

1933.

Kenya.

No. 3168.

SUBJECT

C0533/436

*Sanitary Inspectors to*

*Mombasa Municipal Board.*

Previous

*15783/29.*

Subsequent

*See 38276/38.*

2  
10 May 53

1. Sanitary Inspectors Assn \_\_\_\_\_  
Draws attention to unsatisfactory position of Sanitary  
Inspectors to Mumbai Municipal Board; sends a statement  
explaining their position & seeks an interview to discuss matter.

This has been delayed in order to  
attach the papers on which the application  
of the revised terms of service  
to officers in agreement was discussed.  
~~See on the papers on how still in~~  
care.

The new terms & rates to have  
been adopted by the Mumbai  
Municipal Board are slightly  
better than those proposed for sub  
sanitary inspectors by the local  
Municipal Civil Service Cts (Encls to Lk 30/6/53)  
(By the salaries of the latter are lower  
and they get no house allowance - page 11  
of report.)

The levy of course applies to  
all official salaries.

? In the event the Assn. seems  
to have no cause for complaint  
and they may be informed that  
the revised terms appear to be not  
less ~~equitable than~~ <sup>less equitable than</sup> those proposed  
~~by the local Cts for~~ ~~sub~~ ~~sanitary~~ ~~inspectors~~ ~~by~~ ~~the~~ ~~local~~ ~~for~~ ~~sub~~ ~~sanitary~~ ~~inspectors~~  
local Cts for application generally

to the local European Coal Service  
and that in the event the S.G.S.  
considers that no useful  
purpose would be served  
by an interview

H. P. P. & Co.  
25/6/33

I don't think we should expect  
an interview. The first course  
is to fix a date & time  
next week say, then  
get a note on the matter at  
issue prepared at once for  
the information of those who  
will have to discuss the  
matter with R. Jepson  
it might be as well to ask  
one of the CA to  
concur in the interview 24/5

The first question seems to  
be whether the S.G.S. has  
any jurisdiction over the  
terms of service of these  
employees. Prima facie it  
would appear that he has  
not, in spite of the fact  
that the C.A. with his  
approval recruited the

men, acting for this purpose as  
the agents of the Municipal Board.

I should have supposed that,  
if the employees were dissatisfied  
with their treatment and were  
unable to secure redress by  
negotiation their proper course  
would be to sue the Board,  
but that the S.G.S. should decline  
to intervene.

C. J. Jeffries  
22.5.33.

Prima facie I should agree with  
Mr. Jeffries, but although, technically,  
the municipality are not the Crown  
I understand they are in practice  
largely controlled by the Govt. & that  
many (if not all) of the councillors are Govt. officers.  
Cap 24 (which I assume has  
not been materially altered)  
provides that the councillors shall  
be appointed by the Gov. (S. 27) and  
that their salaries are to be appointed  
by him (S. 25). S. 35, which enables  
the Council to appoint officers is  
expressly made subject to S. 25.

I suggest it is necessary to keep

84

these matters in mind in deciding  
whether the S. J. S. can disclaim  
its authority in the matter.

*[Signature]*  
31.5.

\*1a  
Mr. Hood asked me to look at this and  
I attach a note to which is added a comparative  
table prepared at my request by Mr. Pooley.

I doubt whether in the circumstances  
we can refuse an interview, and would reply that  
arrangements will be made if so desired for an  
interview: <sup>(subject)</sup> The three officers concerned are not  
employees of the Kenya Government but of the  
Mombasa Municipal Board, and that it would  
therefore appear that if the Association wishes  
to make any representations in the matter its  
proper course is to address the Board direct;

add that the Government of Kenya has  
been compelled to call upon Government officers  
to make considerable sacrifices in regard to  
their emoluments and conditions of service and  
that it would not be a matter for surprise if  
the Mombasa Municipal Board has found it  
necessary to adopt a similar course.

*[Signature]*  
31.5.

The Association is quite likely to try to make  
trouble. But the main difficulty appears to be  
the local hostility and opposition to the scales of  
salary. Kenya unofficers will not learn that  
they have got to pay, to get men & that if they  
persist in their attitude they will not be able to  
secure the men of the kind they want.

The fact that the men were engaged by the  
C.A. (from the municipal board of ...)

I think the reply should be as proposed. Legally  
the Board is within its powers in giving notice of  
termination & then offering a reduced terms on re-  
engagement, but it is not a very satisfactory proceeding.

S. C. O. Hood  
30.5.33

Lord Plymouth

I agree to the action proposed. If  
you consider, I should prefer to see  
them with the help of Mr. Jefferson or  
Mr. Tomlinson, if he writes (he will be  
back from leave before a meeting could  
be arranged).

The good result I hope for from  
the meeting is (aside from the  
fact that it is always better to  
juggle than to refuse to do so) that  
we may be able to show that the  
need for economy is real and that  
restrictions in salary are better than  
restrictions in staff. But nothing  
can be settled here.

C.O.S. 31.5.33

I agree  
S. C. O. Hood  
31.5.33

*[Faint handwritten notes]*

To Secretary ... (Name) ...



DESTROYED UNDER STATUTE

Sanitary Inspectors Assoc. 8 June 33  
Lides will attend interview on 18 June at 12 noon  
7 minutes also to discuss recognition of the Sanitary  
Engineer to the responsibility of the Inspector (Lides)

I have informed Sir C. Bottles  
(see the red slip outside) that  
Monday at 12 is the time the Secy  
would like

The papers should be sent  
to Sir C. Bottles to read up  
on Saturday morning.

The file should now be sent in  
red to Mr. Jeffries to see the  
arrangements come to. Perhaps he  
will be good enough to tell Mr.  
Tomlinson (who I now understand  
will not be back till to-morrow) of  
the time fixed & ask him whether  
he wishes to attend.

The H. should then go to  
N.K.D. (will last hour of No. 3.)  
Perhaps Mr. Johnson could go on  
to Usher Dctr. after he has finished  
his interview about Keys.

Mr Davies: 7/6

Mr Davies.  
As at present arranged the interview will take place

in a note  
I have told Mr.  
Jeffries  
also mentioning also  
the "Pelleline"  
part.

To Secy. Conf. (1/2/33) 20 JUN 1933

DESTROYED UNDER STATUTE

Sanitary Inspectors Assoc. 9 June 33

DESTROYED UNDER STATUTE

J. L. G. 17 June 33.  
DESTROYED UNDER STATUTE  
State re collecting Sanitary Inspectors for job based & requests  
information regarding B. Richardson & J. P. Cameron

J. L. G. 19 June 33  
DESTROYED UNDER STATUTE  
Requests information regarding A. W. Hamilton:

Mr. A. W. Hamilton  
Appointed by C.A. on Class B Agreement  
as Asst. Sanitary Insp. in the P.H.D.  
Gambia, in January 1931, with  
Commencing Salary of £160.

Appointment terminated in June  
1932 on the grounds that he was  
temporarily unsuitable for  
service in the tropics.  
His general conduct was good  
but he was said to be  
argumentative & not easy to  
work with. - See Report filed  
on 33960 W.A.

\* Mr J. D. Cameron  
There is no personal file for  
Mr Cameron, & Registry say that  
a search of the Registers from  
1909-1916 has produced no  
information about him.

Mr. A. W. Hamilton  
Appointed by C.A. on Class B  
Agreement

X.  
See 2696 B  
C.A. James J. Cameron  
1916-1917  
R. W. A. F. F.  
Ch. 5. 1/1/33

Sanitary Inspectors Assoc. June 33  
DESTROYED UNDER STATUTE

Letter will attend interviewed on 15 June at 12 noon  
7 wishes also to discuss recognition of the Sanitary  
Engineer to the Generalship of Public (Voluntary)

I have informed Sir C. Bottles  
(see the red slip outside) that  
Monday at 12 is the time the see  
would like

The papers should be sent  
to Sir C. Bottles to read of  
on Saturday morning.

The file should now be sent in  
red to Mr. Jeffries to see the  
arrangements come to. Perhaps he  
will be good enough to tell Mr.  
Tomlinson (who I was understand  
will not be back till 10-11) of  
the time fixed & ask him whether  
he wishes to attend.

The file should then go to  
N.H.D. (will look him up No. 3.)  
Perhaps Mr. Sison could go on  
to that Dept. after he has finished  
his interview about Kenya.

Mr Davies: 7/6

Mr Davies

As at present arranged the discussion will take place

in a note  
I have told Mr.  
Jeffries  
also mentioning also  
the Palestine  
part.

To Gen. Conf. (1/20/33) 20 JUN 1933

DESTROYED UNDER STATUTE

Sanitary Inspectors Assoc. June 33

DESTROYED UNDER STATUTE

J. L. G. L. 11 June 33

DESTROYED UNDER STATUTE

State is selecting Sanitary Inspectors for Zanzibar & requests  
information regarding B. P. Lawrence & J. O. Cameron

J. L. G. L. 19 June 33

DESTROYED UNDER STATUTE

Requests information regarding A. W. Hamilton:

Mr. A. W. Hamilton  
Appointed by C.A. on Class B Agreement  
as Asst. Sanitary Insp. in the P.H.D.  
Florida, in January 1931, with  
Commencing Salary of £360.

Appointment terminated in June  
1932 on the grounds that he was  
temperamentally unsuitable for  
service in the tropics.

His general conduct was good  
but he was said to be  
argumentative & not easy to  
work with. - See Report Paged  
on 33960 W.A.

\* Mr J. O. Cameron

There is no personal file for  
Mr Cameron, & Rev. J. J. Day  
a search of the Registers from  
1909-1916 has produced no  
information about him.

Mr. A. W. Hamilton  
Appointed by C.A. on Class B  
Agreement

X.  
See 2696 B  
Capt. J. O. Cameron  
1909-1916  
R.W.A.F.F.  
C.A. 4/1/33

Agreement on Sanitation  
Grade II. had Dept. Report  
before 1927 with Commission  
Salary 9,000.

Resigned. Resignation accepted  
with effect from 20 Feb. 1928.  
Salary at resignation £460 p.a.  
His conduct & efficiency seems  
to have been satisfactory.

C.A. Gannon  
27/6/33

D. Stanton

You will pass this on to Dr. Gilks?

Brenton  
27

10 To Dr Gilks (8+9 amend.) no 30/6/33

I submit for further action to  
Dr Gilks in view of information which  
has come to light about J.D.  
Cameron - presumably he is  
Captain James D. Cameron O.B.E.,  
late Staff Quartermaster of the  
R.W.A.F.

C.A. Gannon  
1/7/33

11 To Dr Gilks no 3/7/33

The point mentioned in the  
minutes of 14/6/33 was brought  
out in the discussion with  
Sir J. Bruce at the Co. on 13<sup>th</sup>  
& 25<sup>th</sup> July in connection with  
terms of service - proposed  
provisional.

Dr. B.F. for  
discussion with  
Sir J. Bruce  
17/7/33

in Mr C. Bollenby's room. What shall we say about  
the last para? *AKG 6/7/33*

Mr. Robinson

I have spoken to Dr. Stanton  
who has been helping Mr. E. D. Galt  
in our little controversy with  
these people. He has agreed to  
see Mr. Jepson at say 12.30  
on Monday, with me - if you  
think the Kenya discussion will  
be over by then.

Will you inform the Amos  
accordingly?

J.D. Down  
7.6.33

Note: No salary that might be made for Mr. Stanton  
on Dr. Stanton and a man in the Technical Dept.  
to ~~be considered for promotion~~  
~~to be considered for promotion~~, regarding the comparison which  
he refers after the discussion about the Kenyan  
inspection.

(1) Mr. Bollenby  
(see letter to  
Mr. Gannon  
(2)

Recd. Mr. C. Bollenby  
on 25/7/33

*AKG 6/7/33*

To Sanitary Inspector Amos (same) 5/6/33  
I have shown this to him  
DESTROYED UNDER STATUTE



Toulson. He does not wish to be present as the interview has been asked me to attend.

C. J. DeLoach

9-6-53

I attach a note of <sup>the</sup> discussion with Mr. Toulson. It was agreed that no further action is necessary at this end, <sup>(the - as the plan)</sup> but it might be well to send the Government of Kenya confidentially a copy of No. 1 and its enclosure in a short despatch saying that an interview was arranged with Mr. Toulson and enclosing a copy of the note <sup>(omitting the first sentence)</sup>.

In my parallel (Rosen - Royal) case and in reply to an enquiry made that the suggestion was made that officers recruited from overseas for "local Civil Service" posts should have pretty well the ordinary overseas terms for their first tour but should be offered "local" terms on re-engagement. If this is done the Cpa will have to be very careful to hold out no prospect of re-engagement on the same terms to candidates whom they recruit, or the charge of "false pretence" may become one of some actual (though not of course legal) substance.

A. J. Hunter C. J. DeLoach  
13.6.53

C. J. DeLoach 14.6.53

I should note it a copy of the note it may be much more convenient later.

W.C.S.  
15.6.53

Not semi-officially?  
99

What she had meant to do with the names of persons appearing in the report.

Make a careful note of this point in the discussion with Sir J. Byrnes.

12. At Gov. House - Conf. 103 - 31 July 1953

Minutes items on Mr. DeLoach's representations regarding the unalterable position & treatment of Security Inspectors to the Mombasa Municipal Board.

? The sense of this paragraph down to the end of para 5 may be communicated confidentially to Mr. DeLoach. Say that in the Cica he will not do it agree that having regard to general conditions both in Kenya & in England the reductions proposed in the emoluments of the officers in question could not be said to be disproportionate to the sacrifices made by others both in & out of the post service: that the qualifications required by the Board were satisfactory. Point out that the closing date for applications has now expired.

C. J. DeLoach  
25/7/53

Dr. O'Brien  
you may care to see: the original mistake was unfortunate & the personal attacks more so. I suspect the latter element in the real cause of the trouble & it will do no harm in the long run if Mombasa does get into difficulties I would hardly tell Mr. DeLoach as in para 1-5

and not argue. There is too much truth  
behind him.

recd  
24.5.

I agree with Mr Hood  
as to when  
28/8

Sir C. Bottomley

You may care to see this. If you will  
not mind with this.

recd  
28.1

I do not much like the  
special emphasis on the  
attacks by Indian members of  
the Board, but it is better to  
say it now than later, as we  
might be compelled to do.

As Mr Hood proposes

was  
288.30  
in

13 To Sanitary Inspector's work — 4/9/33

See above  
2/5

14. The Sanitary Insp. Assoc. — recd 14/9/33  
Accts. No 13

Put by  
at present.  
above  
14/9.

15



- Mr. Crossmith. 21/9/33
- Mr. ~~Eliffe~~ 1/9
- Mr. Flood 1-9 f
- Mr. Parkinson.
- Mr. Tomlinson.
- Sir C. Bottomley.
- Sir J. Shuckburgh.
- Permt. U.S. of S.
- Parly. U.S. of S.
- Secretary of State.

13

DOWNING STREET,

4 Sept  
August, 1933.

O.D.  
 R 1 SEP  
 D 2

Sir,

(See Nos.)

With reference to your ~~call~~ <sup>interview</sup>

the Colonial Office on the 12th of June regarding the position of

Sanitary Inspectors engaged by the Mombasa Municipal Board, I am etc.,

to inform you that a <sup>despatch</sup> report has now been received from the Acting Governor of Kenya in this matter.

2. In describing the position with regard to the three Sanitary Inspectors engaged by the Crown Agents <sup>for the Colonies</sup> in 1930, the Acting Governor states that Mr. Brook and Mr. Willet were appointed in May, 1930, and Mr. Jamieson in July, 1930 on agreements

providing for a three year tour on a salary scale <sup>rising by increments of</sup> £480 ~~to~~ £15 to £600 per annum, plus house allowance equivalent to 20% of salary and first class

at the rate of

passages

**DRAFT.**

THE SECRETARY,

THE SANITARY INSPECTORS' ASSN.

S22

**FURTHER ACTION.**

*Willet, etc*  
passages. The Municipal Board had never intended to offer house allowance or passages in a higher class than second, and the inclusion of provision for house allowance and first class passages occurred through an ~~unfortunate~~ oversight, for which the Board was not responsible. As a result these officers enjoyed emoluments which were considerably higher than those of corresponding posts in Government and municipal service elsewhere in the Colony, and they were from <sup>the</sup> time of their arrival at Mombasa under no misapprehension as to the fact that provision for these privileges had been erroneously included in their agreements.

3. Mr. Willet proved unsatisfactory and his appointment was terminated in June, 1931. In November, 1931, the Municipal Board decided

C. O.

Mr.

Mr.

Mr.

Mr. Parkinson.

Mr. Tomlinson.

Sir C. Bottomley.

Sir J. Shuckburgh.

Permt. U.S. of S.

Parly. U.S. of S.

Secretary of State.

**DRAFT.**

**FURTHER ACTION.**

9  
that, in the event of Mr. Brook and Mr. Jamieson being re-engaged on the expiry of their agreements, the provision for house allowance should be deleted and the position adjusted by some form of duty allowance, having regard to the efficiency of the officers concerned. With effect from the 1st <sup>7</sup> January, 1932, the Inspectors, together with the other officers of the Board in receipt of this allowance, agreed to the reduction of their house allowance to an amount equivalent to 20% <sup>the</sup> of ~~the~~ initial, instead of ~~the~~ actual salary - which is the method adopted in Government appointments and to the substitution of second class for first class passage privileges. In November, 1932, although the Board's General Purposes Committee had recommended ~~the~~ re-engagement of both officers on the basis of a double increment in 1932 as compensation for the loss of house allowance, the Board accepted a

recommendation



12  
GOVERNMENT HOUSE,  
NAIROBI,  
KENYA.

KENYA.

NO 103

CONFIDENTIAL.

RE  
5  
27 AUG 1933  
C. O. REGY

27 July, 1933.

Sir,

No 6  
I have the honour to acknowledge receipt of your Confidential despatch of the 20th June, and enclosures, on the subject of the position of Sanitary Inspectors appointed by the Momoasa Municipal Board.

2. The memorandum accompanying Mr. Jepson's letter of the 10th May is substantially a correct statement of the facts, so far as it goes, but it is in certain respects incomplete.

No 1  
15783/29  
3. In accordance with the request contained in Kenya despatch No. 362 of the 18th June, 1929, three Sanitary Inspectors were engaged by the Crown Agents for the Colonies on behalf of the Municipal Board. Mr. Brook and Mr. Willet were appointed in May, 1930 and Mr. Jamieson in July, 1930 on agreements providing for a three year tour on a salary scale £480 by £15 to £600 per annum, plus house allowance equivalent to 20% of salary and first class passages. The Municipal Board had never intended to offer house allowance or passages in a higher class than second, and the inclusion of provision for house allowance and first class passages occurred through an unfortunate oversight, for which the Board was not responsible. As a result these officers enjoyed emoluments which were considerably higher than those of corresponding posts in Government and municipal service elsewhere in the Colony, and they were from the time of their

arrival ---

THE RIGHT HONOURABLE,  
MAJOR SIR PHILIP CUNLIFFE-LISTER, P.C., G.B.E., M.C., M.P.  
SECRETARY OF STATE FOR THE COLONIES,  
DOWNING STREET,  
LONDON...S.W.1.

arrival at Mombasa under no misapprehension as to the fact that provision for these privileges had been erroneously included in their agreements.

4. Mr. Willet proved unsatisfactory and his appointment was terminated in June, 1931. In November, 1931 the Municipal Board decided that, in the event of Mr. Brook and Mr. Jamieson being reengaged on the expiry of their agreements the provision for house allowance should be deleted and the position adjusted by some form of duty allowance, having regard to the efficiency of the officers concerned. With effect from the 1st January, 1932 the Inspectors together with the other officers of the Board in receipt of this allowance agreed to the reduction of their house allowance to an amount equivalent to 20% of initial, instead of actual salary - which, as you are aware, is the method adopted in Government appointments - and to the substitution of second class for first class passage privileges. In November, 1932, although the Board's General Purposes Committee had recommended reengagement of both officers on the basis of a double increment in 1933 as compensation for the loss of house allowance, the Board accepted a recommendation of the Health Committee that the terms to be offered for reengagement should not exceed those on which the officers would have been engaged in 1930, if no mistake had been made, plus salary increments to date. This offer was made and refused and six months notice of termination of the agreements on their expiry was accordingly given under Rule 2 (3) of the Sanitary Inspectors Rules, 1929.

5. It is unfortunately true that for the past year or so certain members of the Board have directed attacks against the officials of its Health Department and that

the ---

the Indian members, amongst whom are two doctors, are anxious to reduce the cadre of Sanitary Inspectors and to secure the appointment of Indian Sanitary Inspectors. The European members who associated themselves with this attack are now no longer members of the board. In May last a Senior Government Health Officer was sent to examine the position and the Board has since agreed to retain an establishment of four Sanitary Inspectors including the one Indian Sanitary Inspector who has already been appointed. On July 4th the Health Committee offered reengagement to Mr. Jamieson (Mr. Brook having already left the country) on a salary of £540 to £600 with the promise that, when he had obtained meat and food certificates, his claim to advancement beyond £600 would be considered. Mr. Jamieson refused this offer.

6. On May 24th Mr. Jepson wrote to the Town Clerk, Mombasa declining to insert the Board's advertisement in the Sanitarian "in view of the recent developments at Mombasa in connection with these posts", but it appears from the note of the discussion on June 11th with Mr. Jepson, which accompanied your despatch, that he admitted in conversation the reasonableness of the point of view that, having regard to general conditions both in Kenya and in England, the reductions proposed in the emoluments of these officers could not be said to be disproportionate to the sacrifices made by others both in and out of the Government service: that the qualifications required by the advertisement issued in May were quite satisfactory to his Association, and that the emoluments offered, having regard to present day conditions, gave no ground for complaint.

I am not aware whether in these circumstances the advertisement was published in a subsequent issue of the



Sanitarian - the closing date for applications has now expired - but I assume that Mr. Jepson's attention was invited to the undesirability of accepting without enquiry the accuracy of statements of interested parties against a Municipal Authority.

I have the honour to be,

Sir,

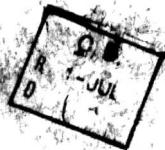
Your most obedient, humble servant,

*H. H. H. H.*

ACTING GOVERNOR.

G. O.

3168/30.



Mr. Crossmith

Mr. *Stanton*

Mr.

Mr. Parkinson.

Mr. Tomlinson.

Sir C. Bottomley.

Sir J. Shuckburgh.

Permt. U.S. of S.

Party, U.S. of S.

Secretary of State.

For Dr. Stanton's signature.

CONFIDENTIAL.

3 July, 1938.

My dear Gilks,

**DRAFT.**

DR. J. L. GILKS, C.M.G.

In continuation of my letter of the 30th of June, I send you the following confidential information which has just been brought to my notice about Captain James D. Cameron, O.B.E., lately Staff Quartermaster of the Nigeria Regiment, who is thought to be the J. D. Cameron mentioned in your letter of the 19th of June:-

- Appointed to Medical Dept. Northern Nigeria in 1905.
- Passed the examination for Inspector of Nuisances held by the Royal Sanitary Institute in 1914.
- ~~Appointed~~ Staff Sergeant, Medical Dept., Northern Provinces, Nigeria and September 1914.
- Commissioned 2nd Lieut. Highland Light Infantry and seconded to F.A.F.P. Nigeria Regt. 30th May 1916.
- Promoted Company Commander 1st January, 1919.
- Promoted Quartermaster 26th January 1921.

Promoted

CG

C. O.  
R 28 JUN  
D 28

16  
10

C. O.

Confidential

Mr. Stanton 72603/5

is to for Mr. Stanton sig

30 JUN 1935

- Mr.
- Mr.
- Mr. Parkinson
- Mr. Tomlinson
- Sir C. Bottomley
- Sir J. Shackburgh
- Form. U.S. of S.
- Early. U.S. of S.
- Secretary of State.

My dear Gildes,

21st 2

with reference to

Your letters of the 19th June  
 about sanitary inspectors  
 I send you the following  
 confidential information  
 from our records:

DRAFT.

D. J. GILLES, CMG

[Copy of Mr. Giossuth's  
 minute under 1099 on 3/6/33]

Yours sincerely  
 (Sgd.) A. T. Stanton

Minutes of a discussion with Mr. Jepson,  
the Secretary of the Sanitary Inspectors' Association,  
on June 22, 1953.

Sir G. Pottenley, Mr. Stanton, Mr. Jeffries  
and Mr. Gibson saw Mr. Jepson today.

Mr. Jepson explained that it appeared from  
correspondence with the three Sanitary Inspectors  
in question that, while their efficiency was not  
called into question, they had been the object of a  
good deal of criticism in Mombasa from the general  
public, which had been voiced in the Council itself,  
on the ground that they were far too highly qualified  
and highly paid for the work required; they resented  
this criticism and apparently had the impression that  
in offering them reduced terms for a second tour of  
service the Council had sacrificed them to it; moreover  
the Council had negotiated with them for a modification  
to their detriment of the terms of service provided for  
in their original agreements during their first tour;  
and at the beginning of their second tour they would,  
under the conditions offered, be drawing £51 a year  
less than at the beginning of their first tour (taking  
into account the withdrawal of the house allowance and  
the 6 per cent levy on salaries); they felt that they  
had been lured to East Africa rather under false  
pretences and by the offer of good terms which the  
Council had no intention of maintaining.

copy as amended, to Gov (6)

It was explained to Mr. Jepson that the  
salary levy has been imposed on all Government officers  
in Kenya, ~~and in respect of the Sanitary Inspectors~~  
~~the Government has no intention of maintaining~~ as regards  
house allowance, a local committee in Kenya has  
recommended the abolition of house allowances for  
Government Officers; a final decision has not yet been  
taken and - assuming the recommendation is substantially  
accepted

accepted - the way in which it will be applied to officers serving on agreement has not been worked out. The Mombasa Municipal Council have apparently decided to apply the idea to Sanitary Inspectors in their employment without waiting for the Government's decision, but they have not done so in any way which would involve a breach of contract with the three officers in question; <sup>and in general</sup> ~~not an overture~~, having regard to general conditions both in Kenya and in this country, ~~the~~ the reductions proposed in the emoluments of these officers <sup>cannot be said to be</sup> ~~are~~ disproportionate to the sacrifices made by others both in and out of the Government Service.

Mr. Ferguson admitted the reasonableness of this point of view. He said that, although he had asked the officers as long ago as February to keep him informed of developments, he had heard nothing until quite recently when he was told that they had all three resigned, and he agreed that by resignation they had themselves made it exceedingly difficult for anything to be done for them; two of the officers are already on leave and advertisements inviting applications for the vacancies have been published; the qualifications required as stated in these advertisements are quite satisfactory to the Association and the emoluments, having regard to present day conditions, give no ground for complaint.

The only point of criticism he mentioned was the allowance of 35/- a month for a motor cycle, and on being assured that Mombasa is provided with good roads he agreed that this allowance should be sufficient. He agreed with Sir C. Bottomley that ~~the~~ <sup>in case of</sup> the officer whose appointment had not

*L. B. ...*  
*...*



yet terminated would probably be well advised to reconsider his decision not to renew his engagement.

In the course of the discussion Sir G. Bottomley informed Mr. Jepson that the question of the terms of service of Government Sanitary Inspectors in Kenya was likely to come up before long; it is proposed to include these posts in the "Local Civil Service" in Kenya, i.e. the Service which would normally be recruited locally and not from this country. This may have two results.

(1) The supply of local candidates will probably for some considerable time at any rate <sup>be</sup> ~~to~~ inadequate, and recourse will still be had to the United Kingdom; but (quite apart from the proposal to withdraw house allowances, which affects the whole service) the inclusion of these posts in the Local Civil Service may well affect the terms of service offered to candidates recruited from outside Kenya. (2) it will encourage local people to fit themselves for these posts and in the long run will gradually reduce the opportunities offered to inspectors trained in the United Kingdom. But it is in accordance with the general tendency in all Dependencies to train and engage as much of their staff as possible locally and Mr. Jepson agreed that there was nothing unreasonable in that. He said however that he would be glad to know as soon as any decision has been taken with regard to varying the terms of service of Government Sanitary Inspectors in Kenya in order that the Association could be provided at as early a stage as possible with the facts in case they receive protests.

C. O.

- Mr. Davies 2/6
- Mr. Wilson 2/6
- Mr. [unclear]
- Mr. [unclear]
- Mr. Tomlinson
- Sir C. Balfour
- Sir J. Shuckburgh
- Parlt. U.S. of S.
- Parly. U.S. of S.
- Secretary of State

Approved by No. 3

C.O.

18 2-JUN

0 2

2 June, 1933

Sir,

DRAFT.

THE SECRETARY  
to the  
SANITARY INSPECTORS' ASSN.

I am etc. to acknowledge the receipt of your letter of the 10th of May regarding the <sup>position</sup> ~~agreements~~ of the Sanitary Inspectors engaged by the Mombasa Municipal Board.

2. Arrangements will be made <sup>(if desired for you)</sup> for an ~~interview on the subject if so desired,~~ ~~at the office, Gladstone,~~ and I am to enquire whether 12 o'clock on Thursday, June the 8th, or the same hour on Monday, June the 12th, would be a convenient time for you. I am to point out, however, that the three officers concerned are not employees of the Kenya Government, but of the Mombasa Municipal Board, and ~~that~~ it would therefore appear that if your <sup>the</sup> ~~Sanitary Inspectors~~ Association wishes to make any

Mr. Wilson will visit Sir C. Balfour  
Mr. Tomlinson will not be  
with all due to  
See 6/6

Re visit to Mr. [unclear]  
after the letter has  
been in order to  
be brought in what  
has been said.

representations

*regarding the conditions on which they have been engaged*  
representations in the matter ~~are~~ *the*  
*appropriate*  
proper course would be to address  
the Board direct.

3. It should be added that *the*  
Government of Kenya has been  
compelled to call upon Government  
Officers *(in the colony)* to make considerable  
sacrifices in regard to their  
emoluments and conditions of  
service, and it would not, therefore,  
~~appear to~~ be a matter for surprise  
if the Mombasa Municipal Board *has*  
found it necessary to adopt a  
similar course.

*in view of the present  
financial conditions*

*A. J. J. J.* I am etc.

4. If an interview is desired, a convenient  
time would be either 12 noon on Thursday  
the 5th of June or alternatively the same hour on  
Monday the 12th of June, and no doubt you will  
also wish to inform me, whether either of these  
times would be suitable to yourself.

{  
(Signed) L. B. FREESTON

NOTE

1a

Chapter 84 of the Kenya Laws was repealed by Ordinance XIX of 1928. Under this Ordinance the Mombasa Municipal Board has also to prepare estimates for the Governor's approval (section 94(5)) and the members of the Board may be nominated by the Governor (Section 9). In fact up to 1931 at any rate they were so nominated (Blue Book). As regards the appointment of officers the later Ordinance is more specific than Chapter 84 since under Section 20 the Governor is empowered to make rules for regulating the qualifications, conditions of appointment, tenure of office, salaries and duties of, amongst others, Sanitary Inspectors. He has in fact made such rules (page 366 of the volume herewith).

At the same time the intention obviously is that the Government should exercise general control and that details should be left to the Municipal Board. The rules with regard to Sanitary Inspectors do not touch any of the specific points raised in this letter which are therefore under Section 19(1) of the Ordinance left to the Board to determine, and of course, the <sup>agreements</sup>~~contracts~~ of the officers themselves are made with the Board and not with the Government. The Government is not likely to wish to intervene in regard to individual cases unless there is strong evidence that something very undesirable is going on, and there is no evidence in these papers of this nature except the allegation that the three officers concerned were induced to agree to forgo certain privileges reserved in their agreements in return for an understanding that house allowance would

(J. Brooke 4008 E.A.  
A.S. Jamieson 40123 "  
J.H. Willett 40042 ")

not be entirely abolished on re-engagement, and that this undertaking is not being observed. But this allegation is supported by no facts and the undertaking is said only to have been a verbal one.

As regards the actual terms of engagement - these accord in respect of passages and leave with the terms to which corresponding Government officials have to submit; salaries are unchanged; and the abolition of the house allowance has been proposed by the Kenya Economy Committee in the case of Government officers, but the proposal has not yet been considered and the Governor's view is not available.



Government Service.Municipal Service.SALARIES.

<u>Present Scale.</u>	<u>Proposed Scale.</u>	<u>Present Scale</u>	<u>Proposed scale</u>
£372-18-480- 20-£540a year.	£360-20-480-20- £540 a year.	£480-15-£600. a year.	£480-15-£600 a year.
(Pensionable posts.)	Less levy of 6% in each case.		

HOUSE ALLOWANCE:

Free quarters or allowance in lieu.	Rent at 6% per annum of the minimum salary of the grade - i.e. £21.12.0.	1/5th of monthly salary, but allowance not to exceed £75 a year.	Allowance to be discontinued
-------------------------------------	--------------------------------------------------------------------------	------------------------------------------------------------------	------------------------------

PASSAGES.

Second class. B/5 Union Castle (£62) or "M" British India. (£55)	Category B of revised conditions:- i.e. Officers drawing between £300 and £450 - 2nd class B.I. or B 6 Union Castle. Officers drawing over £450 - 2nd class B.I. or B 5 Union Castle.	Second class. (First class if subs. 2nd salary plus house allowance are not less than £600 in year in which leave is taken.)	2nd class.
---------------------------------------------------------------------------	---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	---------------------------------------------------------------------------------------------------------------------------------	------------

\* MOMBASA MUNICIPAL BOARD.Official Members.

District Commissioner,  
Mombasa (Chairman).  
G. Walsh. (Commissioner of Police. *Dismissed*)  
C. V. O. Bulkeley. (Port Manager, Kilindini).

Unofficial Members.

(*Dismissed*).  
H. H. Goodhind. (Deputy Chairman).  
F. A. Bemister.  
L. M. Haynes.  
W. M. Lunt.  
W. G. Reid.  
J. M. Jamison.  
C. M. Boys-Hinderer.  
W. F. Jenkins. (19...)  
J. Campbell. (19...)  
And 2 ~~Members~~ Members.  
(Nominated).  
2 Indian Members.

THE  
SANITARY INSPECTORS' ASSOCIATION.

PRESIDENT: SIR EDWARD HILL, 80 F. B. L. D. HONORARIA

OFFICIAL JOURNAL: "THE SANITARIAN" (Monthly).

SECRETARY:  
W. B. JEPSON.  
TELEPHONE  
VICTORIA 4304

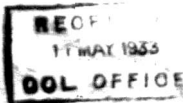


REGISTERED OFFICE.

"MORETON HOUSE" 27, MORETON STREET,  
LONDON, S.W.1.

10th May, 1933.

The Under Secretary of State,  
Colonial Office,  
London,  
S. W. 1.



REC'D. BY P.C.

Sir,

Municipal Board of Mombasa.  
Termination of appointments  
of Sanitary Inspectors.

P.C.

I am instructed by my General Council to draw your attention to the present unsatisfactory position of the Sanitary Inspectors engaged by the Mombasa Municipal Board, and to request that an interview may be granted me in order to discuss the matter.

I enclose for your information a short statement explaining the position of these officers as communicated to my Association, and shall esteem it a favour if you will be good enough to make an early appointment.

I am, Sir,

Yours obediently,

*W. B. Jepson*  
Secretary.

Encl:

*Answer (2)*

*W. B. Jepson (c)*

Position of Sanitary Inspectors.

Appointments advertised by the Crown Agents in 1930, the terms being briefly as follows:-

Four Sanitary Inspectors are required by the Municipal Board of Mombasa. Candidates must be qualified and have had experience of the duties of a Sanitary Inspector in Great Britain. The commencing salary is £480 per annum, rising by annual increments of £15 to a maximum of £600 per annum, plus a House Allowance of 20% of the salary. Free passage provided and period of engagement to be one tour of three years in the first instance, subject to renewal if service is satisfactory; The posts are non-pensionable but the officers will be required to contribute to a Provident Fund or Superannuation Scheme if, and when, adopted by the Municipal Board. Home leave of three months on full salary on completion of tour, increased to six months if re-engaged for further service. Other conditions in the Agreement covered free medical treatment, local leave, travelling on duty and a proviso that first class passages would be paid when salary plus house allowance reached £600 per annum.

Three Inspectors were ultimately appointed, two arriving at Mombasa in May of that year, and the other in July.

Between the engagement of the first two and the third Inspector the Board deliberated as to whether the former should be turned back on the alleged grounds that an error had been made in the terms of the appointments, but in spite of this they proceeded to engage the third Inspector on the same terms as the previous two.

The Association is informed that despite the fact that the Inspectors and their salaries have been made the subject of endless discussion, and for bitter criticism, the Agreements entered into have been honoured subject to the two following modifications:-

- (a) Payment of house allowance on initial salary only.
- (b) Substitution of 2nd class passages for 1st class.

These modifications were agreed to on the verbal understanding that the house allowance would not be completely withdrawn on subsequent tours.

As a result of the above agitation, and in addition to the agreed modifications referred to, travelling allowances have been severely and unfairly reduced.

Upon the consideration of what should be the new terms of service to be offered to the Inspectors, the Board seized the opportunity and decided to give the Inspectors six months

notice of the termination of their present agreements in accordance with the "Rules" adopted for Sanitary Inspectors of Kenya, and to offer re-engagements on the following terms:-

Salary £480 to £600 (plus increments already earned).  
House allowance to be discontinued.  
Second class passages.  
Levy on salaries of 6% from 1st January 1933.

If the suggested terms were accepted it would mean that the Inspectors on their return from leave would be worse off to the extent of £27 per annum than when they left. They therefore declined to accept them and submitted their resignations.

