

EAST AFR PROT
49980

9.03
Bawing 486
1917
20 Aug.
Last previous Paper.

ASIATIC MEDICAL SUBORDINATES
CONDITION OF EMPLOYMENT

Submits explanations regarding pay of various grades.

Incls
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Apr 2 855. 9 Nov 17
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Apr 2 855. 9 Nov 17
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Mr. Bottonley

Also 49956 Uganda
+ 47581 Nyaland

Regarding paragraph 4 please see your memo on Ser 40211/17 Uganda. The position in regard to Assistant Surgeons appear want to be cleared up.

As regard Sub. Asst Surgeons, the reply to para 2 of our despatch on 18770/17 appears to be satisfactory, inasmuch as the amount provided for them in the 1916-17 Estimates (Sanitary Division) includes some who are recruited from the ranks of the East of India who are serving under varying rates.

Paragraph 9 reveals a new point. No scale appears in the last revised rules (in 18770/17), but Mr. Bawing now says that movement at the monthly rates of Rs 25/- for Sub. Surgeons, Rs 10/- for Sub. Surgeons & Rs 5/- for (unranked) are "facilitly subordinated".

Next subsequent Paper
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AFRICA PROTECTORATE
No. 486.

GOVERNMENT HOUSE,
NAIROBI
BRITISH EAST AFRICA

August 20th, 1917.

Sir,

18170
I have the honour to acknowledge the receipt of your despatch No. 935 of the 30th April 1917 relating to the revised "Rules for the employment of Assistant Surgeons, Sub-Assistant Surgeons and Compounders in the British East Africa and Uganda Protectorates recruited from sources outside the service of the Government of India".

2. The two sources from which Assistant and Sub-Assistant Surgeons for the East Africa and Uganda Protectorates are recruited are the Indian Subordinate Medical Department, and sources outside the service of the Government of India, and the rules for their employment were sanctioned in Mr. (now Viscount)

Harcourt's

THE RIGHT HONOURABLE
WALTER LONG, P.C., M.P.,
SECRETARY OF STATE FOR THE COLONIES,
DOWNING STREET,
LONDON, S. W.

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Harcourt's despatches, Nos. 708 and 979 of the 28th August 1913 and the 2nd November 1914.

Compounders are recruited from sources outside the service of the Government of India under the rules sanctioned in the former of these despatches.

3. The provision made for the salaries of these Medical Subordinates in the yearly Medical Department estimates includes their salaries at varying rates of pay as set forth in their conditions of employment.

4. The reason why the scale of salaries of Assistant Surgeons shown in the revised set of Rules referred to in your despatch under reply corresponds with the amounts shown in the sanctioned estimates for 1916-1917, are that while Government of India Assistant Surgeons, seconded for a tour of service in either the East Africa or the Uganda Protectorates, are, in accordance with the terms of their secondment, employed on a fixed salary of £200 a year, Assistant Surgeons recruited from sources outside the service of the Government of India commence on a salary of £200 a year rising to a maximum of £240 a year under the rules for their employment referred to above.

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5. The case of Sub-Assistant Surgeons differs. Government of India Sub-Assistant Surgeons, seconded for a tour of service in either the East Africa or the Uganda Protectorates, are employed on double their Indian rates of pay varying from Rs.70/- to Rs.220/- a month in accordance with their Indian grading, while Sub-Assistant Surgeons recruited from sources outside the service of the Government of India commence on a salary of Rs.130/- a month rising to a maximum of Rs.200/- a month in accordance with the terms of the two sets of rules for their employment as sanctioned in Mr. Harcourt's despatch No.708 of the 28th August 1913.

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6. In providing for the salaries in the annual estimates of the Medical Department for Sub-Assistant Surgeons recruited from these two different sources, these different rates of pay have to be taken into consideration. Paragraph 2 of your despatch under reply specially refers to the Sub-Assistant Surgeons of the East Africa Protectorate Sanitation Division pointing out that the average salary as shown in the estimates is Rs.120/- a month as against Rs.130/- a month stated in the revised rules to be the lowest salary.

7. The sanctioned estimates of the

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Medical Department Sanitation Division for 1916-1917, the year referred to in your despatch, provided for four Sub-Assistant Surgeons on a combined salary of £376 for the year, based, not on an average salary of Rs.120/- a month for each Sub-Assistant Surgeon, but on the actual salaries drawn at the various rates of pay referred to in paragraphs 5 and 6.

8. In the Governor's despatch No.888 of the 23rd December 1912 forwarding the Rules for the employment of Medical Assistants recruited from sources outside the service of the Government of India, it was pointed out in paragraph 6 that the rate of salary of Sub-Assistant Surgeons had been raised from Rs.120/- per mensem to Rs.130/- per mensem as the Agent General in India had reported the impossibility of recruiting at a lower rate. This increased rate was sanctioned in Mr. Harcourt's despatch No.708 of the 28th August 1913 and all Sub-Assistant Surgeons recruited from sources outside the service of the Government of India have, since this sanction, been engaged on a salary of Rs.130/- a month rising to Rs.200/- a month.

9. The incremental scale referred to in paragraph 2 of your despatch though not definitely

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definitely stated in either the Rules for the employment of Medical Assistants recruited from sources outside the service of the Government of India or in the revised Rules is tacitly subscribed to in this Protectorate and annual increments at the monthly rates of Rs.25/-, Rs.10/- and Rs.5/- are granted to Assistant Surgeons, Sub-Assistant Surgeons and Compounders.

10. Compounders in this Protectorate are also serving on the sanctioned scale of Rs.55/- a month rising to a maximum of Rs.100/- a month. Owing however to representations made by the Principal Medical Officer of this Protectorate that this rate of salary for Compounders is too small to entice good and suitable men to remain in the service and that the salary should be increased to Rs.75/- a month rising to a maximum of Rs.120/- a month, I, with the concurrence of the Governor of the Uganda Protectorate, inserted the new scale in the revised rules referred to in your despatch.

I have the honour to be,

Sir,

Your humble, obedient servant,



ACTING GOVERNOR.

Gov. CAP
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ansd 22805

9 Nov 1917

Sr.

DRAFT.

AP
No 855
DAG

I have the honor to acknowledge the receipt of your despatch No. 486 of the 20th of Aug, and to thank you

MINUTE.

- Mr. Jarell 5.11.17
- Mr. Robinson 5/11/17
- Mr.
- Mr.
- Sir G. Fiddes.
- ~~Sir H. Jent.~~
- ~~Sir I. Anderson.~~
- ~~Lord Edington.~~
- ~~Mr. H. ...~~

for the explanations which you give in regard to the points raised -

(18170)

my despatch No 335 of the 30th of April as to the Rules for the employment of Assistant Surgeons, Sub-Assistant Surgeons and Compounders in the British East Africa & Uganda Protectorates, from sources outside

Draft also in Sec. 47581
+ Trans. 49556