

1. The scale of Salaries seems to me fair & likely to attract to the Protectorate a good class of graduates. This applies also to the initial salary. 27

Good

2. If this scale of Salaries is adopted, I think it would be well to revive the examination which was held in the past

See below and

3. ^{During} After the period of probation it should be an instruction to dispense with the services of any officer who does not seem likely to be a success. It seems the only way of getting a really good service without misfits. If it is done at the right time, it is easy & fair enough to all parties, but if it is left over when the probationary period is up, it is very difficult, & may inflict hardship on the officer concerned.

Certainly he will be on probation

S. C. 25th Oct 1919

Mr. Cooke

Mr. Parkinson

Mr. Rowley

I do not know

add anything to Sir P. Stockman's above re
the question of salaries. The attention of
the P.C. (App'ts) should be drawn to (a)
Sir P. Stockman's remarks of these
improved salaries are attached.

4th Dec 28/1919

Mr. [unclear]

Can you refer me to the matter inf. as to
the exam. plans?
and what about private practice?
all
or w/c

Will answer

(a) Exam. I do not know of any pp.
in exam. is held by The C.B. Comm.
twice a year of P.S. for any candidates
during the year it was dropped owing (1)
to lack of candidates (2) to the fact that
you got a number up had to send them
out. without being too critical I could
advise of means of writing to CSC.
(b) Private practice I advised that Sir

Candidates
could not be
admitted
the way
the exam
exam. of
had a 8 hour
Post Graduate
Comm. Ex-
cepted

P. Stockman had overlooked this point.
but I did not propose to handle this
matter at present, as the Govt. does
not take up the matter in hospital
and in scales speaking as I am
framed on the assumption that p.p. is
not allowed.

Point 4. can it be referred again
to Sir P. Stockman. if you think it
necessary

4th Dec 28.10.19

W. B. D. D. D.

think this must come up with
the General Service in
Seymour.

but the private practice is an
important point - exemplified
referred to by J. Stockman

28

J. S. Stockman

all

29.10.07

I am afraid we must think of
you as to private practice. But I think
that it should not be allowed. In a country
anywhere of
this kind of business of capitalism &
the whole community must be
private owners should be a part of public
duty. It is a great danger, but they should
go out tomorrow.

C.S. 30.10.07

I forgot to remark on the question
of practice, but it seemed clear
from the dispatch that the rule
was based on whole-time service.
I have seen both systems in
operation - private practice for the
benefit of the officer, & private practice
for the benefit of the State. Both
systems are bad. If an officer
is allowed private practice he is
bound to consider his own interests
in preference to attending to a report
of contagious disease, but even if

withstand only

(1) See accounts on admg 67504 G.2A
I think we must take this all
without delay.

(2) The position can best be seen from the
following Table :-

	Approved	C.S.C.	Governor's proposals
V.O.	£600. £25. £700 + £60 (+ war bonus)	£900	£1000
C.V.O.	£500. £20. £600 + £50 (+ war bonus)	£750	£800
VO's	£200. £20. £200 (+ war bonus)	£200. £20. £200 (with 2 grades: Senior V.O.'s £150-£200 Junior V.O.'s £100-£150)	Senior V.O.'s £600. £700 Junior V.O.'s £500. £600 V.O. in post: £200. £200.

[3 of the VOs are capped
then agreement at £200
fixed, but we have
worked this up
recently.]

	Actual	Unsettled
War bonus: £200	£105	£15
£500	£100	£50
£600	£95	£45
£700	£90	£20

Chief Officer	£500. £25. £600 + £50 (+ war bonus)	£900
Chief Officer	[Same as V.O.]	[]
Chief Officers	£450 (+ war bonus)	Senior Res. Officers = Senior VOs Junior Res. Officers = Junior VOs

[No specific amount set]

and to substitute
the existing allowances
recommended by
the C.S. Commission

definitely wishes to abolish duty pay.
explain that we wish to take up
P.O. salaries at once - remind
him that M.O's have duty pay
with their new scales - & ask
whether of these appls he wd. attach
duty pay, if he thinks that
this is necessary in view of
position of M.O's.

30

(b) at the same time we should ask
about war bonuses & enquire
whether he contemplates its
entire abolition when these
new scales come into force -
or would in view of decision
that M.O's must retain war
bonuses agree to retention of
warbonuses in full until
with general revision warbonuses
may be reduced for all.

- (c) he wd. also make sure that he agrees to no private
practices for P.O's.
- (d) he could ask for early reply - either
put off proposal - or saying
for early decision explaining
the urgency.

all

S. K. Reddy

28.10.47

For approval of the proposal that
we should take up the revision of 1947

blames in advance of general consensus
The action proposed is preliminary and
does not call for consensus - except that
we must remember that in the case of
the F.O.D. it has been made clear to us
that the revision should make no
expended or final and that judged
by results it is inadequate.

Personally I feel very doubtful
whether we can ^{expect to} get a good professional
Officer for £400 a year to start
with. Between the prospects may be

W.A. 29.11.19

at home.

H. J. R.

29/11/19

~~29/11/19~~

C O
52824
Recd 11 82 1919

15 July, 1919.

31

My Lord,

I have the honour to forward for Your Lordship's consideration copy of a Memorandum sent to me by members of the Veterinary Department of this Protectorate.

Petition

2. I am entirely in sympathy with the requests made. I do not consider that the recommendations made by the Civil Service Commission provide for sufficient emoluments for these Veterinary Officers.

Statement

3. As in other Departments, the inadequacy of actual salaries and the absence of any provision for widows and orphans, cause underpaid officers to complain about such small matters as horse and travelling allowances which they would not do if paid a proper wage.

*These are the
will be
notified*

4. These are members of a highly specialised and scientific profession, whose services in this country, where diseases are rampant among the thousands of cattle owned by the European settlers and natives, are invaluable.

5.

THE RIGHT HONOURABLE

VISCOUNT MILNER, P.C., G.C.B., G.C.M.G., &c. &c.,

SECRETARY OF STATE FOR THE COLONIES,

DOWNING STREET,

LONDON, S.W.

5. I submit that fair and proper salaries for these gentlemen would be as follows:-

Chief Veterinary Officer	£1,000 per annum.
Veterinary Pathologist	900 " "
Deputy Chief Veterinary Officer	800 " "
Deputy Veterinary Pathologist	700 " "
Senior Veterinary Officers	} 600-700 per annum
Senior Research Officers	
Junior Veterinary Officers after 3 years service	} 500-600 " "
Junior Research Officers after 3 years service	
Veterinary Officers on probation	400-500 " "

6. There is no doubt in my opinion that a reasonable scale of emoluments and improved conditions of service will result in an adequate supply of well qualified candidates for our Veterinary Department. This has not always been the case in the past, as the present salaries do not tempt the best men.

7. I append a statement by the Acting Chief Veterinary Officer showing the financial effect of the proposals. The suggested provision from savings to meet the additional amount required for the current year does not however commend itself to the Treasurer, who considers that any economies which may be effected on personal emoluments will be counterbalanced by shrinkage of revenue and unforeseen expenditure on bonuses and other services. Though, therefore, I should like to introduce the new scale at once, it would perhaps be safer to postpone it till the financial year 1920-21. In any case I wish it to be considered as an amendment.

to that proposed by the Civil Service Commission.

8. I trust that Your Lordship, taking into consideration the present status of the Veterinary Profession, and its great importance in this Protectorate, will favourably consider these recommendations.

I have the honour to be,
Your Lordship's
humble, obedient servant,

Edward Wathey

GOVERNOR.

OFFICE OF THE CHIEF VETERINARY OFFICER,

P. O. Box No. 323,

NAIROBI.

March 26th 1919.

C O
52824
REC'D
MAR 27 1919

His Excellency The Governor,
East Africa Protectorate,
Nairobi.

34

Your Excellency,

We, the undersigned, Members of your
Veterinary Department, do humbly submit the
following facts for your consideration.

For the last four years we have, from
patriotic motives, endeavoured (to our utmost) to
cope with the numerous duties connected with the
Military operations and Civil Administration, and
have refrained from previously voicing any grievance
or taking any action in an endeavour to better our
position as it was patent that by doing so, at a
time when Veterinary Officers were unobtainable to
fill our positions, would be unfair to the Department
and the Country in general.

We think now that no injustice can be done
to anyone by laying these, our grievances, before you.

To begin with, our service has been and
still is deplorably understaffed and this, in connection
with the ever increasing number of stock in the
Country and widespread incidence of all contagious
diseases, has imposed an excessive amount of work on
each Veterinary Officer.

According to the conditions of service as
prevailing at the present time, a Veterinary Officer
comes out to this country on a salary of £400 per
annum and at the end of eight years service reaches

without any hope of further advancement the magnificent salary of £500 per annum.

Out of this he buys and maintains two horses to enable him to do his Government work at an initial outlay of about £60 and a recurrent cost to himself of at least £7 - 28 per month and this apart altogether from the risk he runs of losing one or both from one of the prevalent horse diseases.

The Government, in return for this expense, allows the Veterinary Officer £3 per month.

Then again when travelling on the Railway, which by reason of the present shortage of staff, is of frequent occurrence, the Officer is again much out of pocket, as his necessary expenses far exceed the allowance of Rs.4/- per day.

At the years' end the Officer finds he has saved nothing and naturally considers that to look for a more lucrative appointment is the wisest course, and that is the position we, your humble servants, find ourselves in.

A recently qualified unmarried Veterinary Officer contemplating taking an appointment in the Colonial Service probably thinks £400 adequate but when he realises the condition of the service and that £500 per year is all the salary he may reasonably expect, no matter how long he remains it is obvious that he becomes dissatisfied or indifferent and leaves the service when a suitable opportunity occurs.

In the sister profession in contradistinction to our own a Medical Officer is allowed private practice, a restriction on our service by which in certain districts the Veterinary Officer loses something like/

£500 per annum.

As a general rule, the longer an Officer remains in the service the more useful he becomes to the Department and the Country, by reason of the knowledge acquired of the peculiar diseases encountered in this country. It is obvious, therefore, that should such experienced Officers leave the service, a very serious breach in the efficiency of the Department would result.

Some of us have received offers of more lucrative appointments in this country outside the Government service, as well as with other Governments, and as conditions are at present we cannot, in fairness to ourselves and dependents, remain on in the service.

Even in England, apart altogether from the increasing number of Public appointments, a Veterinary Officer in private practice can guarantee himself with a fair degree of justification, more than £500 a year at the end of eight years work.

Taking everything into consideration, therefore, we consider that a Veterinary Officer in this Protectorate after his probationary period of three years, should be in receipt of £600 per annum rising by £25 annual increments to £700.

If these conditions were granted, men would be induced to remain on in the service and be more satisfied and in consequence do better work.

We beg Your Excellency, in the face of these facts, to give the matter your consideration and we/

trust you will see your way clear to improve the conditions and to enable us to continue on in the Department.

We beg to remain,

Your Excellency's Most obedient Servants,

NAME.	DEGREES.	LENGTH of SERVICE.
W. W. Henderson.	M.R.C.V.S. D.V.S.M.	6 years.
W. Kearney	M.R.C.V.S.	6 years.
R. C. Wheeler	M.R.C.V.S.	6 years.
A. W. Carter	M.R.C.V.S.	5 years.
J.T.C. Bradshaw	M.R.C.V.S.	4½ years.

Nairobi.
11-4-19.

38

My Dear Henderson,

Many thanks for letting me see the letter to His Excellency setting forth the departmental grievances.

My seniority and the experience of twelve years service is my excuse for setting forth a few of the most salient features of a Veterinary Officer's prospects in Government service in East Africa.

As you know I am still seconded for service with the War Office.

PAY.

For the first few years service most of which I have spent on Safari which entitled me to draw the extra allowance of Rs.5/- (now Rs.4/-) a day almost continually I found that I could live comfortably and save enough money during a tour of service to see me through the expenses one usually incurs on leave without any financial assistance from my people.

Later when married and living in settled areas I found that it was practically impossible to carry on on a Veterinary Officer's pay for the following reasons:-

1. The expenses of entertaining, not previously felt, became very evident.

In the course of a Veterinary Officer's daily life he is constantly visiting every homestead in this district where he is invariably treated with the greatest kindness.

The cost of returning this hospitality is not great at any particular time but means a useful increase to the household expenses at the end of the year.

2. If one is married (and as you know Wheeler and Carter are engaged) there is a considerable

sum required to pay for passages, etc. travelling home and back again on leave. This of course is an expenditure easily foreseen. Other big expenses however not so easy to appreciate beforehand can very quickly and unavoidably be incurred by the married officer in this country. The cost of children has to be experienced to be appreciated and in ordinary circumstances a baby costs a month's pay at least by the time it is a month old.

If unfortunate complications arise this amount does not by any means represent the expenses entailed and in my own experience a cheque for £100 did not quite foot the bill on one occasion.

Another very serious consideration for the married officer is the fact that, unless he has private means, he may die and leave his wife and family in East Africa to be sent home as a "Distressed British Subject" at the expense of the state or Public subscription as there is no Widow's Pension found in the E.A.P. service, as in the Indian and West African Service.

I have known this to happen in one or two cases and the thought that it may happen at any time to his own family is not conducive to the peace of mind of a married officer.

I am making these remarks which have been omitted from the letter to His Excellency as it is usually the man without private means who joins the Colonial Service.

TRAVELLING ALLOWANCE.

When stationed at Nakuru before the War I found I was continually travelling on the Railway as my district stretched from Mole to Kijabe. The travelling allowance did not cover the cost of

of meals by Rs.1/25 a day; at present Railway tariffs I think it falls short by Rs.2/25 a day.

HORSE ALLOWANCE.

Two horses have always been necessary for a district Veterinary Officer but Horse allowance for one is all that is allowed.

My horse account for the two years before the war worked out roughly as follows:-

HORSE ACCOUNT.

2 horses	260	Horse allowance for 2 years.	£72
Food, Syces wages &c for 2 years.	£112		
	£172	Gross cost.	£72
	£ 72	less horse allowance	
	£100	gross cost over and above horse allowance.	
	£ 30	less one horse still on hand.	
	£ 70	nett loss over two years.	

There is another point which does not come under an ordinary heading but which nevertheless has an important bearing on the financial outlook of the officer namely the system of promotion in vogue in the Veterinary Department.

Under the present system an officer is allowed to serve on in the Department and given responsible work to do, which he performs to the apparent satisfaction of every one concerned until a chance of promotion arises when he finds himself superseded by a very Junior officer.

I would not mention this point but for the fact that it is intimately concerned with the financial prospects of the officers of the Department. I think an officer is entitled to be informed if he is not suitable so that he may be placed in a position to avoid wasting valuable years of his life which he could employ to greater advantage in some other sphere.

PRIVATE PRACTICE.

My experience under this heading can be divided into (1) the work one does for one's friends such as treating dogs and horses and (2) the purely commercial work which is done for the racing stables trading firms and total strangers.

The energy expended under the first category is negligible and one would probably not charge for even if a fee was permitted.

The amount of work however entailed under the second category does I think entitle the Veterinary Surgeon to a fee as the pecuniary gain by the advice in purchasing animals and the curing of sick ones is often very great to the owner..

Personally I have always felt that it is iniquitous not being allowed to charge a fee for examining horses for soundness to benefit strangers who do not hesitate to express their opinions on the examiner if his decision does not happen to suit the buyer or seller.

The difference in value between a horse with a Veterinary certificate and one without is easy to appreciate.

Private practice in settled areas would materially increase a Veterinary Officer's income but this does not apply to Veterinary Officers in charge of native reserves.

I wish the Officers of the Department success in their endeavours to improve the present situation.

Yours sincerely,

Sd. A.G.Doherty.

VETERINARY PATHOLOGICAL LABORATORY,
P.O. BOX No. 323,
NAIROBI,
May 3rd, 1918.

42

His Excellency The Governor,
East Africa Protectorate,
Nairobi.

Your Excellency,

My main reasons for my signature to the attached petition are as follows :-

Diseases are a very important factor in the dissemination of some of the more important stock diseases in the East Africa Protectorate and under the existing conditions, there is little possibility of the latter being stamped out, consequently a veterinary service must be maintained to check their spread.

In dealing with outbreaks of contagious or infectious diseases in stock a correct and decisive diagnosis and control of movements are of the utmost importance. Since the diseases and conditions here are in many cases dissimilar to those met with in Great Britain and Europe, a veterinary officer must have a special training in tropical veterinary diseases and this is only acquired by practice. There are at present many stock diseases problems awaiting investigation for the elucidation of which the observations of experienced veterinary officers are of considerable assistance. It is for these reasons I emphasize the importance of offering better emoluments than those at present existing to officers, who have some years service in this Protectorate and who have acquired experience in dealing with various diseases, so that they will not leave the service. Other Colonies have already recognized the financial loss incurred through lack of veterinary surgeons, particularly South Africa, and are devoting serious attention to this.

The present rate of pay may appear sufficient to a newly qualified unmarried veterinary surgeon; but he soon realizes on taking up his duties that the prospects are not as promising as they appear and dissatisfaction results.

In so far as the Laboratory is concerned, other Colonies have already secured some of the best workers and further reductions are anticipated.

Recommendations have already been made to the civil service Commission.

I have the honour to be Your Excellency's
Most obedient servant,

(signed) J. WALKER.

Veterinary Pathologist.

VETERINARY DIVISION.

43

PROPOSED NEW SCALE OF SALARIES.

Chief Veterinary Officer	£1000
Deputy Chief Veterinary Officer	£ 800
Senior Veterinary Officers: £600 by £ to £700 p.a.	£3000
Junior " " £500 " £ " £600 "	£1500
Vety. Officers on probation. £400 " £ " £500 "	£2400
	<u>£8700</u>
Amount required for 12 months.	£8700

Less Amount provided for in current estimates, viz:

1. Chief Vety. Officer	£700	
Duty Allowance	60	
1. Deputy C.V.O.	£600	
Duty Allowance	50	
11 Veterinary Officers	£5240	
3 " "	£1200	<u>£7850</u>

Additional cost involved £850

Estimated savings on salaries provided for during the current financial year which would meet the above additional cost of £850 involved, viz:-

Chief Veterinary Officer.

Provided in estimates (12 months)	£700
less Colonial Office allowance while on active service - only paid £12 per month (12 months)	£144
	<u>£556</u>
say for six months only	£278

Veterinary Officers.

R. Edmondson.	
Retires on expiration of leave 4 months @ £540 p.a.	£180
F. J. Sheedy.	
appointment terminates at expiration of leave 9 months @ £400 p.a.	£300
	<u>£758</u>

£ 758

G.N.Hall.

Appointment terminates at expiration of leave.

6 months @ £400 p.a.

£ 200

F.J.McCall.

Seconded and salary paid by Administration at Dar-es-Salaam.

12 months @ £500 p.a.

£ 500

S.G.Hassan: Vety. Assistant.

Savings on salary while on leave.

6 months @ Rs.100/- p.m.

£ 40

2 Posts of Veterinary Officers vacant

12 months @ £400 each p.a.

£ 800

1 Veterinary Assistant

say 6 months @ £104 p.a.

£ 52

£2350

Less 5 Veterinary Officers already asked for @ £400 p.a. for say 9 months.

£1500

Probable net savings on Veterinary personal Emoluments.

£ 850

PATHOLOGICAL DIVISION.

45

PROPOSED NEW SCALE OF SALARIES.

Veterinary Pathologist	£ 900
Deputy Veterinary Pathologist	£ 700
Senior Research Officer £600 by £ to £700	£ 500
Junior " " £500 " £ " £600	£ 500
Amount required for 12 months.	<u>£2700</u>

Less Amount provided for in current estimates viz:-

Item No.101. 1 Veterinary Pathologist	£600	
Item No.102 Duty Allowance	£ 50	
Item No.103 1 Asst. to Pathologist	£460	
Item No.104 1 Senior Research Officer	£525	
Item No.104 1 Junior Research Officer	£425	<u>£2060</u>
Additional cost involved		<u>---£ 640.</u>

Estimated savings on salaries provided for during the current financial year which would more than meet the above additional cost of £640 involved viz:-

1 Senior Research Officer post vacant for 12 months @ £525 p.a.	£ 525
1 Junior Research Officer post vacant for 12 months @ £425 p.a.	£ 425
1 European clerk - post vacant say for 6 months @ £150 p.a.	£ 75
1 European Laboratory Assistant post vacant say for 3 months @ £180 p.a.	£ 90
2 Laboratory Assistant posts vacant say for 3 months each @ £3 p.m.	£ 18

Probable nett savings on Pathological Personal Emoluments £1,133

52874/19 Cont. and 72031

G. O. 2-DEC 3

Genl Sec 6-15 pm 1/19

Capt. Hill

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dayna
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Tom dep of 15 July no. 669
profoundly spangall quarrelous
propose to take up 'freedom'

2 Dec.

Enchirion, 2/8

Veterinary 'Sulares' at once

but 'in first instance' words
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to be clean on following point
Trahodoc

one '80 per work (Specially) to

abolish 'duty' after seeing that
melocanto

'Medical officers' retain it
not per to

with 'new scales' if will to

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should it be attached - or

is proposed to substitute

acting allowance

of 'Ct. Commission' 60 60



contemplate

advantages

to contemplate entire abolition

to wear bonus on introduction of new

calls or seeing that need offers

return was bonus do you agree to

to retention in full until with

General revision was bonus

may be reduced for all three

presume that you agree that

separate practice should not be

allowed

Early reply requested

Roughley