

are smaller. They are not, however, inadequate. In Northern Nigeria the High Commissioner receives £3,000, with a duty allowance of £1000. The senior political official receives £1300, with £400 duty allowance. There are five first class residents with from £700 to £800, and a duty allowance of £200; eleven second class residents who begin at £500 and rise to £650, with a duty allowance of £100; 18 third class, with from £450 to £550; and 64 assistants, with from £300 to £400. These are good salaries, and owing to the unhealthiness of the climate, for every year spent in the colony a man is granted leave on full pay for four months, not including his voyage out and back.¹

These positions are given not by examination, but by appointment, and there has been not a little jobbery. Without doubt, a written examination, even when seconded by a test of physical fitness, is not an ideal method of choice; but it at least ensures a high level of mental and physical ability; selection by experts is a much better method in theory, but in practice in Great Britain has often led to jobbery: though in the last few years, owing to the transfer of the African Protectorates from the Foreign to the Colonial Office, there has been a great improvement in the service both in East and in West Africa, an improvement largely due to the efforts of Mr. Chamberlain. So far, also, selection has provided a very fine type of man for Egypt and the Soudan.

At the same time, though the salaries are good, they are not good enough, when one considers the unhealthiness of the climate, to attract the fine type of man who goes into the India Office or into the India Civil Service. West and East African officials are, for the most part, men who for one reason or another feel that a successful career in Great Britain is unlikely. This has been intensified by the attempt made to choose them from the same social classes from which are drawn the I. C. S. men, the class of "gentlemen," a class limited in numbers, and to the best members of which many avenues are open. Once appointed, a man goes through a course of three months of training in London, and is then shipped off to East or West Africa. The inadequacy of such a three months course needs not to be dwelt on.

¹Duty allowance is paid to an officer on duty, i.e. during his year in Northern Nigeria the High Commissioner gets £4000, during his two months on the ocean and his four months at home £3000.