us.

5. The object in submitting it to His Excellency in the first instance is to ascertain if His Excellency would be pleased to give the assurance sought for therein.

6. The Asian staff recall with deep gratitude the kind words of appreciation of their work which His Excellency was pleased to express in the last October Session of the Legislative Council when ruling out the repeated and prejudiced moves to cut down the salaries of the Asian Staff. The kind solicitude shown by His Excellency on that and other occasions should have been a sufficient guarantee that no such injustice was now contemplated by the Government. But the announcement in the Press in conjunction with certain other circumstances would appear to lend colour to the rumours circulating in the Town that reduction in Asian staff salaries is being resorted to owing to the financial condition of the Colony.

7. The staff are fully alive to the critical position in which the country finds itself at the present moment, but they also feel that if the country wishes to retain their services, it is nothing but just and fair that they should be given a living wage. The present salaries they are drawing are hardly sufficient to enable them to make ends meet and there is absolutely no margin whatever for any reduction. Indeed it is impossible for us to convey to His Excellency the feelings of the staff when it is suggested that Asian officials are drawing high salaries and comparisons are drawn with the salaries of the European officials without regard to the relative years of service put in and also the hardships many of the senior Asian officials had to undergo when the country was young and few Europeans were coming out to serve under conditions incidental to the opening up of a new country.

8. The situation engendered among the staff by the disconcerting news of reduction of permanent salaries, involving as it does a breach of contract, is so critical that the assurance solicited is most urgently required in order to restore that measure of confidence and peace of mind which is absolutely necessary for the staff to be able to carry out their duties with that traditional zeal and efficiency which have earned the appreciation of His Excellency.

9. Should His Excellency be unable to give us the assurance prayed for, we shall be very grateful if instructions are issued for the cable to be transmitted to the Secretary of State immediately. In order to save time we would request that the resolution may be cabled "en clair" and to cover the estimated cost of it we enclose herewith our cheque for Shgs. 1,100. Should the cost exceed the amount we will remit you the balance on hearing from you, but should there be any balance in our favour you will no doubt be good enough to return it to us.

We trust that His Excellency will kindly treat the matter as most urgent as the situation demands an early and definite reply.

Thanking you in anticipation.

We have the honour to be,

Sir,

Your Most Obedient Servants,

L. D'MELLO,

President,

Kenya Asian Civil Service Association.

ALLA BAKHSH,

President,

Railway Asiatic Union.

The Private Secretary,
to H. E. the Governor,
Nairobi.

APPENDIX III.

COLONY AND PROTECTORATE OF KENYA.

*Government House,
Nairobi,
Kenya, East Africa.*

19th May, 1922.

No. M. 1142.

Sir,

I have the honour to acknowledge the receipt of your letter of the 18th May, which in accordance with Section 2 11 of the Regulations for His Majesty's Colonial Service should have been transmitted to the Governor through the Colonial Secretary.

2. I am directed to inform you that His Excellency considers your representations premature as no recommendation has yet been made to the Government from the Economic and Financial Committee on the subject of the emoluments of the Asiatic Members of the Civil Service.

3. As His Excellency does not wish you to spend such a considerable sum of money in making representations of this nature until there is a more definite justification for them, he directs me to suggest that your telegram should not go forward at present and he undertakes to inform you at once in the event of any recommendation being made to the Government on this matter by the Economic and Financial Committee.

4. Your letter has been forwarded to the Colonial Secretary for disposal in the usual way and His Excellency trusts that any further communication on this subject you may have to make to him may be forwarded to the Colonial Secretary in accordance with the regulations.

I have the honour to be,

Sir,

Your Most Obedient Servant,

(Sd.) G. R. SANDFORD,

Private Secretary.

The President,

*Kenya Asian C. S. Association,
Box 441, Nairobi.*

APPENDIX IV.

1st June, 1922.

Sir,

With reference to the letter dated the 19th ultimo from the Private Secretary to His Excellency the Governor in regard to the resolution of the joint Mass Meeting of the Government and the Uganda Railway Asian Staff on the subject of the proposed reduction of the Asian Staff salaries, which resolution we understand has been passed to you for disposal, we have the honour to request you to be good enough to convey to His Excellency the grateful thanks of both the branches of the Asian Service for His Excellency's prompt assurance that we would be communicated with as soon as any such proposal is received by the Government.

2. This announcement gave us some temporary relief from a situation which is surcharged with the gravest possibilities.

3. We do not wish to conceal from His Excellency the fact that the assurance is unfortunately not of that definite nature demanded by the extreme gravity of the situation and prayed for in the resolution. It has not succeeded in restoring the necessary confidence and peace of mind, the absence of which has taken away all the heart from the work of the staff. Therefore, apart from any other considerations the interests of the Government suffer.

4. The situation has been further aggravated by the following circumstances which we shall be grateful if you will kindly bring to the notice of His Excellency:—

On a sudden invitation from the Financial and Economic Committee we had an interview with them yesterday on the subject of the local cost of living in support of which certain facts and figures were furnished by us. We attach copies of the statements for His Excellency's information. We think it necessary to add that these are only tentative average particulars of Asian living costs as owing to the different diets and modes of life of the various classes of the Asian Staff it is impossible to compile more representative or comprehensive statistics. But we would like to assure His Excellency that the various items and figures are the general average minimum requirements. However, to make the figures more accurate proportionate increased customs duties should be added as the statements were compiled before the new Customs Tariff came into force.

The general attitude of the majority of the members of the Committee on the question of the living costs of the Asian Staff, as revealed by discussions during the interview, would appear to indicate that they are prejudiced against the Asian Staff and an impression was slowly borne in upon us that they probably believed that the Asians could live "on the smell of an oil rag" as was recently suggested in the Press.

5. We wish to bring these facts to the notice of His Excellency lest it might be thought that we had a sufficient opportunity to prove our case to the Government through this Committee, from whom we do not expect any fairness or justice.

6. Our only hope lies in the high sense of justice, the open mind and the abounding sympathy of His Excellency.

We have the honour to be,

Sir,

Your Most Obedient Servants,

L. D'MELLO,

President,

Kenya Asian Civil Service Association.

ALLA BAKHSH,

President,

Railway Asiatic Union.

*The Hon. Colonial Secretary,
Nairobi.*

Copy forwarded to the Private Secretary to His Excellency the Governor, for his information.

**STATEMENT OF APPROXIMATE MONTHLY EXPENSES INCURRED AT PRESENT BY MEMBERS OF THE
NON-EUROPEAN CLERICAL STAFF.**

DETAILS.	AVERAGE,				Married man with wife and two children.		Married man with wife and four children. (2 of school age in India).	
	Clerk,		Married man with wife.		Married man with wife and two children.		Married man with wife and four children. (2 of school age in India).	
	Bachelor :	Fls.	Fls.	Fls.	Fls.	Fls.	Fls.	Fls.
	Salary :	120-00.	Salary :	135-00.	Salary :	220-00.	Salary :	282-00.
	House Allowance,	20-00.	House Allowance,	20-00.	H. Allow.,	28-00.	H. Allow.,	39-00.
	Total.	Fls. 140 00	Total.	Fls. 175-00	Total.	Fls. 248-00.	Total.	Fls. 321-00.
		(1)		(2)		(3)		(4)
Smoke, ...	Fls.	3-00	Fls.	3-00	Fls.	5-00	Fls.	5-00
Barber, ...	"	1-00	"	1-00	"	1-00	"	1-00
Dhoby, ...	"	5-00	"	8-00	"	10-00	"	10-00
Clubs, etc., ...	"	4-00	"	4-00	"	4-00	"	4-00
Family Remittances, ...	"	15-00	"	15-00	"	10-00	"	10-00
Clothing, etc., (see Appendix "A"), ...	"	20-00	"	30-00	"	40-00	"	40-00
Sundries (Poll Tax, Conservancy Fees, Water rate, Sweeper, etc.) ...	"	7-50	"	10-00	"	10-00	"	10-00
House Rent, ...	"	25-00 (one room.)	"	45-00 (2 rooms).	"	60-00	"	60-00
Cook, Native, ...	Fls.	3-00 (At Fls. 18 shared among six.)	Fls.	15-00	"	15-00	"	15-00
Boy, ...	Fls.	5-00 (3 boys at Fls. 10 each shared by six.)	"	8-00	"	8-00	"	8-00
Food expenses. (Particulars for various classes and grades attached.) ...	Fls.	50-00	"	85-00	"	120-00	"	120-00
Insurance, ...	—	—	"	10-00	"	10-00	"	15-00
Maintenance and Education of two children in India. At Fls. 25/ per mensem., ...	—	—	"	—	"	—	"	50-00
Clothing Equipment ditto ...	—	—	"	—	"	—	"	15-00
TOTAL. ...	Fls.	138-00	Fls.	234-00	Fls.	293-00	Fls.	363-00
Salary including House Allowance. ...	Fls.	140-00	Fls.	175-00	Fls.	248-50	Fls.	321-00
SAVINGS. ...	Fls.	2-00	Fls.	—	Fls.	—	Fls.	—
Draws on savings or borrows : ...	—	—	Fls.	59-00	Fls.	44-50	Fls.	42-00

Note:—(2), (3) and (4) whatever little these Clerks were able to save during their bachelorhood or when their wives and families were in India, is being used up when their families join them and when such savings are insufficient the credit system in vogue here helps them much to tide over immediate difficulties For other expenses also see Appendix "B" and "C."

Average proportionate daily food Expense of a young man (Bachelor) Living in Mess using Meat Diet. Salary Fls. 120 plus Fls. 20.

Meat $\frac{2}{3}$ lb. approx.,	...	...	...	...	Fls. -/16
Soup,	...	...	...	...	„ -/8
Bread, one loaf,	...	...	...	...	„ -/24
Milk one pint,	...	...	...	...	„ -/18
Butter 2 ozs.,	...	...	...	...	„ -/12
Tea, Coffee and Sugar,	...	...	...	...	„ -/12
Vegetable 1 lb.,	...	...	...	...	„ -/12
Rice 1 lb. wholesale,	...	...	...	...	„ -/20
Firewood,	...	...	...	...	„ -/12
Ingredients for cooking such as Ghee, spices, etc.,	...	...	...	...	„ -/24
Dessert such as Fruit, etc.,	...	...	...	...	„ -/12
	...	...	...	...	Fls. 1 :65 per diem.
					Fls. 49/50 p.m. of 30 days.

Note :—It is to be borne in mind that youth requires more food and the above particulars do not include small delicacies and varieties.

Average daily food Expenses of an Asian clerk (Bachelor) using vegetable diet.

Salary Fls. 120/- plus Fls. 20/- p.m.

Milk one bottle per day,	...	...	...	...	„ 0.81
Firewood,	...	...	...	...	„ 0.10
Atta Ration No. 4 at 6.50 per frasila,	...	...	...	...	„ 0.20
Vegetable,	...	...	...	...	„ 0.20
Ghee,	...	...	...	...	„ 0.85
Rice Pishori Fls. 14/- per frasila,	...	...	...	...	„ 0.15
Tea,	...	...	...	...	„ 0.10
Sugar,	...	...	...	...	„ 0.10
Spices, etc.,	...	...	...	...	„ 0.12
Pickles,	...	...	...	...	„ 0.08
	...	...	...	...	Fls. 1 :69 per diem.
					Fls. 50.70 p.m. of 30 days.

Note :—It is to be borne in mind that youth requires more food and the above particulars do not include small delicacies and varieties.

Average daily Food Expenses of a Married Man with wife using meat diet.

Salary Fls. 155/- Plus Fls. 20/- p.m.

Meat $1\frac{1}{2}$ lb.,	...	...	...	...	Fls. -/36
Soup bones,	...	...	...	...	„ -/08
Bread,	...	...	...	...	„ -/87
Milk one bottle,	...	...	...	...	„ -/32
Vegetable,	...	...	...	...	„ -/18
Rice $1\frac{1}{2}$ lb.,	...	...	...	...	„ -/31
Fruit,	...	...	...	...	„ -/15
Firewood,	...	...	...	...	„ -/25
Tea, Coffee and Sugar,	...	...	...	...	„ -/15
Butter,	...	...	...	...	„ -/25
Ghee, spices, etc.,	...	...	...	...	„ -/40
	...	...	...	...	Fls. 2/80 per diem.

Fls. 84/- p.m. of 30 days.
Fls. 86/80 p.m. of 31 days.

Occasional expenses for eggs and fish omitted.

Average daily Food Expenses of an Asian clerk (Married) using Vegetable diet.

Salary Fls. 155 plus 20 p.m.

Milk one bottle,	Fls. 0.31
Dhall,	" 0.10
Rice Pishori Fls. 14/- per frasila,	" 0.30
Ghee Machakos, Fls. 27/- per frasila,	" 0.70
Atta Ration No. 4 Fls. 6/50 per frasila,	" 0.84
Pickles,	" 0.10
Firewood,	" 0.16
Sugar,	" 0.12
Tea,	" 0.10
Spices, etc.,	" 0.18
Gram Atta, etc.,	" 0.04
Jogri,	" 0.04
Vegetable,	" 0.36
	<hr/>
	Fls. 2/85 per diem.
	<hr/>
	Fls. 85/50 p.m. of 30 days.

Average daily Food Expenses of a Married man with wife and two children using meat diet.

Salary Fls. 220 plus Fls. 28-50 p.m.

Meat 2 lbs.,	Fls. -/50
Soup,	" -/12
Bread 1½ loaf,	" -/36
Milk 2 bottles,	" -/64
Butter ½ lb.,	" -/50
Tea, Coffee and Sugar,	" -/25
Vegetable,	" -/18
2 lbs. Rice,	" -/40
Firewood,	" -/50
Ghee ½ lb.,	" -/87
Fruit,	" -/25
Spices, etc.,	" -/12
	<hr/>
	Fls. 4/19 per diem.
	<hr/>
	Fls. 120 p.m. of 80 days.

Occasional expenses for fowls, fish, and eggs omitted.

Average daily Expenses for food for himself, wife and two children of Asian clerk using Vegetable diet.

Salary Fls. 220 plus 28-50 p.m.

Milk 2 bottles,	Fls. 0.62
Firewood,	" 0.18
Atta Ration No. 4, 6, 50 Fls. a Frasila,	" 0.40
Ghee (Machakos) 27 Fls. a tin,	" 0.90
Vegetable,	" 0.87
Rice Pishori 14 Fls. a frasila,	" 0.45
Dhall,	" 0.10
Tea,	" 0.15
Spices, etc.,	" 0.25
Sugar,	" 0.12
Jogri,	" 0.04
Gram Atta, etc.,	" 0.05
Pickles,	" 0.12
Sweetmeats,	" 0.25
	<hr/>
	Fls. 4.00 per diem.
	<hr/>
	Fls. 120 p.m. of 80 days.

APPENDIX "A".

Clothing etc. Required by a young man for a tour of service of 4 years.

				Fls.	Cts.
2	Flannel or Cashmere suits,	...	60/-	120	00
4	Khaki suits,	...	18/-	72	00
4	Tussore suits,	...	22/-	88	00
8	Sleeping suits,	...	8/-	64	00
8	Shirts,	...	5/-	40	00
4	Shirts,	...	8/-	32	00
12	Drawers,	...	8/-	96	00
12	Singlets,	...	4/-	48	00
2	Doz. collars assorted,	...	—	18	00
1	Doz. assorted neckties,	...	—	15	00
6	Pairs of boots (various rates),	...	—	140	00
2	Doz. Socks,	...	15/-	30	00
2	Doz. Handkerchiefs,	...	6/-	12	00
1	Sun hat, 1 felt hat and 1 cap,	...	—	80	00
1	Doz. Assorted Towels,	...	—	25	00
½	Doz. Bed Sheets,	...	—	30	00
2	Blankets,	...	—	50	00
	Toilet requisites, tooth brushes, powder, etc.,	...	—	20	00
2	Brushes, 1 comb, 1 razor and shaving brush, etc.,	...	—	25	00
1	Rain Coat,	...	—	45	00
1	Pair puttees,	...	—	7	50
1	Time Piece,	...	—	10	00
	Button hooks, etc., sundries,	...	—	10	00
2	Pairs sleepers,	...	5/-	10	00
	Boot polish, laces, etc.,	...	—	25	00
				Total.	1,002 50
				Per year,	250 60
				per month,	20 90

APPENDIX "B".

Furniture required for the use of a man with family.

				Fls.	Cts.
6	Pillows,	...	@ Fls. 3/-	18	00
3	Doz. Pillow cases,	...	„ 18/-	54	00
1	Double Iron Bedstead,	...	—	75	00
1	Mattress for Bedstead,	...	—	20	00
6	Chairs,	...	6/-	36	00
1	Round Table,	...	—	25	00
1	Dining Table,	...	—	20	00
2	Small Tables,	...	15/-	30	00
1	Chest of Drawers,	...	—	50	00
1	Wash stand with basin complete,	...	—	30	00
1	Dressing Table with looking glass,	...	—	8	00
1	Cupboard,	...	—	30	00
2	Easy Chairs,	...	15/-	30	00
1	Commode,	...	—	15	00
	Cooking utensils and kitchen requisites,	...	—	50	00
	Crockery, knives, forks, table cloth, etc.,	...	—	50	00
2	Lamps (hanging and table),	...	15/-	30	00
1	Hurricane Lamp,	...	—	5	00
				Total.	Fls. 576 00

APPENDIX "C".

Furniture required for the use of a Single Man.

						Fls.	Cts.
2	Pillows,	...	...	@	Fls. 8/-	...	6 00
16	Pillow cases,	...	...	"	1/50	...	24 00
1	Iron single Bedstead,	...	...	—	...	...	35 00
1	Mattress for Bedstead,	...	...	—	...	...	15 00
2	Chairs,	...	...	—	...	...	12 00
1	Small Table,	...	...	—	...	...	15 00
1	Chest of Drawers,	...	...	—	...	...	50 00
1	Wash Stand and Basin,	...	...	—	...	...	8 00
1	Cupboard,	...	...	—	...	...	30 00
1	Looking Glass,	...	...	—	...	...	5 00
1	Easy Chair,	...	...	—	...	...	15 00
1	Chamber Pot,	...	...	—	...	...	5 00
1	Table Lamp,	...	...	—	...	...	10 00
						Total.	Fls. 230 00

APPENDIX V.

THE SECRETARIAT,

*Nairobi,**Kenya.*

No. S. 19492.21.8.

8th June, 1922.

Sir.

In continuation of letter No. M.1142 of the 19th May from the Private Secretary to His Excellency the Governor and with particular reference to para 3 of that letter, I have to inform you that the attached Resolution has been made to Government by the Economic and Financial Committee. This Resolution will be considered in Executive Council on Friday next.

I have the honour to be,

Sir,

Your Most Obedient Servant,

(Sd.) G. A. S. NORTHCOTE,

*For Colonial Secretary.**The President,**Kenya Asian Civil Service Association,**P. O. Box 441, Nairobi.*

RESOLUTION NO. 27.

"Resolved that the Government be urged immediately to restore the rate of permanent emoluments paid to the Asiatic Members of the Kenya Civil Service and Uganda Railway to the terms of the original intention of the contracts covering the Asiatic service coupled with a temporary "local allowance" to be paid on the same basis as that paid to the European Civil Servants; and further that all such contracts be standardized forthwith, the effect being that Shgs. 20 will in future be paid in lieu of every 10 florins forming the present substantive salary."

APPENDIX VI.

9th June, 1922.

Sir,

I have the honour to acknowledge the receipt of your letter No. 19492.21.8 of even date forwarding a copy of the Resolution received by the Government from the Economic and Financial Committee in regard to re-adjustment of Asian Staff salaries on sterling basis and to convey to you the grateful thanks of the staff for the consideration shown by you to them.

2. The proposal virtually amounts to a reduction of our substantive salaries by one-third and addition of 25 per cent. temporary local allowance on the same basis and conditions as the European Staff.

3. Unfortunately there is hardly any time to enable us to place this concrete proposal before the General Body before the Executive Council meets. However, the views of the staff on the general question are contained in the Resolution of the Mass Meeting which we understand has been passed to you by His Excellency for disposal.

4. In the circumstances we shall be grateful if you will be good enough to let us know the decision of the local Government in the matter, as we wish that in case the proposal is recommended to the Secretary of State either in its present or modified form, our views on the matter may be placed before him at the same time.

I have the honour to be,

Sir,

Your Obedient Servant,

L. D'MELLO,

President.

The Hon'ble,
The Colonial Secretary,
Nairobi.

APPENDIX VII.

11th June, 1922.

Sir,

With reference to our letter of the 8th instant, requesting you to be good enough to let us know the decision of the Local Government on the resolution from the Economic and Financial Committee in regard to reduction of the substantive salaries of the Asian Staff, we have the honour to enquire if you are in a position to communicate to us the decision of the Executive Council before whom, you kindly informed us, the question would be placed on last Friday.

A Mass Meeting of the Government and the Railway Staff has been called for on Tuesday, the 13th instant at 5 p.m. and we shall be grateful to know in sufficient time to enable us to place it before the Meeting, the decision of the Local Government in the matter and if it is proposed to submit any recommendations on this subject to the Secretary of State as in that case we are very anxious that the views of the Staff should be placed before him at the same time.

As stated in our last letter above referred to the views of the Staff on the general question of reduction of salaries are contained in the resolution of the last Mass Meeting, which is already in your possession and the object of the present Mass Meeting is to ascertain their views on the concrete proposal now communicated to us.

We trust you will appreciate the natural anxiety of the Staff on this issue which so closely touches their vital interests, and having regard to these extraordinary circumstances we earnestly pray that you will see your way to waive any objection there may ordinarily exist to communicate such decision of the Executive Council to the Staff. In any case we see no reason to prevent you from informing us as requested whether it is proposed to refer the resolution in its present or modified form to the Secretary of State for the Colonies.

Thanking you in anticipation of this favour.

We have the honour to be,
Sir,
Your Most Obedient Servants.

(Sd.) L. D'MELLO,
President,
Kenya Asian Civil Service Association.

(Sd.) ALLA BAKHSH,
President,
Railway Asiatic Union.

The Hon'ble Colonial Secretary,
Nairobi.

APPENDIX VIII.

No. 19492.21.17.

The Secretariat,
Nairobi,

June 13th, 1922.

Sir,

With reference to your letter of the 11th June, I have the honour to inform you that His Excellency has concurred with the advice of the Executive Council to approve the principle of Resolution No. 27 of the Economic and Financial Committee, a copy of which was forwarded to you under my No. S. 19492.21.8 of 8th June.

2. I am instructed to add that His Excellency is willing to see a deputation of your Association on this matter and will forward with his recommendations any letter or telegram to the Secretary of State which may be submitted.

I have the honour to be,
Sir,
Your Obedient Servant,

(Sd.) G. A. S. NORTHCOTE,
for Colonial Secretary.

The President,
Kenya Asian Civil Servant Association,
P.O. Box 441, Nairobi.

APPENDIX IX.

14th June, 1922.

Sir,

We have the honour to acknowledge the receipt of your letter No. 19492.21.17 of yesterday's date conveying to us the decision of the Government on the resolution of the Economic and Financial Committee in regard to the reduction of Asian Staff salaries.

2. The letter was placed before the Joint Mass Meeting of the Government and Railway Staff which has appointed a deputation consisting of the Chairman and two members each of the Government and Railway Asian services to wait on His Excellency the Governor as desired and to place before him the resolution of the Mass Meeting and to furnish him with any information he might be pleased to ask.

3. We trust that in the meanwhile no recommendation on the subject will be made to the Secretary of State.

4. We are to request you to be good enough to let us know when it will be convenient for His Excellency to see the deputation.

We have the honour to be,

Sir,

Your Most Obedient Servants,

(Sd.) L. D'MELLO.

President,

Kenya Asian Civil Service Association.

(Sd.) ALLA BAKHSH.

President,

Railway Asiatic Union.

*The Honourable, The Colonial Secretary,
Nairobi.*

Resolution passed at a Joint Mass Meeting of the Kenya Asian Civil Service Association and the Railway Asiatic Union, held in the Goan Institute on Tuesday the 13th June, 1922, at 5 p.m.

This Mass Meeting of members of the Kenya Asian Civil Service Association and the Railway Asiatic Union reaffirms its adherence to the substance of the resolution of the similar Joint Mass Meeting held on the 16th May, 1922, but in the light of information received from the Government resolves to amend it so as to read as under and directs that it be forwarded to the Government for transmission by cable to the Secretary of State for the Colonies as soon as possible:—

Mass Meeting Asian Civil Service Association and Railway Asiatic Union learnt consternation proposal one-third reduction Asian substantive salaries. Meeting painfully surprised proposal comes Committee including high officials long standing intimately acquainted regulations staff shattering all sense justice fairplay Local Government. Fearing prejudicial decision hasten acquaint you views feelings staff. Reduction substantive salaries apart from fact pensions gratuities affected totally unjust morally unsound constitutes breach contract. Present salaries hardly living wage not adequately improved last revision warranting reduction. Please see Association memorial 6th October. Reduction European Local Allowance foreshadowed relative service terms comparison irrelevant. Asians definitely rupee salaries converted florins and shillings by Law no local allowance. Prices rents Government taxes other liabilities based parity rupee

florin. Position aggravated recent increased Customs duties. Argument Indian exchange only affects family remittances average less than one-fifth salary. Most families in country. No assurance exchange went go over two shillings as 1918 to 1920 when Asians paid depreciated rupees affecting expenses and remittances adversely over 33 per centum without compensation although sanctioned by your predecessor. Europeans paid almost double salaries in rupees same period. Presently Asian leave pay gratuities and pensions in India unjustly unlawfully paid basis parity rupee florin. Government maximum first grade minimum fourth grade lowered by florins forty and fifteen. Bulk Asians received no promotion and increments since April 1920. Uganda paying Asians promoted first grade April 1920 florins 300 monthly besides special grade regular increments florins 400 corresponding Kenya staff 282. Meeting considers it most unfair staff bearing same taxation as public forced make these additional sacrifices. Europeans start above maximum salary attained corresponding Asians after fifteen to twenty years service. Former have unlimited field promotion Asians confined subordinate ranks. No privileges enjoyed Asians not granted Europeans many important privileges granted Europeans not conceded Asians. Your reply Association October memorial states service terms Europeans and Asians separate what one gets other cannot claim. Meeting respectfully submits disadvantages should follow same principle. Question reduction present Asian salaries definitely ruled out Governor October Legislative Session. Local Allowance reduction Committee again raised it facts and figures furnished by staff but no mention interim report. Such constant anxiety discouragement taken heart work staff. Staff fully realise present situation Colony but respectfully submit economy may be effected by retrenchment and not reduction permanent emoluments already marginal rightfully earned. Your predecessor assured Asian Community stabilisation currency definite compromise various interests vide telegram 2nd March 1920. Acceptance proposal breaks pledge repudiates law stabilisation. Meeting humbly prays cable assurance Asian salaries will not be reduced. Memorial follows.

APPENDIX X.

(Daily "Leader" of 18-10-21.)

ARE THEY WORTH THEIR PAY?

Legislative Council to Investigate Asiatic Salaries.

Job for Special Committee.

After a long discussion in the Legislative Council yesterday, a motion was carried (Treasurer being the only person voting against) to remit to the Special Committee on the local allowance question, the subject of the salaries to be paid in future to non-European staffs.

The question was raised by Mr. H. F. Ward on the vote in the Secretariat Expenditure representing the salaries of the first Asiatic Clerks in the Estimates. He said he felt very strongly that the scales paid to Asiatics could not be allowed to pass. He pointed out that the salary for the first grade was £312 and that of the second grade £228. He maintained that these salaries were out of all proportion to the value of the services rendered and when the European local allowance was adjusted, these salaries would be considerably in excess of the salaries drawn by the lower grade Europeans. He did not suggest that anything unjust should be done to any Government Servants whatever their colour but he reminded the Council that retrenchment was now found necessary.

The Treasurer explained that there was no provision for a fifty per cent allowance in the case of Asiatics and if it was suggested that part of their salaries should now be reduced they would have a considerable grievance. From his own experience in the Treasury he could say he had clerks with many years experience who were certainly more useful and more competent than would be an European Clerk on a higher rate of pay.

Mr. T. A. Wood pointed out that the Asiatic had received a fifty per cent increase by the introduction of florins.

WORTH THEIR PAY.

The Colonial Secretary pointed out that by Order-in-Council the rupee must now be regarded as a florin and it was impossible to alter the Asiatic contracts. He disagreed, from his own experience, that Asiatic Clerks, who after twenty to thirty years service had reached their maximum, were not worth their salary to the Government. He pointed out that Asiatic allowances were smaller than those of the Europeans and, from figures compiled by him, he asserted that, on the basis of the same qualifications, a European in the first ten years cost the Government £4,023 as against £2,246 for the non-European. He pointed out, as an example of the efficiency of these Head Clerks that in the Customs Department it would be necessary in a short time owing to the retirement of an Asiatic drawing £312, to replace him by a European on the scale of pay of an Office Superintendent to have the work carried on, if the suggestion of the elected members was agreed to.

Mr. T. A. Wood disagreed that the relative value of the work of the average European and average Asiatic was the same while Mr. Conway Harvey pointed out that employment of Asiatics was false economy as much of their earnings went out of the country. He thought a serious effort should be made to retain the native for the subordinate posts.

Mr. Ward moved that as the Council considered the salaries of non-Europeans to be too high, holders of the posts at present should be given the option of accepting a lower scale or of retiring.

SCHEME FOR NATIVES.

The Deputy C. N. C., following up the reference to training of natives, said the only thing was the money. He could assure members that the question of the native taking his place in the Civil Service was receiving and would always receive the utmost consideration. A scheme was now being considered by Heads of Departments embracing a definite grading for natives with definite pensions. The suggestion was that there should be no distinction in future between African and Asiatic and that it should simply be "non-European" and "European" and that in future clerks taken on locally come on at the local scale. His Department was also making enquiries regarding the qualifications and character of natives now in the service.

The Attorney General pointed out that the Asiatic after twenty to thirty years service, at the top of scale, was receiving less than a European entering the service on the lowest scale. In the newer departments a start was made with European Clerks but in the older Departments they were bound by a system which it would be expensive to change and any change must be gradual.

The Director of Agriculture asked if assurance could be given that when contracts now in force expired and new contracts were made consideration would be given to the face value of the florin as compared with the rupee.

BAD BARGAINS.

In the course of further debate the Acting General Manager of Railways stated that in many cases, men recruited from India turned out to be useless on arrival and had to be returned as the cheapest method.

The Treasurer maintained that if senior grade clerks retired as suggested, it would result in disorganization. His own department would be thrown into confusion if Europeans were substituted. Dealing with natives, he said he had an individual working on the telephone whom he endeavoured to encourage to type and do other clerical work and that native had now retired from the Treasury in order to pursue his activities in the political field. He was afraid natives could not yet be given any financial responsibility and a good many years must yet pass before they could take their place as cashiers.

The Colonial Secretary did not agree that an anomaly was created if a European in his sixth year got the same salary as an Asiatic after thirty years.

The Director of Public Works also eulogised Asiatic Head Clerks and declared in many cases they were practically Accountants and would be difficult and expensive to replace by Europeans.

A DIFFERENT LIGHT.

Lord Delamere at this point said it had not been suggested that Asiatics should be replaced by Europeans. He agreed with the request by Mr. Holm that an assurance should be given regarding future contracts and wanted to know if the Government had done anything when the currency change was impending to prevent the existing anomalies. He maintained that the contention that Government Departments would fall to pieces if a few Asiatics were withdrawn did not speak well for the Heads of the Departments.

The Attorney General now saw the position in a different light but said it would be difficult to get Asiatics if the pay was reduced.

Mr. Conway Harvey suggested that the investigation of this particular question be one of the terms of reference to the Select Committee appointed to consider the local allowance.

The Deputy C. N. C. in a speech on natives declared that they were not yet ready for responsible positions, particularly where cash was concerned although there were exceptional Africans who could certainly fill some of the posts.

H. E. said he had examined the question of Asiatic salaries right through the country and did not think they were out of the way in view of the fact that they were extraordinarily efficient and earned their pay all the time.

Lord Delamere moved that the matter be referred to a Special Committee as the salaries were too high.

The Colonial Secretary objected to the qualification and moved that the Committee appointed to consider the local allowance also consider the emoluments of the Asiatic Staff.

The other motions were withdrawn.

Mr. Wood wanted the Committee to consider the question of employing foreigners in preference to British subjects but this was not acceptable to the Colonial Secretary.

The Treasurer opposed the motion, mentioning that they had no assurance that the rupee would not again go up to 2s. in India. He did not agree with the policy of the Government leaving constructive suggestions to the Special Committee.

The Director of Agriculture failed to see why they should have to take into account the rupee value in India when paying Asiatics in Kenya. This view was emphasised by Mr. Conway Harvey.

On a vote being taken, the motion was carried, the only person voting against it being the Treasurer. The matter will therefore be considered by the Special Committee dealing with the local allowance.

APPENDIX Xa.

(Daily "Leader" of 19-10-21.)

NOTHING DOING.

Elected Members latest attempt to revise Asiatic Salaries.

No Colour Argument.

During the debate on the items of the Budget, yesterday Major H. F. Ward attempted to get something done again on the question of re-consideration of existing Asiatic salaries and wanted to put forward a motion for a full enquiry but there was nothing doing. He was ruled out of order as the matter had already been dealt with.

In his remarks he said that on the previous day the arguments had centred round the first and second grade Asiatics but the same anomalies applied to the third grade as well. When the local allowance was adjusted a considerable number of Europeans would be drawing less than the higher ranks in the third Asiatic grade and if any alteration was made in one section of the service it should be made throughout.

His Excellency asked if the argument was that a man should not be paid necessarily according to his efficiency but according to his colour and Major Ward replied that that was not the suggestion.

Mr. T. A. Wood also emphasised that it was not a question of colour but of uniformity of treatment.

WASTING TIME.

His Excellency said the question had already been settled and time was being wasted. It would be quite impossible to get through the work if every time an Asiatic salary was reached the same arguments were put forward.

The Acting Colonial Secretary detailed the advances to the Service, including war bonus, since 1914, the arrangements for Europeans and non-Europeans being on a similar basis except the Asiatics received no local allowance. He maintained that as the revised scales had been accepted it was impossible to interfere with them now and for that reason he had put forward his motion on the previous day.

The Treasurer explained that it was the practice of the Government to pay Indians on leave at the rate of a rupee for every florin received in Kenya and added that it was not recognised by the Government that the first grade Asiatics should be below the lowest grade of European clerks.

Mr. H. F. Ward's motion to the effect that in view of the cost of Administration and its effect on the cost of living and the fact that the recent Commissions and enquiries had not removed anomalies in the Civil Service which are liable to create discontent, the Council was of opinion that a Committee should be appointed to go into the whole question of salaries, allowances, terms and conditions of service, etc., with a view to effecting economy where possible and of removing anomalies, was not accepted and the discussion dropped.

APPENDIX XI.

COLONY OF KENYA AND THE E. A. PROTECTORATE.

S. 19492.
Circular No. 48.

Secretariat,
Nairobi,
13th August, 1920.

TERMS OF SERVICE FOR NON-EUROPEAN OFFICIALS.

THE following alterations in the conditions of service for the Non-European Clerical Staff (including Postmasters and Clerical Interpreters, but not including the Uganda Railway Staff) have received the sanction of the Secretary of State-

1. *Establishment.* The number of posts in Grade I will be increased from 25 to 42, and in Grade II from 91 to 106. The number in Grade III will remain at 233 as hitherto. The present Grade V will be merged into Grade IV, and the aggregate number of posts reduced, by the number by which the first and second grade have been increased, to 448. The number of Grade VI, will remain as on the Estimates, and will be classed as Junior Clerks.

The names of the Senior Clerks in Grades II and III will be submitted to the Heads of their Departments to ascertain whether they are fit for promotion to fill the new posts in the higher grades. These should not be recommended unless they are fully competent and deserving.

The increase thus caused in the higher grades is subject to adjustment among Departments. In those Departments, in which promotions are made in consequence of this increase, the first vacancies which occur in the first or second grades corresponding to these promotions should be referred to the Chief Secretary through the Treasury by the Heads of the Departments concerned, who should then state the total number of their clerical posts in the various grades, and the reasons, if any, for filling the vacancies by promotion in their own Departments.

2. *Salaries.* The scale of salary of the grades will be as follows:—

Grade I. Florins 260 per mensem, with special additions of pay for good work and long service, but no fixed scale of increments, except where an incremental scale is already provided for in the Estimates with a maximum exceeding Fls. 260 p.m., in which case the incremental scale will be retained as personal to the present holder of the post.

Grade II. Fls. 190 p.m., by annual increments of Fls. 15 p.m., to Fls. 255.

Grade III. Fls. 125 p.m., by annual increments of Fls. 10 p.m., to Fls. 180.

Grade IV. Fls. 75 p.m., by annual increments of Fls. 7-50 p.m., to Fls. 120.

Junior Clerks under Fls. 75 p.m., with no fixed scale but such increments as may be recommended from time to time and approved in the Estimates.

These rates will take effect from the 1st of April, 1920.

A clerk will enter the new scale of his grade at the incremental step equal to or next above the amount of his salary and War Bonus as on the 31st of March, 1920, and will draw an increment on his new scale on the 1st of April, 1920, unless he is promoted and his new salary exceeds the rate at which he was entitled to salary and War Bonus under the old scale on the 1st of April. If the aggregate of his salary and War Bonus exceeds the maximum of the new scale of his grade he will at once draw the maximum of his new scale and an additional temporary non-pensionable allowance equivalent to the difference between the maximum of the new scale and the aggregate of his salary and War Bonus on the 31st of March.

Promotion from Grade IV to Grade III, will be made by examination, which for the present will take such form as Heads of Departments think fit pending the institution of a general examination. No clerk will be eligible for promotion until he has completed at least 3 years in Grade IV.

Clerks need not be engaged at the minimum salary of Grade IV if it is found impossible to secure suitable men at this figure.

3. *Age of Retirement.* The ages for both compulsory and voluntary retirement will be 55 or 30 years service, whichever is earlier. This will come into force from the 1st of April, 1921. The same conditions as those laid down for European Officers apply in other respects.

4. *House Allowance* in lieu of quarters, where the latter are not available, will be granted at the rate of 15 per cent of the initial salary of the grade, with a minimum of Fls. 20 p.m., from the 1st of August, 1920. For the purpose of assessing pensionable emoluments allowance at the same rate will be added to the salary with a minimum of Fls. 240 in each case. This will apply to all pensions granted in respect of service any part of which is subsequent to the 31st of March, 1920.

In cases where a clerk is at present drawing house allowance at a higher rate than that to which he is entitled under his rate, he will draw the difference as a temporary non-pensionable additional allowance, less any increase over the aggregate of his present salary and War Bonus which he may now receive, and reduced subsequently by any further increase of increments of salary.

5. *Leave and Passages.* Statistics will be compiled for the period of the next 5 years, and the question of increasing the amount of privilege leave will then be reconsidered. In the meantime 14 days local leave should be taken regularly every year, and as regards privilege leave:—

(a) The period of the voyage to and from India will not be reckoned in the period of leave earned by residential service under the leave regulations. The date of arrival at the port in India will be regarded as the first day of leave, and the day preceding embarkation from India the last day of leave.

(b) Any unexpired leave due to the necessity for departure from India by a steamer sailing before the full period of leave has been taken will be added to the next period of leave.

(c) Privilege leave and sick-leave will be granted with full salary, provided that the amount of full pay sick leave granted in any one period of twelve months shall not exceed three months. Extensions of sick leave may be granted with half salary up to a maximum of three months.

(d) When a clerk is sent to India on sick-leave in accordance with the recommendations of a Medical Board his passage to and from India will be paid by the Government.

6. *Provident Fund.* The institution of this is under consideration.

7. *Travelling.* (a) When travelling on the Uganda Railway subsistence allowance will be granted in accordance with the existing scale, subject to a minimum of Fls. 1.50 per night.

(b) When a clerk is detained at Mombasa on first appointment or return from leave pending instructions to proceed to his post, or on departure on leave or retirement from the service awaiting the departure of a steamer, he will be granted a refund of actual lodging expenses up to a maximum of Fls. 1.50 per night.

(c) All clerks in Grade I to IV, will be entitled to 2nd class accommodation on the Uganda Railway provided that there is room on the train, if there is no room no claim for the difference between 2nd class and lower class fares will be entertained.

8. *War Bonus* including assistance towards the cost of family passages will be discontinued forthwith.

Non-Europeans other than clerks will, if considered suitable by the Heads of their Departments, be placed on the same scale as the grade to the old scale of which their previous salary most nearly corresponded, under the same conditions as those laid down above. If Heads of Departments do not consider that arrangement suitable in any cases they may pay the present salary plus War Bonus as a fixed salary (in non-pensionable cases), or as salary and compensation allowance (in pensionable cases), or they may put up their recommendations.

C. E. SPENCER,
for Chief Secretary to the Government.

APPENDIX XII.

COLONY OF KENYA AND THE E. A. PROTECTORATE.

S. 20335A.
Circular No. 46.

Secretariat,
Nairobi,
9th August, 1920.

TERMS OF SERVICE FOR EUROPEAN OFFICIALS.

THE following alterations in the terms of service for European Officers have received the sanction of the Secretary of State:—

1. *Acting Allowances.* An officer acting in a higher appointment will draw as Acting Allowance half the difference between his own salary and that of the appointment in which he is acting, if the latter is non-incremental. If the salary of the higher appointment is incremental he will draw the whole difference between his own salary and the minimum of the scale attached to that appointment. This payment will be retrospective to April 1st, 1920. Any amounts of Duty Allowance, which are in excess of the Amount of Duty Allowance attached to the Officer's substantive post and taken into account in calculating his revised salary, and which have been already drawn in respect of periods subsequent to the 1st April by officers in acting capacities, should be deducted from claims for Acting Allowance for the same period and duties.

2. *Age of Retirement.* The age both for compulsory and voluntary retirement will be 50 years or after the completion of 20 years service, whichever is earlier. This regulation will come into force from the 1st of April, 1921. Compulsory retirement of Officials now in the service will not be effected without prior reference to and approval by the Secretary of State. All officers must clearly understand that by accepting the new rates of pay they accept the liability, subject to the conditions of age or length of service, for compulsory retirement after March, 31st, 1921. If any officer refuses to accept this liability he should notify the Chief Secretary through the Head of his Department immediately. His case will then be referred to the Secretary of State for consideration, and the new salary will not be paid to him meanwhile.

Heads of Departments should communicate to the Chief Secretary the names of persons due to retire at least 6 months before the date of compulsory retirement, in order that an officer may be given adequate notice if the Government wishes to retain his services.

In no case can special terms be granted to an officer retiring on abolition of office.

3. *Application of New Rates of Pay.* Officers will enter at the minimum salary of the new scale approved for their appointments as from the 1st of April, 1920, with the following exceptions:—

(a) If the aggregate of an officer's emoluments, consisting of full salary and War Bonus plus the substantive duty allowance attached to his post, (other than any duty allowance which will be continued hereafter) was on the 31st of March, 1920, more than the minimum of the new scale he will enter the new scale at such a point as will make his new salary equal to such aggregate of emoluments on the 31st of March, if this corresponds with a definite incremental step in the new scale. If it does not so correspond he will enter the new scale at the salary of the next incremental step above, e.g., an Assistant District Commissioner drawing on the 31st of March £370 salary and £60 War Bonus will enter the scale £400-£600 at £440, not £430.

(b) If such aggregate of emoluments was on the 31st of March, 1920, in excess of the maximum of the new scale, he will at once draw the maximum of the new scale and an additional temporary non-pensionable allowance equivalent to the difference between the maximum of the new scale and his emoluments on the 31st of March.

(c) If the aggregate of an officer's emoluments have been the same for more than one year prior to the 1st of April, 1920, and he receives no increase on entering his new scale, he will draw an increment in accordance with the new scale on the 1st of April, 1920. April 1st will then be taken as his incremental date.

"Increments on the new scale will fall due on the same dates as those on which they were due on the old scale, excepting in such cases as come under paragraph (c) above, or when the actual increase in the new rate of salary as on April 1st over the aggregate emoluments on the 31st of March is not less than the normal increment of the new scale, when April 1st will be the future incremental date and in the latter case the first increment will be drawn on April 1st, 1921."

4. *Distinction between First and Second Class Officers.* This distinction in the naming of appointments will be abolished. The class of passage to which an officer is entitled will depend upon the nature of his employment, but otherwise as a general rule all European officials will be on the same footing. A list showing all the appointments for which first class passages are to be allowed is being prepared for submission to the Secretary of State. Officers will be notified in due course on receipt of His Lordship's decision. In the meantime the existing practice will continue.

5. *Duty Allowances.* Duty Allowances will be abolished on the introduction of Acting Allowances except in a few special cases, such as Chairman of the Arbitration Board, Assistant Estates Duties Commissioners, &c., a list of which will be published later.

6. *Extensions of Leave on Grounds of Ill-health.* At present, an official who is granted an extension of leave on grounds of ill-health is placed on half pay for a period not exceeding four months; if a further extension is required, he receives no pay.

In future, extensions of leave on grounds of ill-health will be granted with full pay up to a maximum of six months, and then with half pay for a further period of six months if required.

No extension of leave on grounds of ill-health can be granted without the definite recommendation of one of the Colonial Office Medical Advisers.

7. *Filling of Appointments by Local Candidates.* The Secretary of State agrees in principle that certain appointments should where possible be filled by local candidates, but any wide application of this principle must depend upon the improvement of local educational facilities.

8. *Furniture.* It is realised that the present Government allowance of furniture is not adequate. New scales are to be introduced as soon as the necessary articles of furniture can be obtained, increasing the amount of furniture supplied for Government quarters.

9. *Grading.* This system, which is described in para 59 and 60 of the Report of Civil Service Commissioners, is designed to provide officers with the prospects of reaching an adequate income without having to await the occurrence of vacancies. They must, however, understand that this advancement will not take place as a matter of course, but will depend upon their performing their duties satisfactorily. The dividing line between one grade and the next will be in the nature of an efficiency bar.

The points in the scale at which these bars occur in the case of graded officers of the different Departments are as follows:—

Administrative Officers	..	..	..	£600
Assistant Secretaries	..	..	..	£600
Assistant Treasurers	..	..	..	£500
Medical Officers of Health	)..	..	..	£600
Medical Officers	..	..	)
Assistants (Forestry Department)	..	..	..	£500
Engineers (Public Works Department)	..	..	..	£500
Uganda Railway	..	..	..	)
Assistant Engineers	..	..	..	)
Assistant Locomotive Superintendents	..	..	..	)
Assistant Traffic Engineers	..	..	..	)
Assistant Chief Accountants	..	..	..	)
Assistant Storekeepers	..	..	..	)
				£500

10. *House Allowance.* In place of the present scale for House Allowance in lieu of Quarters, where latter are not available, 15 per cent. of the initial salary of an officer's appointment plus local allowance, with a minimum of Fls. 62.50 per mensem, will be granted from the 1st of August, 1920. For the purpose of assessing pensionable emoluments 15 per cent. of the salary only will be added, with a minimum of £50 in each case. This will apply to all pensions granted in respect of service any part of which is subsequent to the 31st of March, 1920.

11. *House and Office Accommodation.* The Secretary of State agrees that it is essential that House and Office accommodation should be improved as funds become available. This matter will receive further consideration in connection with the allocation of loan funds.

12. *Local Allowance.* A special local allowance has been sanctioned on the understanding that it is recognised as liable to reconsideration in the event of a fall in Florin prices. It will disappear eventually if and when prices fall $\frac{1}{3}$ below their present level, i.e., when the purchasing power of the Florin is raised to the point at which ten Florins will purchase what fifteen florins purchase now.

The amount of the allowance will therefore be reconsidered generally for all the East African Government appointments after two years, and thereafter at such intervals as may be decided.

A record will be kept of local prices in order to furnish data for this reconsideration.

For the present the allowance is fixed at 50 per cent. of salary and allowances quoted in sterling.

13. *Local Travelling.* As it is undesirable that an official should suffer pecuniary loss on local transfer from one station to another on duty, he will be permitted to submit to the Government a statement of his actual expenses, which will be refunded to him if they are passed by the Head of his Department, recommended by the Treasurer, and approved by the Governor.

14. *Medical Treatment in England.* There appears to the Secretary of State to be no good reason to grant free medical treatment in England generally, but His Lordship is willing to consider in every special cases the possibility of refunding medical expenses in respect of illness contracted in the Colony.

Such special cases might occur when an official has to be sent to England for an operation arising out of an accident or illness contracted locally and the Governor certifies that it is not possible for the operation to be performed locally.

15. *Outfit Allowance.* All newly appointed officials, whose appointments in the opinion of the Heads of their Departments necessitate personal expenditure on special equipment in connection with "Safari," provided that the salary of the appointments does not exceed £500, will be granted an allowance of F1s. 300 on first appointment to assist them in purchasing the necessary outfit.

This allowance will be given subject to an undertaking that it will be refunded if the official does not take up the appointment, or if after taking up the appointment he resigns or leaves the service for any reason other than mental or physical infirmity before completing a tour of service.

The payment of this allowance cannot be granted with retrospective effect.

16. *Passages.* From the 1st of April, 1921, a married official whose salary is £500 per annum or less, if accompanied by his wife, will be allowed the cost of his passage plus 50 per cent. instead of having his passage booked by the Government. He will then be free to make his own arrangements for his own passage as well as for that of his wife.

If an official's wife does not accompany him but follow him to East Africa, the 50 per cent. addition will be paid to the wife who will then make her own arrangements for the journey.

Hitherto, an official entitled to a first class passage has been required to travel first class: when the above regulation comes into force, a married official, entitled to a first class passage and travelling with his wife will

be permitted, if he wishes, to travel second class and still receive from the Government the cost of a first class passage for himself and the 50 per cent. addition for his wife. The present arrangement with regard to assistance towards the cost of family passages will be discontinued from the 1st of April, 1921.

17. *Pensions.* Pensions will be calculated on the new salaries, except in the case where an officer has received promotion to a higher appointment within two years of retirement, when the pension will be calculated on the average salary for the two years prior to retirement.

18. *Period of Probation.* The period of probation for officers appointed to the Administrative service, the Secretariat, the Treasury, and certain other Departments, is reduced from three to two years. The grant of this concession will be coupled with a very strict interpretation of the rules governing the confirmation of officers in their appointments. No officer will be confirmed whose work is not thoroughly satisfactory and who does not succeed in passing the language examination and such other tests as may be prescribed.

19. *Permanent Civil Service Commission.* The question whether a permanent Civil Service Commission should be set up to deal with matters relating to the conditions of service is one of which the Secretary of State can only consider in relation to the Colonial Service generally. His Lordship is not prepared to take up the question at present.

20. *Storage of Furniture.* The Secretary of State sees no objection to the suggestion that storehouses should be erected by the Public Works Department in which officers effects can be stored whilst they are on leave on condition that payment is made by officials who use this method of storing their effects. It is hoped that it will be possible to make such provision in due course but there are at present no funds available for erecting the necessary accommodation.

21. *Transfers.* The Secretary of State hopes that it may be found possible to bring East and West Africa into closer relation as regards the reckoning of service as continuous for pension purposes in the case of officers transferred from one to the other. He does not, however, see any prospect at present of being able to extend such an arrangement outside Tropical Africa.

22. *Travelling Allowances.* The Travelling Allowances already laid down will remain in force with the following additional privileges:—

When an official who is travelling on duty has to stay in a town in which there is a hotel, he will be granted reasonable hotel expenses instead of the ordinary travelling allowance. Such claims must be supported by vouchers. This will come into force from the 1st of August, 1920.

23. *War Bonus* will be discontinued as from the 1st of April 1920.

24. *Claims for Arrears* may now be submitted and should be accompanied by full details to enable them to be checked, e.g., in the case of claims for revised salary, the rate of salary, war bonus, and duty allowance attached to the post, on the 31st of March, 1920, should be quoted. Acting allowances, local allowances, and the compensating allowance for war bonus in the case of officers whose aggregate emoluments exceed the maximum of the new scale, should be charged to Personal Emoluments.

C. E. SPENCER,
for Chief Secretary to Government.

Note:—The following questions have been noted for reference to the Secretary of State:—

Age of Retirement. Does service outside the Colony count as part of the 20 years for retirement?

Application of New Rates of Pay. If an officer has received any increase in his salary or War Bonus since the 31st of March, 1920, (*e.g.*, a man who has been married since that date) which is not covered by his new rate of salary or compensating allowance (because the emoluments on that date are adopted for purposes of calculating the new salary), will his emoluments be reduced? Pending instructions on this point the terms of this circular must be followed but no refunds will be called for in the meantime.

APPENDIX XIII.

The Secretariat,

Nairobi, 3rd March, 1920.

The Editor, East African Chronicle.

Sir,

I have the honour to inform you that in response to telegraphic protests made by various bodies representing the Indian Communities in East Africa, the following telegram has been received from the Secretary of State for the Colonies:—

“Please inform persons concerned that I have received their representations and point out that action taken is in nature of compromise in interests of all sections of the community.”

I have the honour to be,

Sir,

Your obedient servant,

(Sd.) G. A. S. NORTHCOTE,
for Acting Chief Secretary to the Government.

Statement showing the ratio of increases granted to Europeans and Asian Clerks.

		EUROPEAN CLERKS.						
		<i>Pre-war.</i>		<i>Present.</i>		<i>Increase.</i>	<i>Decrease.</i>	
Junior Clerks,	...	Minimum,	...	£150	...	£250	...	100—67%
		Maximum,	...	£250	...	£400	...	150—60%
Senior Clerks and Office Supdt.,	...	Minimum,	...	£250	...	£400	...	150—60%
		Maximum,	...	£400	...	£500	...	100—25%
NON-EUROPEANS.								
IV Grade,	Minimum,	...	Fls. 90	...	Fls. 70	...	20—22%
		Maximum,	...	„ 120	...	„ 120	...	—
III Grade,	Minimum,	...	„ 125	...	„ 125	...	—
		Maximum,	...	„ 155	...	„ 180	...	25—16%
II Grade,	Minimum,	...	„ 160	...	„ 190	...	30—19%
		Maximum,	...	„ 220	...	„ 255	...	35—16%
I Grade,	Minimum,	...	„ 235	...	„ 260	...	25—11%
		Maximum,	...	„ 300	...	No fixed maximum and no increments granted since 1920.	...	40—19%

APPENDIX XIVa.

Statement showing the rate of increases granted to European and Asiatic Clerks U. Rly.

		EUROPEAN CLERKS.						
		<i>Pre-war.</i>		<i>Present.</i>		<i>Increase.</i>	<i>Decrease.</i>	
Junior Clerks,	...	Minimum,	Up to	£200	...	£200	...	
		Maximum,						
Clerks,	Minimum,	...	£160	...	£250	...	56%
		Maximum,	...	£240	...	£400	...	66%
Senior Clerks and Office Supdt.	...	Minimum,	...	£400	...	£500	...	25%

APPENDIX XIVb.

NON-EUROPEAN CLERKS. GRADE AND RATES.

	Pre-War.		Present.		INCREASE.		DECREASE.			
		Rs.		Fls.						
Head Clerk,	Minimum,	170	Special Grade.	260 Upwards.	...	...	...	...	13%	
	Maximum,	800			...	...	...	...	...	...
Accts. Clerk 1st Grade,	Minimum,	200	"A" Grade,	Minimum,	190	...	...	...	...	5%
	Maximum,	280		Maximum,	255	...	...	...	...	9%
Accts. Clerk 2nd Grade,	Minimum,	120			...	...	...	...
	Maximum,	180			...	...	...	...
Senior Clerk 1st Grade,	Minimum,	180	"B" Grade,	Minimum,	125	...	...	Decrease which cannot be figured there being two different grades which have now been merged into one.		
	Maximum,	160		Maximum,	180	...	...	
Senior Clerk 2nd Grade,	Minimum,	90			...	...		
	Maximum,	120			...	...		
Junior Clerks,	Minimum,	80	"C" Grade,	Minimum,	By 7-50 up to 120.	...	...	do.	do.	
	Maximum,	85		Maximum,			...	...

COMPARATIVE TABLE SHEWING SCALES OF SALARIES IN FLORINS OF EUROPEAN AND ASIAN CLERKS.

		European Clerks. £450 to £400.						Office Superintendents (European). £400 to £500.						REMARKS.
		Florin salaries with 25 per cent. Local Allowance.			Florin salaries without local allowance.			Florin salaries with 25 per cent. Local Allowance.			Florin salaries without local allowance.			
		Salary.	Difference.		Salary	Difference,		Salary	Difference,		Salary	Difference,		
			Plus.	Minus.		Plus.	Minus.		Plus.	Minus.		Plus.	Minus.	
Corresponding to European Junior Grade. The European requiring ten years and Asian at least 16 years to attain their respective maximum. In the case of Asians it is assumed that they will be promoted as soon as they reach the maximum.	Min.	IV Grade, 75	Fls. 75		208-33	Fls. 133								There is a fairly large difference between the salaries of European and Asian Clerks in this category, even if the local allowance has totally disappeared. A Junior European Clerk gets more than Asian Second Grade Clerk.
	Max.	120	200-42	185	—	333-33	113	...						
	Min.	III Grade, 125	260-42	125	—	208-00	83	...						
	Max.	180	416-67	297	—	333-33	153	...						
	Min.	II Grade, 190	260-42	70	—	208-33	18	...						
	Max.	255	416-67	161	—	333-33	78	...						
Corresponding to European Senior or Office Superintendent grade, the European requiring ten years and Asian on average eighteen years to reach the minimum.	Min.	I Grade, 260	260-42		208-33	—	82	416-67	157	..	333-33	73	...	A newly engaged European Clerk will get the same salary as a 1st Grade Asian Clerk who should have at least 18 years' service to his credit. If the local allowance has totally disappeared, he will get Fls. 52 less than a 1st Grade Clerk. Similarly an administrative Cadet may conceivably get more than his European Clerk. Service should also be taken into consideration. It must be borne in mind that whereas the European is just starting on a career which might lead him to the highest position in the service, the Asian has reached the summit of his ambition in the service. A fair comparison would be between the Asian First Grade and European Office Superintendent's Grade. There is still a wide dif-
	Max.	No fixed increments (no increments granted since 1920).	416-67	157		333-33	73		530-83	261	...	416-67	157	

Note :--Asian 1st Grade Clerks promoted in April 1920, are actually drawing Fls. 282/- p.m., owing to absorption of War Bonus. There are about six clerks who are drawing over Fls. 300. p.m. This is due to the fact that the old maximum was Rs. 300/- and the clerks had already attained their maximum when the war bonus was added to their salaries. The amount over Fls. 200/- is given as non-pensionable allowance.

APPENDIX XVI

Scales of War Bonus sanctioned by the Secretary of State, on the recommendations of Sir Alfred Lascelles, forming appendix to Secretariat Circular No. 51, of June 17th, 1919:—

<i>Europeans.</i>	<i>Unmarried.</i>	<i>Married.</i>
Up to £199, ...	£70 per annum, ...	£120 per annum, ...
£200 to £299, ...	£85 " " ...	£115 " " ...
£300 to £399, ...	£80 " " ...	£110 " " ...
£400 to £499, ...	£55 " " ...	£105 " " ...
£500 to £599, ...	£50 " " ...	£100 " " ...
£600 to £699, ...	£45 " " ...	£95 " " ...
£700 upwards. ...	£40 " " ...	£90 " " ...

<i>Non-Europeans (Excluding Africans.)</i>	<i>Unmarried.</i>	<i>Married.</i>
Rs. 50 to Rs. 99, ...	Rs. 25 per mensem, ...	Rs. 50 per mensem, ...
Rs. 100 to Rs. 149, ...	Rs. 24 " " ...	Rs. 49 " " ...
Rs. 150 to Rs. 199, ...	Rs. 28 " " ...	Rs. 48 " " ...
Rs. 200 to Rs. 249, ...	Rs. 22 " " ...	Rs. 47 " " ...
Rs. 250 to Rs. 299, ...	Rs. 21 " " ...	Rs. 46 " " ...
Rs. 300 upwards. ...	Rs. 20 " " ...	Rs. 45 " " ...

Note—European clerks received the maximum of £120=Rs. 150, whereas Asian maximum was Rs. 50 *i.e.* a ratio of 3 : 1.

The maximum of European Office Superintendents was £105=Rs. 131, whereas Asian I Grade Clerks' minimum was Rs. 45 *i.e.*, an approximate ratio of 3 : 1.

APPENDIX XVII

A Statement comparing Privileges enjoyed by Europeans & Asian Clerks. Privileges not enjoyed by Asians.

<i>Privilege.</i>	<i>European.</i>	<i>Asian.</i>
Outfit Allowance on 1st appointment.	£30.	No such privilege,
Assisted Family Passages.	50 per cent. of the cost of passages for wife.	No such privilege,
Furniture Allowance.	Granted.	No such privilege,
Refund of Hotel expenses.	Granted when travelling on duty instead of subsistence allowance.	No such privilege,
Climatic Allowance.	Allowed to count two years' service as three for purposes of pension, <i>i.e.</i> , 50% added to pensionable emoluments.	No such privilege,
Medical Treatment at Home.	If disease contracted locally-free treatment.	No such privilege,

Privileges enjoyed by Asians in a restricted form.

Privilege Leave.	4 months after 20 months, 6 months after 30 months, extensions on medical certificate up to 6 months on full pay and for further 6 months on half pay.	3 months after 33 months, 5 months after 43 months, extensions on medical certificate 3 months on half pay.
Free Quarters.	Generally granted.	Only a very limited number.
Acting Allowance.	Liberal granted-no specific limit.	Granted in very exceptional cases and maximum limited to Fls. 75/- p.m.
Travelling Expenses.	Actual expenses refunded.	No such privilege, Fl. 1/- portorage allowance granted in Nairobi and Mombasa only.
Pensions.	All permanent hands pensionable.	Only III and higher grades pensionable.
General prospects.	Have chance of rising to highest post in the service through ability.	Cannot rise higher than Clerical or subordinate ranks.

APPENDIX XVIII.

A comparative table showing the scales of salaries at present and under the proposed re-adjustment *i.e.* 20 Shillings for every Fls. 15 of salary plus Local Allowance on the same terms as the European Staff.

GRADE.	Pre-revision scales		Pre-revision scales with War Bonus.			Revised scales.	Proposed Scales.	
	without War Bonus.		Salary.	War Bonus.	Total.		With 25% Local Allowance.	No. Local Allowance.
	Rs.		Rs. or Fls.			Fls.	Fls.	
IV Grade,	Minimum,	90	90	50	140	75	62.50	50
	Increment,	6			6	7.50	6.25	5
	Maximum,	120	120	49	169	120	100	80
III Grade,	Minimum,	125	125	49	174	125	104	94
	Increment,	7-50.			7.50	10	8.93	6.66
	Maximum,	155	155	48	203	180	150	120
II Grade,	Minimum,	160	160	48	208	190	158.88	126.68
	Increment,	10			10	15	12.50	10
	Maximum,	220	220	47	267	255	212.50	170
I Grade,	Minimum,	285	285	47	282	260	216.88	172.66
	Increment,	15			15	No fixed increments.		
	Maximum,	800	800	47	847	None granted.	—	—

It will be noticed that the revised salaries were less advantageous than the old with War Bonus, which was sanctioned after full investigation by a Special Commissioner sent from Home and the circumstances have not materially improved since. If the present proposal is given effect to, they will be on a much lower level than even the pre-revision scales without War Bonus. It will be impossible to maintain an existence on these.

APPENDIX XIX.

Loss on Proposed Reduction of Salary.

UGANDA RAILWAY.

Clerk on 10th Year of his Service.

Provident Fund at present Salary with interest @ 3 % per annum.		Provident Fund, Interest at the rate of 3 % p.a.	On proposed reduction by one third cut.
	Fls. cts.		Fls. cts.
10th year getting	190-00		
Bonus.	142-50		
	<hr/>		
Interest.	332-50	... 10th Year.	126-66
	9-96		96-00
	<hr/>		<hr/>
11th year increment,	342-46		222-66
Bonus.	205-00		8-76
	153-75		<hr/>
	<hr/>		281-42
Interest.	701-21	... 11th Year.	186-66
	21-06		102-50
	<hr/>		<hr/>
12th year increment,	722-27		470-58
Bonus.	220-00		10-10
	165-00		<hr/>
	<hr/>		480-68
Interest.	1,107-27	... 12th Year.	146-66
	33-21		110-00
	<hr/>		<hr/>
13th year increment,	1,140-48		737-34
Bonus.	235-00		16-11
	176-25		<hr/>
	<hr/>		753-45
Interest.	1,551-73	... 13th Year.	156-66
	46-56		117-50
	<hr/>		<hr/>
14th year increment,	1,598-29		1,027-61
Bonus.	250-00		30-91
	187-50		<hr/>
	<hr/>		1,058-42
Interest.	2,035-79	... 14th Year.	166-66
	61-05		125-00
	<hr/>		<hr/>
15th year increment,	2,096-84		1,350-08
Bonus.	255-00		40-55
	191-25		<hr/>
	<hr/>		1,391-64
Interest.	2,543-09	... 15th Year.	170-00
	76-29		127-50
	<hr/>		<hr/>
	2,619-39		1,639-14
			50-70
			<hr/>
Gratuity 15 year's service @ Fls. 255/- p.m.			1,739-84
15 @ 127/50 cts. = Fls. 1912-150,			
or Shs. = Fls. 3825-00.			
		... On R. F. Fls.	
		... Loss = 880, approximately	
		... or Shs. = 1760.	
		... Gratuity 15 year's service @	
		Fls. 170, 15 @ Fls. 85. = Fls. 1275	
		... or Shs. 2550,	

Loss on Gratuity = 1275 Shs.
(3825-2550).

Total Loss on Provident Fund and Gratuity, = 1760 + 1275 = 3035 Shillings.

APPENDIX XX.

*The Secretariat,
Nairobi,
Kenya,*

No. S. 19492.3.59 of 30th March, 1922.

Gentlemen,

With reference to your petition No. 3.4.21 of the 6th October, 1921, and my letter No. S. 19492.3.34 of the 14th November, 1921, I have the honour to inform you that a reply has been received from the Secretary of State which contains the following decisions on the points raised in your petition of 6th October, 1921.

- (I) The limitation in number of clerks in any grade below the II grade will be abolished but the Secretary of State instructs the retention of the limitation in respect of the II grade, the numbers in which are fixed yearly in the Estimates according to the requirements of the various Departments. A Circular on the subject has been issued.
- (II) The Secretary of State is unable to approve the suggestion that, when 2nd class accommodation on the Railway is not available, 1st class should be granted.
- (III) The rule as to averaging, for computation of pension, the salary of the three years preceding retirement, must be maintained. Two years is the period taken for this purpose in the case of European officers, because for the purpose of calculating European pensions, East Africa is classed as an unhealthy place and two years service may therefore be reckoned as three. East Africa is not, however, classed as an "unhealthy place" for the purpose of computing the pensions of non-European staff, and there is therefore no ground for departing from the rule that where averaging is necessary the average should be taken over a period of three years.
- (IV) As regards your request for uniformity in the conditions of service for Europeans and Non-Europeans, the Secretary of State is of opinion that these are quite separate, and each service must be considered and dealt with in the light of the conditions and circumstances which are applicable to it. Because a certain privilege or concession is granted to Non-Europeans, it does not necessarily follow that the same privilege or concession should be granted to Europeans, nor if a privilege or concession is granted to Europeans need it necessarily be granted to Non-Europeans. The Secretary of State is not prepared to agree that it is either necessary or desirable to introduce generally a uniformity in the terms and conditions of service of the two branches, as urged by your Association.

2. The following further points are still the subject of correspondence with the Secretary of State:—

- (I) Replacement of Europeans by Asiatics in Junior posts.
- (II) Subsistence allowance and detention allowance at Mombasa.
- (III) Detention allowance at Bombay.
- (IV) Furniture.
- (V) Luggage allowance.
Advances in India.
Porterage allowance.

3. The Secretary of State expresses regret at the view expressed in the petition that no genuine effort has been made to improve the conditions of service of the Non-European staff, and that the new terms of service are in fact less advantageous than the old. Within the limits imposed by present financial and other circumstances, important concessions have been made both in regard to salaries and in regard to general conditions of service; and he trusts that this fact is more generally appreciated by the staff than the petition would appear to indicate.

I have the honour to be,

Gentlemen,

Your obedient servant,

(Sd.) G. A. S. NORTHCOTE,

for Colonial Secretary.

*The Joint Secretaries,
The Kenya Asian Civil Service Association,
P. O. Box No. 311, Nairobi.*

APPENDIX XXa.

*Chief Secretary's Office,
Entebbe, Uganda,*

Circular No. 16 of 1922.

13th May, 1922.

TERMS OF SERVICE FOR THE NON-EUROPEAN STAFF PROMOTION OF 4TH GRADE CLERKS.

The following addition is made to paragraph 3 of Secretariat Circular No. 40 of 1921:—

“All clerks in the 4th grade who are engaged prior to the publication of the New Conditions of Service will be allowed to enter the 3rd grade on 1st April, 1920, subject to the proviso that no clerk will be eligible for promotion until he has completed at least one year's service in the 4th grade.

2. Clerks who were promoted to the 3rd grade on completion of 3 years' service between 1st April, 1920, and 24th December, 1921, should be treated in the same manner and their salaries adjusted accordingly.

3. Clerks who are adversely affected under this circular will not be called upon to refund any portion of salary which they may be drawing at present under paragraph 2 of Chief Secretary's Circular No. 13 of 1920, but their incremental date will be in accordance with this circular in future, *i.e.*, in all cases the incremental date will be the date of promotion.

(Sd.) E. C. ELIOT,

Acting Chief Secretary to the Government.

APPENDIX XXI

Statement of some of the principal sacrifices being made by the Asian Staff owing to the Financial condition of the Colony.

(1) *Want of Quarters.*

The necessity for building quarters for the Asian Staff was admitted by the Secretary of State as far back as 1914 and quarters promised when finances improved.

Provision has been made in the estimates year after year since, but utilized for other services not connected with the Asian Staff. There are disproportionately limited quarters at Nairobi and Kisumu only. In other big towns no quarters built. Owing to the prevailing high rents the House Allowance is very inadequate and in the case of married officials does not even cover half of the rent they are compelled to pay.

In the case of European houses are rented by Government and allotted to staff.

(2) *Salaries of I Grade Officials.*

The Government of Uganda has decided that whenever increases are granted to I grade officials the amount of increment should not be less than Fls. 20 p.m., and accordingly it has fixed the incremental stages of that grade. In consequence of this the difference in the method of adjustment of salaries of officials promoted to I grade on 1st April, 1920, resulted in the similar Uganda officials scoring Fls. 18 more per month; as under :—

	Uganda.		Kenya.
Salary on 1-4-20 ..	Fls 235	..	Fls. 235
Add. War Bonus ..	„ 47	..	„ 47
	<hr/>		<hr/>
	„ 282	..	„ 282
Next incremental step	„ 300	..	Nil.

Difference Fls. 18 per month.

This means that even a junior Uganda official will draw more pension than the corresponding senior Kenya official in spite of the fact that formerly the maximum of Kenya I grade was Rs. 300 and that of Uganda Rs. 250.

Moreover it must be remembered that there is a special grade in Uganda rising by regular increments to Fls. 400 whereas Kenya's maximum is fixed at Fls. 260 only, although whatever difference there is in the nature and responsibility of the work is not against the Kenya officials.

(3) *Limitation of III grade Posts.*

Uganda has removed the limit on III grade as from 1st April, 1920, whereas Kenya maintained it, apparently against the Secretary of State's intention, until the beginning of the current year which, taking into consideration the method of adjustment adopted by Uganda and the increments foregone by Kenya officials means a great loss in emoluments to the latter as shown below, both were drawing Fls. 102 p.m. on 31st March, 1920:—

	Uganda.		Kenya.
	Promoted on 1-4-20.		Promoted on 1-1-22.
Minimum III Grade	Fls. 125	Salary on 1-4-20	Fls. 108
Add War Bonus ..	„ 24	..	„ 24
	<hr/>		<hr/>
	„ 149	..	„ 132
Next incremental point	„ 155	..	„ 135
Two increments in 1921 and 1922 ..	„ 20	..	Nil.
	<hr/>		
	„ 175 p.m.		

Difference Fls. 40 per month.

Copies of the relative Kenya and Uganda circulars (vide XXa and XXIa) are attached from which it will be perceived that in Uganda all the permanent IV grade clerks in service prior to 1st April, 1920, are eligible for promotion, whereas in Kenya only clerks who have completed 3 years in the IV grade (there was a V grade before in Kenya and clerks were engaged generally on that grade) or those whose emoluments exceeded the maximum of IV grade are eligible for promotion. This means that married clerks by reason of their higher war bonus have had chance for promotion whereas bachelors who comprise the vast majority of this grade have been left out of the scope of the circular.

Those who have not been promoted have not received increments since 1920.

Considering that the IV grade forms the bulk of the Asian Staff this represents a very great sacrifice.

APPENDIX XXIa.

COLONY AND PROTECTORATE OF KENYA.

No. S. 19492.9.42.
Circular No. 23.

*The Secretariat,
Nairobi.
15th March, 1922.*

TERMS OF SERVICE—NON-EUROPEAN CLERICAL STAFF.

With reference to Circular No. 48 of 1920, the following amendments have been approved.

2. *Establishment.*

- (a) Clerks, who were on the permanent establishment prior to 1st April, 1920, and whose substantive salary plus War Bonus on 1st April, 1920, exceeded the maximum salary of the IV Grade, may be allowed to enter the III Grade at the incremental step equal to or next above the amount of their salary and temporary allowances, irrespective of their completion or otherwise of a period of three years probationary service, subject to their being satisfactorily reported on by their Heads of Departments and subject to the proviso that Clerks so promoted shall be required to serve the necessary three years on probation before being admitted to the pensionable establishment. Such promotions, however, will only have effect from 1st January, 1922.
- (b) Clerks who have served three years in the IV Grade may be allowed to enter the III Grade subject to their being satisfactorily reported on by their Heads of Departments and to their having attained to the requisite standard in Typewriting, Filing, Accounts and Stores work.

3. No recommendations should be submitted under these heads unless the Clerks have shown special ability and are in your opinion suitable for permanent appointment.

4. I shall be glad if you will forward to me through the Honourable Treasurer the names of any Clerks whose entry into the III Grade you may wish to recommend, together with your report.

(Sd.) G. A. S. NORTHCOTE,
for Colonial Secretary

To

All Heads of Departments;
All Senior Commissioners;
All Resident Commissioners;
The Officers-in-Charge. N. F. D., Masai Reserve and Suk-Kamasi.
Reserve.