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'File 1/5 Menial staff: Pay and Allowances'

Holding Institution	British Library: India Office Records and Private Papers
Reference	IOR/R/15/2/977
Date(s)	16 Sep 1945-3 May 1950 (CE, Gregorian)
Written in	English and Arabic in Latin and Arabic script
Extent and Format	1 file (89 folios)
Copyright for document	<u>Unknown</u>



About this record

The file relates to the pay and allowances of the menial staff of the Bahrain Political Agency (including those holding the positions of farrash/farash [ferash] (also referred to as peon), sweeper, gardener, launch driver, nakhuda [nakhoda], khalasi, member of hospital staff, sweeper, dhobi, guard, office boy, car driver, car cleaner, and others).

The papers include office orders recording leave, change of staff and pay rises; requests for pay increases from individual members of the menial establishment; papers relating to the payment of gratuities; applications for employment; papers relating to resignations arising from 'inadequacy of pay'; comparative statement of showing rates of pay etc of drivers and cooks in Bahrain Petroleum Company (BAPCO), British Overseas Airways Corporation (BOAC) and Naval Base, October 1945; list of prices of commodities for March 1945 and October 1947, with percentage increase; statement of salaries of Adviserate peons, 1946; statement showing present basic pay and dearness allowance of the menial establishment of the Political Agency, Bahrain, with covering letter dated 13 January 1948; notes on disciplinary matters; personal letters; and list of members of menial establishment (giving names, designation, and date of joining service) with details of total emoluments when His Majesty's Government (HMG) assumed responsibility for pay, and present total emoluments, c. 1950.

Includes letters in Arabic, letterheads in Arabic, and thumbprints overwritten with signatures in Arabic.

'File 1/5 Menial staff: Pay and Allowances' [front] (1/178)

File No. $\frac{1}{5}$ 19
Collection No. (1A)

IOR:R152977

Pros. Nos.
Serial

Subject

MENIAL STAFF - ESTABLISHMENT - PAY AND ALLOWANCES.

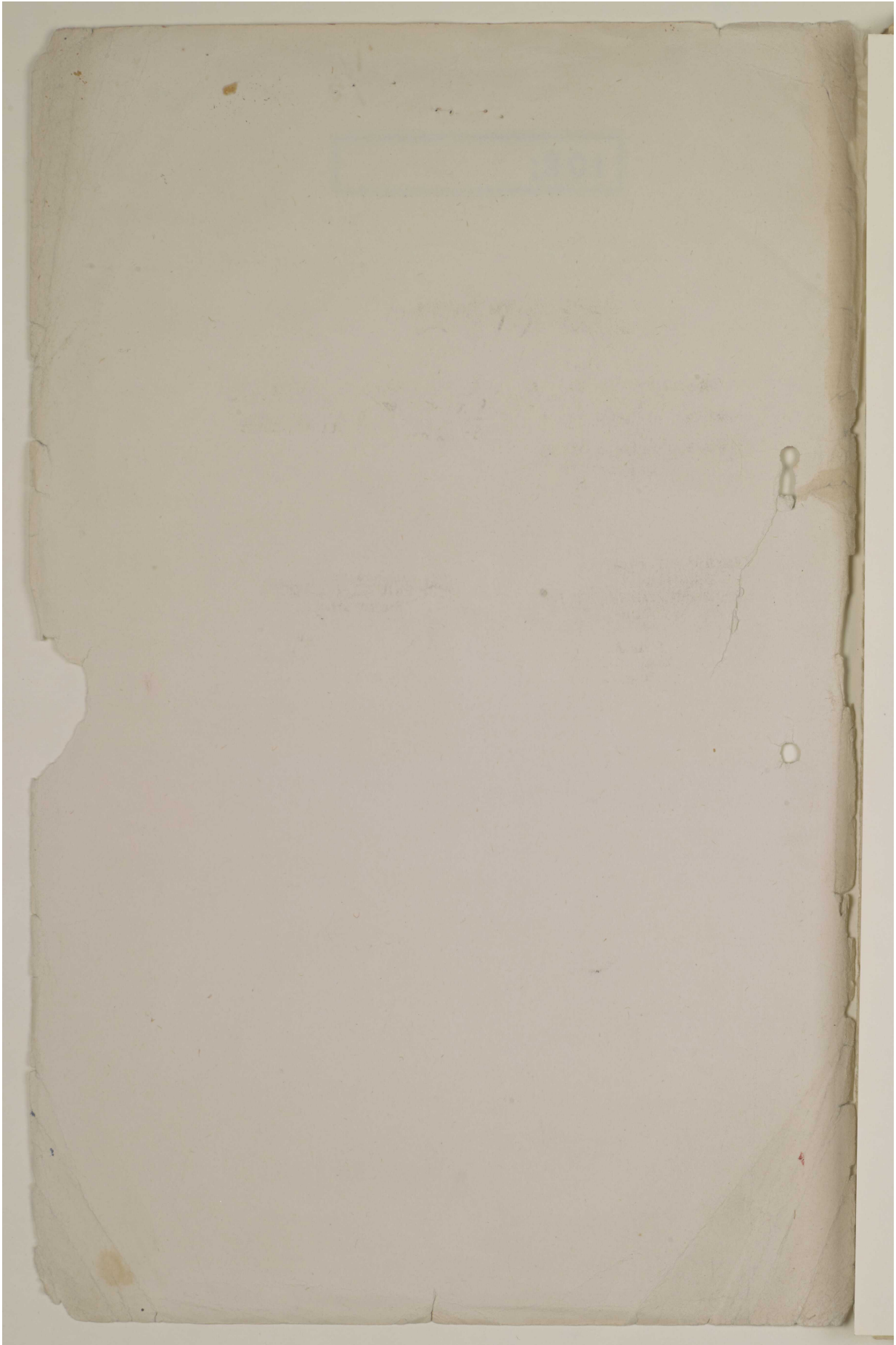
Previous References. Later References.

$\frac{1}{5}$ -A - Leave, dismissal, etc.
 $\frac{1}{5}$ -B - Black List
 $\frac{1}{5}$ -C - Rendering Coffee-man
 $\frac{1}{5}$ -D - Supply of loaves.

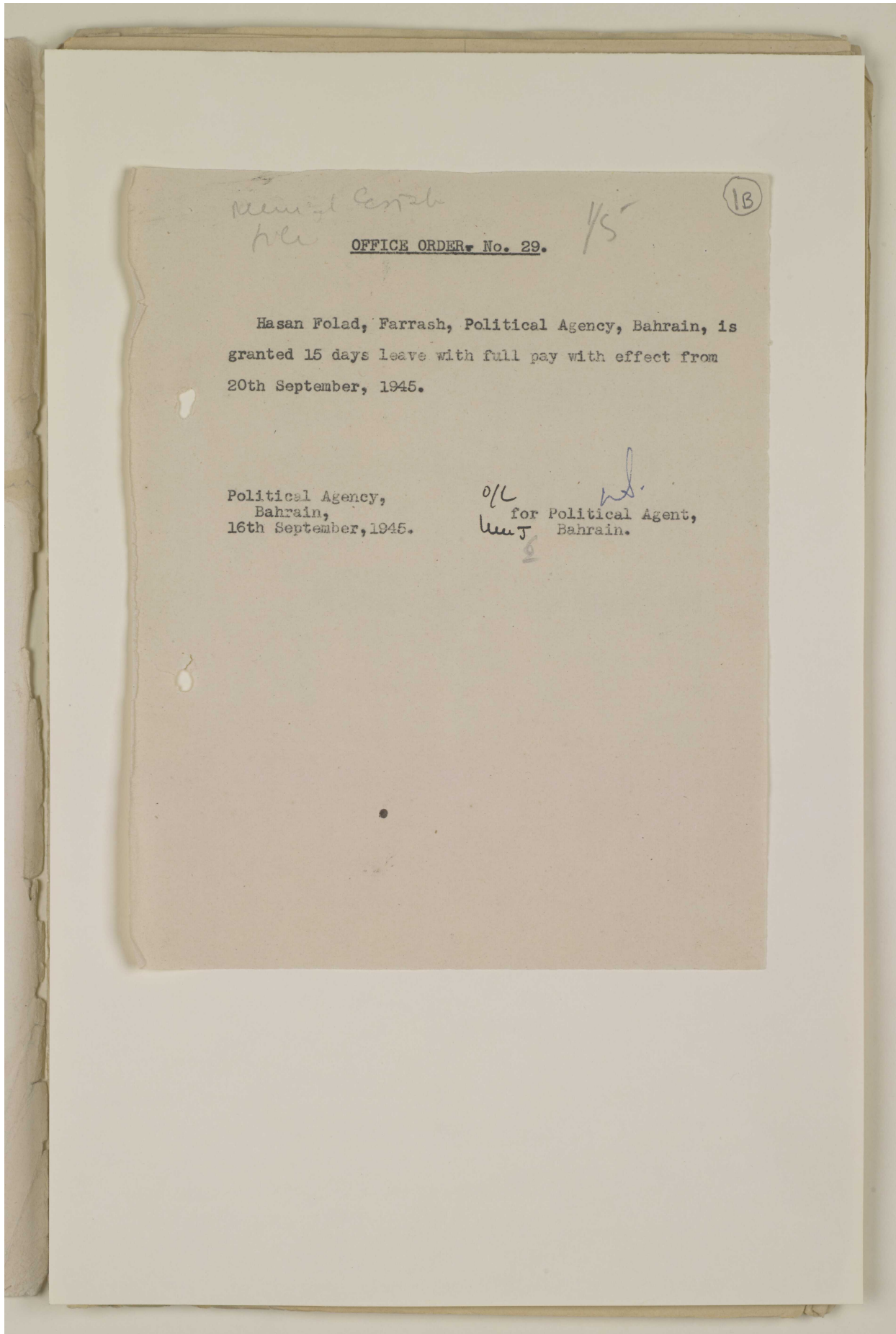
S. 97 (Unindexed).
MFP-8468A P. 0862A-(M.2014)-28.3.14-2,000,000

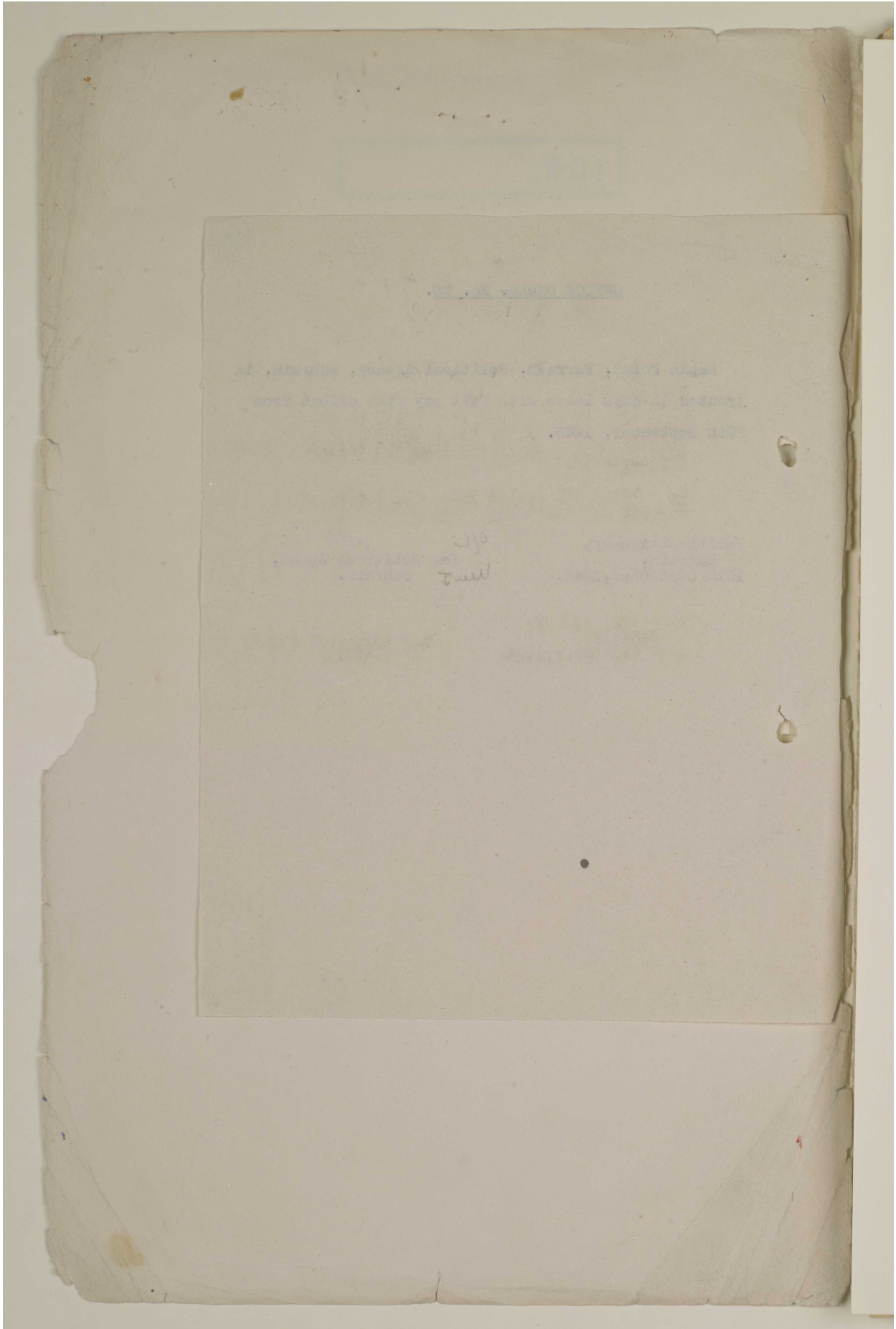
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'File 1/5 Menial staff: Pay and Allowances' [front-i] (2/178)

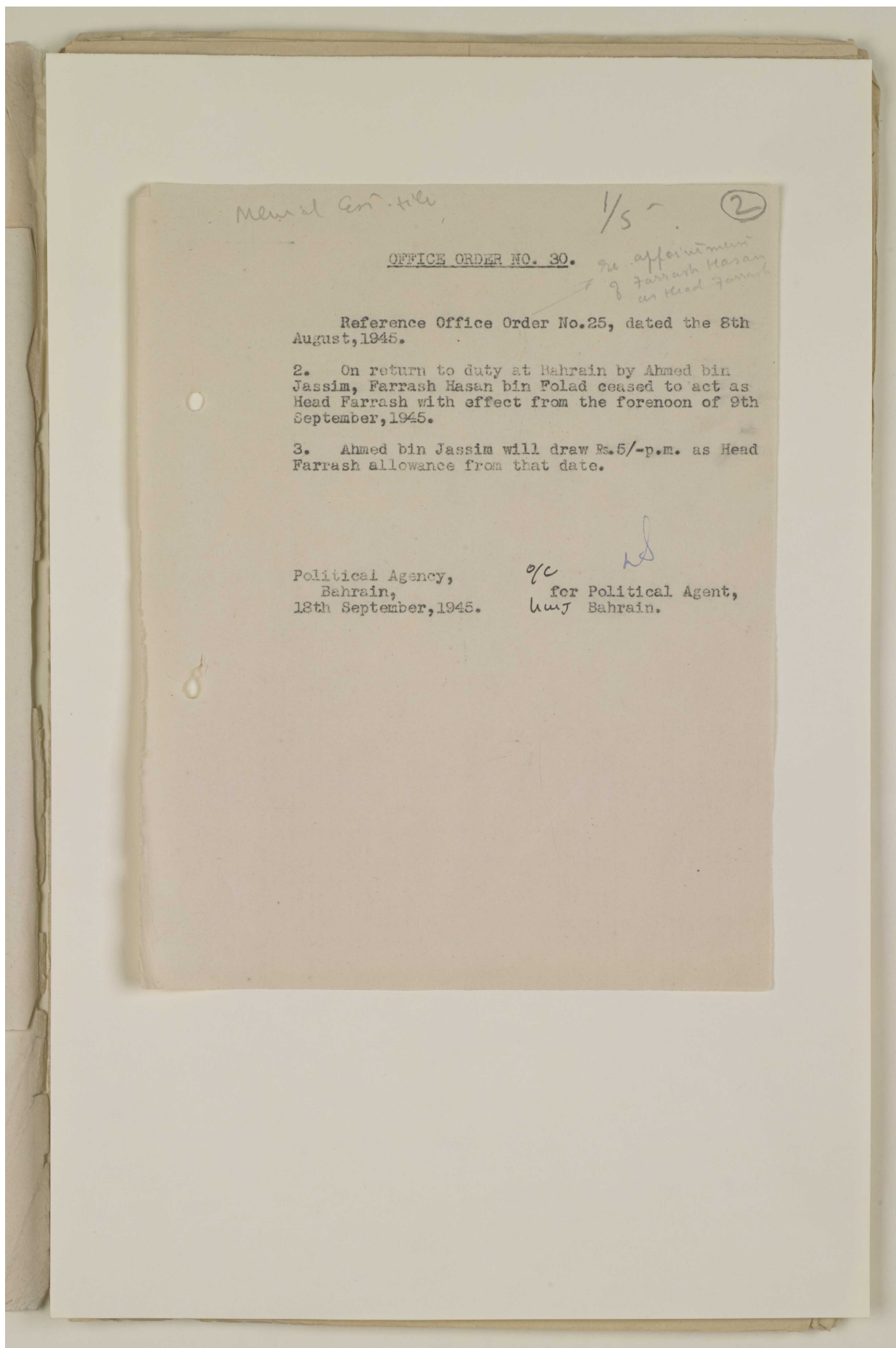


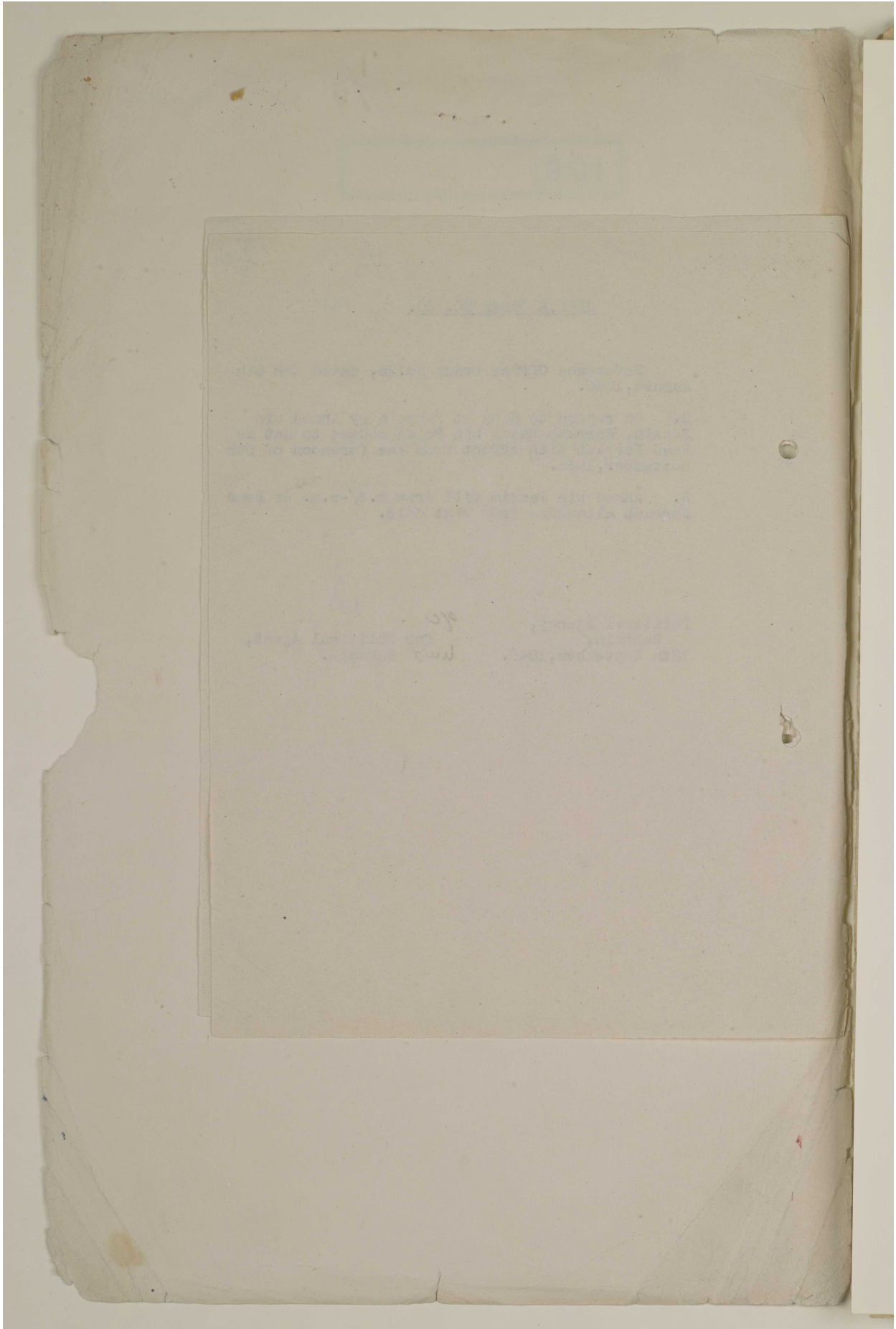
'File 1/5 Menial staff: Pay and Allowances' [1br] (3/178)





'File 1/5 Menial staff: Pay and Allowances' [2r] (5/178)





'File 1/5 Menial staff: Pay and Allowances' [3r] (7/178)

Mensal Gndh. file
1/5 - (3)
P. A.

*I don't
think
I can
remember
W*

I beg to remind you that I spoke to you before we leave for Shiraz about an increment in my pay. You had kindly promised that you will grant me Rs.5/- as an increase.

I have received my pay for the month of August, but have not received the increment.

I shall be grateful if you will kindly pass your order for granting me the increment.

Your most obedient servant ,

Almed Jasim
Head Farrash.

16.9.1945.

p.w.
*give him Rs. 5/- from Head
Farrashes allowance & till
him he is responsible for the same.*
W 17/5

He may be paid from date of
return from Kerala
8/17/5
acct. ✓
office order submitted for
signature please.
Ums
18-9-45
A.P.A. 18/8/9
Please note Ahmad may draw
Rs 21 per diem while with PA
in cancellation of previous orders.
PA agreed to this 18/8/9
A fresh voucher submitted
for signature pl.
Ums
20-9-45
A.P.A. 20/9/9

'File 1/5 Menial staff: Pay and Allowances' [4r] (9/178)

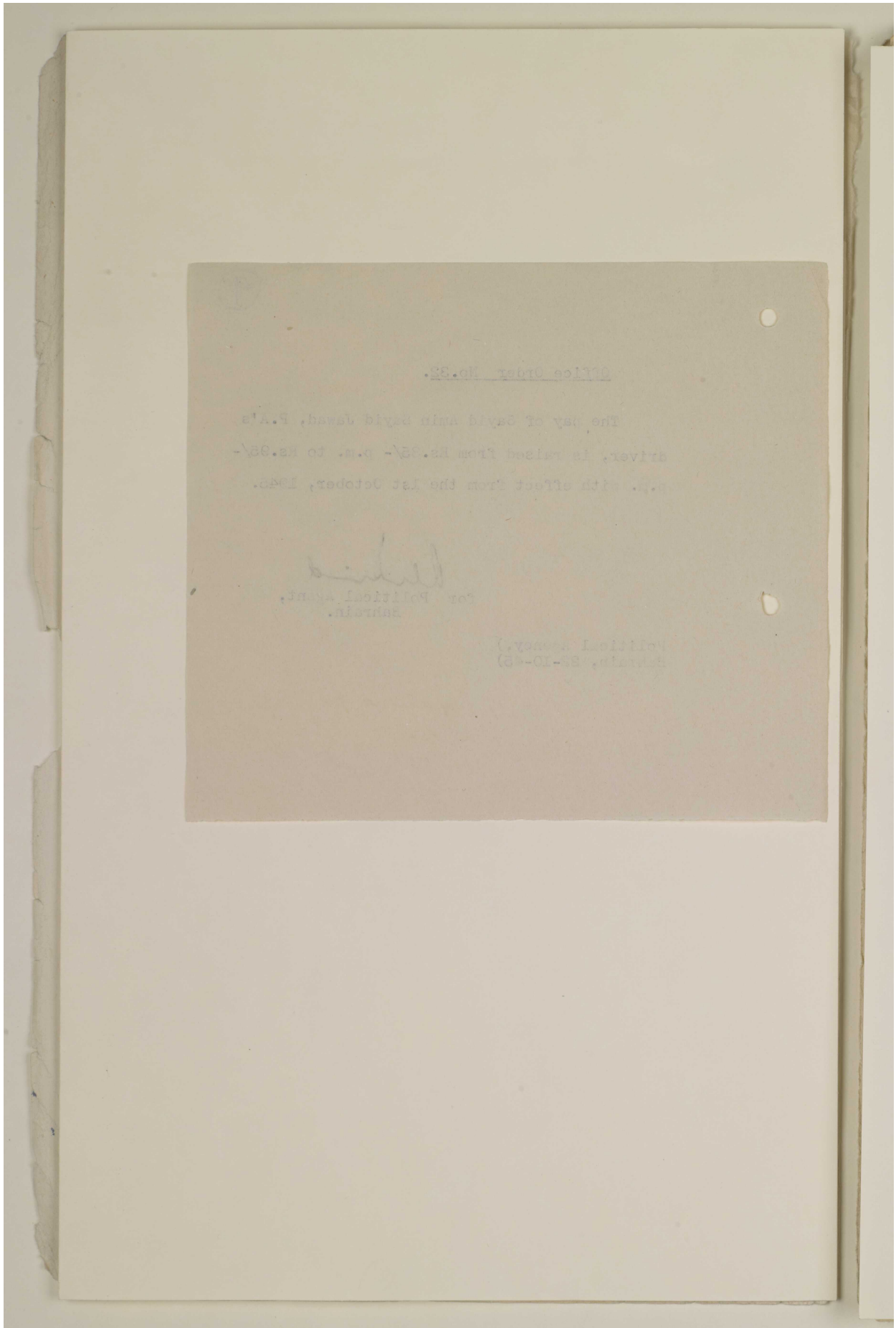
④

Office Order No.32.

The pay of Sayid Amin Sayid Jawad, P.A's driver, is raised from Rs.85/- p.m. to Rs.95/- p.m. with effect from the 1st October, 1945.

Al-Sayid
for Political Agent,
Bahrain.

Political Agency,
Bahrain, 22-10-45)



'File 1/5 Menial staff: Pay and Allowances' [5r] (11/178)

(5)
P. A.

I beg to inform you that during the month of September I submitted a petition in which I explained to you my financial position and requested an increase in my pay.

I therefore beg to draw your kind attention to my previous petition and request that you will kindly reconsider my wages.

I beg to remain,
Sir,
Your most obedient servant.

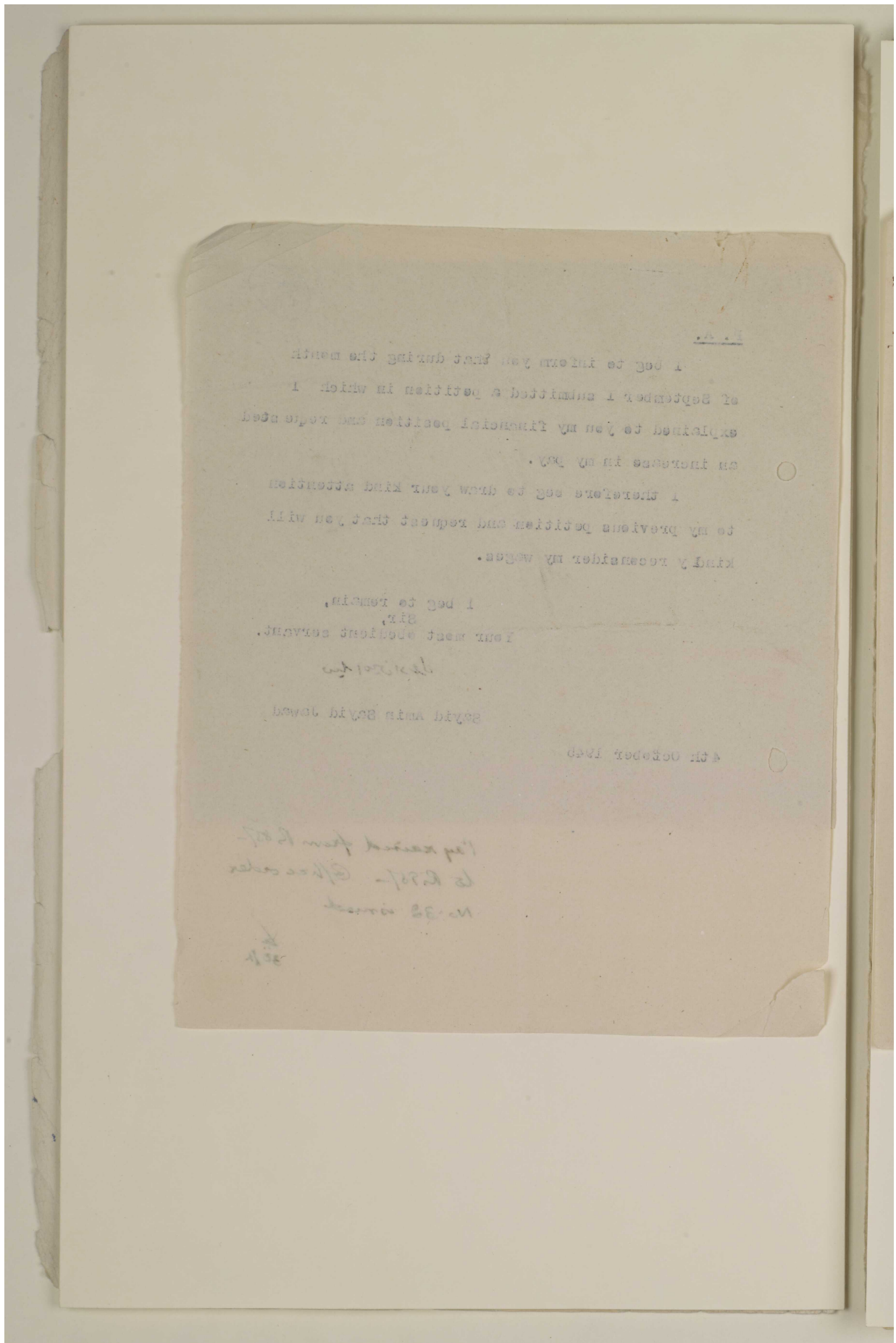
Sayid Amin Sayid Jawad

Sayid Amin Sayid Jawad

4th October 1945

*Pay raised from Rs 85/-
to Rs 98/- B/acc order
No 32 issued*

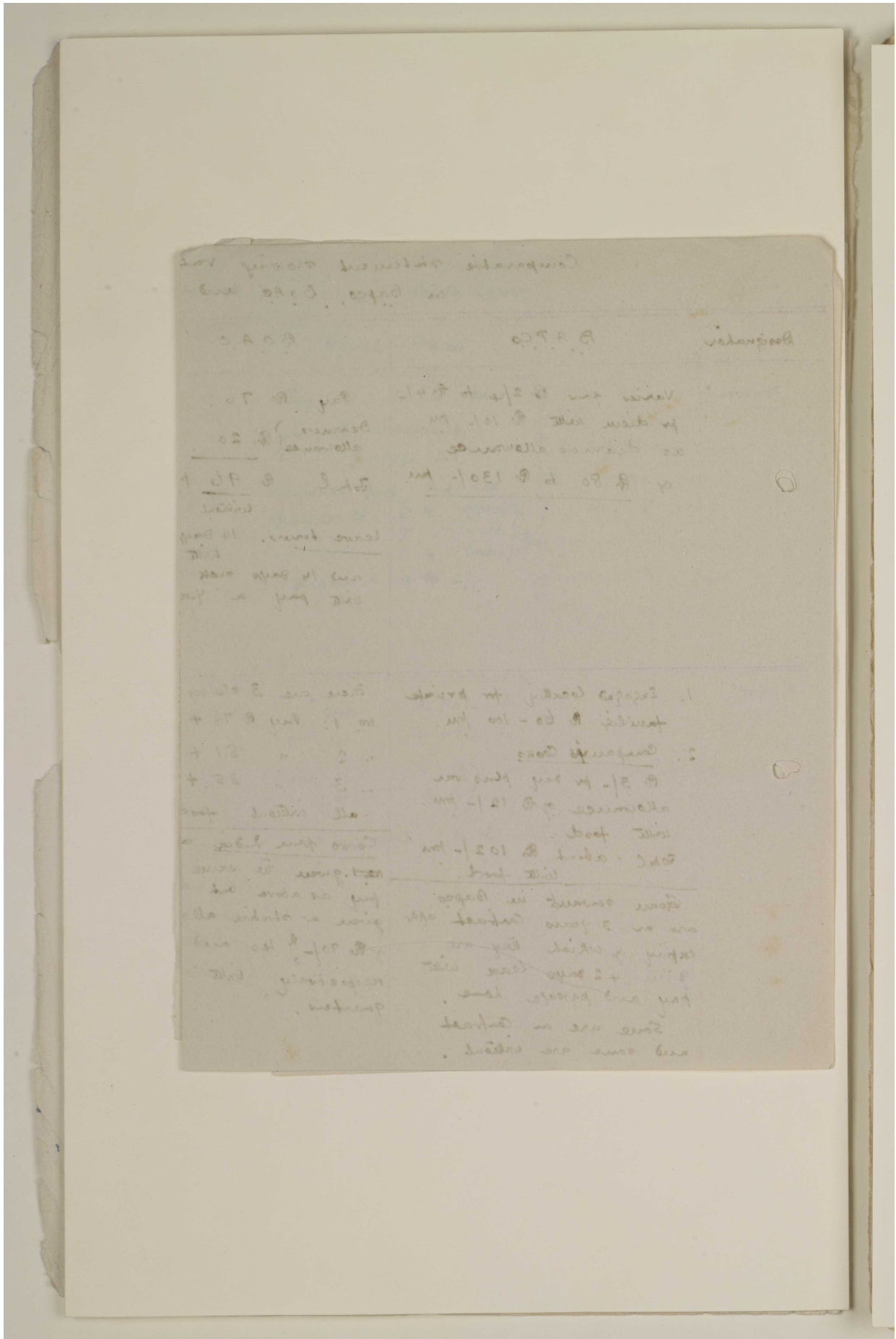
*S.
30/10*



'File 1/5 Menial staff: Pay and Allowances' [6r] (13/178)

Comparative statement showing rates of pay etc of drivers and cooks
in Bapco, B.O.A.C and Naval Base. Octbr 1945. (6)

Designation	B.A.P.C.O	B.O.A.C	Naval Base.
<u>Drivers</u>	Varies from Rs 2/4 to Rs 4/- pr diem with Rs 10/- pm. as dearness allowance or <u>Rs 80 to Rs 130/- pm.</u>	Pay Rs 76. Dearness } Rs 20 allowance } Total <u>Rs 96 pm.</u> without food. Leave terms. 14 days a year with pay. and 14 days sick leave with pay a year.	Pay Rs 96/4 pm. Annual increment Rs 10/- pm. Without food, but are allowed to 3 lbs flour } 5 " rice } pm 1 " dates } or payment of Rs 2/-.
<u>Cooks</u>	1. Engaged locally for private families Rs 60 - 100 pm. 2. <u>Company's Cooks</u> Rs 3/- pr day plus war allowance of Rs 12/- pm. with food. Total: about Rs 102/- pm. with food. Goan servants in Bapco are on 3 years contract after expiry of which they are given 42 days leave with pay and passage home. Some are on contract and some are without.	There are 3 classes of cooks. no. 1: Pay Rs 76 + D.A. Rs 20/- .. 2 " 51 + " 18 .. 3 " 35 + " 16. all without food. Cooks from India are not given the same rates of pay as above but these are given a station allowance of Rs 70/-, Rs 40 and Rs 40/- respectively, with free quarters.	1 st Cook Rs 90/- pm. 2 nd " Rs 47/8 " R.I.N. Cook Rs 80/- " Am't. Rs 61/4 all without food.



'File 1/5 Menial staff: Pay and Allowances' [7r] (15/178)

⑦
Signed
~~Handwritten~~

Syed Amin says that P.A.'s car cleaner Mohrin has been asked to work upstairs along with P.A.'s servants from today and one Abbas bin Abdulla has been appointed as cleaner. He will be paid the same wages Rs 30/- p.m from Agency Funds with effect from today.

For approval, pl

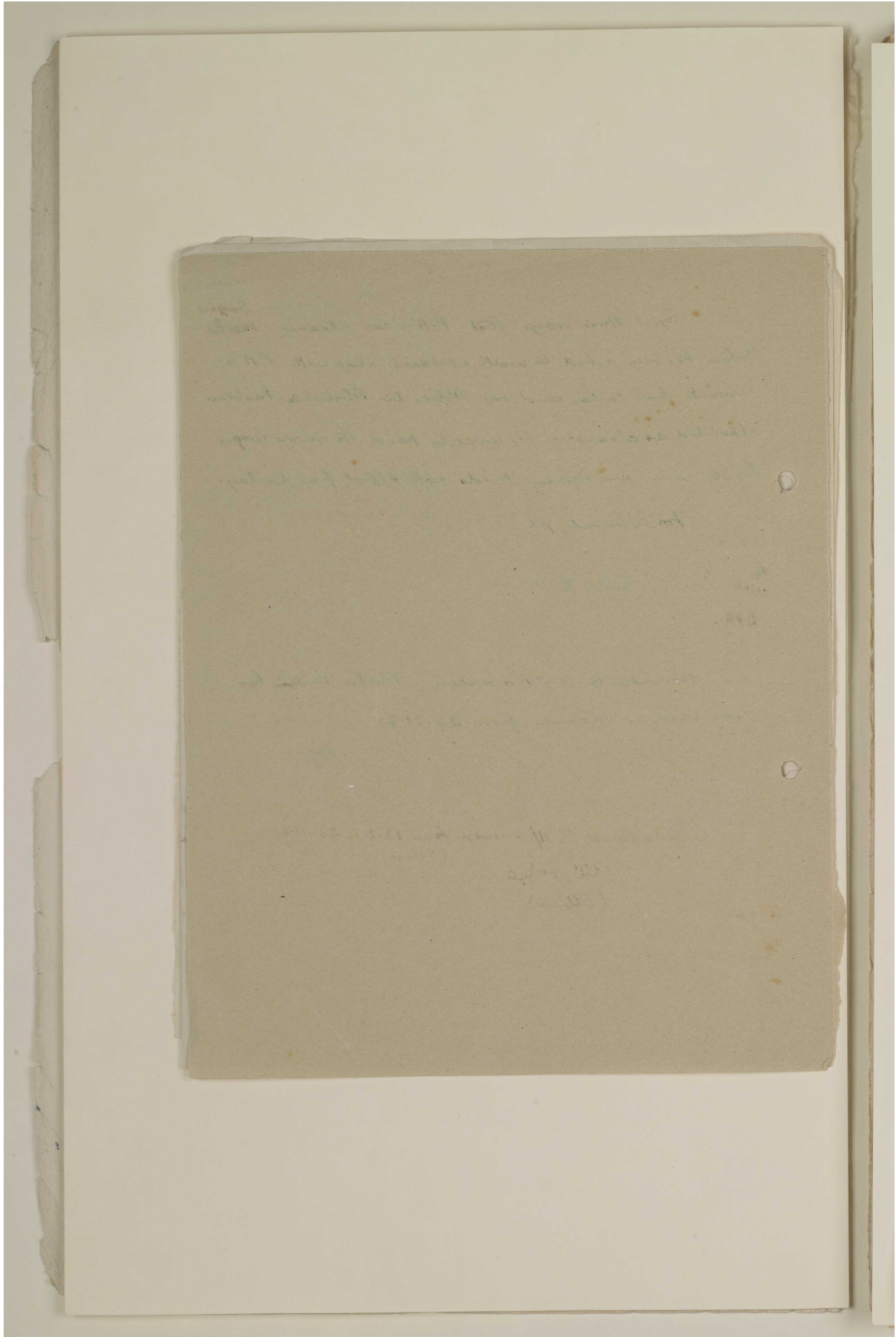
[Signature]
13/11/45
APA.

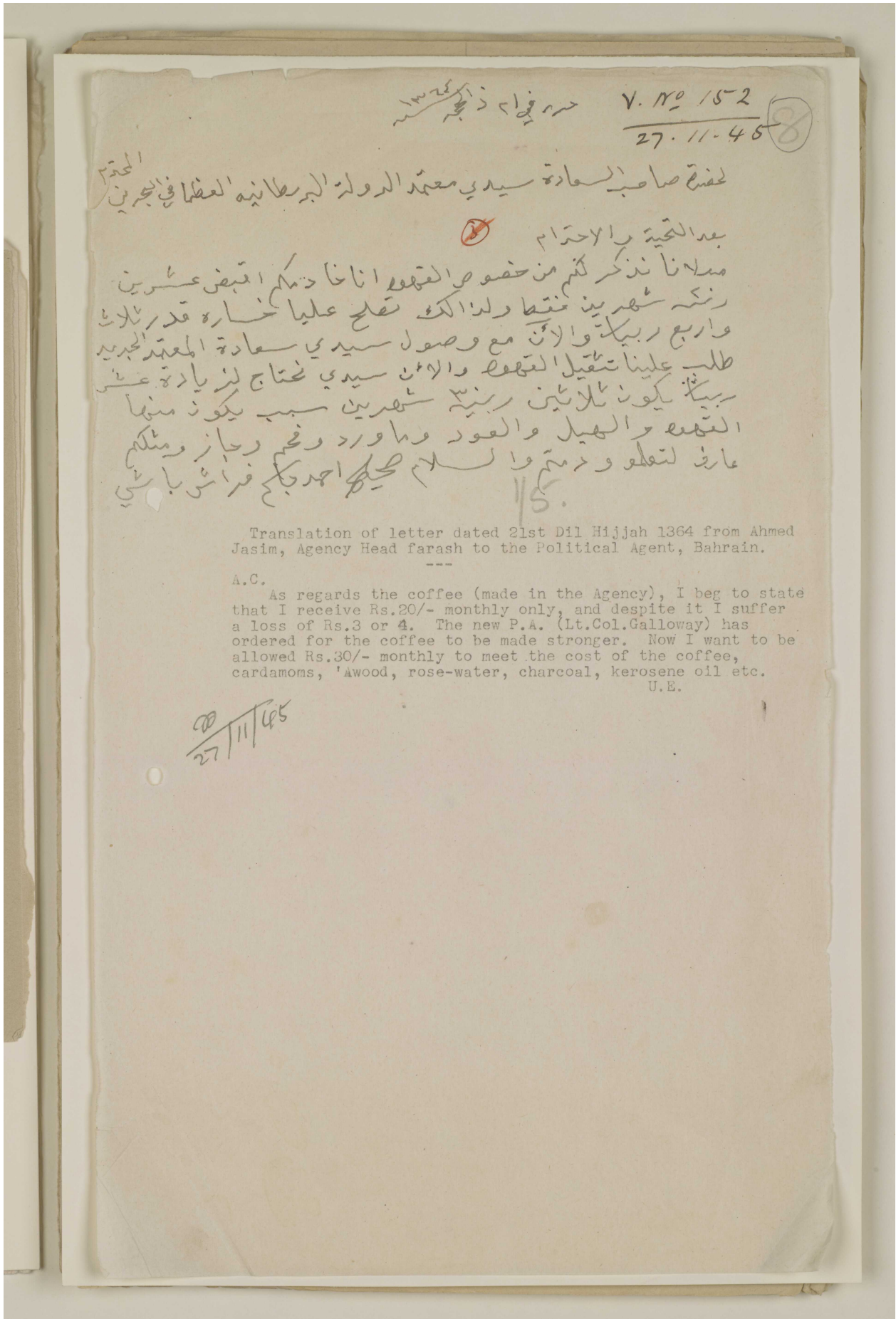
W/3111

According to A.P.A.'s order, Mohd Mohrin has come back as cleaner from 24.11.45

[Signature]
24/11

Received Rs 11/- wages from 13.11 to 23.11.45
(11 days).
عبد الله بن عبد الله
(Abbas)





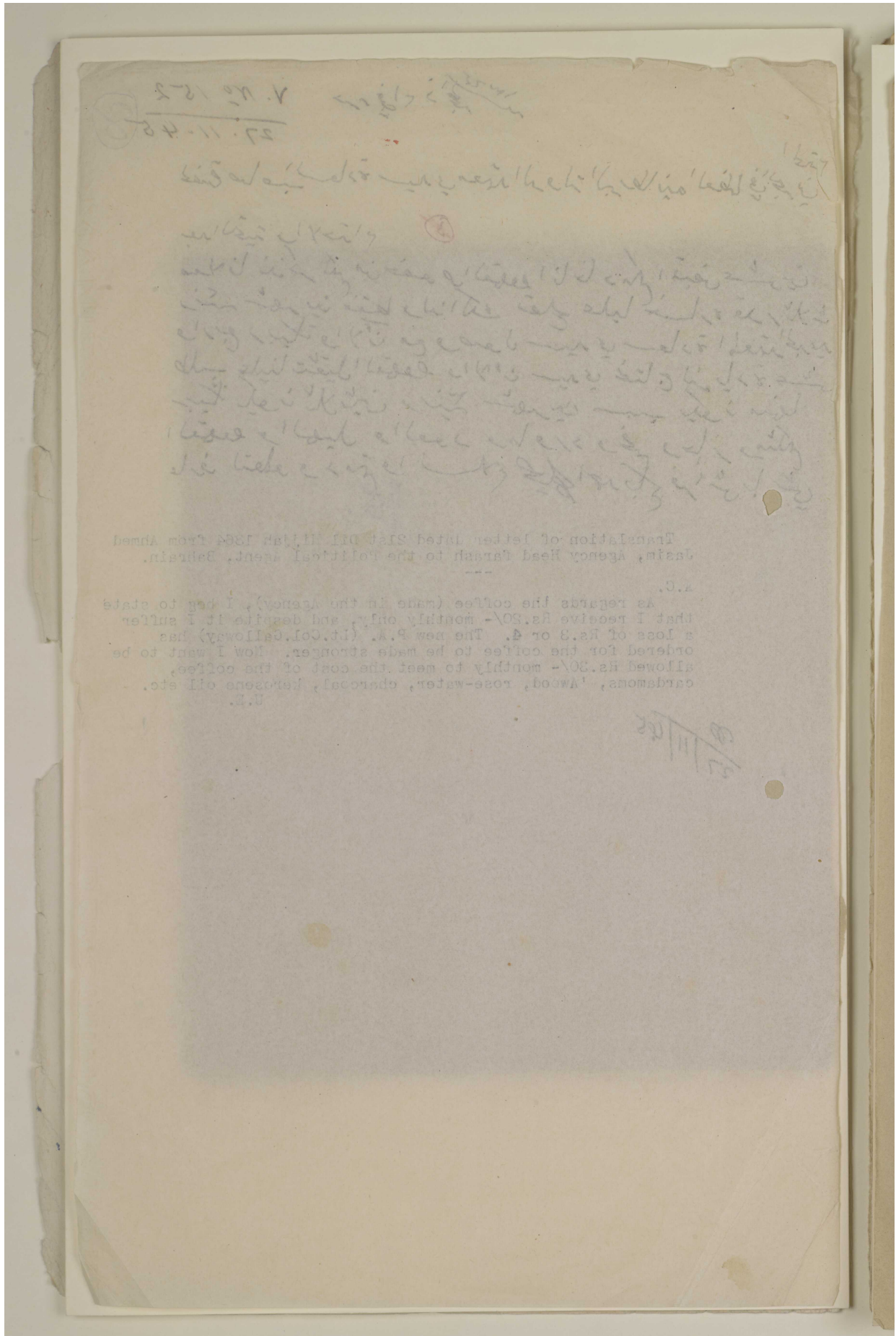
صحة فوات ذ الحجة سنة ١٣٦٤
٧. ١٥٠ ١٥٠٢
27. 11. 45

المحترم
حضرة صاحب السعادة سيدي معتمد الدولة البريطانية العظمى في البحرين
بعد التحية والاحترام
مبلىنا نذكر لكم من خصوص القهوة اننا خا دنكم اقتبس عشرين
رنته شهرين فقط ولذا لك تعلق علينا خسارة قدر ثلاث
واربع ربيكة والآن مع وصول سيدي سعادة المعتمد الجديد
طلب علينا تقيل القهوة والامن سيدي نحتاج لزيادة عشر
ربيكة يكون ثلاثين ربيكة شهرين سبب يكون منها
القهوة والهيل والعود وما ورد ونخم ربحا ومثلكم
عارف لتعلق ودمتم والسلام
محمد احمد بايخ فراش باشي
١٥.

Translation of letter dated 21st Dil Hijjah 1364 from Ahmed Jasim, Agency Head farash to the Political Agent, Bahrain.

A.C.
As regards the coffee (made in the Agency), I beg to state that I receive Rs.20/- monthly only, and despite it I suffer a loss of Rs.3 or 4. The new P.A. (Lt.Col.Galloway) has ordered for the coffee to be made stronger. Now I want to be allowed Rs.30/- monthly to meet the cost of the coffee, cardamoms, 'awood, rose-water, charcoal, kerosene oil etc.
U.E.

٢٧/١١/٤٥



1

Menial establishment file is in circulation in connection with the proposal for revision of pay of farrashes

(9)

2

APA

What is his pay or allowances

Sum b.

15/12

3

Ahmed, farrash Bashi, is drawing following pay and allowances :-

Pay -	Rs	41-0-0
Head farrash allow (from 9-9-45)	Rs	5-0-0
Dearness allow.	Rs	21-0-0
Total	Rs	67-0-0

plus he draws Rs 20/- p.m as coffee allow. at present.

4

A.P.A.

Do you mean Hamad the coffee man?

15/12

Unit
4-12-45.

5

The above pay and allows are of Head Farrash Ahmad Khan. Hamad, coffee man is paid separately from Bushire Residency acct.

APA

Unit
10-12-45

Will Dept please explain?

I did not know Ahmad drew a
Coffee allowance and also Hamad

hs
10/12

Bushire Coffeeman Hamad does not
get any Coffee allowance. He gets (from
Residency etc) only Rs 56/- pm (pay Rs 35
and D.A. Rs 21).

hs
11/12

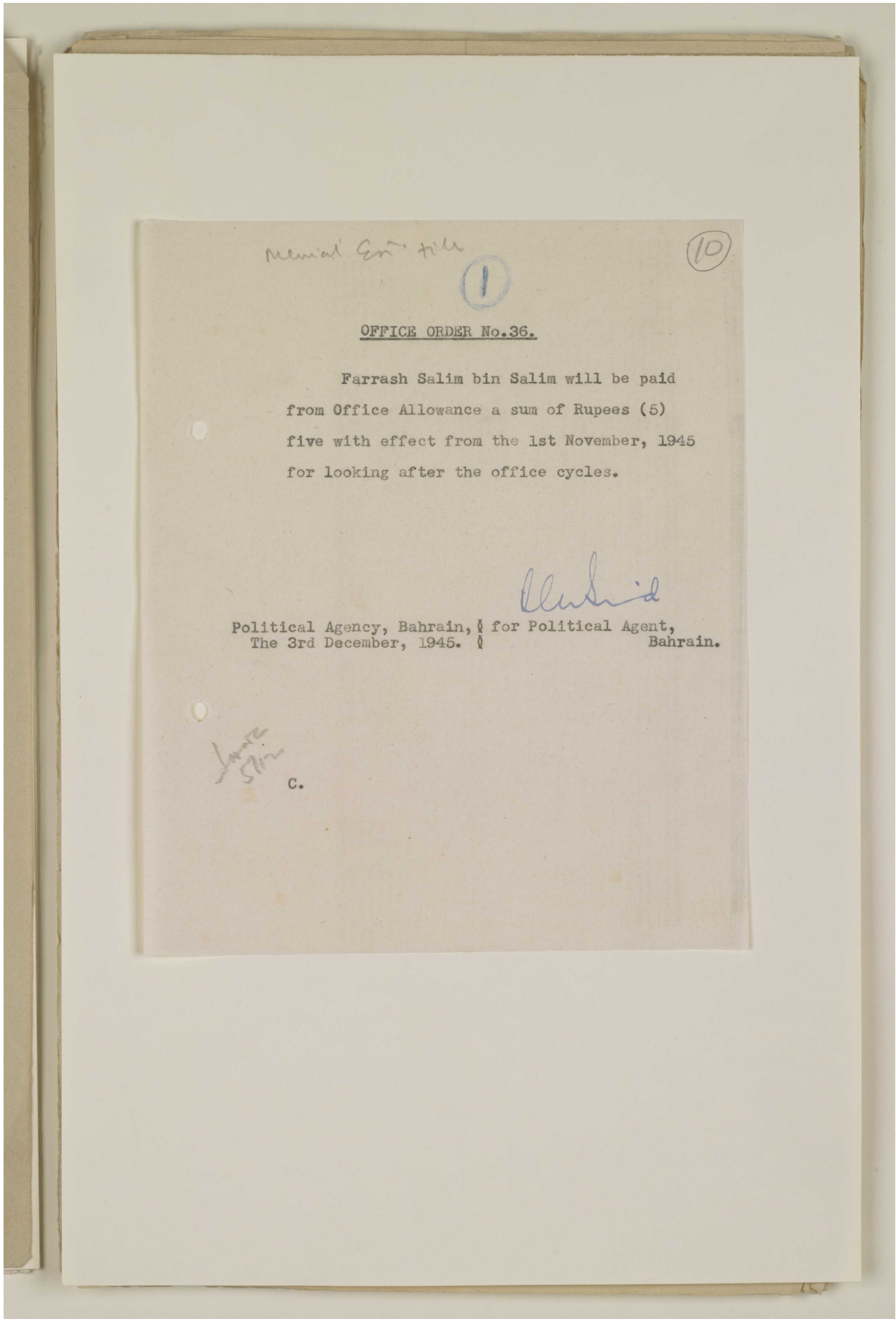
ATA

There are no merchants' meetings
and in my opinion he makes less
Coffee now than he used to before.
I don't think there is any call for
increasing his allowance

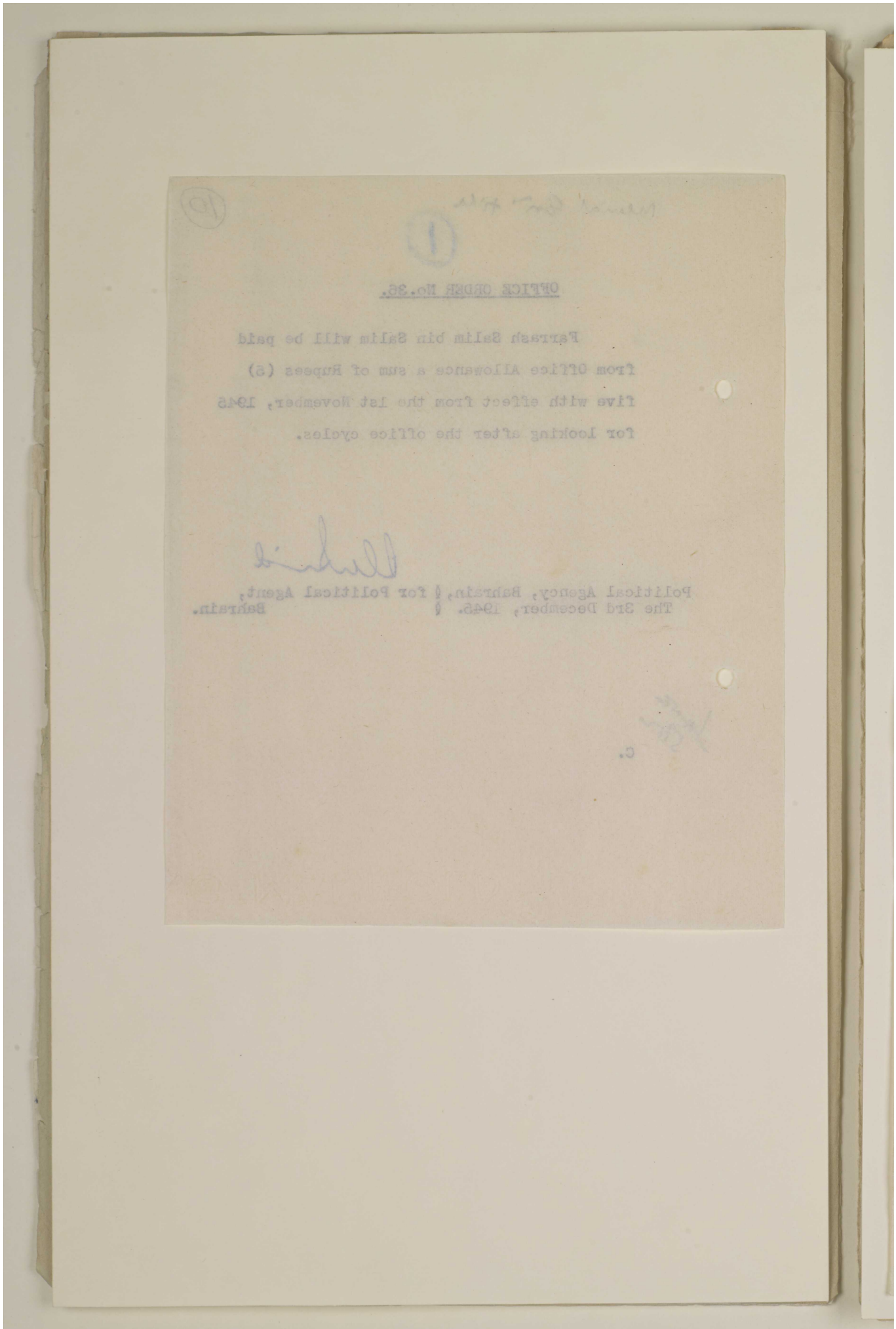
hs
12/12

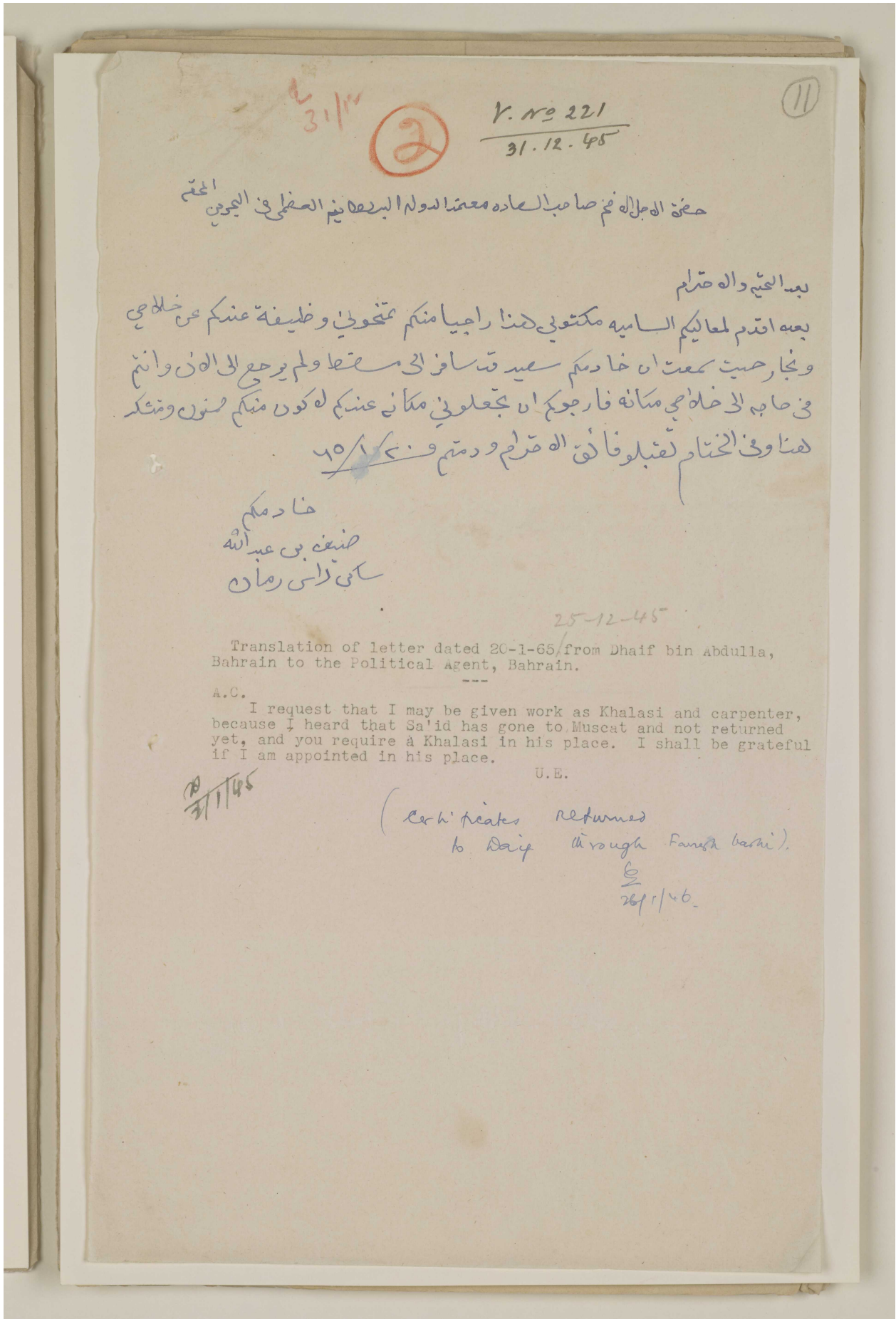
Bashi informed.
hs
14/12

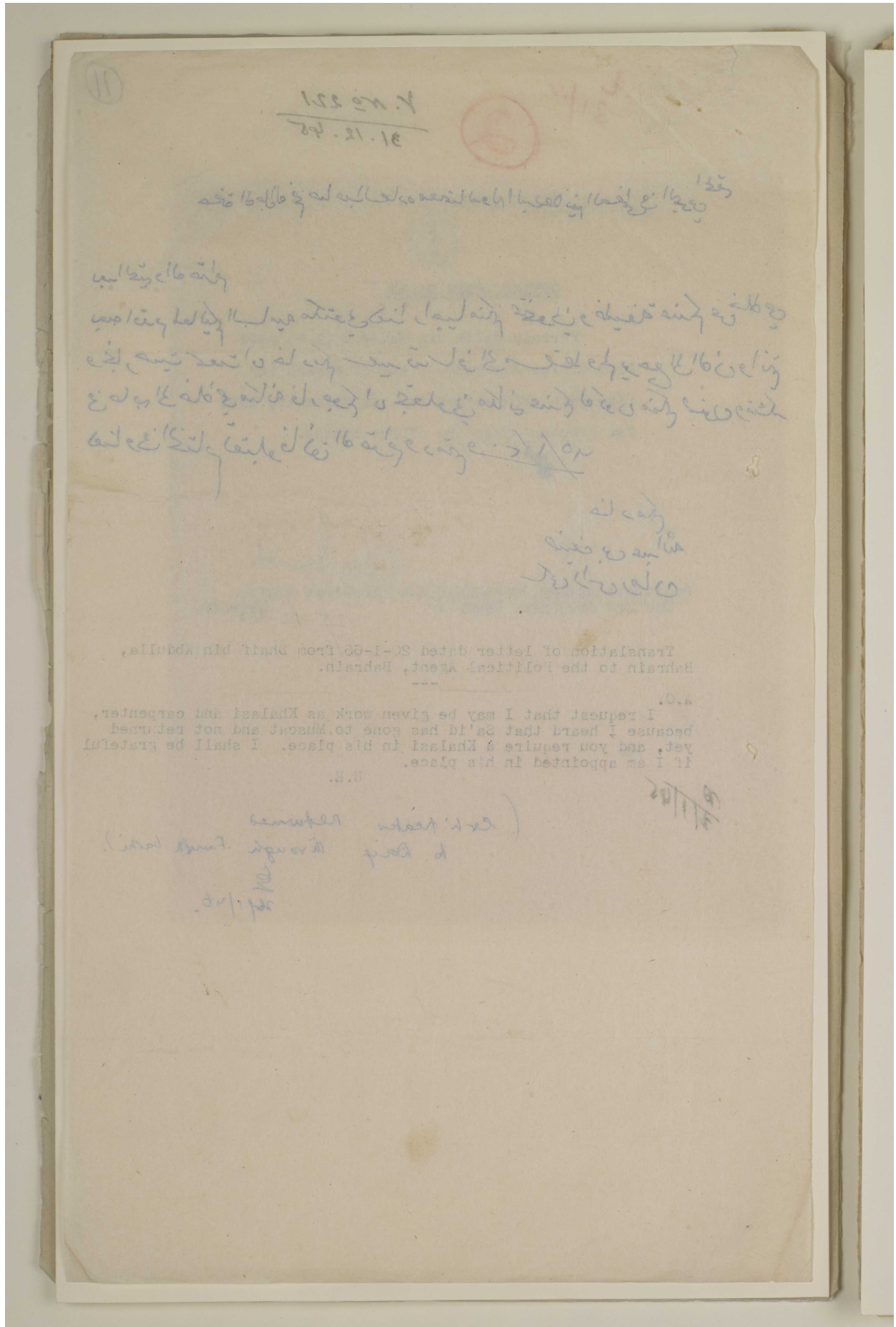
'File 1/5 Menial staff: Pay and Allowances' [10r] (21/178)



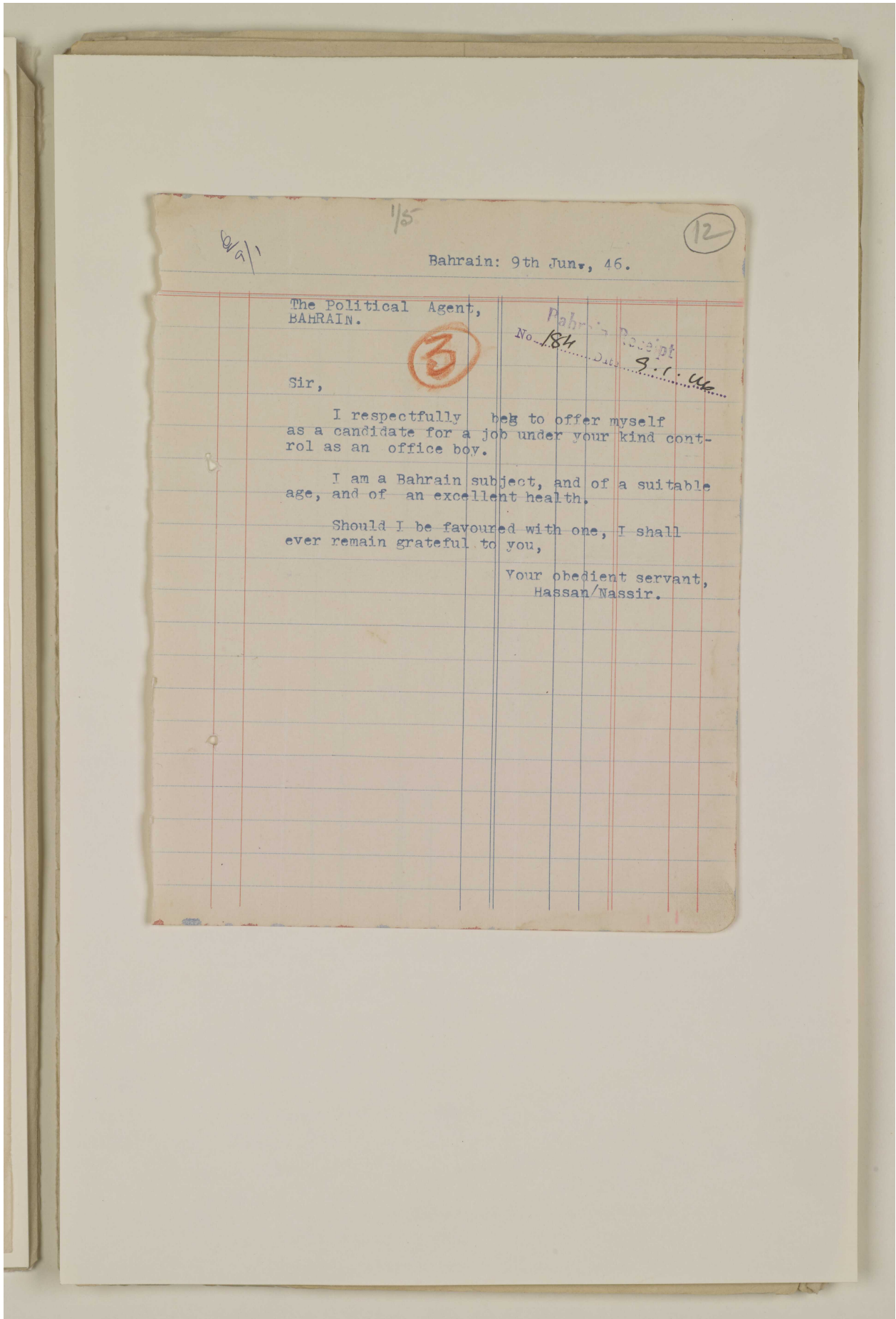
'File 1/5 Menial staff: Pay and Allowances' [10v] (22/178)



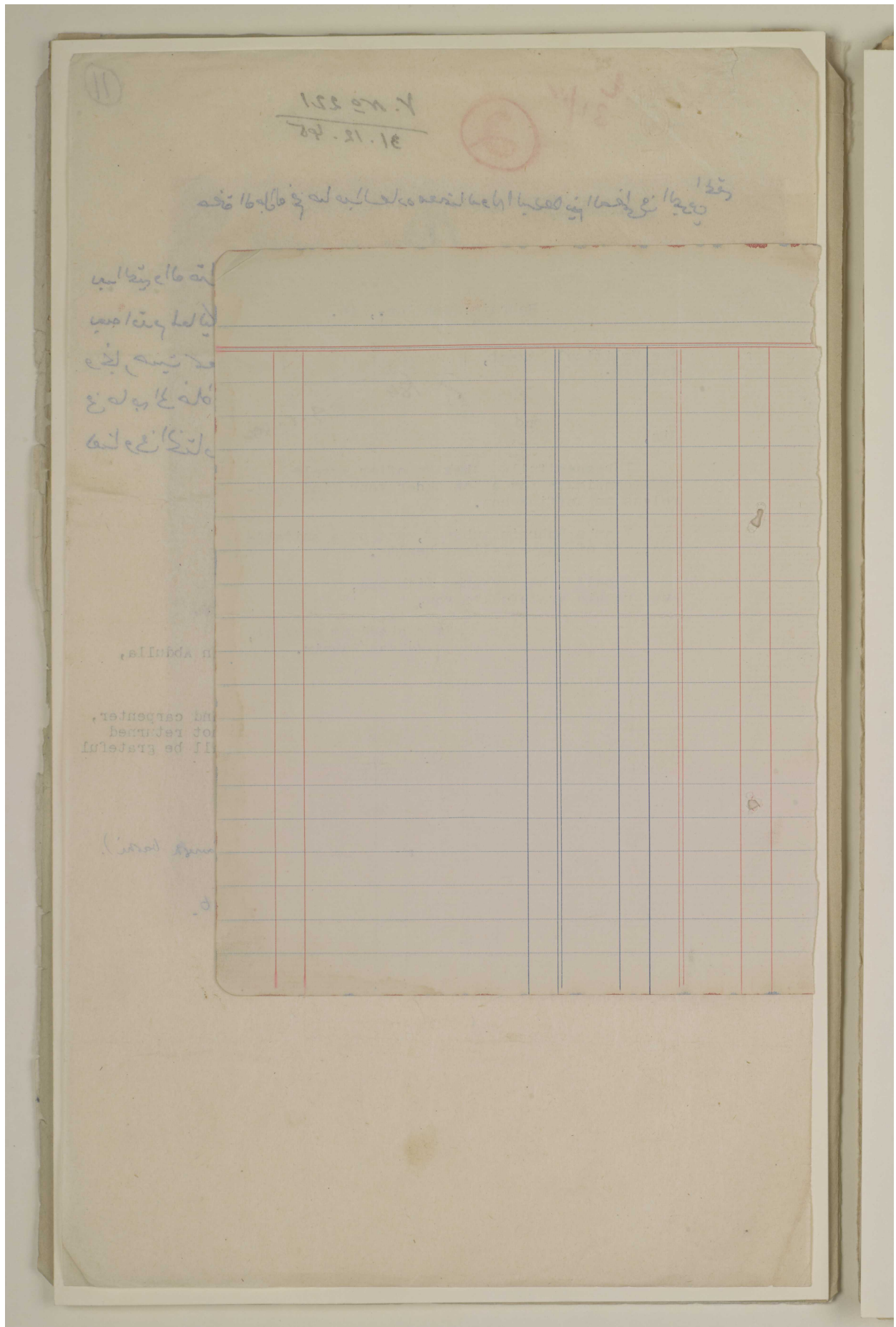




'File 1/5 Menial staff: Pay and Allowances' [12r] (25/178)



'File 1/5 Menial staff: Pay and Allowances' [12v] (26/178)



'File 1/5 Menial staff: Pay and Allowances' [13r] (27/178)

(4) (13)
A.P.A.

We beg to inform you that our salaries are very little when compared with the dearness in living expenses and our daily needs.

We shall be very much grateful if you will kindly re-consider our wages and grant us an increase in our pay, for which we shall remain thankful.

We beg to remain,
Sir,

Your most obedient servants.

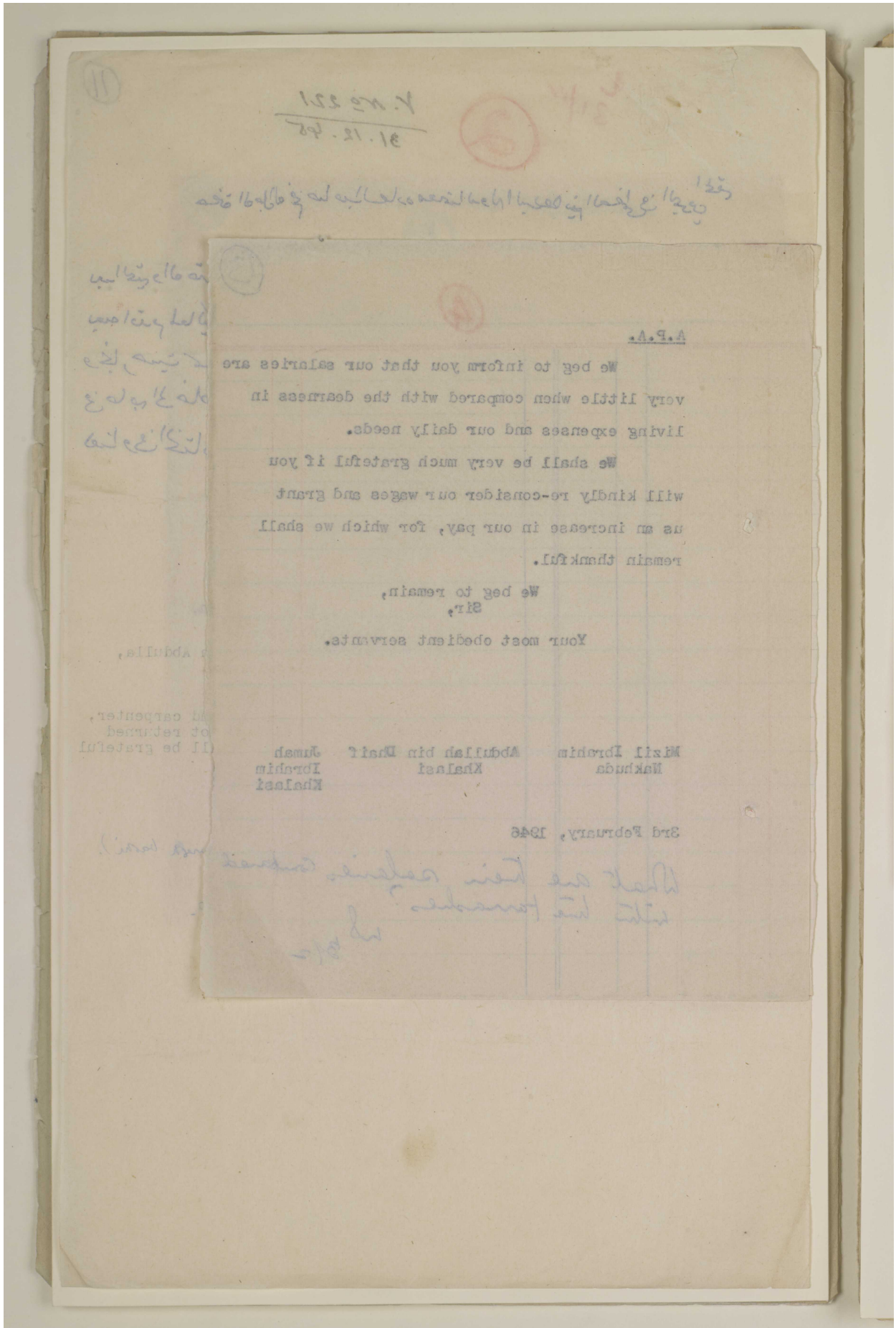
Mizil Ibrahim
Nakhuda

Abdullah bin Dhaif
Khalasi

Jumah
Ibrahim
Khalasi

3rd February, 1946

What are their salaries compared
with the tarashes?
wd 3/2



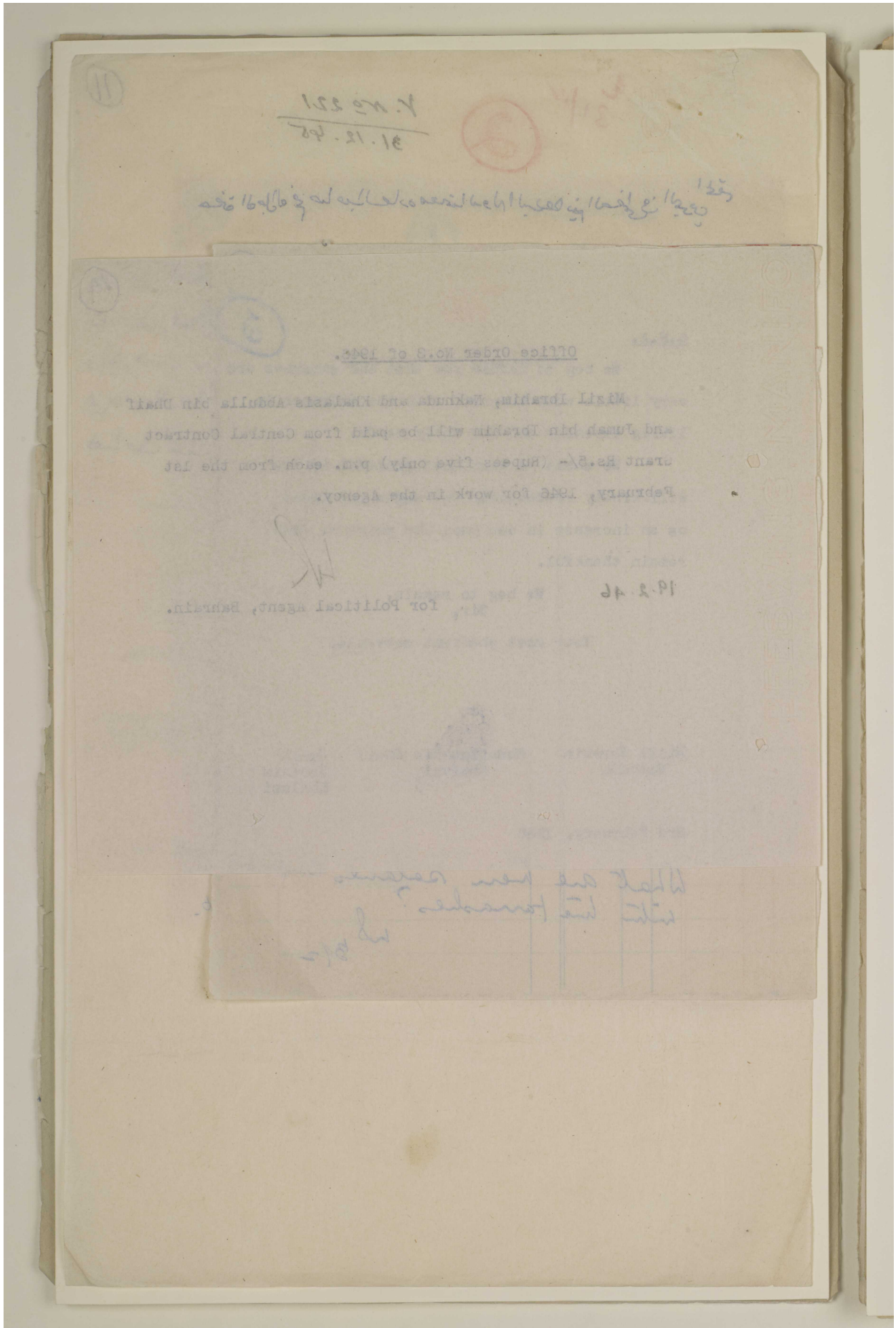
'File 1/5 Menial staff: Pay and Allowances' [14r] (29/178)

Office Order No.3 of 1946.

Mizil Ibrahim, Nakhuda and Khalasis Abdulla bin Dhaif
and Jumah bin Ibrahim will be paid from Central Contract
Grant Rs.5/- (Rupees five only) p.m. each from the 1st
February, 1946 for work in the Agency.

19.2.46

HR
for Political Agent, Bahrain.



(6) (15)
P.A.

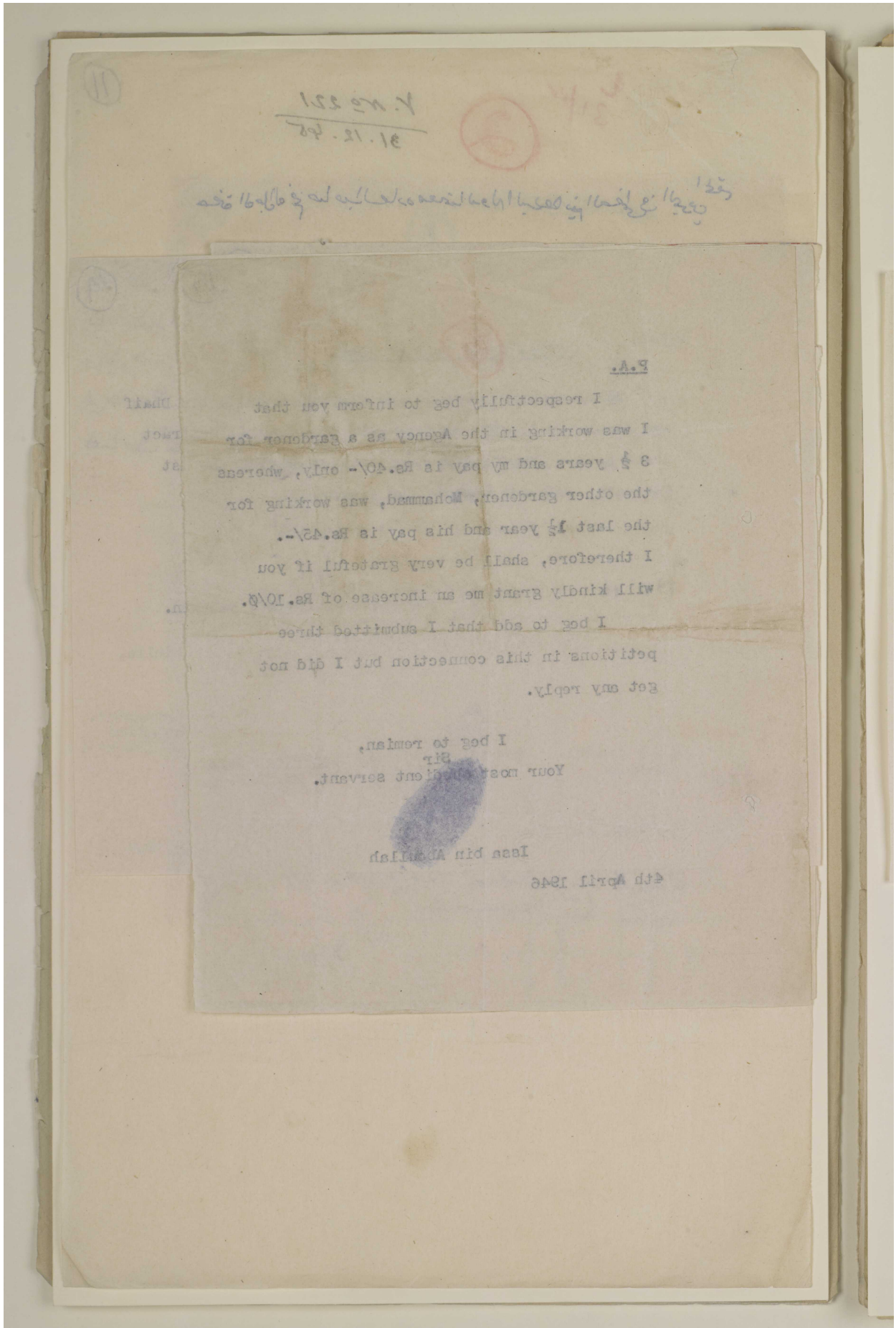
I respectfully beg to inform you that I was working in the Agency as a gardener for 3 $\frac{1}{2}$ years and my pay is Rs.40/- only, whereas the other gardener, Mohammad, was working for the last 1 $\frac{1}{2}$ year and his pay is Rs.45/-. I therefore, shall be very grateful if you will kindly grant me an increase of Rs.10/0.

I beg to add that I submitted three petitions in this connection but I did not get any reply.

I beg to remain,
Sir
Your most obedient servant.

Issa bin Abdullah

4th April 1946



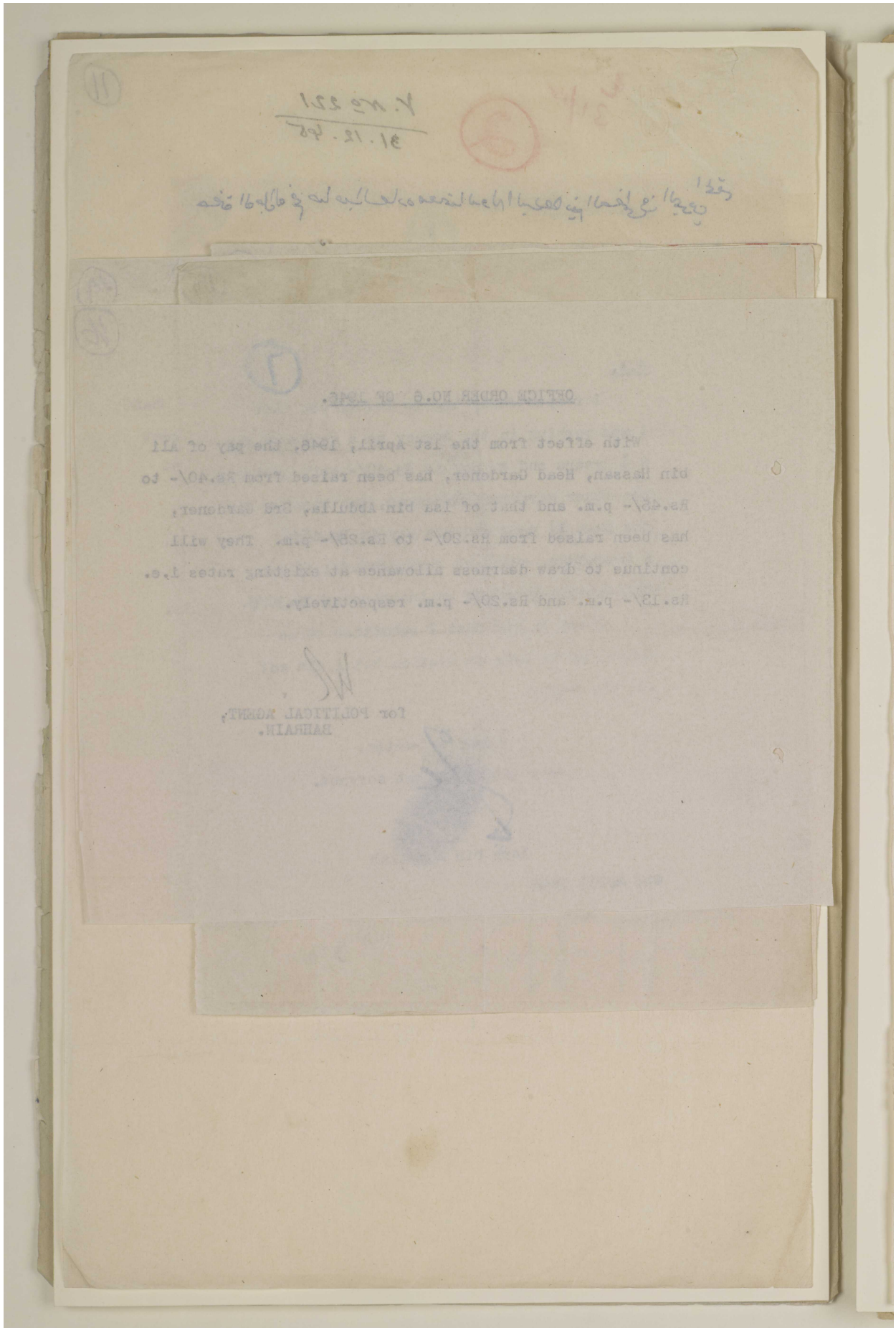
'File 1/5 Menial staff: Pay and Allowances' [16r] (33/178)

OFFICE ORDER NO.6 OF 1946.

With effect from the 1st April, 1946, the pay of Ali bin Hassan, Head Gardener, has been raised from Rs.40/- to Rs.45/- p.m. and that of Isa bin Abdulla, 3rd Gardener, has been raised from Rs.20/- to Rs.25/- p.m. They will continue to draw dearness allowance at existing rates i.e. Rs.13/- p.m. and Rs.20/- p.m. respectively.

W.
for POLITICAL AGENT,
BAHRAIN.

'File 1/5 Menial staff: Pay and Allowances' [16v] (34/178)



'File 1/5 Menial staff: Pay and Allowances' [17r] (35/178)

8
Bahrain,
6th June 1946.

To
The Political Agent,
Bahrain.

Sir,

With due respect I beg to lay the following few lines for your kind and sympathetic consideration.

2. I am the oldest farash in this Agency having served honestly and loyally for the last 20 years. During this long period I never gave chance of complaint to any of my officers and superiors. At present I am drawing Rs. 48/6/- p.m., Rs. 31 as pay and Rs. 17/6/- as dearness allowance. From 1st September 1927 I was drawing Rs. 35 as pay. In 1940 the Assistant Political Agent was displeased with me and reduced me to the time scale of other farashes, i.e., in the scale of Rs. 20-1-30. Compared with my present pay the newly engaged farashes are getting Rs. 40 p.m. (pay Rs. 20 plus dearness allowance Rs. 20). I beg to submit that I am an Indian serving in a foreign country, am 51 years old and rendered 20 years service therefore I deserve some consideration.

3. For the last ⁵~~10~~ years I have been drawing pay in the scale of Rs. 20-1-30 therefore I request that my case may now kindly be reconsidered. This act of kindness will enable me to pass the remaining days of my life peacefully and I shall ever be praying for your long life and prosperity.

I beg to remain,

Sir,

Your most obedient servant,

Bahrain Receipt
No. 4009 Date 6.6.46

Flow S

Sd. Mohamed Qayyum.

Agency Farash.

'File 1/5 Menial staff: Pay and Allowances' [17v] (36/178)

Bahrain,
6th June 1946.

To
The Political Agent,
Bahrain.

Sir,

With due respect I beg to lay the following few lines for your kind and sympathetic consideration.

I am the oldest farash in this Agency having served honestly and loyally for the last 20 years. During this long period I never gave chance of complaint to any of my officers and superiors. At present I am drawing Rs. 48/- p.m., Rs. 31 as pay and Rs. 17/- as dearness allowance. From 1st September 1937 I was drawing Rs. 35 as pay. In 1940 the Assistant Political Agent was displeased with me and reduced me to the time scale of other farashes, i.e., in the scale of Rs. 20-1-30. Compared with my present pay the newly engaged farashes are getting Rs. 40 p.m. (pay Rs. 20 plus dearness allowance Rs. 20). I beg to submit that I am an Indian serving in a foreign country, am 51 years old and rendered 20 years service therefore I deserve some consideration.

For the last 10 years I have been drawing pay in the scale of Rs. 20-1-30 therefore I request that my case may now kindly be reconsidered. This act of kindness will enable me to pass the remaining days of my life peacefully and I shall ever be praying for your long life and prosperity.

I beg to remain,
Sir,
Your most obedient servant,

Sd. Mohamed Qayyum.
Agency Farash.

Bahrain Receipt
No. Date

Z

'File 1/5 Menial staff: Pay and Allowances' [18r] (37/178)

1/5-A.

(18)

Bahrain, 28th October 1946.

To,
The Political Agent,
Bahrain.

(9)

Dear Sir,

I have joined the duty of crew to the big Launch since three months, and have been promised to get increase of pay as I am working in the Launch day and night.

So I request your honour to grant me with an increase which will be comfort to me and my family at Muscat.

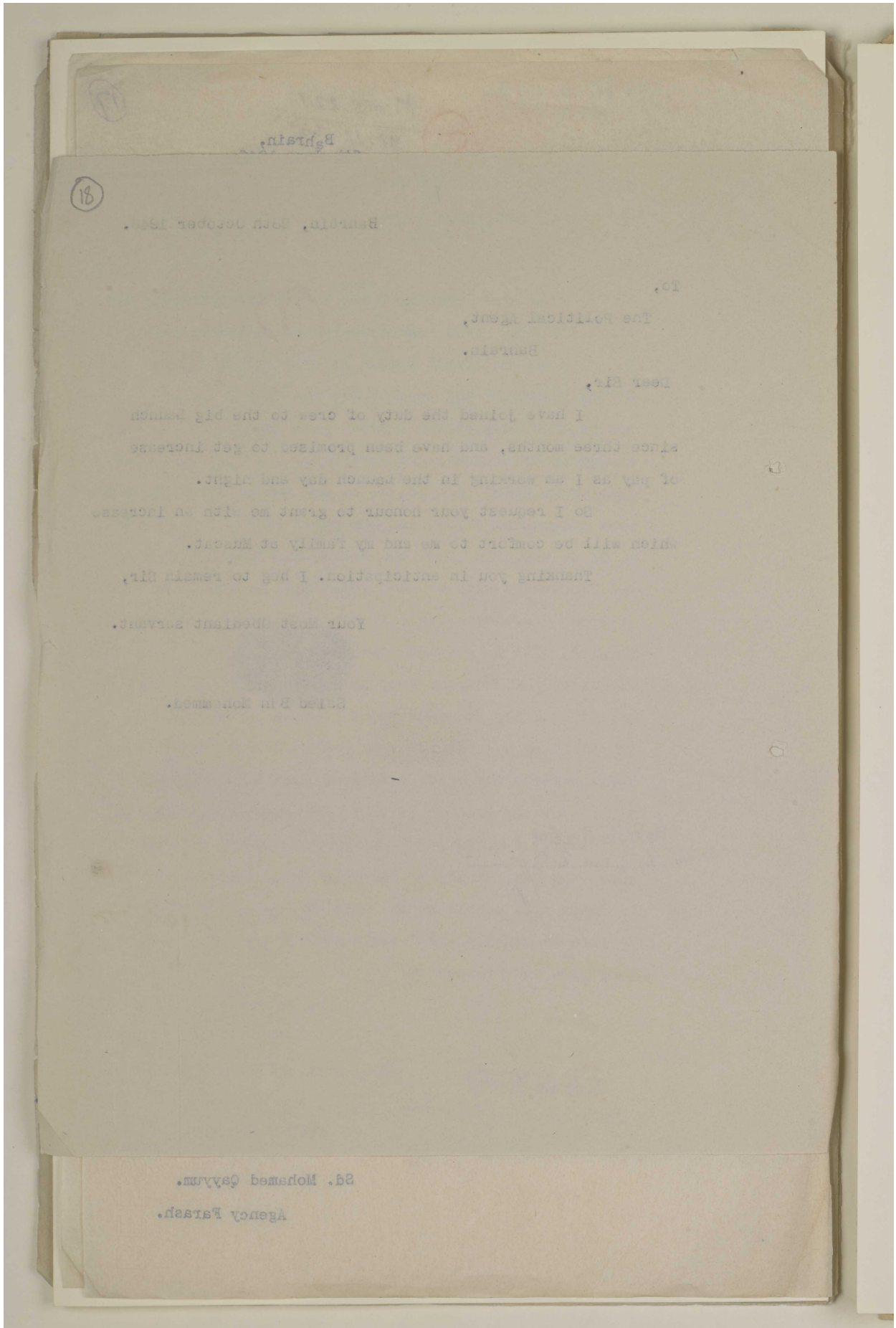
Thanking you in anticipation. I beg to remain Sir,

Your Most Obediant servant.

Saied Bin Mohammed.

Bahrain Receipt
No. 6967 Date 29/10/46

'File 1/5 Menial staff: Pay and Allowances' [18v] (38/178)



'File 1/5 Menial staff: Pay and Allowances' [19r] (39/178)

To 19-2-47 (19)
M.B.M's. Political Agent, Bahrain. (10)

Sir,

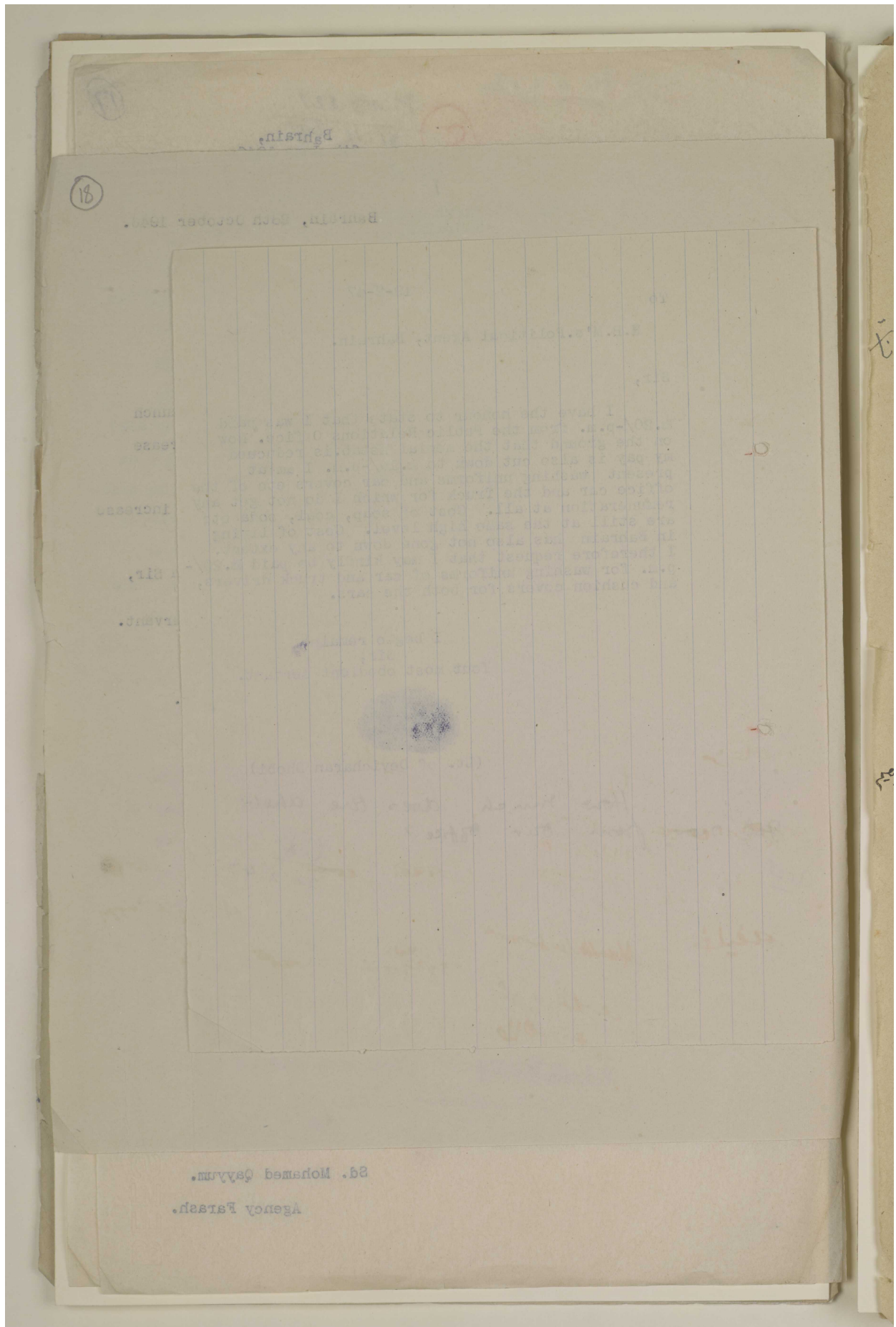
I have the honour to state that I was paid Rs.20/-p.m. from the Public Relations Office. Now on the ground that the menial Estab. is reduced my pay is also cut down to Rs.10/-p.m. I am at present washing uniforms and car covers etc of the office car and the Truck for which I do not get any remuneration at all. Cost of soap, coal, soda etc are still at the same high level. Cost of living in Bahrain has also not gone down to any extent. I therefore request that I may kindly be paid Rs.20/-p.m. for washing uniforms of car and truck drivers, and cushion covers for both the cars.

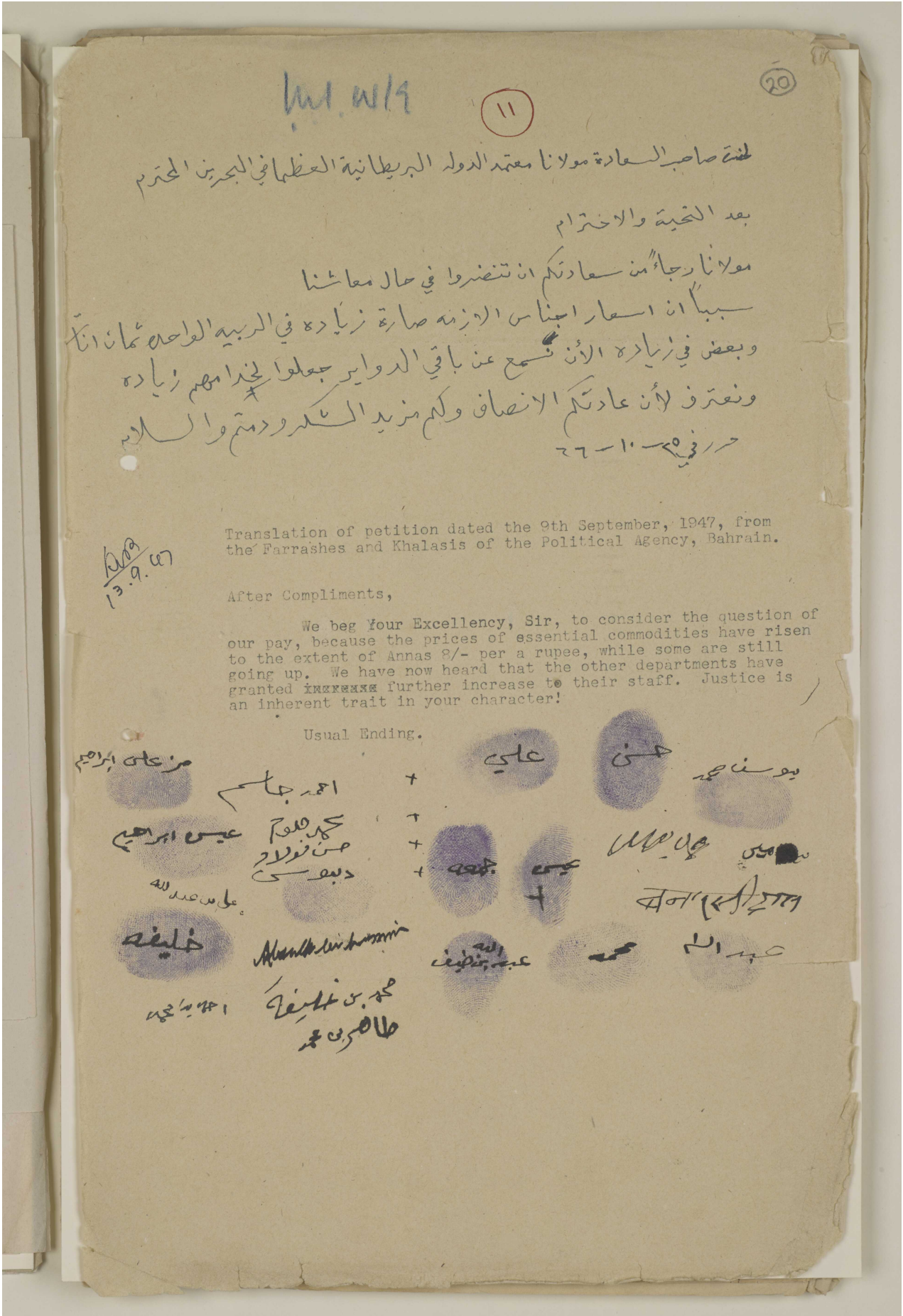
I beg to remain,
Sir,
Your most obedient servant.

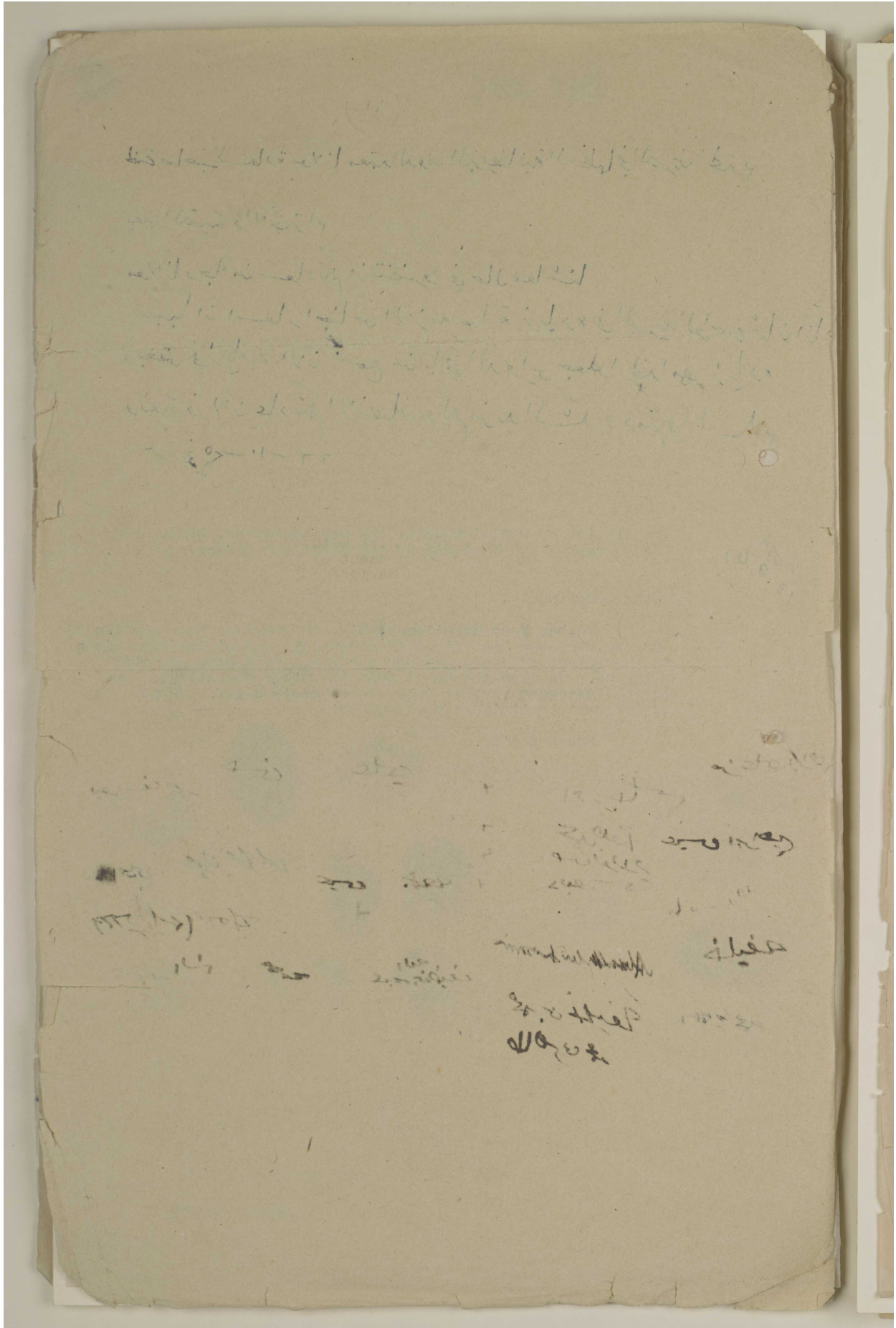
(Lt. of Devicharan Dhobi)

How much does the dhoobi
get now from our office?
RKR
20.2.47
Acct

'File 1/5 Menial staff: Pay and Allowances' [19v] (40/178)







'File 1/5 Menial staff: Pay and Allowances' [21r] (43/178)

POLITICAL AGENCY,
BAHRAIN.

(21)

No.3329-1/5

The 20th October, 1947.

To

The Secretary to the Hon'ble the Political
Resident in the Persian Gulf,
Bahrain.

Memorandum

Reference correspondence resting with Residency
Printed Letter No.1475-64/283, dated the 31st March, 1945.

2. As reported separately the Bahrain Petroleum Company and the Bahrain Government have recently increased the wages paid to their Arab labourers. It will also be observed from the enclosed statement that there have been considerable increases in the prices of many essential foodstuffs since March 1945, when the last increase in the emoluments of the menial establishment was made, while there have been only slight decreases in the cost of a few.

3. I have discussed the case with those concerned, and I am satisfied that, for the present at any rate, an increase in their pay at a flat rate of Rs.10/- per month will satisfy them. This is modest indeed compared to the Re.1/- a day granted by the Bahrain Petroleum Company, and I recommend that this increase be sanctioned with effect from the 1st September, 1947.

4. The additional expenditure involved will amount to approximately Rs.300/- per month to be met from the Office Allowance and the Launch Grant of this Agency; and it is requested that early sanction be accorded to disuade the menial staff from leaving in search of more profitable employment.

5. If this increase is made, the revised emoluments of the menials will be as follows:-

Farrashes.

1. Ahmed bin Jassim, - Farrash Bashi	Rs 79/-
2. Mohamed Qayum Farash	58/6
3. Isa bin Ibrahim	" 59/6
4. Tahir bin Mohamed	" 58/-
5. Hasan Folad	" 56/-
6. Mohamed bin Khalifa	" 55/6
7. Abdulla bin Hasan	" 56/-
8. Hamad bin Jassim	" 53/-
9. Khalifa bin Thani	" 52/-
10. Daboos bin Ismail	" 50/-
11. Ahmed Mohamed	" 50/-
12. Mohamed bin Yusuf	" 50/-

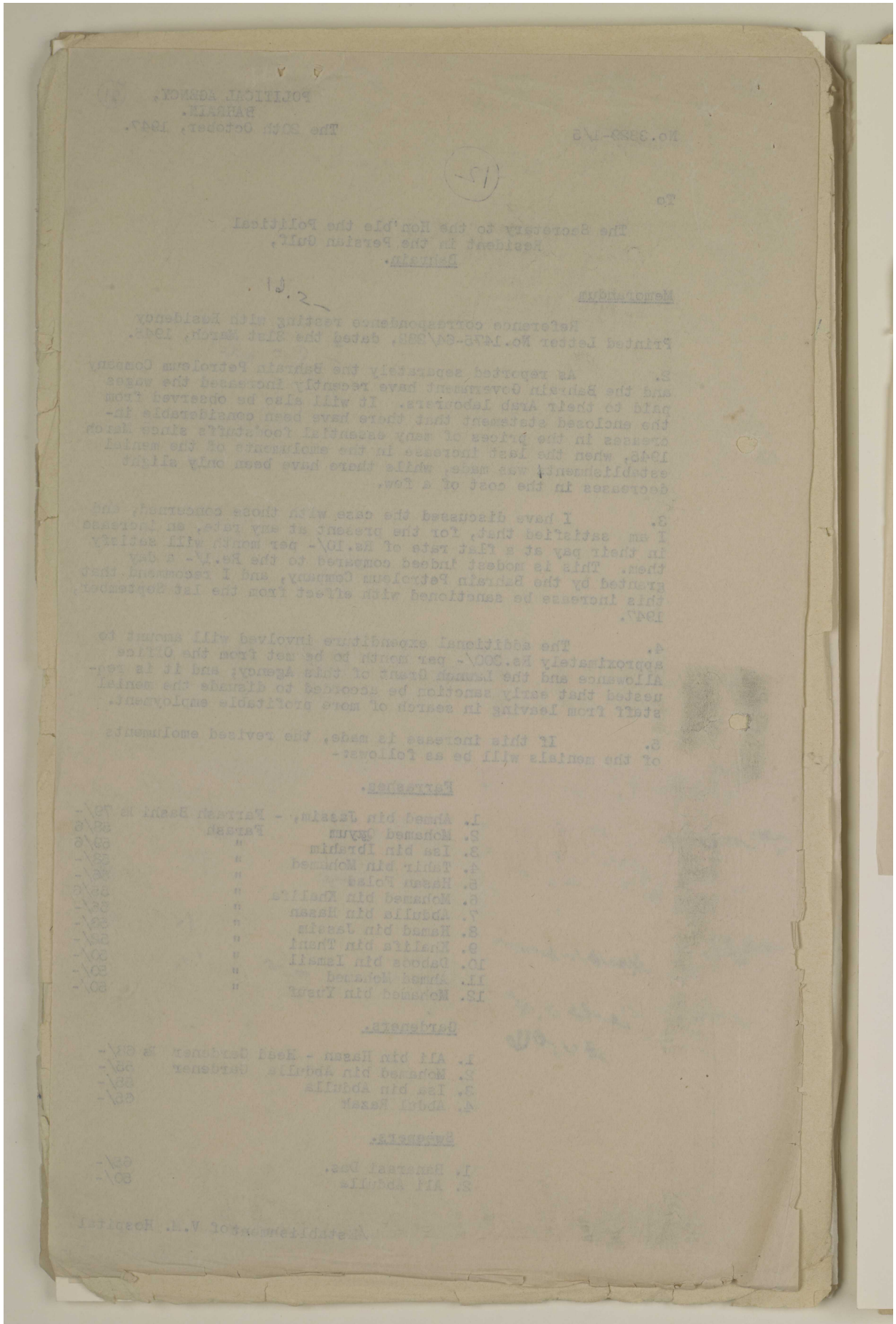
Gardeners.

1. Ali bin Hasan - Head Gardener	Rs 68/-
2. Mohamed bin Abdulla Gardener	55/-
3. Isa bin Abdulla	55/-
4. Abdul Razak	65/-

Sweepers.

1. Banarasi Das.	65/-
2. Ali Abdulla	50/-

/Establishment of V.M. Hospital



'File 1/5 Menial staff: Pay and Allowances' [22r] (45/178)

- 2-

22

Establishment of the V.M. Hospital.

1. Mr. P.K. Moosa -	Compounder	Rs 90/-
2. Abdul Aziz bin Mohd -	Dresser	65/-
3. Moosa Abdulla -	Sweeper	50/-

Launch Establishment

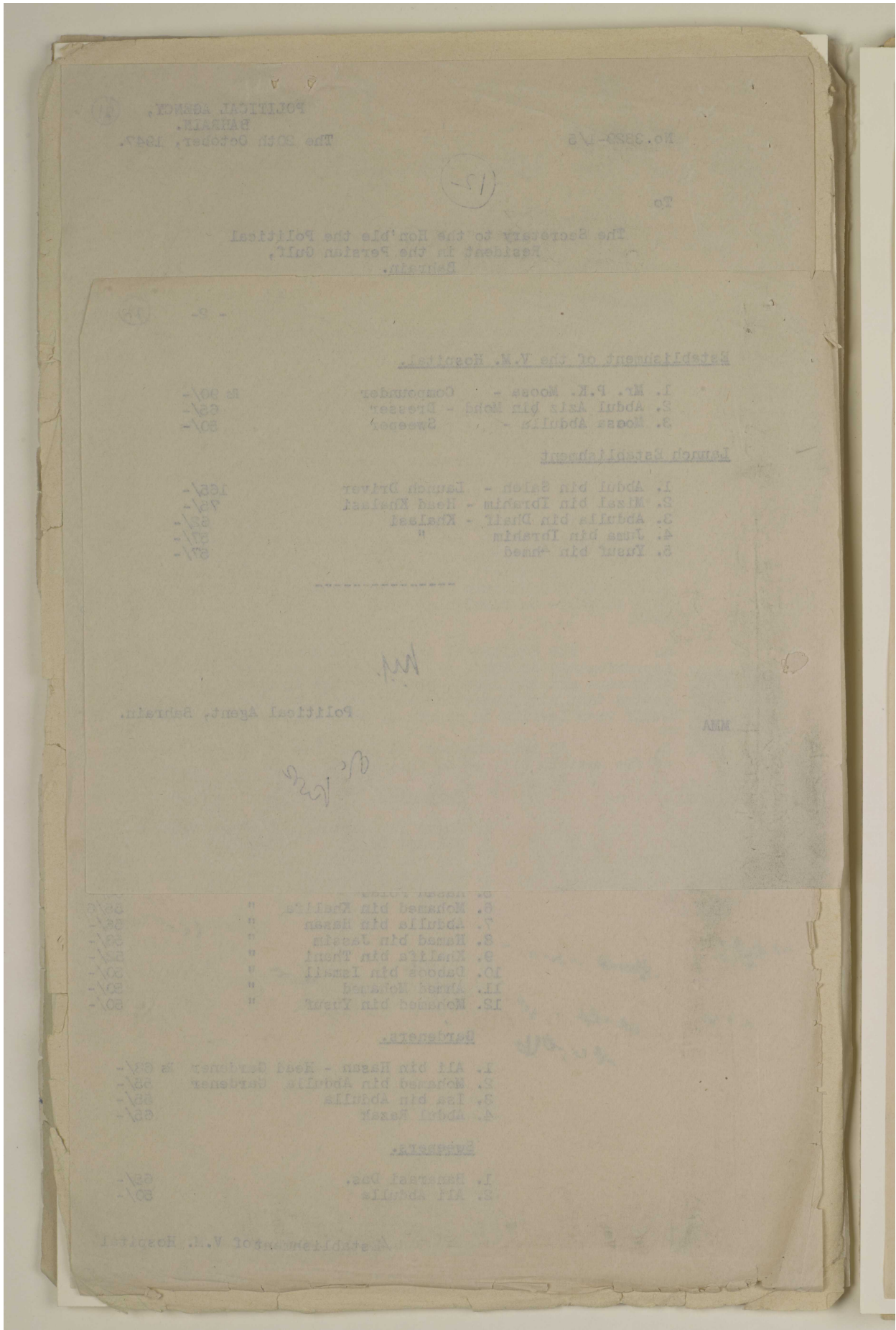
1. Abdul bin Saleh -	Launch Driver	165/-
2. Mizal bin Ibrahim -	Head Khalasi	75/-
3. Abdulla bin Dhaif -	Khalasi	62/-
4. Juma bin Ibrahim	"	57/-
5. Yusuf bin Ahmed	"	57/-

h.y.

MMA

Political Agent, Bahrain.

Mr. Kuz



(30)

LIST OF PRICES PER KILOGRAMME

COMMODITY:	MARCH 1945:		OCTOBER 1947:		Percentage of rise in control prices:	Percentage of rise in bazaar prices:
	CONTROL PRICE	BAZAAR PRICE	CONTROL PRICE	BAZAAR PRICE		
Rice.	No stock	Rs 1. 8.6	Rs 1. 1.6	Rs 1. 8.9	Nil	Nil
Wheat.	Rs 0. 6.9	-	0. 7.9	-	11½ %	-
Vegetable ghee.	2. 1.6	-	-	6. 0.0	-	188 %
Bread	-	0.11.0	0.10.0	.	-	-
Pure ghee	-	6. 6.0	-	8. 4.0	-	23 %
Sugar	0.11.6	-	1. 6.0	2. 4.0	90 %	-
Tea.	3.11.6	-	-	6. 8.9	-	76 %
Dhall	0.11.0	-	-	1. 1.3	-	48 %
Potatoes	-	0. 9.0	-	0.11.0	-	22 %
Onions	-	0.12.6	-	0. 5.6	-	-
Mutton	1.15.0	xxxxxx -	1.10.6	-	-	-
Beef	1.10.6	-	1. 6.0	.	-	-
Butter	-	-	-	No stock	-	-
Milk	0. 9.0	-	0. 9.0	-	-	-
Firewood	-	0. 3.8	-	0. 2.0	-	-
Fish	1. 8.0	-	-	1. 8.0	-	-
Dates	0. 1.6	-	-	0. 5.6	-	266 %
Charcoal	0. 9.6	-	-	0. 7.0	-	-
Coffee	2.13.6	-	-	2.14.0	-	2 %
MMA:					Average percentage of increase is about 75 %	

'File 1/5 Menial staff: Pay and Allowances' [24r] (49/178)

No. 3631-66/5.

(24)
PERSIAN GULF RESIDENCY,
BAHRAIN.
9th December, 1947.

13

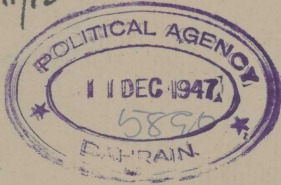
To

The Political Agent,
BAHRAIN.

Memorandum.

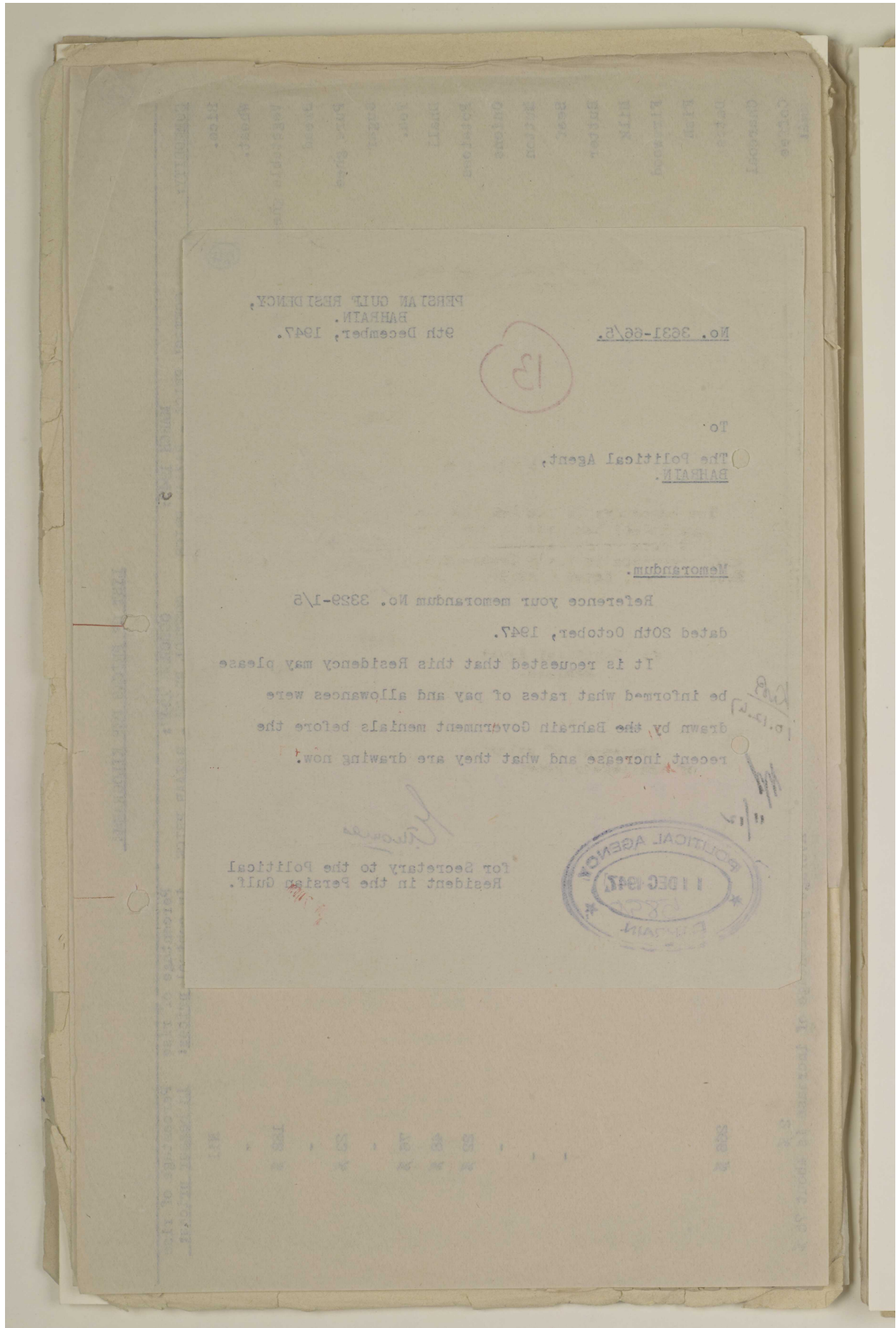
Reference your memorandum No. 3329-1/5
dated 20th October, 1947.

It is requested that this Residency may please
be informed what rates of pay and allowances were
drawn by the Bahrain Government menials before the
recent increase and what they are drawing now.

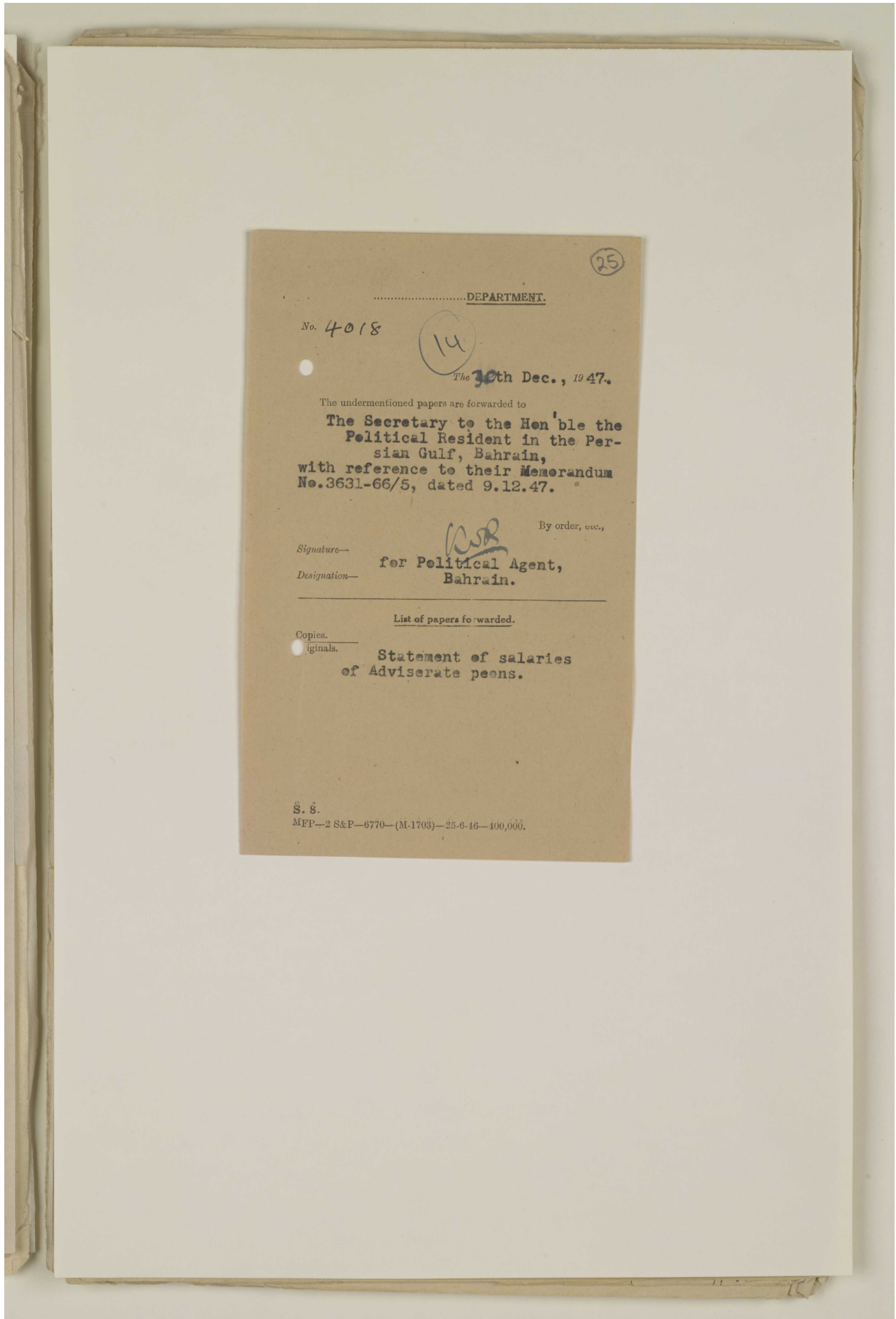


L. Thomas
for Secretary to the Political
Resident in the Persian Gulf.

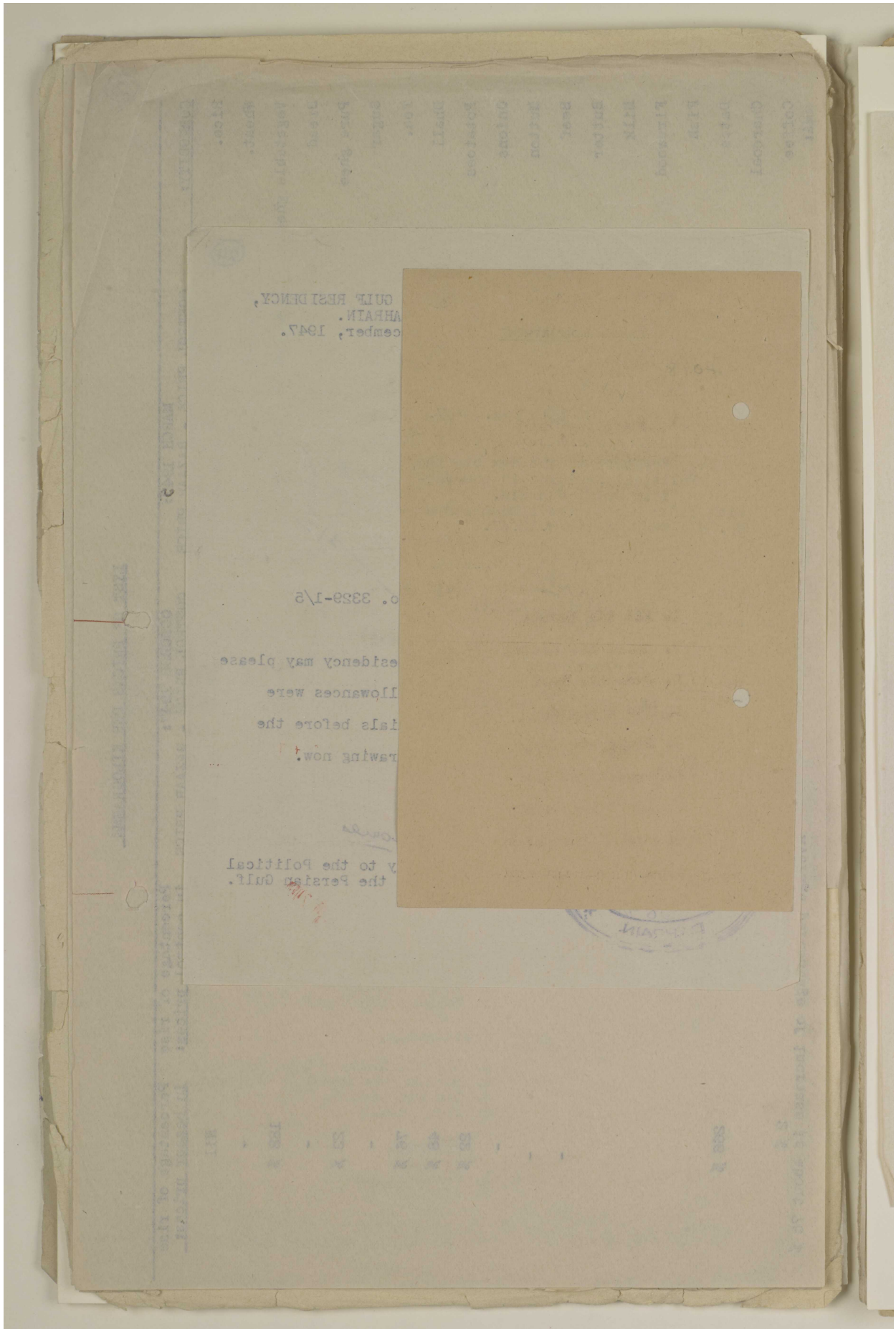
'File 1/5 Menial staff: Pay and Allowances' [24v] (50/178)



'File 1/5 Menial staff: Pay and Allowances' [25r] (51/178)



'File 1/5 Menial staff: Pay and Allowances' [25v] (52/178)



(26)

Statement of salaries of Adviserate Peons
as on 1st Dulqada, 1366.

(Present rates)			
	Salary	d.alloce	Total Rs
1. Ali bin Khamis (Head Peon) (26 years service)	61	30/8	91/8
2. Ahmed bin Khalil (6 to 8 year service)	50/-	25/-	75/-
3. Juma bin Saad (- de -)	50/-	25/-	75/-
4. Hasan bin Ali (- de -)	50/-	25/-	75/-
5. Nasir bin Jassim (young boys)	25/-	12/8	37/8
6. Hasan bin Ali (- de -)	25/-	12/8	37/8
7. Ahmed bin Mohd (- de -)	25/-	12/8	37/8
8. Rashid bin Saleh (- de -)	25/-	12/8	37/8
9. Abdullah bin Issa (- de -)	25/-	12/8	37/8

Salaries of above peons as on 1st
Shawal, 1366.

(old rates)			
1. Ali bin Khamis	61/-	15/4	76/4
2. Ahmed bin Khalil	46/-	11/8	57/8
3. Juma bin Saad	46/-	11/8	57/8
4. Hasan bin Ali	46/-	11/8	57/8
5. Nasir bin Jassim	21/-	5/4	26/4
6. Hassan bin Ali	21/-	5/4	26/4
7. Hamad bin Mohd	21/-	5/4	26/4
8. Rashid bin Saleh	20/-	5/-	25/-
9. Abdullah bin Issa	20/-	5/-	25/-

Statement of salaries of Advisee Peons
as on 1st Dajada, 1966.

Total Pa	allowance	Salary	(Present rates)
37/8	30/8	61	1. Ali bin Khamis (Head Peon) (26 years service)
75/-	25/-	50/-	2. Ahmed bin Khalifa (6 to 8 year service)
75/-	25/-	50/-	3. Yusuf bin Saad () - de - ()
75/-	25/-	50/-	4. Hassan bin Ali () - de - ()
37/8	12/8	25/-	5. Nasir bin Jassim (young peon)
37/8	12/8	25/-	6. Hassan bin Ali () - de - ()
37/8	12/8	25/-	7. Ahmed bin Mohd () - de - ()
37/8	12/8	25/-	8. Rashid bin Saleh () - de - ()
37/8	12/8	25/-	9. Abdullah bin Issa () - de - ()

Salaries of above peons as on 1st
Dajada, 1966.

Total Pa	allowance	Salary	(old rates)
75/-	12/4	61/-	1. Ali bin Khamis
57/8	11/8	46/-	2. Ahmed bin Khalifa
57/8	11/8	46/-	3. Yusuf bin Saad
57/8	11/8	46/-	4. Hassan bin Ali
26/4	6/4	21/-	5. Nasir bin Jassim
26/4	6/4	21/-	6. Hassan bin Ali
26/4	6/4	21/-	7. Hassan bin Mohd
25/-	5/-	20/-	8. Rashid bin Saleh
25/-	5/-	20/-	9. Abdullah bin Issa

Present rates

(27)

Statement of Salaries of Advertiser
Peons as on 1st Dulghada 1366.

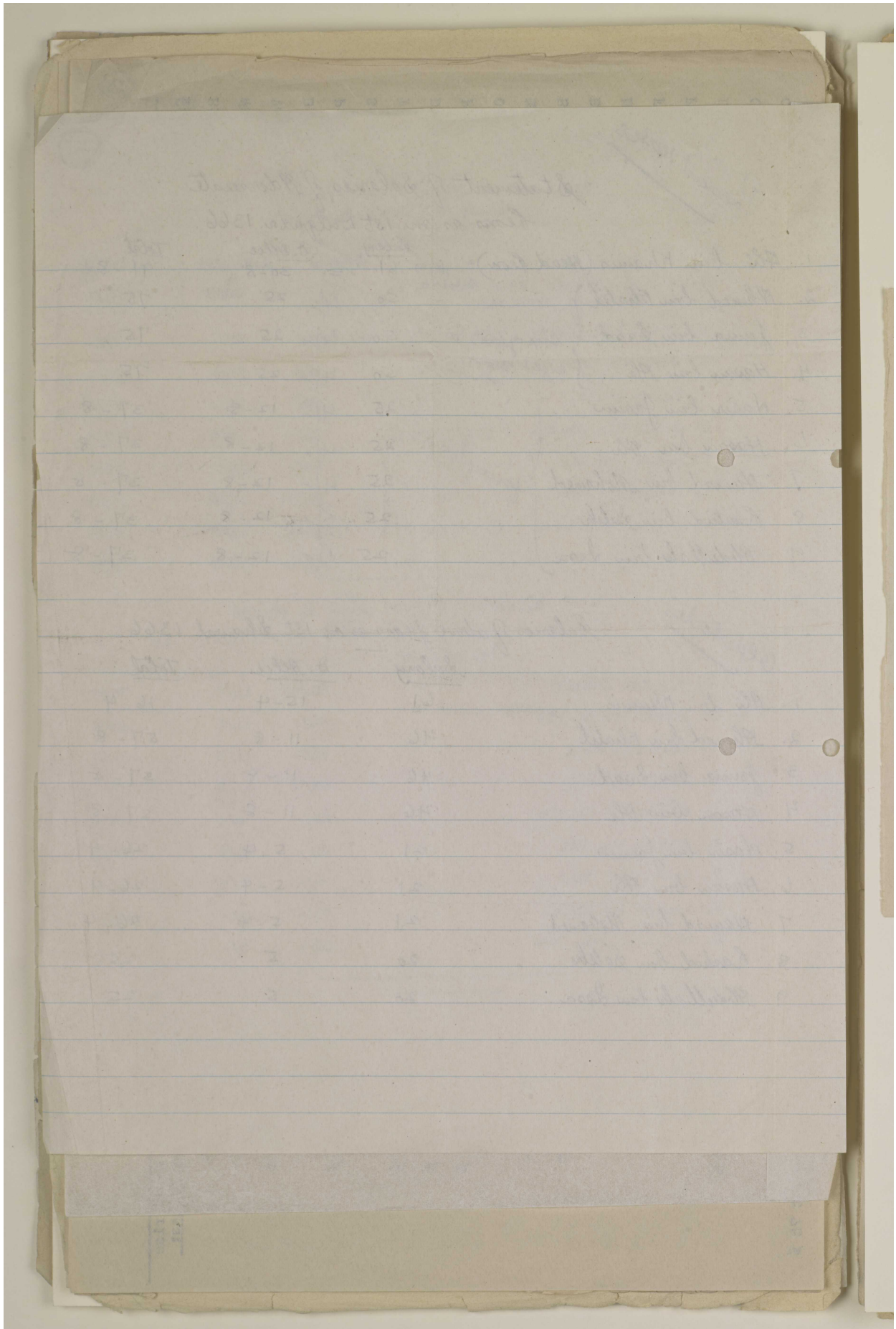
	Salary	Gratuity	D. Allow	Total
1. Ali bin Khamis (Head Peon) 26 years service.	61	30-8		91-8
2. Ahmed bin Khalil	50	4/-	25	75
3. Juma bin Saad	50	4/-	25	75
4. Hasan bin Ali	50	4/-	25	75
5. Nasir bin Jasim	25	4/-	12-8	37-8
6. Hasan bin Ali	25	4/-	12-8	37-8
7. Hamad bin Mohamed	25	4/-	12-8	37-8
8. Rashid bin Saleh	25	5/-	12-8	37-8
9. Abdullah bin Issa	25	5/-	12-8	37-8

Old rates

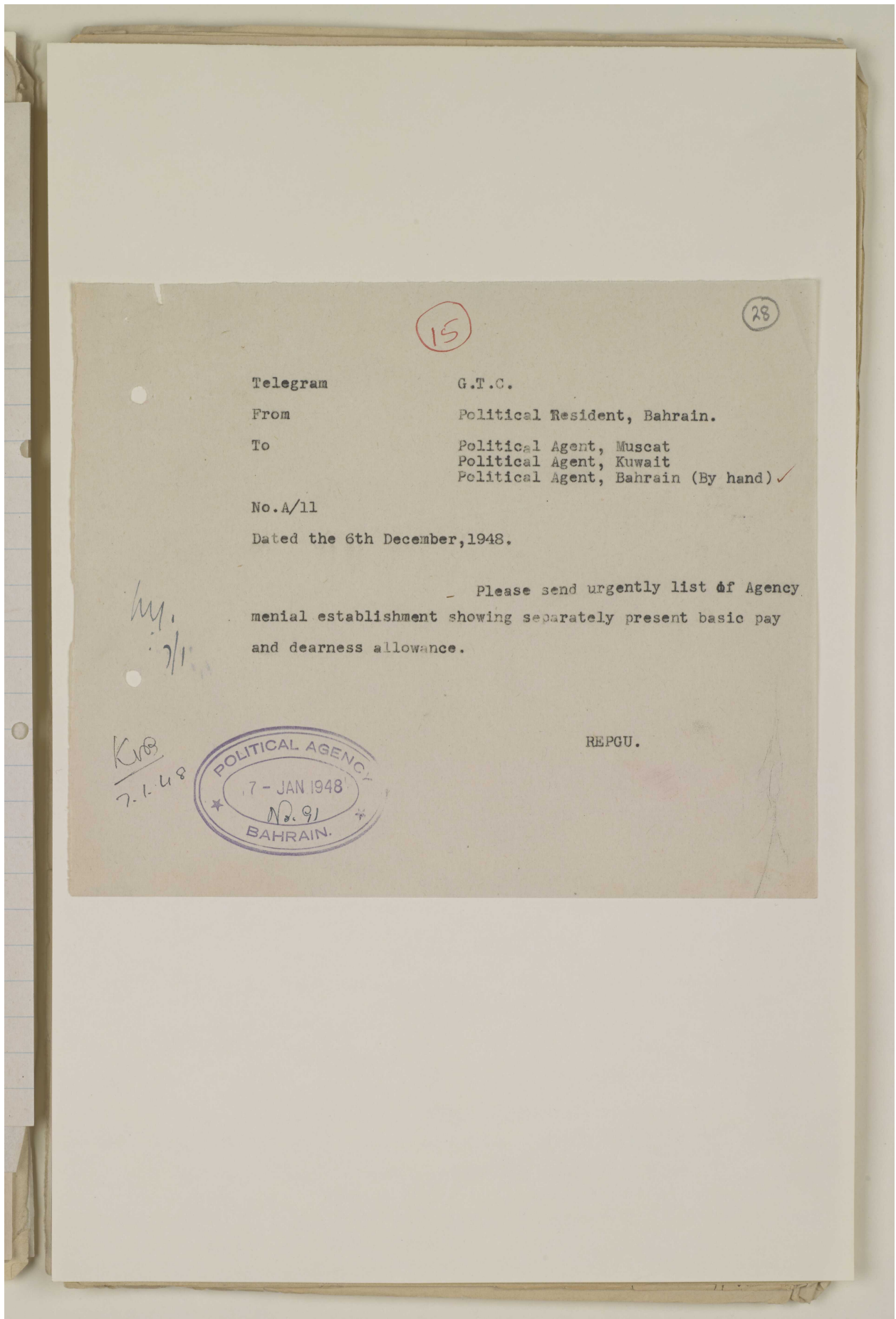
Salaries of above peons as on 1st Shawal 1366

	Salary	D. Allow	Total
1. Ali bin Khamis	61	15-4	76-4
2. Ahmed bin Khalil	46	11-8	57-8
3. Juma bin Saad	46	11-8	57-8
4. Hasan bin Ali	46	11-8	57-8
5. Nasir bin Jasim	21	5-4	26-4
6. Hasan bin Ali	21	5-4	26-4
7. Hamad bin Mohamed	21	5-4	26-4
8. Rashid bin Saleh	20	5	25
9. Abdullah bin Issa	20	5	25

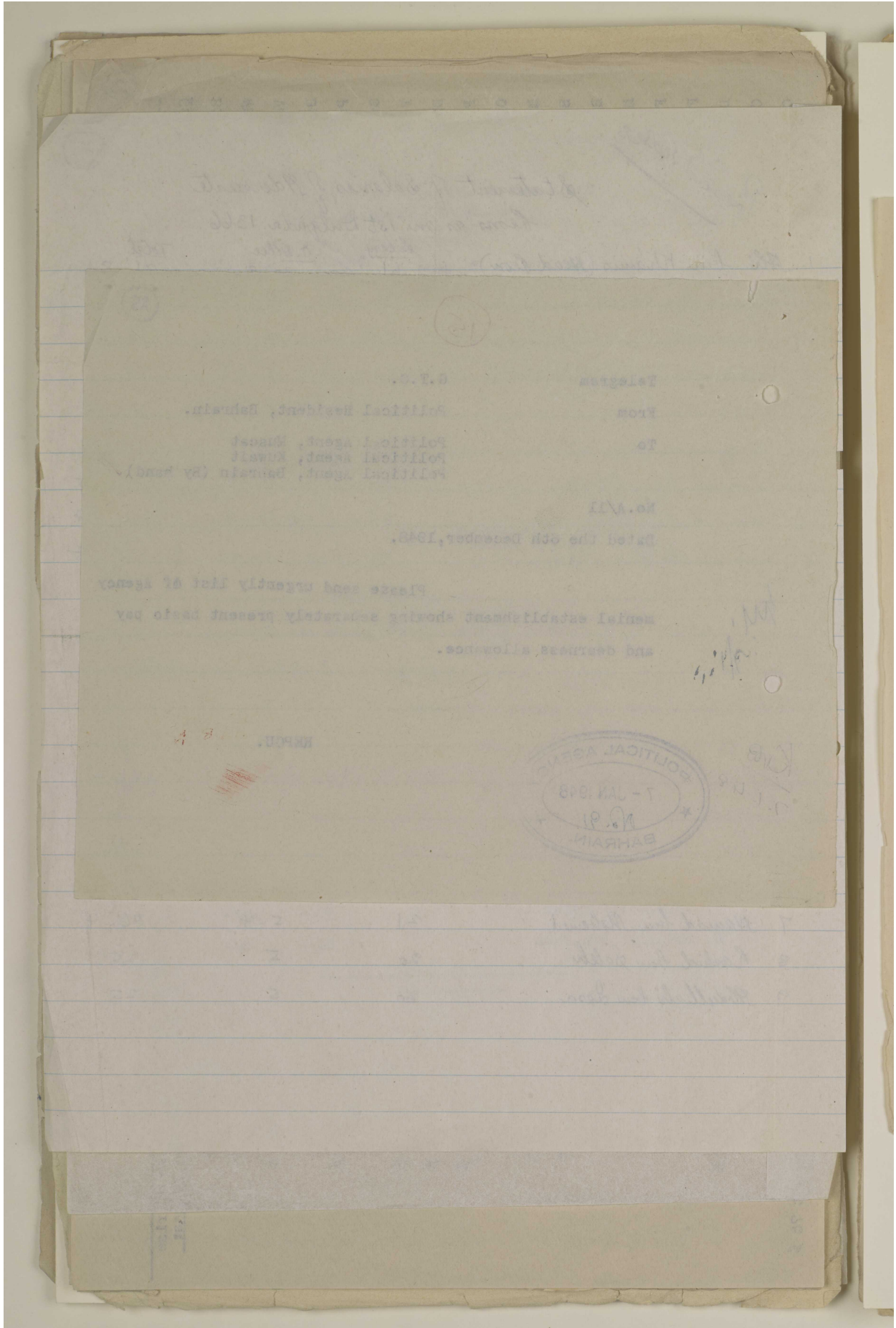
'File 1/5 Menial staff: Pay and Allowances' [27v] (56/178)



'File 1/5 Menial staff: Pay and Allowances' [28r] (57/178)



'File 1/5 Menial staff: Pay and Allowances' [28v] (58/178)



NO. 108 -1/5

POLITICAL AGENCY,
BAHRAIN,
The 13th January, 1948.

(29)

(16)

To

The Secretary to the Hon'ble the Political
Resident in the Persian Gulf, Bahrain.

SUBJECT:- Menial Establishment.

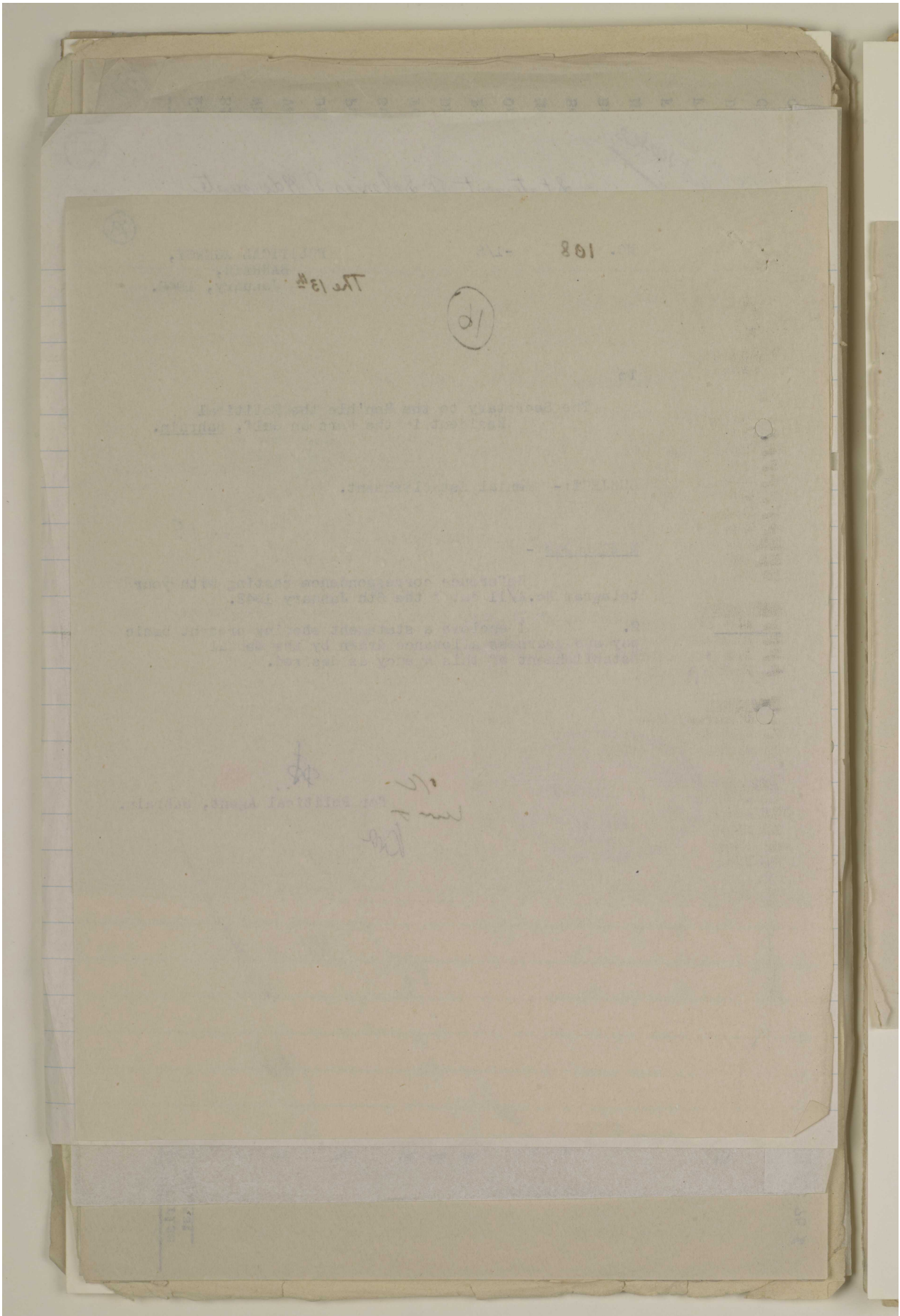
MEMORANDUM:-

Reference correspondence resting with your
telegram No.A/11 dated the 6th January 1948.

2. I enclose a statement showing present basic
pay and dearness allowance drawn by the Menial
Establishment of this Agency as desired.

for Political Agent, Bahrain.

'File 1/5 Menial staff: Pay and Allowances' [29v] (60/178)



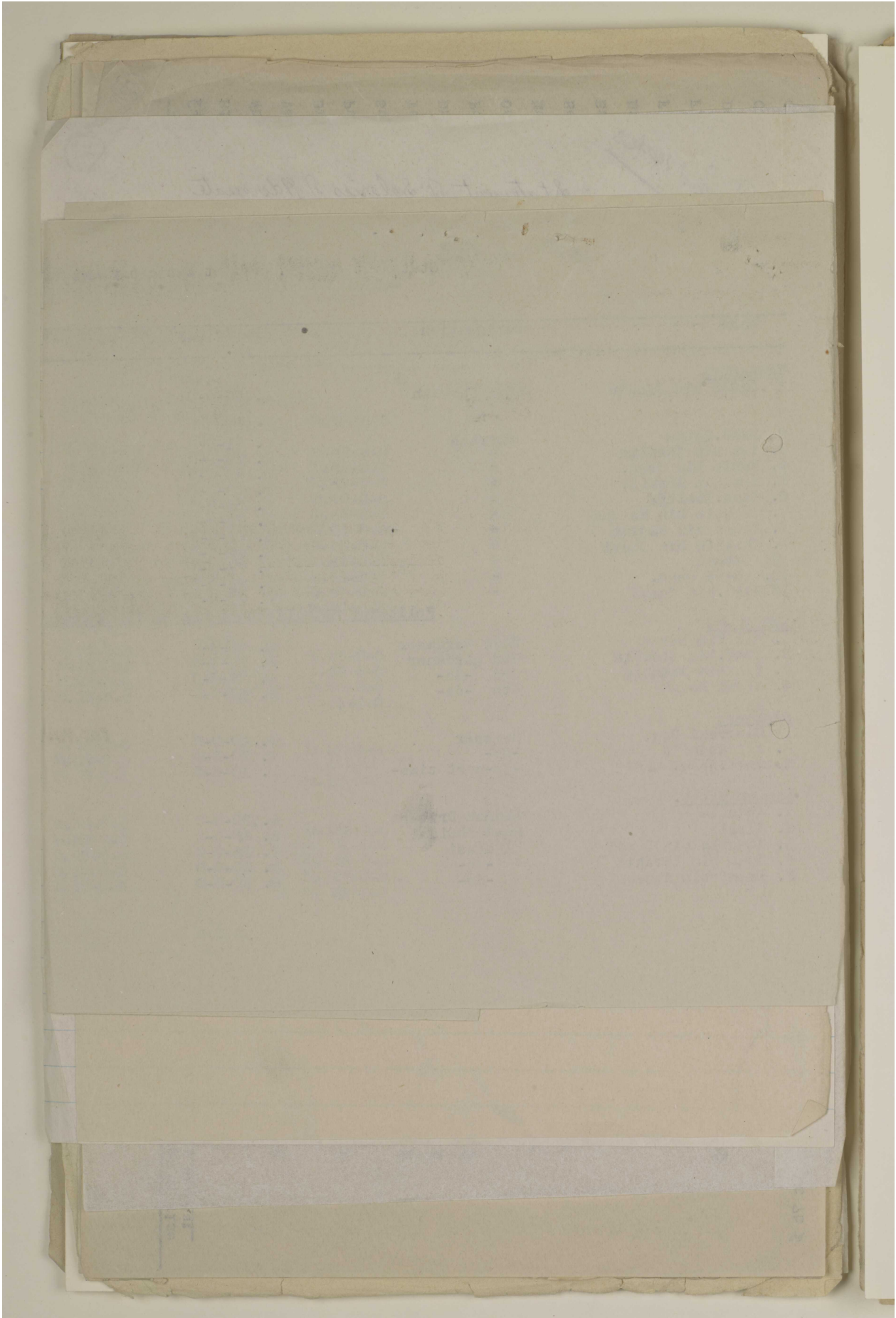
'File 1/5 Menial staff: Pay and Allowances' [30r] (61/178)

30

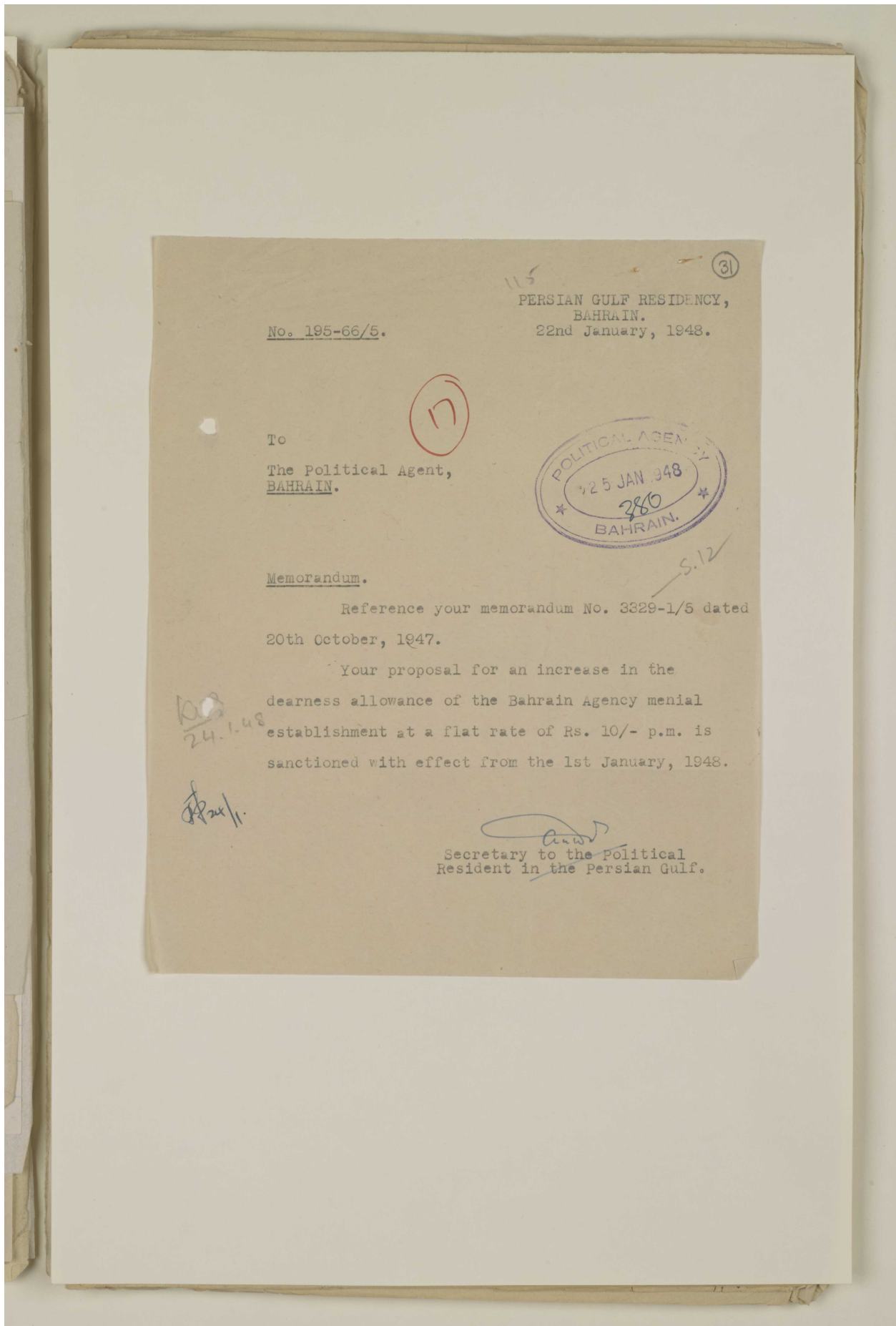
Statement showing present basic pay and dearness allowance of the
Menial Establishment of the Political Agency, Bahrain.

Name	Designation	Basic pay Rs.	Dearness allowance	Total
<u>FARRASHES</u>				
1. Ahmed bin Jassim	Head Farrash	Rs. 43-0-0	Rs. 21-0-0 Rs. 5-0-0 Bashi alicc.	Rs. 69-0-0
2. Mohd. Qayum	Farrash	Rs. 31-0-0	Rs. 17-6-0	Rs. 48-6-0
3. Isa bin Ibrahim	"	Rs. 29-0-0	Rs. 20-6-0	Rs. 49-6-0
4. Tahir bin Mohd.	"	Rs. 28-0-0	Rs. 20-0-0	Rs. 48-0-0
5. Isa bin Abdulla	"	Rs. 20-0-0	Rs. 20-0-0	Rs. 40-0-0
6. Mohd. Khalifa	"	Rs. 25-0-0	Rs. 20-6-0	Rs. 45-6-0
7. Abdulla bin Hassan	"	Rs. 21-0-0	Rs. 20-0-0	Rs. 41-0-0
8. Hamad bin Jassim	"	Rs. 23-0-0	Rs. 20-0-0	Rs. 43-0-0
9. Khalifa bin Thani	"	Rs. 22-0-0	Rs. 20-0-0	Rs. 42-0-0
10. Daboos	"	Rs. 21-0-0	Rs. 20-0-0	Rs. 41-0-0
11. Ahmed Mohd.	"	Rs. 21-0-0	Rs. 20-0-0	Rs. 41-0-0
12. Mohd. bin Yusuf	"	Rs. 20-0-0	Rs. 20-0-0	Rs. 40-0-0
Following Establishment has no fixed scale of pay.				
<u>GARDENERS</u>				
1. Ali Bin Hasan	Head Gardener	Rs. 45-0-0	Rs. 13-0-0	Rs. 58-0-0
2. Mohd. bin Abdulla	2nd gardener	Rs. 30-0-0	Rs. 15-0-0	Rs. 45-0-0
3. Isa bin Abdulla	3rd -do-	Rs. 25-0-0	Rs. 20-0-0	Rs. 45-0-0
4. Abdul Razak	4th -do-	Rs. 40-0-0	Rs. 15-0-0	Rs. 55-0-0
<u>Sweepers</u>				
1. Banarasi Das	Sweeper	Rs. 40-0-0	Rs. 15-0-0	Rs. 55-0-0
2. Ali Abdulla	-do-	Rs. 20-0-0	Rs. 20-0-0	Rs. 40-0-0
3. Mohd. Abdul Qadir	-do-part time-	Rs. 10-0-0	Rs. 5-0-0	Rs. 15-0-0
<u>Launch Estab.</u>				
1. Abdulla	Launch Driver	Rs. 100-0-0	Rs. 55-0-0	Rs. 155-0-0
2. Mizal	Head Khalasi	Rs. 45-0-0	Rs. 20-0-0	Rs. 65-0-0
3. Abdulla bin Dhaif	Khalasi	Rs. 35-0-0	Rs. 17-0-0	Rs. 52-0-0
4. Juma bin Ibrahim	-do-	Rs. 30-0-0	Rs. 17-0-0	Rs. 47-0-0
5. Yusuf bin Ahmed	-do-	Rs. 30-0-0	Rs. 17-0-0	Rs. 47-0-0

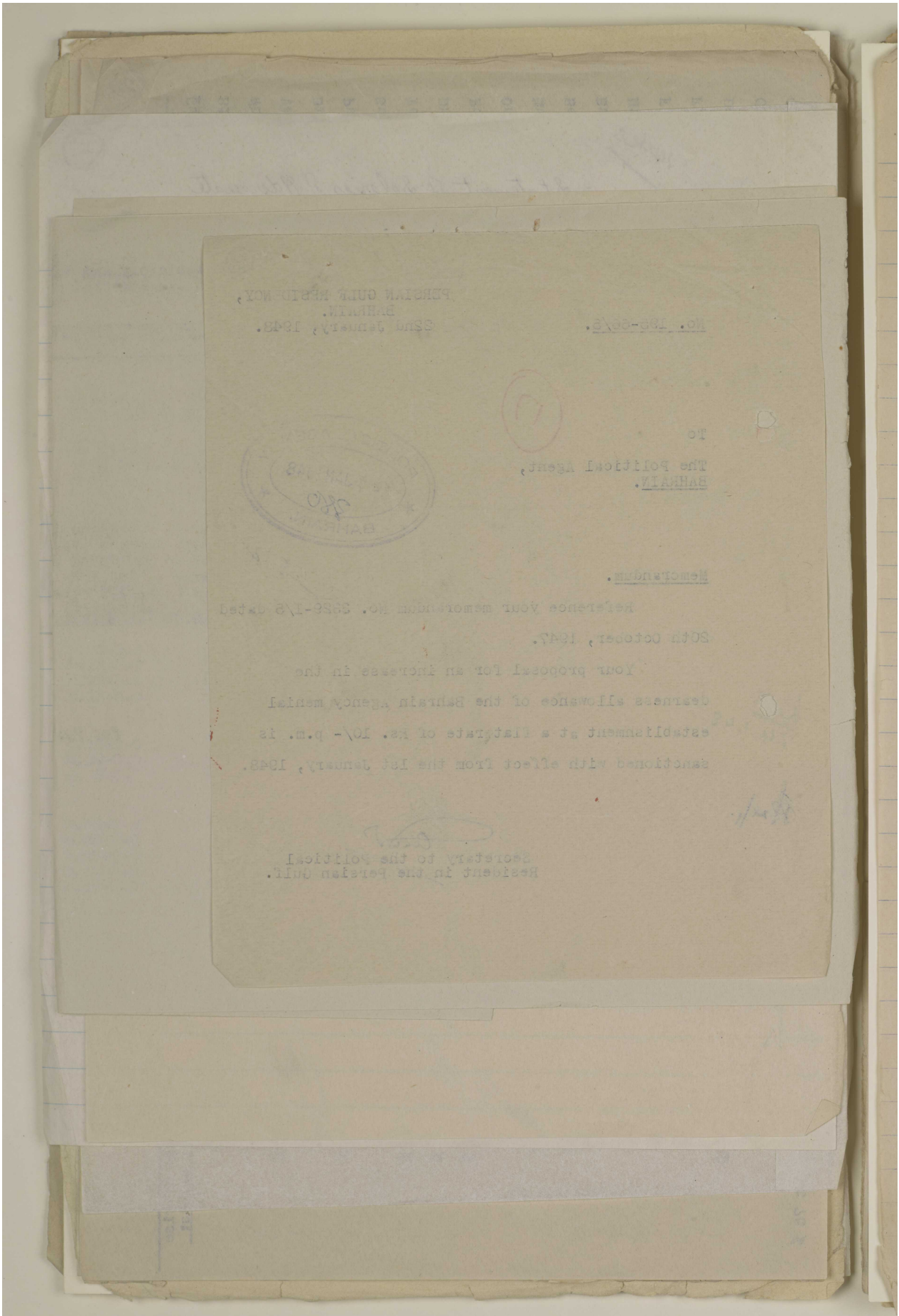
P.T.O.



'File 1/5 Menial staff: Pay and Allowances' [31r] (63/178)



'File 1/5 Menial staff: Pay and Allowances' [31v] (64/178)



(32)

(18)

حضرة الفاضل المحامي عبدالعزيز السلي البسام المحترم
بعد السجدة.

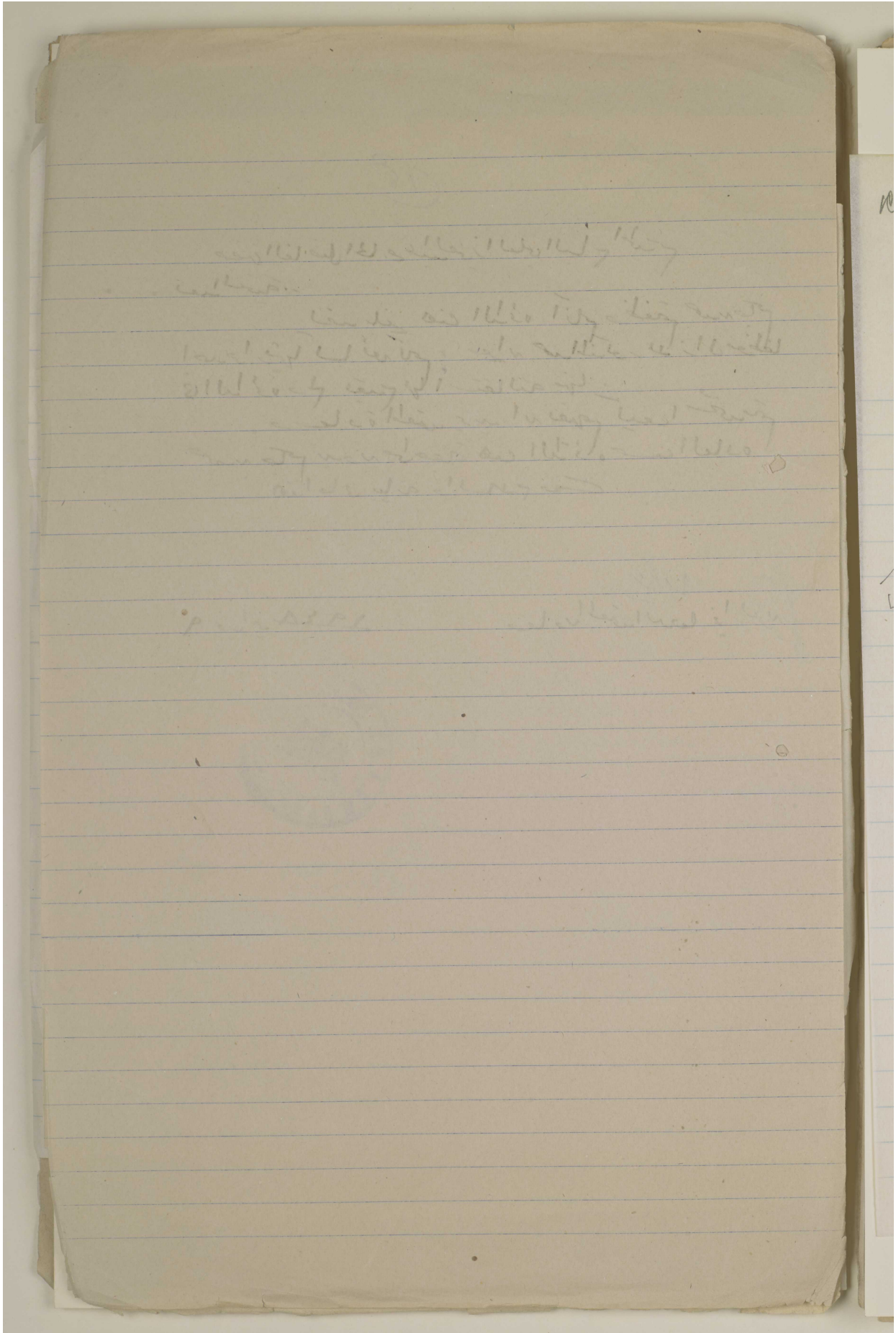
لقد بلغني هذه اللائحة انتم وظيفتم محمد حاتم
احد خرايتها كما تعلم ، سعادته محمد المذكور لا زال موظفا
في اللائحة ولم يقدم بها استقالته منها .
وسعادة المقدم يريد ان يفهم كيف استخدمتم
محمد حاتم بدون مراجعة هذه اللائحة حسب العادة
هذا ما ان بيانه والسلام معك

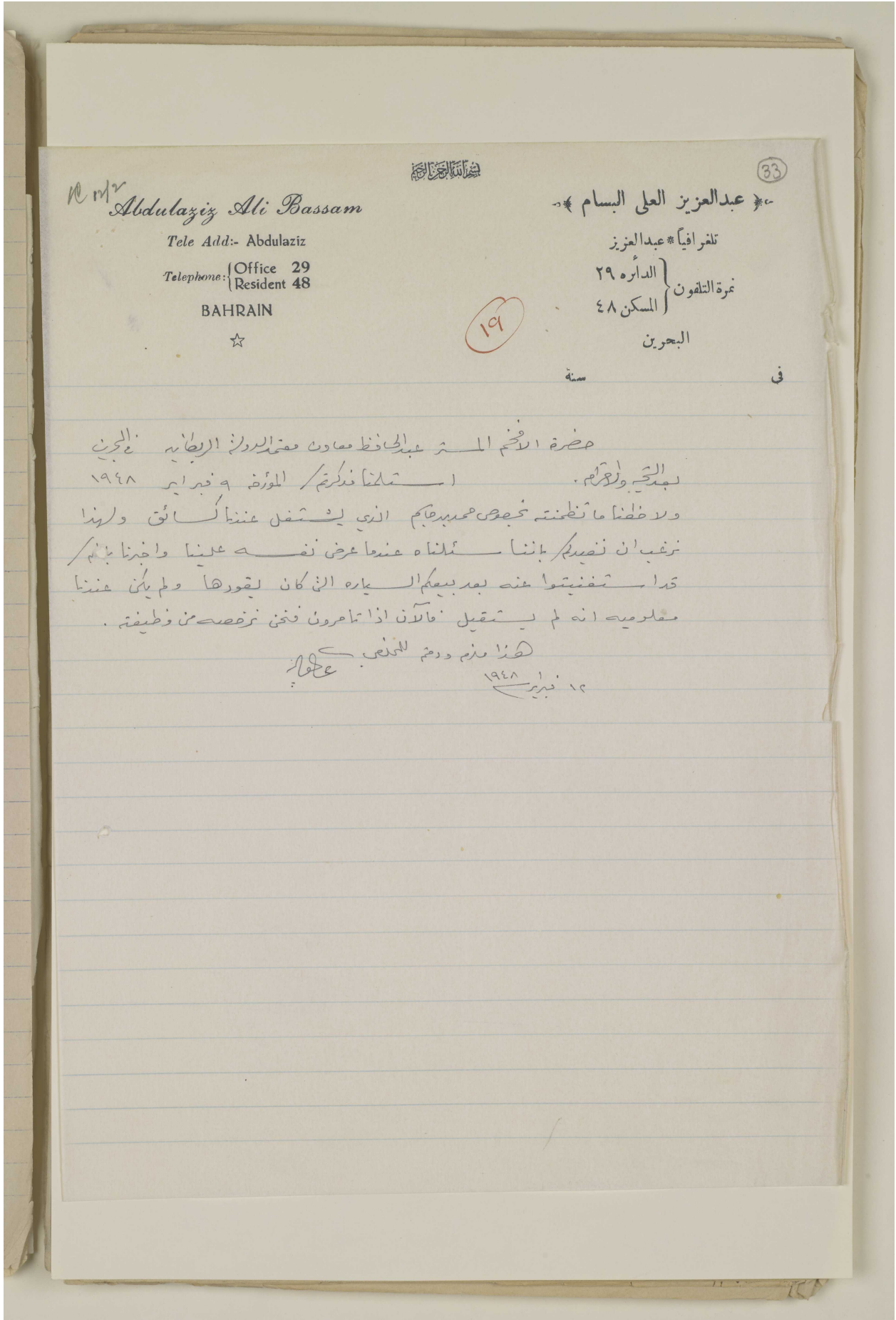
سعادته
مصادره المقدم السيد في البريد

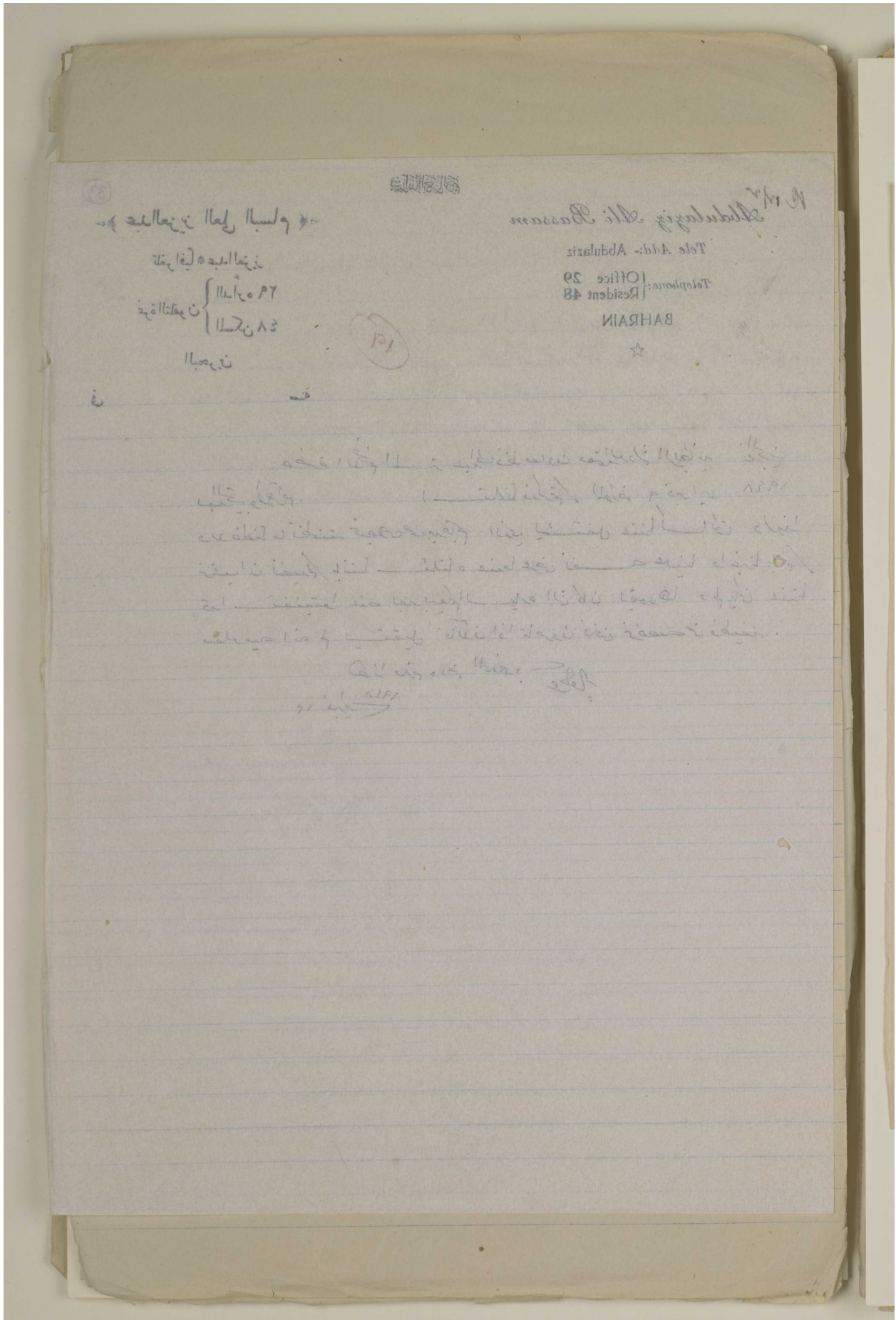
٩ فبراير ١٩٤٨



'File 1/5 Menial staff: Pay and Allowances' [32v] (66/178)







١٥

١٥

السيد عبد الله بن عبد الله

Mr. Abdullatif bin Abdullatif

زعماء المدينة
١٩٥٢
١٨٨٨
١٩٥٢

Tele. Add. - Abdullatif
Office 29
Resident 48
BAHRAIN

١٥

Handwritten Arabic text, likely a letter or memorandum, written on lined paper. The text is somewhat faded and difficult to read in detail, but appears to be a formal communication. It includes a signature at the bottom right and some numbers or dates at the top left.

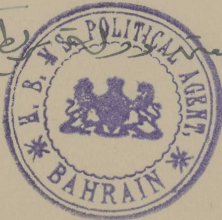
(34)

كتابة عاونه عند دولة بريطانيا
في البحرين

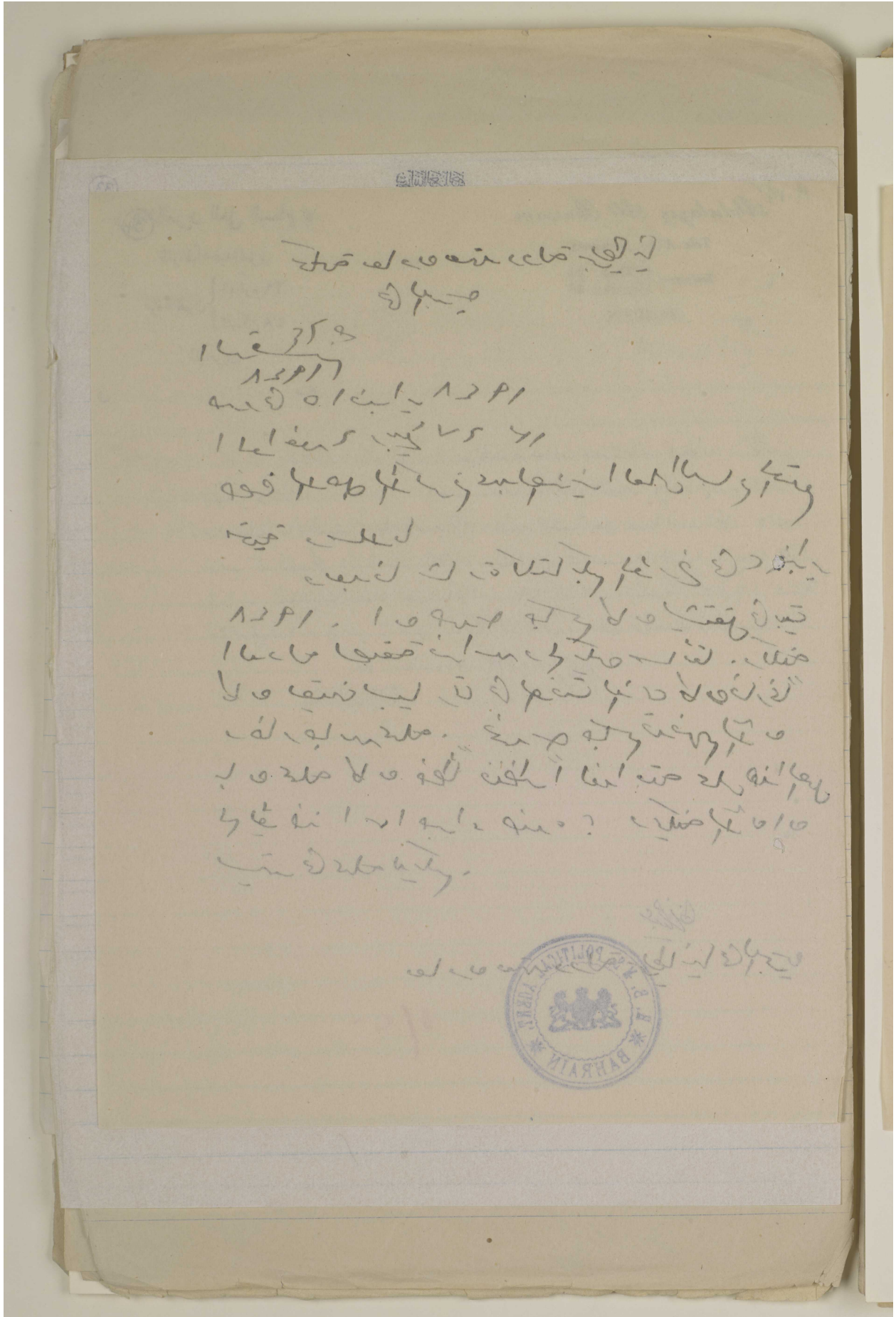
السنة ١٩٤٨
١٩٤٨
صد في ٥ اكتوبر ١٩٤٨
الواحد ربيع ٢٦ ١٢

صفا لدهل الاكبرن عبدالعزير العار السام اجتمع
اخيرة رسلاها
وبعدا شارة لكتابتكم المؤرخ في ١٠ فبراير
١٩٤٨. انه صددو باسم كانه يستقل في بيته
الدولة لصفة فراسه ولم يكن سابقا. ولكنه
كان يقين بسيارته في الوقت الذي كان فارغا
وقار جاسه عمله. ثم هو باسم قدضهم الا انه
بانه عمله كانه فظلا فنظرا لندامته على هذا العمل
لم يؤخذ اسرا اجراء هذه. ولكنه الا انه ان
سند في عمله لديكم.

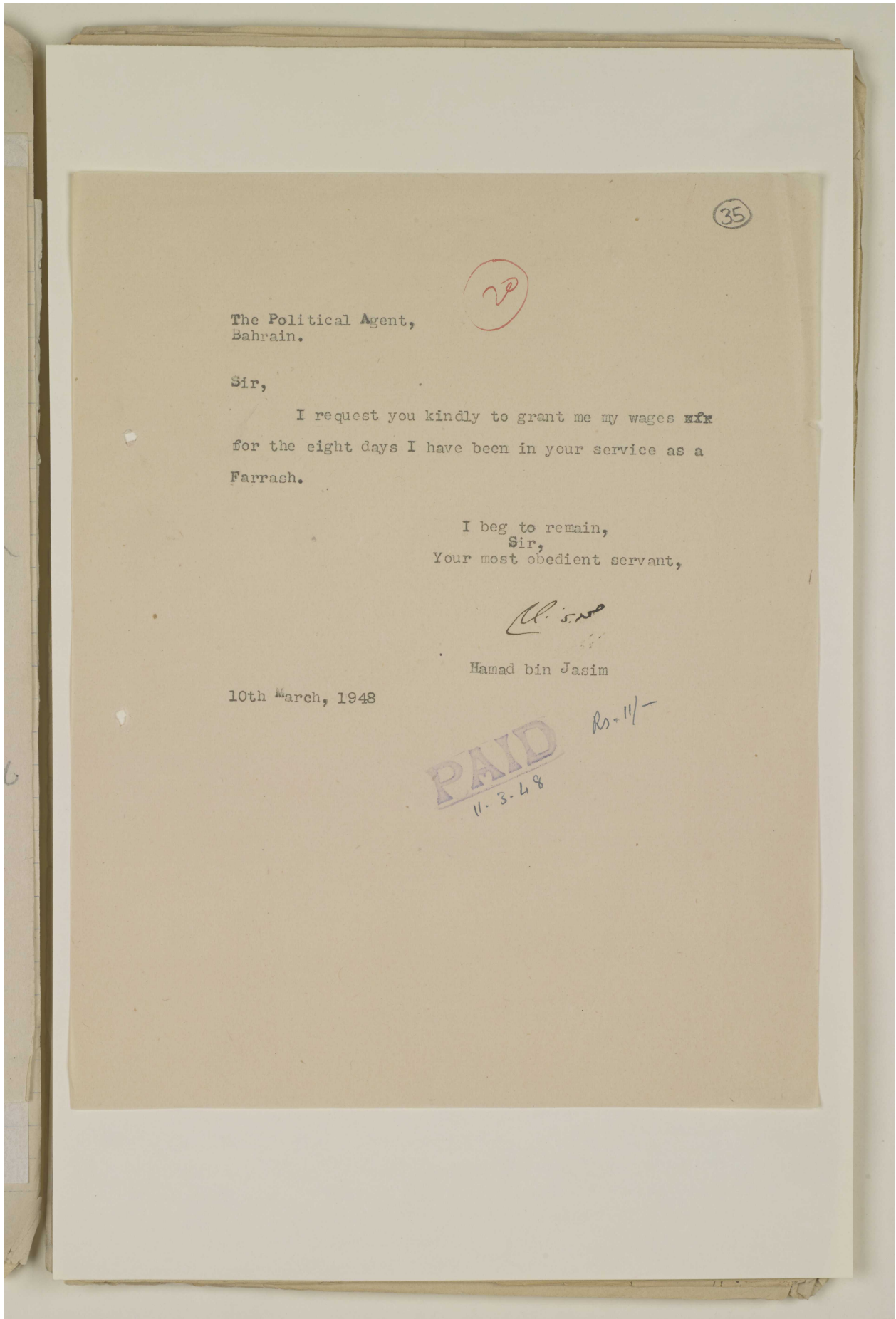
عبدالعزير
عوارنه
بريطانيا في البحرين



٥/٥٠



'File 1/5 Menial staff: Pay and Allowances' [35r] (71/178)



The Political Agent,
Bahrain.

Sir,

I request you kindly to grant me my wages ~~for~~
for the eight days I have been in your service as a
Farrash.

I beg to remain,
Sir,
Your most obedient servant,

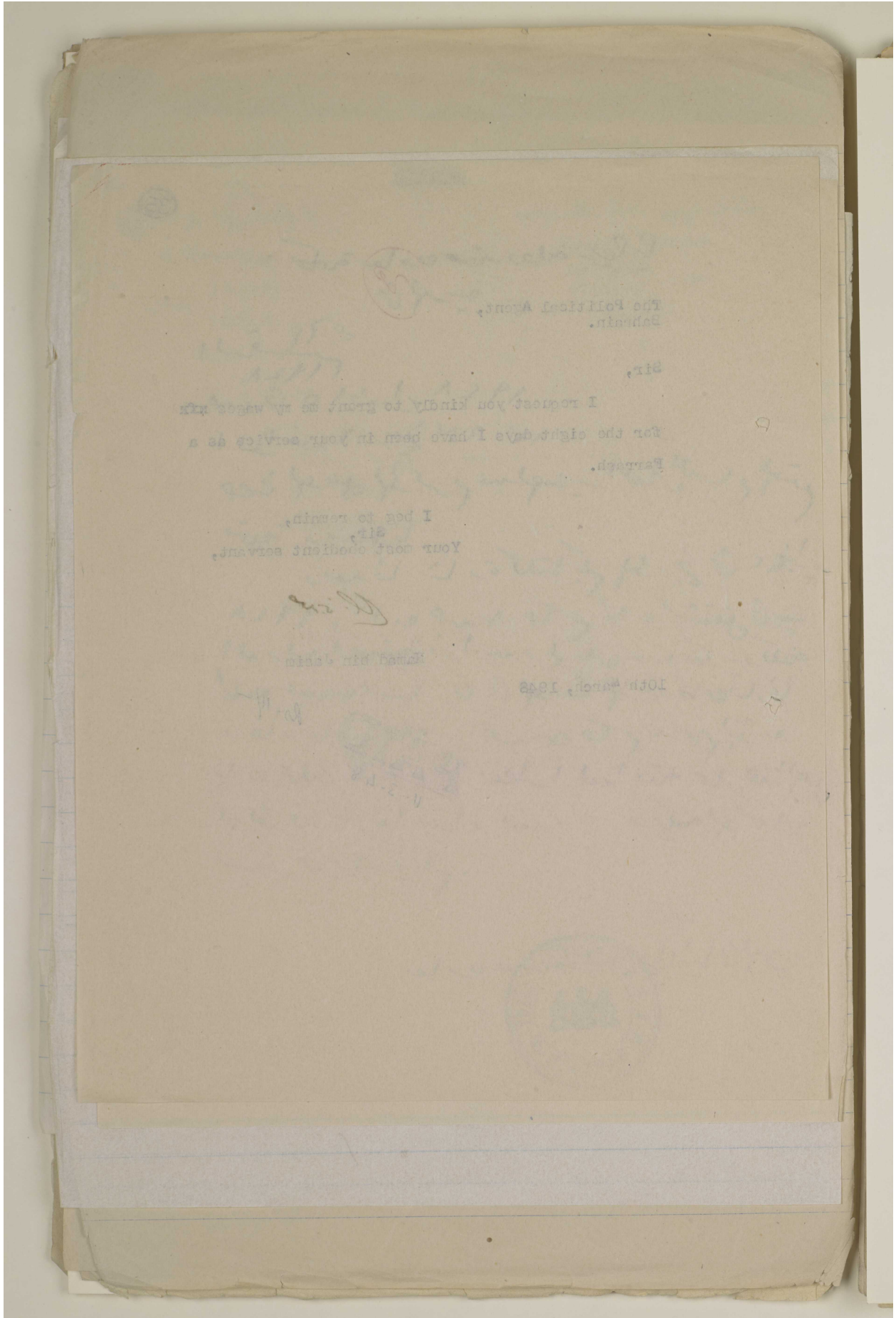
Hamad bin Jasim

Hamad bin Jasim

10th March, 1948

PAID
11-3-48

Rs. 11/-



'File 1/5 Menial staff: Pay and Allowances' [36r] (73/178)

No.208.0155

British Agency, Sharjah
Dated 9th March, 1948.

To,

The Political Agent,
Bahrain.

Memorandum.

I forward herewith a copy of an application from the Agency guards and sweeper for an increase in pay.

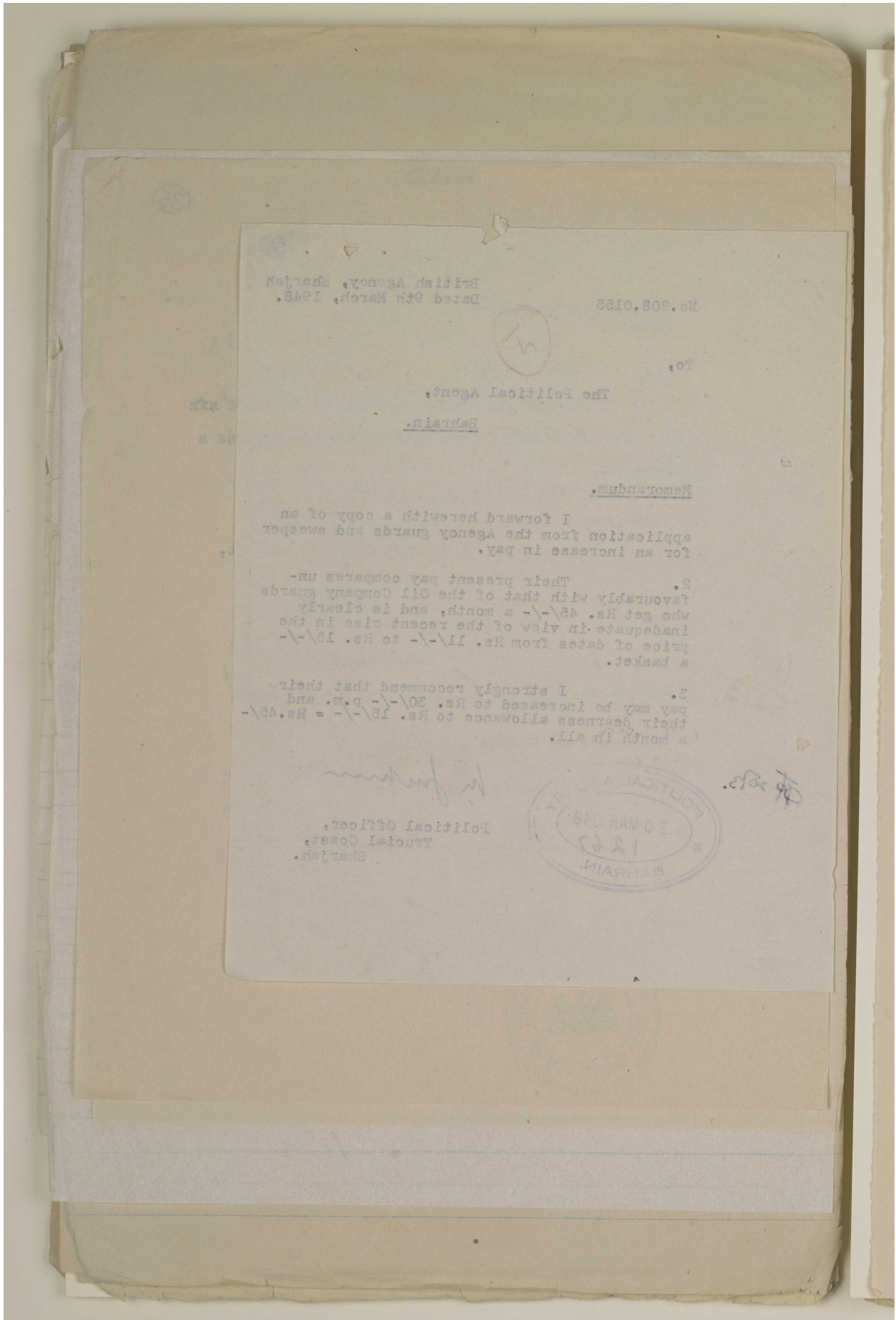
2. Their present pay compares unfavourably with that of the Oil Company guards who get Rs. 45/-/- a month, and is clearly inadequate in view of the recent rise in the price of dates from Rs. 11/-/- to Rs. 15/-/- a basket.

3. I strongly recommend that their pay may be increased to Rs. 30/-/- p.m. and their dearness allowance to Rs. 15/-/- = Rs.45/- a month in all.



W. J. ...
Political Officer,
Trucial Coast,
Sharjah.

'File 1/5 Menial staff: Pay and Allowances' [36v] (74/178)



'File 1/5 Menial staff: Pay and Allowances' [37r] (75/178)

C o p y

(37)

Sharjah.
Dated the 23rd Feb, 1948

To,

The Political Officer,
Trucial Coast,
Sharjah.

Sir,

Most respectfully we beg to submit the following
for your kind consideration.

At present we draw pay at the rate of Rs. 20/-/-
per month plus Rs. 10/-/- dearness allowance, total Rs. 30/-/-
This pay is very little compared with the high cost of living
We, therefore, request you kindly to grant us an increase in
pay for which we shall be grateful to you.

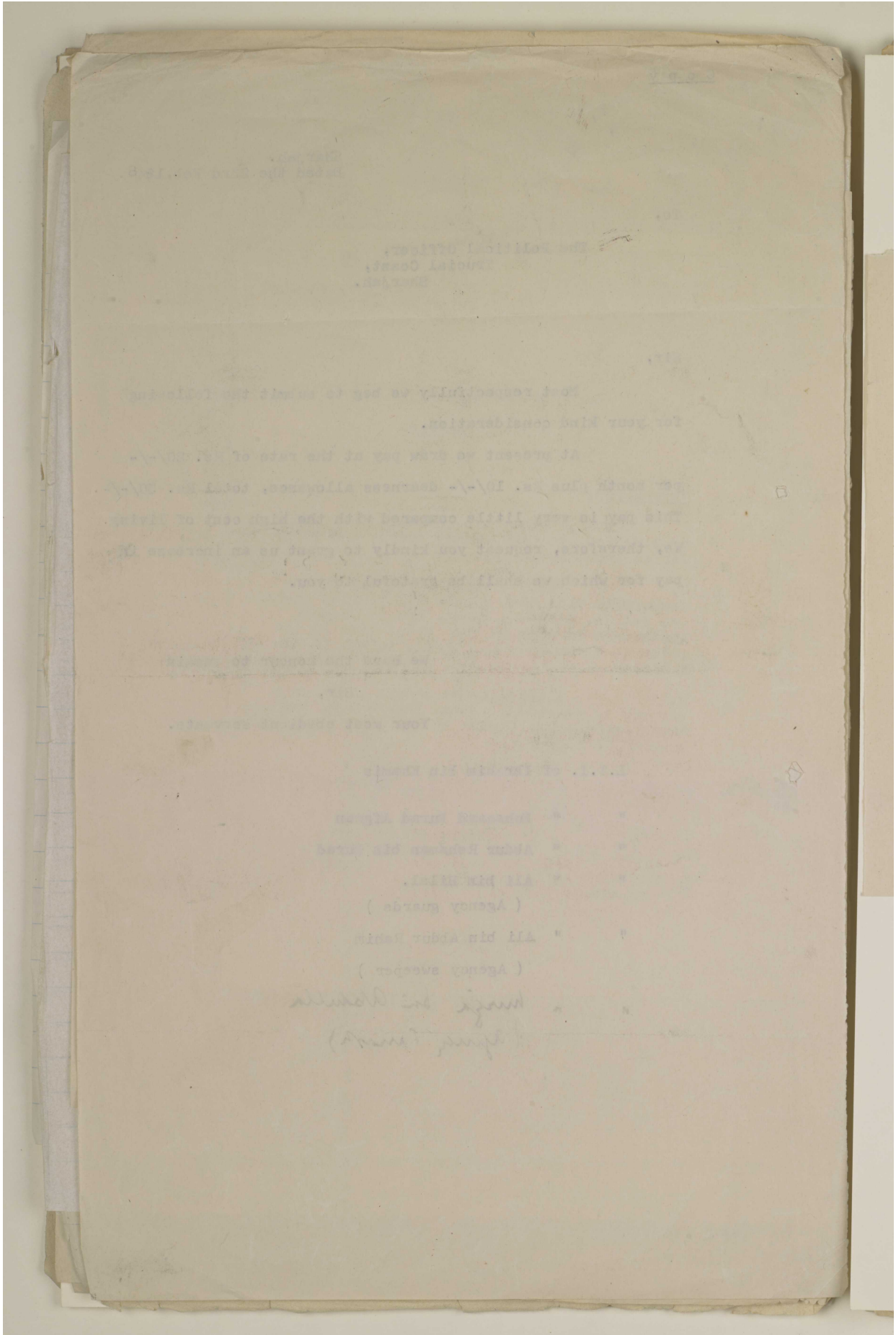
We have the honour to remain

Sir,

Your most obedient servants.

L.T.I. of Ibrahim bin Khamis

" " Muhammad Murad Afghan
" " Abdur Rehman bin Murad
" " Ali bin Hilal.
(Agency guards)
" " Ali bin Abdur Rahim
(Agency sweeper)
" " *Murja bin Abdulla*
(Agency Fanash)



(38)

No. 1025

The Political Agent, Bahrain, presents his compliments to
The Secretary to the Hon'ble the
Political Resident in the
Persian Gulf,
Bahrain

and has the honour to send him a copy of the undermentioned
document with the recommendation that the increase asked for
be sanctioned with effect from the 1st April. 1948.

22

Political Agency,
Bahrain,
Dated the 30th March 1948
1st April



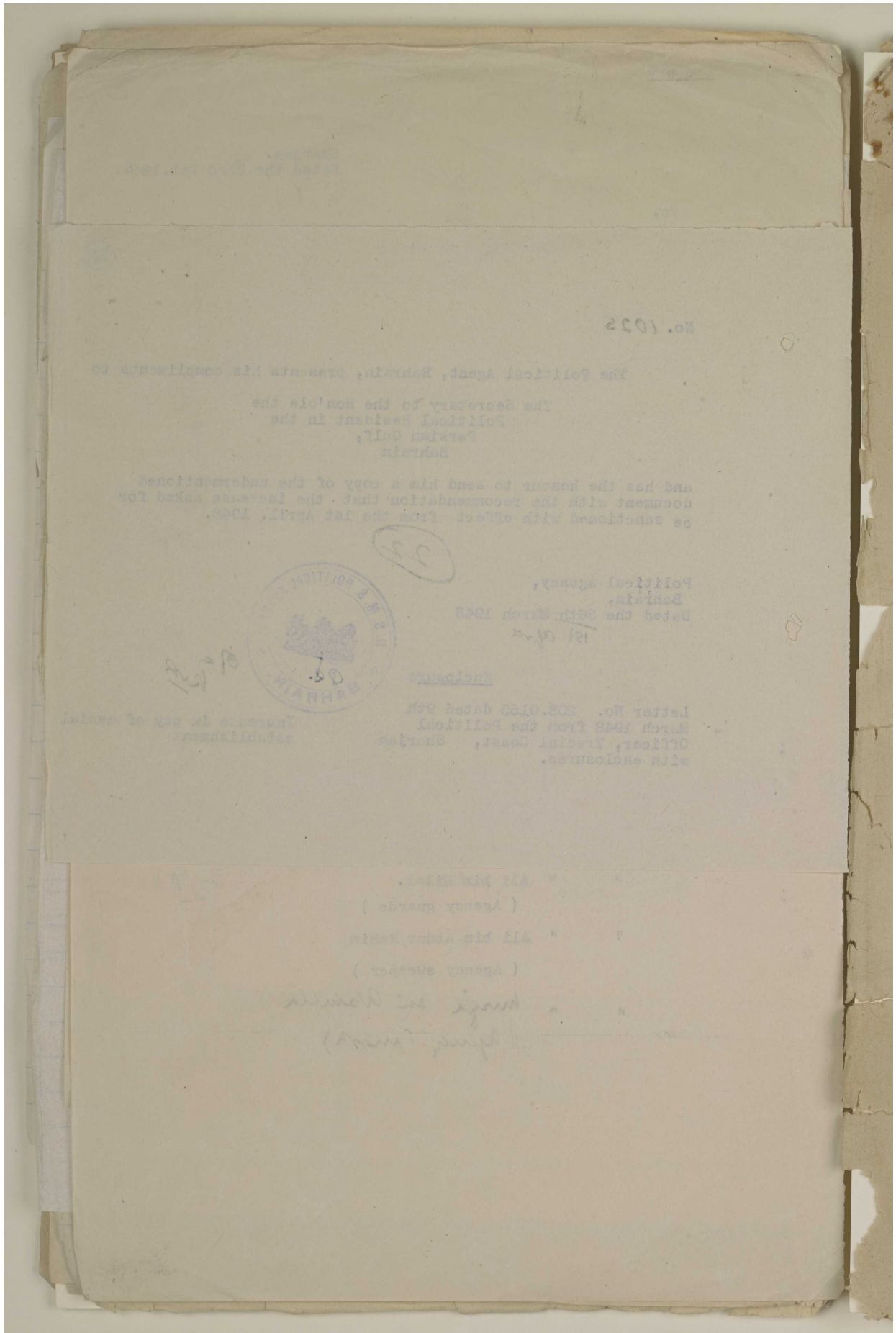
Enclosure

Letter No. 208.0155 dated 9th
March 1948 from the Political
Officer, Trucial Coast, Sharjah
with enclosures.

Increase in pay of menial
establishment

1021

'File 1/5 Menial staff: Pay and Allowances' [38v] (78/178)



39

1. I am quite favourably disposed to the driver's request for an increase in his pay, but I cannot give it to him without considering the cases of the other menial servants, including our personal ones, since they have all started to complain again that their present pay and allowances are not adequate for them. I should like to know the pay of (a) drivers at Bapco, the Naval Base, and B.O.A.C. (b) cooks in the same places, (c) farrashes of the Bahrain Government. In comparing ~~the~~ ^{their} emoluments with those of ours, it will be necessary to take into consideration whether the appointments are permanent or temporary.

2. Incidentally, my cook states that there is a provision for Goan servants in Bapco to be returned to India on leave at fixed intervals. I wonder if this is correct?

W.P.

A.P.A.

6.10.1945.

2

*See if you can get figures pl.
IA may be able to help.*

*W.S.
7/10*

3

A comparative statement showing the rates of pay etc of drivers and cooks in Bapco, B.O.A.C. and Naval Base is placed below.

4

Farrashes of the Bahrain Govt are started on Rs 25/- or Rs 30/- pm. plus dearness allowance of 25% of their basic pay, with an annual increment of Rs 1/-, rising to a maximum of Rs 45/- pm. They are given 15 days leave with pay pr year. A.P.A. has taken up the case of increase in the rates of pay of our farrashes separately.

*W.S.
17.10.45*

I think S. Amin might be raised to
Rs 95/- per month hd 18/10.

~~PA~~

I entirely agree. When he has been
informed & you have issued the
return statement.

A. P. A. 18/10.

S. Please pass an office order granting
S. Amin Rs 95/- per month from
1/10/45 + hd 20/10. HM tell him.

Office order No. 32 for sig. 21/10.

Ref: N/P. 6.
Statement herewith returned.

~~PA~~ 22/10.

It should be shown to CST. Palloway
when he takes over as it may
be useful to him when dealing
with a request for an increase of
pay by S 17000 who, I think, is
going to make one. 22/10.

(40)

①

Issued Office Order No. 36 dated 3-12-46.

②

Letter dated 25-12-46 from Dhaif bin Abdullah.

" I do not know if it is your intention to fill the vacancy for a khalasi in the place of Said bin Mohamad (who went to Muscat and later was discharged). He was in receipt of Rs.57/- p.m.(pay Rs.40/- and D.A. Rs.17/-).

Id. K.S.N.A.
24/1

12 A.P.A. Not yet.

Id. R.E.R.B.
24/1

Id. K.S.N.A.
25/1.

③

Appln. dated 9-1-46 from Hassan Nassir, Bahrain.

13 Wh have no post for this man now. May file?

Id. K.S.N.A.
27/1

Id. R.E.R.B.
27/1

④

Application dated 3-2-46 from Khalasi Mizil, Abdulla bin Dhaif, and Jumah bin Ibreheim.

14 What are their salaries compared with the farrashes?

Id. R.E.R.B.
3-2-46.

15 Nakhuda Misil. Date of appointment October, 1938.

Pay.	Rs.45/-
D.A.	20/-
Total	<u>65/-</u>

16 Ahmed, Farrash Pashi was appointed in 1937 and gets Rs.67/-(Rs.46/- plus D.A.Rs.21/-).

17 Abdulla bin Dhaif. Date of appointment March, 1944.

Pay	Rs. 35/-
D.A.	17/-
Total	<u>Rs. 52/-</u>

18 Juma bin Ibrahim. Date of appointment August, 1944.

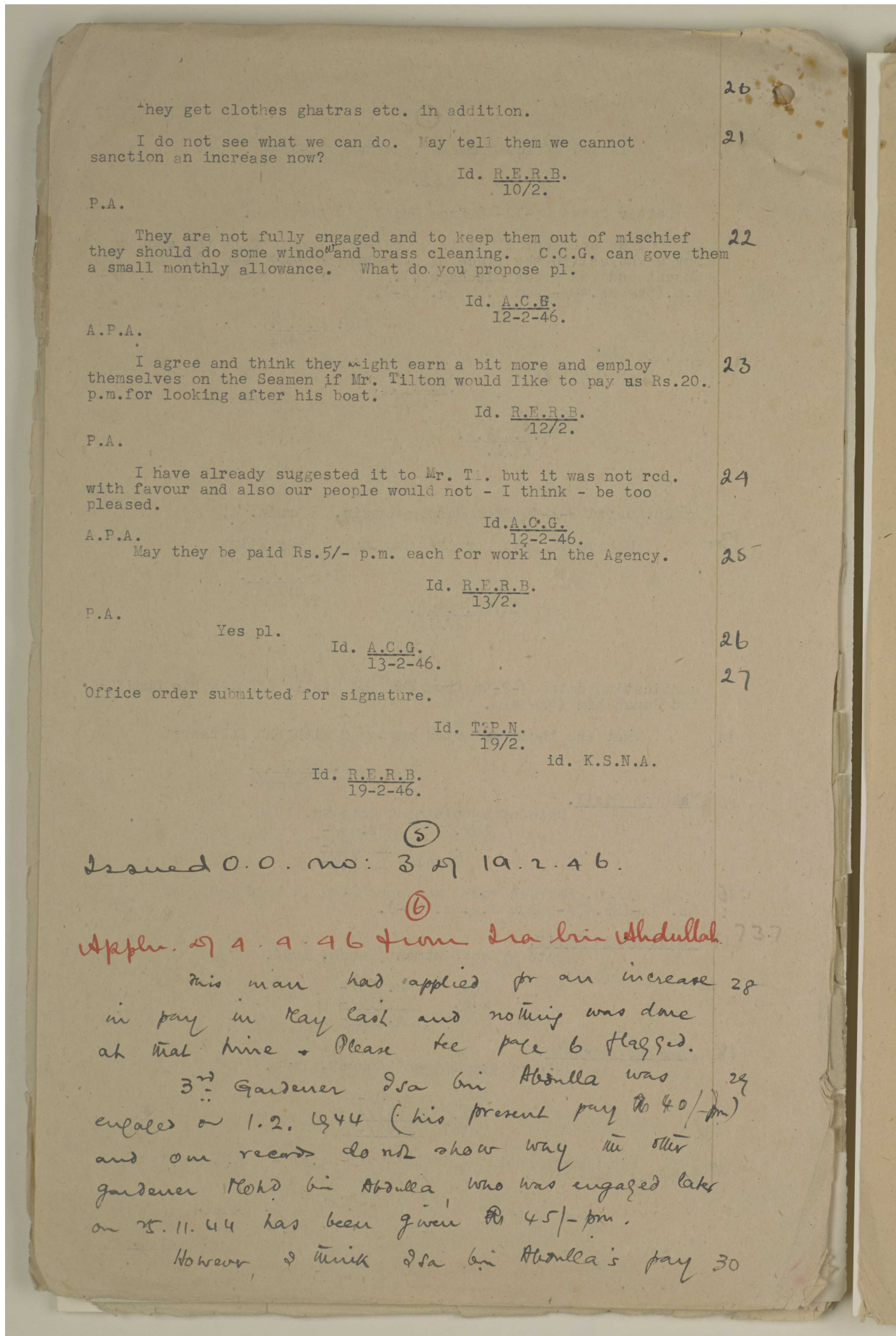
Pay	Rs.30/-
D.A.	17/-
Total	<u>Rs.47/-</u>

19 Farrashes appointed in 1944 get Rs.41/- (Rs.21/- plus D.A. Rs20/-)

Id. T.P.N.
6/2.

Id. K.S.N.A.
6/2.

A.P.A.



'File 1/5 Menial staff: Pay and Allowances' [41r] (83/178)

might be increased to Rs 45/- pm. (H)

31 Incidentally P.A. considers that the Head Gardener (Ali bin Hassan) who has been working for the cash about 19 years, might perhaps be given Rs 5/- extra - he is now getting only Rs 53/- pm.

If approved, the proposal in N.P. 20 of 31 may be given effect to from the 1st April.

(from N.P. 21) $\frac{6}{14/4/46}$

32 ~~P.A.~~ This seems reasonable.

As proposed? H.R. 15/4.

33 P.A. I agree.

15.4.46

34 Sent for necessary action pl.

35 Acct to please note & issue so. $\frac{6}{15/4}$

36 Office order for sig.

H.R. 24/4. 23/4

(7)

G.O. no. 6 of 1946 re increase of pay to Gardener.

⑧

109

Petition A/6.6.46 from Mohd. Qayyum,
Agency, Farash. P 17.

Character roll of Mohd. Qayyum is submitted for perusal. Vide Captain Howes' note dated the 27/8/1940 Mohd. Qayyum, ~~xxx~~ who was then working as A.P.A's farash, was reduced for slovenly appearance and gross inefficiency. His applications for restoration to his original pay of Rs. 35 p.m. are at pp 45, and 55 of file 1/5-A-I and p 9 of file 1/5-A - II. In December 1941 the then P.A. did not consider his case as only 1½ years ago he was reduced. In March 1942 he was granted an increment of Rs. 1/- as the grade of all the farashes had temporarily been revised to Rs. 25-1-40 with effect from 3.3.1941. This revised grade was with effect from 6.9.42 again replaced by the old grade of Rs. 20-1-30 and so Mohd. Qayyum could get no further increments and he is being paid Rs. 31, which means that he is being paid Rupee 1 per mensem more than the maximum of his grade. Please see notes 25 to 28 of file 1/5-A II on his last application submitted in June 1945. 37

Like Mohd. Qayyum we have another Indian employee, named Banarsi Dass, who works as a sweeper in the Agency. Being an Indian he gets Rs. 40 as pay and Rs. 15 as D.A. compared with the pay of the locally recruited sweepers who gets consolidated pay of Rs. 40/- (Pay Rs 20 + D.A. 20/-) 38

Submitted for consideration for reduction of Mohd. Qayyum's pay from Rs. 31 to Rs. 30 p.m. and for grant of personal pay of Rs. 5 or an allowance of Rs. 5 p.m. from Agency funds in view of his long service and age. For the past 3-4 years he is working as farash to the Passport clerk and all the passport clerks have praised him for his honesty and devotion to duty. 39

~~XXXXX~~
21/6/1946. *FR*

40.

I am not prepared to
recommnd any special pay or
allowance for him. Therefor him
accordingly. *HR*
23/6.

41.

Mohd. Qayyum is found
FR
23/6.

(10)

Application 1/19-2-47 from
Dewichan. Shohi. 119

Shohi is paid monthly as 46 (47)
under: -

From O.A.	Rs 20-0-0
From L.A.	Rs 12-0-0
	<u>Rs 32-0-0</u>

He is not paid anything at 47
present for washing uniforms
etc of the car and Truck drivers.

No amount is also paid to him ~~from~~
~~expenses~~ ~~transport~~ for washing uniform
of Syed Amin driver. He has therefore
applied for grant of Rs 20/- p.m for
doing this work. As he is doing
this extra work, he may, if
approved, be paid Rs 15/- p.m from
the Transport Fund.

Wm J.
22-2-47

A.P.A. May Rs 15/- p.m. 48
from Transport Fund?
(from N/Pan 46) Lib
22/2/47

apq
Rs 10/- wdy. W 22/2 49
W 513

(9)

886
P18
Appln. of 28.10.46 from Saied bin Mohamad.
29.10.46.

42 Syed Khalasi is paid as
under from Launch Grant. -
Rs 40-0-0 pay per month
Rs 17-0-0 Dearness allow-ds.
Rs 57-0-0

43 The orders fixing his above pay
are contained in para 93 in
file 1/5-A. (submitted below).
In accordance with O.O. No. 3
of 19-2-46 other Khalasi's are
paid Rs 5/- p.m from C.C.A
for doing general ~~work~~ cleaning
work in P.A's residence. Syed Khalasi
is engaged for the big launch and
only works there.
His request for an increase is
therefor for orders.

44
45 A.P.A. & he has not so am
cleaning work he is not entitled to
Rs 5/-. As such his pay should remain
the same. 30/10.

30-10-46
30/10/46

'File 1/5 Menial staff: Pay and Allowances' [43r] (87/178)

(11)

Representation dated 9/9/47 from the Agency farrashes

50 Government of India sanctioned an increase of 40 to 60% in the dearness allowance to the menials from 1st January 1945 (page 193 file 1/5-A). Actually, however, lump sum increases of Rs 5/- to those whose pay exceeded Rs. 40/- and Rs 10/- to those whose pay was below Rs. 40/- were given please see N/para 106 of file 1/5-A.

51 Recently labour in the Oil Companies was given an increase in pay and this, I think, is the main reason for this petition. I suggest that the emoluments of all our menial establishment (farrashes, drivers, sweepers, khalasis, etc) be increased by a flat rate of Rs 10/- p.m. This increase will I understand satisfy them.

52 If this increase is sanctioned, our O.A. and L.G. will have to be increased by approx. Rs 300/- p.m.

53 Resident's approval is to be obtained for the sanction.

PA

KWB
20.9.47

54. Japu.

M. S/o.

55 DFA to Secy.

56 Syed Amin, the car driver, requests that he be given an increase of at least Rs. 15/- p.m. as the pay of the drivers elsewhere is very much higher than what we give.
The pay of the driver is not

57

The dhobi who gets now a total of Rs. 32/- for washing the liveries of the farrases and khalasis, also asks for an increase. He may be given a total of Rs. 40 p.h.m. (in case the general increase is sanctioned by Residency). There is no need to get special sanction for this, as this is within PA's powers.

(From N.P. 55) $\frac{Rs.}{9.60.47}$

PA

58

Sard Ammi may have Rs. 10/-
& dhobi Rs. 40/- if Res. sanction the general rise.

Draft may issue. 59

by
who.

(12)

Issued Memo. No. 3329 dt. 20.10.47 to PR,
Bhr.

(13) $\frac{6}{24.12.47}$

Memo. no. 3631-66/5 dt. 9.12.47 from

PR, Bhr
C.P. Is this information available in $\frac{6}{13.12.47}$ 60
Not yet. Will be sent via red line $\frac{6}{13.12.47}$ 61

62 N/para 61 E.O 1/5 (44)
Please confirm that
you will be informing the Resy.
when figs. are received from
the Blue Govt. ROR
21.12.47

Cy 63. Any information we receive
from adviser will be sent to E.O.
Subdt Ind
2/12.

64 I have obtained from the
Adviserate the statement (placed
below) giving the old and present
rates paid to the Adviserate pleons.
May send a copy of this to Resy.
with ref. to the one:
(from N/para 61) ROR
22/12/47

PA MP
23/12/47

(14)

Sent P. L. no 4018 D/ 20.12.47 to P.R., Bahrain.

(15)

Let. no. A/11 of 6. 12 48 from REFGU Bhr.

Act.
65 Four copy and o.c. of the
statement are prepared and put up
below for perusal. 2.1.48

66 We did not give 60' d.a
to the menials as decided in
N/para 105 or 107 (pt II of A vol I). A note
may therefore be added to the
statement saying that "for reasons

Similar to those also explained
in Major Hutchinson's d.o.
M. C/166 of 20-1-44 and
approved by Mr. Danbury
his d.o. M. 442-64/243 of 22-2-44.
It was not practicable to adhere
to ~~60%~~ strictly to the rate
of 60% d.a. The main idea
of increase was to give increase
wages to the lowest paid, and
hence d.a. was allowed to the
menials varies in each case.

Draft ~~let~~ memo. for
approval. 67

A.R.A.

N/para 66 I agree.

67. Issue date
27/1/48.

Mem J
12-1-48

Rob
12-1-48

68

69

(16)

Issued Memo. no. 108 of 13.1.48 to P.R., Bham

(17)

Memo. no. 195-605 of 22-1-48 from Secy.,

P.R. P.A.
St. 17 and N/Para 57-58

Noted. May be filed? 70

ARA. The pay of the drivers
also should be increased
(Paid from Transport Fund)
Agreed 27/1.
27/1/48 71
27-1-48 72

(45)

73 Farran Hamad bin
Jassin, Farran in I.A's Court,
is said to have joined Abdul
Aziz Ali al Basam as driver,
and stopped reporting for duty
here. He has returned his
uniform etc.

74 I.A may please indicate
whether any action should be
taken against Hamad for not
informing us before hand of his
intention to leave our service.

75 Meanwhile some replacement
is essential, and I have asked
Basam to bring three or four
applicants for selection by A.P.A.

I.A (For N/P para 73)
A.P.A.

WAB
8/2/48

76 Ref. N.P. 74. I think some action is
necessary. He ought to have given notice
for even a week. I propose to ask Abdul
Aziz Basam to also how he employed him
'A' without making any reference to us.

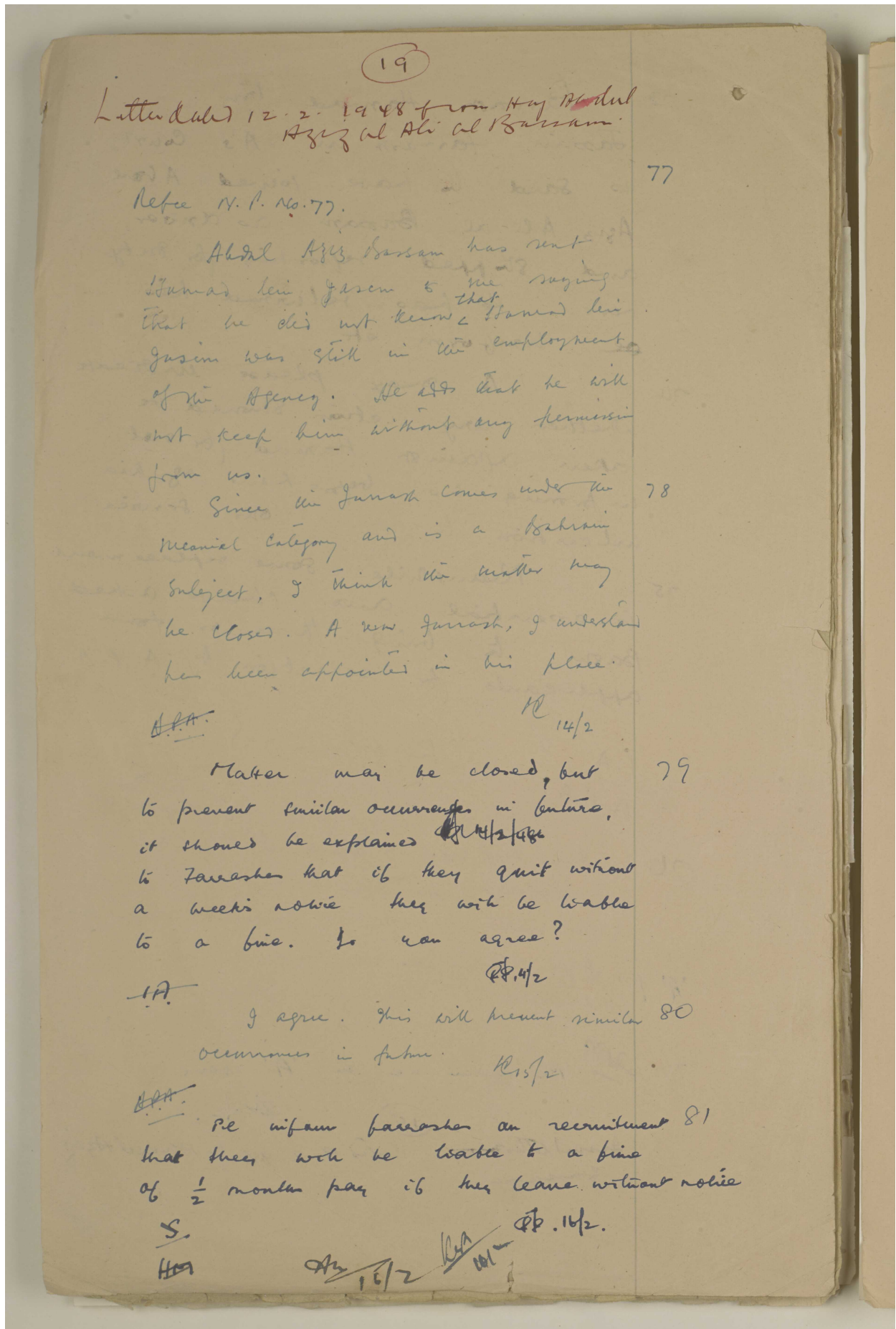
WAB/2

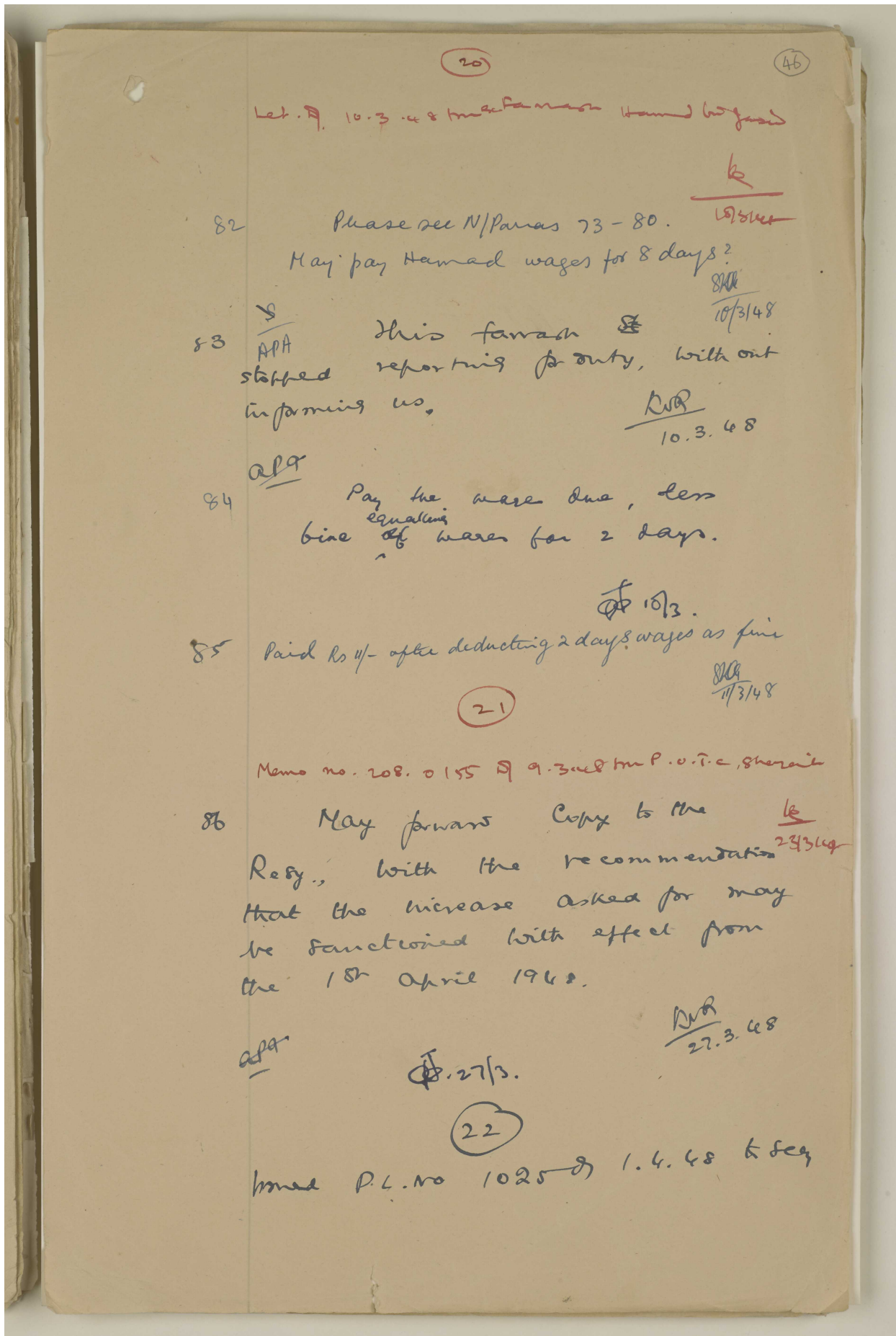
77 ADA Re inform me on 'A' above

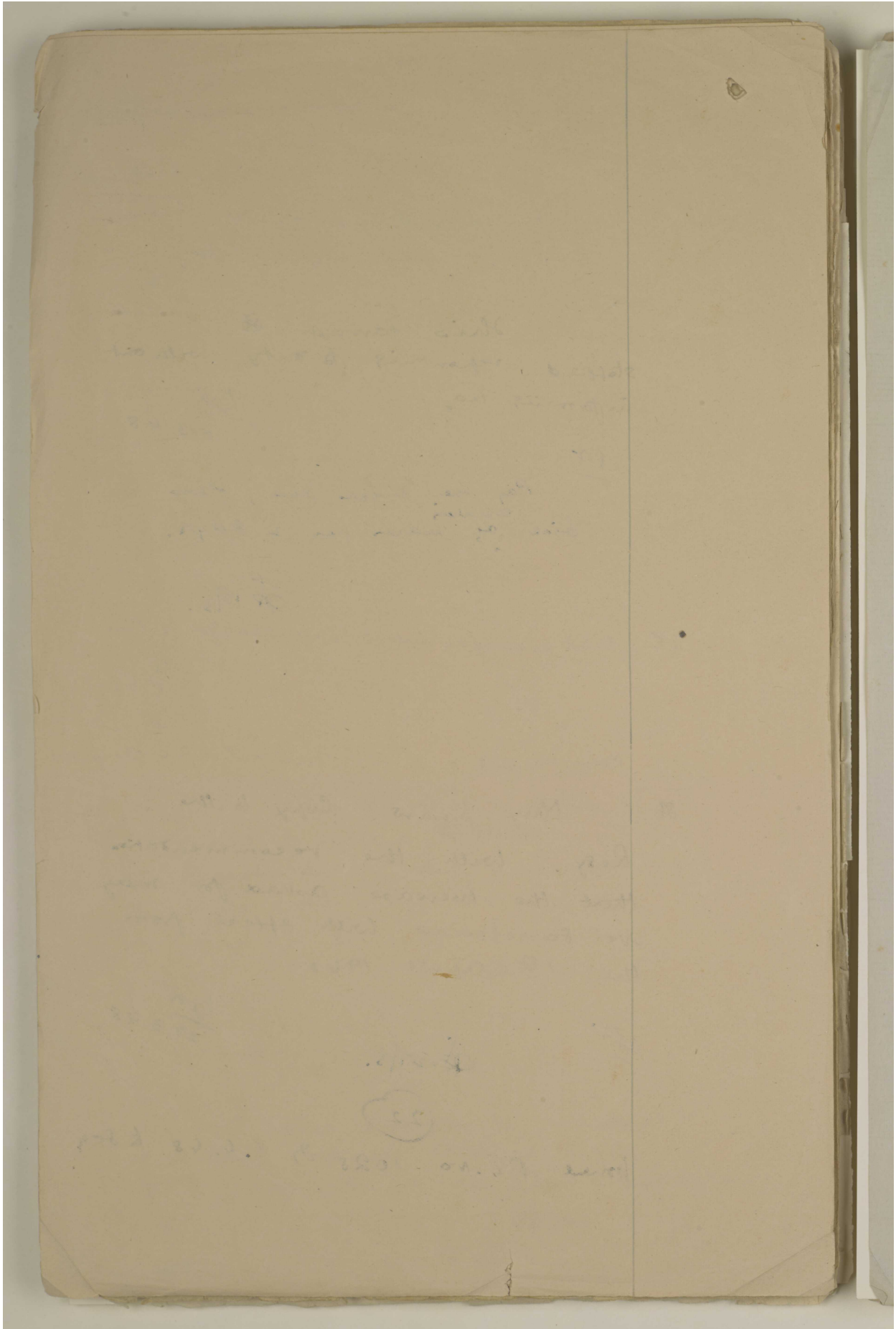
WAB/2.

(18)

~~Send letter~~ dated 4.2.48 to Abdul Aziz
Basam.





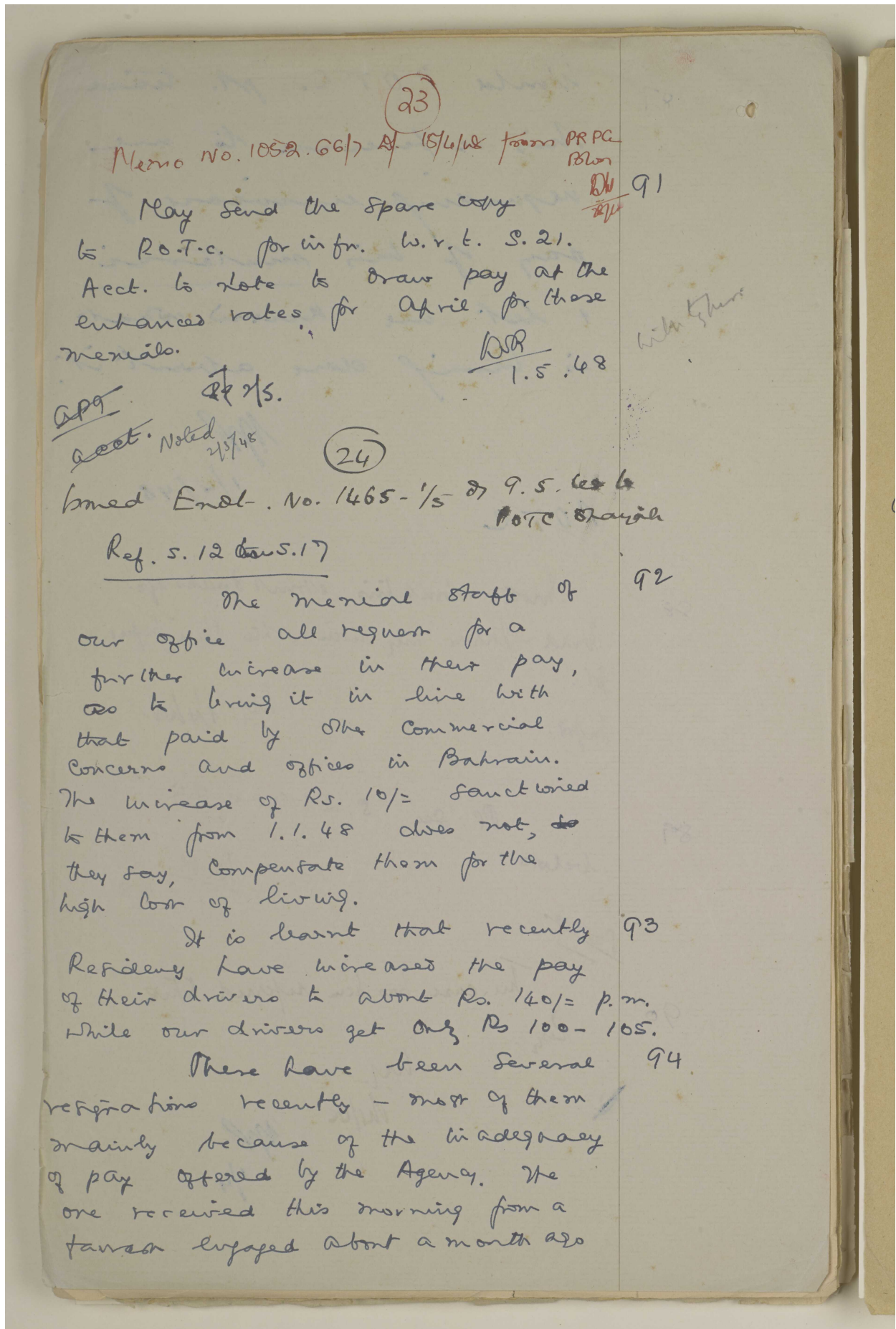


87 Would POTC pl. trace ⁽⁴⁷⁾
this reference to me
regarding increase of
pay of his matrossi
& let me know what
is being done about it.
MP
1/4/48
POTC

88 wrote about his about 3 weeks ago.
Could have my bill & his other papers
pl.
Supp. hq. 1/4/48.

89 Pl. Sec S. 21 and 22
below
KRB
1.4.48
POTE

90 The case has been referred to the
Com.
hq.
KRB
1/4



is placed below. More are likely
to follow unless some increase is
given. (48)

95 I suggest that a further
increase of Rs. 20/- p.m. be
sanctioned with immediate effect,
and that the pay of the drivers also
be fixed at the rates given by
the Regy.

(from MPasa 92). $\frac{ROR}{8.5.48}$

ap9

96 What ~~are~~ other commercial
concerns paying their barastars?
and how does that pay compare
to the pay our barastars receive?

97 \mathcal{L} . Can you obtain figs? $\mathcal{L}. 9/5.$

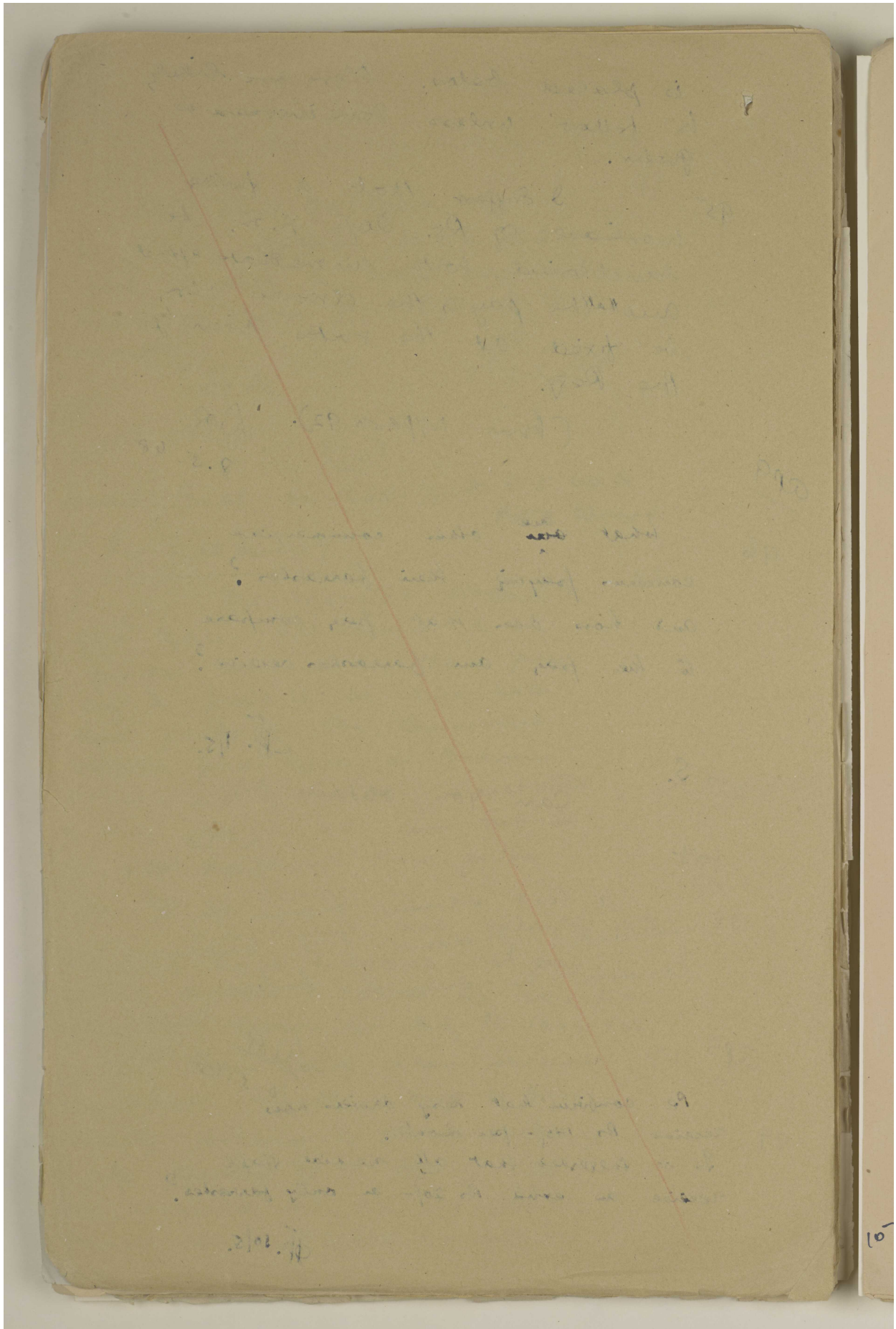
~~114~~ $\frac{ROR}{9.5.48}$

98 A list showing figures for the
barastars of some of the commercial
concerns is submitted below.

ap9

99 Re confirm that Regy drivers now
receive Rs 140/- per month.
Is it suggested that all menial staff
receive an extra Rs 20/- as only barastars?

$\mathcal{L}. 10/5.$



'File 1/5 Menial staff: Pay and Allowances' [49r] (99/178)

49

S.No.23 and N/para 91.

100 The Residency have sanctioned an increase of pay to the sweeper and farrash of the Residency Agency, Sharjah, on the presumption that they also, like the guards, receive a pay of Rs.20 and dearness allowance of Rs.10 p.m. But, the sweeper and farrash at Sharjah receive a consolidated pay of Rs.25/- and Rs.40/- respectively. The mistake apparently has arisen in S.21 the original recommendation from P.O.T.C.

101 The increase now sanctioned by the Residency is 50% of the emoluments and the sweeper and farrash would on this analogy receive a consolidated pay of Rs.37/8 and Rs.60/- p.m. respectively. May they be paid at these rates without any further reference to the Residency?

102 Incidentally, P.O.T.C. has made no recommendation for increase of pay of menials at Dubai who draw the following emoluments:-

	<u>Pay</u>	<u>D.A.</u>	<u>Total</u>
Ali Baksh Compounder	Rs. 60/-	Rs. 30/-	Rs. 90/-
Mohd Kal Ghulam, Dresser	30/-	15/-	45/-
Hospital sweeper	20/-	10/-	30/-

S
A.P.A

11/5/48

103 N/para 99
The Resy. drivers are getting Rs. 130/= p.m. and the head driver gets Rs 140/= p.m.

104 It is suggested that all the menial staff should be given the increase, and not farrashes alone.

105 N/paras 100 & 102.
I think that it is better to ask P.O.T.C. if he recommends that the pay of the farrash shd. be raised to Rs. 60/= and also whether he recommends any increase in the pay of the Dubai Hospital staff?

106 The pay of the guards and the sweeper may be paid at the enhanced rate (50%) without

107 An increase in reference to the Resy. (in N/para 101) 12.5.48

N/para 92 to 99 and N/para 103. 108

An increase of Rs 20/- pm
in the flat rate of pay would
raise the emoluments to rates
ranging from Rs 78 to Rs 70
(except Farook Bashi who wd get
Rs 99/-). This would bring
their pay into line with that
given by M/s Gray Mackenzie
and the Eastern Bank. It would
still be less than that granted
by P.C.C.; but would be approximately
the same as that given by Bahrain
Govt.

I fully agree that to maintain 109
our staff that an increase is
desired. Their present rates are
well below those given by other
concerns. would prefer please
put up a draft to Govt +
I will put up to PA (which
when I have spoken).

£.15/5.

S.

<u>N/para 105</u>	DFA <u>I</u>	110	lower time rate
<u>N/para 109</u>	DFA <u>II</u>	111	
	<u>LVB</u>		
	19.5.60		

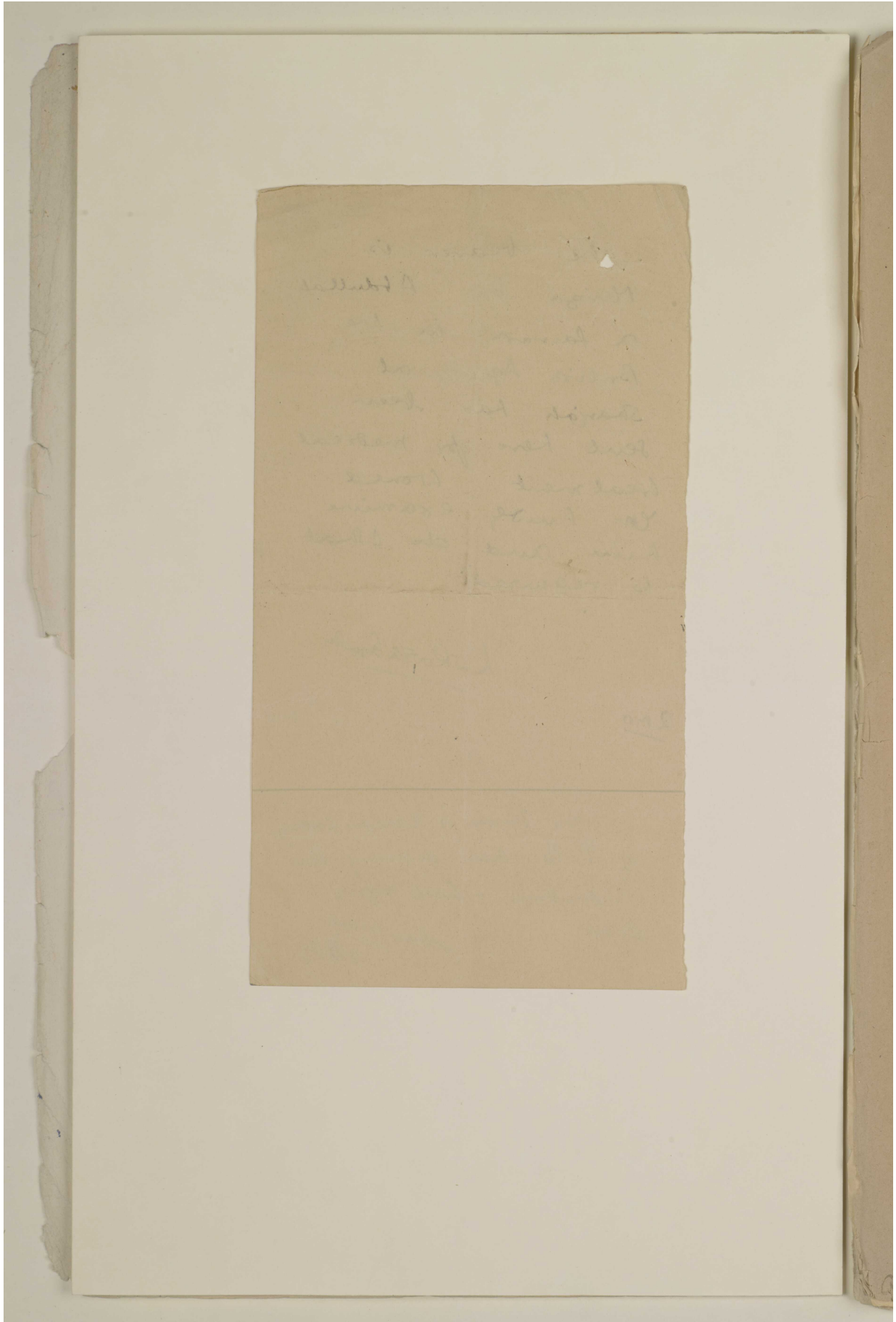
(50)
The bearer is
Mirza bin Abdullah,
a farman in the
British Agency at
Sharjah, has been
sent here for medical
treatment. Would
you kindly examine
him and do what
is required?

Kolkata

Amo

ii

This man is suspicious
of T.B. am scanning his
spitum + will report
later
Mrs. [unclear]
13/5



(51)

1) Muzza bin Abdullah, a farash
in the P.O.T.'s Office in
Sharjah, has come here in P.A.'s
launch for medical treatment.
I sent him to Dr. Steele yesterday,
whose reply is attached.

✓ The farash is not satisfied
with Dr. Steele's treatment, and
wishes to be attended by the
Mission Hospital, and requests a
letter of recommendation to Dr.
Harrison.

KRB
14.3.68.

3 app Await report of Dr. Steele
and put up. Re inform farash to
wait until his report comes in.

KRB
14/3

S
HAT

KRB
14/3/68.

4 The farash has been informed
adequately.

Am
14/3

5 This farash is now
reported to be alright. He is leaving
for Sharjah by the next boat. He
requests an advance of Rs. 30/- to
defray his expenses. May advance
and receive from R.A. Sharjah.

KRB
14/3

KRB
14.3.68

'File 1/5 Menial staff: Pay and Allowances' [51v] (104/178)

DEPARTMENT/OFFICE.

Letter
Draft Memorandum
Telegram

File No.
Serial No.

1. Date of despatch No. Dated

2. List of enclosures

From N / Para 5

b. D. f. a to R.O.A.C, Sharjah.

apa J82913.

KOB
29.3.45 h
29.3.48

S. 5 (Large)
MFP-378 S&T-6767-(M-19)-11-9-45-150,000 Pads.

(52)

108 16
M/paran #0 & 111.

112 .

he are asking Roy for
an increase of Rs 20/- for the menial
staff. May draft ii to be issue?
RF 23/5

~~PA.~~

RF
23/5

(26)
Issued Memo No 993-75 of 30/3/58 to POTC
Shogale

(25)
Memo No 417. 0155 of 25/5/58 from B. Aguey
Shogale

(26)
Resignation Letter of 8/5/58 from Abdul Jabbar
an Abdul Cader

(27)
Issued memo No R.74 of 23/4/58 for
secy to HE the PRDC Bulwain

(28)
Memo No 1613-1/5 of 23/5/58 to POTC
Shogale

(29)
Letter from Al Bin Abdulla of 5/5/58

Added (30)
Memo No. 507. 0155 of 24/5. from Brothers
Aguey Shogale

S.30 Para 2. Acct. may note
to pay this rate of Rs. 55/- p.m. 113

Sanction for increase of
dearner allow from Rs. 10/- to Rs. 15/- 114
p.m. has already been given by the
Mess. order 23.

RSB
24/6/48

app

21/6.

A.O. NO. 1818-22 (31) 4/7/48 from Messrs
Bhandari
For information. 24/7

How does this compare with
our own rates for (a) clerks
(c) barakdas etc
memb. 115

26/7.

S.

(32)
Issued. Memo No R. 196.45 of 26/7/48 to
Secy to HE Mr. PR PG Bhandari
29/7

(53)

A.P.A.

116 The Agency for drivers, Jan
 bin Ahmad bin Ahmad bin Ahmad
 state that they wish to leave the work
 as from to-day, the reason being
 that their pay which is Rs. 55/-
 a month is too little to maintain
 them. I have tried to persuade
 them to stay on until we receive
 a reply from the Residency to whom we
 recommended increase for all the
 menial staff, but they say that they
 have already waited for long & that
 they cannot wait till they starve.

Jan
1/8/48

117 ~~A.P.A.~~ Please beg an letter to Perry re
 pay of staff, and one recent reminder,
 and put up with this. J.B.

118 S. pl. see para 5.27 and 5.32

119 Over two months ago it was represented
 to Perry that an increase of Rs 20/- should
 be made, if we were to retain our staff.
 No action has yet been taken and
 there is genuine discontent amongst
 others of the staff. J.B.

PA.

I have spoken to Secy.
who thinks increases
have been sanctioned. 120
You shld. remind him
in a day or two if
nothing is heard before
then. If the gardeners
want to go they
had better do so.

W
2/8

Re speak. 121

2/8

~~W~~ spoken. 122

I have informed the gardeners
accordingly. 123

W
4/8/48

The Secretary told me this morning
that so far as the Residency was concerned
the increases had been sanctioned but that
they confirmation from the Foreign Office was
now awaited. He expects this in about
10 days. For information. 124

~~W~~ The best that they have got
sanction will only aggravate the position
here. However, we can but wait. 125

PA Tell the menials we are waiting
for sanction from London. 126

W
5/8

(54)

(33)

D.O. No 2355/6 of 5 of 1.8 US from PRFG Pblon

128 I have detached this & put up to APA separately along with the other D.O. for Mr. Johnson in the subject. keep pending.

DL
6/9
128

(34)

Certificate of 4.12.48 issued in favour of Abdul Rasool.

(35)

Application for increment of nil from Head - Farnash Ahmed Jassim

129 Pl. put up p.p.s. you have req. increase in the pay of our menial staff. Acct.

1/30
10/11/49
129

130 Allowed but Jassim's pay was raised to Rs. 90/- as from 1/7/48 according to the new scale fixed by the Residency, vide Residency's list at pages flagged A; the details are as under: -

Pay	Rs. 40
Increment	= 10
DA	= 25
Special pay	= 15
	<hr/> 90

131 The total pay drawn by him previously was Rs 79/- Do he was given an increase of Rs. 11/- only with which he is not satisfied. Jassim is working in the Agency since 16/11/37 and is now put in about 11 years service. He is in the scale of Rs. 40-1-60 and has been given already 10 increments. The only way by which we can help him is to recommend him to be given the max pay of the post i.e. Rs. 60/- thus he will have Rs 100/- pay with no further increments.

APA

10/11/49

S 35 or reverse

I see Ahmed bin Tammim's point
and suggest that we give him the
maximum pay of the post i.e. Rs 60
w.e.b 1.1.49. He with him get Rs 100/- Total

Rs 19/11

132

AA

I think it will have to
other requests. D.A. speak.

MP

20/1

AAA

Let him have Rs. 55/- Total
pay Rs. 95/-

MP

31/1

S/ Bashir informed accordingly. He is grateful for the
increase in his pay.

A.A.T.

Action taken.

No. 31/1/49

Sund
1/2/49

135

(36)

Application for employment
of 16.4.49 from Ahmed bin Abdulla

May inform me have no vacancy
at present but if one occurs his name will be considered.

A.A.T.

No. 20/4/49

136

'File 1/5 Menial staff: Pay and Allowances' [55r] (111/178)

(55)

Reference N/Paras 14/16.

17 Two letters and one cheque for Rs.121-8-0 submitted below for favour of signature by P.A.

S/PA.

From S.18 - N/Para 14.

Kygn
10/7
4/7/49

sent to F.O. etc

125.37

Copy kept in file 6/49.

18
19
G.S. Head Letter No. 1760 dt 10.7.49
to M/S - G.N. Co.

Re: Payment of Id present to menial establishment: For the

last year, I find an entry in the "Mission Fund" account for Rs.108/- being the Id present paid to menials. I do not find however details of this payment in the Mission Fund Vouchers. Bashi, the Head Farrash says that this present was being paid every year at Rs.4/- per head. According to this rate, we will have to pay Rs.104/- to the 26 menial employees including Office Farrashes, Garden-men, Launch Crew, Motor Drivers & cleaner and Agency Dhobi.

137/49

As the balance of the Mission Fund has not been transferred to the F.O. account, may pay Rs.104/- to the debit of F.O.Account? Mission Fund a/c Book linked below.

S/PA.

Kygn
21/7
21/7/49

138
The Mission Fund will not take the cost of expenditure but the F.O will stand for reasonable charges for gratuities. I presume this post has no fixed office allowance but just charges up its expenses. On the Form for Office Expenses there ought to be a heading gratuities.

139
At the same time I think the Menial Staff have overdone the gratuity racket in the post. I am that they get a gratuity a times over they want one for the Id. They must make their choice

either they are good Christians or good Muslims.
If the former they can get Xmas Boxes worthing for ~~22~~
the Id. If the latter they can get something for 14⁰
the Id but worthing for Xmas.

M. act accordingly.

(BT
21.7

(20) (44)

Issued letter No. R-346, 5/23.7.49 to the
Residency.

(45)

(56)

141 Letter No. (107/25/49) D/3, 3.8.49 from the Residency. We do not know what is the total amount fixed for a year for this Agency. May ask the Residency to let us know.
R.S. 7/8/49

142 I think there is a lot to be said for the Residency's contention. What are the total X'mas & Id. disbursements & gratuities? Do we give any other gratuities?

143 The Account Book of "Mission Fund", from which these gratuities were paid in the past is submitted below:—

The Total Gratuities paid in 1948 for X'mas & Id. were:—

X'mas	Rs. 316-0-0	
Id.	" 108-0-0	— 27 months at Rs. 4/- each!
	<u>Rs. 424-0-0</u>	

144 out of the above the X'mas Bonus of Rs. 316/- has subsequently been recovered from "Aminities Fund".

145 Besides Gratuities are paid on special occasions for instance a sum of Rs. 25/- has been paid on 25.11.49 on the occasion of "Birth of Prince".

S/PA.

R. Kym
11/8
11/8/49

146

I think a further we should cut out both

both Mission Funds (one has disappeared in any case
but presumably the Residency still has one) &
Annuitants Funds & stand on one own feet.
Ms. 424 does not seem to be excessive to
pay as gratuities might reasonably be
continued on the lines suggested by Residency.
But debit F.O. (not other of) under
"gratuities".

137
13.8

I don't think the F.O. will pay gratuities for
the birth of princes. 147

(46)

~~Letter of 3.10.49 from Abdulla to D. H. J.~~
R. 1/1/49.

'File 1/5 Menial staff: Pay and Allowances' [57r] (115/178)

(57)

148

Menials have approached me for X'mas Gratuity. From the Accounts, it is seen that Gratuity was paid to the Menials including the Agency Guards to the extent of Rs.316/- This was spent at the first instance from the "Mission Fund" last year and then subsequently recovered from the Aminties.

149

The Account "Mission Fund" as a separate one was closed in March 1949 by transferring the balance of Rs.582/- in that account to the Foreign Office Account. Since then certain expenses have been met from the Foreign Office Account under the Head "Mission Fund".

150

At the time the menials approached me for Gratuity for Id, Mr. Jakins was not in favour of paying them ~~id~~ Gratuity both for Id and X'mas (Vide N/Paras 137 to 147 and the correspondence at s.44 and 45). The menials were not paid any Gratuity for the Id.

151

Orders may therefore be please passed for the payment of X'mas Gratuity to the Menials on the lines at Vouchers A to D flagged below of Last Year. It may also please be determined as to what account this amount is to be debited.

S/APA.

From N/Para 148.

Kym

152
+ New year

Since the menial staff were not paid any "Bahshiah" on the two Id festivals this year suggest they may be ~~paid~~ given X-Mas present at last year's scale (slips A to D), + the amount debited to F.O. of "Gratuities" (Mr. Jakins note para 46 reg. the ofc to which it should be debited is flagged/pl).

15/12

A.P.A.

153

P.A.

Gratuities may be paid on the same scale as last year.

15/12

15.12

MP

17/12

154

X'mas & N. year Gratuities are being paid to Agency Menials as per list kept below.

S.

Kym
22/12

155

On Further Consideration P himself distributed the gra on 25.12.49

~~46~~ (46)

Letter D/16.4.50 from Abdull Saleh, launch driver.

(47)

Issued letter No. R-173, D/20.4.50 to the Residency.

(48)

Letter No. 283/8/50, D/3.5.50 from the Residency

Rs. 11/5/50

Acct.

The gratuity has not been sanctioned. The ex-employee concerned owes a sum of Rs. 65/10/- to Amnities Fund, after adjusting his April wages of Rs. 94-6-0 towards his dues. A.P.A. was telling me once that if the gratuity is not sanctioned we should write to the present employer of Abdulla bin Saleh to recover this sum of Rs. 65/10 from his wages + remit to us. O.K. please. The information required by Residency in this regard is getting ready + will be submitted soon

104/24/50
11/5
11/5

156

Ask his employer to remit the amount due - unless P.A. thinks that this should be written off by way of a gratuity which Govt will not give.

11/5

157

P.A.

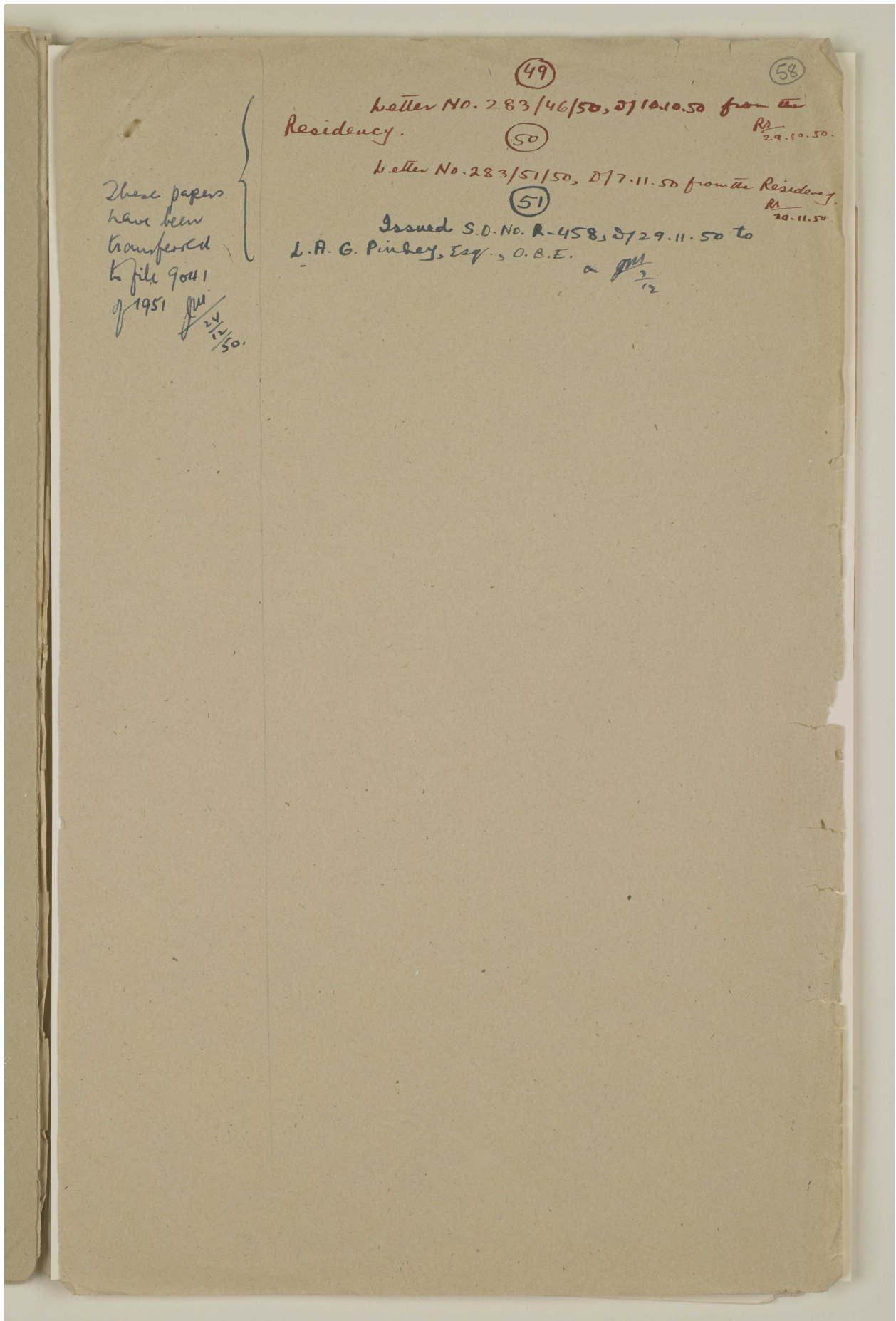
I think we may write the amount off

158

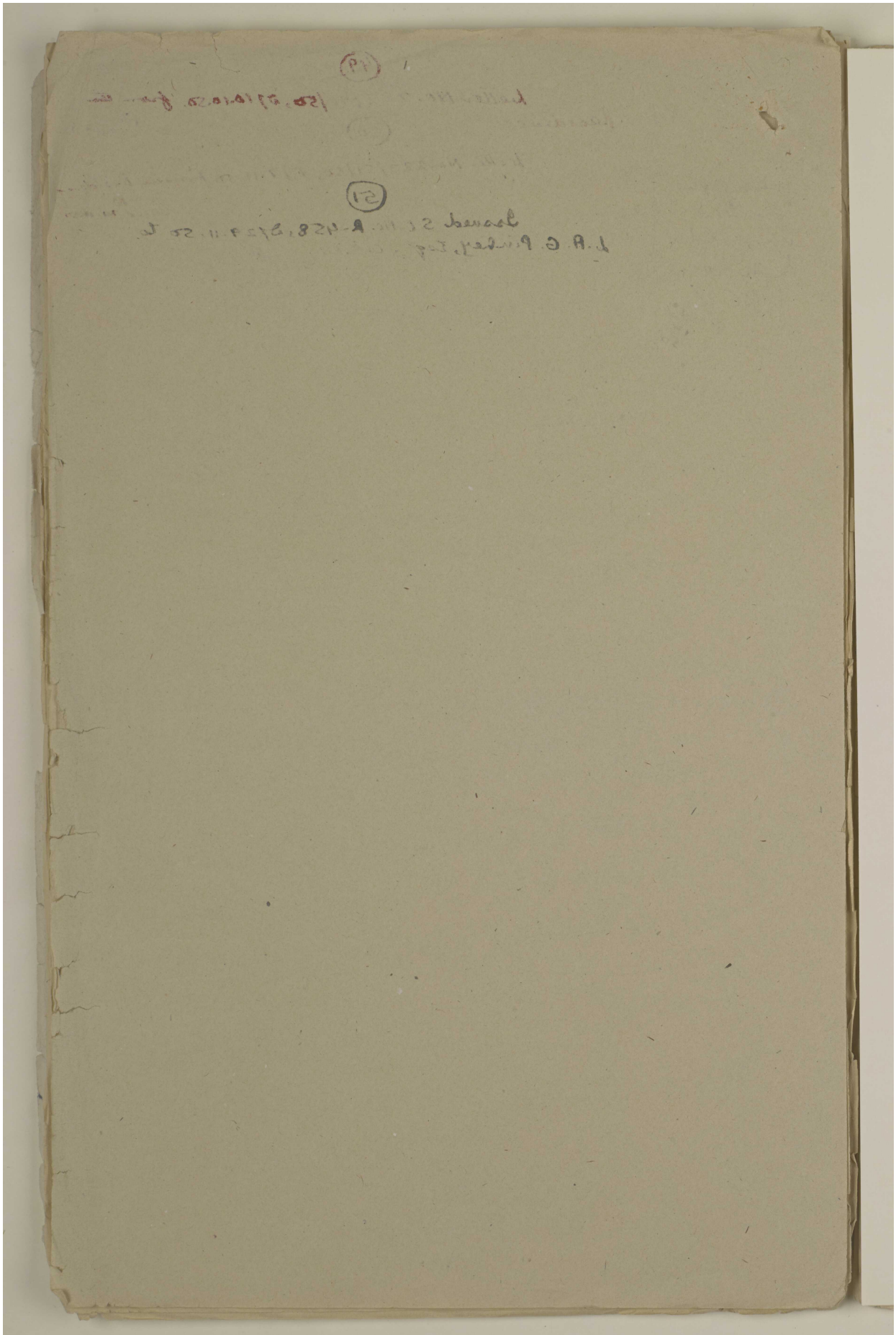
11/5

Written off
11/5
12/5

'File 1/5 Menial staff: Pay and Allowances' [58r] (117/178)



'File 1/5 Menial staff: Pay and Allowances' [58v] (118/178)



'File 1/5 Menial staff: Pay and Allowances' [59r] (119/178)

15

(59)

PERSIAN GULF RESIDENCY,
BAHRAIN.
15th April, 1948.

No. 1052-66/7.

To

(23)

The Political Agent,
Bahrain.

MEMORANDUM.

Reference your Printed Letter No. 1025 dated the 1st April, 1948.

2. Increase in pay from Rs. 20/- to Rs. 30/- and ~~all~~ dearness allowance from Rs. 10/- to Rs. 15/- per mensem (total Rs. 45/- per mensem) of guards, sweeper and farrash of the Residency Agency at Sharjah is sanctioned with effect from 1st April, 1948.

HMM

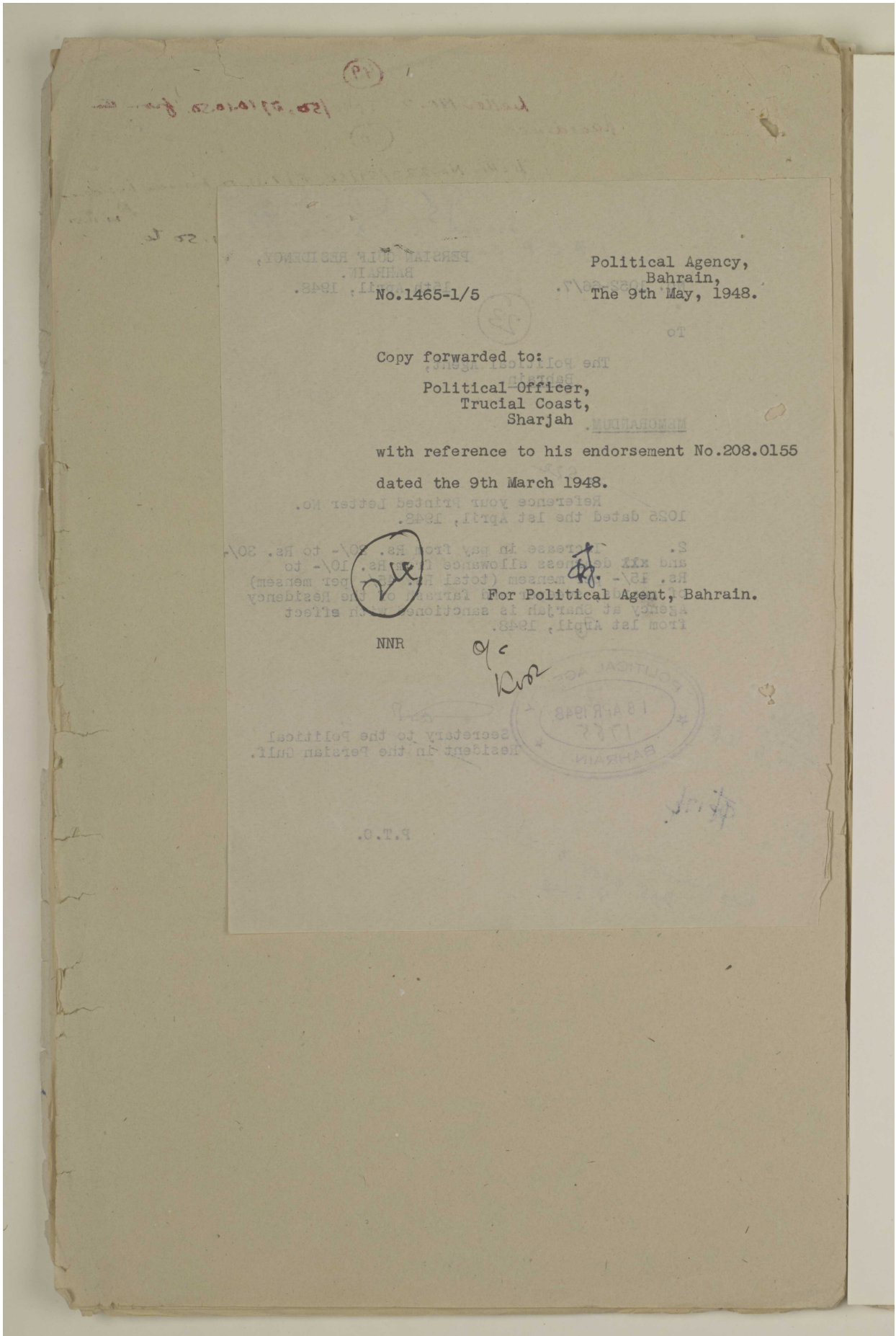
POLITICAL AGENT
18 APR 1948.
1785
BAHRAIN.

Secretary to the Political Resident in the Persian Gulf.

P.T.O.

Handwritten notes:
17.4.48
his mem no 208.0155-9
9.3.48
Shajrah 15/5/48

'File 1/5 Menial staff: Pay and Allowances' [59v] (120/178)



'File 1/5 Menial staff: Pay and Allowances' [60r] (121/178)

No.993- 115

POLITICAL AGENCY,
BAHRAIN.
The 30th March, 1948.

24

To

The Political Officer,
Trucial Coast,
Shraah.

Memorandum

A sum of Rs.30/- (Rupees Thirty) only has been advanced to Miza bin Abdulla, a farrash in the Political Officer, Trucial Coast's office, who came here for medical treatment with the Political Agent, Bahrain. Will you please reimburse the amount to this Agency as early as possible.

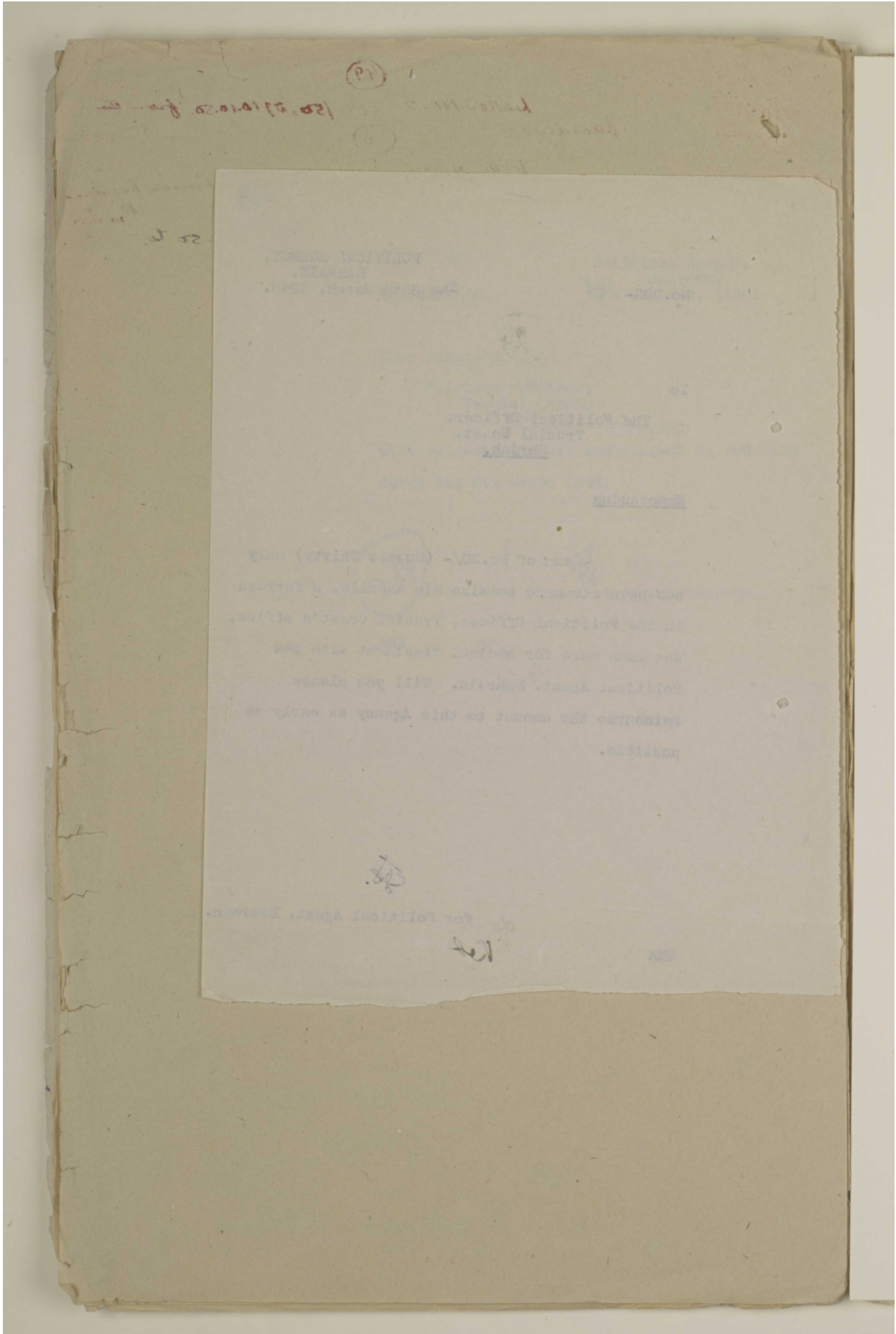
gk.

for Political Agent, Bahrain.

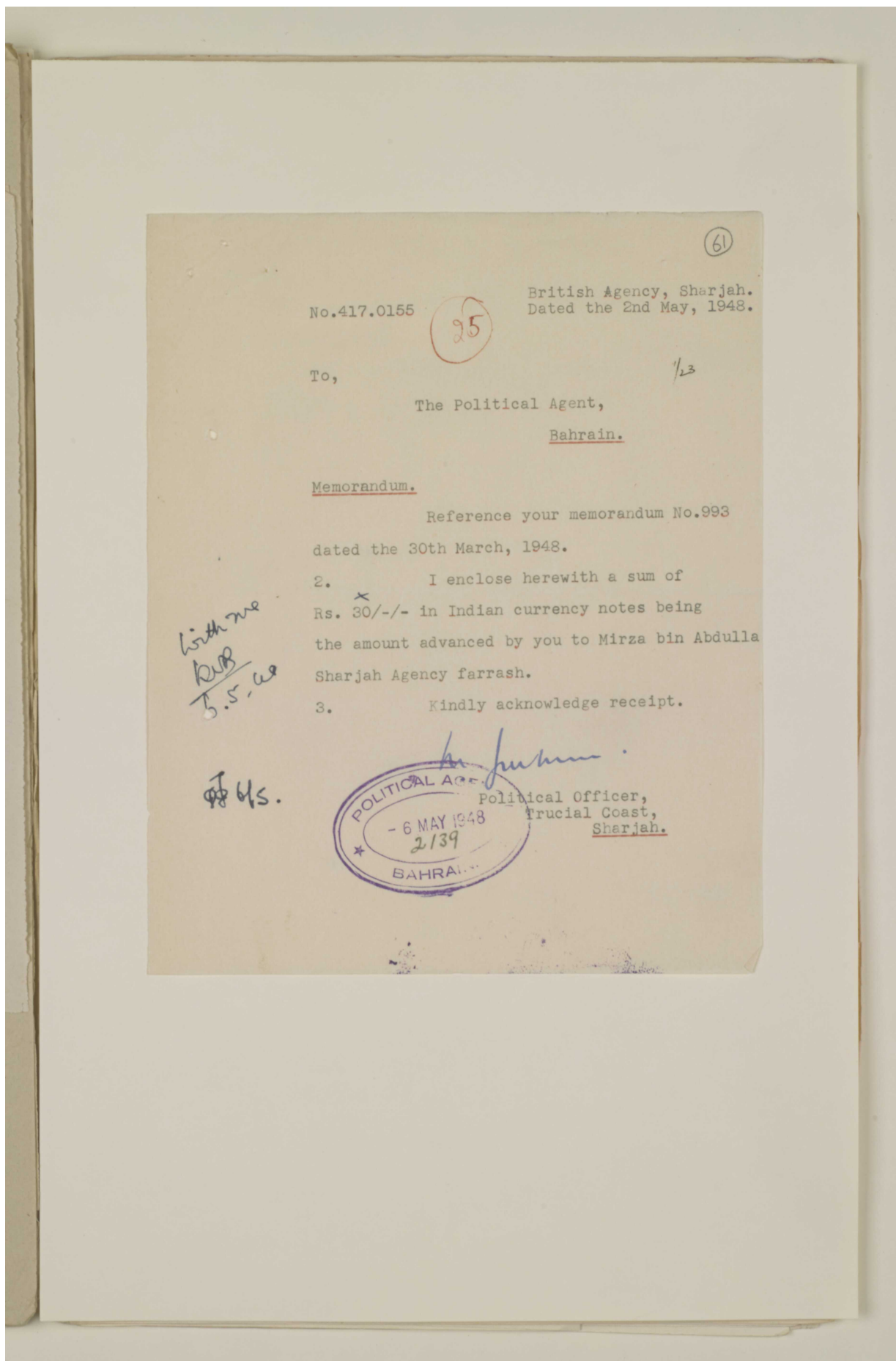
MMA

gk
Keb

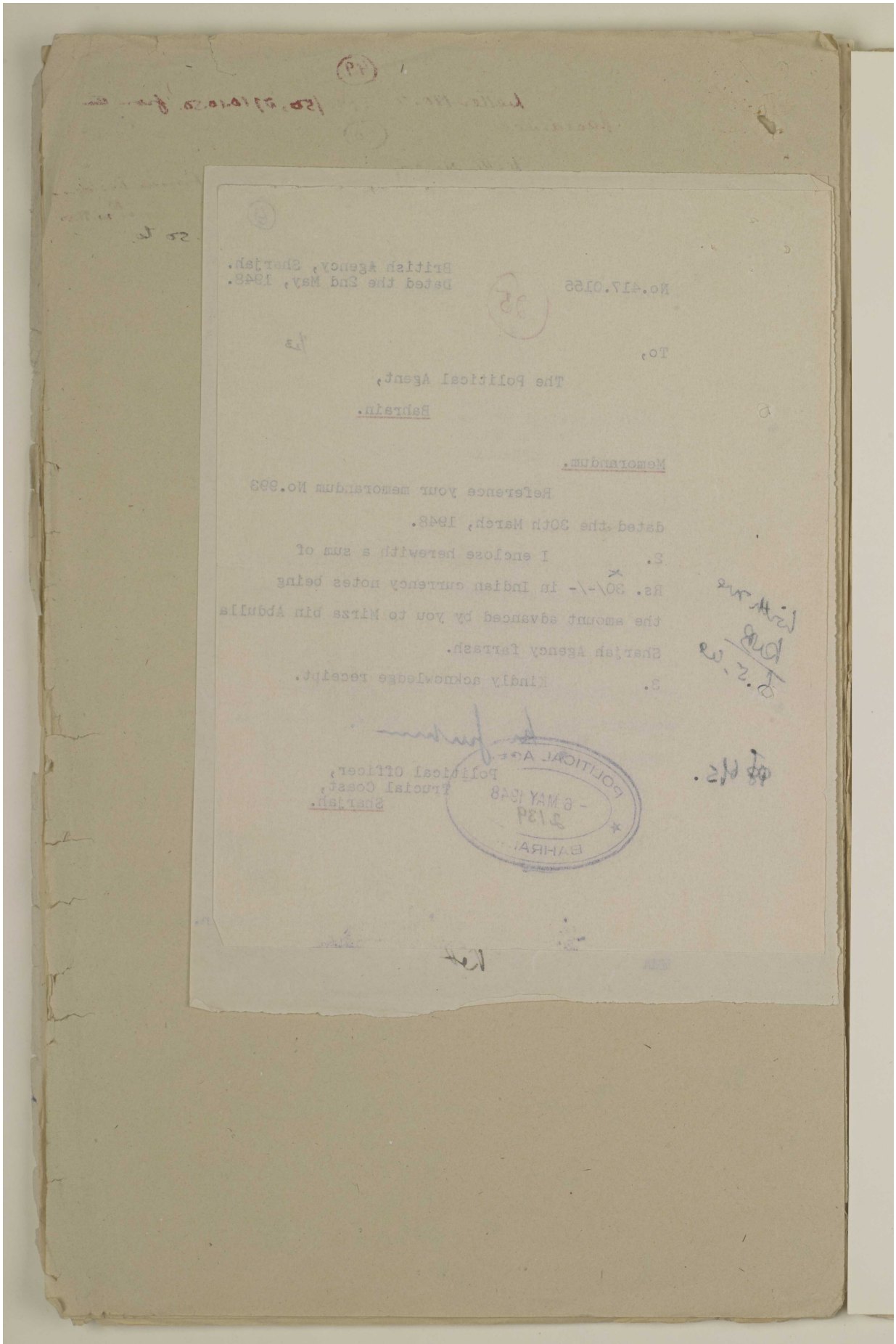
'File 1/5 Menial staff: Pay and Allowances' [60v] (122/178)



'File 1/5 Menial staff: Pay and Allowances' [61r] (123/178)



'File 1/5 Menial staff: Pay and Allowances' [61v] (124/178)



(62)

(26)

A.P.A.

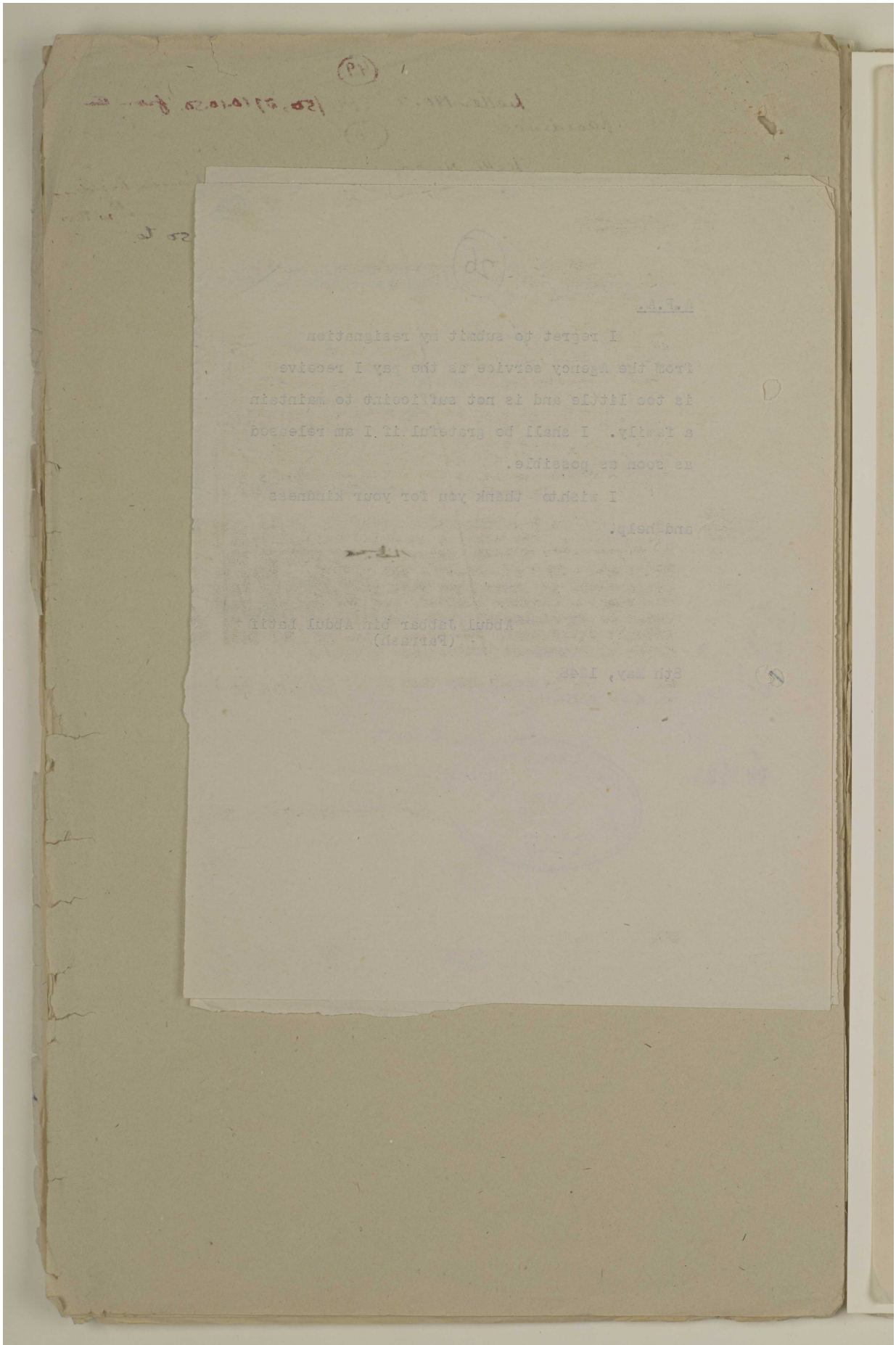
I regret to submit my resignation from the Agency service as the pay I receive is too little and is not sufficient to maintain a family. I shall be grateful if I am released as soon as possible.

I wish to thank you for your kindness and help.

~~_____~~

Abdul Jabbar bin Abdul Latif
(Farrash)

8th May, 1948



'File 1/5 Menial staff: Pay and Allowances' [63r] (127/178)

(63)

No.R.74-1/5

POLITICAL AGENCY,
BAHRAIN,
The 23rd May 1948.

To

The Secretary to
His Excellency the Political Resident
in the Persian Gulf, Bahrain.

MEMORANDUM

Reference your memorandum No.195-66/5 dated the 22nd January 1948 regarding the pay of the menial staff of this Agency.

2. The menial staff of this office have approached me with a request for a further increase in their emoluments. They represent that, even with the increase of Rs.10/- sanctioned from the 1st January 1948, they are not able to meet the high cost of living. There have been several resignations recently on grounds of inadequacy of pay and it has not been found possible to attract suitable men to replace them on the present terms of pay. To maintain our staff it is essential to raise their present pay up to the rates prevailing in other offices, and an increase of Rs.20/- is recommended.

3. This increase, if sanctioned, would raise the emoluments of the menials to rates ranging from Rs.70/- to Rs.78/- per mensem, except in the case of the Farrash Bashi who would get Rs.99/- per mensem. This would bring their pay into line with that given by Messrs. Gray Mackenzie & Company Limited, and the Eastern Bank; it would be approximately the same as that given by the Bahrain Government, but would still be less than that given by Petroleum Concessions Limited.

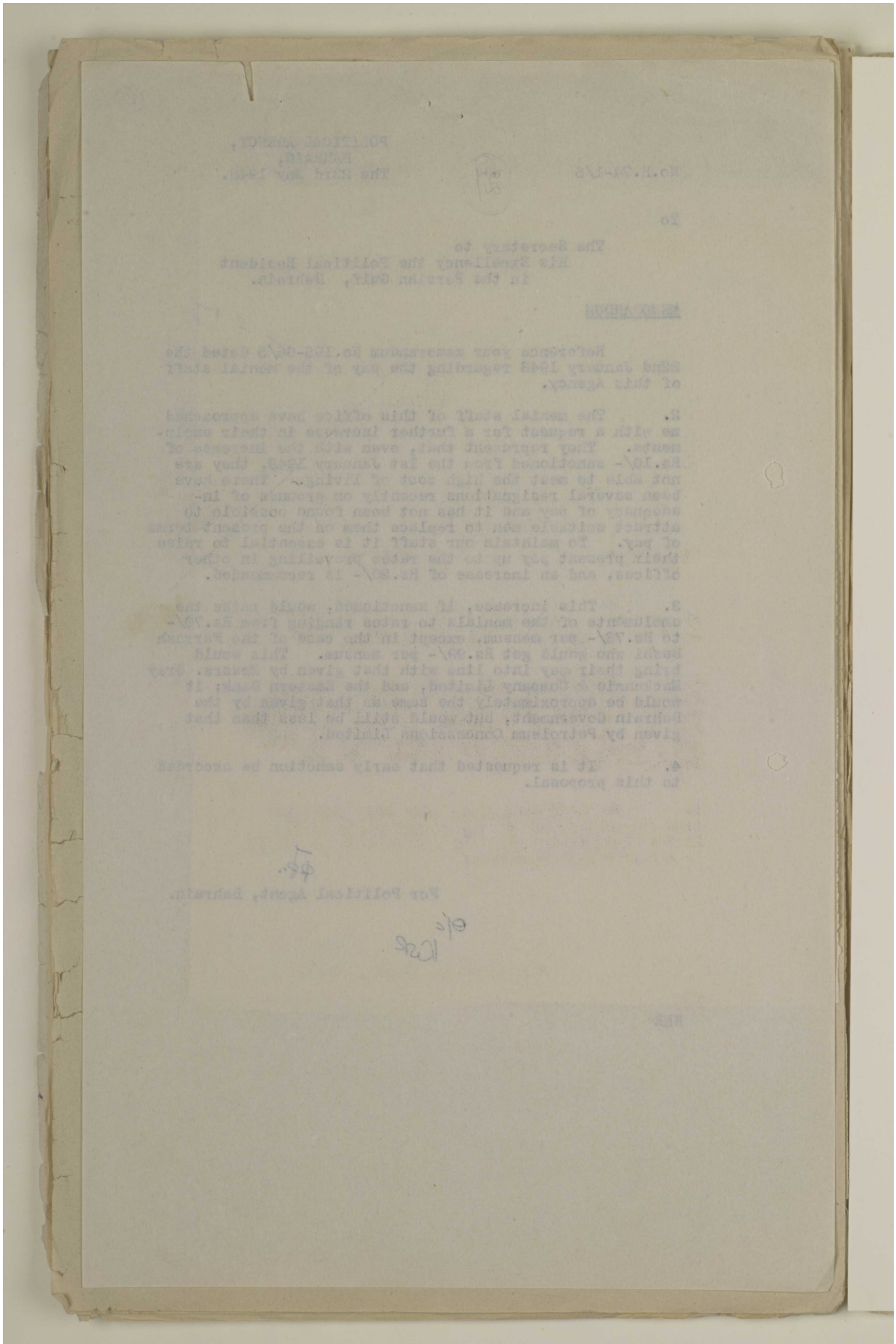
4. It is requested that early sanction be accorded to this proposal.

J.P.P.
For Political Agent, Bahrain.

e/c
KSR

NNR

'File 1/5 Menial staff: Pay and Allowances' [63v] (128/178)



'File 1/5 Menial staff: Pay and Allowances' [64r] (129/178)

No.1613-1/5

POLITICAL AGENCY,
BAHRAIN,
The 23rd May 1948.

To

Political Officer,
Trucial Coast,
S h a r j a h.

MEMORANDUM

Reference correspondence resting with
my endorsement No.1465-1/5 dated the 9th May
1948 regarding pay of the menial staff.

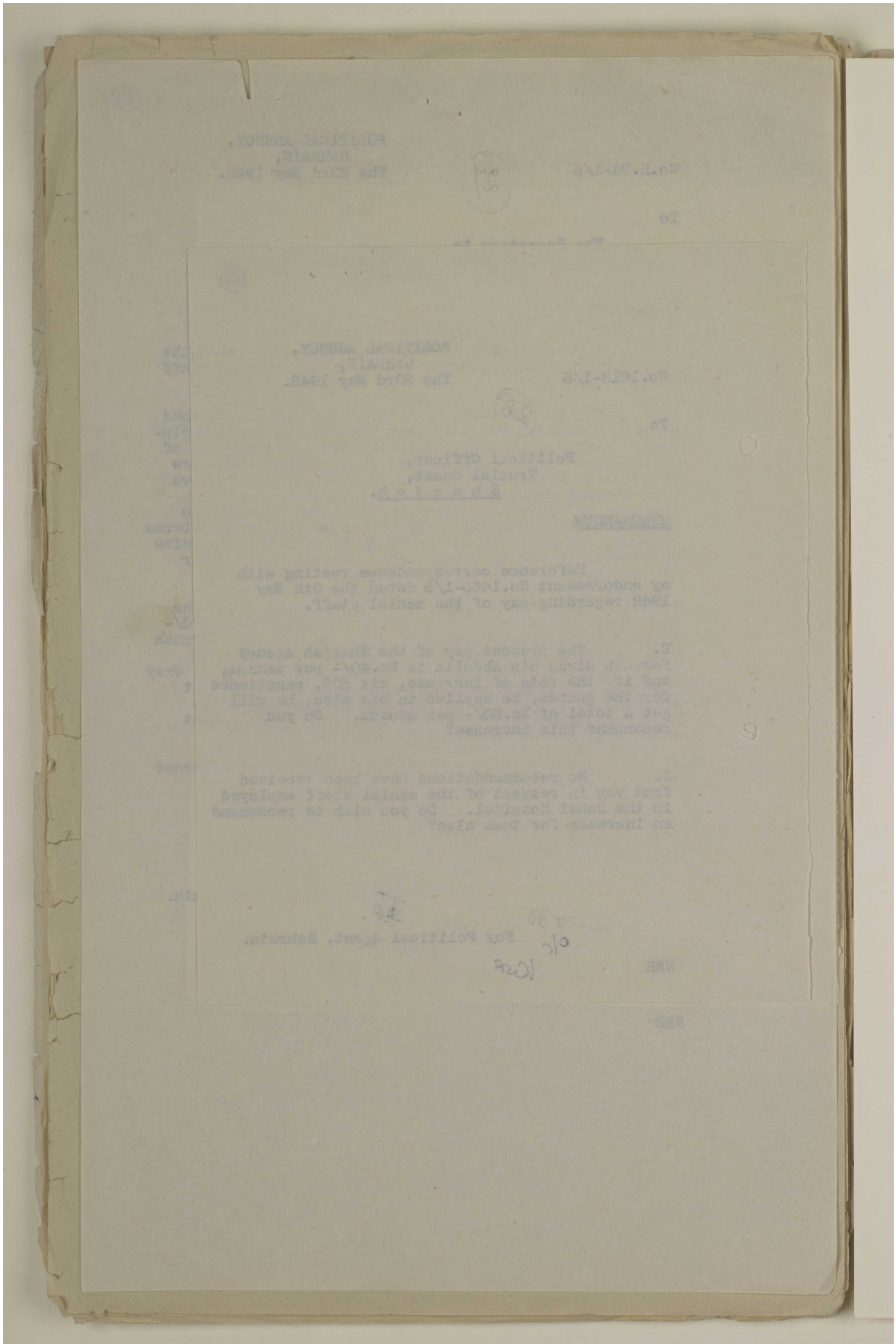
2. The present pay of the Sharjah Agency
farrash Mirza bin Abdulla is Rs.40/- per mensum,
and if the rate of increase, viz 50%, sanctioned
for the guards, be applied to him also, he will
get a total of Rs.60/- per mensum. Do you
recommend this increase?

3. No recommendations have been received
from you in respect of the menial staff employed
in the Dubai Hospital. Do you wish to recommend
an increase for them also?

For Political Agent, Bahrain.

NNR

'File 1/5 Menial staff: Pay and Allowances' [64v] (130/178)



'File 1/5 Menial staff: Pay and Allowances' [65r] (131/178)

1/5

(65)

(29)

A. P. A.

I have been serving in the Agency
for six years as a sweeper and have never
been able to see my relatives in Kuwait.
Now I wish to proceed to my country, Kuwait
and request you to release ^{me} from my service.



Ali bin Abdullah

5th May, 1948

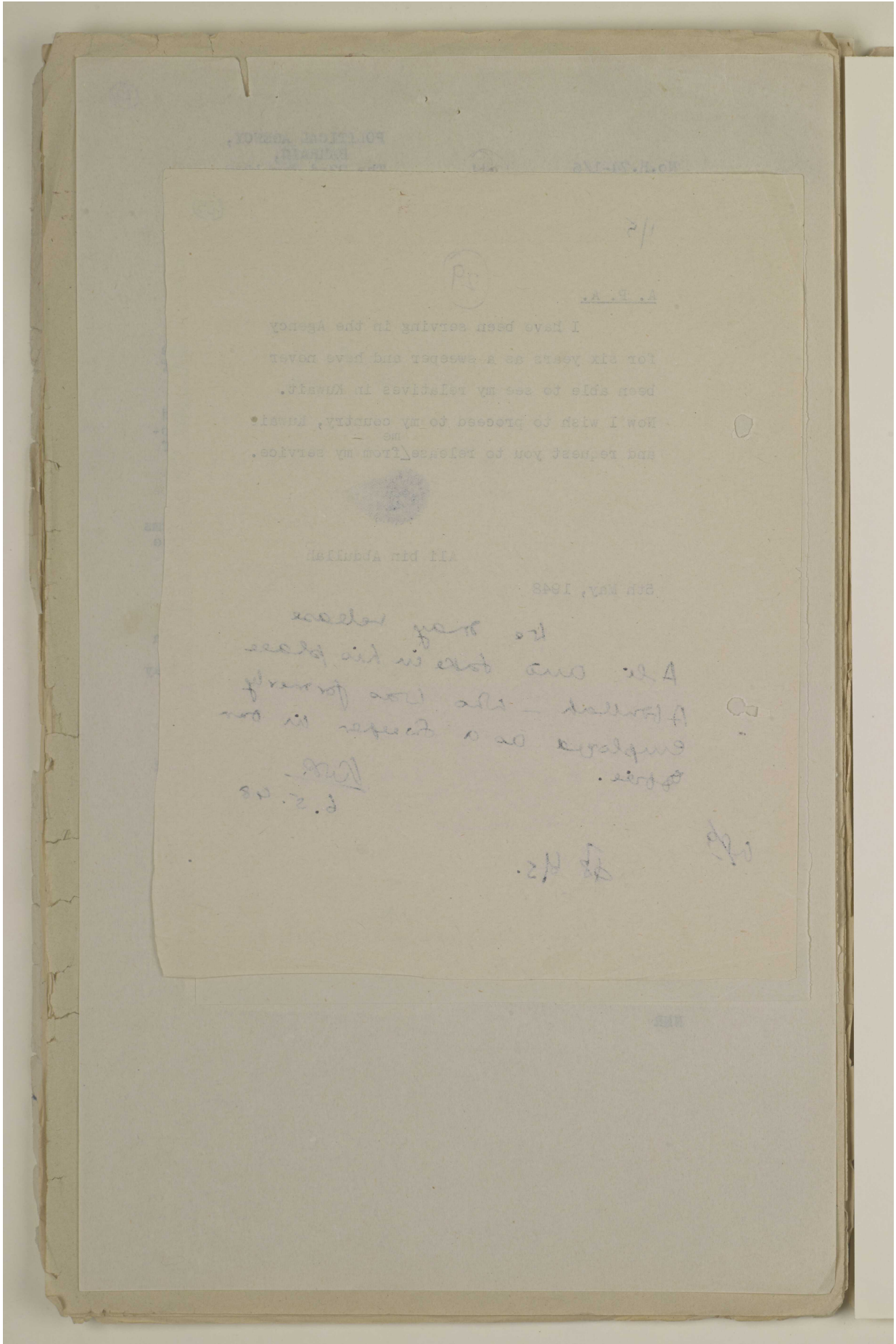
We may release
Ali and take in his place
Abdullah - who was formerly
employed as a sweeper in our
office.

KWR
6.5.48

app

J. H. S.

'File 1/5 Menial staff: Pay and Allowances' [65v] (132/178)



'File 1/5 Menial staff: Pay and Allowances' [66r] (133/178)

No.507.0155

British Agency, Sharjah.
Dated the 29th May, 1948.

To,

The Political Agent,
Bahrain.

MEMORANDUM.

Reference your memorandum No. 1613-1/5 dated the 23rd May, 1948.

2. Paragraph 2. I recommend that the pay of the Sharjah Agency farrash, Mirza bin Abdullah, be increased by Rs.15/-/- to Rs.55/-/- per mensem.

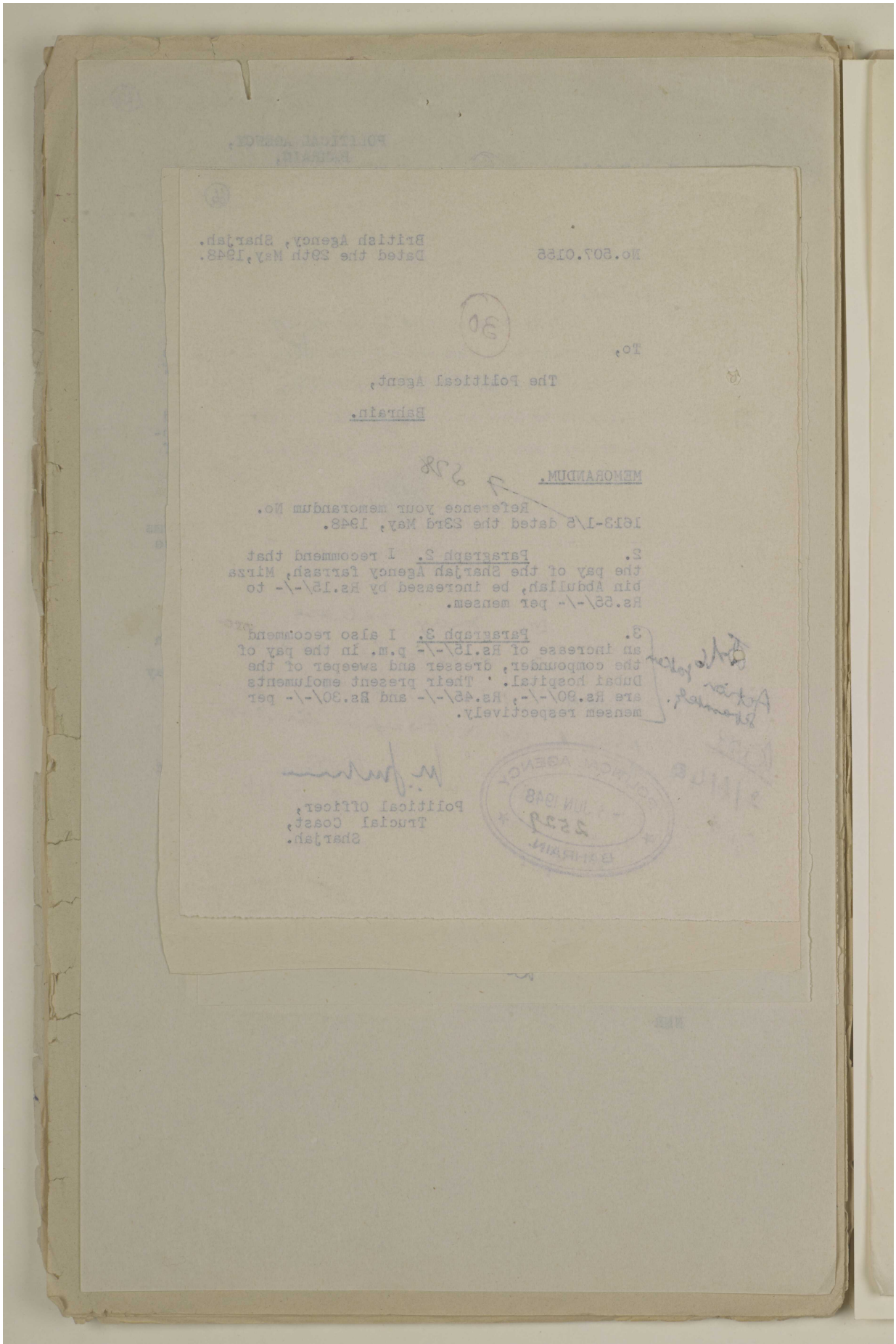
3. Paragraph 3. I also recommend an increase of Rs.15/-/- p.m. in the pay of the compounder, dresser and sweeper of the Dubai hospital. Their present emoluments are Rs.90/-/-, Rs.45/-/- and Rs.30/-/- per mensem respectively.

*Work taken
Action started.
KVOB
2/6/48*



M. J. Khan
Political Officer,
Trucial Coast,
Sharjah.

'File 1/5 Menial staff: Pay and Allowances' [66v] (134/178)



'File 1/5 Menial staff: Pay and Allowances' [67r] (135/178)

D.O. No. 1818-22,

Advise rate,
July 4, 1948.

Transfer to E.O.

(67)

Dear Pelly,

(31)

Herewith a copy of our scale of pay in
the various Bahrain Government departments.

The cost of living allowances are on
the following scale:-

Not exceeding Rs.300/- p.m.	50% of basic pay.	
From 301/- p.m. to Rs.999/-	30%	"
From Rs.1000/- p.m. upwards	15%	"

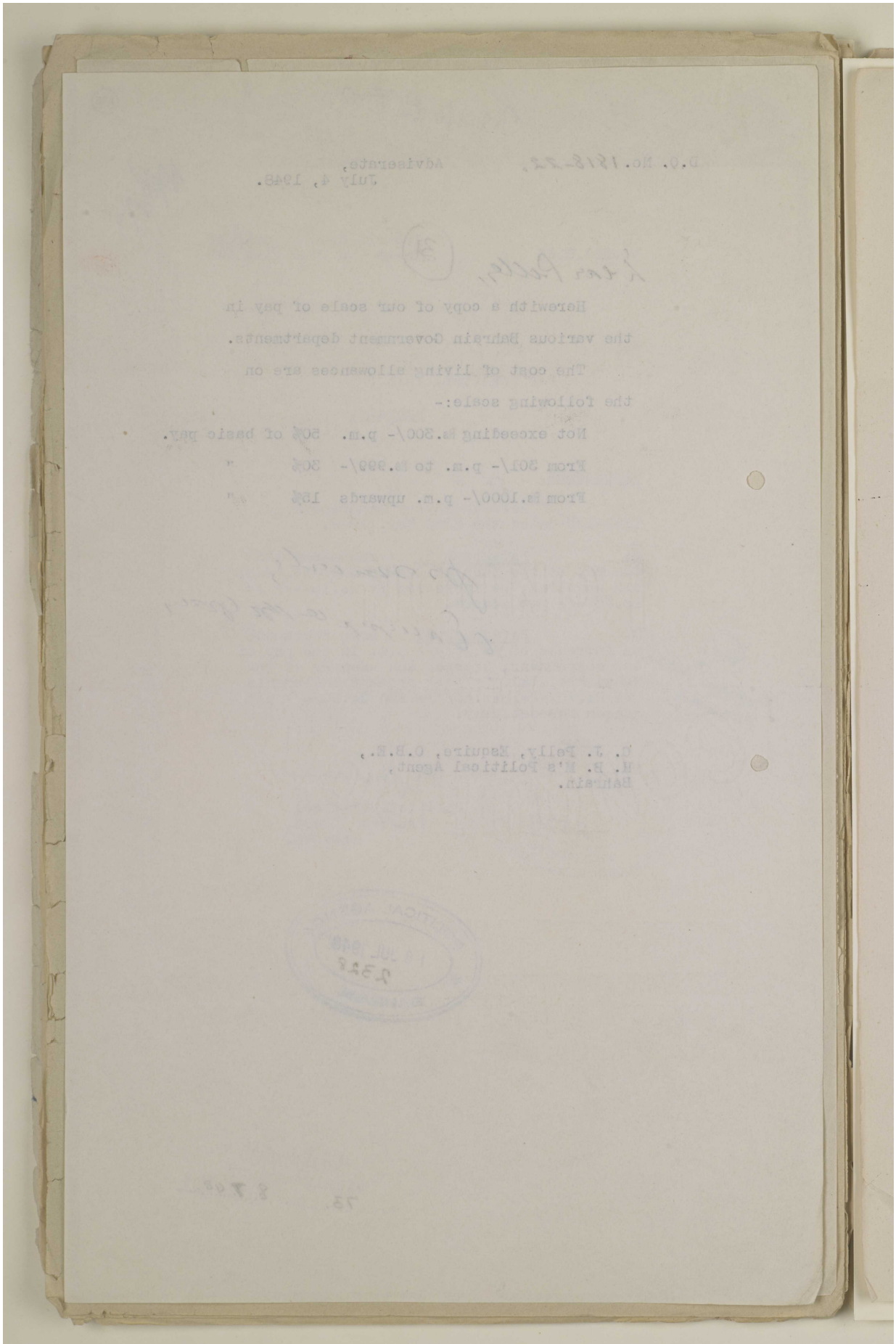
*for monthly
allowance of Rs. 100/-*

C. J. Pelly, Esquire, O.B.E.,
H. B. M's Political Agent,
Bahrain.



Confidential.
BAHRAIN RECEIPT.
No. 73 Date 8.7.48.

'File 1/5 Menial staff: Pay and Allowances' [67v] (136/178)



(68)

BAHRAIN GOVERNMENT STAFF GRADES
NON CONTRACT LOCALLY ENLISTED STAFF

BASIC PAY RATES

OFFICE STAFF

Clerical Staff

Starting pay for junior clerks with Government School leaving certificate (passed out of the Primary School) Rs.80/- . Junior clerks on probation, Rs.60/- to 70/-.

Those who pass out from the 4th class of the Secondary School commence at Rs.120/-.

Annual increments according to scale in force:

Under Rs.100/- p.m.	Rs.5/- p.m.
From Rs.100/- to 149/-	7/8
From Rs.150/- to 199/-	10/-
From Rs.200/- to 300/-	15/-

Salary limit for clerks	Rs.250/-
" " " Head Clerk	300/-

Increases over and above the scale may be granted in some special cases:-

An increase of Rs.25/- in basic pay on promotion from clerk to head clerk.

In certain cases when an employee is called upon to undertake duties which involve more responsibility than his normal work, subject to confirmation by the Adviser, the employee will receive an increase in basic pay of Rs.15/- p.m. or a monthly allowance of Rs.15/-.

Surveyor Apprentice

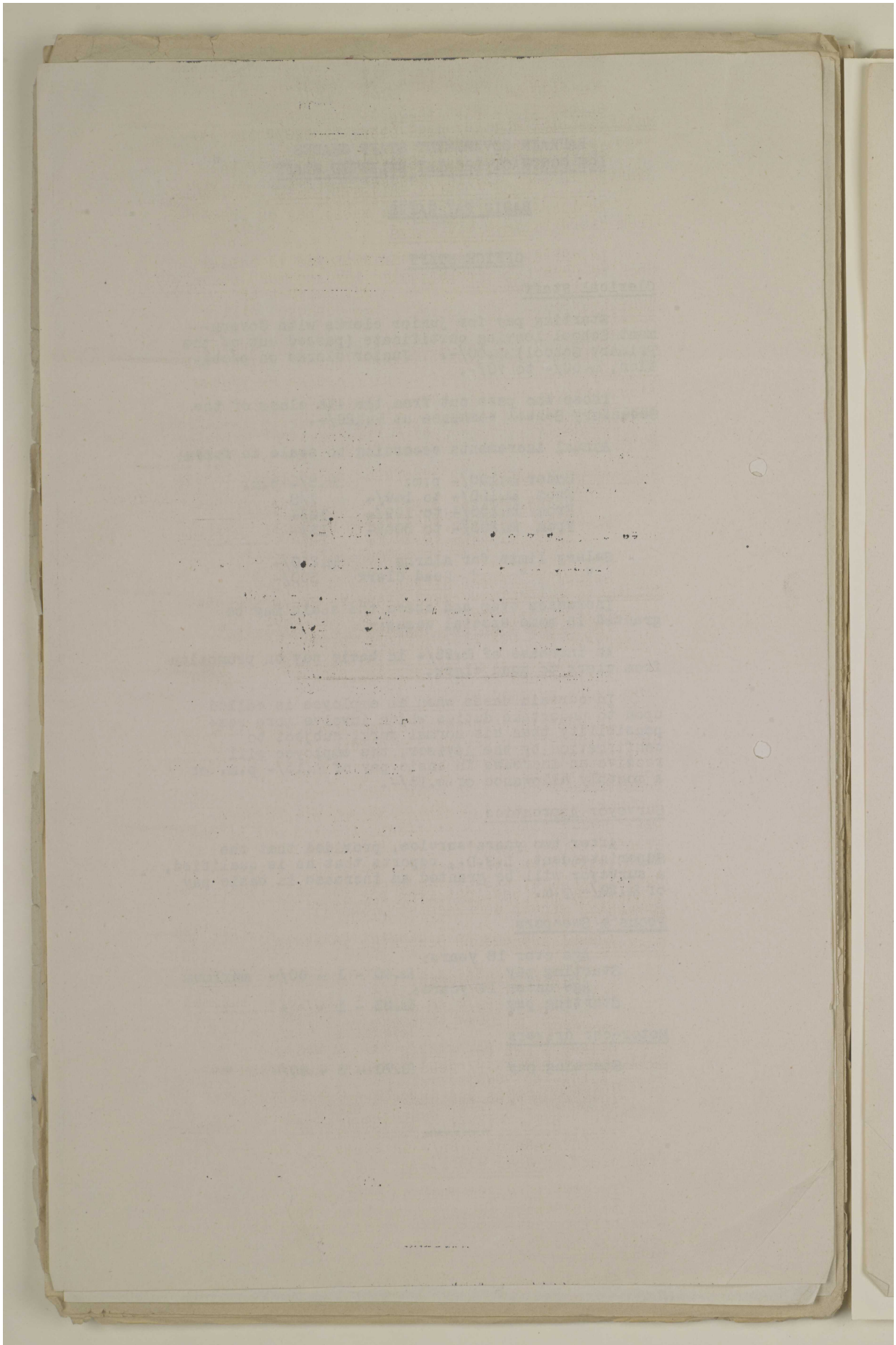
After two years' service, provided that the Superintendent, I.S.D., reports that he is qualified, a surveyor will be granted an increase in basic pay of Rs.20/- p.m.

Peons & Sweepers

Age over 18 years:	
Starting pay	Rs.40 - 1 - 60/- maximum
Age under 19 years:	
Starting pay	Rs.25 - 1 /

Motor-car drivers

Starting pay	Rs.70 - 2 - 80/- "
--------------	--------------------



'File 1/5 Menial staff: Pay and Allowances' [69r] (139/178)

69

ELECTRICAL STAFF (POWER HOUSE)
NON CONTRACT LOCALLY ENLISTED STAFF

BASIC PAY RATES

Switchboard Attendant

Starting pay Rs.80/- annual increment according
to scale
Maximum Rs.120/-

Shift Drivers

Starting pay Rs.90/100 " " "
Maximum Rs.150/-

Fitters

Starting pay Rs.80/- " " "
Maximum Rs.120/-

Assistant Shift Drivers
Assistant Fitters
Foremen W.D.Plant

Starting pay Rs.60 - 2 - 80 maximum

Oilmen
Engine Cleaners
Mates

Starting pay Rs.50 - 2 - 60 maximum

DISTRIBUTION WIRING ETC. STAFF

Meter Reader

Starting pay Rs.80/- annual increment according
to scale
Maximum Rs.120/-
Head Meter Reader Rs.180/-

An increase of Rs.15/- on promotion as head
meter reader.

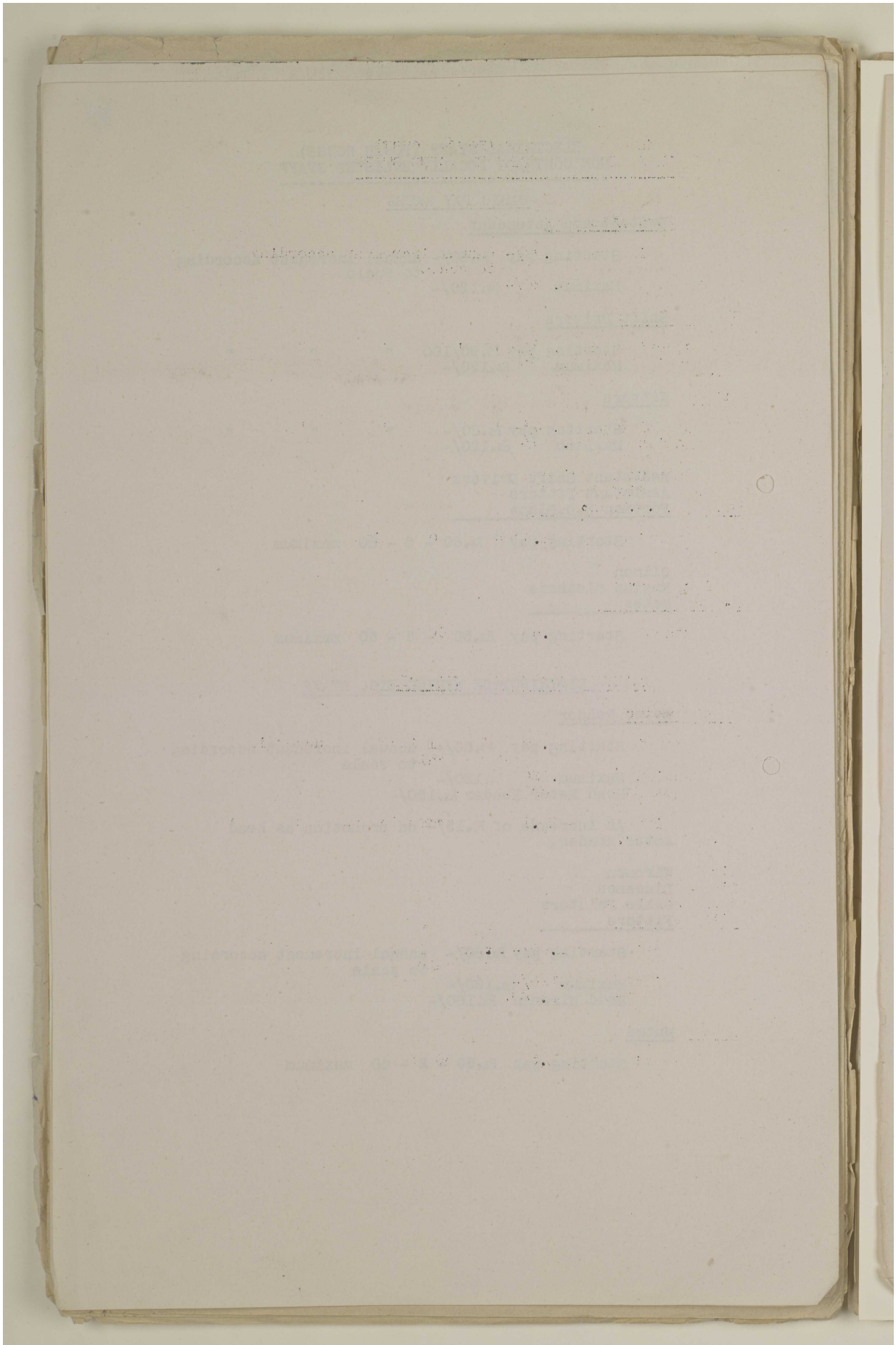
Wiremen
Linesmen
Cable Jointers
Fitters

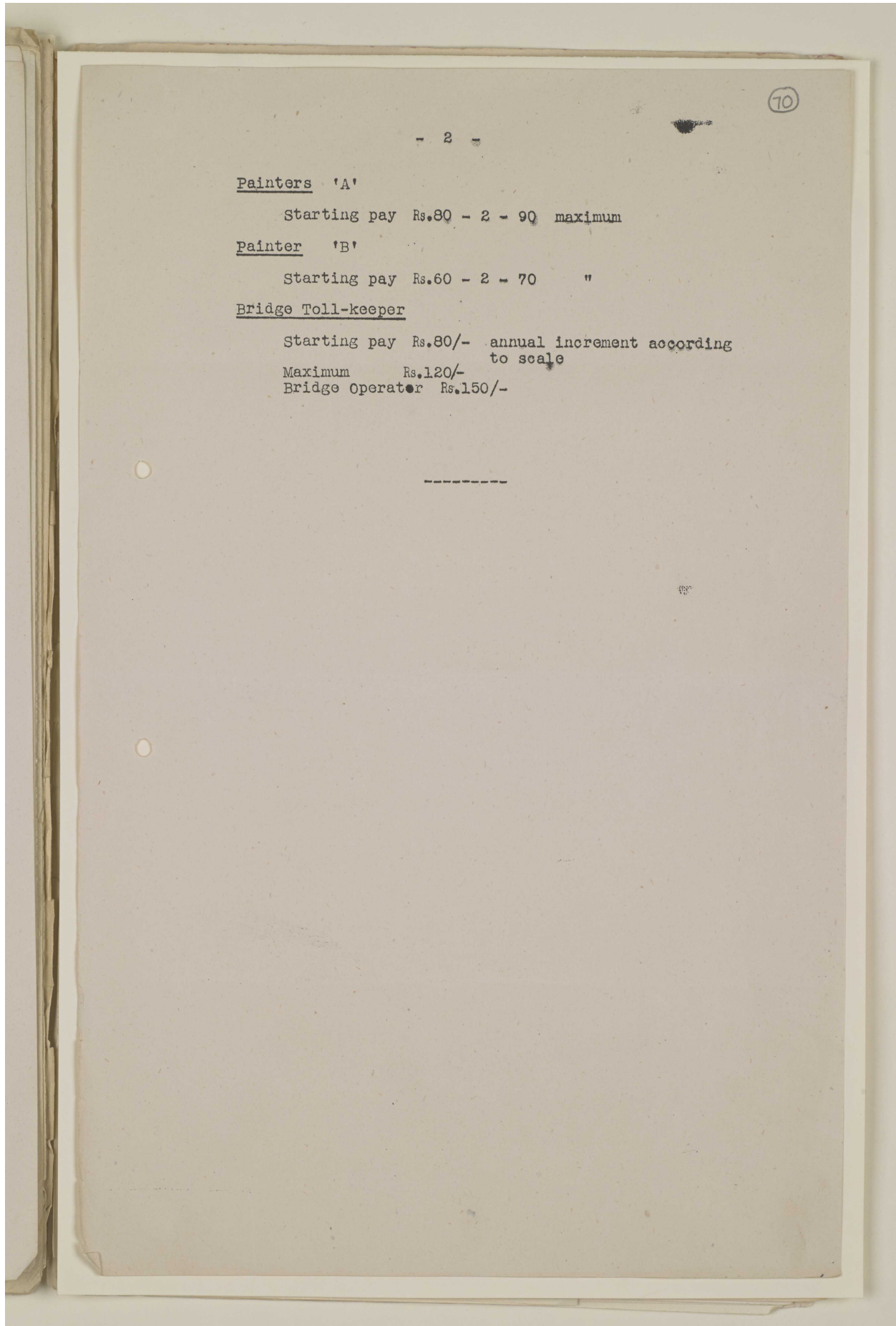
Starting pay Rs.80/- annual increment according
to scale
Maximum Rs.120/-
Head Wireman Rs.180/-

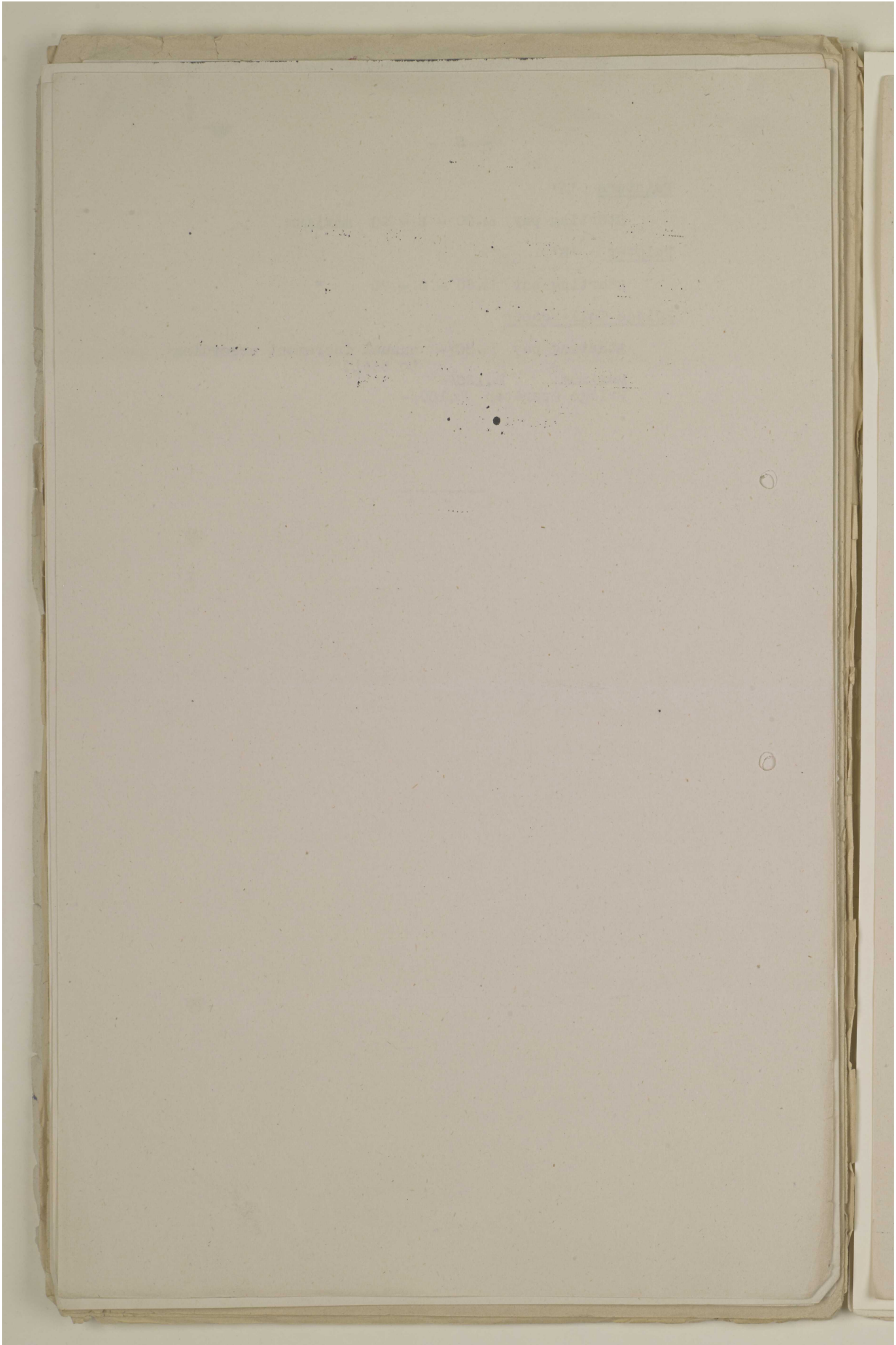
Mates

Starting pay Rs.50 - 2 - 60 maximum

'File 1/5 Menial staff: Pay and Allowances' [69v] (140/178)







(71)

STATE POLICE GRADES

Nafar

Basic pay	Rs.50/-	
Ration Allowance (at present)	40/-	
Clothing Allowance	3/-	93/-
Good Conduct		3/-
Service over 4 years		10/-
Service over 6 years further		5/- 109/-

Police Rank Allowance

Havildars	Rs.30/-
Naiks	15/-
Lance Naiks	7/8

Band Section

Boys under training:

Basic pay	Rs.25/-	
Ration Allowance (at present)	40/-	
Clothing Allowance	3/-	68/-

Police launches & Sailing boats

Drivers	Rs.100/120	Basic pay rates
Nakhuda (launch)	80/100	
Nakhuda (S. boat)	55/60	
Sailers	50	

Syces Rs. 45/50

Gardeners 45/50

Sweepers 50/60

Cooks 70

Mistry 70

Painter 70

Tailor 100

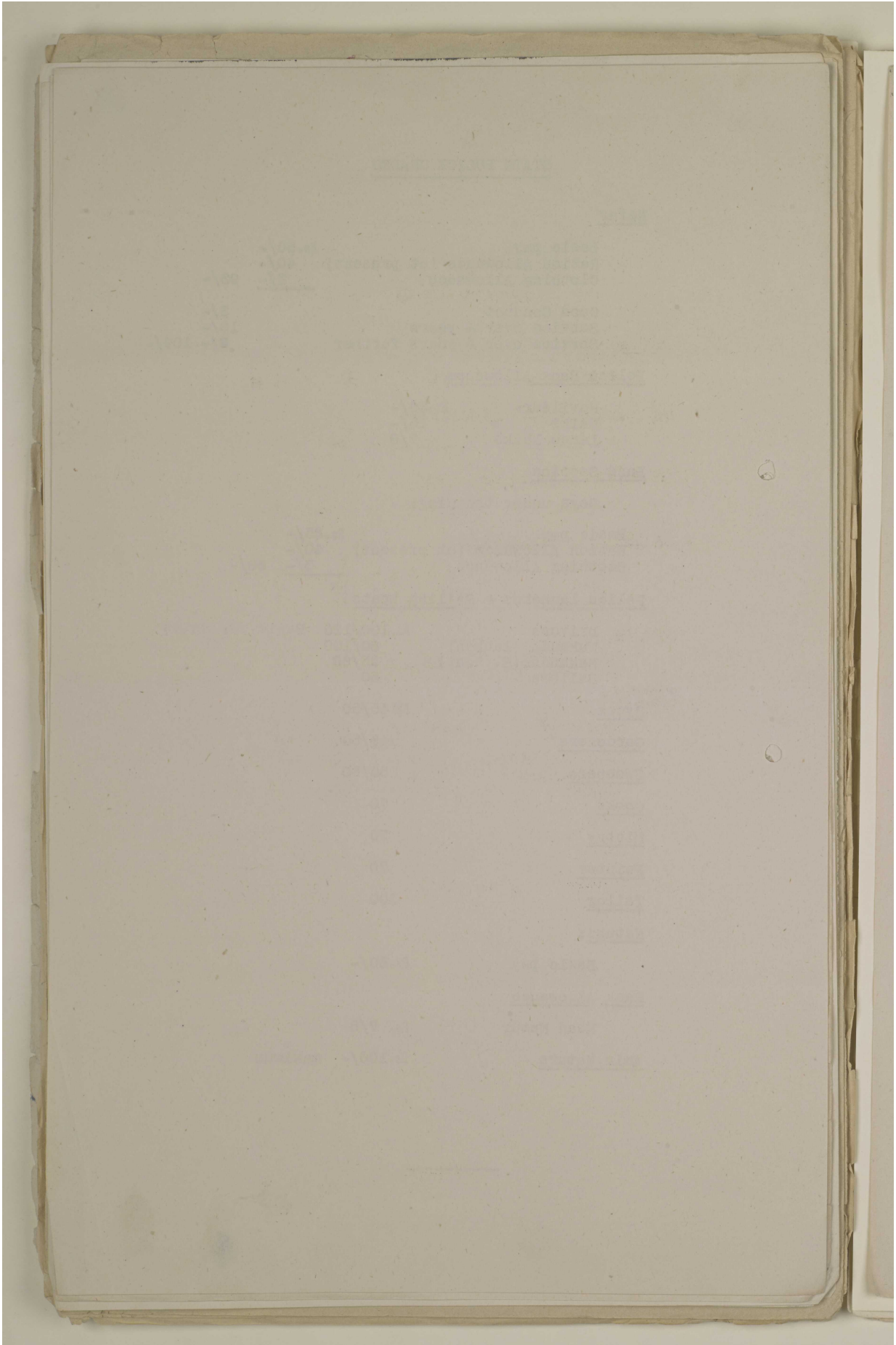
Naturs:

Basic pay Rs.50/-

Rank Allowance

Head Natur Rs. 7/8

Amir Naturs Rs.100/- maximum



72

BAHRAIN GOVERNMENT HOSPITAL GRADES.
NON CONTRACT LOCALLY ENLISTED STAFF

BASIC PAY RATES

Dressers

Starting pay Rs.60 - 5 - 100 maximum

Probation Dressers (over 21)

Starting pay Rs.45 - 3 - 60 "

Probation Dresser (18 - 21)

Starting pay Rs.35 - 3 - 45 "

Sweepers, Peons & Ayas

Over 21 Rs.34 - 1 - 50 "

18-21 30 - 1 - 34 "

14-18 22 - 1 - 25 "

Naturs

Starting pay 40 - 1 - 50 "

Kitchen

Head Cook Rs.80 - 2 - 90 "

Cooks 60 - 2 - 75 "

Assistant Cooks 40 - 2 - 50 "

Kitchen Boys 34 - 1 - 50 "

Bearers 45 - 2 - 60 "

Dressers

Starting pay Rs.60 - 5 - 100 maximum

Probation Dressers (over 21)

Starting pay Rs.45 - 3 - 60 "

Probation Dresser (18 - 21)

Starting pay Rs.35 - 3 - 45 "

Sweepers, Peons & Ayas

Over 21 Rs.34 - 1 - 50 "

18-21 30 - 1 - 34 "

14-18 22 - 1 - 25 "

Naturs

Starting pay 40 - 1 - 50 "

Kitchen

Head Cook Rs.80 - 2 - 90 "

Cooks 60 - 2 - 75 "

Assistant Cooks 40 - 2 - 50 "

Kitchen Boys 34 - 1 - 50 "

Bearers 45 - 2 - 60 "

'File 1/5 Menial staff: Pay and Allowances' [72v] (146/178)

'File 1/5 Menial staff: Pay and Allowances' [73r] (147/178)

(73)

No.R-195-1/5

POLITICAL AGENCY,
BAHRAIN,
26th July 1948.

To


(82)
The Secretary to
His Excellency the Political Resident
in the Persian Gulf, Bahrain.

MEMORANDUM

s.27
Reference my memorandum No.R-74-1/5
dated the 23rd May 1948 regarding an increase
in the pay of the menial staff of this Agency.

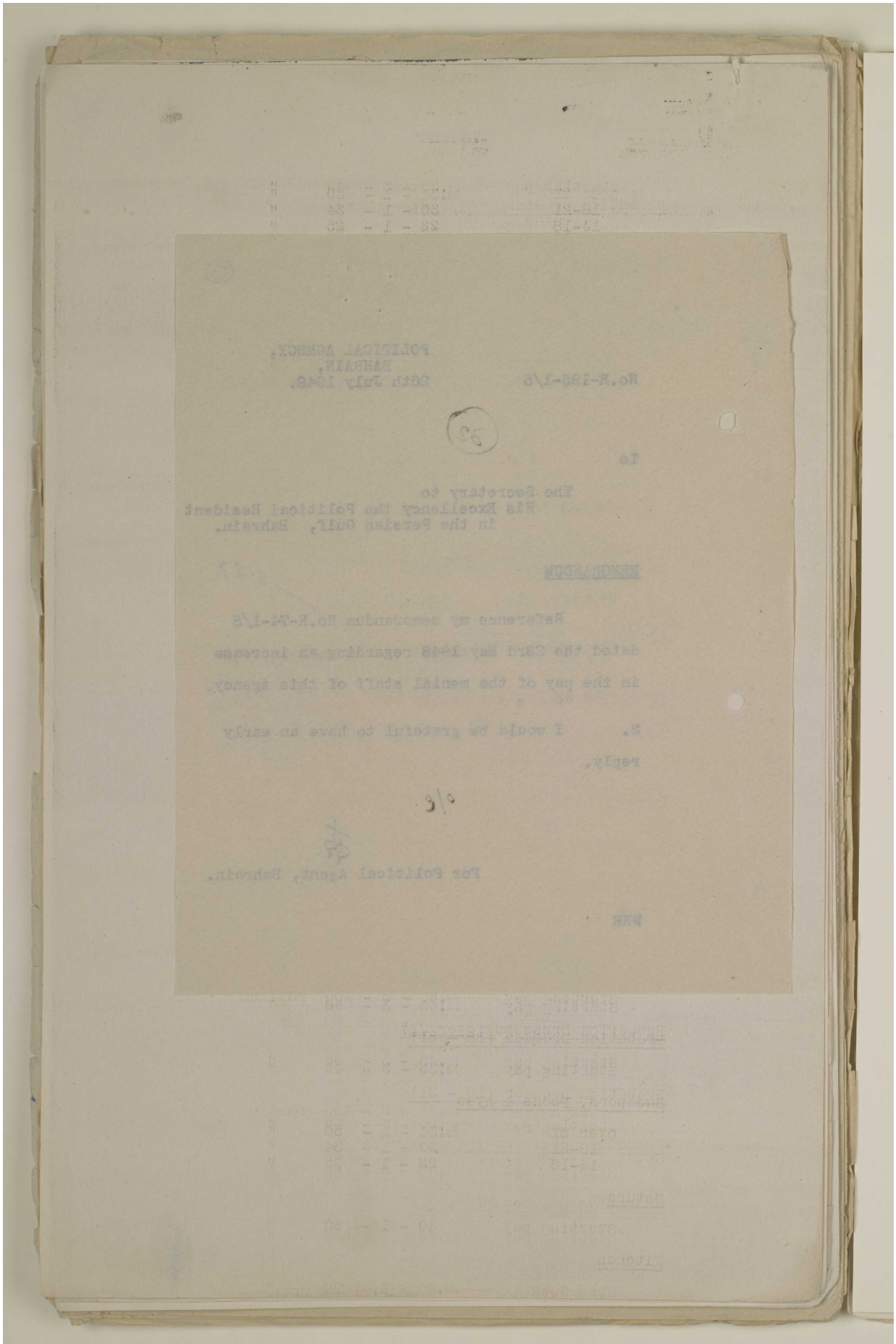
2. I would be grateful to have an early
reply.

o/e.


For Political Agent, Bahrain.

NNR

'File 1/5 Menial staff: Pay and Allowances' [73v] (148/178)



'File 1/5 Menial staff: Pay and Allowances' [74r] (149/178)

34

74

POLITICAL AGENCY,
BAHRAIN,
The 4th December, 1948.

Abdul Rasool has worked in the Agency as a farrash from 6th July 1948 to 31st October, 1948. His services were dispensed with as he was surplus on the strength of the menial establishment. His work during the period has been satisfactory.

o/c

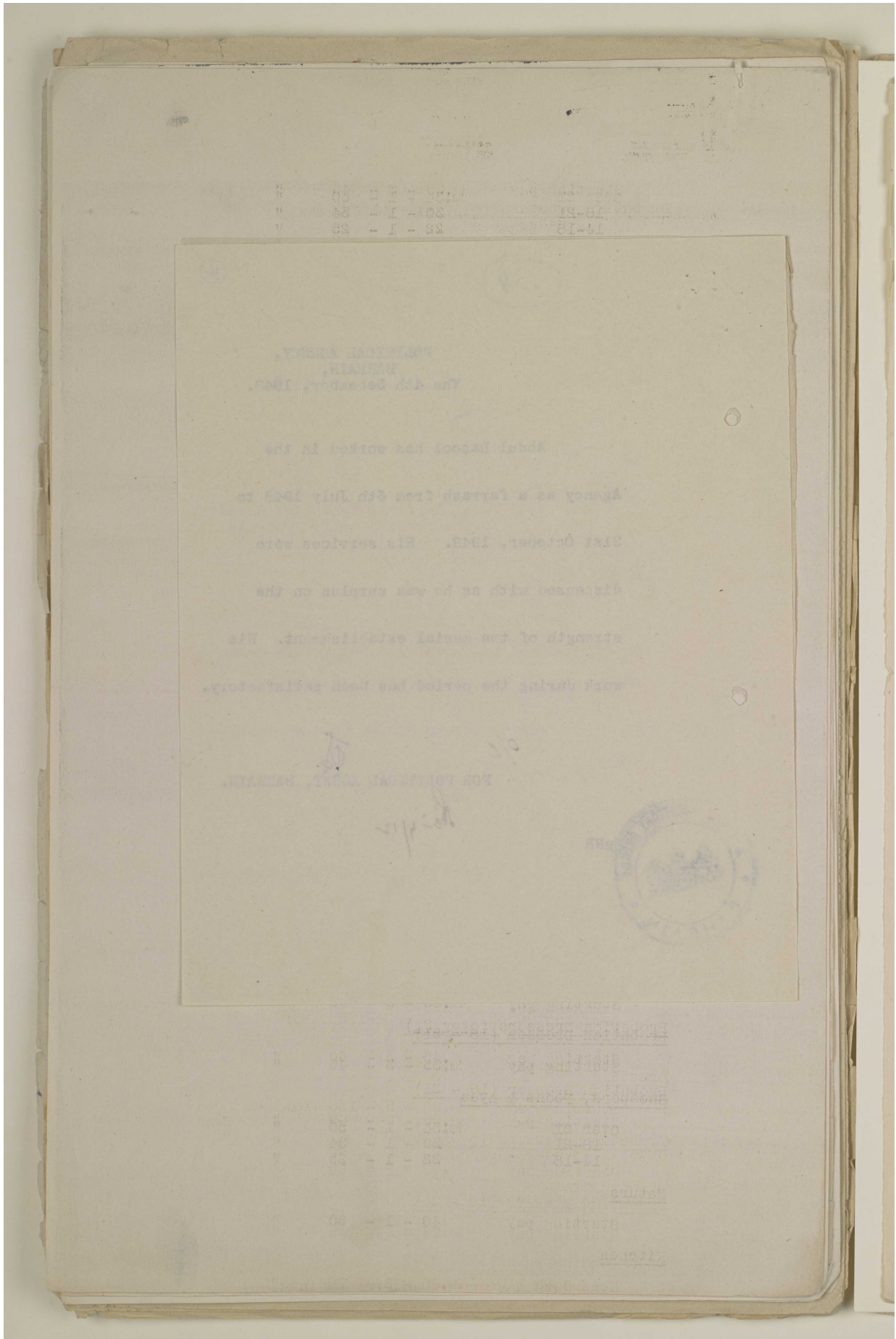


FOR POLITICAL AGENT, BAHRAIN.

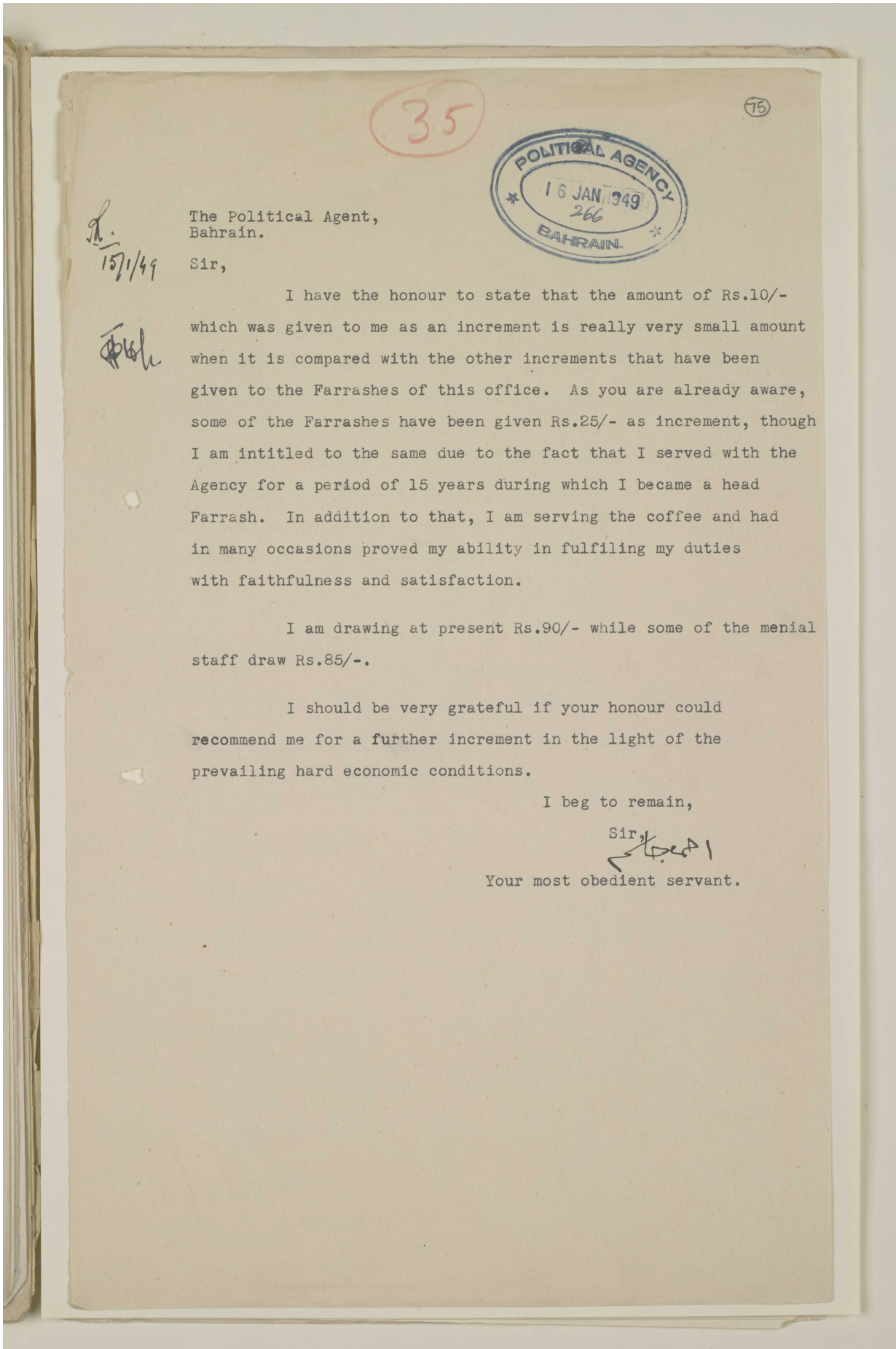
Ms-4/12



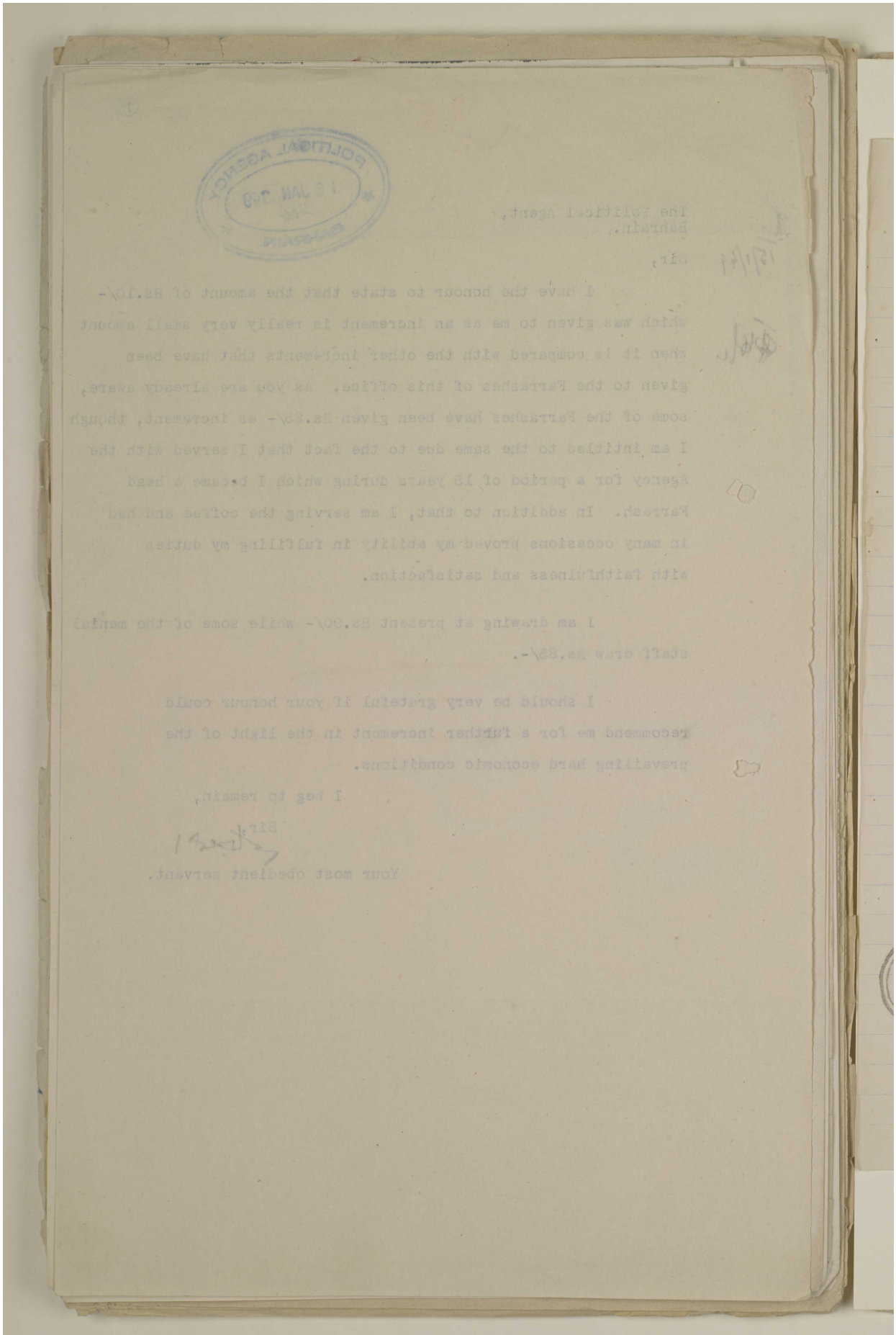
'File 1/5 Menial staff: Pay and Allowances' [74v] (150/178)



'File 1/5 Menial staff: Pay and Allowances' [75r] (151/178)



'File 1/5 Menial staff: Pay and Allowances' [75v] (152/178)



1/5A

16th April 1949

36

76

H.
18/4/49
M. S. A.

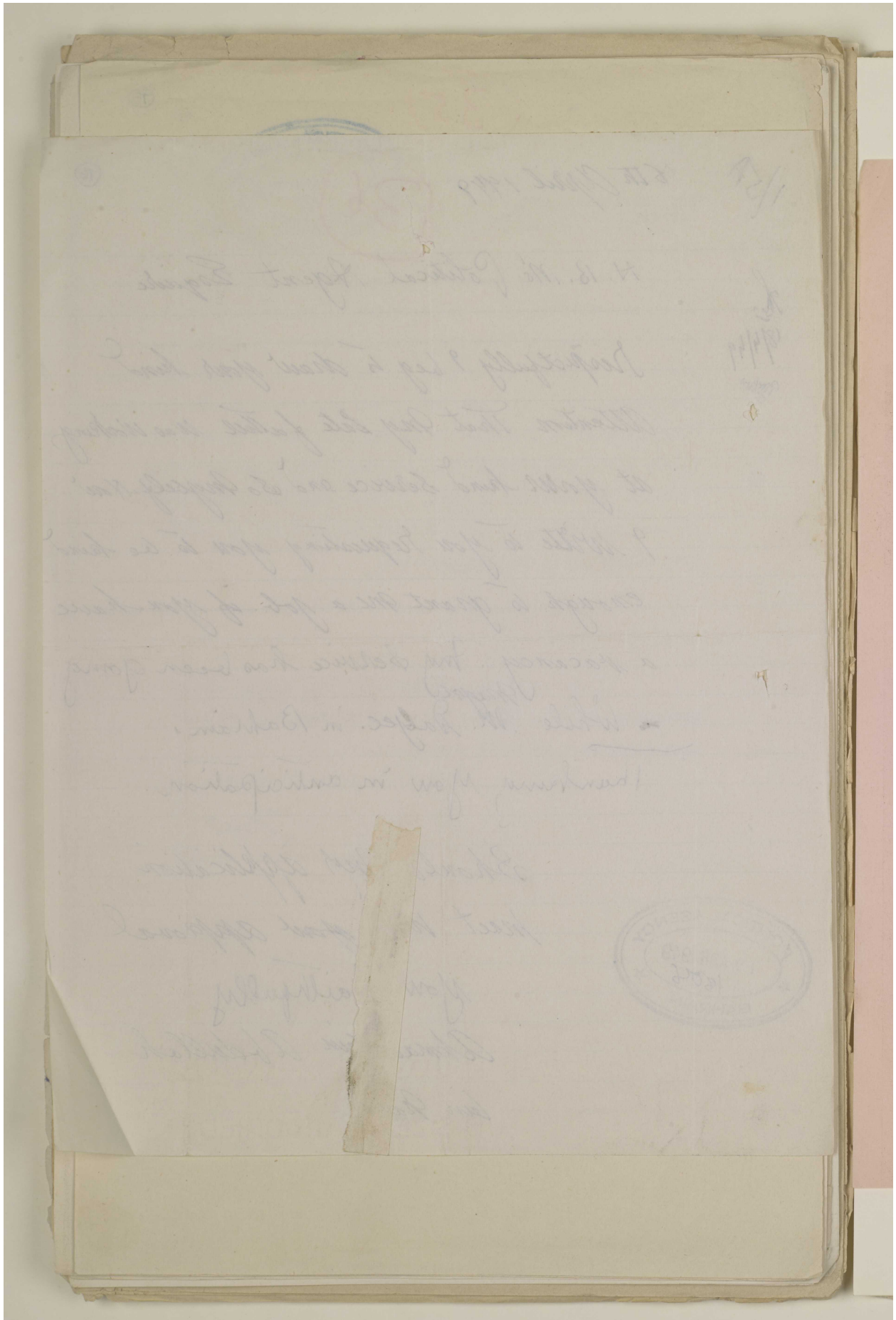
H. B. M's Political Agent Esquire

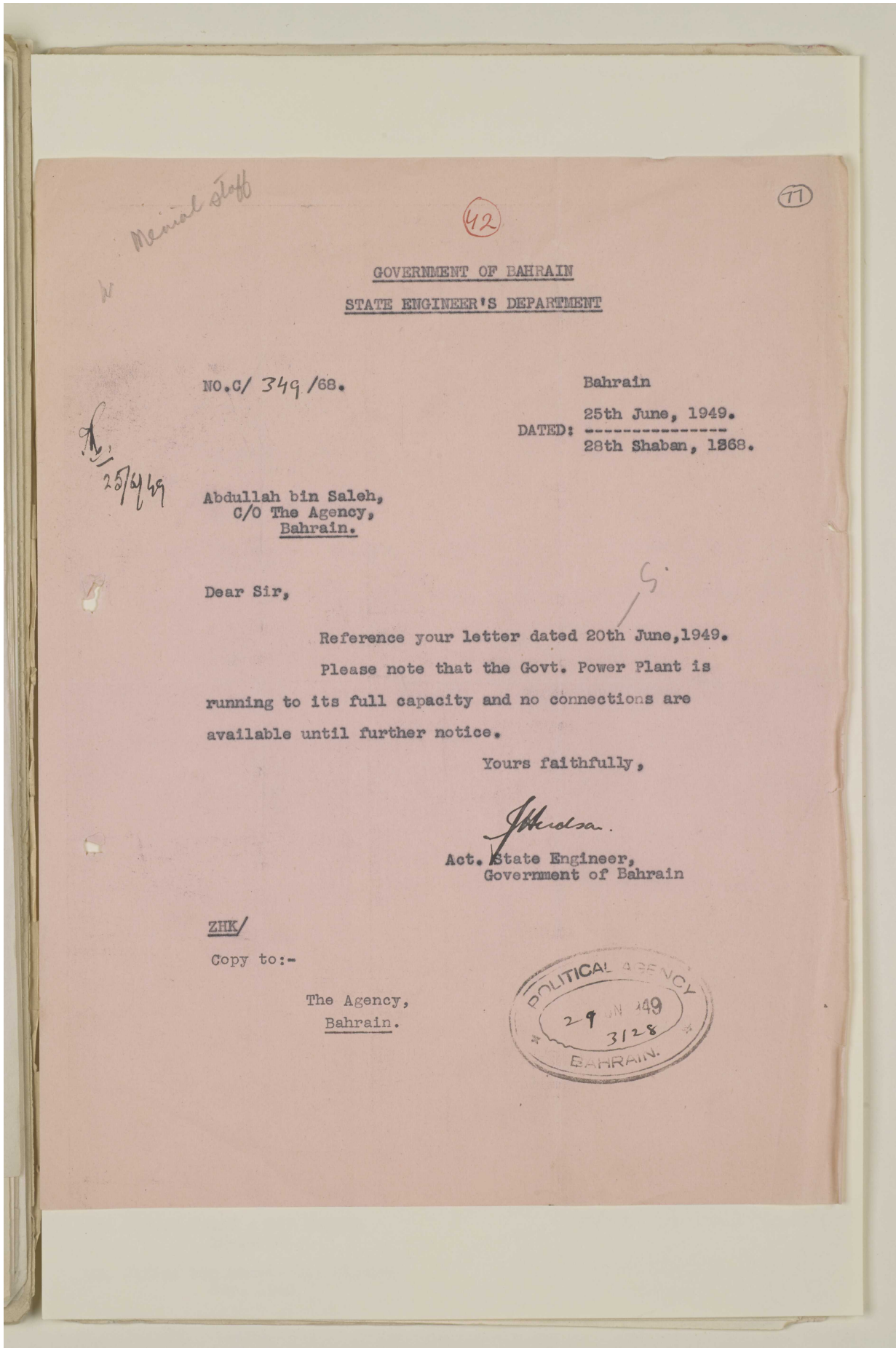
Respectfully I beg to draw your kind
attention that my late father was working
at your kind service and so myself. Now
I write to you requesting you to be kind
enough to grant me a job if you have
a vacancy. My service has been going
while Mr. Daljee. in Bahraim.

Thanking you in anticipation.

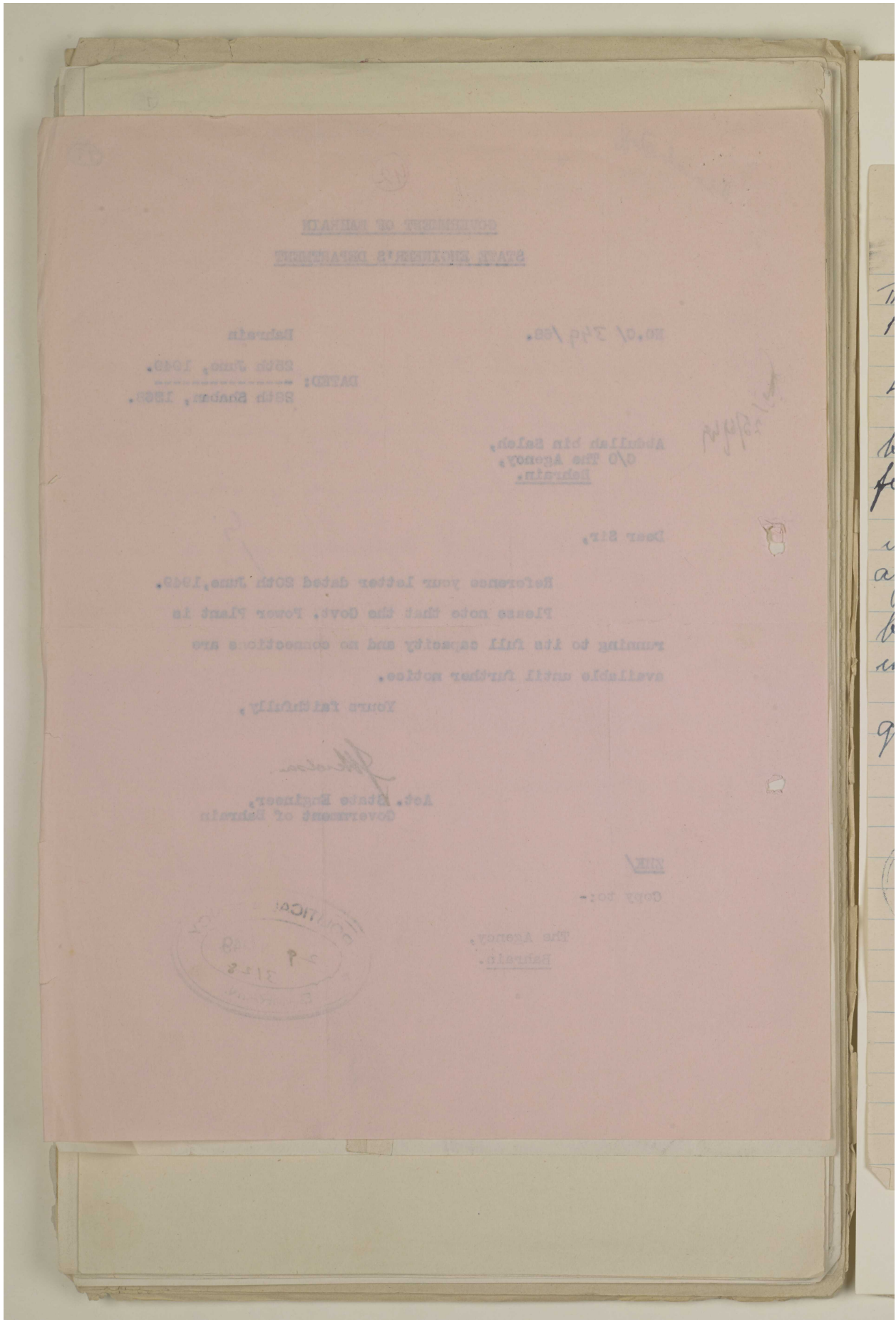
Should my application
meet with your approval
Yours faithfully
Ahmad bin Abdullah
bin Gasol







'File 1/5 Menial staff: Pay and Allowances' [77v] (156/178)



(78)

(43)

Bahrain 13. 7. 49

The Political agent
Bahrain

Dear Sir

I beg most humbly and respect fully
beg to lay a few lines before your kind hands
for your kind consideration

I am arrived here about a
month ago from aden, as I am being old
aged I could not get job here in Bahrain

I therefore beg your honour to
be kind enough to grant me a easy job
under your kind control.

I can work as a fireman or
grease man even as launch driver.

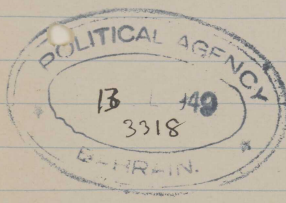
All the certificates is with me.

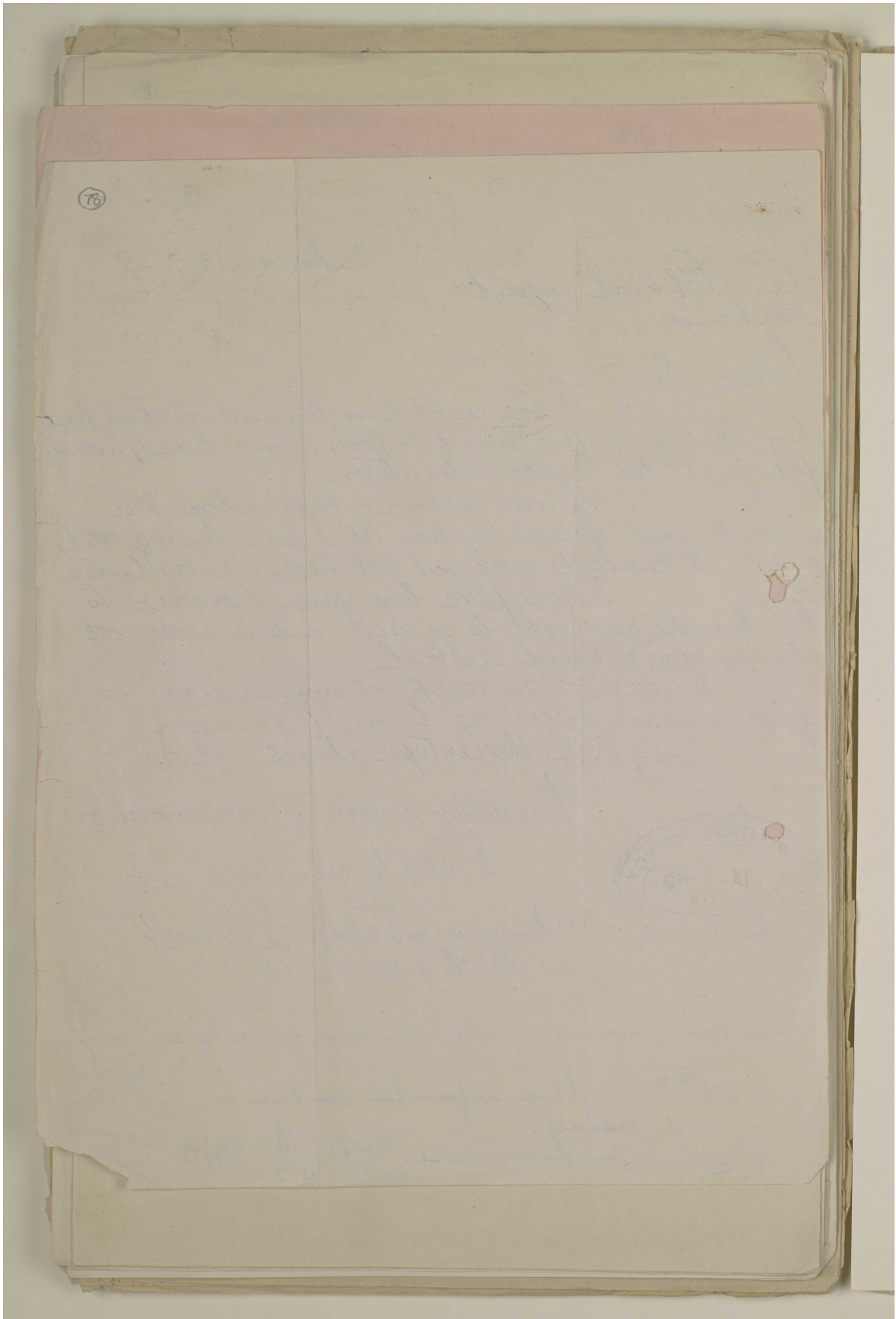
Thanking you in anticipation

I beg to remain
Sir
Your most obedt servant
Mohamed ali

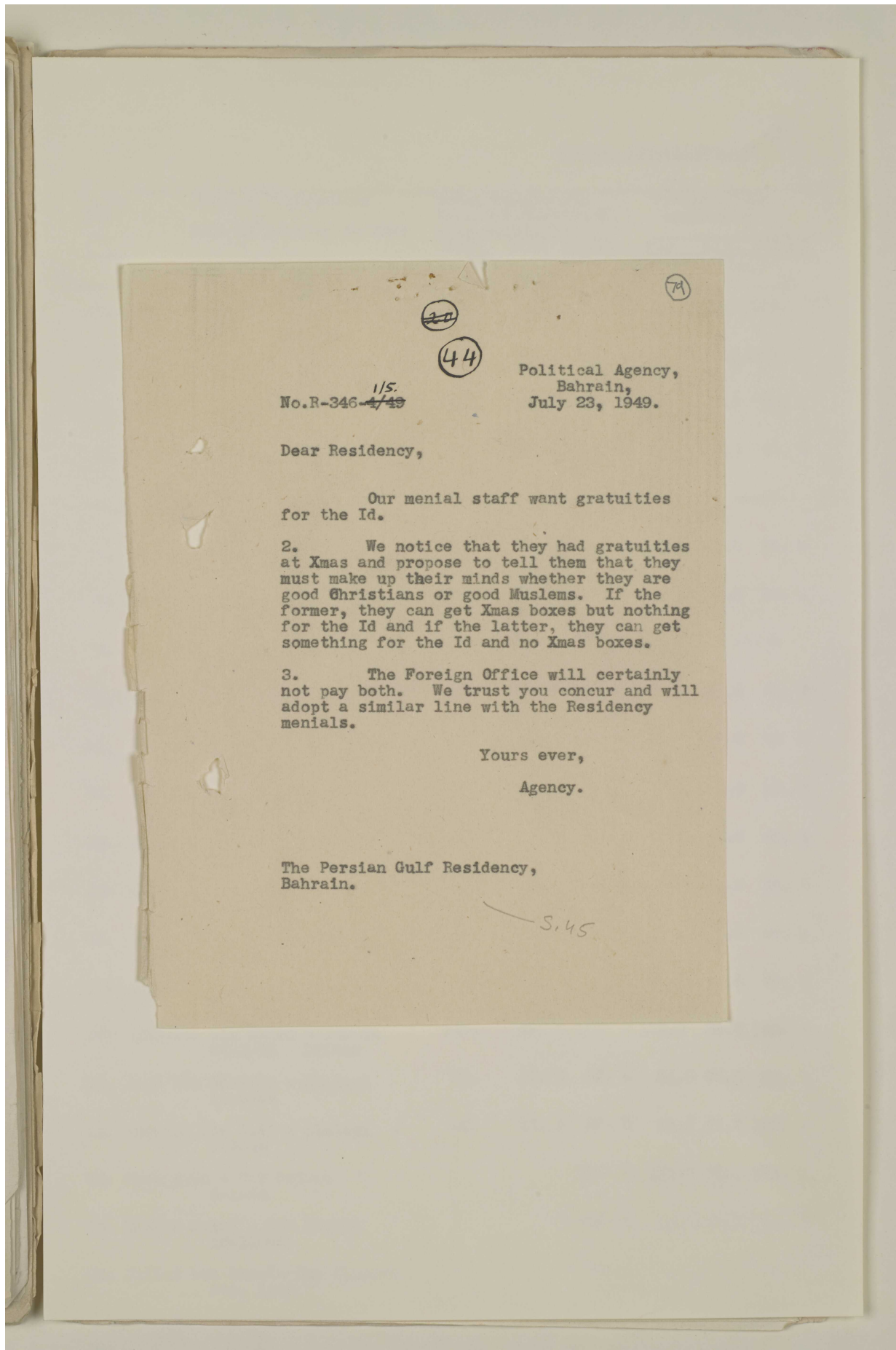
The man is here if you wish to see him
I have inform him we have no
vacancy. and
13. 7.

R.S. File - 13/7/49
15. 7.





'File 1/5 Menial staff: Pay and Allowances' [79r] (159/178)



No.R-346-^{1/5}~~4/49~~

Political Agency,
Bahrain,
July 23, 1949.

Dear Residency,

Our menial staff want gratuities for the Id.

2. We notice that they had gratuities at Xmas and propose to tell them that they must make up their minds whether they are good Christians or good Muslems. If the former, they can get Xmas boxes but nothing for the Id and if the latter, they can get something for the Id and no Xmas boxes.

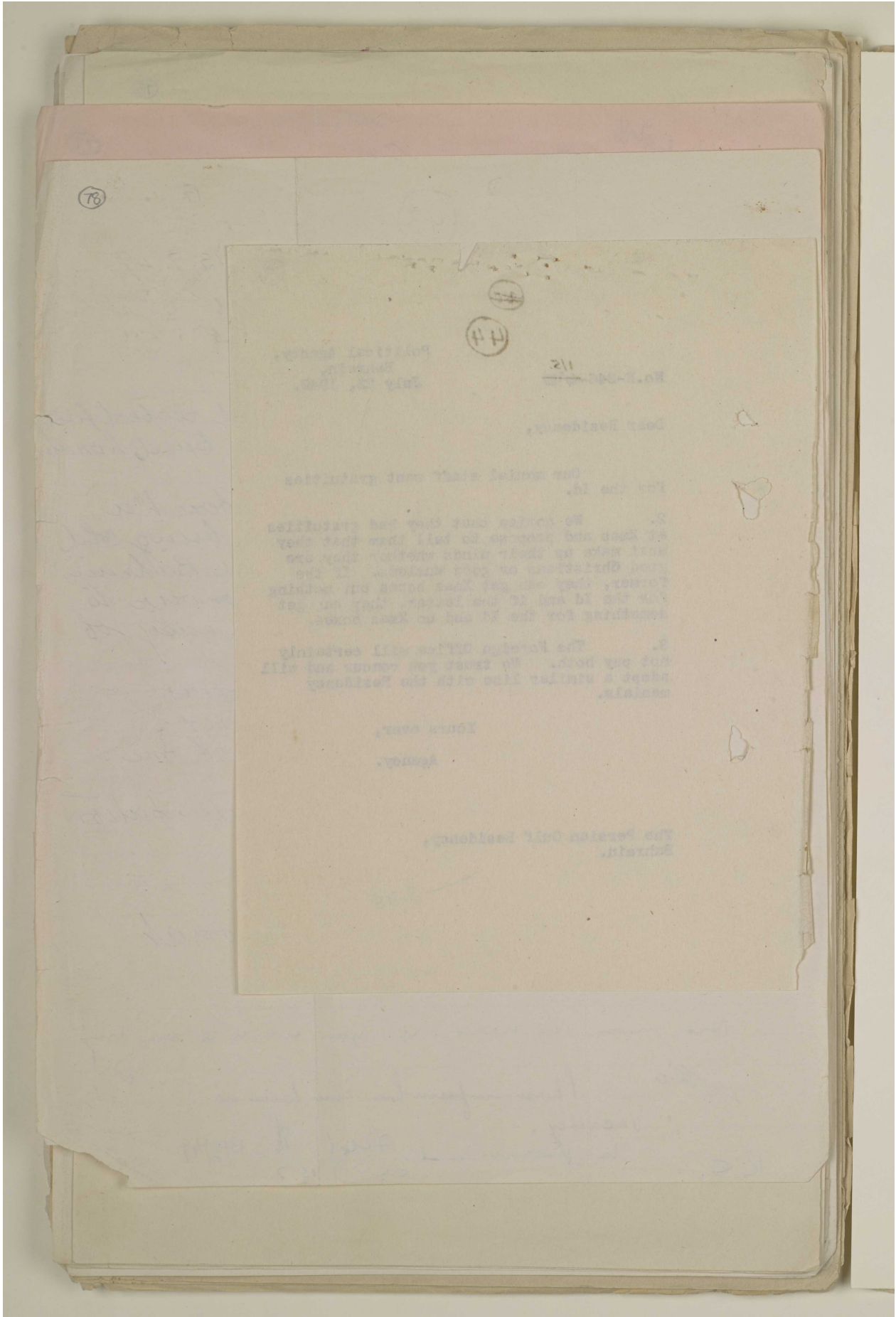
3. The Foreign Office will certainly not pay both. We trust you concur and will adopt a similar line with the Residency menials.

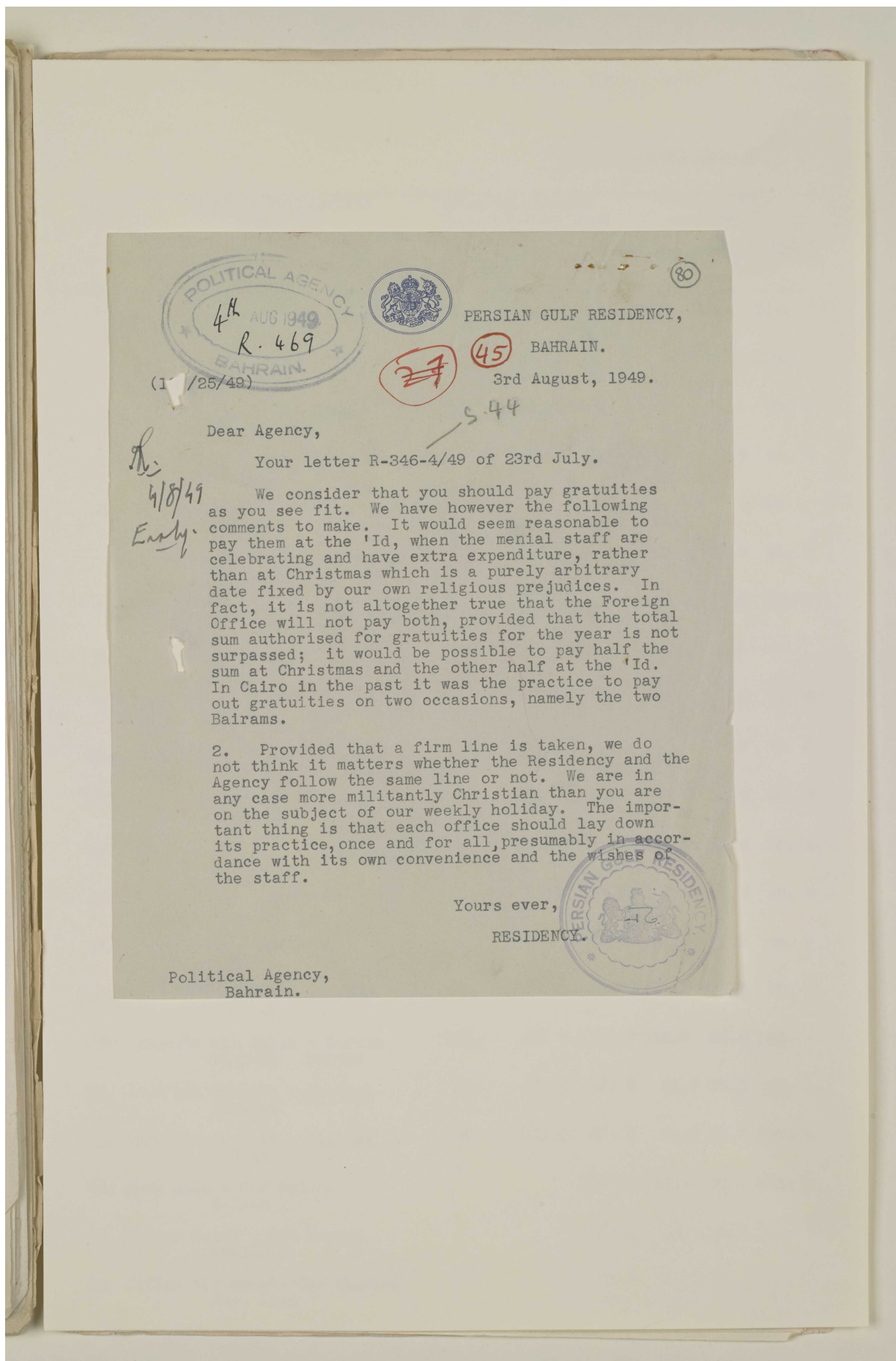
Yours ever,
Agency.

The Persian Gulf Residency,
Bahrain.

S.45

'File 1/5 Menial staff: Pay and Allowances' [79v] (160/178)





POLITICAL AGENCY
4th AUG 1949
R. 469
BAHRAIN.
(1/25/49)

PERSIAN GULF RESIDENCY,
BAHRAIN.
3rd August, 1949.

80

27 45

5.44

Ri
4/8/49
Early

Dear Agency,

Your letter R-346-4/49 of 23rd July.

We consider that you should pay gratuities as you see fit. We have however the following comments to make. It would seem reasonable to pay them at the 'Id, when the menial staff are celebrating and have extra expenditure, rather than at Christmas which is a purely arbitrary date fixed by our own religious prejudices. In fact, it is not altogether true that the Foreign Office will not pay both, provided that the total sum authorised for gratuities for the year is not surpassed; it would be possible to pay half the sum at Christmas and the other half at the 'Id. In Cairo in the past it was the practice to pay out gratuities on two occasions, namely the two Bairams.

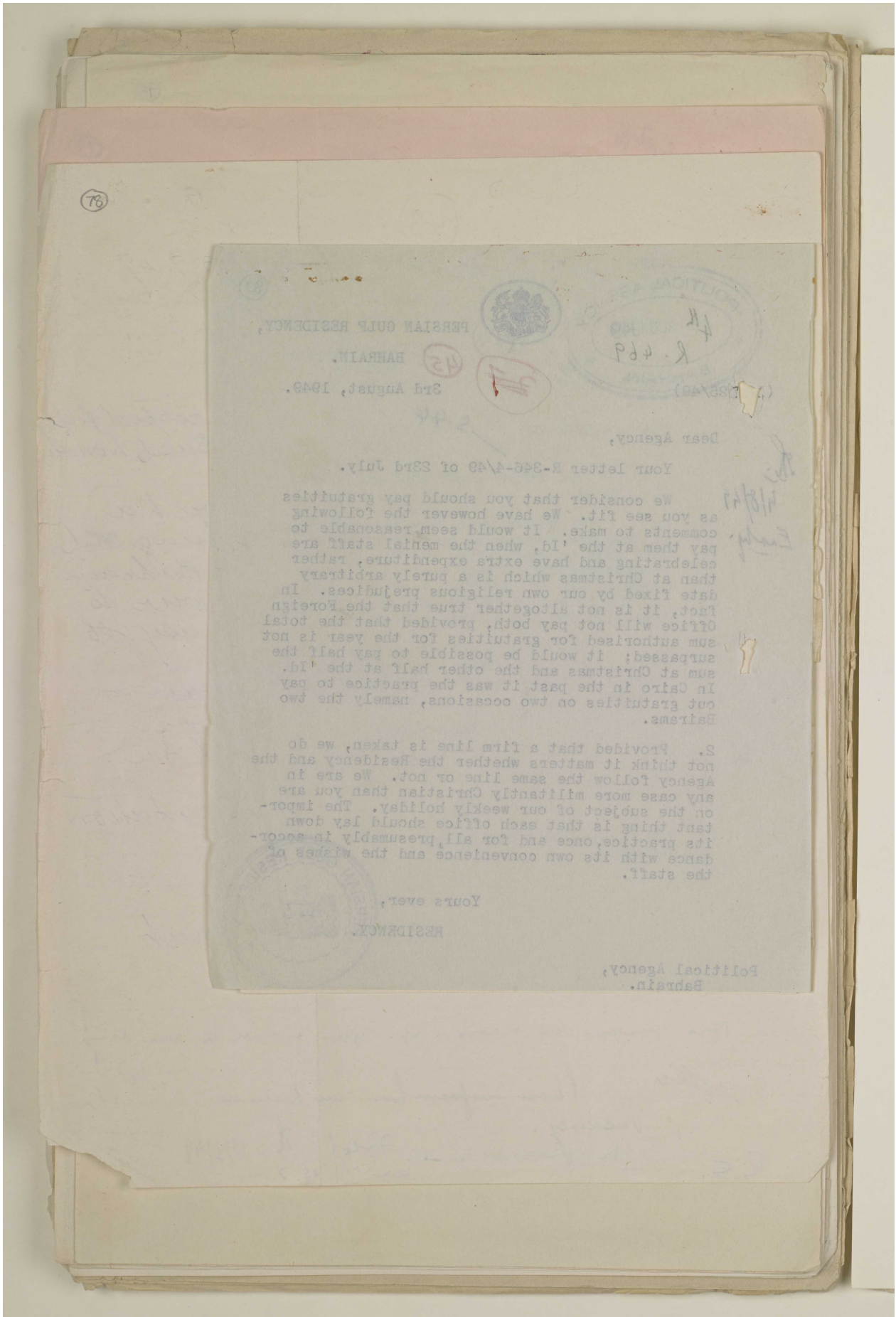
2. Provided that a firm line is taken, we do not think it matters whether the Residency and the Agency follow the same line or not. We are in any case more militantly Christian than you are on the subject of our weekly holiday. The important thing is that each office should lay down its practice, once and for all, presumably in accordance with its own convenience and the wishes of the staff.

Yours ever,

RESIDENCY.

Political Agency,
Bahrain.

'File 1/5 Menial staff: Pay and Allowances' [80v] (162/178)



(81)

Bahrain,
The 16th April, 1950.

The Political Agent,

BAHRAIN.

Respected Sir,

I, most humbly and respectfully beg to submit this petition requesting Your Excellency to grant me a gratuity. My services are no more required by the Agency. I have worked for the Agency for a period of six years during which time I carried out my duties upto the satisfaction. Moreover, I was more than once offered a tempting pay, but I never thought of leaving the Agency.

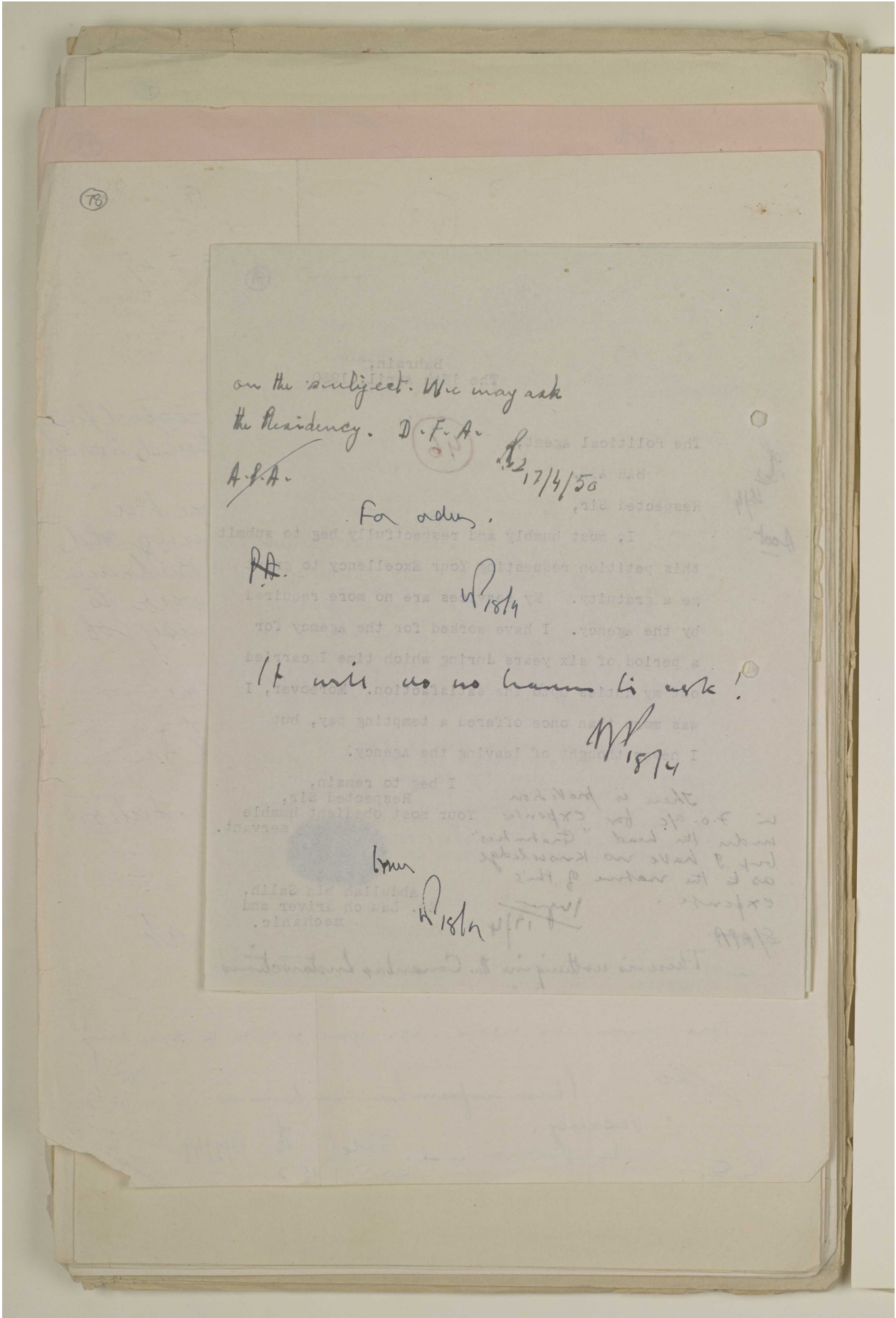
I beg to remain,
Respected Sir,
Your most obedient humble
servant.

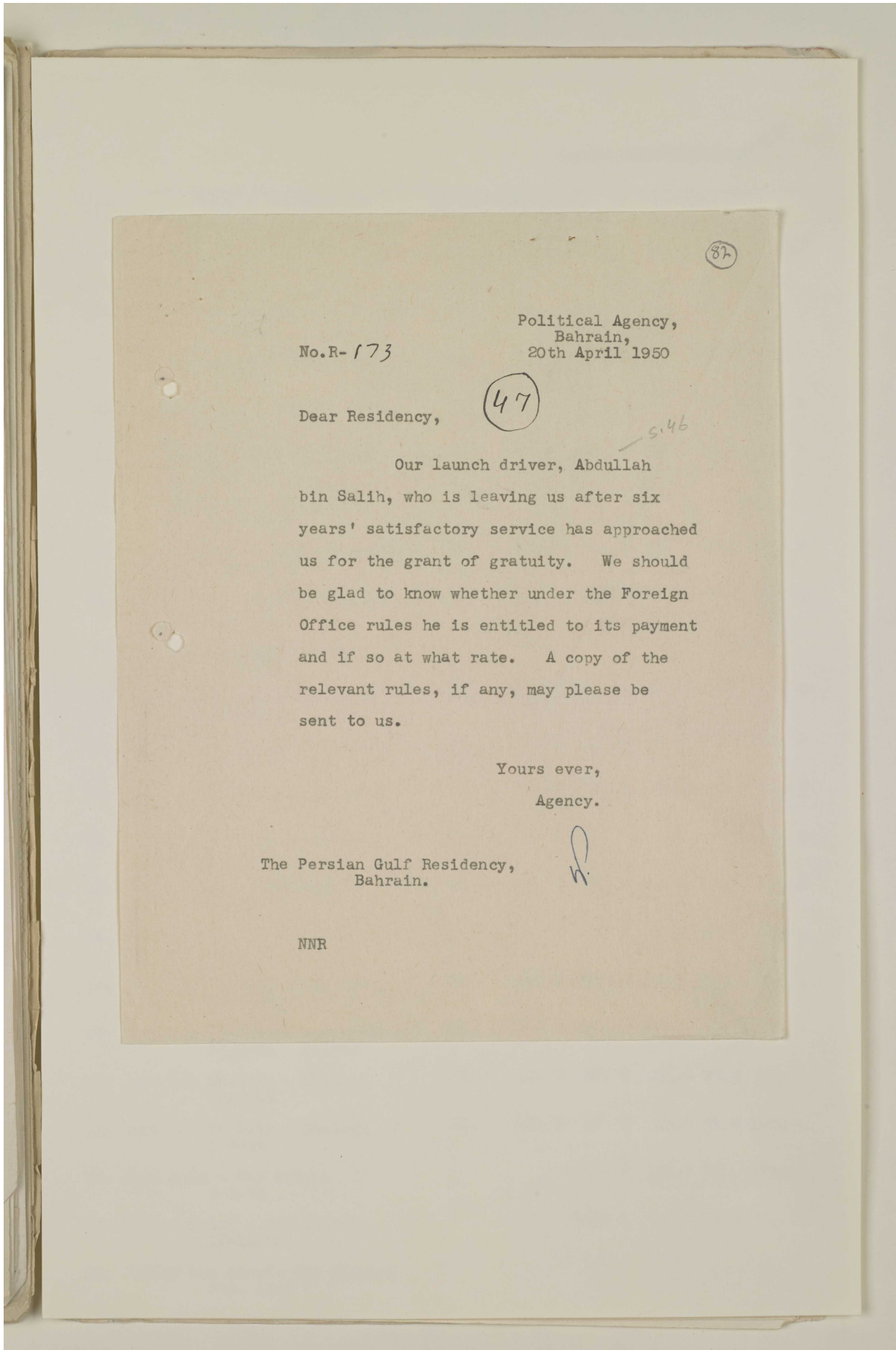
Abdullah bin Salih,
Ex. Launch driver and
mechanic.

There is provision in F.O. etc for expenses under the head "Gratuities" but I have no knowledge as to the nature of this expense.

STAFF

There is nothing in the Consular Instructions





No.R- 173

Political Agency,
Bahrain,
20th April 1950

Dear Residency,

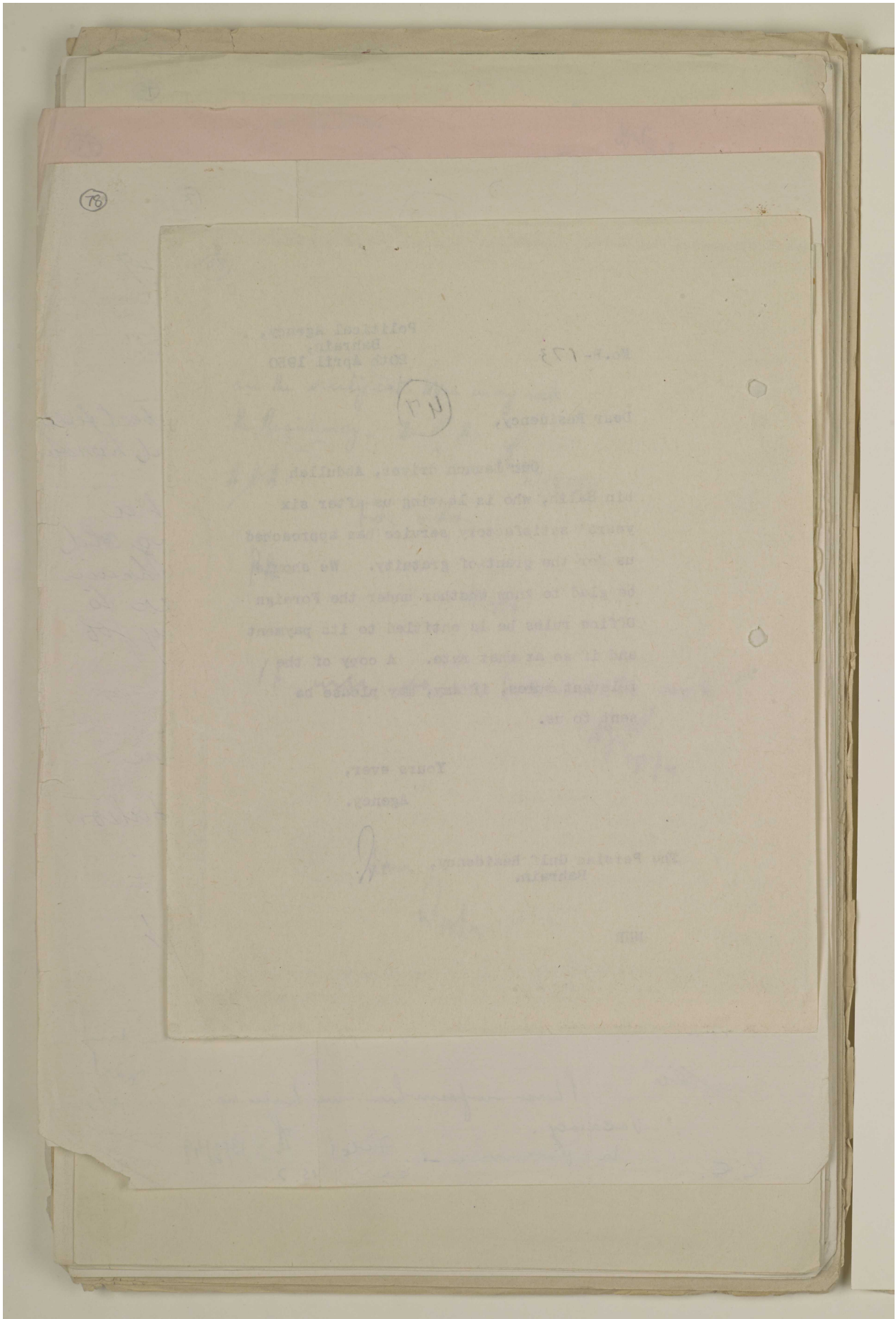
Our launch driver, Abdullah bin Salih, who is leaving us after six years' satisfactory service has approached us for the grant of gratuity. We should be glad to know whether under the Foreign Office rules he is entitled to its payment and if so at what rate. A copy of the relevant rules, if any, may please be sent to us.

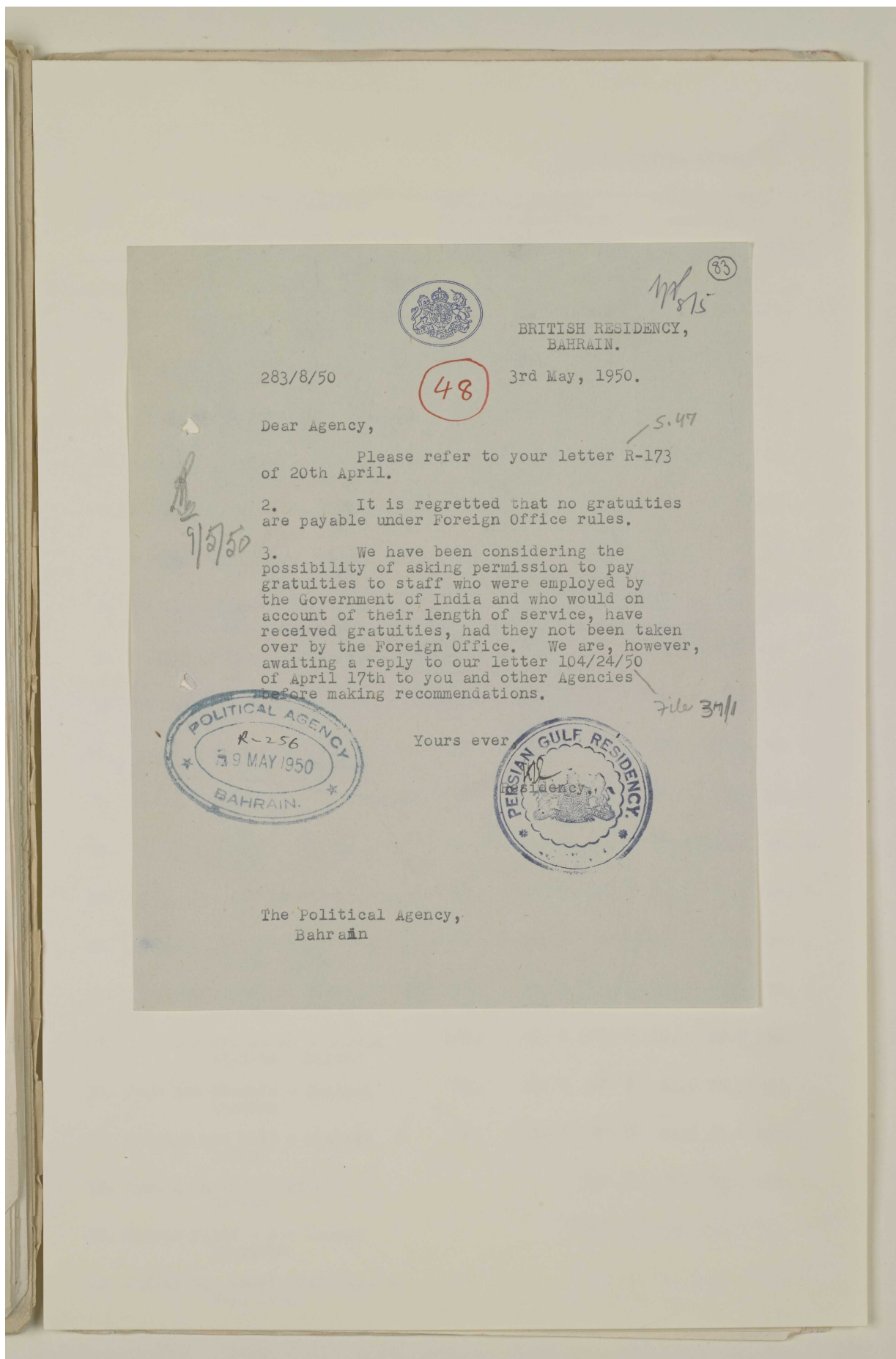
Yours ever,
Agency.

The Persian Gulf Residency,
Bahrain.

NNR

'File 1/5 Menial staff: Pay and Allowances' [82v] (166/178)





BRITISH RESIDENCY,
BAHRAIN.

83
17/5/50

283/8/50

48

3rd May, 1950.

Dear Agency,

S.47

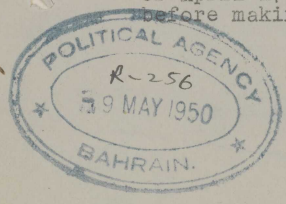
Please refer to your letter R-173 of 20th April.

9/5/50

2. It is regretted that no gratuities are payable under Foreign Office rules.

3. We have been considering the possibility of asking permission to pay gratuities to staff who were employed by the Government of India and who would on account of their length of service, have received gratuities, had they not been taken over by the Foreign Office. We are, however, awaiting a reply to our letter 104/24/50 of April 17th to you and other Agencies before making recommendations.

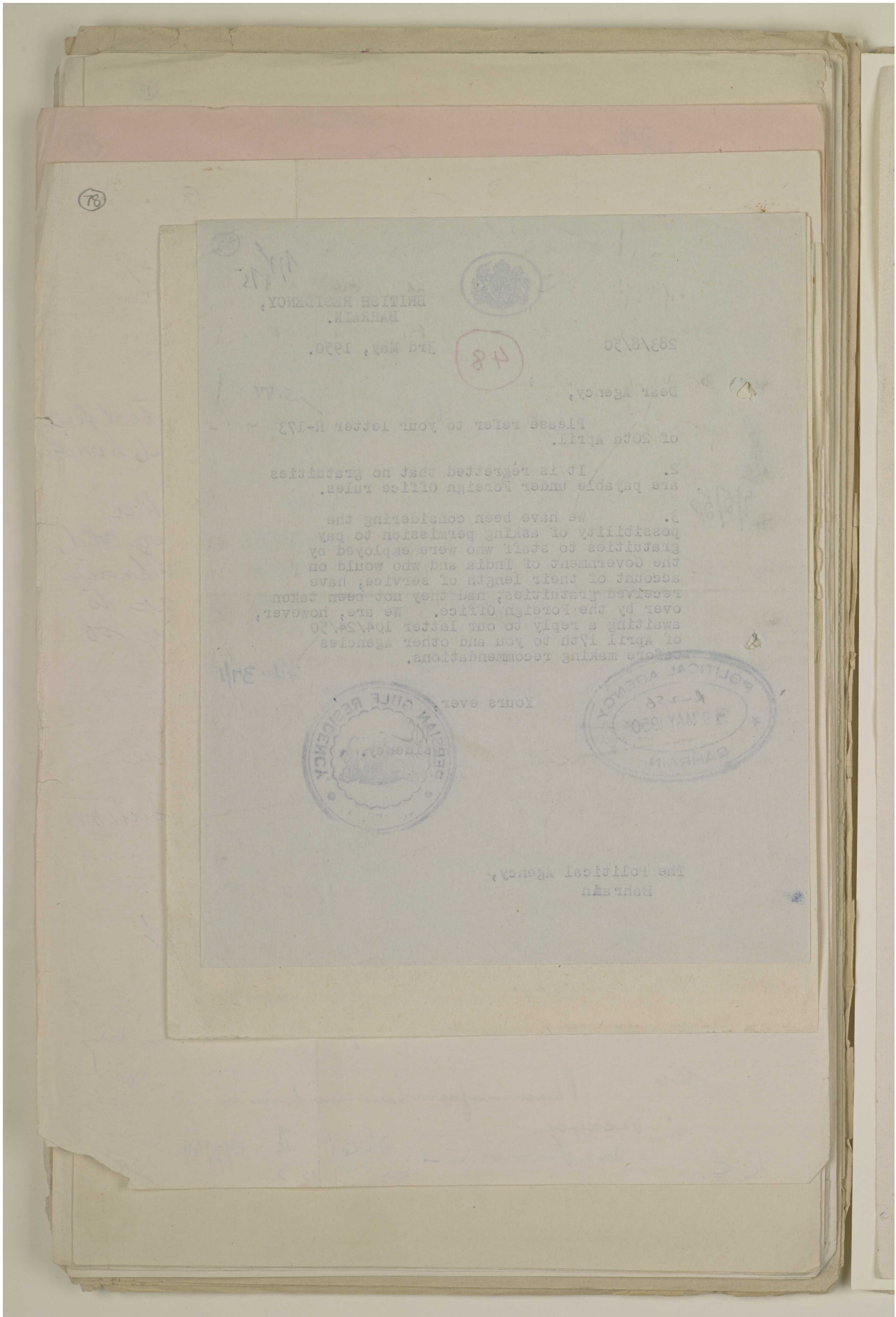
file 37/1



Yours ever



The Political Agency,
Bahrain



(54)
1950?

Menial Establishment

Serial No.	Name & Designation & Date of joining Service	Total Emoluments When H.M.G. assumed responsibility			Present Total emoluments		
		Pay	D.A.	Total	Pay	D.A.	Total
		Rs.			Rs.		
1.	Ahmed bin Jasim (Head Farrash) 16-11-37	43. 5.	21.	69.	56 15	39.	110.
2.	Isa bin Ebrahim (Dy. -do-) 1-3-38	29.	20. 6	49. 6	52 15	36.0	103. 0
3.	Mohd. Qayum - Farrash 1-12-25	31.	17. 6	48. 6	53	37.0	90. 0
4.	Thaher bin Mohd. - Farrash 12-12-42	28.	20. 0	48. 0	51	35.8	86. 8
5.	Abdul Rasool - Farrash 6-7-43		----			-----	
6.	Abdulla bin Hassan - Farrash 15-2-46	21.	20. 0	41. 0	46	32.0	78. 0
7.	Khalifa bin Thani - Farrash 14-4-45	22.	20. 0	42. 0	49	34.8	83. 8
8.	Sulman bin Ali - Farrash 7-12-47		----			-----	
9.	Yousuf bin Ahmed - Farrash 15-9-47	30.	17. 0	47. 0	52	36.8	86. 8
10.	Daboos bin Ismail - Farrash 26-9-46	21.	20. 0	41. 0	46	32.0	78. 0
11.	Mohd bin Abdulla - Gardener 25-11-44	45.	13. 0	58. 0	48.8	34.0	82. 8
12.	Isa bin Abdulla - Gardener 1-2-44	25.	20. 0	45. 0	52.0	36.0	88. 0
13.	Abdul Razaq - Gardener 1-11-46	40.	15. 0	55. 0	52.0	36.0	88. 0
14.	Banarsidas - Sweeper 7-2-26	40.	15. 0	55. 0	58.0	40.0	98. 0
15.	Ali bin Abdulla - Sweeper 23-6-44	20.	20. 0	40. 0	45.0	31.8	76. 8
16.	Abdulla bin Saleh - Launch 27-2-45 Driver	100.	55. 0	155. 0	102.0	86.8	188. 8
17.	Juma bin Ebrahim - Khalasi 19-8-44	30.	17. 0	47. 0	51.0	35.8	86. 8
18.	Abdulla bin Daif - Khalasi 1-3-44	35.	17. 0	52. 0	61.0	42.8	103. 8
19.	Syed Amin - Car Driver 9-1-44				105- 0	101.0	70.8 171. 8
20.	Hassan Folad - Car Driver 15-11-40				100- 0	89.0	62.8 151. 8
21.	Jaffar bin Ahmed - Car Cleaner Sep. 1946				70- 0	48.0	33.8 81. 8

Continued:

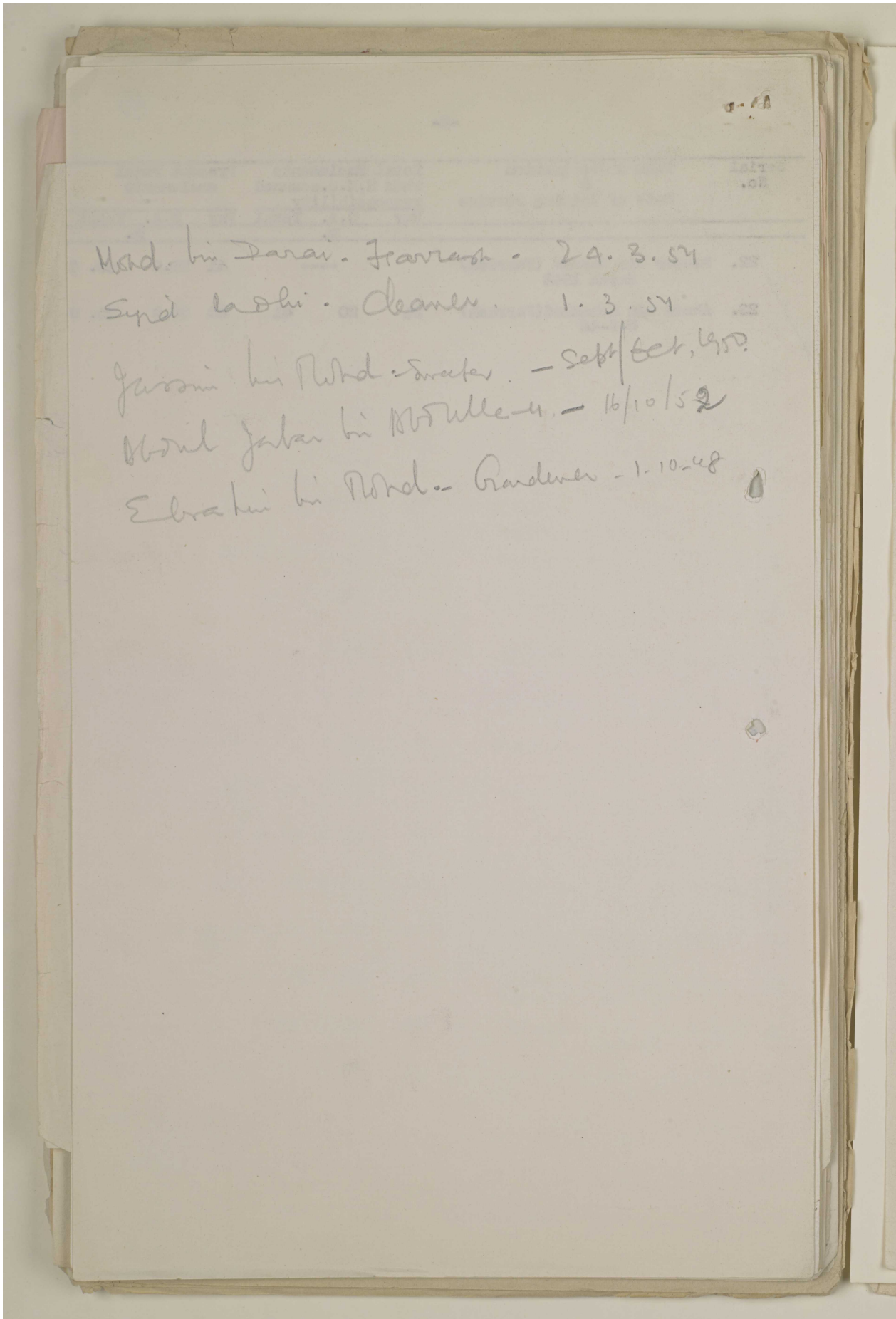
The image shows a page from a ledger book, likely a payroll or allowance record. The page is numbered 84v and is part of file 170/178. The table contains columns for names, ranks, and various monetary amounts. The text is handwritten and somewhat faded. The page is bound on the left side.

Name	Rank	Pay	Allowances	Total
1.
2.
3.
4.
5.
6.
7.
8.
9.
10.
11.
12.
13.
14.
15.
16.
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21.

-2-

85

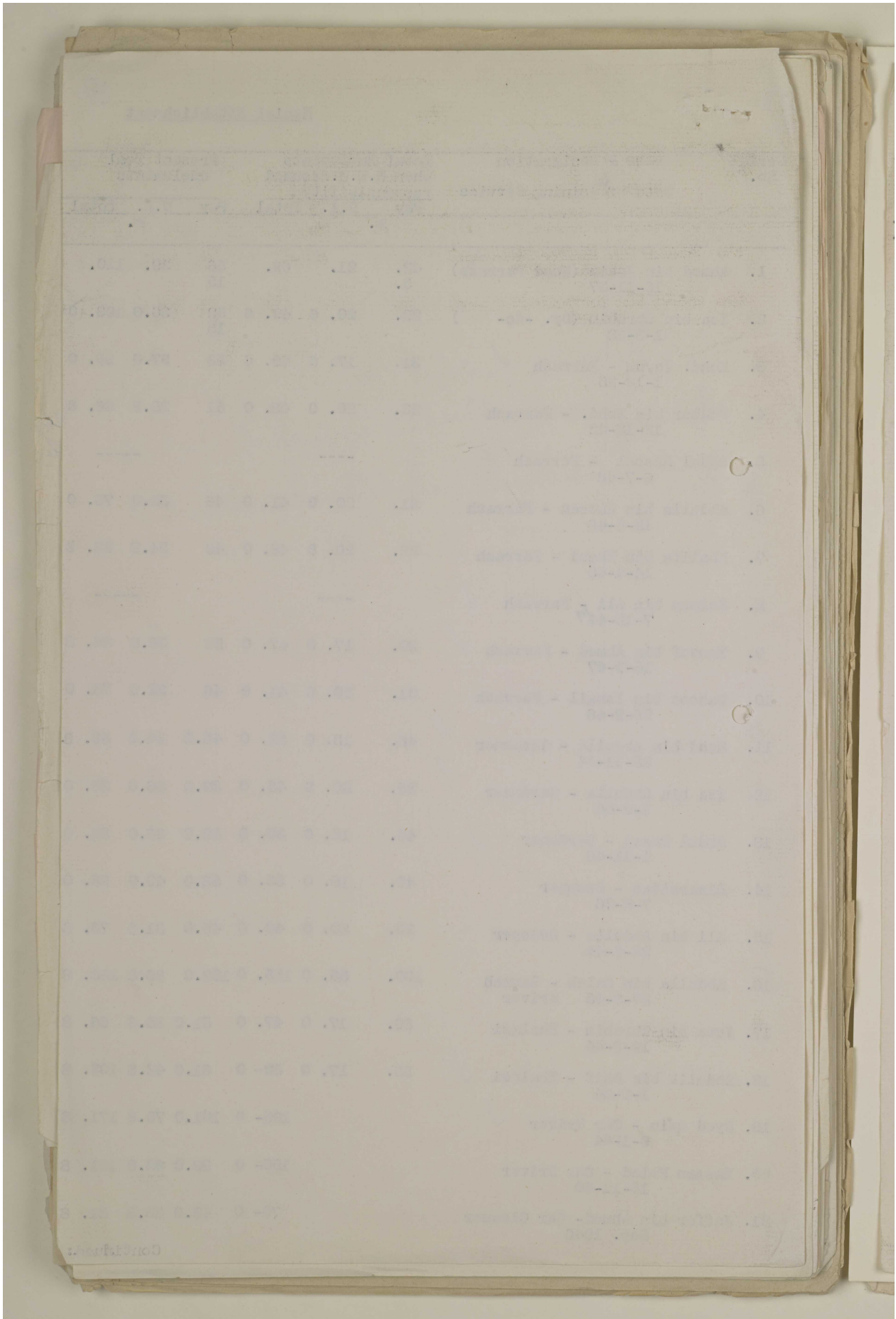
Serial No.	Name & Designation & Date of Joining Service	Total Emoluments when H.M.G. assumed responsibility			Present Total emoluments		
		Pay	D.A.	Total	Pay	D.A.	Total
		Es.			Es.		
22.	Mansur bin Hassan (Farrash) March 1948			----	41	28.8	69. 8
23.	Ahmed bin Mohammed (Farrash) 5-9-46	21	20	41	43	30.0	73. 0



Menial Establishment ⁹⁶

Serial No.	Name & Designation & Date of joining Service	Total Emoluments When H.M.G. assumed responsibility			Present Total emoluments		
		Pay Rs.	D.A.	Total	Pay	D.A.	Total Rs.
1.	Ahmed bin Jasim (Head Farrash) 16-11-37	43. 5.	21.	69.	56 15	39.	110.
2.	Isa bin Ebrahim (Dy. -do-) 1-3-38	29.	20. 6	49. 6	52 15	36.0	103. 0
3.	Mohd. Qayum - Farrash ✓ 1-12-25	31.	17. 6	48. 6	53	37.0	90. 0
4.	Thaher bin Mohd. - Farrash 12- 2-42	28.	20. 0	48. 0	51	35.8	86. 8
5.	Abdul Rasool - Farrash ✓ 6-7-48		----			-----	
6.	Abdulla bin Hassan - Farrash 15-8-46	21.	20. 0	41. 0	46	32.0	78. 0
7.	Khalifa bin Thani - Farrash ✓ 14-4-45	22.	20. 0	42. 0	49	34.8	83. 8
8.	Sulman bin Ali - Farrash ✓ 7-12-44		----			-----	
9.	Yousuf bin Ahmed - Farrash ✓ 15-9-47	30.	17. 0	47. 0	52	36.8	86. 8
10.	Daboos bin Ismail - Farrash 26-9-46	21.	20. 0	41. 0	46	32.0	78. 0
11.	Mohd bin Abdulla - Gardener ✓ 25-11-44	45.	13. 0	58. 0	48.8	34.0	82. 8
12.	Isa bin Abdulla - Gardener ✓ 1-2-44	25.	20. 0	45. 0	52.0	36.0	88. 0
13.	Abdul Razaq - Gardener ✓ 1-11-46	40.	15. 0	55. 0	52.0	36.0	88. 0
14.	Banarsidas - Sweeper 7-2-26	40.	15. 0	55. 0	58.0	40.0	98. 0
15.	Ali bin Abdulla - Sweeper 23-6-44	20.	20. 0	40. 0	45.0	31.8	76. 8
16.	Abdulla bin Saleh - Launch 27-2-45 Driver	100.	55. 0	155. 0	102.0	86.8	188. 8
17.	Juma bin Ebrahim - Khalasi 19-8-44	30.	17. 0	47. 0	51.0	35.8	86. 8
18.	Abdulla bin Daif - Khalasi ✓ 1-3-44	35.	17. 0	52. 0	61.0	42.8	103. 8
19.	Syed Amin - Car Driver ✓ 9-1-44				105- 0	101.0	70.8 171. 8
20.	Hassan Folad - Car Driver 15-11-40				100- 0	89.0	62.8 151. 8
21.	Jaffar bin Ahmed - Car Cleaner Sep. 1946				70- 0	48.0	33.8 81. 8

Continued.



'File 1/5 Menial staff: Pay and Allowances' [87r] (175/178)

-2-

(51)

Serial No.	Name & Designation & Date of Joining Service	Total Emoluments when H.M.G. assumed responsibility			Present Total emoluments		
		Pay	D.A.	Total	Pay	D.A.	Total
		Rs.			Rs.		
22.	Mansur bin Hassan (Farrash) March 1948			----	41	28.8	69.8
23.	Ahmed bin Mohammed (Farrash) 5-9-46	21	20	41	43	30.0	73.0

'File 1/5 Menial staff: Pay and Allowances' [87v] (176/178)

