

1938

38035

CO 533/490
KENYA

38035

PUBLIC WORKS DEPT. STAFF

Previous 1937		Mr Surrudge	4/7		
		T.L. Lewis	4/7		
		Mr Collins White	1/7		
		Mr Surrudge	1/8		
		T.L. Lewis	4/8		
Subsequent 1938		297	18/8		
		309	18/8		
		Mr Surrudge	18/8		
		297	1/9		
		309	5/9		
		Mr 297	28/9		
		309	29/9		
		297	/		
		R 309	3/10		
		R 98			
	297	20/1/38			
	309	25/1			
	Mr Perkins	28/1			
	C.S. Dept	5/1			
	Mr Jeffries	1/2			
Mr Dawe	1.2				
309	=				
297	1/2				
Mr Perkins	11/2/38				
297	20/4				
309	1/4				
Mr Perkins	29				
303	18/4				
297	1/7				
38035					

Request C.A. to be authorised to engage an Asst. Hydrographic Surveyor & enclose copy of letter from the Director of Public Works asking that Mr Perrin may be considered.

Before asking the C.A. to fill this (new) post of Assistant Hydrographic Surveyor the question of salary must be settled. Mr Storrach, the Director of Public Works, wishes the candidate whom he has in view, a Mr Perrin, to enter the new scale for Assistant Engineers (£ 450, 450, 475 x 25 - 600 x 30 - 620 - 660 x 30 - 840) at £550, and that the candidate should be informed that, assuming his services are satisfactory, he will be absorbed into the Asst. Engineers Grade of the P.W.D. as vacancies occur, thus thereby becoming eligible for pension which as Asst Hydro Surveyor he would not be. Mr Storrach thinks that neither Mr Perrin nor anyone else would take the job unless this latter assurance is given. A similar assurance was apparently given in the case of the temporary Asst Engineer required under the C.P.F. scheme (see para 7) of end (b)) but we have no record of this fact (see Nos 4, 5 & 11 on B)).

The Gov, on the other hand, thinks the new scale inappropriate because (1) the new post is not pensionable & therefore (2) will not become part of any unified service. Gov suggests Mr Perrin should enter the old scale (480 x 20 - 600 x 30 - 700) at £540 or £560.

In view of the difficulty in obtaining engineers (see para 3 of the end (b)) and of the fact that in a recent case* of appointments for Veterinary Research Officer Kenya was discouraged from recruiting temporaries without the possibility of being absorbed into the permanent staff, ? ask C.A. to fill post as temp suggested by Mr Storrach.

But he can no refer to the new scale of the 5 yr. annuity is appropriate.

999

* Despatch at (1) a 2831/Kenya. Minutes on (?) 27066/5/37 App's.

Clarke White

25/1

C.S. Dept.

May we have some observations on the vt of wh, wd. be the more appropriate salary scale; & also on the proposal in para 5 that, if the selected cand. is given an assurance that he wd. eventually be absorbed in the permanent establishment, he might have to go to a lower point on the scale.

As regards the vt raised in the last para. of Mr. Cortly White's minute, there is a great deal of difference between the recruitment of a voluntary research officer & an engineer, who is accustomed to going about the world on temporary contracts.

I do not think therefore that a vt of principle arises in this case, & that the assurance of permanent employment can be regarded solely as one of expediency as a factor in inducing this cand. to accept the offer.

J. J. Gasson
28/11

[Should be mentioned of Mr. Cortly White, who are required in another connection.]

I don't agree. Our experience is that permanency or pension are just as much sought after by engineers as by any one else.

It is not, I think, absolutely necessary to relate the salary to be paid to the Assistant Hydrographic Surveyor with scales of the permanent Assistant Engineers, either old or new. It can be fixed at the lowest amount which will attract a suitably qualified candidate.

The A.P.W. puts that amount at £550 in the new scale, coupled with the inducement of prospective permanency: the Gov. seems to think that that is rather high, although he leaves it to us, and considers also that if the prospect of permanency is held out, the candidate should be assured that he will have to enter the permanent scale at a lower rate than he is receiving as a Temporary Officer.

This kind of case is dealt with in Nigeria under a regulation which will be found in 71637/30 Gen. Under that regulation, a Temporary Officer on transfer to the permanent staff is allowed to count for increments in his new scale all those his service on the temporary staff at a salary not less than the minimum of the new scale, provided that he does not draw on transfer a salary in excess of his final salary as a Temporary Officer.

I suggest that the candidate should

be offered either £575 a year fixed,
(i.e. something less than a quarter of
four years' salary on the scale
proposed by the S.P.A.), or on an arbitrary
scale of £550 x 25 - ⁶⁵⁰~~600~~, and should
be warned that if he is transferred to
the permanent staff his salary will be
fixed in the scale £450 - 540 on the
basis of the Nigerian rule. (The
fixed salary has the advantage of
showing a smaller loss of salary on
transfer to the permanent staff).

W. R. Harwood

31.1.38.

This seems to me a very
muddled proposal ^{perhaps}. The simple
course is merely to engage
the man as an Assistant
Engineer, with the usual
prospect of permanent or
permanent employment after
a ^{probationary} period on
agreement, and on the
understanding that he
will in the first instance
be employed as Assistant
Hydrographic Surveyor.

This arrangement would
avoid all the complication
and risk of difficulty which
are inherent in engaging
people on a temporary basis
when they are going to be
permanently required.

The C.A. can, of course,
be asked to give special
consideration to Mr. Perini, and
they can be authorized to
offer him whatever
commencing salary (up to
£550) they regard as
commensurate with his
propositional experience.

E. J. Jeffries

1/2/38

I agree. Adopt the
course proposed by Mr. Jeffries
and explain to the Gov.
let me see the details.

At the
H. D. D. are

11/27/38
2 To G.A. (with encl.), Cons. 11/2/38

3 To Kenya 79. (with 27 encls.) 1. Nairobi. 12 FEB 1938

4 For 224. 21.4.38.

Thanks. pp. of parhs re vacancy for
Asst Quantity Surveyor, haan wanted & asks
that G.A. may app't candidate at early date.

Item 9 of Head XXIX of the Estimates
provides for a Senior Assistant Quantity
Surveyor on the scale £480 x 20 - 600 x 30 - 720.
£664 is the estimated requirement for his
salary in 1938. It is explained that in
the Memo in the Estimates that the Officer
holding this post, which appears as a new
item in the Estimates, has for the last
eleven years been employed in the Loan
staff of the Colony and that his salary
has been provided under Appendix P(A)
of the Estimates. His salary is to
continue to be reimbursed from Loan
works funds, & provision therefor is
accordingly included under Appendix P(B)
of the current Estimates.

The Assistant Quantity Surveyor now
required is not provided for in the Estimates.
His appointment is to be temporary to a (presumably)
superannuated post. His salary will supposedly
be met from Loan Funds.

? Copy of dep + encl to G.A. forwarded.
asking them to engage a candidate for this
app't. Clerk White 29/4

J.P. O'Sullivan
1/4/38

To C.A. (page 4) - Cons. 11/2/38

DESTROYED UNDER STATUTE

Kenya 11. 97. 8738

DESTROYED UNDER STATUTE

requires position regarding app't of
Asst Quantity Surveyor whose services are
urgently needed.

The C.A. in having some difficulty in getting
candidates - there are only three applicants.
They say that the terms are not good
enough in view of salaries paid over
here at present.

See in my next phone and
letter on 21st July.

Nairobi.

11/7/38.

File estimate
with C.A. under
9th Aug 38

Tel 2085 to Governor Kenya 11/7/38
re encls. with.

DESTROYED UNDER STATUTE

Will you be kind to find out from
C.A. what the position is - we
should have telegraphed before.

Nairobi.

10/8/38.

C.A. are considering Mr F.J. Long, who
retired from Hong Kong recently; he
is to be interviewed shortly by Mr
McConnell of the Kenya P.W.D.
Mr Trayman at the C.A. is dealing
with this, & I will ring him
up next week to find out how
the interview went.

? As in aft.

Clerk White

DESTROYED UNDER STATUTE

To Gov Kenya. Tel. no 101. - 11/8/38

1/8

B. U. no reply received to No. 5.

J. Jackson 297
1878.

I rang up Mr Tugman Friday.
Mr Ling is being interviewed
next Wednesday, 24th
? br. & on 30th

Noted 30/8

Clayton White
1878

h. S. S. 18/11/38

at once

~~XXXX~~

B. U. as directed in minute of 1878

J. Jackson 297
1/9

A candidate has been selected
and particulars referred to Kenya
(owing to the fact that he is aged 50).

Per Mr.

Clayton White
5/9
at once

~~XXXX~~

9. br. Agts _____ 27/9/38

Its letter addressed to Kenya Govt
recommending J. J. Ling for Appnt. of Asst
Quantity Surveyor.

Per Mr.

h. S. S.

29/9/38

at once

~~XXXX~~

M/5903

RECEIVED
C. O. REGY

East African Department,
Colonial Office.

Colonial Office letter No. 38035/38
of 18th May 1938.

31.8.38.

With reference to the vacancy for
an Assistant Quantity Surveyor in the Public Works
Department, Kenya, I enclose, for your information,
a copy of a letter which we have sent to the
Government of Kenya recommending Mr. F.J. Ling
for the appointment.

J.H. Bantwick

Appointments and Passages Department,
Crown Agents.

27th September 1938.

RAB

RB

C.O. 533
490
PUBLIC RECORD OFFICE, LONDON

In M/5903

31st August 1938.

CONFIDENTIAL.

Sir,

With reference to the Governor's despatch No. 224 of the 21st of April to the Secretary of State regarding a vacancy for an Assistant Quantity Surveyor in the Public Works Department, I have the honour to inform you that although the vacancy has been extensively advertised on two occasions, the response has been poor, the only suitably qualified candidate being Mr. F.J. Ling who retired on pension from the post of Quantity Surveyor under the Government of Hong Kong in November 1937:

2. A statement giving particulars of Mr. Ling's training and experience is attached, together with a copy of a confidential report from the Government of Hong Kong on his services in that Colony. He has been interviewed by us and is technically qualified for the appointment in Kenya, and although he is 54 he does not look his age, and is personally suitable. Mr. Ling has informed us that, if selected, he desires that his wife should accompany him, and an assurance that he would either be provided with married quarters or an allowance in lieu. He is at present employed by the War Office and it would be necessary for him to give two months notice to terminate his services.

3. We find, from our experience in the filling of similar posts for other Governments that the services of Chartered Quantity Surveyors are difficult to obtain at present and in the circumstances I have to ask that you will inform us as soon as possible whether Mr. Ling may be offered the appointment on the above conditions subject to physical fitness and if so, in the event of married quarters not being available, what allowance in lieu would be payable to him.

I have the honour to be,
Sir,
Your obedient servant,

(Signed)

for Crown Agents.

The Chief Secretary,
P.O. Box 621,
Nairobi,
KENYA.

RAB

KENYA
No. 224



GOVERNMENT HOUSE
NAIROBI
KENYA

2nd April, 1936.

C.O.

56031

Sir,

I have the honour to request that the Crown Agents for the Colonies may be instructed to recruit as early as possible an Assistant Quantity Surveyor for service in connection with Loan Works undertaken by the Public Works Department of this Colony.

2. The selected candidate should be thoroughly experienced and have qualified as a Quantity Surveyor by passing the final examination of the Chartered Surveyors Institution.

Particulars.

3. It will be noted from the accompanying particulars of the vacant office that the appointment is of a temporary nature for a tour of 24 months to 36 months duration and that the salary is at £550 per annum fixed.

I have the honour to be,
Sir,
Your most obedient, humble servant,

Brooke-Johnson
AIR CHIEF MARSHAL,

GOVERNOR.

Copy to CA (5)

THE RIGHT HONOURABLE

W. ORMSBY-GORE, P.C., M.P.,

SECRETARY OF STATE FOR THE COLONIES,

DOWNING STREET, LONDON S.W.

Particulars of the Office of Assistant Quantity Surveyor vacant in the Public Works Department.

1. Duties of Officer, and qualifications required for their performance.

Candidates must have qualified as Quantity Surveyors by passing the final examination of the Chartered Surveyors' Institute, and must be thoroughly capable of taking off and billing quantities for large contracts and have had considerable experience in measurement of work, adjustment of variations and specification writing.

The appointment would be purely of a temporary nature for a tour of 24 to 36 months. - Class A. Agreement.

2. Salary of Office.

£650. per annum (Non-incremental)

Subject to deduction of contribution to the East African Widows' and Orphans' Pension Scheme at the rate of £36. per annum.

3. Allowance, Quarters and other circumstances affecting the value of the Office.

Free quarters, or in lieu thereof, House Allowance to the amount allowed by Government Regulations in force from time to time.

The appointment will be subject to the prevailing leave regulations.

4. Nature, number and account of Securities required.

5. Whether free passage is provided for person selected and his family.

The appointment will be subject to the usual passage regulations.


DIRECTOR OF PUBLIC WORKS.

NAIROBI.

7th April 1938.

15

9

C. O.

Mr. Costley-White. 9 2.38.

Mr. DaWe.

Mr.

Sir H. Moore.

Sir G. Tomlinson.

Sir C. Bottomley.

Sir J. Shuckburgh.

Permt. U.S. of S.

Parly. U.S. of S.

Secretary of State.

38035/38.

Downing Street.

12 February, 1938.

Sir,

I have etc. to acknowledge

(1) the receipt of your despatch, No. 26 of the 15th of January, concerning the engagement of an Assistant Hydrographic Surveyor in the Public Works Department, and to transmit a copy of a letter to the Crown Agents for the Colonies requesting them to proceed with the engagement.

2. After consideration of the questions raised in your despatch with regard to the conditions of service to be attached to the post, it was decided that the simplest and most convenient course would be to engage the selected candidate as an Assistant Engineer, on the understanding

that

DRAFT.

KENYA.

NO. 79

GOVERNOR.

~~602~~ 11. 2. 38.
sh.
without end.

FURTHER ACTION.

Re: for
action on
33092/3) attached
herein

C. O.

Mr. Cottey ^{1/2}
Mr. Dawe 4.2

11 February 1938

- Mr.
- Sir H. Moore.
- Sir G. Tomlinson.
- Sir C. Bottomley.
- Sir J. Shuckburgh.
- Perms. U.S. of S.
- Parly. U.S. of S.
- Secretary of State.

[Handwritten signature]
 Contd (1) of
 53304 EA
[Handwritten initials]

DRAFT.

CA.

Gentlemen I am etc to transmit
 (1) a copy of a despatch from the Gov of Kenya, with enclosure, from which it will be seen that the engagement of an Assistant Hydrographic Surveyor is required for the Public Works Dept of the Colony, and to request that steps may be taken to engage a suitable candidate.

from Kenya 15th Jan
 (1)

Copy also to Kenya

The conditions of service which it has been decided should be attached to the post are those applicable to the post of Assistant Engineer in the Public Works Dept. The selected candidate should be engaged as an Assistant Engineer, on the understanding that he would in the first place be employed as an Assistant Hydrographic Surveyor, and should be placed upon the new long scale of salary

(on agreement)

FURTHER ACTION.

Salary (£450-£600-£870 p.a.) at any point, up to £550, which is regarded as commensurate with his professional experience. He should be informed that on satisfactory completion of the usual period of probation or agreement he may expect to be given prior consent for appointment, as vacancies arise, to the permanent and pensionable staff of the Dept. It should, however, be explained to him that on appointing him to a post in the pensionable Assistant Engineer grade it may be necessary to transfer him to ^{at} a lower point in the Salary Scale than the point he will have reached while serving an agreement.

From the enclosed despatch it will be seen that a Mr. Perrin is regarded as a candidate suitable for the post, and that Mr. Perrin he has already been unofficially and tentatively approached with regard to the appointment. Mr. Ormsby & Gove would accordingly be glad if Mr. Perrin could be given special consideration for the post.



15 January, 1938.

Sir,

I have the honour to address you with a view to the early engagement of an Assistant Hydrographic Surveyor in the Public Works Department of this Colony.

Provision for this new post was included under Head **XXIX**, item 46, in the Draft Estimates for 1938 and the reasons for its creation were briefly explained in paragraph 448 of the Memorandum accompanying those Estimates. In view of your comments on the Draft Estimates, as contained in your despatch No. 1150 of the 30th December last, it is assumed that as the provision is retained in the Estimates as passed by the Legislative Council, under Head **XXIX**, item 46, you will authorise the Crown Agents for the Colonies to engage a suitable candidate on the usual 36 to 48 months agreement and to arrange for his arrival in Kenya before the advent of the long rains in March next, if possible.

2. It will be observed from the attached copy of a letter from the Director of Public Works that a suitably qualified candidate may be available and I should be glad if Mr. Perrin could be offered the post in the event of his still desiring employment in this Colony.

Lt. from D.P.W.
d/ 22.12.37.

*Copy 14 sent to G.A. (2)
Advised*

THE RIGHT HONOURABLE
W. ORMSBY-GORE, P.C., M.P.,
SECRETARY OF STATE FOR THE COLONIES,
DOWLING STREET, LONDON S.W.

3. As regards the salary of the post it will be seen that the Estimates provide for the same scale of salary as that at present applicable to Assistant Engineers in the Public Works Department. In view of the fact that the new post will not carry pensionable status and will not therefore be scheduled in any unified Colonial Engineering Service which you may be contemplating, I presume that you will agree that the new standard long grade scale of salary approved in the case of future appointments to the pensionable office of Assistant Engineer would not be appropriate to the new temporary post which is to be held on agreement. No objection would be raised, however, to the application of the new scale in the event of your considering that it would be suitable to the new post even in view of its temporary nature.

4. Mr. Stronach has recommended Mr. Perrin's entry in the new standard long grade scale at the £550 point if he is selected: whereas the equivalent point on the present scale would be either £540 or £560. In view of Mr. Perrin's age and of the fact that he only obtained an Engineering and Arts Degree in 1933 it seems that a lower initial salary might well be offered to him. It is presumed, however, that you will instruct the Crown Agents in the matter and will authorise the appointment of the selected candidate at any point in one scale or the other commensurate with his qualifications and experience.

5. In this connection I am informed by the Director of Public Works that his recommendation in respect of the higher initial salary is mainly on account

Handwritten notes:
The estimate... what
the...
for
PWS

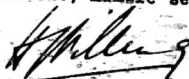
account of the fact that the new post is not pensionable. It is therefore suggested that if you consider it advisable that the selected candidate should be informed that he will eventually be absorbed in the permanent and pensionable establishment provided his services are satisfactory, as proposed by Mr. Stronach, he should also be informed that on filling any future vacancy in the pensionable Assistant Engineer grade it may be necessary to transfer him to that grade at a lower point in the appropriate salary scale than the point which he will have reached while serving on an agreement.

6. In view of the contents of this despatch it has not been considered necessary to attach the usual form containing particulars of the office to be filled.

I have the honour to be,

Sir,

Your most obedient, humble servant,



GOVERNOR'S DEPUTY.

P.1000/12/3/14/3.

16
22nd December, 1937.

The Hon. Ag. Colonial Secretary,
Nairobi.

ESTIMATE, 1938. PUBLIC WORKS DEPARTMENT.
APPLYING FOR ASSISTANT ENGINEER'S POSITION.
Ref No. P.1000/12/3/14/3 of 14-12-37.

You are aware of the necessity of the above-mentioned appointment being filled at the earliest possible moment in order that there will be no further delay in expediting the work of the Water Board.

2. Before my departure from London I interviewed certain applicants for the post of Assistant Engineer, Colonial Development Fund, and among the applicants was a Mr. Ferrin who, although not holding the necessary experience required for the Colonial Development Fund work, would, I consider, be entirely suitable for the post of Assistant Hydrographic Surveyor. Mr. Ferrin further has the advantage of 4 years' residence in the Colony, after which he returned home to study engineering and eventually obtained Engineering and Arts Degrees (at Dublin University), being awarded honours in certain subjects. He obtained useful practical experience and is at present employed by a firm of Consulting Engineers in Victoria Street, London. His certificates, both from College and arising out of his employment, are well above average. I would have no hesitation in recommending his appointment as an Assistant Engineer in the Department if a vacancy existed. He is 29 years of age.

3. In view of the difficulty in obtaining

Engineers at present, I took the liberty of writing to Mr. Broadstreet of the Crown Agents, asking him to find out if Mr. Ferrin is still available and also to enquire if he would be willing to be considered for the appointment in the event of it being approved.

4. I have now to request that Mr. Ferrin be appointed at the earliest possible moment in view of the fact that the hydrographic surveys should be commenced if possible before the long rains of 1938.

5. I presume that it will be necessary to obtain the approval of the Secretary of State to the relevant item in the Estimates.

6. I recommend that the appointment should be on the new scale approved for Assistant Engineers, i.e. £450 - £550 per annum, and that Mr. Ferrin should enter the scale at £550. I particularly wish that Mr. Ferrin should be placed on the new scale for Assistant Engineers, and I think that he should be informed that, provided his service is satisfactory, he will eventually be absorbed in the Assistant Engineer grade of the Department, vacancies in which are due to occur during the course of the next 2 or 3 years owing to retirement of certain senior officers.

7. I do not think that, unless the above assurance is given, Mr. Ferrin or any other Engineer would be willing to accept the appointment, and in this connection it will be appreciated that a similar point was made in connection with the appointment of the Assistant Engineer for the Colonial Development Fund water supply etc. works.