

1927

KENYA

1927

X. 10457

X. 10457

Salaries for the European Teaching Staff
of the Education Department

Previous

Dec X. 1000/29 (asst Master)

Mr Visiter 20/3
Mr Wiseman 11/4
Capt Newbott 11/4
Mr Visiter

Subsequent

10023/29

Mr Parkinson 11/5/28
X.E.A.

Mr Vischer 10/11/28
Captain Northcote 13/4
Mr Parkinson 1/12/28

Room of (S.A.) 24/8
Mr. Allen 12/9
Capt Newbott 21/9
Major Duce 3/2
Major Vischer 10/2
Mr. Jeffries 20/10
X.E.A. 23/12
Mr. Wiseman (vide memo) 23/12
Mr. Vischer 11/12
Mr. Wiseman 24/12
X.E.A. 6/2
Mr. Wiseman 6/2
X.E.A. 6/3
Mr. Wiseman

X.E.A. 11/2
Mr. Grady 11/12
X.E.A.

1 ~~Ag. for Dublin~~
Pag 79

30 July, 1927

Submits with comments scheme of salaries for the European Teaching Staff of the Educ. Staff, and suggests scheme might be discussed with C.O. Educat. Advisors in H. of S.

N.B. These proposals only apply to teachers Inspectors are not covered. See last para. of the detp.

The Allen.

I do not much like this fancy scheme but there is no reason why Kenya should not make the experiment with it if they want. Presumably they are satisfied that it has been of some use in S. Africa.

I think that before it is sanctioned we should let Capt. Newbould see it. If it is adopted it will apparently not be practicable to promise a definite scale for any particular post, as the scale will depend on the selected cand's qualifications and - if he is under 25 - on his age. Fine that we should want a (pamp) for the purpose of entries in the Public Service. The scheme is fully explained

(Scale III is already adopted for the District Council Schools in para. 5)

that officer can be sent / all candidates

Presently the scale will be

Applied Officer, already serving
where it would operate to their disadvantage.

E. J. Seal

31.8.57

* X.10457 deals with the salaries for

the European Teaching Staff of the Kenya
Education Department. There is no real com-
parison between the Kenya Education Depart-
ment and those in the other East African
Dependencies, and there is no need to take
much trouble to keep in line as regards this
Department. It will, therefore, be best to
consider these proposals separately, discuss-
ing, in the first instance, with Captain
Newbolt and Mr. Biss.

Left Newbolt

For your status, please

W. Miller

2/9/57

(I am sorry I have had to hold
this up owing to urgent work)

AN

2/9

Major Biss

We are concerned so far as these proposals may affect
recruitment

Speaking from that point of view, I think this is a
rather academic scheme. Be especially para 3 of
the Prop. — all sorts of fancy scales are proposed,
based on nice distinctions of academic and
professional qualifications. In each case the man
who only has "similar personal status" to the
pseudo-academic pedagogue is to take bottom place.

I suppose this is all right if it is seriously
proposed to attach so much importance to each of
the specific qualific^{ns} mentioned; but contrast
with Ds. of E. of most of the other T.A. Dependencies
and the pronouncements of the Advisory Com^{tee} here
have rather led me to understand that high
personal qualifications are always more important
than these things in dealing with educational
problems in trop. Africa.

I imagine the conviction of opinion w^d be that
the most successful officers have not always been
the most highly trained pedagogues.

In any case I sh^d deprecate the proposal that men
of under 25 years of age on app^t should be
promoted financially.

A. J. Marshall

21.9.57

Major Biss

I apologise for delaying this but have had a
lot of extra Committee work since I got back from
leave.

I should like to discuss this proposal

with you when you have digested it (personally I find the process of digesting rather difficult).

I do not think P.S. is likely to be much concerned with scales II and III ?. But so far as our candidates are concerned I am inclined to agree with Captain Newbolt as to the danger of (a) putting too much weight on pedagogic qualifications (b) penalizing the young candidate.

In both connections we must bear in mind first that, as we all agree I think, the mainstay of our future recruitment for education Departments must be the young University man, taken on graduation at about 21 or 22 and professionally untrained;

Secondly that your Committee has in view the special training ^{of} such raw material ^{which would we hope are more valuable than the normal educational "diploma" or "certificate".}

I would add a third criticism. To my mind E840 is too low a maximum if we are to get a proper supply of really good men, and we are continually laying stress on the special nature of their own problems and their need for really first class recruits.

After you have seen it might be as well if you Mr. E. S., Captain Newbolt, Mr. Seel and myself could have a short conference ?.

R. D. Muse

3.8.27

Major Hunt

I agree with your remarks and the various difficulties in the proposals. I have read the despatch and the enclosure and think I can see what they are driving at, but I do not think that the right man for the job will be found in this way.

I would like, as you suggest, to discuss this with you and Mr. Seel or Mr. Jeffries. Mr. Pinn has returned to Kenya.

Hamm Kiole

10.8.27

This was discussed today, Mr. Linneman, Mr. Visher, Major Hunt, Mr. Allen, Capt. Newbolt & myself being present. It was agreed that the Gov should be told that the S of S prepared to postpone course until the list has been considered further than scheme for post graduate training of selected candidates, for the new Director of Education had had time to go into the matter.

Dft. for insertion here with

Jeffries

20.10.27

Noted Note to King of 27 - 2 months

2-4 On leaf (1 and 2) 27 OCT 1927

We have not yet got our new Director, but have you got any further with your scheme of post-graduate training?

R.D. Sims
23/12/27

Mr. Wiseman.

The Adv. Com. discussed the Post Graduate Education comm at their last meeting. The sub-committee are now elaborating the plan of instruction. When this has been done the recommendations of the Com. will go to the Govt. for a despatch to Government.

This will probably come in January. Henry

Harry Kiser
28.12.27

at 6/2 for
Bring up another month
above R.D. 24.12.27

Bring up another month
above R.D. 6.2.28

Mr. Wiseman
134 vide mins.

W. Sturges 6/2/28

As you know, the post of Dir. of Education in Kenya is under offer

semi-officially I understand, the Director of Education - the Registrar, and he will not be available for consultation unless he comes on leave this year which however is quite possible, though not likely for some months. However that may be, are you now in a position to give any considered view upon this paper from the point of view of post-graduate courses.

R.D. Sims
2/3/28

Mr. Wiseman.

The Advisory Committee formulated their plans for the Post-Graduate Course for education officers. The detailed arrangements for the courses are still under consideration, and the matter will be discussed again at the next meeting, which will be in May. In the meantime I think we should get on with this. The plans for the post-graduate course are in accordance with the general plans and ideas available in recruiting candidates for the Service, and the proposals put forward in the Governor's despatch do not fit in.

The Committee are now dealing with European education as well as native education, and the Committee will be asked to consider them, but in practice we have avoided consulting the Committee on any matter dealing with salaries, for very good reasons. I would therefore prefer not to lay these papers before the Committee. There are two aspects to the proposal (1) A general one from the point of view of education and education staff; (2) The possible effect that the application of the provision under these proposals might have on recruit-

ing for the Education Service, not only in Kenya but elsewhere.

Regarding the first, I would like to obtain the views of some members of my Committee; that is, Professor Nunn, Miss Burstall, and possibly Sir Michael Sadler, who have had a good deal of experience in this matter. To do that I should like to have a statement showing the present arrangements, regarding which, I suggest Major Furse should be asked for his views.

If you agree to my suggestion, I should like to have the papers back with a short statement which might be prepared by the Department.

Hamm Vischer
30.3.28

The best idea that can be obtained of the facts - the Education Dept can be gathered from the last Staff List (p. 29) which shows how difficult it will be to fit the requirements into any one particular kind of scale. In any case the matter must be considered from the point of view of the general requirements & not to fit into any rigid scheme of existing here.

I do not see any reason why approval should not be given to the Commission's proposals in para 4 & 5 of their report?

W. G. ...
11.4.28

see Volume un-revised

This has now been discussed with Mr Vischer who agrees that no action is required until the new Director of Education has been definitely appointed. I come to this country. ? bring up then

W.G.

J. G. ...
15.5.28

all p.
16.5.28
allow

Mr Vischer

You will need these papers in connection with Mr G's discussion at the Education Com.

all p.
17.10.28

Captain Norbott
Mr. Parkin

I attach extracts of the Minutes of the Adv. Committee meeting, then the proposals have discussed.

An important point was mentioned to me by Captain Norbott. viz. the op of Staff. I pass the papers to him to state it.

Hamm Vischer
10.4.28

The point about op was mentioned in my report

of 21.3.27 & referred to it in Major's
minutes of 3.4.27.

I suppose the probability is that in the future the
majority (not all) of recruits for the top grade
Educ. Dept. will be young University graduates
who then go through a postgraduate course in
Educ., i.e. they will be usually 22 or 23 on
arrival in Kenya, or elsewhere.
That being so, I think it will be undesirable from
the pt of view of recruitment, if from no other
than such recruits who have trained themselves
for their jobs should be penalised financially
until they reach the age of 25.

H. H. Holt

13.4.28.

Consideration of (4) was deferred for

(a) scheme of postgraduate training
- a copy on this subject was
sent to Kenya on 2 July (1928/29) [unclear]

(b) the views of the new Director -
Mr Scott attended the Finance
Discussion & was in the
Colonial

I am afraid the minutes to
the Finance had not conveyed
much to anyone but Mr Scott
at the discussion but Mr Scott
was present & since the views
expressed.

this is postulated
see

Government of Kenya

1/11/28

of 21.8.27 & referred to at Y in Major's
minutes of 2.8.27.

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majority (not all) of recruits for the top African
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the pt of view of recruitment, if from no other,
that such recruits who have trained themselves
for their jobs should be penalised financially
until they reach the age of 25.

H. W. Marshall
13. 11. 28.

Consideration of (C) was deferred for

(a) scheme of postgraduate training
- a lot on this subject was
sent to Kenya on 2.11 (20033/29) Ency

(b) views of the new Director -

Mr Scott attended the Council
Discussion 12.11.28 on the
Topic

I am afraid the minutes of
the Council had not conveyed
much to anyone not present

at the discussion but Mr Scott
was present & knows the views
expressed.

this is postgraduate
school

Parliament Office
21.11.28

C. D.
R 6-DEC.
D 7

Mr. Allen 30/11 1927
10457/1 27 Kenya

Mr. E. J. Harding
1927
5.12 f

Downing Street,

November, 1928

- Sir C. Strachan
- Sir J. Shuckburgh
- Sir G. Grindle
- Sir C. Davis
- Sir S. Wilson
- Mr. Ormsby-Gore
- Earl of Clarendon
- Mr. Amery

Sir,

With reference to my despatch
Confidential (2) of the 27th October
1927, I have, etc., to inform you

(No 2)

DRAFT. Cas: v.
minutes

KENYA

Confidential (2)

~~Over-Grigg.~~

oag

that the Advisory Committee on Native
Education in Tropical Africa took
advantage of the presence of Mr. H.S.
Scott, Director of Education, at a
Meeting of the Committee held on the
~~27th of October last~~ to discuss
~~with~~ the scheme of salaries for the
European Teaching Staff of the
Education Department, ^{which was} submitted in
Sir E. Denham's Confidential despatch
No. 79 of the 30th July, 1927. *S. E. Denham was also present*

(No 1)

2. In view of the fact that
the scheme was to be further considered
by Mr. Scott after his arrival in
Kenya, the Committee refrained from
making

ad up

Mr. Ormsby-Gore to see after action

making any definite recommendations, and
it was understood that Mr. Scott would
in due course furnish you with his
considered views, when you will no doubt
communicate with me again. The ^{Committee} ~~Govt.~~

Nevertheless, however, that the clause in
the scheme referring to the dependence
of promotion upon vacancies was rather
ambiguous and required re-drafting, and
they also regarded it as important that
^{was clear}
it should be clearly understood that
any Education officer, if suitable,
could be promoted to the higher grades.

I would also invite your atten-
tion to para. 2 of my despatch of the 27th
of October, 1927, in which I expressed
doubt as to the wisdom of any scheme which
penalises candidates under 25 years of age,
in view of the probability that the main
supply of candidates will in future come
from men who have ^{only recently} ~~just~~ taken their University
degrees.

[It does not seem
need. to include a
age. to the Council
above or to the salaries
at the top: this is not
included in the minutes
as a view expressed
by the Council
G.S.]

(No 2)

despatch of a scheme for providing
specialised post-graduate training, I
would refer you to my Miscellaneous
despatch of the 3rd July last.

I have, etc.

(Signed) L. S. AMERY

20837/28
Seul

31

Extract from the Minutes of the 46th. Meeting of the
Advisory Committee on Native Education in Tropical
Africa held on October 17th. 1928.

3. Education in Kenya Colony. Despatch No. 78,
30th July 1927, from the Acting Governor to the Secretary
of State.

The Chairman informed the Committee that this despatch (copies of which had been circulated to members) contained proposals for the grading of salaries of the European teaching staff. The despatch had been purposely held up and the Kenya Government informed that consideration of the proposals would be postponed until the position with regard to the Post-Graduate Course would be clearer and also until Mr. Scott, the new Director of Education, would have had time to examine the question and form his views upon it. As seen from the Kenya Staff List and Estimates, there appeared to be nineteen different scales of payment in use at the present moment. The proposals provided for eleven scales. Qualifications for these scales were: (a) Degrees, (b) Professional Diplomas, (c) Personality.

* * *

With regard to the proposed scale of salaries, Sir Edward Denham said that the advice of the Committee would be very helpful.

Sir James Currie said he considered that the proposed salaries in the lower grades were sufficient, but that those in the higher grades should be raised, otherwise it would be impossible to attract really good candidates.

After some discussion, it was decided that the clause in the Draft Scales of Pay referring to the dependence of promotion upon vacancies was rather ambiguous and should be re-drafted. It was considered important that it should be clearly understood that any Education officer, if suitable, could be promoted to the higher grades.

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COPY

12

Orchard Hotel,
Portman Street,
Marble Arch, W.1.

*Mr. Biss
for next party*

5th. October 1928

Dear Vischer,

I return file X.10457.

I have some difficulty in commenting on proposals put up by the Governor of Kenya and by the Acting Director of Education. That difficulty is natural. I may find that when I get to Kenya I should have pushed Mr. Biss's proposals as heartily as Sir. E. Denham has and in any case they represent the present views of the Governor of the Colony so I hesitate to express any views just before I go out.

Moreover I have no idea of what the present officers are receiving as I have not seen the staff list referred to in Mr. Wiseman's minute of 11th. April 1928. Nor do I know what are the scales of pay of inspectors. The pay of inspectors and teachers in an established Government system must have some relation to the scales of the teaching staff. I say established because in a young system the inspector is probably recruited from outside, while in a service which has been in existence for some time the teaching staff is the natural recruiting ground for the inspectorate.

this freedom as an administrative officer, I am not sure that it can be justified.

There is a point in Mr. Seel's minute of 31.8.27 which is worth taking up. He refers to that part of the scheme which involves payment for qualifications held and not for work done. It would be interesting to know what Prof. Nunn and the Education authorities think of this. It is the common method of remuneration but it may conceivably lead to startling financial results. You could have a school of 100 staffed as follows:

Man	840
Man	840
Woman	768
Woman	768

	3216
House All.	482
All. for	
Headmaster	48

3746

Cost per pupil £37.9s.

This is of course extreme but it indicates how difficult it is to continue payment by qualification with reasonable economy.

I think that if the Committee requires my views I ought to see the inspectors scales, and the staff list, and also I ought to have an opportunity of discussing the scales in detail.

How does this proposed scheme affect the teaching staff in schools for children other than European?

I am afraid this is not very helpful but I fear that I have
not enough to go on to be really helpful.

Had not a better come and see you again?

Yours sincerely,

(signed) H. S. SCOTT.

X10457/27

2/10

Mr. Jeffries 20.10.27
Mr. ... 21.10
Mr. ... 21.10
Mr. ... 25/10

20
19.

Sir U. Strachey
Sir J. Shackleton
Sir G. Bonfield
Sir C. Davis
Sir S. Wilson
Mr. Ormsby-Gore
Lord Lovat
Mr. Amery

27 Oct. 1927

Sir

I have to acknowledge the receipt of Sir Edward Duthie's compl des. No 79 of the 30th of July, in which he submitted a scheme of salaries for the European teaching staff of the Education Dept.

for insertion

DRAFT.

Kenya
Conf (2)
Gen. Grigg

S+4

2. It may be regarded as established that the main supply of ~~available~~ candidates for Educational appts in Tropical Africa will in future come from men who have just taken their University degrees. In some cases candidates may be obtainable who have received special training

in pedagogy & have had
some teaching experience, but

I am doubtful as to the
wisdom of framing a scheme
based on the assumption that
posts will normally be filled
by such candidates, or one which
fencloses candidates under 25 years of age.

3. The Advisory Ctee on Native

Education in Tropical Africa

are at present considering

a scheme for providing
^{post-graduate} specialised training for selected
candidates, and I should

prefer to postpone consideration

of Sir Edward Denton's
proposals until the position
with regard to this is clearer,

and also until the new
Director of Education has had

time to examine the question

and form his views upon it.

(for the Secretary of State)
(Signed) W. ORVISLY GORE

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proposals until the position
with regard to this is clearer,
and also until the new
Director of Education has had
time to examine the question
and form his views upon it.

(for the Secretary of State)
(Signed) W. ORMSBY GORE.



GOVERNMENT HOUSE
NAIROBI,
KENYA

KENYA

No 79

CONFIDENTIAL.

30 July, 1927.

RECEIVED
22 AUG 1927
COL. OFFICE

Sir,

621
Proposals
22/8/27
150/23
150/23
150/23
150/23

I have the honour to refer to the fourth paragraph of Sir Edward Grigg's despatch, Confidential, No.230 of the 21st of December, 1925, and to the sixth paragraph of my despatch, Confidential, No.45 of the 28th of April last, and to submit for consideration a scheme of salaries for the European Teaching Staff of the Education Department, which was prepared by the Chief Inspector of Schools, whilst he was Acting Director of Education, and has now received the support of the Director of Education.

2. As emphasised in the first despatch under reference, it was never contemplated that all the officers now in the Department would be placed on Scale D. of the revised salaries scheme, and it is self-evident that the extremely varied demands of education as exemplified by schools described as Kindergarten, Junior, Dutch Rural and High Schools, as well as the requirements throughout the whole range of Native Education, call for a wide gradation of scales in relation to the different attainments, qualifications

THE RIGHT HONOURABLE

LIEUTENANT COLONEL

L.G.M.S. AMERY, P.C., M.P.,

SECRETARY OF STATE FOR THE COLONIES,

DOWNING STREET, LONDON, W.C.

qualifications, and efficiency of the personnel employed and cannot therefore be assimilated entirely under the long grade system.

3. It has been represented that the Department must make provision for at least three main classes of teachers: (a) the teacher who has completed the full University Course and/or holds a University Diploma in teaching; (b) the teacher who has completed the Intermediate Course and/or holds a First Class Board of Education Certificate; (c) the teacher who has reached the standard of University Matriculation and has passed a simple test in teaching. Provision is also required for the existing Staff who, whilst not qualified as above, possess an equivalent personal status to those mentioned either under (a), (b) or (c).

4. While I do not support the proposal of allowances to Senior Assistant Masters performing duty in that capacity, I consider that the additional responsibilities and activities entailed by Head-masterships in the smaller schools will better be remunerated by such a system than by means of Acting Allowances.

The Headmasterships of leading schools of the Colony should be specific appointments but in the case of local schools, which will tend to increase in number both for European and Asiatic children, a greater flexibility will be found to be of advantage although continuity will be sought as far as possible. Acting Allowances generally benefit junior men considerably more than senior men but cases are easily conceivable

conceivable with a long grade system in which no additional emolument would be drawn on the posting of a Head Master to such a school, if all such posts are to be specifically remunerated; for example, the post of Head Master of a rural school, on the scale of 2480 to 2600, might be filled by an Assistant Master who had already reached or passed the maximum salary (2600). No such anomaly could occur where the post of Head Master carries with it a charge allowance irrespective of the salary drawn by the holder. A similar proposal in respect of House Masterships was approved by you for the purpose of the current Estimates.

5. With regard to the salaries of teachers in Dutch Rural Schools, it has been necessary to approve the adoption of scale III. as from the 1st of January, 1927. These teachers must be able to speak Afrikaans and it is proposed to engage them in South Africa and to give them the usual leave and second class passage privileges. In regard to this particular class of employee, I agree with the Director of Education that there should be no difference in the pay of male and female teachers.

6. It will be noted that the increments contemplated are not the same as in the ordinary revised scales. It has been represented as of great importance that in the Education Department each scale should be as long as possible. The work of a teacher tends to become monotonous and the incentive of an annual rise in pay, with the possibility of stagnation through poor work, is most valuable. It is appropriate to place a teacher upon a scale in accordance

18

-4-

with his initial qualifications but his promotion in that scale should depend upon the quality of his work in the actual duties he is called upon to perform. In the scheme proposed a teacher's qualification places him in a particular scale or sub-scale - the efficiency bars and increments relate to his practical efficiency. A teacher may have brilliant paper qualifications and yet prove inefficient in the actual work upon which he is engaged. The creation of sub-scales will enable a good but unqualified teacher to secure regular and steady increases in pay and at the same time will encourage him to remedy his deficiencies either on the professional or academic side in order to secure admission to a higher grade.

2

7. After full consideration, I am satisfied that the recommendations submitted in the scheme, which are understood to follow the model in force in South Africa, merit a trial in Kenya, and I would suggest that if you consider the proposals require further elucidation the scheme might be suitably discussed by your Educational Advisers or the Board of Education with Mr. Biss before the expiry of his present leave of absence.

8. The scales proposed for Inspectors of Schools are already dealt with in the correspondence terminating with Sir Edward Grigg's despatch No. 999 of the 23rd November last.

lyn. X.F. 10/11/41

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

J. W. B. B. B.

GRADE SCALES OF PAY FOR KENYA OFFICERS OF THE EDUCATION DEPARTMENT.
18th November, 1964.

Scale I.	1.	£200 - 24 - 500 - 24 - 700 - 24 - 800
Scale II.	1.	£330 - 18 - 490 - 18 - 510 - 20 - 600
Scale III.	1.	£180 - 12 - 240 - 12 - 300 - 12 - 360

Notes:-

- (1) Each scale covers 10 years, with two years' probation, and efficiency bars (referring only to efficiency and not to qualifications) after the 6th and 11th years.
- (2) In scales I and II £12 and £6 per annum respectively should be deducted from the minima for each year that an officer on appointment is less than 25 years' of age.
- (3) For women £72, £60, and £48 a year should be deducted from scales I, II, III, respectively throughout.
- (4) Teachers should be placed on scales and sub-scales according to the class of Kenya Teachers' Certificate held. A full table of equivalents will have to be prepared for (a) academic or technical and (b) professional qualifications. The following statement is a rough guide to show what is intended:-

Scale	sub-scale	Der-tifi-cate	Qualifications	
			(a) Academic or technical	(b) Professional
I.	1.	I. 1	(a) University degree and (b) University diploma.	
I.	11.	I. 11.	Neither (a) or (b)	
I.	111.	I. 111.	Neither (a) nor (b), but similar personal status.	
II.	1.	II. 1	(a) Inter. Arts or Science (London) and (b) Ed. of	
II.	11.	II. 11	and Neither (a) or (b)	
II.	111.	II. 111	Neither (a) nor (b) but similar personal status.	
III.	1.	III. 1	(a) Matriculation and (b) Departmental Test.	
III.	11	III. 11	Neither (a) or (b)	
III.	111	III. 111	Neither (a) nor (b), but similar personal status.	

N.B.

The attainment of additional qualifications should automatically

CC/104

...entirely enable a teacher to transfer to the higher sub-scale of the corresponding year point, but not to promotion to a higher sub-scale and until there is a vacancy in it for which he is considered to be suitable.

(5)

Scale I.ii. and I.iii. are respectively Rs 224 & Rs 228 less than I.i.

" II.ii. and II.iii. " respectively Rs 228 " " II.i.

" III.ii. and III.iii. " respectively Rs 224 " " III.i. throughout.

(6) Free quarters or a house allowance of 15 per cent. of the minimum of the scale should be given to all teachers.

(7) Non-remunerable duty allowances should be given to Principals of all schools in which the average roll of pupils for the preceding calendar year has exceeded 100, and may be given to senior principals where the average roll similarly exceeds 250, at the following rates :-

	Elementary Schools.			Secondary Schools.	
	A	B	C	Junior.	Senior.
Principals	224	228	232	240	240.
Senior P.Ts.	212	218	224	230	250.

(8) The attached schedule shows the pay drawn by teachers at every point in their careers.

5/11/11

that it is not proposed that all Assistant Masters should be paid on this scale. I observe that no scale of salary for Assistant Masters is indicated against Head 19, Item 65 of the Estimates for 1921, and in the circumstances I should be glad to be furnished with a list of the appointments for which provision is made in this item of the Estimates, showing the scale of salary which it is proposed to attach to each appointment.

I have the honour to be,

Sir,

Your most obedient,

humble servant,

(Signed) L. S. AMERY,

X10004/27 K

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315

DOMING STREET,

8 April, 1927.

Sir.

I have the honour to acknowledge the receipt of your telegram No. 94, of the 19th of March, and to inform you that, in accordance with the request made therein, a candidate will not be selected to fill the vacancy for an Assistant Master (Physical Instructor) in the European School at Nairobi, pending the arrival of the Headmaster of the School in this country on leave of absence.

2. With regard to the scale of salary to be offered in connection with this appointment, I am of the opinion that, if it is desired to obtain a candidate of a really good personal stamp, it would be inadvisable to offer less than the full long scale, rising to £950 per annum; and in view of your telegram I propose that this scale should be adopted.

B. I would observe in this connection that in sending my telegram of the 20th October I had in mind and I assumed from the terms of Sir A. Brigg's telegram No. 378 of the 5th of November that he agreed that the full scale "B" should be applied to all new appointments to the grade of Assistant Master. I now note from your telegram under acknowledgment that

MINISTER ADMINISTERING
GOVERNMENT OF
KENYA

BEST SCALE OF PAY FOR HUNDRED TEACHERS IN THE EDUCATION DEPARTMENT 1901. - 1902.

(All monthly rates & rates by increments)

YEAR	I			II			III			IV			V			20			
	Scale I plus 10	Scale II plus 10	Scale III plus 10	Scale I plus 20	Scale II plus 10	Scale III plus 10	Scale I plus 30	Scale II plus 10	Scale III plus 10	Scale I plus 40	Scale II plus 10	Scale III plus 10	Scale I plus 50	Scale II plus 10	Scale III plus 10				
1	300	310	320	310	320	330	320	330	340	330	340	350	340	350	360	20			
2	480	432	378	330	304	282	180	168	156	408	360	312	270	246	222	122	120	108	
3	504	456	408	348	324	300	192	180	168	432	384	336	288	264	240	144	132	120	Probation.
4	528	480	432	366	342	318	204	192	180	456	408	360	306	282	258	156	144	132	
5	552	504	456	384	360	336	216	204	192	480	432	384	324	300	276	168	156	144	
6	576	528	480	402	378	354	228	216	204	504	456	408	348	318	294	180	168	156	
7	600	552	504	420	396	372	240	228	216	528	480	432	360	336	312	192	180	168	Prof'ry Bar
8	624	576	528	438	414	390	252	240	228	552	504	456	378	354	330	204	192	180	
9	648	600	552	456	432	408	264	252	240	576	528	480	396	372	348	216	204	192	
10	672	624	576	474	450	426	276	264	252	600	552	504	414	390	366	228	216	204	
11	696	648	600	492	468	444	288	276	264	624	576	528	432	408	384	240	228	216	
12	720	672	624	510	486	462	300	288	276	648	600	552	450	426	402	252	240	228	Prof'ry Bar
13	744	696	648	528	504	480	312	300	288	672	624	576	468	444	420	264	252	240	
14	768	720	672	546	522	498	324	312	300	696	648	600	486	462	438	276	264	252	
15	792	744	696	564	540	516	336	324	312	720	672	624	504	480	456	288	276	264	
16	816	768	720	582	558	534	348	336	324	744	696	648	522	498	474	300	288	276	
17	840	792	744	600	576	552	360	348	336	768	720	672	540	516	492	312	300	288	

CONFIDENTIAL

RECEIVED
23 MAY 1927
C.O.L. OFFICE

29th April, 1927.

Sir,

I have the honour to inform you that, subject to your approval, I have appointed Mr. L.S. Whitehouse to be Principal, Masai School, Kajindo, at a corresponding salary of 2400 in the scale 2400 x 50 x 2500 with effect from January 1st, 1927, under the provisions mentioned in Vol. 52, Head XII of the 1927 Estimates.

2. Mr. Whitehouse was employed in a temporary capacity as Assistant Master, Masai School, Narok, during the leave of the Principal in 1925 and on the latter's return was given charge of the Masai School, Kajindo, his salary being paid from the Masai Native Trust Fund. His work has been well reported on by the Director of Education and I recommend that the period from March 1st, 1925, to January 1st, 1927, should count for purposes of probation and leave. An analogous concession was authorized in the case of Captain Brereton in your Confidential despatch of the 14th February, 1925.

3.

THE RIGHT HONOURABLE
LIEUTENANT COLONEL L. G. S. A. SMITH, F.S., F.S.S.,
SECRETARY OF STATE FOR THE COLONIES

26
END

3. Mr. Whitbourne's appointment on a temporary basis was reported to you in the quarterly Return under cover of despatch No. 681 of June 9th, 1925.

4. I enclose copies of Forms of Application for Colonial Appointment.

5. Mr. Whitbourne has been medically examined and pronounced fit.

6. I trust to receive your sanction to this appointment in due course.

It is not considered that these posts of Principals of Native Schools merit admission to the long grade. Their responsibilities vary, as will be observed, from the salaries specified under the relative item of the Estimates quoted in paragraph 1 above. The whole question of classifying the Natives posts in the Education Department under appropriate scales will shortly come under review after discussion with the Director of Education, who is at present absent from Headquarters on tour of inspection.

I have the honour to be,

Sir,

Your most obedient, humble servant,

E. B. DENHAM.

ACTING GOVERNOR.