

EAST AFR PROT

21125

Rec'd

Recd

4 MAY 15

Infra.
Parasitic
Copepoda

1916

27 May.

Last previous paper:

1915-6

Marine Fish Clks

Six new species or subspecies recently
described from Africa

27 May 16
Parasitic
Copepoda

are plenty where
I pass
in Oregon and
in California
and from

at once

J. R.

J. E. H.

3125

RECEIVED 4 MAY 16

GOVERNMENT HOUSE.

MAILED.

BRITISH EAST AFRICA

March 26th, 1916.

Sir,

In answer to your confidential despatch of January 21st, enclosing copies of correspondence given to Mrs. G. H. Francis, late Supervisor of Posts, Postal Clerks and Telephonists, I have the honour to enclose herewith a copy of my letter to the General Postmaster on this case which appears to be so far from a complete answer to his complaints and fails to disclose the fact that Miss Francis' discontent was caused by the existence of personal relationships which gave rise to favouritism, which have been and are still existing.

The Postmaster General has, I know, often mentioned his desire to ensure the comfort and convenience of his female staff. Yet it is clear that the success of his efforts must always be largely dependent upon the attitude and demeanour of those whom he employs.

I have the honor to be Sir,
Your humble, obedient servant,

J. B. M. ROBERTSON

21125

REC'D
4 MAY Postmaster General's Office.

H A R D I.

10th March. 1916.

The Honourable

The Chief Secretary

to the Government.

H A R D I.

MISS E. H. FRANCIS.

Reference 1916 No. 6904/53, M.A. Colonial
Office Register (Confidential).

PLATE 12-A-16

RECORDED 20 NOVEMBER 1916

... & to the extent of the present & a few
~~years~~ past, the Royal Engineers, especially during
the war, have been the principal
army unit for training of a supervisor. So long the
supervision did not extend beyond the work of the
officers, and they were not responsible for
the work of the supervisory except so far as was
possible to require it, but at present, by
order of the War Office, the Royal Engineers
are to be responsible for the work of the
supervisors.

The Royal Engineers have suggested that
the Royal Engineers from Liverpool to take up
and the Royal Engineers from

THE SECRETARY

THE CHIEF SECRETARY

to the Government

THE CHIEF

OF POLICE

160

in a report of the two battalions. The
second paragraph of the
same document speaks of holding up
certain men. The trial of the same men
was at the next court martial on 25th of the
month. It is about a year since the
trial mentioned in the previous paragraph took place.
The last to testify, was Mr. J. W. H. Johnson,
then Capt. of the 1st Battalion. He said that on the
afternoon of January 2nd, he had been sent to the
quarters of General Grant, in the Adjutant's
office. Shortly before 1 o'clock on the 25th of the
same month General Grant told him that he was commanding
parties and that he intended, as far as he could, to
that whatever the difficulty or difficulty which
have been the result, not be a lady of distinguishable

THE END OF THE LETTER.

3. In due course the following day his
resignation was reported to the Colonel Major
General that it would be accepted on the
1st day of the month. When we got the news
we communicated to the authorities at the
Grand C. A. by arrangement that I should be
killed (South Africa) by unfortunate
circumstances. (I was not aware in 1885 to know
that Francis had been transferred to the 2nd Battalion
without the knowledge of the U.S. Army when I
left)

4. Miss Francis arrived in New York
on 25th, and I was very glad of her arrival.

During the last few weeks, at Mrs. Williamson's request, this lady had apparently taken a certain latitude of conduct (and taste) with her fiance which her staff seemed to have copies with gentlemen visitors generally.

As my first impression of Miss F. and is was
favorable. Personal standards are high
character and taste are important. But I cannot
disregard the poor knowledge of the world and rather
limited. She is a sincere and thoughtful person
of good will rather than vanity. Her personal
manners are good. She speaks plain English
without any accent, uses all the best terms of
affection and respect. She is very intelligent
and has a good deal of common sense. She is
a good listener, but she does not seem to
have much to say. She is very quiet and
modest. She is a good companion. She is
a good reader and she reads a great deal from
the best books. She is a good writer and
writes very well. She is a good teacher and
teaches very well. She is a good student and
studies very well. She is a good friend and
friends her very well.

to the establishment and at far from her home
as a ~~stranger~~ was ~~not~~ to disappear into her room when
visitors were being entertained.

6. This did not make for the happiness of either
Miss Prentiss or her staff; and I can not imagine when,
after two & a half months after her arrival, they suggested to
be allowed to make their own lodgings arrangements in
front, allowing her in view of visitors. Her suggested
rental application was rejected by the Board of Health.
The proposal was opposed to; & Miss Prentiss anticipated
that her name would be mentioned, & proposed to
the Board of Health, that she should be allowed to
make her own arrangements.

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Miss Prentiss or her staff; and I can not imagine when,
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The proposal was opposed to; & Miss Prentiss anticipated
that her name would be mentioned, & proposed to
the Board of Health, that she should be allowed to
make her own arrangements.

Dear Friends, you have
written me, telling me
about your new
business, and the
success you have had.

We have been trying to
get a better range of
books, and the range of the
bookstore. The question of
naturallly arises, what to do
regard to the quality
(the only remaining point)
being really satisfactory.
Local Telegraph universe,
to say more than 2,000 names
of people, and Wheatstone
and Franklin was not really
such an office, nor secured
sufficient conditions.

Official also, in the House
charge of small post offices
should be 1,000,000
for the reasons
which were mentioned.

Telegraph 33,000
and above; which
the conditions
are considered
as being
satisfactory
I recommend
that Franklin

6

115

On January 1st of female telegraphists.

4. The original terms of employment required the female telegraphists to reside in Government quarters and under supervision. These conditions still apply, but as now located in the old club building at Nairobi they are accommodated in a more generous and comfortable house than formerly. Captain Acting Supervisor, H.M.S. "Pembroke," who was the Captain's staff (who has superintended the telegraphists to their districts and, I understand, very well) left the Colony in charge of an acting supervisor, Captain "W. G. S. G.," since the latter time has not been occupied by the late James F. Macmillan, which Captain G. has every reason to hope will not be continued. The new Captain, Captain "W. G. S. G." has been appointed to the post of Captain of the "Pembroke" and has been posted here.

5. The present Captain of the "Pembroke" is Captain "W. G. S. G." He has been here about two months and has been most successful in his work. He is a man of great energy and has done much to improve the service.

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to elaborate some argument or plan, perhaps, to
any other consideration than that of the
Mrs. Brookfield tells me now, but rather in to consider
various ideas of property for herself and her son
and which will not only make him a man, but will not
be so as to bring disgrace or disgrace to the establishment
of which she resides. It is remarkable however as
the girl should be considered right done, and I am given to
understand that there is now such a feeling of spirit in
her that no violence would be dealt with by her father
which was, as a last resource, would ask for her removal.

Right course of action.

It is the right course of action to give up all claims for damages
and expenses. Furthermore, the house Mrs. Brookfield
should be given to her children; and
she should be allowed to reside in
it, or elsewhere, as she may prefer can not
be determined until after a trial and service
of process which should be done at the earliest
convenience. After that, it will be

the right course of action to give up all
claims for damages and expenses. Furthermore,
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she should be allowed to reside in
it, or elsewhere, as she may prefer can not
be determined until after a trial and service
of process which should be done at the earliest
convenience. After that, it will be

employed there I would recommend that female telegraphists should be imported to this country and allowed to reside more without being liable of domestic supervision. This would be particularly dangerous under the present war conditions. Any bad reputation contracted by female clerks residing in Boarding houses would be just as injurious to the female staff as a whole as in the case of clerks residing in Government quarters. In the second place the reason for a female staff is wholly financial. Their mere presence seems to add responsibility for myself and for my senior officers, who, in a country of this sort, is much greater than in England. They are not so costly as male clerks although cheaper. But the margin of saving, having regard to their efficiency in England which is not great and if it were further reduced by the adoption of the expensive house allowances which would increase and with it the reasons for their diminished efficiency.

11. Another and last cause of tragedy lies in the clothes and prejudices of individuals. No example has been given where two telegraphists have been appointed from England and one of them who ranks as Assistant Supervisor - which has already arrived and is residing in the quarters. I am told that she is not welcomed by her colleagues who regard themselves as superior people or telephone operators. Personally I can see no difference between them and Miss Weston (the lady referred to) except that she has the particularities of women and men's dressably not with in Lancashire and Northern towns. This would probably be better solved with a few additional female staff. There are several female telegraphists

but to provide —— provide several lodgings, one
one of the reasons for leaving them. Another was that
they might enjoy the freedom of their house.

13. Having regard to all the circumstances I am of
opinion that the existing system of licensing female
proprietors is a reasonable one. I doubt if any female
domestic establishment ever existed without a certain amount
of friction between its occupants. I also doubt whether,
at least now-a-days, any staff of employees being, or
thinking they are, an opportunity of financial betterment
will refrain from corresponding agitation — in this I
refer to the house-maids' question. But provided
only that there is no attempt to unduly restrict their social lives
or to interfere with the operation of narrow ideas, and provided also that
anyright which may be fostered by this system may not
then result in it becoming degraded and vicious, I can
see no objection to the present system, in which the proprietress
and the female workers of female proprietors are the dominant
factor. This should not be overlooked.

14. When the Social Board of the Royal Society

met at the Royal Society on the 1st of April, 1888, the following

was the resolution passed:

"That the Royal Society, in accordance with the

recommendation of the Social Board, do not

recommend the awarding of any premium

to any female proprietor who has

not obtained a license under the

Act of 1885, and that the Royal Society

do not recommend the awarding of any

premium to any female proprietor who

has obtained a license under the

Act of 1885, unless she has obtained

a certificate of fitness from the

Medical Officer of Health.

DAFT

The Secretary

G. P. O.

London

A.C. 1/5/16

Mr. Broomeley 5 S. 16

With reference to
the 12th inst 1681, of a. stnd
and second paragraph of the
Circular letter addressed
to all Postmasters on the date of the
12th instant to the various
Post Offices relating to the
posting of
~~the~~ ~~new~~ ~~letter~~ ~~mail~~ by Miss M. E.

Enclosed find a copy of a Circular from the
Post Office dated 1st January 1862, concerning the Female Postal
Telegraphists.

On Oct 32nd I received a Telegram from Mr. Broomeley
informing me that he had been requested by the
Postmaster General to forward to you a copy of the
Circular above referred to.

On Nov 1st I forwarded to you a copy of the Circular
from the Post Office dated 1st January 1862, concerning the Female Postal
Telegraphists.

On Nov 2nd I received a copy of the Circular from the Post
Office dated 1st January 1862, concerning the Female Postal
Telegraphists.

On Nov 3rd I forwarded to you a copy of the Circular from the Post
Office dated 1st January 1862, concerning the Female Postal
Telegraphists.

On Nov 4th I received a copy of the Circular from the Post
Office dated 1st January 1862, concerning the Female Postal
Telegraphists.

On Nov 5th I forwarded to you a copy of the Circular from the Post
Office dated 1st January 1862, concerning the Female Postal
Telegraphists.

On Nov 6th I received a copy of the Circular from the Post
Office dated 1st January 1862, concerning the Female Postal
Telegraphists.

On Nov 7th I forwarded to you a copy of the Circular from the Post
Office dated 1st January 1862, concerning the Female Postal
Telegraphists.

On Nov 8th I received a copy of the Circular from the Post
Office dated 1st January 1862, concerning the Female Postal
Telegraphists.

On Nov 9th I forwarded to you a copy of the Circular from the Post
Office dated 1st January 1862, concerning the Female Postal
Telegraphists.

the report above state

the local Govt. are

giving alive to the

importance of securing

good condition of social

life for the female & child.

and that Miss Frances'

criticisms were neither not

well founded.