

38047

1938

C0533/490  
KENYA

38047

AGRICULTURAL DEPT. STAFF

Previous		Mr. Harman	14/4	
		297	21/4	
1937		309	27/4	
		Mr. Parkin	29	
		297	18/5	
Subsequent		309	23/5	
		<del>Mr. Harman</del>	24/5	
1939.		Mr. Doherty	25/5	
		Mr. Lloyd	26/5	
		Mr. Parkin	26	
297	8/2/38	297	2/11	
309		309		
294	27/3	<del>297</del> Rgt		
309-295				
301	23/3			
Mr. Harman	24			
Mr. Hoza	26/3			
D. Thompson	29/3			
Mr. Parkin	30/3			
Mr. Lloyd	21/5			
Mr. Jeffries	27			
Mr. Doherty	6/4			
297	6/4			
App. Negy.	7/4			
Mr. Doherty	7/4			

1. Gov. Kenya

110

2/1/38

Requests that, if proposed transfer of Mr. A. G. Drury to Education Dept is approved, arrangements may be made for appointment of a Trinidad graduate to succeed him, as Agricultural Officer, at an early date. Orig. rept on 38058/4/38

See on 38058/4/38

A. M. Ave 8.2

2. Gov. Kenya H.O. 1. Command

16 MAR 1938

(Draft on 38058/4/38 Kenya)

Rec'd. Gov. V. F.  
File min on  
38058/4/38

The honours asked for a Trinidad scholar and his was refused to in No. 2.  
In Hqts Dept.

Shoni  
23/3/38

~~24/3~~  
24/3

The Personal files are attached of two men (Mr. C.C. Webster, Agricultural Officer, Nigeria, and Mr. J.R.E. Hinson, Agricultural Superintendent, the Gold Coast) who wish to be transferred from West Africa for reasons, in Mr. Webster's case, of his wife's health and, in Mr. Hinson's case, of his own health. Either of them might be <sup>willing</sup> prepared to accept the reduced maximum of the East African scale provided that he could be started at the rate of salary appropriate for one of his length of service. It is possible that Kenya may not be prepared to pay more than the minimum, and if Dr. Tempany regards either

either of these two men as being suitable for that Colony, the first step would, I think, be to ask the Governor by despatch whether he would agree to the Secretary of State selecting for this post an officer employed elsewhere in the Colonial Agricultural Service, in which case as high an initial salary as £475 per annum may have to be paid, or would prefer the filling of the vacancy to stand over until June or July next when agricultural scholars will become available as mentioned in paragraph 3 of No. 2 on this file.

(Mr. Webster could not, in any event, be selected for transfer until we have had a satisfactory report from Nigeria. Mr. Hindson's record is good enough to justify his being selected for this move. I have minuted on his file, where there is a letter still to be answered, and after Dr. Tempany and Mr. Paskin have seen this should be released and sent on to Mr. Jones.)

29/3/38

Either of these young men would, I consider, be suitable, with perhaps a very slight preference for Mr. Hindson.

I agree that action may quite properly be proceeded as proposed in the last part of para. 3 of Mr. Lloyd's minute above.

H. Tempany  
29.3.38.

detached  
for action  
15/3/38  
14/1/38

There is also <sup>another</sup> ~~the~~ vacancy for an Agricultural Officer (v. 38092/37) which was also being kept until a Trinidad scholar was available. The v.f. for that vacancy has not yet gone forward as there is a point to be cleared up with Kenya as to the conditions of appointment. The vacancy is caused by the secondment of Mr. Maitland to the Soil Erosion Service, & the Gov. suggested that his successor should be on agreement for 5 years. A sft. deep. has however been prepared on that file expressing the view that the proper course is for the selected candidate to be appointed to the Col. Agricultural Service on the usual terms on the understanding that, if he were not required in Kenya at the end of the suggested five years, the earliest possible opportunity would be taken to transfer him to some other post in that Service.

The most convenient course would be for that sft. deep. to issue <sup>the</sup> ~~the~~ file & to add to it the inquiry suggested by Mr. Lloyd — but in relation to both vacancies. As regards the two cases suggested on this file, however, I wd.

either of these two men as being suitable for that Colony, the first step would, I think, be to ask the Governor by despatch whether he would agree to the Secretary of State selecting for this post an officer employed elsewhere in the Colonial Agricultural Service, in which case as high an initial salary as £475 per annum may have to be paid, or would prefer the filling of the vacancy to stand over until June or July next when agricultural scholars will become available as mentioned in paragraph 3 of No. 2 on this file.

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2/7/38

28.3.38

Either of these young men would, I consider, be suitable, with perhaps a very slight preference for Mr. Hindson.

I agree that action may quite be proceed as proposed in the last part of para 1 of Mr. Lloyd's minute above.

H. J. Young

29.3.38.

Detached  
for action  
25/3/38  
1/4/38

There is also <sup>another</sup> ~~the~~ vacancy for an Agricultural Officer (v. 38092/37) which was also being kept until a Trinidad scholar was available. The v.f. for that vacancy has not yet gone forward as there is a point to be cleared up with Kenya as to the conditions of appointment. The vacancy is caused by the secondment of Mr. Mader to the Soil Conservation Service, & the Gov. suggested that his successor should be on agreement for 5 years. A sft. dep. has however been prepared on that file expressing the view that the proper course is for the selected candidate to be appointed to the Colonial Agricultural Service on the normal terms, on the understanding that if he were not required in Kenya at the end of the suggested five years, the earliest possible opportunity would be taken to transfer him to some other post in that Service.

The most convenient course would be for that Dep. to come on this file & to add to it the enquiry suggested by Mr. Lloyd — but in relation to both vacancies. As regards the two cases suggested on this file, however, I wd.

obvious that Mr. Webster's leave ends on 8/5 & Mr. Minidani on 1/7. In the latter case, therefore, not much time would be saved by having Mr. Minidani, instead of waiting for a Trinidad scholar, if Kenya was aware of this they might prefer to wait a few weeks in order to cover the difference between the salary they would have to pay either of these officers & the salary they would have to pay to a new entrant. Ought not these facts to be mentioned?

If you agree, perhaps you will add a para. to the aft. already prepared.

J.J. Pasmin  
30/3

I have added a para. pointed to Dept.

✓ Kenya Conf. (2) - Cons - 5 APR 1938

✓ Off. taken & placed on Aft. 27/09/38 (Nos. 16 & 17) but I note that they may possibly be filled by transfers.  
Jubily 2/4/38

But no reply rec'd to no 3 (under 4 last paragraph)

Lowrey  
29/3

2/4/38

? wait a fortnight  
Clothwhite 2/4

W.H. 1/3/38

J.J. Pasmin  
2/4

at mtg

H. Kenya 89 Conf. 9 5 38.  
Asks that arrangements may be made for a part of probationers to arrive in September.

Kenya agrees that the Agricultural Officer succeeding Mr. Maher should be recruited to the permanent staff. So now two Trinidad graduates are required for the permanent staff in Kenya. The suggestion that either of these vacancies should be filled immediately by transfer is - ~~to~~ <sup>be</sup> ~~down~~ <sup>considered</sup>.

Appointments ~~to~~ in using this will perhaps advise if anything might be said to Kenya now about their expectations of the arrival of <sup>two</sup> graduates in September. Clothwhite 28/5

Scholars should be considered for these two vacancies from those returning from study this year. Kenya wants good men.

J. F. Stockdale

24/5  
Sen. I referred this to Sir F. Stockdale on the first instance. If the above

This recommendation is need  
say nothing to Kenya at present?

July 25/5-38

21/4/40  
26.5

St. Mungo  
26.5 Hnce

G. H. Anderson appld Agric Officer  
(See 55679 & A)

H. J. Meares appld Agric Officer  
(See 55782 & A)

Mr. Maslin.  
Mr. Jeffries.

Mr. Wolfe, Deputy Director of Agriculture, Kenya, saw me last week about agricultural matters in Kenya. We discussed the improvements which were taking place in native agriculture and the progress (even if slow) of soil conservation works.

On personnel matters he referred to Mr. Burton - the Plant Breeder now head of the Coffee Team and said that he felt that he was now ready for promotion to a Deputy Directorship should a vacancy occur. He further said that there was a good deal of feeling amongst the older members of the Department who had been stagnating on the maximum salary of their scale (viz. £720) for some time. I gathered that steps had not been taken to bring them on to the new salary scales or to extend their maximum up to £810. I said that I was not in a position to say anything on this matter as I had no information as to how salary scale matters stood in respect of Kenya. Mr. Wolfe said that something ought to be done fairly soon for those officers who had seen long service in Kenya and mentioned in particular Mr. Wilkinson.

He further said that agricultural officers considered their position unfavourable in comparison with veterinary officers, and that this feeling was being intensified since it had been decided that veterinary salaries would have to be raised.

I am not  
impressed  
X

(Check  
P. Maslin  
B. J. Meares  
B. J. Wilkinson)

He has been at  
£720 since 1927  
1.7.17.

Seen.

J. A. S. S. S.  
11/7/40

Jeffries  
19/10

J. A. S. S. S.

15.10.38.

P.T.O.

The position to which he  
Wolfe refers is little short  
of scandalous, and I feel  
that quite apart from any  
question of "conversion" to the  
new scales something ad  
hoc ought to be done for  
~~these~~ officers. But it is  
difficult to see how we  
can set about it. It is  
really for them and their  
relatives to press the  
local Govt., and I am  
not sure that we can properly  
interfere at this stage even  
to the extent of writing 2:0  
to Kenya.

C. J. P. [unclear]  
19.12.38.

J. J. P. [unclear]  
21/12

5,

5/11/38

From the Costley White analysis (annexed) of  
the 735 beans etc. Estimate it appears  
that 4 parts in the Agric Dept have  
been placed on the new scales. I agree  
that it would be impolitic to intervene, but  
the point should be watched.

W. H. [unclear]  
21/12 etc

(H)

Differences in  
Salary, 1938 and 1938 Estimates  
1939 Estimates, for  
Overseas Posts

7  
Draft Estimates 1939  
↓ 5

• in Agricultural  
Dept.

Technical Services  
General Staff

(NB. 1939 Est)

not yet approved 3 Ag Officers & Experimenters  
& subject to  
modification by all on 372-480-600-720  
Legislative Council

(← ditto)

Two on 372-720  
one on 400:400:  
450-600-840

Scott Agricultural Laboratories

1 Senior Plant Pathologist (← ditto)  
on 600-720-840 on 880-1000

Plant Breeding Services

2 Plant Breeders  
one on 480-600-720  
one on 400:400:  
450-600-840

1 Senior Plant Breeder  
on 600-720-840  
1 Plant Breeder on  
400:400:450-600-840

Native Services

12 Agricultural Officers  
372-480-600-720

(← ditto)  
eleven on 372-480-  
600-720  
one on 400:400:450-  
600-840



AIR MAIL

KENYA  
No. 89



GOVERNMENT HOUSE  
NAIROBI  
KENYA

dupl to  
Applo logy  
9 May 1938.

CONFIDENTIAL

Sir,

3. I have the honour to acknowledge the receipt of your confidential despatch (2) of the 5th April on the subject of the arrangements for the selection of an Agricultural Officer to replace Mr. A.C. Maher.

2. I have no objection to the course proposed in paragraph 2 of your despatch, that the selected candidate should be appointed, on the usual terms, to the Colonial Agricultural Service as a probationer on the pensionable establishment, on the understanding that, if his services are not required in Kenya at the end of the suggested period of 5 years, the earliest possible opportunity would be taken to transfer him to a scheduled post elsewhere within the Colonial Agricultural Service.

3. In paragraph 3 of your despatch you suggest that as an alternative to the selection of a probationer it might be possible to transfer both to this vacancy, and to the one vice Mr. Bailey, an officer who is already a member of the Colonial Agricultural Service, a course which would involve the payment of an initial salary above the minimum.

Mr. Maher's and Mr. Bailey's posts have both been filled temporarily by the engagement of local men, and in the circumstances I consider that a delay of three months is not of sufficient importance to warrant the extra expenditure which would be entailed by appointment by transfer in these cases.

I/

THE RIGHT HONOURABLE  
W. ORMSBY GORE, P.C., M.P.,  
SECRETARY OF STATE FOR THE COLONIES,  
DOWNING STREET,  
LONDON. S.W. 1.

I shall be glad, therefore, if arrangements  
may be made for the appointment of probationers to  
arrive in the Colony in September next.

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

*W. Hanafin*  
GOVERNOR'S DEPUTY.

38047/38  
~~38000/37 Kenya~~

C. O.

Mr. Costley White 17/2

Mr. Paskin 30/3

Mr. Jeffries 31/3

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.

Downing Street.

~~March 1938.~~

5 APR 1938

**DRAFT.**

KENYA

CONFIDENTIAL (2)

GOVERNOR.

Sir,

I have etc. to refer to my  
conf. despatch (2) of the 3rd of  
September, 1937, on the subject of the  
arrangements for the selection of an  
Agricultural Officer to replace  
Mr. A.C. Maher.

2. In para. 8 of your conf.  
(1) despatch No. 61 of the 22nd of May 1937,  
it was proposed that the new officer  
should be appointed on agreement for  
five years, on the understanding that,  
if he proved suitable, he would be  
given prior consideration for any vacancy  
which might occur in the pensionable  
establishment. In my view however  
the proper course, in a case of this

**FURTHER ACTION.**

After this desp. has  
gone the file should  
go to Appts. for  
V.F. to be taken.

Gmt 30/3/37

kind, would be for the selected candidate to  
be appointed, on the usual terms, to the  
Colonial Agricultural Service, as a probationer  
on the pensionable establishment. As in the  
case of the Veterinary Research Officer, which  
was dealt with in my despatch No. 1106 of 16th  
of December, I should be prepared to give an  
assurance that, if his services were not required  
in Kenya at the end of the suggested period of  
5 years, the earliest possible opportunity would  
be taken to transfer him to a scheduled post  
elsewhere within the Colonial Agricultural Service.

(v. loan of  
in 38092/37)

~~have, etc.~~

3. As an alternative to the selection of a  
probationer, it might be possible to <sup>transfer</sup> ~~transfer~~  
to him for this vacancy, and for his <sup>to</sup> ~~to~~ <sup>fill</sup> ~~fill~~  
Mr. Bailey which was mentioned in para 3  
of my despatch No. 140 of 16th of Dec, <sup>in</sup> ~~in~~  
<sup>an office which is already a</sup>  
vacancy of members of the Colonial Agricultural  
Service. He had <sup>at least</sup> ~~at least~~ <sup>an initial</sup> ~~an initial~~  
salary <sup>above the minimum rate</sup> ~~above the minimum rate~~  
to be paid, <sup>and his salary might have to be paid,</sup> ~~and his salary might have to be paid,~~  
though his ~~old~~ <sup>old</sup> ~~not~~ <sup>not</sup> ~~exceed~~ <sup>exceed</sup>

(No 2)

£475 p.a., and it might be possible to fill  
the vacancies by not later than the middle of July  
unless probationers could not arrive before September.  
If you desire that either appl. should be filled by transfer  
it is to be understood if I could be a <sup>help</sup> ~~help~~ <sup>before</sup> ~~before <sup>the end of April</sup> ~~the end of April~~  
(Signed) W. ORMSBY CO.~~

KENYA

NO. 140.

Downing Street,  
16. March, 1938.

Sir,

I have the honour to acknowledge the receipt of your despatch No. 48 of the 27th of January and to inform you that I approve of Mr. A. G. Bailey, Agricultural Officer, being transferred, with effect from the 1st of January, 1938 to the post of Education Officer, Education Department, for which provision has been made under Head IX, item 90, of the Estimates for 1938. I agree that he should enter the salary scale of his new appointment at £750.

2. As the Colonial Education Service will not be formed until the 1st of June, 1938, Mr. Bailey will remain, for the present, a member of the Colonial Agricultural Service; but assuming that his new post will appear in the approved schedule of the Colonial Education Service, he will become a member of that Service on the 1st of June, and his membership of the Colonial Agricultural Service will then cease.

3. As regards the resulting vacancy for an Agricultural Officer, there is at present a dearth of suitable

GOVERNOR

AIR CHIEF MARSHAL

MR ROBERT BROOKE-POPHAM, G.C.V.O., K.C.B., C.M.G., D.S.O., A.F.C.

etc.,

etc.,

etc.

12

suitable candidates for such posts, and it will probably be necessary to await the completion, in June or July next, of the training of the Agricultural Scholars now at the Imperial College of Tropical Agriculture, Trinidad, before filling this vacancy.

I have the honour to be,

Sir,

Your most obedient

humble servant,

Signed: V

BY GORE

KENYA

No. 42

*Original signed 2000/1/5*

27 January, 1938.

Sir,

with reference to Kenya Note

No. S/N.19/34/II/139 of the 16th September, 1937, I have the honour to inform you that it is proposed, subject to your sanction, to transfer Mr. A. G. Bailey, Agricultural Officer, to the post of Education Officer, Education Department, on the scale 2475 x 2600 x 2840 with effect from the 1st January, 1938, for which provision has been made in the 1938 draft Estimates under Head IX item 90.

*forward (2)*

2. The Director of Education has stressed the great importance of giving an agricultural bias to education in the African primary schools and the necessity for there being a nucleus of trained agriculturists to act as Principals. For this purpose Mr. Bailey was seconded from the Agricultural Department from the 20th January, 1937, until the date of his departure on leave, acting as Principal of the Government African School, Kapanguria, where his services were entirely satisfactory. It is proposed to place him in charge of the Government Kikuyu School at Kagumo on his return from leave.

3. Mr. Bailey has been on the maximum of the scale for Agricultural Officers i.e. 2720 per annum, since the 24th July, 1930, and in the

event

THE RIGHT HONOURABLE  
W. OMINSKI-GONN, F.C., M.P.,  
SECRETARY OF STATE FOR THE COLONIES,  
DOVING STREET,  
LONDON, S.W.

event of your approval to his transfer I recommend that he should be given one increment and be permitted to enter his new salary scale at the £750 point, with effect from the 1st of January which will be his incremental date in future.

4. Should you agree with this recommendation a vacancy in the cadre of Agricultural Officers will thus be created and I shall be glad if arrangements can be made for the appointment at as early a date as possible of a Trinidad graduate in succession to Mr. Bailey. Salary provision has been made under Head III Item 31 of the draft 1933 Estimates at the rate of £400 per annum.

5. In view of the foregoing I have not deemed it necessary to submit the usual form of particulars of the vacant officer.

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

R. BRGOKE-POPHAM

AIR CHIEF MARSHAL

C O V E R E D