

EAST AFR. PROT.

C O
10 10

9 JAN 14

1050

Colonial Office

1914

9 Jan

Vacancies in Postal Dept

last previous Paper

File 2657 Indians
D/1021 Males

minutes

35052 3 males

42534/13

H.B. Montey, ~~Assistant~~ Secy - G - Folders

I think we must soon write to the S.P.O. for the new Postal Clerks required by April 1, 1914.

I have had a separate paper reviewed, as several questions are involved.

The present position is as follows:-

(1) For 1913-14

Required - 9 Accepted 7

Offered - 2

2 remain on the S.P.O. Reserve List.

(2) For 1914-15 - April 1st

Required 11. males { Sov/44534/13
Sov/33573/13 }

submitt [Also 3 females. 127416 of 2 MS's report
and h. Sov/19227/13 - from slip]

Also one Asst. P.M.G. - (this post will presumably be filled by promotion) and we are waiting for the S.P.O. instructions with regard to these last 4 posts - see para 6 of Sov/33573/13.]

subsequent Paper.

1962

F.P.D.

...had great difficulty in obtaining candidates so far - the chief obstacle being the salary £130-£8-£160 - and we are probably obtaining men of lower attainments than formerly, since there seems to have been a concerted objection lately to these posts, among 500 men.

We are going to obtain 11 men by April next, we must, I think, ^{give a high salary} take into consideration of the Est. and in anticipation of the establishment of an unbroken scale of salary for all Clerks in E. Ind. and Uganda. (see 219/35297/22P for the 'Clinical salaries' proposal).

- The Ug. and Est. proposals so far are -
- Two scales ① £220-15-400
 - ② £150-10-250 } (See 219/35297/22P)
 - (Ug. £175)

We have asked Sir P. Q. in his opinion on the question of including Postal and Railway Clerks in the new scales of salary. (see despatch on 12/2278/24 add. on 21/302957/22P) We do not think a reply possible, the matter will be referred to on the Est.?

If Postal Clerks are to be included, we can offer these new appointments on the scale £170-£10-£250

and there will no doubt be little difficulty in obtaining candidates.

But the Postal Clerk scales, viz: £130-£8-£160 and £160-£8-£200 } would be abolished.

We should adjust the salaries of men already employed with effect from April 1st.

Men already on the high scale would naturally have their increment changed from £8 to £10, and the scale extended to £250. Men on the lower scale would start at £175.

...of the Female P.C. with levels be considered also (see on tel. to Gov. on 30/296)

These are required by April 1st but we have not yet received instructions to obtain them immediately. On the whole I think we had better not complicate the question at present by changing the ~~present~~ salary for females until the B.E. views on the whole question of Clinical Salaries have reached us. The female P.C. scale is £110-£6-£150

2 Tel. to Gov. 21/250: My despatch of 17/10/64 and previous correspondence My tel. of 25/10/64. Seven out of nine candidates obtained in postal appts required 1913-14.

Before asking S.P.O. to recommend eleven candidates for 1914-15.

24/10/64 My despatch of 12/10/64 No. 895 should be glad to know whether you intend to place all ^{male} postal clerks on scale (proposed for other clerks) £150

rising by annual increments of £10 to £250. I suggest opening this salary for the new appts 1914-15 ^{as there is it is difficult to} great difficulty in obtaining candidates at present salary.

Salaries of postal clerks already appointed could be adjusted on 1/4/15. Should these female postal clerks be obtained yet see you despatch of 6 Sept No. 702 para 6 if so on that terms.

I agree that it would be a great help if we could get the question of higher

21/200
30296
42030
21/21
21/30/10/100
21/30/10/100
21/100

33013

195

21/12/11

was settled before going to C.P.O.

again. He proposed that is rather
slap but I think it is worth while

3/11/14

H. J. R.

3/11/14

at once

W 13 1 14

In B.K. meeting

The Post's wages in the class in 1913/14 (C.P.O.)
is a clerical salaries are now arrived
(see 3/11/14 P.P.) and I think further
on this matter as to the salaries of Postal
Clerks particularly.

The M.S. (rule number 3763) is strongly
opposed to any increase in the salaries of
the Postal Clerk and Telegraphist.

He agrees that the cost of living has increased
considerably (para 2) and suggests various
reasons for the increase.

But the increase in cost of living affects married
men chiefly. In married men Nairobi is the
most expensive station in the Post. House rents
are high and the Post House Allowance of £60 or
£70 is not adequate. Higher wages have to be
paid to native servants than before.

For a lodger (e.g. the Postal C. and T.),
living at Nairobi is not expensive. In fact other
stations in the cheapest station in the Post. For
the unmarried clerk. The Postal Card 7. with
salary

£130 + £40 allowance in lieu of quarters,
can reduce lodging board, attendance, laundry
to £100 leaving £20 for clothing etc. 1906

All the new men are stationed at train stations
and where necessary, to draft men to the stations
to avoid the need of drawing officers and promote
them to the Senior Grade £160. (para 11)

These scales of salary would be inadequate if
promotion were not rapid. The P.M.G. points out
that prospects of rapidly promotion in the Postal
Service are good. every Postal Clerk of good
abilities ~~has~~ will become a Postmaster. (£300 p.a.)

The P.M.G. ascribes the reluctance of S.P.O. candidates
to take their draft, not to the low salary, but to
a) the erroneous impression conveyed by Notice to Officers.

(a) The book suggests that an expensive outfit is
required

b) It dwells too much on tropical diseases.

22 out of 72 pages are devoted to this subject.

In support of this view he encloses a statement by one
of the Postal C. and S.'s lately appointed (M. ...)

The P.M.G. recommends that 'Notice to Officers' should
only be given to men appointed on salaries of £250 and
upwards and the Postal Clerk S.' should be supplied
only with the F.I. ... which he suggests.

S.P.O. raised the point (S.P.O./38202, S.P.O.) that the
help given in Notice to Officers should be given to
men before the issue of appointment made and we have
obtained and sent to S.P.O. Further help with regard
to climate, cost of long coastal outfit (see S.P.O./402/1/17)

agrees with the P.M.G. that 'Notice to Officers' is
unsuitable for Junior Postal Clerks and is likely
to repel them. It deals almost entirely with the
requirements of the 1st class Officer and especially
the first class Officer who has to travel frequently.

A small pamphlet on the lines of the W.A. Information
for New Officers would I think be sufficient for
Junior Officers. The composition of a pamphlet for

2nd class Officers might be considered after the
question of Postal Clerks for 1914-15 has been settled
We cannot I think give them the P. & O. Handbook
as the P.M.G. suggests since it is not an official
publication for our purposes and we take no
responsibility for its accuracy. 197

As to the medical notes in Notes for Officers,
it is certainly a nuisance and perhaps the life
notes of the mosquito and house fly might be
omitted and the hints as to prevention of
disease considerably abridged, if we consider
the amount of a small note for 2nd class Officers
For the present we must I think continue to
give them Notes for Officers, but we might
ask S.P.O. to add to the memorandum sent them
on 962/74 the paragraph (11) suggested by the P.M.G.
in para 13 of the memo in Gov/3963/P.O.
since it is unnecessary as the memo of 1962 contains
the info already, and we cannot I think insert
para (1) 'piece of eggs bacon etc' since such a
para would require constant revision.

But when sending Notes for Officers in a letter
containing an order of apt as Postal Clerk, and
I am I should I presume that "all the ^{General} necessary
information with regard to the outfit required by
Postal Clerks and G.S. is contained in the
memo on the subject which has been forwarded
to the S.P.O."

As to Female Postal Clerks. The P.M.G. recommends
that no change should be made in the present scale
of salary £110-16-£150. He intends later to
make recommendations for improvement in housing
arrangements.

We must I think accept the P.M.G.'s views with
regard to salary and go to S.P.O. for more info.

no reference in letter
to us to do
pamphlet or not
if we do we must
insert them in
last issue can

at £200. £8. £60

On 20/2/62, I have indicated as to the
23 of the... shall want one more man -
possibly two (1) Hobb who has not yet replied, refuses)

in 1963

For 194-5 (see full minutes on the paper)

we require 11 men

vacancies in
In my S.P.O. that there are twelve candidate
send them a copy of the memo as to salary
qualifications, and also (1962 1/2) with
the additions suggested in the minute,
and ask if the P.M.S. can recommend 12
men, who are required as soon as possible.

~~Handwritten~~ for G. Fiddell

Mr. Drayton tells me that in G.A.

2nd class men do not get the "Robot Book"

that compares
from other parts

only the "Information for other Officials"

x British

I think it should be sent one at once because

we need one badly & the question is, whether

we send them the S.P.O. pamphlet, with

addition of the "Notes for Officers", with

the addition of Mr. Goolbsy's (6). As our

experience is that we don't get officers here

with "Notes for Officers" we may write by

them with the S.P.O. pamphlet, or even

with nothing beyond the special notes

This seems
preferable
to J.R.

in 1962 1/2. It is meant that they

would call here & ask questions, but

there is usually some one to have to

put them on to

There are no special position &
don't need advice about (they can get it but)

Conservation) ~~to~~ to being at ~~the~~
& I found a rather large ~~leaflet~~ on the
leaves of that in 1962 ~~found~~ ^{found} ~~out~~ ^{out} their cage
We could at all events ~~write~~ ^{write} ~~out~~ ^{out} a ^{General} Note
for approval, & send it out for consideration
from the Postal Board of review.

193

To G. P. O. as proposed

L.B.S.

4/1/14

H. J. J.

5/7/14

As proposed

P.M.

3:2, 14

At once

1030/1914 EAP 191

Divd 2368

sent 7 pm
O January
Jackboots

DRAFT Telegram

[For 42535/3 EAP]

My despatch of 17 Dec. No. 1064

and previous correspondence

[For 35295/3 EAP]

my letter of 25 Oct. seven

out of nine candidates

have been obtained for postal appointments required

MINUTE

- Mr. Karpa 13/1/14
- Mr. Bottomley 13/1/14
- Sir G. Fiddes.
- Sir H. Just.
- Sir J. Anderson.
- Lord Emmott.
- Mr. Harcourt.

ALUMISH

1913-1914 Before

asking G.P.O. to recommend eleven candidates for 1914-15

[For 42534/3 EAP]

see your despatch of 12 Nov. No. 895

should be glad to know whether

it is intended to place all male postal clerks on scale of

£150 rising by annual increments

£10 to £200 0

estimated - success 2/3

If so suggest offering this

salary for the new appoint^{mts}
Hussard - Altmish

1914-15 as it is difficult
simultaneous appointment

to obtain candidates
obscurely

at present rate 0. Salary of
raftest 2/3 700/1000

postal clerks already appointed
attested

could be adjusted 1 April 0
about 10/1000

Should three female

postal clerks be obtained yet

see your dep. of 5 Sept. 1914

[⁸⁰⁰ 33573/3 Est.]

701 para 6 if so
on what terms

10 Feb 1914

DRAFT

to Sec
G.P.O.

MINUTE.

- Mr. Downe 9 2/14
- Mr. B. Bromley 9 1/2 1/14
- Mr. G. Fiddes.
- Mr. H. Just.
- Mr. J. Anderson.
- Lord Emmott.
- Mr. Harcourt.

for conson

Closed

with ref. to your letter 10058/13 of the 27th of Nov. 1913 I am directed to request you to inform the P.M.G. that vacancies exist for twelve Postal Clerks and Telegraphists in the P.A. Postal Service, owing to an increase in the establishment.

2. Particulars with regard to the salaries of these posts, the qualifications required in candidates ^{the clerk of the} ~~the~~ cost of outfit, ~~and~~ cost of living in Nairobi (where Postal Clerks are stationed on first appt) are to be found in the memorandum enclosed in the letter from this Dept N^o 1962 ¹³/₁₄ of the 22nd of Feb. 1914

3. This memorandum should however be amended as follows

[Handwritten notes and scribbles at the bottom left of the page, including a large diagonal line and illegible text.]

In the fourth para. delete

The passage ~~from~~ after

"It is unnecessary to take
furniture as..." from

"Boarding Houses are available."

to "in lieu of quarters", and

substitute

[Here copy the amendment
at A in the memo. of 1962^{1/2}].

The list of eight candidates
enclosed in your letter of the

4th of Nov. is now exhausted,

and Prof. H. would be much

obliged if the P.M.C. could

recommend other candidates

for the 72 vacancies which are

referred to above.

for the U.P.