

EAST AFR. PROT  
PATRONAGE

C.C.  
24333

RE  
APR 19

24333

Local Botanic  
Gardens, New

1898

to the increasing salaries of  
holders of posts & posts District  
Officers East & Uganda

40

... that officers £200 to £400  
... that Uganda officers £100 to £200  
... better posts are all vacant. I think it would be  
better to amalgamate the two grades into one at  
£250-10-£400, as in Uganda. I should like to  
say that second class officers in Nairobi will not get  
admission to the club & were subject to various smaller  
indignities & annoyances. It now appears that it is the  
same in Uganda. The club rule is especially ungenerous as  
any tradesman's clerk may be admitted if he is socially  
suitable, but 2nd class govt. officials are barred etc

Subsequent Paper.  
39557 Sol  
7

I do not see however, how we can interfere with the  
ch. 26. The Treasury would not be likely to  
sanction any increases in rates of pay or allowances  
present, unless we offer a compromise. The obvious  
solution seems to be to leave one of the posts vacant  
for the present, & fill two of them by first class  
officers in the scale £250 15 - £400, & simply inform  
Treasury & Gov.

As regards the E.A.P. Field appointments I  
think it is only men with distinctly second class  
qualifications who are required, & would make no  
objection. No action was taken in the memo submitted  
in the No. 10 of the 20<sup>th</sup> of October, as it seems to have  
been lost soon after receipt. J.H.  
10.5.19

Mr. G. S. S.

As to A. I do not think we can  
alter the grading without prior Treasury  
authority, for which we should now  
ask - the justification - that we  
need "first class" men for this work, as  
personal influence & prestige will rather  
aggravate & cheapen is wanted.

As to B. I agree. We shall now  
be able to take up the question  
of financial reasons of pay, when the  
difficulty of getting men should be  
beyond doubt. I think we must see up  
to them that we cannot see from the  
letter, & ask for a copy.

G. S. S. 10.5.19

A

B

C

G.S.

Done  
10.5.19

I do not see however, how we can interfere with the  
club rules. The Treasury would not be likely to  
sanction any increases in rates of pay in Uganda at  
present, unless we offer a compromise. The obvious  
solution seems to be to leave one of the posts vacant  
for the present, & fill two of them by first class  
Officers on the scale £250-15-£400, & supply in for  
Treasury & Gov.

As regards the E.A.P. Field appointments I  
think it is only men with distinctly second class  
qualifications who are required, & would make no  
alteration. No action was taken in the memo submitted  
in the Ken letter of the 28<sup>th</sup> of October, as it seems to have  
been lost soon after receipt. J.H.  
10.5.19

Mr. G. G. G.

As to A. I do not think we can  
alter the grading without prior Treasury  
authority, for which we should now  
ask - the justification is that we  
need "first class" men for this work, as  
personal influence & prestige will not be  
appreciated & chiefs is wanted.

As to B. I regret we shall never  
be able to take up the question  
of financial increases of pay, when the  
difficulty in getting men should be  
considered. I think we must now ask  
to know what we cannot now find the  
letter, & ask for a copy.

J.H. 10.5.19 G.G.G. 10.5.19.

A

B

C

G.G.

Done by  
J.H.

Mr. Parkinson

403

I have again discussed the question with the Am Director of Agr —  
a) He is definitely of the opinion that it is impossible to get suitable men & at the salary offered either for the Field Assistants or for the Am District Agricultural Officers (Uganda) where there are also 3 vacancies. (Salary 200-10-25. &)

~~I gathered that the men working in the country in France.~~  
I gathered from him that the men supervising the planting of trees in the cemeteries in France were getting more than this. I gathered they were men of the foreman (gardener) type.

b) In regard to B) in Mr Calder's & Mr Bottomley's minutes. I gathered that Mr Helle was very doubtful of the wisdom of selecting 2nd class men, as if men selected were not sufficiently qualified to be fit for subsequent promotion to higher grades, & if they were not eligible for such promotion, they were in no way fit to be appointed at all.

He reiterated his view expressed in his letter of April 19, 1917 that

minutes  
have not  
yet carried  
out  
see  
76

The social bar agit 2nd class  
men was a great detriment  
in the case of any man fit  
to the work.

Personally I am strongly of  
opinion that, especially in  
these technical services where  
scientifically qualified men  
are required, it is false  
economy not to give  
salaries and conditions  
(including social privileges)  
which will attract suitably  
qualified men and will  
retain them in our service  
after they have been  
appointed.

P.S.F.

30/1/19

Indistinctly

1. action on 'A' in previous minutes in  
agricultural officers upwards especially  
wholocked and be taken at once.
  2. as regards 1st. Field assistants, etc.
  3. 2nd class distinction might not really be  
matter, as they are not likely to be  
in No. or other places where there is social  
amenities, such as clubs, if (as I  
assume) they are for field work.
- But there is a good deal in what  
I shall say - I shall be inclined

to give these men £250 on agreement  
for 3 yrs with 1st class passage 404  
if this will enable them to  
procure really good men who  
are likely to be of value to Govt.,  
albeit the names proposed in  
5-2250/18 (the missing letter  
referred to) suggest certainly 2<sup>nd</sup>  
rather than 1st class appointments.

It is a point that in the  
Laboratory Dept. Lab. there are no  
other 2<sup>nd</sup> class appointments (but the  
Store Keeper).

If however you feel that about  
the wisdom of the proposed change,  
we might feel to Govt. worth  
whether they have any objection to  
£250 fixed + 1st class passage

Recd

7.6.19

To Treasury in 5/19

1. Feb. 1919 about the other point we  
can't take action from our account  
as we can't judge the effect on the money  
in the service. [I think we could be  
certain that by offering 1st class lines  
to shall not get 2<sup>nd</sup> class men]

Signed 2/6/19

by J. J. J.

P.T.U.



See H. Head.

I agree that we must improve our Equatorial belts (I am rather tired of the references made to the board in the Cotton Committee) and if £250 to start with will make the difference between getting a good man & a gardener the money will be well spent.

As to pension, only one Mr. D.P.O. is on the demand staff at present, but if the better type of man and cutting look forward to some form of tenure.

? Put these <sup>proposals</sup> books to the Treasury for approval

Wes 1/7/19

Certainly - the time is not at all late to lift

at once

H. J. R.

2/12/19



Royal Botanic Gardens, Kew.

April 19, 1919.

Dear Furse,

At our recent meeting to discuss possible candidates for vacancies in Colonial Agricultural Departments you asked in particular about a Field Assistant for East Africa and two Assistant District Agricultural Officers for Uganda, the salaries in both cases being £200 - 10 - £250.

With regard to the East African post we received a C. O. letter, No. 49626/1918, on October 18, 1918, and on Oct. 28 submitted certain names for consideration. On December 5th we submitted a further name for consideration, Mr. F. Flippance, but since then he has been appointed to the Assistant Curatorship of the Botanic Gardens, Singapore.

Whether any action has been taken about the possible candidates mentioned in our letter of Oct. 28 we do not know.

With regard to the Uganda vacancies, one of these we presume is due to the resignation of Mr. D. Halkerton, who was formerly at Kew and was selected by the Secretary of State on the Director's recommendation.

His resignation we learn was due to the fact that he was considered a 2nd Class officer in virtue of the post for which

D. Furse, D. S. O.,  
 Colonial Office,  
 Downing Street,

S. W. I.



he was selected and was therefore debarred from membership of the Club and use of the Library. We know that he cannot have been debarred from those privileges on personal grounds as he was selected on account of his general and National attainments and fitness for Colonial service.

Also as he was in the 2nd Class category we further he was not entitled to promotion in the service.

On these grounds he accepted a post in a company in Uganda which offered him a considerably higher salary and better prospects.

This state of affairs in Government service as we consider highly unsatisfactory and naturally reacts to the detriment of the service since only men with distinctly second class qualifications can be induced to come forward for such positions.

In order to procure the best type of man for such posts as Field Assistants in East Africa or Assistant Agricultural Officers in Uganda we are of the opinion that a commencing salary of £250 rising to £300 should be offered. We also feel that the officers selected should be accorded all the facilities allowed in the Protectorates for rendering them as efficient servants of Government as may be desirable and that the stigma of placing them in a second class category

and thereby ruling them out of consideration for promotion  
should be removed.

Yours sincerely,

*R. Shaw Hill*

*Assistant Director*

no  
24333  
19

409

Sc  
sent 2pm  
11/6/19

pickering  
11 June

DRAFT. Telegram

obdarem

Telegraph whether any objection

Nairobi

MINUTE.

pickering

fixed salary £250

and first class passages  
pachalom

Laboratory field assistants

Director Kew. urgent strength  
theragain

in order to secure suitable  
immigrants

candidates  
cal to hort

Milner

sent 3.55 PM 11/6/19

~~Draft~~  
sent 10.15 PM  
11/6/19  
A. D. A. O.  
O.C.P.

