

the way had the deciding voice
 because they would have to
 pay pension, or can write to
 them now & say we promise
 they will deal with the mother's
 affairs under the next will
 I am sending on a
 draft to this effect on
 9/27/27/12 Cam

10/20/27
 11/24/27
 12/27/27

at once

EAST AFR. PROT.
 545

149
 29

1916
 Dec
 1917

East Afr. Prot.

Handwritten notes in the top right section of the ledger.

Main body of handwritten text in the ledger, including dates and descriptions.

Vertical handwritten notes on the left side of the ledger.

1918
 1919

31 December 1916.

150

33

Sir,

With reference to your letter of the 14th instant
AC
(No. 2000) I am directed by the Postmaster General to forward
the accompanying copy of a statement which has been obtained
from Miss H.E. Francis, late Supervisor and Matron of the Female
Postal Clerks and Telegraphists in East Africa.

Sir,

Your obedient Servant,

Mawan

COPY.

Queen's Road,
Weybridge.

151

The Secretary,
General Post Office,
London.

31st December 1916.

79

Sir,

In reply to the request from the Colonial office for amplification of my statement that "under the present régime the life of Postal employees is wholly distasteful to all right thinking and self respecting women". I beg to state that the remarks quoted were intended to refer to the living conditions, and were based upon my experience of the daily life, and the opinions expressed to me by women from time to time, also on the knowledge that the use of being connected with the Post Office, has been regarded as a stigma in a number of a considerable number of people in Nairobi.

The effect of this upon those who have given no cause for it, can perhaps be estimated. I beg to state that the present life with the government as the conditions in Nairobi aspect of the female staff being respectably accommodated independently of each other. Business women provide their own homes and as far as I am aware, their conduct is not questioned; it cannot be collectively.

If this was allowed in the case of female Post Office employees, the reputation of each individual would rest with herself, and it would be found that female labour could be utilised as advantageously in East Africa as it is in England.

I am, Sir,

Your obedient servant,

(Ed.) W.E. Francis.

MO
39 15/16

GENERAL INVESTIGATIVE

DOMESTIC TROUBLE

1916 January, 1916

CONFIDENTIAL

Sir,

With reference to your telegram No. 582 of the 20th of October, I have the honour to transmit to you the accompanying copy of correspondence on the subject of the decision that Miss M. E. Francis should not return to the Postoffice for further service as Supervisor of Female Postal Clerks and Telegraphists and on the question of the conditions of life of the female postal staff generally. I am prepared to learn that some of the statements made by Miss Francis, especially in her letter of the 4th December 1916, are ill-founded or require considerable qualification, but there are certain points in the correspondence in which I desire definite information.

1. With regard to the case of Miss Francis herself, I shall be glad to learn for what reasons her return was not desired and also on what grounds it was decided not to accede to her application for accommodations separate from her subordinates after she had agreed to be their W.M. Clerk.

2. The question of the position of the female staff generally is a matter of importance, and a continued supply of suitably educated clerks is expected to be available from the new service if the conditions of life are satisfactory to the better

conducted

Yours faithfully,

W. H. DUNN, CHIEF CLERK, P. O. DEPT.

Gen. Sec. Sec.

conducted members of the staff of Postal Clerks
 I have informed you in another despatch that arrangements have been made with the Postmaster General under which provision will be made in the conditions of appointment communicated to candidates for these and other posts filled from the new postal service, for the termination of appointment before the end of the three years for which a candidate is lent if he or she proves unsuitable. This provision will enable the Postmaster General to deal satisfactorily in future with Postal employees whose conduct is open to objection, but it will not be applicable to persons already appointed. In addition, Miss Francis appears by her reference to the living conditions to have in mind circumstances other than those due to the undisciplined or objectionable conduct of particular members of the staff.

I shall be glad if you will give the matter your personal attention and furnish me with a full report in due course.

I have etc.

(sd) A. G. G. G.

G.P.O.
30 15
12 E.A.T.

Downing Street, 151

13 January 1916.

Sir,

With reference to your telegram

No. 382 of the 20th of November, I have
the honour to transmit to you the
accompanying copy of correspondence on
the subject of the Certificate held Miss
M.E. Francis should not return to the
Protectorate for further service as
Supervisor of Female Postal Clerks and
Telegraphists and on the question of
the conditions of life of our female
postal staff generally. I am pleased
to ~~see~~ ^{know} that some of the statements made
by Miss Francis especially in her letter
of the 24th September 1915, are ill-
founded or require considerably qualifi-
cation, but there are certain points
in the correspondence on which I desire
definite information.

Handwritten note: *Handwritten note*

DRAFT.

THE PROTECTORATE

GENERAL

GOVERNOR

SIR E. O. HELFIELD, K.C.M.G.
Ac., Ac., Ac.

MINUTE.

Mr. Bottomley 10/1/16

Mr. Reed 11/1/16

Mr.

Mr.

Mr. G. Miller

Mr. H. J. J.

Mr. J. Anderson

Mr. Frank Matthews

Mr. Home Lee

for consideration

Francis & December 1915 (1915)

PROTECTORATE

PROTECTORATE

2. With regard to the case of

Miss Francis, I shall be glad to learn

Yours

For what reasons her return was not desired and also on what grounds it was decided not to accede to her application for accommodation separate from her subordinates after she had ceased to be their Matron.

5. The question of the position of the female staff generally is a matter of importance, as a continued supply of suitable candidates cannot be expected to be available from the home service if the conditions of life are distasteful to the better conducted members of the staff of Postal Clerks. I have informed you in another despatch that arrangements have been made with the Postmaster General under which provision will be made in the conditions of appointment communicated to candidates for these and other posts filled from the home postal service for the termination of appointment before the end of the three years for which a candidate is lent if he or she proves unsuitable. This provision will enable the Postmaster General to deal satisfactorily in future with postal employees whose conduct is open to objection, but it will not be applicable

to persons already appointed. In addition, Miss Francis appears by her reference to the living conditions to have in mind circumstances other than those due to the unhygienic or objectionable conduct of particular members of the staff.

I shall be glad if you will give the matter your personal attention and furnish me with a full report in due course.