

EAST AFR PROT

C.O  
43120

43120

Car  
Belfield 295

1915

4 August

Last previous Paper.

For  
10/31/15

### Forest Department. Pension rights to Foresters

Recommends grant of pensionable rights - those who have completed 3 years satisfactory work to be apppt<sup>d</sup> forthwith - others on satisfactory completion of similar period - & future Foresters to be apppt<sup>d</sup> on same terms.

Mr. G. Fieldes.

Under this proposal some eight men of the Staff of 15 would become pensionable at once and another in November. There are two men of 10 years service or more & four others with between 5  $\frac{1}{2}$  & 7  $\frac{1}{2}$  years service.

Clearly the tendency is for men to remain in the service and it is not certain that we should attain a much greater degree of permanency of staff by giving pension rights. On the other hand it may help us to get better men - or to get suitable men with less difficulty.

The scale of salary - £120.00 to £200 - does not leave much margin for simple saving and as we lay ourselves out to attract the married men it is not unreasonable to give him the prospect of a pension when his service is over or his health breaks down.

We have recognized the permanency of the

Mr. 703 23 Sept 15

Next subsequent Paper.

For  
5/9/39

For every Dept. by making the Post. Commissions  
permanent, and the only ground for taking  
different view in the case of the Posters  
would be that the Europeans might be  
replaced later by Indians or Africans, I  
should deprecate having Indian or isolated  
Chiefs of Africa Forest guards and the  
possibility of employing Africans in  
posts of this kind is very remote.

But I am not at all certain that  
all the posts should be made permanent.  
The establishment has been reduced from  
16 to 15 this year and although it  
may be increased in the future it is  
possible that a further reduction  
will be necessary practicable. It would  
I think be sufficient to have 12  
permanent posts, men being admitted  
to the pensionable staff on completion  
of 3 years, unless subject to a vacancy  
existing?

G.A. 21.9.15.

I agree.

H. J. R.

21/9/15

Alouise P.

21.9.15

Yes

H. J. R.

C. O.  
43120

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GOVERNMENT HOUSE,  
NAIROBI,  
BRITISH EAST AFRICA.

EAST AFRICA PROTECTORATE

No. 595

August 4th 1915.

Sir,

I have the honour to bring to your notice the case of the Foresters in the Forest Department of this Protectorate, and to request that the question of granting them pensionable rights may receive your favourable consideration.

2. It is not proposed that the scale of their salaries be affected, but I am of opinion that if they were accorded pension rights, the concession would be greatly appreciated and the result would be entirely beneficial to the Department.

3. It is to the advantage of the Department to retain the services of a Forester as long as possible as his usefulness is generally proportionate to the length of his service. A thorough knowledge of the various species of trees and the conditions under which

THE RIGHT HONOURABLE

ANDREW BONAR LAW, P.C., M.P.,

SECRETARY OF STATE FOR THE COLONIES,

DOWNING STREET,

LONDON, S.W.

which they grow, the local climatic conditions, the value and uses of the various indigenous timbers and other forest products, and the proper management of forests and forest-nurseries is absolutely essential to the successful working of the Department and can only be acquired by long experience.

4. I submit, therefore, that some inducement should be offered to officers of this class to remain in the service of the Government and would suggest that all who have already completed 3 years of satisfactory work be appointed to the permanent and pensionable establishment forthwith, as from the date of their first appointment; that all who have less than 3 years service to their credit, be granted the same privilege on the satisfactory completion of their first three years; and that foresters appointed in future be informed that they will come under the same terms of service as their colleagues of longer standing.

I have the honour to be,

Sir,

Your humble, obedient servant,

*Alcornoque*

GOVERNOR.

which they grow, the local climatic conditions, the value and uses of the various indigenous timbers and other forest products, and the proper management of forests and forest-nurseries is absolutely essential to the successful working of the Department and can only be acquired by long experience.

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I have the honour to be,

Sir,

Your humble, obedient servant,

*Alauddin Beg*

GOVERNOR.

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I have the honour to be,

Sir,

Your humble, obedient servant,

*H. C. B. B. B.*

GOVERNOR.

Gov. 43120/1915.  
E.A.P.

357

C.D.  
P. 23 SEP  
D. 1915

23 Sept. 1915

Sir,

I have the honour to  
acknowledge the receipt of  
your despatch No 595  
of the 4<sup>th</sup> of August and to  
inform you that I approve  
of twelve of the  
appointments as Directors  
in the Forest Dept. being  
placed on the permanent  
and pensionable establishment  
of the Pub. and of the  
holders of these appointments  
who have already completed

Recd 55339

DRAFT.

E.A.P.

No 703

Ch. H. Beechfield

MINUTE.

Mr. Harper, 23/9/15.

Mr. Bottomley, 23.9.15

Mr.

Mr.

Sir G. Fiddes.

Sir H. Just.

Sir J. Anderson.

Mr. Steel-Maitland.

Mr. Bonar Law.

P.T.O.

3 years of satisfactory  
work being confirmed in  
their appl. for the same as  
from the dates of their  
first appointments.

2. I also approve of  
those officers who have  
less than 3 years service  
being regarded as eligible  
for the same privilege on  
the completion of <sup>3 years</sup> satisfactory  
service, subject to there  
being a vacancy on the  
permanent establishment.

I have considered it desirable to  
the benefit of permanent appointments  
to be made it may be assumed that  
the number of appointments will be permanently  
fixed, it is possible that some  
variation in their number may from time  
to time be required.

(Signed) A. BONAR LAW.