

EAST AFR. PROT.

4333

REC'D
REC'D 27 JAN 16

4333 $\frac{15}{16}$

for
Barrington 907

1915

31 Dec

M. J. S. Bowrie

Submits report on his complaint regarding treatment in connection with his employment as P.D. Regards Mr. Bowrie's protest as frivolous & unnecessary.

Last previous Paper.

R
50004
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Mr. G. Fildes

There is no reference to the Gov's personal enquiry into the matter after Mr. Bowrie resigned, but was still on notice - and I in my minute on 50004. Possibly Mr. Cross was misinformed.

The net result is that the Govt have lost an able draughtsman because he was also cantankerous. [Also, though it is not relevant to Mr. Bowrie's case, they had a man appointed, as Mr. Connor, who had been promoted to one of these few new posts, but since died.] Mr. Bowrie was encouraged to stay on in his ill-paid appt in the hope of advancement: after provision existed for the higher post no action was taken because the head of the Dept. was ill, & after waiting 3 months Mr. Bowrie resigned in a huff. His resignation

to Bowrie -
Ans. to Copgrave's report of 3 Feb 16

Next subsequent Paper.

The despatch which was in course of preparation, I have pointed out on 48634 that there was absolutely no need for a despatch.

The attitude of the local Govt would have been appropriate if they had been anxious to get rid of Mr Bowie: as a matter of fact, the two new appts were created expressly in order to keep them and one other.

We must leave this point alone, & on the overture point I think the Govt is quite right.

? Inf Mr Bowie that we have received the Govt's report which shows that the delay in his appt after the provision for the new post had been approved was due solely to the illness of Mr R. D. W., [and that if it had not been for his hasty action in resigning his existing post his promotion would have been appt.] and say that the J. G. is not prepared to dispute the Govt's view that after his ill-considered resignation his appt. to the higher post was not to be recommended - and as to overture tell him what the Govt says in A. in para 4.

Copy of letter to Govt. in infra 15.

W. 29.1.16

Room 3

A. J. R.
29/1/16
alone W. 31

The despatch which was in course of preparation, I have pointed out on 48639 that there was absolutely no need for a despatch.

The attitude of the local Govt would have been appropriate if they had been anxious to get rid of Mr Bowie: as a matter of fact, the two new abpts were created expressly in order to keep them and one other.

We must leave this point alone, & on the overtime point I think the Govt is quite right.

? Inf. Mr Bowie that we have received the Govt's report which shows that the delay in his appl. after the provision for the new post had been approved was due solely to the illness of the R.D.P.W., [and that if it had not been for his hasty action in resigning his existing post his promotion would have been OK] and say that Mr J. of H. is not prepared to dispute the Govt's view that after his ill-considered action resignation his appl. to the higher post was not to be recommended - and as to overtime tell him what the Govt says at A. in para. 4.

Copy of letter to Govt. for info. 15.

W.S. 29.1.16

Room 3

A. J. R.
29/1/16
at once Mr. 3

EAST AFRICA PROTECTORATE

No. 907

4333
REC'D
RES'D 27 JAN 16

674

GOVERNMENT HOUSE,
NAIROBI,
BRITISH EAST AFRICA.

RECEIVED
25 JAN 1916
COL OFFICE

31st December 1915.

Sir,

I have the honour to acknowledge the receipt of your despatch No. 817 of the 8th of November relating to the complaint of Mr J.S. Bowie against the treatment accorded him in connection with his employment in the Public Works Department.

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2. As regards the increase of salary which it is alleged had been promised him the facts are as follows.

3. On the 28th of September, 1914, the Director of Public Works recommended Mr Bowie for one of the two posts of Senior Architectural Draughtsmen which it was proposed to create in connection with the current year's estimates. On July 12th he asked that this appointment might be approved and a despatch to you in accordance with this request was in process of preparation when an intimation was received, on the 14th idem, that Mr Bowie had tendered his resignation. The interview granted to Mr McGregor Ross by me, referred to in paragraph 5 of Mr Bowie's letter of the 25th of September took place on the 5th of October, 1914, as the result of which I issued instructions for

the

THE RIGHT HONOURABLE

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

SECRETARY OF STATE FOR THE COLONIES,

DOWNING STREET, LONDON, S.W.

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the provision for two posts of Senior Architectural Draughtsmen to be inserted in the draft Estimates. The delay in making the appointment, after the Estimates had been approved, was largely owing to the fact that the Director of Public Works was unable through illness to attend to his duties, and if Mr Bowie had only been content to wait his appointment would shortly have been confirmed. I consider that any grievance he may have on this point is entirely unwarranted and that he has only himself to blame by reason of a hasty and ill-advised act.

4. As regards the question of pay in respect of over-time, the Director of Public Works submitted on the 25th of July, 1914, a proposal for the grant of such pay to certain members of his staff. As it was probable that the financial position of the Protectorate would in the immediate future necessitate a curtailment of the Public Works programme, in which case the question of over-time might not arise, the Director of Public Works was asked whether he wished to press the matter. He replied in the affirmative, and on the 14th of July last, after recovery from his illness, he submitted a list of officers whom he considered should be granted the allowance, included in which was Mr Bowie for whom Rs.152.25 was recommended. The total sum involved was 1118.14.9. After consideration of the proposal with my Executive Council I found myself unable to approve the proposal. I consider that the work performed out of office hours by the staff of the Public Works Department was no more than that cheerfully undertaken by other Departments and that no reason exists for payment in respect thereof. There is no trace in the files of the Public Works Department of any promise to pay this allowance and the Acting Director of Public

Public Works states that to the best of his recollection Mr McGregor Ross only promised to approach the Government on the matter.

5. I consider that Mr Bowie has no grounds for complaint and I regard his protest as frivolous and unnecessary.

I have the honour to be,

Sir,

Your humble, obedient servant,

C. Bowring

GOVERNOR'S Deputy.

(Agent of Education)

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I have the honour to be,

Sir,

Your humble, obedient servant,

C. Bowring

GOVERNOR'S Deputy.

(*Deputy of Governor*)

Address of the Director of

Public Works

2. The S. P. is not

prepared to dispute the Governor's

view that after your address
resignation your apt to the higher
post was not to be recommended.

3. As regards the question of
payment for in respect of overtime
attendance, the Governor states that

the work performed out of office
hours by the staff of the P. W. D. was
no more than that cheerfully undertaken
by other Departments, and that no reason
exists for payment in respect thereof.

(Signed) J. D. READ.

Secretary of State

Address of the Director of

Public Works

2. The S. J. [unclear] and

prepared to displace the Governor's

view that after your address
resignation given up to the highest
post was not to be recommended.

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the work performed out of office
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exists for payment in respect thereof.

(Signed) J. A. READ,
Secretary of State