

1935

Kenya

No. 38112

SUBJECT

CO 533/458

Mining + Geological Dept. Staff.

Previous

23002/34.

Subsequent

See 29336 d.p.s.
(G.L. Zetelen)

1937.

C.S. General

A/Governor Wade 195 (Per Mail) 15th April 35
Records the creation of the post of Senior Inspr. of Mines &
the abolition of one post of Inspr. of Mines, & the promotion of
Mr. T. C. Barber to the new post. States also provision is being
made in 1936 draft Estimates for two Asst. Wardens of Mines

DL

Amended
2/5

2. To E.B. Hoshing - s/o com - 2 5 35 3/6

3. E. B. Hoshing (s/o) 9/10/35
Submits his views on the proposals for the personnel
of his Dept.

the working position of the
personnel of the Coal
division is as follows

From the staff list it appears
that the following staff are

W. J. Bailey Clerk on
£ 240-12-400 - 20-400
is drawing £ 360

P. Collins ditto also
drawing £ 360

W.A. Dyle Poynter Clerk on
£ 240-12-200 - 12-390
drawing £ 360

ice No 19
23002/24

Dr. C. Stansfield Hitchen on a six months' agreement with consolidated salary of between £60 and £70 a month. It appears that Dr. Stansfield Hitchen has applied for the pensionable post. If the creation of the pensionable post is approved his application will be considered in the light of his performance of the duties in a temporary capacity, and a recommendation will be made to the Secretary of State.

File here with

As regards the post of Mining Engineer the O.A.G. desires that Mr. Harverson should be promoted to it. He has performed the duties with acceptance for more than six months.

If the creation of the pensionable post of Mining Engineer is approved Mr. Harverson's promotion should be on the understanding that he will be required to assist in geological survey work as and when opportunity permits.

If Mr. Harverson is promoted to the new post a vacancy for an Assistant Geologist at £600-30-720 will occur, but it is to be presumed from paragraph 9 of the despatch that Mr. Harverson's promotion should date from the 1st of January, 1936; the vacancy for the Assistant Geologist will not, therefore, occur until that date.

The O.A.G. asks that the name of Mr. W.A. Brickwell, now in England, who was recently employed in Kenya as an Assistant Engineer to the East African Mining Areas, Limited, should be taken into consideration for the Assistant Geologist post. Mr. Brickwell has been

advised

advised unofficially to apply to the Colonial Office for employment. If the post can be filled at a scale of £500-20-600 instead of the existing scale of £600-30-720 the O.A.G. will be pleased but he does not want to run the risk of losing a good man through offering inadequate remuneration.

The proposals are summarised in paragraph 9 of the despatch and I think they may be approved. ? In telegraphing approval of those proposals we should say that steps will be taken to select a suitable officer for the post of Assistant Geologist for appointment as from January, 1936.

A V.F. for the post of Assistant Geologist should be prepared and sent to Appointments Dept.

In view of the O.A.G.'s remarks regarding Dr. Stansfield Hitchen's application for the pensionable post of Geologist the further despatch to the O.A.G. on No. 19 on 23002/34 will not be necessary, and no further action should be taken on the V.F. (now with the Appointments Dept.) for the Geologist post.

C. J. P. Smith
1877/35

These proposals are partially based on the advice of the Action Commission of this. The Commission (Dr. Hocking) is in leave, and if no objection is seen, I should like to send him the duplicate of this dep. for any comments (cf. action No. 1)

W.A.B. 19.2.36 saw

2. So forward

18

Patterson

C. J. P. Smith
1917/35

Mr. Hocking called this morning, & I showed him the dispatch. He assured me that he agreed with every word of it, & only added that the new Assistant Geologist should, if possible, have some knowledge of petrology.

? As proposed
A. H. H. 24/7

C. J. Morris
24.7.35

C. C. S.
25.7.
25/7

Tel. 193. 16 Gov. Nairobi - 26 July 1935

There are no Promotions candidates to consider

? Remit to Appts. Dept

Shugold.
29.7.35

50000000
25/7

v.f. taken. I return the dispatch which it was proposed to send about the remit post in confirmation of (19) on 23002/34/Kenya. We had held it up in the hope of getting Mr. J. H. Green in to review the present field of geologists, as soon as records straighten it out, but

but he is away. You will probably not wish to send out something in confirmation of (8) possibly saying something further in regard to (7). If so, possibly the substance of the draft hereafter could be incorporated in it! (Mr. J. H. Green agrees)

July 26/7/35

Draft hereafter
C. J. Green
7/8/35

Capt. J. H. Green

Will this do?

A. H. H. 7

We have now been able to contact Mr. J. H. Green who considers that if Dr. Kitchen does not prove suited to the work Mr. Shaw is the best man available - see 54 on 27079/1/35, typ'd, below. The draft needs no modification in view of this.

J. L. Green
8/8

10 To Kenya, Conf(2) - cons 16 August, 1935
(7 answered)

held
R 200 to Mr. P. H. Green
under 8.10.
Copy to Mr. J. H. Green
Mr. J. H. Green

W. Puffrey appld. Assistant Geologist
See 52706 R.A.

11 Geo? Bureau - No. 1145 Conf - 25-11-35

Two copies of letter from the Co. of Mines state that permission has been given to the continued employment of Dr. C.S. Hitchen on a monthly basis. Request that, if no objection is seen, appointment to the post of biologist may be deferred pending the receipt of a further communication from the Co. of Mines regarding Dr. Hitchen's suitability for the post.

Submit draft.

C.F. Brown
21/1/36

Appointments Dept

To Dept of V & J 21

To Kenya Conf. (11 answered) 3 JAN 1936

Notes Haulson

7.1.36

(10) Dr. Hitchen was taken on locally last summer in Kenya for the senior of the Geological posts in Masaya the Training & Geological Dept. for 6 months. Approval was subsequently given for his re-employment on a monthly basis. He has now been employed for a year; but having regard to the terms of (11) this does not seem an unduly long period. Perhaps the best thing would be to engage what is happening the 1st October.

(12)

Checked on whole file (2707/1/15) brought up here's fully in case as said of possible suitability for Canada - but in limit.

long so better if nothing comes in by the 1st October. Jolly 1/7/36

2297 - to note to B/F on 1st October as suggested by Mr Jolly.

Notes

C.F. Brown
21/1/36

996
2/7

Mr J.F.N. Green called and was discussing Kenya geology & Mr Hitchen. His view is that Mr Hitchen would benefit much by having some one to supervise him & he said that Mr Wayland could do it easily. Mr W. might be appointed Geology Advisor to Kenya (at a small fee), and would then assist Mr Hitchen by advice and plan his work for him. After a bit, when Mr Hitchen has had the advantage of having been told how to work he should be all right.

We must put this to Kenya.

J.F.N. Green
16/10

When last Mr Green called here he said that he hoped to visit the Imperial College of Science early in November, when he would talk to one or two of the Professors there about Mr Hitchen, and would then write to us with reference to the suggestion as to Mr Wayland which is recorded in Mr Flood's minute of 16.10. Not having heard from Mr Green, I rang him up on the 17th when he said that today, but he said unfortunately, though he had been to the Imperial College, he had been unable to see the people whom he had wished to consult. Also, he has been extremely occupied with other things.

Mr Green went on to say that such information

tion

tion of a general kind as has reached him in regard to Mr Hitchen's capabilities, certainly indicate that it would be best for him to be under some measure of supervision for, say, a couple of years, ^{both as to} regard ^{to} his planning of the programme of geological work in Kenya and also in regard to financial arrangements (i.e., the preparation of estimates and so on). Mr Green thinks that the suggestion could safely be made to the Kenya Government as he has already proposed. I have accordingly prepared a submission paper on Mr Hitchen, to go forward to higher authority. Do you agree to these terms, especially those concluding sentences?

Please note see No. 22 on App'ts 29336, rec'd after the above was dictated. Mr. Pennington only recently returned to I.T. from B. Guana & the suggestion for "swap" seems scarcely worth pursuing, desirable on technical grounds, though it might be?

J. S. W. Hoad
29th November, 1936.

Yes: the proposal has need to commend it. Mr Wayland is very good & Mr Hitchen would find work under him a valuable experience. Kenya might pay Mr Wayland say £100 a year for so for his work as adviser.

J. S. W. Hoad
26.11

The proposals

- (1) to approval of Mr. Hitchen's being made permanent in his temporary app't. as Geol. Insp. in Kenya.
- (2) to inf. Kenya accordingly but to qualify them the suggestion that Mr Wayland, if approved, should act in an advisory capacity (Kenya has made use of Mr Wayland before on occasion). If they agree, Mr. Hitchen's app't. should be made on the understanding that he may be under

Under supervision for a time
(3) Kenya to approach Govt and a
as to using Mr Wayland in this
way.

If Kenya agree they can take (3)
before saying anything to Mr.
Hitchen, but it is not
intended that his app't. should
be conditional on Mr Wayland's
consent to supervise him.

L.C.S.

Major Payne

28/11/36

Sir G. Tomlinson asked me to arrange with you to send the submission paper on Mr. Hitchen (in file below) to Sir R. Deiteljohn - to secure his approval of the selection of Mr. Hitchen. This has now been obtained & Sir G. Tomlinson will wish to send this file to Sir J. Daffey to see Sir C. Bottomley's minute above. Then, if they agree, the submission paper can go forward in the ord. in app't. to the S. off. If they do not agree, it would be convenient if the file could be returned to the App'ts. Dept. first.

J. S. W. Hoad 3/12

perhaps this and I care?

28th Nov 3/12

Sir J. Daffey

If the proposals in Sir C. Bottomley's minute (with which

I agree) are approved,
may the papers go forward
to the Sec. of State in
order that the submission
attached to the top of
D. Hitchen's Appli. file
may be signed.

E. J. T. T.

4.12.34

J. M. 4/12/34

See J. E. K.

13 So Kenya. bond (3) —
(No. 1 on P.F. 53415 E.A. Annex)

~~R. 2975
K. 12/15
K. 12/15
No. 12/15 note~~

C. O.

- Mr. Grossmith
- Mr. ~~Rockin~~
- Mr. Flood 12
- Sir C. Parkinson.
- Sir G. Tomlinson.
- Sir C. Bottomley.
- Sir J. Stuckburgh.
- Permt. U.S. of S.
- Parly. U.S. of S.
- Secretary of State.

11/12
11/11
J.S.



38112/35
Amud (1)

Downing Street,
22 December, 1936.

DRAFT.

KENYA

CONFIDENTIAL (3)

Gov.

No. 1
53415-2A

Sir,

~~Sir~~
I have the honour to

acknowledge the receipt of your Confidential despatch No.96 of the 19th of August, and to inform you that I agree that Dr.C.Stansfield Hitchen should be ~~given the~~ ^{ed} substantive appointment of Geologist in the ~~Kenya~~ Mining and Geological Department, with a salary scale of £720 ~~by~~ £30 to £840 ~~by~~ £40 to £920, and that I concur in your proposal to place him on the usual 30 to 48 months' agreement for a tour of service on probation with retrospective effect ~~as~~ from the 1st of August, 1935.

FURTHER ACTION.

In
Linn

2. I am advised, however, that it would be of advantage if Dr. Hitchen could receive some measure of supervision and advice during the next two years, both as regards the planning of a programme of geological work and as regards his financial proposals, and I suggest that such supervision and advice could most conveniently be given by Mr. Wayland, the Director of Geological Survey in Uganda. If you agree, you will no doubt approach the Government of Uganda with a view to securing Mr. Wayland's services, at a small fee, as Geological Adviser to the Kenya Government. In that case it should be made clear to Dr. Hitchen that he will be under supervision for a time. If, on the other hand, you consider it preferable to approach the Government of Uganda before saying anything to Dr. Hitchen, I should have no objection. ^{do not} ~~But~~ I wish it to be ^{however} understood that my approval of Dr. Hitchen's appointment is ~~not~~ conditional on your acceptance of ^{the} ~~my~~ suggestion that arrangements should be made for his work to be supervised at the beginning though I consider that it would be of advantage I have etc.

(Signed) W. G. ASBY GORE

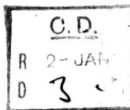
(such as the preparation of estimates)

C. O.

Mr. *Summit 7/136*
Mr. *Fluv. 2.1* *js.*
Mr.

Sir C. Parkinson.
Sir G. Tomlinson
Sir C. Bottomley.
Sir J. Shuckburgh
Permt. U.S. of S.
Parly. U.S. of S.
Secretary of State.

AIR MAIL



3 January, 1936

DRAFT.

Kenya
Conf.
for.

(11)

I have the pleasure to acknowledge the receipt of your Confidential despatch No 145 of the 25th of November and to inform you that no steps will be taken to select an officer for appointment to the permanent and pensionable post of Geologist pending the receipt of a further despatch from you regarding the suitability of D. C. S. Hitchen for the appointment. I have the

FURTHER ACTION.

App's Dept
to note

(Signed) J. H. THOMAS

RECEIVED

27 DEC 1935

C. O. REGY



GOVERNMENT HOUSE,
NAIROBI,
KENYA

KENYA.

No. 145

CONFIDENTIAL.

W/pf. P. ...

25 November, 1935.

Sir,

With reference to your despatch Confidential (2) of the 16th August, relative to the organisation of the Mining and Geological Department, I have the honour to enclose a copy of a letter, dated the 20th November, in which the Head of the Department requests permission to continue the employment of Dr. C. S. Hitchen as Geologist in a temporary capacity after the six months probationary period already approved by you.

Letter.
20th Nov.

Unword (127)

2. I approve the proposal of the Commissioner of Mines that he should delay the submission of Dr. Hitchen's application for appointment to the permanent and pensionable post of Geologist until early next year, by which time he hopes to be in a position to make a definite recommendation in the matter. Permission has accordingly been given to the continued employment of Dr. Hitchen on a monthly basis.

3. Provided you see no objection, I shall be glad if the appointment to the permanent and pensionable post of Geologist may be deferred pending the receipt of a further communication conveying my recommendations regarding the suitability of Dr. Hitchen.

I have the honour to be,

Sir,
Your most obedient, humble servant,

[Signature]
BRIGADIER-GENERAL,
GOVERNOR.

THE RIGHT HONOURABLE
MALCOLM MACDONALD, P.C., M.P.,
SECRETARY OF STATE FOR THE COLONIES,
DOWNING STREET, LONDON S.W.

The Hon. the Colonial Secretary,
 NAIROBI.

RE: DR. G. S. HITCHEN - TEMPORARY
 GEOLOGIST.

In continuation of my No. M/1669/59 of the 8th October, 1955, and your No. EST. 19/5029/8 of the 17th October, 1955, I note that Dr. Hitchen's appointment as Temporary Geologist is due to expire on the 31st January and that his application for permanent appointment has not yet been forwarded to the Secretary of State. You will appreciate my difficulty in reporting on the technical activities of a Scientist when I have no knowledge of that Science.

Dr. Hitchen is very highly qualified; he is pleasant to work with and to the best of my knowledge is performing his work in a satisfactory manner, but I have no means of judging the quality of that work or the time that it should occupy.

2. He was instructed to commence a Geological Survey of Area II but there have been various other calls on his time. He informs me that he will have an Interim Report on the first 200 square miles (half the northern portion of Area II) ready for publication, at any rate, by the end of January. His work in this area has to be again interrupted for a report on Dr. Parson's Geological work for Kertan Gold Areas in Area I.

3. I have discussed the question of his permanent appointment with Dr. Hitchen himself and he suggests that it would be most fair to him to have his suitability judged by his report, when published, and the record of his activities during the period of his six months Temporary Appointment. He is prepared to continue work on a Temporary Agreement for another three months while the Colonial Office is arriving at a decision.

4. He suggests that his report and record might be referred to Dr. Teale and to Mr. Bayland, the Directors of Geological Survey of Tanganyika & Uganda respectively, as these referees might be able to give a fair estimate of the work he has performed and of his suitability for a permanent and pensionable post.

5. I recommend that this scheme may be adopted and that the Colonial Office be asked to defer the appointment.

of a permanent geologist until, say, the end of February, by which time Dr. Hitchen's preliminary report will have been published and the opinions of Dr. Teale and Mr. Wayland may have been obtained, and that I may be authorized to renew the temporary appointment from month to month after January 31st.

R. B. HOSKING,
COMMISSIONER OF MINES

RbH/MDK.

C. O.

38112/35

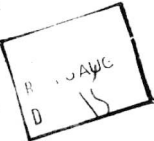
- Mr. Grossmith. 7/8
- Mr. Freeston 7
- Mr. Capt. V. J. M. 817
- Sir C. Parkinson. Mr. Freeston 9/8.
- Sir G. Tomlinson.
- Sir C. Bottomley.
- Sir J. Shuckburgh.
- Permt. U.S. of S.
- Parly. U.S. of S.
- Secretary of State.

DOWNING STREET.

August, 1935.

and 11

Sir,



DRAFT.

KENYA.

CONFIDENTIAL. (2)

O.A.G.

86

(Z)
(B)

I have etc. to acknowledge the receipt of your confidential despatch No. 92 of the 3rd of July, and to confirm my confidential telegram No. 193 of the 26th of July, approving your proposals for the organisation of the Mining & Geological Department in connection with the Estimates for 1936.

As regards the ^{events} 7th paragraph of your despatch I would invite reference to my confidential telegram No. ¹⁷¹ ~~150~~ of the 3rd of July, approving the appointment of Dr. C. Stansfield Hitchen on a temporary basis. If in due course it is desired that he should be considered for appointment to the permanent and pensionable post of Geologist he should complete the usual form of application

No 19
23002/34

FURTHER ACTION.

Copies to be placed on Appointments File 27079/1/35.

and papers of Dr C. S. Hitchen

C. O.

Mr.

Mr.

Mr.

Sir C. Parkinson.

Sir G. Tomlinson.

Sir C. Bottomley.

Sir J. Shuckburgh.

Permt. U.S. of S.

Parly. U.S. of S.

Secretary of State.

DRAFT.

the latter's training has been largely in chemistry and its application to geological problems, whilst that of Mr. Shaw has been in mining geology and mining.

3. I have already informed you in my confidential telegram No. 193 that steps will be taken to select an Assistant Geologist to fill the vacancy which will be created by the promotion of Mr. W.D. Harverson to the pensionable post of Mining Engineer.

I am, etc.

(Sgd.) MALCOLM MACDONALD

FURTHER ACTION.

38112/35-

Copyd & Sent
4 pm 26/7/36
H

C. O.

Mr. *Smith* 25/7/35.
Mr. *Frederick* 26/7/35
Mr.

- Sir C. Parkinson.
- Sir G. Tomlinson.
- Sir C. Bottomley.
- Sir J. Shuckburgh.
- Permt. U.S. of S.
- Parly. U.S. of S.
- Secretary of State.

C. D.
R 26 JUL
D 26
he

No. 193 Confidential.

You Confidential
despatch No 92.
Proposals approved.
Steps will be taken
to select an
Assistant Geologist
for appointment as
soon as possible after
agreement as to
1st January, 1936.

DRAFT. Tel.

Jirena
Nairobi.

(The post is non-ferrous, in the
to presumably the
app't should be on
agreement in the
first instance)
C.G.)

See.

FURTHER ACTION.

Recie to
from
with
T.F. for Mr. G...
Mr. Dept to
see the minutes
regarding the
post.

AIR MAIL

KENYA

No. 92.



GOVERNMENT HOUSE
NAIROBI
KENYA

17

CONFIDENTIAL.

RECEIVED
11 July 1935
C. O. REGY

3rd July, 1935.

Sir,

I have the honour to refer to correspondence terminating with my Confidential telegram No.160 of the 29th of June and to address you on the subject of the organisation of the Mining and Geological Department in this Colony.

No 18

23002/34

in conj with
No. 10

2. As you are aware from paragraphs 84 to 86 of Sir Joseph Byrne's despatch No.662 of the 27th of December, 1934, provision is made in the 1935 Estimates for, inter alios, a Technical Adviser and an Assistant Geologist, and in that despatch stress was laid on the fact that the organisation of the Department as reflected in the Estimates was purely provisional in character.

No 1

38006/35

Estimates

new

3. In his telegram No.10 (Reserved) of the 13rd January, 1935, Sir Joseph Byrne suggested that in view of the retention of Mr.E.B.Hosking as Commissioner of Mines the organisation of the Department as reflected in the Estimates for 1935 should not necessarily be put into effect but that the situation would be met by the appointment of a Geologist, in place of a Technical Adviser at some point in the scale £720 to £920. The Acting Commissioner of Mines has now recommended that the post of Technical Adviser should not be included in the Estimates for 1936 and that in those Estimates it should be replaced by two new posts of Mining Engineer and Geologist respectively.

No 12

13002/35

new

4. Since the resignation of Mr.Murray Hughes, the

duties

THE RIGHT HONOURABLE
MALCOLM MACDONALD, P.C., M.P.,
SECRETARY OF STATE FOR THE COLONIES,

No 6/5096/EA

Harverson

X

duties of Mining Engineer have been performed by Mr.W.D.Harverson, Assistant Geologist, (see Kenya Note No.8/Est.19/2810/8 of the 26th of March, 1934), a non-pensionable officer on the salary scale of £600 by £30 to £720. It has been found that Mr.Harverson's work as Mining Engineer occupies almost the whole of his time, and he has performed his duties with acceptance. When he is not actively engaged thereon, his time is devoted to geological survey work. If you are prepared to approve of the creation of the specific post of Mining Engineer, I recommend Mr.Harverson's promotion to it, on the understanding that he will be required to assist in geological survey work as and when opportunity permits.

5. It is a fact that efficient technical officers in the Department are from time to time offered appointments at relatively high salaries by the various mining companies operating in the Colony. In my opinion, the only satisfactory means of guarding against the acceptance of such offers is to grant the officers concerned, if their work is satisfactory and they are confirmed in their appointments, pensionable status. I therefore recommend that, if approved, the post of Mining Engineer be accorded pensionable status, and I also recommend that the salary scale should be £720 by £30 to £840 by £40 to £920.

6. Owing to the failure up to the present to secure a Geologist to replace Mr.Murray Hughes, the geological exploration of the country has inevitably been seriously neglected, and prospects of expanding revenue in future are being jeopardised by this neglect. I therefore consider that it is both necessary and desirable

desirable

16

desirable to create a new post of Geologist and to insert provision therefor in the 1936 Estimates. I propose that the salary scale for the post should be £720 by £30 to £840 by £40 to £920, and that, for the reason given in paragraph 5 above, it should be accorded pensionable status.

No 18.
23002/54
w. encl

7. In my Confidential telegram No.160 of the 29th of June I have suggested that Dr.C.Stansfield Hitchen, Ph.D., B.Sc., A.R.C.S., D.I.C., F.G.S., A.I.M.M., M.Am.I.M.M.E., should be appointed as Geologist on a temporary basis. Should that proposal be approved, and should you agree to the creation of the permanent and pensionable post of Geologist, Dr. Hitchen's qualifications will receive consideration and an application which has been received from him for the permanent post may be forwarded at a later date if he carries out the duties of the post satisfactorily while serving on a temporary basis.

8. As regards the vacancy in the post of Assistant Geologist arising from the proposed promotion of Mr.Harverson, an informal application has been received from a Mr.W.A.Brickwell. I enclose a copy, together with a copy of a testimonial from East Africa Mining Areas, Limited, for your information. Mr.Brickwell is now in England, but has been advised unofficially to apply to you for employment. If you are prepared to approve the proposals in this despatch, you will no doubt take into consideration his claims for appointment to the post of Assistant Geologist. In this connection, I may say that I am informed that Mr.Brickwell was paid less than £600 per annum when employed here, and it might therefore be possible, should he be otherwise suitable,

Application.
8.6.35.
Testimonial.

suitable, to engage him as Assistant Geologist on a salary scale of £500 by £20 to £600 in the first instance. Should this be possible, I should be readily prepared, in the interests of economy, to agree to the scale of salary pertaining to the post being modified accordingly, but I would not wish to run the risk of not being able to have the post filled through offering inadequate remuneration.

9. To sum up, I recommend in connection with the Estimates for 1936:-

- (a) The creation of the pensionable post of Mining Engineer and the promotion of Mr. W. D. Harverson thereto, on the usual period of probation, at the minimum of the scale;
- (b) The creation of the pensionable post of Geologist;
- (c) The selection of a suitably qualified officer to fill the vacancy in the post of Assistant Geologist which will result if (a) is approved.

The financial implications of these proposals in 1936 are as under:-

	1935	1936
Technical Adviser	£1100	
Mining Engineer		£ 720
Geologist		720
Assistant Geologist	628	600
	<u>£1728</u>	<u>£ 2040</u>

The net additional expenditure involved amounts to £312, but I am satisfied that, with a growing mining industry, this increase is entirely justified,

justified, and I am advised that the organisation proposed is the most satisfactory one for the Department.

10. In view of the urgent necessity for setting the organisation of the Department on a proper footing, I should be glad of a reply to this despatch by telegram.

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

A. W. Wade

ACTING GOVERNOR.

21
BILLWIN,

4 SHERBORNE AVENUE,
NORWOOD GREEN,
SOUTHALL,
MIDDLESEX.

6. 6. 1935.

Dear Harverson,

As you know East Africa Mining Areas has closed down and the staff been returned to England. I have always had a desire to get into a government service and am wondering whether you know of any openings in the Kenya Mines Department for which I might be suitable. I enclose a copy of Mr. Hughes reference.

Mr. Carl Davis of the Anglo American Corporation has promised to do something for me; I shall, however, endeavour not to close with any offer until I have heard from you, as I should particularly like to get into Government service.

Yours sincerely,

sd. W. A. BRICKWELL.

MJM.

TO WHOM IT MAY CONCERN.

Mr. W. A. Brickwell has been employed as Assistant Engineer on this company's properties in the Kakamega district of Kenya from January /34 to April /35.

At the beginning of his tour, he spent a few weeks in the assay office followed by a short term as surveyor before graduating to Assistant Engineer in charge of surface and shallow depth development of gold quartz veins on one of our outlying areas.

He has gained valuable experience in systematic surface prospection and in underground exploration. He carried out two preliminary geological reconnaissances in a way that proved he had a grasp of the essentials of applied geology in economic work.

His work in every department has given satisfaction. Personally, I appreciate very much the enthusiasm and willingness that he has constantly shown in the execution of his duties.

He leaves together with all the other members of the staff following this company's decision to discontinue active field in Kenya.

I have much pleasure in recommending Mr. Brickwell as a very capable young engineer.

EAST AFRICA MINING AREAS LTD.

(Sgd). W.J. HUGHES

General Manager.

RECEIVED
28 MAY 1935
C. O. REGY

3
23

West Marden Farm
nr Chichester, SUSSEX.

May. 7⁵

Dear Freeston

(1)

It was indeed good of you to let me see a copy of the despatch about the personnel of my Dept. It is just as I suspected.

I am all for having both Cogle and Carbis as Senior Inspectors, it is the best way out of my difficulty.

Cogle, as I told you, is deaf. He did excellent work while we were still in the very early stages above ground, but I cannot rely on him for safety work now. He has been District Surveyor with us for many years since he left the Rand and is absolutely first class in that line, but rather out of date in mining.

Answer (1)

Carbis is an absolute marvel and has the entire trust and confidence of the field. I don't think he ever reads my Regulations but what he says goes. He has, to my knowledge, been offered a hundred pounds a month, he is fifty and has nothing to hope for from a pension and it is only, rather ^{his} mistaken, sense of loyalty to me that has kept him in Govt service.

Why then, when we get a man like that do we, I won't say "do him down" but, use half measures?

Cogle goes up to £410, Carbis for reasons unstated is to stop at £540. I couldn't replace him under a thousand while Kenya stands where she does in the estimation of the Civil Servants. Are there to be a Senior ~~Staff~~ and Junior Senior Inspector, with the second promoted to the higher ~~sch~~ when the first leaves? Its a bit daft and doubtful "economy". When one of the two men goes I could revert to one S.I. and more Inspectors if necessary.

2.

Asst Wardens. Bear in mind that all first and second class magistrates are Wardens.

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Snelgar, the Principal Registrar of Titles used to be Warden in Nairobi when we had practically only the Lolgorien fields.

I had proposed that Bailey, my Hqr Clerk, should be gazetted Warden and Dyke Pointer (ex Education Clerk) and Collier (a Solicitor-farmer in the hands of the Agricultural Advances) Asst Wardens. They were actually, me concurring, gazetted all Asst Wardens.

Now it looks as though my head man, Bailey, is to be demoted and the other two pushed over his head, as officers and gentlemen, on the ground that Baileys work is not Executive but merely Clerical.

My Hqr Staff consists of the C/M. the Mining Engineer (who is also Geologist and should be out in the field practically the whole time) Bailey/my head clerk, Warden, Accountant, two learners and a beauty chorus of typists.

When the C.M. is out of the office ~~off~~ on Leg Co. Committees or off on safara, there must be someone with authority to deal with callers and to save the C.M. from being overwhelmed when he puts his head into the office. A Clerk, especially a Local Civil Service Clerk is less than the dust. If they made Bailey Accountant or gave him some sort of rank I wouldnt mind so much. As it is I shall lose him, and he has had mining experience which is most useful, both in the field and as Secretary and is up to the ways of royalty dodgers, share pushers and prospectus window dressers.

If he leaves, must I take the next most competent man and demote him to fill Baileys place? This is rather more daft than usual.

Its uphill work starting a new Dept though starting a new industry is childs play. Precedent is such a good servant, but a servant when he reigneth, as David rightly said, needs taking for a ride.

Its going to be difficult to make the Local Civil Service work as a scheme and a few attractive posts would help. I see that they have cut down my maximum for the Asst Wardens from ~~£640~~ to ~~£540~~ .

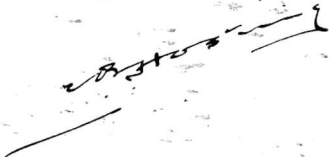
I shall need full blown Wardens on first class appointments one day but I have honestly tried to run my show economically.

Every screed I put up to the Secretariat is sat on for three weeks while they search for the catch, I am suspected of being "on the make". I am. I am trying to make an efficient department to deal with a major industry.

Its awfully good of you to let me state my case I fully realise that you cannot deal with me officially and am very grateful for being allowed to put up my side of the question to you personally.

I shall be up in town shortly and am available any time that I am required.

Yours sincerely



Answered by No 3

Downing Street.

2

2nd May, 1935.

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Dear Hosking,

Since our talk yesterday I have unearthed the despatch about certain changes in the personnel of the Mines Department, and I enclose the duplicate. The first two paragraphs seem satisfactory; Flood and I, however, are not quite clear whether the third paragraph is entirely in accordance with the opinions you expressed in conversation; it appears to involve the "promotion" of two of your present Clerks to the Local Civil Service scale.

Will you be good enough to let me know whether you have any comments on the despatch? In the meantime we will not reply to it until we have heard from you.

To remove any misunderstanding may I also say that Flood is hoping to receive from you the

. B. HOSKING, ESQ., O.B.E.

the map of parts of Kavirondo showing the areas in
which Bewick Moreing are interested.

Yours sincerely,

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RECEIVED

26 APR 1935

C. O. REGY

18th April, 1935.

Sir,

I have the honour to inform you that in view of the developments which have taken place recently in the Mining Industry representations have been received from the Commissioner of Mines that an additional post of Senior Inspector of Mines should be created on a salary scale of £720 x 30 x £840 under Head XIX Item 5 and that one post of Inspector of Mines under Item 6, at present held by Mr. F. C. Carbis, should be abolished.

2. Subject to your approval the Commissioner of Mines proposes that Mr. Carbis, at present Inspector of Mines and well reported on, should be promoted to the new post with effect from the 1st January, 1935. I share the views of the Commissioner of Mines and, though I am of the opinion that only the strongest arguments supported by factors which were not fully foreseen when the Estimates for the year were passed by the Legislature should be allowed to lead to departmental reorganisation and salary scale adjustments in advance of consideration with the Estimates for the ensuing year, I am satisfied that in a young and developing Department, such as this, divergency from the normal procedure must be expected. I have no hesitation, therefore, in recommending the foregoing proposal for your approval. Savings will be available from the personal emoluments vote of the Department to meet the additional expenditure which will be entailed this year.

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.

3.

Amend (5)

3. I take this opportunity of informing you that in view of further representations by the Commissioner of Mines he has been authorised to include provision for consideration in the 1938 draft Estimates for two Assistant Wardens of Mines on the Local Civil Service scale of £360 x 20 x £480 x 20 x £540 to which it is proposed to promote in due course two of the clerks in the Mining Department who are at present performing the duties of the posts. If these posts are finally approved I shall make specific recommendations in my annual Estimates despatch towards the year end as to the manner in which they shall be filled.

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

A. S. M. Road
ACTING GOVERNOR.