
APPLICATION FOR POSITION ON THE STAFF OF THE
SOUTH PACIFIC REGIONAL COMMISSION.

NAME: Henry Evans MAUDE, M.B.E., M.A.

POSITIONS APPLIED FOR: (1) Secretary-General.
(2) Deputy Chairman of the Research Council.
(3) Deputy Secretary-General.

Particulars covering Applicant.

AGE: 42. Married - 1 child.

EDUCATION: (1) St. Paul's School, Darjeeling, India.
(2) Highgate School,
Head of House: Captain of Games.
(3) Jesus College, Cambridge,
M.A. Honours in Economics and
Anthropology.
Half-Blue.

PRESENT POSITION: Resident Commissioner of the Gilbert and Ellice Islands Colony.

PRESENT SALARY AND ALLOWANCES:-
£F.1,700, plus Duty Allowance of £F.200,
Local Allowance⁺ of £F.100 and Children's
Allowance⁺ of £F.70: = £F.2,070.

(+ Withheld, pending approval of
Secretary of State.)

Brief Notes on Career and Pacific Experience.

(1) Brief tabulated particulars covering my career in the Pacific branch of the British Colonial Service are set out in Appendix I. A rough analysis of the positions held and dates shows that my total service of 18 years and 8 months has included the following varieties of administrative and other experience (all but 9 months being in various parts of the Pacific):-

(a) District Administration¹ - 4 years, 2 months
(b) Lands Settlement² - 3 years, 3 months

(c)

(c) Secretariat and Executive - 6 years, 3 months.

(d) On special assignments - 2 years, 5 months.

The rest of the period being on leave or travelling, etc.

Notes: 1 Including charge of Districts in the Gilbert, Phoenix and Line Groups, and on Ocean Island.

2 Including colonization schemes and much advisory work in connection with native custom.]

(2) The Pacific Territories in which I have served are:-

(a) Colony of Fiji.

(b) Gilbert and Ellice Islands Colony.

(c) Kingdom of Tonga.

(d) Pitcairn Island Settlement.

(3) As will be seen from Appendix II, I have resided in, or at least visited, almost all the island groups in the North, Central and South Pacific east of longitude 170°W.: the number of islands landed on totals 68, and on most of them I have lived for several weeks. It is claimed that, as a consequence of extensive travel and reading, I have at present a knowledge of the whole Pacific area greater than that of any other officer in any service.

Notes on some Special Assignments in the Pacific area.

In Appendix III I have given an outline of some of the special assignments which I have had in the Pacific (as listed below), since they may be of interest to members of the Selection Committee; more especially as indicating a capacity for working out and carrying into effect practical (and in several instances original) measures for the welfare and advancement of the inhabitants of the area. -

(1) The Organization of the Co-operative Societies movement in the Gilbert and Ellice Islands Colony.

(2) Lands Settlement of the Gilbert Group and Ocean Island.

(3) The Colonization of the Phoenix Islands.

(4) Exploratory Survey of the Central and Eastern Pacific.

(5)

- (5) Revision of the native administrative system in the Gilbert and Ellice Islands.
- (6) The Reorganization of the Pitcairn Island administrative system.
- (7) The Reorganization of the Public Service of the Kingdom of Tonga.

Miscellaneous Particulars.

(1) Scientific Interests.

As a trained anthropologist, my scientific interests during early years in the Pacific were primarily ethnographical. In the period from 1930 to 1937 several hours a week were devoted to anthropological research and my mss. notebooks (many of them still in the vernacular) cover the whole field of Gilbertese social organization and much of their material culture. Although several articles have been published by my wife and myself in the Journal of the Polynesian Society (e.g. "Adoption in the Gilbert Islands"; "The Social Organization of Banaba or Ocean Island"; "String Figures from the Gilbert Islands"), the bulk of this material still awaits the necessary leisure for writing up.

Since 1937 such spare time as I have had has been engaged largely on historical studies, which have extended to include the whole Pacific. A comprehensive historical section to my library has been built up, including most books on the subject of any importance. Besides work done for the Government I have two historical studies (on Pitcairn Island and the Phoenix Group) now ready for publication.

(2) Publications.

A check list of my publications on the Pacific, which now number some 12, can be forwarded later if so desired: unfortunately it is at Tarawa with my main papers. The items include anthropological and historical studies, such as those mentioned above, general articles and reports for the Government on special administrative and other problems.

I attach copies of the following four Government publications, as they may enable an estimate to be made of my ability to draft and to present specific problems in a readily understandable form:-

- (1) "Report on the Colonization of the Phoenix Islands by the Surplus Population of the Gilbert and Ellice Islands". 1938.
(No longer confidential).
- (2) "Pitcairn Island Government Regulations, 1940".
- (3) "Report on the Public Service of the Kingdom of Tonga". 1941.



(4) "Memorandum on the Future of the Banaban Population of Ocean Island; with Special Relation to their Lands and Funds". 1946.

(3) Languages.

Up to the time of my passing the Cambridge University Entrance Examination in French, I was able to read, write and speak that language fairly well, and my home being in a bi-lingual area (the Channel Islands) I was accustomed to hearing it spoken. Since entering Cambridge, however, I have had no occasion to employ French in conversation or writing and my knowledge of it is undoubtedly extremely rusty.

That I have a capacity for learning languages is shown, however, by the fact that I passed my Lower Standard Gilbertese examinations within 4 months of commencing to learn the language and was the first officer to be appointed Chairman of the Permanent Board of Examiners in Gilbertese. I am confident, therefore, that my ability to read, write and speak French would return to me in a short time.

(4) Public Speaking.

I am accustomed to delivering lectures and talks on various Pacific subjects to a variety of audiences, and during my recent leave I attended a course on public speaking which has been of considerable benefit. I am, therefore, willing and able to undertake public speaking work, should it be necessary.

(5) Library.

For over 20 years I have been steadily collecting a reference library of books, pamphlets and periodicals on the Pacific Islands: this by now extends to more than a thousand items and includes most of the worth while literature on the area.

It is particularly strong in mss. and other rare material dealing with the Central Pacific, but the collection of printed books covers the whole area of the South Pacific Regional Commission.

I am willing to loan this library (at present stored for the most part in Auckland) to the Commission for reference purposes, pending the formation of their own library.

Personal Statement.

I should be grateful if, in forwarding my application to the Selection Committee, emphasis might be laid on the fact that I have long been permanently domiciled in the Pacific and intend to remain in the area for

A P P E N D I X I.

Tabulated Particulars of Service Career
(with dates).

1929	September	Administrative Cadet - Gilbert and Ellice Islands Colony.
1930	March	Passed Cadet
1930	May	Acting District Officer.
1931	January	Deputy Commissioner for the Western Pacific.
1931	-	Commended by Secretary of State for handling of religious disturbances on Onotoa in August, 1930.
1931	October	Acting Native Lands Commissioner.
1932	February	Passed examinations in Higher Gilbertese.
1932	November	District Officer.
1933	March	Secretary to Government - Gilbert and Ellice Islands Colony.
1934	July	Lands Commissioner, Gilbert Islands.
1936	June	Represented Gilbert and Ellice Islands Colony at Seminar-Conference on Education in Pacific Countries at Honolulu, Hawaii.
1936	September	Administrative Officer, Zanzibar.
1937	July	Administrative Officer and Lands Commissioner, Gilbert and Ellice Islands Colony.
1937	September	On special duty in charge of exploratory expedition to the Phoenix Islands.
1938	July	Chairman of permanent Board of Examiners in the Gilbertese language.
1938	November	Officer in charge of the Phoenix Islands Settlement Scheme.
1939	January	Member of the Order of the British Empire (civil).
1940	February	Attached to the Western Pacific High Commission Secretariat in Fiji.
1940	March	Acting First Assistant Secretary to the High Commission.
1940	August	On special duty to reorganize the Constitution, legal code and system of Government on Pitcairn Island.
1941	June	Acting British Agent and Consul, Kingdom of Tonga.
1941	September	Seconded to the Government of Tonga to report on the Reorganization of Her Majesty's Civil Service.

- 2.-

1941	December	Re-attached to the Western Pacific High Commission Secretariat in Fiji.
1942	March	Acting First Assistant Secretary to the High Commission.
1942	September	On special duty in the Line Islands.
1942	December	Acting First Assistant Secretary to the High Commission.
1943	September	Attached to U.S. Naval Intelligence Centre, Pearl Harbour, T.H.
1943	October	On special duty on Pitcairn Island.
1944	March	Acting First Assistant Secretary to the High Commission.
1944	July	On special duty in the Cook and Line Groups and on Pitcairn Island.
1944	October	Acting First Assistant Secretary to the High Commission.
1944	December	Acting Secretary to the High Commission.
1945	February	Assistant High Commissioner during absence of High Commissioner.
1945	November	Acting Resident Commissioner, Gilbert and Ellice Islands Colony.
1946	January	On special duty at Colonial Office
1946	October	Acting Resident Commissioner, Gilbert and Ellice Islands Colony.
1946	December	Resident Commissioner, Gilbert and Ellice Islands Colony.

APPENDIX II.

Islands and Island Groups Visited.¹

(a) American Samoa.

(1) Tutuila.

(b) Cook Group.

- (2) Rarotonga
- (3) Aitutaki
- (4) Atiu
- (5) Mauke
- (6) Tongareva
- (7) Manihiki
- (8) Rakahanga
- (9) Pukapuka
- (10) Nassau
- (11) Suvarrow.

(c) Ellice Group.

- (12) Nanumea
- (13) Nanumanga
- (14) Niutao
- (15) Nui
- (16) Vaitupu
- (17) Nukufetau
- (18) Funafuti
- (19) Nukulaelae
- (20) Niulakita.

(d) Fiji Group.

- (21) Viti Levu
- (22) Vanua Levu
- (23) Rabi
- (24) Kioa

(e) Gilbert Group.

- (25) Little Makin
- (26) Butaritari
- (27) Marakei
- (28) Abaiang
- (29) Tarawa
- (30) Maiana
- (31) Abemama
- (32) Kuria
- (33) Aranuka
- (34) Nonouti
- (35) Tabiteuea
- (36) Beru
- (37) Nikunau
- (38) Onotoa
- (39) Tamana
- (40) Arorae

(f) Hawaiian Group.

(41) Oahu.

(g) Line Group.

- (42) Palmyra
- (43) Washington
- (44) Fanning
- (45) Christmas
- (46) Caroline
- (47) Flint.

(h) Marshall Group.

- (48) Majuro.

(i) Phoenix Group.

- (49) Canton
- (50) Enderbury
- (51) Phoenix
- (52) Birnie
- (53) McKean
- (54) Hull
- (55) Sydney
- (56) Gardner.

(j) Society Group.

- (57) Tahiti
- (58) Borabora.

(k) Tongan Group.

- (59) Tongatabu
- (60) Vavau
- (61) Eua
- (62) Ata.

(l) Western Samoa.

- (63) Upolu.

(m) Other Islands.

- (64) Ocean Island
- (65) Nauru
- (66) Johnson
- (67) New Caledonia
- (68) Pitcairn.

Note 1 On all of these islands I have spent at least a day, and in most of them I have lived for several weeks or months.



APPENDIX III.

(1) The Organization of the Co-operative Societies movement in the Gilbert and Ellice Islands Colony.

The first Native Co-operative Society in the Gilbert and Ellice Islands Colony was organized by me about the year 1937. This was followed by the establishment of similar societies throughout my District and the drafting of legislation for their guidance.

The movement has proved a remarkable success and, at the present time, there are some 35 retail co-operatives which between them control virtually the whole of the retail trade of the Gilbert, Ellice and Phoenix Groups.

As the commercial firms operating in the three Groups did not return after the war, the Colony Trade Scheme was established to organize the wholesale export and import business. This concern now operates its own inter-island shipping, imports the hundred and one articles required by the retail co-operatives and purchases their copra and other produce for bulking at Tarawa and Funafuti and shipment abroad.

A Co-operative Societies Development Officer has been appointed and it is now hoped to convert the Trade Scheme into the Colony Co-operative Wholesale Society under the management of a Committee elected by the retail societies of each of the six co-operative districts into which the Colony is being divided.

Specialist Co-operative Societies have recently been formed for such activities as the sale of local handicrafts and the management of copra plantations, and the whole movement is today probably unique in the Pacific area.

(2) Lands Settlement of the Gilbert Group and Ocean Island.

The adjudication of land disputes in the Gilbert Islands, and Lands Settlement work generally, is based on native custom, which varies from island to island. As Chief Lands Commissioner I had, therefore, to study native life and custom in considerable detail and gained an insight into the views and aspirations of the inhabitants of the South Seas which has seldom been possible for a European. For months I lived alone among the village natives, sharing their life and speaking their language: an experience which cannot but be of value to any member of the Commission's staff who may have to advise on practical proposals for the benefit of indigenous peoples.

(3) The Colonization of the Phoenix Islands.

The colonization of the uninhabited islands of the Phoenix Group was an experiment in group settlement unique in the Pacific. The basis of the scheme, which was

was carried out in accordance with native custom, is set out in my printed report attached, while its practical working out is given in my "History of the Phoenix Islands Settlement Scheme"; an unpublished essay which can be forwarded if required.

All that need be said here is that, despite all difficulties, the colonization venture has proved very successful, and there are now nearly 1,000 permanent residents in the Southern Phoenix Islands, with their own villages, hospitals, schools, churches, co-operative societies and all the requirements of flourishing and progressive native communities.

(4) Exploratory Survey of the Central and Eastern Pacific.

At various periods towards the end of the recent World War, I was assigned the work of examining the uninhabited islands in British Polynesia with a view to reporting on their suitability for colonization. The various groups were examined by air and sea and, as a result, recommendations were made as to the suitability of Caroline and Flint Islands, in the Southern Line Group, and Nassau Island, in the Northern Cook Group. This work took me to localities seldom, if ever, visited by British Government officers and resulted in my acquiring a deep interest in the problems of the Eastern Pacific, whether under British, New Zealand or French administration.

(5) Revision of the Native Administrative System in the Gilbert and Ellice Islands.

This work was undertaken between 1937 and 1940 and resulted in the recasting of the system of Native Government, which has reached a greater stage of development in these islands than elsewhere in the Pacific. Not only were the local administrations given additional powers, but Lands Courts were provided for, and the code of native law improved and brought more into conformity with local customs. The Island Regulations, as administered by the Native Courts, were redrafted at the same time and a great number of unnecessary regulations were repealed. These measures were undertaken in consultation with the Native Governments and people of each island, and the revised Native Governments Ordinance and Island Regulations were submitted to them for approval before enactment.

(6) The Reorganization of the Pitcairn Island Administrative System.

During 1940 and 1941 I was assigned the duty of redrafting and modernising the constitution, system of Government and code of laws in force on Pitcairn. Eight months were spent on the island and the new regulations for the government of Pitcairn were discussed in detail with the people in a series of meetings extending over much of
this

this period. As a result, the new code (a copy of which is attached) received the unanimous consent of the entire population over the age of 18, and has proved, by actual use over the past 7 years, to be suited to their needs. No amendments have so far been found necessary.

(7) The Reorganization of the Public Service of the Kingdom of Tonga.

At the request of the Queen of Tonga, I was seconded to Her Majesty's service during 1941 to recommend measures for the reorganization of the Tonga Public Service. A copy of my Report is attached and, although it was not possible to implement several of the recommendations at the time owing to the war, the basic principles (e.g. that of secondment of key personnel from the British Civil Service) were approved by the Privy Council and most of them have since been carried into effect.

TELEGRAM.

DECODE.

[CODE G. T. C.]

From: High Commissioner

To: Resident Commissioner.

No. 652.

(Date) 10th September 1948.

SECRET & PERSONAL.

Working Committee South Pacific Commission have unanimously recommended that you should be selected as Deputy Secretary. Recommendation awaits acceptance by Senior Commissioners but Committee's unanimity establishes strong presumption in your favour.

2. It is essential that I should know definitely and as soon as possible whether you will accept the offer if it is made to you. For terms of appointment see page 4 of Proceedings of Commission printed as Fiji Council Meeting Paper 29.

3. No decision regarding location of permanent Headquarters can be taken till end of October. Indications are that majority will favour Noumea where buildings can be made available in short time.

4. If there are any other points on which I can help you with information or advise please do not hesitate to ask me by personal telegram.

High Commissioner

cc Mr Maude.

Financial Result of Appointment as Deputy
Secretary-General.

(1) On salary:

Present salary of £1,700 + £80	=	£F1,780
Local Allowance	=	<u>100</u>
		1,880
Income Tax (see attached statement)	=	<u>256</u>
Present net income	=	<u>£F1,624.</u>

Salary as Deputy Secretary General

= £S.1,500 = £F.1,665.

Net gain in salary = £F.41.

But should Fiji come onto parity with sterling net loss
would be £124.

(2) On pension:-

No change, since this is based on substantive salary of
£F.1,700.

Estimate.

GILBERT AND ELLICE ISLANDS COLONY.

INCOME TAX.

NOTICE OF ASSESSMENT.

Year of assessment, 19 Assessment No.

I HAVE to inform you that in accordance with the Income Tax Ordinance 1947, I have assessed the income tax payable by you in respect of the income derived during the year ended 31st December, 1948, as under:—

Net income	. See back hereof.	..	..	..	..	..	£ 2124	: 8	: -
Less Dividends from Colony Corporations	..	..	£	:	:		
Payments on account of—									
(a) Life assurance	..	..	..	..	..	..	£	:	:
(b) Widows and Orphans Pension Scheme	..	..	£	67	: 16	: -			
							£	67	: 16 -
							£	2056	: 12 -

ASSESSMENT.

Surtax Income in excess of £1000 : : = £ 1056 : 12 : - at 1/3 in £ = £ 66 : - : 9

Income subject to normal tax £ 2056 : 12 : -

Less—

Allowance for dependents—

(a) Children .. £ 75 : - : .

(b) Other dependents .. £ : : .

Statutory exemption £ 400 : . : .

£ 475 : - : -
£ 1581 : 12 : - at 2/9.972 in £ = £ 223 : 15 : 9

Add additional tax as penalty for late return £ : : .

Less amount already paid on dividends £ : : at in £ = £ : : .

Total tax payable .. £ A289 : 16 : 6

£ F256 9 8

Payment of this amount must be made to the Treasurer not later than

....., 19 . Failure to pay as aforesaid will render the taxpayer liable to a penalty of one pound, or one-quarter of the amount of tax unpaid, whichever is the greater.

Objection in the prescribed form may be lodged against this assessment within the time determined for payment.

If taxpayer has paid Capitation Tax this year (19) and the revenue receipt or proof of payment is produced with this Assessment Notice it will be accepted as part payment of this amount.

.....
Treasurer.

.....
Date.

Net income as returned £ : :

Add amounts disallowed:—

£ : :

Deduct amounts not taxable:—

£ : :

Salary
C.O.L.A. 10% - maximum
Local Allowance

£F. 1700
80
100

£F. 1880 = £A. 2124/8/

TELEGRAM.

DECODE

[CODE G.T.C.]

From: Resident Commissioner

To: High Commissioner

No. 698.

(Date) 12th September 1948

SECRET & PERSONAL.

Your telegram No 652, South Pacific Commission. Would appreciate confirmation that appointment would be on secondment from Colonial Service and that for pension purposes salary during secondment will be deemed to be that of present substantive position. I feel that it can only be matter of time before Australia and Fiji are on par with sterling and seconded salary consequently decreases from £F 1,687 to £F 1,500. I assume that Regulation 25 on page 14, which conflicts with statement at bottom of page 4 would not apply in my case.

2. I should also be grateful for confidential indication of whom I would probably have to serve under as Secretary and Deputy Chairman of Research Board as I feel that maintenance of satisfactory working relations would not be possible with certain individuals whose names have been canvassed in the press.

3. I am naturally reluctant to leave Colony now that things are running so satisfactorily and my health has completely recovered on return to work. I feel, however, that as I shall presumably have to leave sooner or later I had better seize present opportunity (subject to your replies to paragraphs 1 and 2) since it enables me to continue connexion with Pacific area.

4. If any French should be required of me I should appreciate 3 months study leave for intensive refresher course before commencing duties. At present I can read with difficulty but cannot speak or understand if spoken.

Resident Commissioner

cc Mr Maude.

TELEGRAM.

DECODE.

[CODE _____]

From: High Commissioner, Suva.

To: Resident Commissioner, Tarawa.

No. 665 (Date) 14th September, 1948 .

Secret and Personal. Decode yourself. Your telegram No. 698. As regards superannuation I can add nothing at present to guarantee other than that recorded on page No. 4. Regulations 25 relates only to subordinate staff. Matter will be taken further at Commission meeting end of October and if you will define your requirements I will do my best to ensure that they are complied with.

2. Secretary is to be Forsyth (Australian) Deputy Chairman Risbec (French).

3. Your paragraph 4. If final decision is in favour Noumea I will put this suggestion to Commission end of October.

4. Your paragraph 3, Medical opinion in London leaves no alternative but to transfer you from G. & E.I.C. in a few months time and you are not possible exception of Tonga I know of no other post in Pacific compatible with your wishes and merited. Moreover it is essential in the interests of efficiency and prestige that one of three principal posts on Commission should be filled by an officer with British Colonial outlook, knowledge and experience. Both on private and public grounds therefore I very much hope to hear that you are prepared to accept the offer when made.

High Commissioner.

DECODE.

TELEGRAM.

[CODE G.T.C.]

From: Resident Commissioner, Tarawa.

To: High Commissioner, Suva.

No. 728

(Date) 18th September, 1948.

Secret and Personal. Your telegram No. 665. Thank you for your very helpful telegram. If it is in the interests of the Colonial Service that I should accept position I am willing to do so, on secondment, but I should be most grateful for Your Excellency's sympathetic assistance in regard to:-

- (a) Salary: Value of sterling salary is entirely dependant on its conversion rate with local currencies in which officers have to meet their expenses. Sterling is now in effect devalued in relation to New Zealand currency and Australia and Fiji must surely follow so sooner or later. Value of salary will thereupon automatically decrease from £A1,875 (which I was quite willing to accept, despite small loss) to £A1,500, which represents severe loss even after making allowance for absence of local Income Tax. I should greatly appreciate, therefore, if representations could be made to Commission to have salaries fixed now at present exchange value in Australian or Fijian currencies so that staff should not commence their work disheartened by salary reductions due to alteration in exchange rates.
- (b) Pension contributions. While I recognise that it would be preferable if full pension contribution on my substantive salary could be refunded by Commission to Colonial Office, contention is that although as a permanent member of the Colonial Administrative Service I may accept temporary secondment on a temporary lower salary my permanent position, at present £F1,700, and is not affected by the increase or decrease of my special salary during secondment but only by any increase or decrease in salary of substantive position. There are many precedents for pensions of officers on secondment being based on salary of substantive position, e.g. Leembruggen - your telegram No. 87 of 1947 Saving refers - and Stapledon - Secretary's letter to Crown Agents of 18th December, 1946, refers - and I feel that if Commission declines to reimburse pensions contributions based on my substantive salary I should still be able to look to own Government to do so. I should be grateful, therefore, if Your Excellency could see your way to address the Secretary of State on my behalf.

Resident Commissioner.

TELEGRAM.

DECODE.

[CODE G.T.C.]

From: High Commissioner, Suva.

To: Resident Commissioner, Tarawa.

No. 705

(Date) 24th September, 1948.

Confidential. I am very glad you have decided to accept and feel sure that you will have no cause to regret your decision.

2. South Pacific Commission salaries are all expressed in Sterling as appropriate common denominator and I should find difficulties in persuading commission that an exception should be made in your case. You will appreciate that currency fluctuations to which you refer would, if they should take place, affect you just as much if you remain in your present post.

3. There should be no difficulty about your pension contributions since general rule is that such contributions are paid on officer's pensionable emoluments in lending Colony at date of secondment that is to say in your case £1,700 Fijian.

4. Please see paragraph 7 of Annex L to printed proceedings of commission. This requirement applies also to Deputy Secretary General see page 5. Please forward medical certificate in time for me to produce it if required at Sydney meeting end of October.

High Commissioner.

Strictly Confidential and Personal.

27th September, 1948.

Dear Dr. Rose,

The High Commissioner has directed me to obtain a Medical Certificate from you along the lines of the enclosure. I also attach a copy of Article II of the Agreement referred to in the Certificate, defining the territorial scope of the South Pacific Commission, as I have no spare printed copy.

Will you be coming over this week and, if so, could you examine me? If not I will seize an opportunity and turn up some time by launch.

For some reason or other His Excellency wants this matter kept secret for the time being.

Yours sincerely,

J.R.M.

Dr. M. Rose, M.R.C.S., L.R.C.P.,
Abaokoro.

Medical Department,
Tarawa Island,
September, 1948.

I have this day examined Mr. H.B. Maude, Resident Commissioner, Gilbert and Ellice Islands Colony, and find that he satisfies all medical requirements as to health and fitness to work within the area included in the territorial scope of the South Pacific Commission, as defined in Article II of the Agreement establishing the Commission dated the 6th February, 1947.

Senior Medical Officer,
Gilbert and Ellice Islands Colony.

AGREEMENT ESTABLISHING THE SOUTH PACIFIC COMMISSION.

Article II - Territorial Scope.

2. The territorial scope of the Commission shall comprise all those non-self-governing territories in the Pacific Ocean which are administered by the participating Governments (i.e. the Governments of Australia, the French Republic, the Kingdom of the Netherlands, New Zealand, the United Kingdom of Great Britain and Northern Ireland, and the United States of America) and which lie wholly or in part south of the Equator and east from and including Netherlands New Guinea.

Canberra,
6th February, 1947.

TELEGRAM.

DECODE.

[CODE Plain]

From: Kerr, Sydney

To: Maude, Resident Commissioner, Tarawa.

No. (Date) 28th September, 1948 .

All Senior Commissioners of South Pacific Commission have approved your selection as Deputy Secretary General. Have written you today offering appointment in terms of Resolutions of first session. Detailed contract to be settled at second session. Australian Government now considering attitude regarding taxation salary while provisional headquarters in Australia.

Kerr.

SOUTH PACIFIC COMMISSION

MOSMAN, SYDNEY
AUSTRALIA

In your reply please
quote: JR/BS
F/1:

28th September, 1948.

H.E. Maude Esq.,
British Resident Commissioner,
Gilbert and Ellice Islands Colony,
TARAWA GILBERT ISLANDS

Dear Mr. Maude,

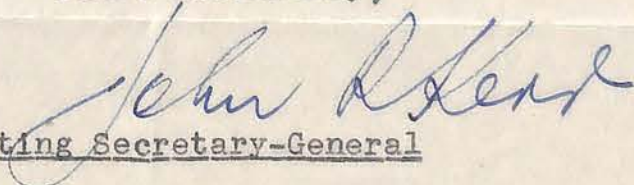
All Senior Commissioners of the South Pacific Commission have approved of your selection as Deputy Secretary-General of the Commission. Conclusion having been reached to this effect, I have much pleasure in notifying you, in the name of the Commission, of your selection and offering you the appointment of Deputy Secretary-General.

.....
.....
The appointment offered is in terms of and subject to the provisions of the Agreement Establishing The South Pacific Commission and the resolutions and decisions of the Commission at its First Session. I enclose a copy of the Agreement Establishing the South Pacific Commission and also a copy of the Proceedings of the First Session in which all such resolutions and decisions are set out.

The terms of a detailed contract between yourself and the Commission will be settled at the Second Session which begins on the 25th October next.

I should be glad if you could indicate when you could be available to take up your appointment at the Commission's provisional headquarters in Sydney and, in particular, whether you can be present at the Second Session.

Yours faithfully,


Acting Secretary-General

TELEGRAM.

DECODE.

[CODE. G.T.C.]

From: High Commissioner, Suva.

To: Resident Commissioner, Tarawa.

No. (Date) 29th September, 1948 .

Personal. Understand you have received telegram direct from South Pacific Commission. If reply is called for please address it through me.

High Commissioner.

TELEGRAM.

DECODE.

[CODE G.R.C.]

From: Resident Commissioner, Tarawa.

To: High Commissioner, Suva.

No. 766 (Date) 1st October, 1948 .

Personal. Your telegram 29th September.
Following telegram was received from Acting Secretary
General, begins:-

All Senior Commissioners of South Pacific
Commission have approved your selection as Deputy
Secretary General. Have written you today offering
appointment in terms of resolutions of first Session.
Detailed contract to be settled at second Session.
Australian Government now considering attitude regarding
taxation salary while provisional headquarters in
Australia. Kerr. Ends.

2. I presume no reply is called for and that
question of Australian taxation does not affect me
personally since salary being tax free presumably
Commission pays any taxation required by Australian
authorities.

3. Medical Certificate leaves by "Tungaru"
tomorrow.

Resident Commissioner.

Private and Personal.

1st October, 1948.

Dear Sir Brian,

I enclose a Medical Certificate stating that I satisfy all the requirements of the South Pacific Commission; this should reach you sometime before the Second Session, which I gather takes place on the 28th or thereabouts.

I do hope that you will forgive me for the sordid financial worries I have dragged into the question of my secondment. My record will show that I have never done such a thing before: indeed, it was at my earnest request that Sir Alexander knocked £100 off my present salary, and I still think that I am very over paid. And if this secondment had been to a Colonial Service post I would not have raised a murmur, since I know perfectly well that I should be given a fair deal.

But, to be frank, I have as yet little faith in this South Pacific Commission and realize that once I have been abandoned to them I can look for none of the consideration that even the most junior officer receives in the Colonial Service. The salary would have been a sacrifice in any case but as I said to you in Suva, I was willing to face a small reduction. Now, however, with the impending devaluation of the currency in which the salaries are expressed, the absence of any Cost of Living Allowance to offset steadily rising expenses (this Service has had one since the S.P.C. salaries were fixed) and the necessity for expending over £1000 on crockery, linen, car, refrigerator, etc. - all of which one gets free here - we have now got to sell out our little capital savings and start all over again from scratch.

My wife and I are hoping against hope that you will succeed in scotching this idea of having the Headquarters of the Commission buried in Noumea. I wonder how it is that the French, who pay the lowest

His Excellency
Sir Brian Freeston, K.C.M.G.

contribution of all towards the cost of the Commission (12½%) are apparently running off with the best job on the staff and now the Commission itself.

However, if it is to be Noumea I should be eternally grateful, Sir, if you could make it clear to the powers at the Second Session that I have recently tested my French by easy reading and that they can count me absolutely out as far as that language is concerned. I am most anxious that this should be understood before I sign my contract so that there will be no recriminations afterwards. If the Commission require me to read and write French (despite their two well paid interpreters) then I must, in fairness to them, ask for three months study leave to undergo a proper refresher course. Unfortunately, I am far too shy to pick up a language the conversational way: as in the case of Gilbertese I have to learn and re-learn them by slogging away at exercises and grammar. And, as you can imagine, I have no time to do that at present, even if I had the necessary books.

I wonder who Forsyth is - he can't be much of an expert on the Pacific Islands or I would surely have heard of him - so I presume he is some left wing politician or one of their friends due a good turn. I seem to remember an officer of the Sydney Wharf Labourer's Union by that name. One can only trust that he doesn't drink and swear as so many of them do.

I expect my wife and I will proceed direct to Sydney, via Ocean Island so in case I do not have an opportunity of meeting you again, may I thank you ever so much for all your kindness to us, both privately and officially. My stay up here has been made most pleasant through the courtesy and patience you have always shown towards our arguments and problems. I only pray that you will realize that it is in no small part due to the treatment which I, in common with all of us up here have received from the High Commission that I am so loth to leave your service (even on temporary secondment) for a political "ramp" such as I presume the S.P.C. will be. One consolation is that I shall still be connected, though indirectly with the High Commission Territories. And, as I presume that there won't be much to do, one may find leisure for historic and other writing.

Yours sincerely,
J.L.M.

10/1

Medical Department,
Tarawa Island,
September, 1948.

I have this day examined Mr. H.E. Maude, Resident Commissioner, Gilbert and Ellice Islands Colony, and find that he satisfies all medical requirements as to health and fitness to work within the area included in the territorial scope of the South Pacific Commission, as defined in Article II of the Agreement establishing the Commission dated the 6th February, 1947.

M. J. Rose M.B.C.S. (Lond), L.R.C.P. (Lond)

Senior Medical Officer,
Gilbert and Ellice Islands Colony.

TELEGRAM.

DECODE

[CODE G.T.C.]

From: Resident Commissioner, Tarawa.

To: High Commissioner, Suva.

No. 797.

(Date) 13th October, 1948 .

Personal. Grateful if I may announce impending departure from Colony since from telegrams received it appears to be known elsewhere and rumours are about here.

2. I would greatly appreciate if permission of Forsyth could be asked for my attending Pacific Science Congress February. Commission have received official invitation and am member of Land Classification Committee and have been invited to present various papers.

3. I should like to add that, after shock of ending life connection with Colony has passed, my wife and I fully realize that transfer is in my best interests and we are deeply grateful to Your Excellency for any hand you may have had in obtaining position on Commission, thus enabling us to remain in Pacific in what should be most congenial work. I have also succeeded in obtaining biographical details regarding Forsyth and would feel honoured to work under one with his academic and research record. Pending release however, I am not communicating with any member of Commission or staff except through Your Excellency.

Resident Commissioner.

PA
15/10

TELEGRAM.

DECODE

[CODE G.T.C.]

From: High Commissioner, Suva.

To: Resident Commissioner, Suva.

No. 772

(Date) 15th October, 1948

Personal. Your telegram No. 797. I see no objection whatever to your making public your impending departure from Colony. Actual date will depend on arrangements made for your relief and these must remain indeterminate pending the outcome of telegraphic communications with the Secretary of State. I have told the Secretary of State that I hope it will be possible for you to assume your new duties before the end of 1948 but you should be in readiness to move at short notice. Please let me know E.T.D. of any phosphate ship leaving for Sydney from the middle of November onwards.

2. I am afraid Forsyth is still in Europe but I will mention at the forthcoming session of the South Pacific Commission your desire to attend Pacific Science Congress in February.

3. I sincerely trust you and your wife will be very happy in your new surroundings and I am gratified to think as a member of the South Pacific Commission I shall still be in touch with you.

High Commissioner.

TELEGRAM.

DECODE.

[CODE

P/L

From: Mr. H.E. Maude, Tarawa.

To: Secretary General, SOUTH PACOM, Sydney.

No. (Date) 22nd October, 1948.

Your letter 28th September received today.
Regret cannot attend 2nd Session and date release from
present position not yet known.

Maude.

DECODE.

TELEGRAM.

[CODE Govt.]

From: Assistant High Commissioner, Suva.

To: Resident Commissioner, Tarawa.

No. - (Date) 27th October, 1948.

Personal. Headquarters of the Commission
will be Noumea. Announcement made today.

Assistant High Commissioner.

30th October, 1948.

Secondment of Resident Commissioner.

It is with considerable personal regret that I have to announce my impending departure from this Colony to take up the appointment of Deputy Secretary-General of the recently formed South Pacific Commission, on secondment for a period of five years.

2. As is generally known, I have served in this Colony, with intervals, ever since I first joined the Colonial Service nearly 20 years ago. This has been not of necessity but of deliberate choice, since my wife and I have long come to regard the Colony as our home and the interests of its peoples as the main object of our lives.

3. I should not, therefore, have accepted secondment to the South Pacific Commission were it not for medical advice that further residence under the conditions obtaining at Tarawa would result in a serious deterioration of my health and efficiency and a knowledge that, now that the main problems of post-war reorganization have been settled, the administration may well benefit from an infusion of new blood, with new and progressive ideas. It will be appreciated that my long service in the Colony makes it difficult for me not to view new proposals in a historical perspective.

4. I understand that the actual date of my departure will depend on the arrangements made for my relief and that these must necessarily remain indeterminate until the Secretary of State has appointed my successor. Meanwhile, I have been instructed to hold myself in readiness to depart at short notice any time after the middle of November.

5. In bidding goodbye to the members of the Colony service I should like to thank them one and all for the splendid manner in which they have assisted to rebuild the administration in these rather difficult post-war years and to reestablish the old spirit of service to the local communities for which it is traditionally noted.

6. As regards the expatriate staff, the Colony is perhaps fortunate that the conditions of life and work here do not attract the time-server or careerist, but only the enthusiast; for I am sure that no other service in the Empire possesses such a high percentage of genuine enthusiasts, whose service to the Colony transcends anything that could be expected of them in the normal line of official duty.

7. As regards the native staff and community generally, I need only say that the invariable desire of every officer who has been privileged to work among them is to return.

J.L.M.

Resident Commissioner.

TELEGRAM.

DECODE 

[CODE _____]

From: High Commissioner, Suva.

To: Mr. H.E. Maude, Tarawa.

No. 844 (Date) 6th November, 1948 .

Personal. You may have learned from Australian Broadcast that your appointment as Deputy Secretary General, South Pacific Commission, has been unanimously approved. I regret that I was unable to notify you officially from Sydney. All points such as pension contribution, exemption from income tax, etc., have been settled in your favour. I am sending documents which will interest you by the next air opportunity.

2. I am satisfied that your services are urgently needed in Sydney (pending the removal in a few months time to Noumea) and shall be glad if you will let me know by telegram how soon you can get away with reference to (a) shipping opportunities (b) Acting arrangements in the Gilbert and Ellice Islands Colony pending the arrival of successor (see my telegram No. 772).

High Commissioner.

TELEGRAM.

DECODE

[CODE govt.]

From: Resident Commissioner, Tarawa.

To: High Commissioner, Suva.

No. 885

(Date) 11th November, 1948

Personal. Your telegram No. 844. Owing to absence of Fuller and Cartland on leave I recommend that Keegan due to return on 30th November should act. I estimate that we shall be ready to leave Tarawa not later than end of first week in December and as soon as packed I propose moving to Ocean Island to await onward transport leaving Pusinelli as Officer in Charge unless you would prefer Dr. Rose to act pending Keegan's arrival. Owing to uncertain movements of phosphate vessels it is not possible to state more than few days in advance when I shall be able to leave for Australia (probably Melbourne) but sailings are frequent and no difficulty is anticipated.

2. My wife will proceed direct to New Zealand where she will stay until Commission provides me with suitable home.

Resident Commissioner.



THE RESIDENCY
TARAWA
GILBERT AND ELLICE ISLANDS

CONFIDENTIAL.

13th December, 1948.

Dear Sir Brian,

I hope that you will excuse me writing to you, while still in your direct employment, regarding the terms of my secondment to the South Pacific Commission. It would seem fairest, however, to state my case to Your Excellency before the commencement of my service on the Commission and, in particular, before I sign any contract with that body.

Your Excellency will recollect that on receipt of your telegram No. 652 of the 10th September informing me of an offer of secondment to the Commission as Deputy Secretary-General I demurred at accepting for a variety of reasons but principally because my health had completely recovered on my return to residence and work in my own specialized field and there no longer appeared to be any particular reason why I should leave a place where I was doing good work and which had become virtually my home. From personal preference I would rather submit myself to examination by any Medical Board - which I have never had as yet and would request under Colonial Regulation 94 (d) - in confidence that the finding would be favourable to my continued service here for an indefinite period.

In reply to my telegram, however, you were kind enough to state that you very much hoped that I would accept the offer as it was essential in the interests of efficiency and prestige that one of the three principal posts on the Commission should be filled by an officer with British Colonial outlook, knowledge and experience. In my telegram No. 728 of the 18th September, therefore, I agreed, though with reluctance, that "if it was in the interests of the Colonial Service that I should accept the offer" I should be willing to do so, but only on temporary secondment.

His Excellency
Sir Brian Freeston, K.C.M.G., O.B.E.,
Government House,
Suva, Fiji.

The reason why I have felt compelled to emphasize throughout the fact of the retention of my substantive position as Resident Commissioner of the Gilbert and Ellice Islands Colony and my acceptance of a position on the staff of the South Pacific Commission only on temporary secondment was, as I expect Your Excellency realized, my anxiety lest the Commissioners should decide to locate the headquarters of the permanent secretariat at Noumea and my earnest conviction that, if this should be done, the salary offered to me would prove quite insufficient to maintain myself and my family.

When I mentioned to Your Excellency in May that I should be willing to consider appointment to the South Pacific Commission I did so not only because of a genuine interest in the area covered by the Commission's activities and the work which it is intended to perform but because I knew, from my own experience and that of my friends, that it would be possible to maintain myself in Suva (and at the same time fulfil my financial obligations towards my family and certain relatives) on the salary offered, despite the fact that it was considerably less than that of my substantive post. I had no reason then to suppose that my financial circumstances in the event of headquarters being located in Noumea would be materially different and, as I had not seen the terms and conditions of service, I assumed that they would be at least as advantageous as I at present enjoy.

Enquiries which I have recently been able to conduct among persons who know Noumea well indicate, however, that there is no correspondence between the cost of living in Fiji and New Caledonia; that Noumea is, in actual fact, one of the most expensive places in the world (comparable only to the United States) and that the salary offered would be quite insufficient to enable me to live in anything approaching comfort. I have not yet seen the terms of the contract which it is proposed to offer me, and it may of course contain unexpectedly generous conditions, but from what I have been able to learn to date, when account is taken of lower allowances, the absence of a car, of linen, cutlery, crockery, refrigerator and numerous other similar items, the vastly inferior leave conditions, and above all the appalling expense of having to maintain

an establishment in Noumea, as well as several other factors which I need not detail, the position offered is probably worth less than that of a Grade II District Officer of say 10 years seniority or, in other words, under half the value of my present appointment.

I have already explained, in my telegram No.728 of the 18th September, the inequity of fixing the salaries of the Commission staff in terms of sterling, since the recent (in effect) devaluation of that currency in terms of the New Zealand pound and its probable forthcoming devaluation in terms of the Australian pound will automatically decrease all salaries by approximately 25%. Since then, however, I have heard that the much-publicized exemption from Income Tax is of no value whatsoever, since the Government of New Caledonia have no Income Tax, preferring to obtain their revenue by customs duties and other ways which have had the effect of raising the cost of living to its present heights. And although, as International Civil Servants, I presume that we are exempt from the payment of Customs duties on imports, this concession will not apply to numerous purchases which must, of necessity, be made locally. Furthermore, no Cost of Living Allowances have been granted, as they have in the Fiji and Western Pacific High Commission Services, despite the considerable rise in the cost of living throughout the Pacific area since salaries were fixed. It is realized, nevertheless, that these may be in contemplation.

I do hope, Sir Brian, that you will not think for a moment that I attribute my present predicament to any action of yours. I realize that you opposed the choice of Noumea as the headquarters of the Commission and that you probably still feel, as I do, that it was a mistake. Nevertheless, now that the Commission has decided on Noumea it should, in my submission, accept the necessary consequence of its action and either increase the salaries of the permanent staff or grant them a cost of living allowance payable while actually living in New Caledonia. In its briefest terms, my contention is that the salaries may be assumed to have been adequate if the headquarters of the Commission had been in Suva; the cost of living in Noumea is x per cent higher than Suva; therefore the staff should receive a cost of living allowance of x per cent while compelled to live in Noumea.

The Rules of the Commission provide for such a contingency, when they state (at p 11 of Fiji Government Council Paper No.29) that "in determining the salaries for the several grades and for the various categories of posts, account is to be taken of the special factors affecting service in the Secretariat, and in particular the cost of living at the seat of the South Pacific Commission", and it seems probable that the Commission had this factor in view when they placed all the full time members of the Research Council on the maximum of their salary range of £1,000 - £1,600, a contingency which could scarcely have been contemplated at the time of drawing up the salary plan and which incidentally automatically reduces my own seniority on the senior staff of the Commission from being third to being the most junior.

I am, however, naturally interested primarily in the Commission's salary offer as it affects myself, since I do not know the circumstances of the other members of the staff and it may well be that they are adequately remunerated. They are all, with the exception of myself and Mr. Forsyth, research officers of various descriptions: a type of work which, although of the greatest value, is notoriously underpaid. Dr. Davidson, for example, who is a young unmarried man of 33, was probably receiving some £500 as a lecturer at Cambridge University, a sum which is likely enough comparable (after allowance for the difference in the cost of living) with the £1,600 he is to receive while on the Commission in Noumea.

My own circumstances, however, are very different and I feel that you will agree that I cannot, in fairness to my family and obligations, sign my acceptance of any contract with the Commission, except on a temporary basis, unless that body is willing to grant me:-

- (a) an increase in salary to place me senior to the full time members of the Research Council; and
- (b) a cost of living allowance, payable while actually resident in New Caledonia, sufficient to compensate for the difference in the cost of living between Suva and Noumea.

Interested though I am in the Commission and its work I could not very well, for more than a strictly limited period, sacrifice half my real income for the sake of serving on its staff, as I have virtually no financial resources of my own.

Should the Commission refuse to consider what would seem to be a most reasonable request I would ask, Sir, that I might be granted an allowance from Colonial Service funds to compensate for the extra cost of having to live in New Caledonia - that is, if it is sufficiently in the interests of the Service that I should continue to serve on the Commission. I understand that this has been done in other and similar cases, e.g. the Caribbean Commission.

Finally, should neither of these alternatives come to fruition, I am still willing to continue serving on the Commission on a temporary basis as long as it is in the interests of the Colonial Service that I should do so. I would earnestly request, however, that this period should be made as brief as possible, taking into account the fact that I am being asked to accept a real income of say half (or under half) my present one and that my private savings will not last indefinitely.

As to my future assignment, I am still the substantive Resident Commissioner of the Gilbert and Ellice Islands Colony and should naturally prefer to remain so, subject to a proper examination by a full Medical Board under Colonial Regulation 94 (d). Tropical born and bred, my health recovered dramatically as soon as I returned to hard work and the, to me, absorbing interests of this Colony and conversations with medical men who know both me and the locality have convinced me that my health is far better here than elsewhere - this would appear to be supported by the fact that I have never had a day off work through illness since I assumed duty in the Colony in 1945, despite a working week of anything up to 70 hours, and the equally significant fact that any ill health that I may have suffered from invariably occurs on leave.

However, if it is preferred to transfer me I would only emphasize that if there is no suitable

post available for me in the Pacific I am willing to go anywhere within reason and to do anything, subject to the provisions of Regulation 5 of the Special Regulations laid down by the Secretary of State for the Colonial Administrative Service, providing that "no officer shall be transferred without his own consent to an office which in the opinion of the Secretary of State is of less value (due regard being had to climate and other circumstances) than that which he already holds".

In conclusion I would assure Your Excellency that I have no desire to create any unnecessary trouble as regards the terms and conditions of my temporary secondment to the Commission and that if, after I reach Sydney, I find that the salaries and conditions of service of the Commission's staff have, in fact, been adequately revised to meet the altered circumstances caused by the decision to locate its headquarters in Noumea, I shall, of course, sign my contract without any of the reservations mentioned above. I should also like to say how much I regret not being in a position to consult with Your Excellency, whose experience is so much greater than mine, at this time as well as the fact that, owing to the infrequency of communications with Tarawa, it has taken so long for me to ascertain conditions at Noumea.

Yours sincerely,

(Signed) H. E. MAUDE