

1929

Kenya

No. 15421

SUBJECT

CO 533/389

Salaries of Medical Entomologists

Previous

REVISION OF PUBLISHED SERIES

This document is required to  
maintain a record which is no longer required

Subsequent

70699/30  
Gene

1.

ACTING GOVERNOR 215.

9 APRIL 1929.

Tr. copy letter from D.M.S. & S.S. suggesting that the salaries of the senior of the two Medical Entomologists be increased. Enquires whether it will be sufficient to increase the maximum of the Entomologists grade to £20 in conformity with the practice in Tanganyika.

? To Dr. Foster and P.J. Affo for obs.

Albion 11/29  
10/5/29

Capo

I believe you will act as these you observe in the first place, as to the recruitment aspect of the matter -

As to the Uganda vacancy, it has been offered to Hopkins of Uganda by tel. but as money is not received the salary offered is the same as that was given in Uganda.

Reminded sent  
By tel. 10/5/29  
sent  
13/5/29

Albion 11/29

Trained entomologists with some post graduate education are still extremely scarce. So much so that when applying the recent vacancy in Uganda to Dr. Marshall, Dr. Hunter, & Charles. Edin & Liverpool Univ. we did succeed in hearing of a single possible candidate. In fact no medical entomologists exist in an area where the notification of such vacancies as above cannot be expected to have any very marked effect on the supply of candidates. The supply of untrained entomology is, however, certain to increase gradually in the future as so often men are again being turned out at the imp. coll. before they are likely to be by Cambridge. Before 1929

Death of Prof. Jeffrey at the Imp. Coll. & after the death of Sir Northcote at Cambridge. There was a gap of 2 or 3 years at each place: Hence mainly the present shortage. [It may be remarked that very few men who take the "Popular Natural Science" Tripos take Zoology in Part II & that even those who do take it do not necessarily get much training in entomology.] It would certainly be very difficult to replace Mr. Squires, but this does not seem a good reason for increasing his salary to the extent of putting him on the scale of a Senior O.C.O., because the salary for a man with similar qualifications is not about to be asked to rise more than £600-£700. ~~The Senior April Officer gets £720-£750~~ 1200. *Probably 13.5.29.*

Mr. Squires

- 1) To Mr. Squires a further increase of £100 per year 2) disp. If so, it might come on now or pass till below.
- 2) Keep Mr. Squires for reply from Kenya on 11.4.29.

+ Mr. Squires

allp

15.5.29

C. A.

Reply received today, but it is merely ad. int. Copy attached. Original sent to Appleton for ~~the~~ *15.5.29* K. I. Ashwell read on 25.5.29

Wish to discuss of Hopkins

with Mr. Squires

allp

16.5.29

allp

As returned to  
+ Ca 21/6

File of Hopkins now amended. He had been selected but date of transfer is not yet known.

*allp*

22.6.29

My view generally about appointments of this nature is that there is no reason to force the salaries up ungly because of a shortage of trained men. The result of raising the salaries to high levels is simply to obtain men for one Colony at the expense of another. On the other hand I cannot see any reason why entomologists should be granted less salary than other similar scientific officers, such as Assistant Bacteriologists. In Kenya, Uganda and Tanganyika Assistant Bacteriologists go up to £920. I think that a maximum of £920 might well be adopted for entomologists, but I should not go up beyond that. If a maximum of £920 is approved in Kenya however, it certainly ought to be adopted in Uganda, to which Dr. Hopkins has just been transferred from Kenya; it would be most undesirable I think to transfer Dr. Hopkins to a post carrying a maximum salary of £840, and then immediately raise the maximum of the appointment which he held in Kenya to £920 for the next comer.

If £920 is granted in Kenya and Uganda then I suppose it should also be given in Tanganyika. This despatch states that £920 is already

already

already the maximum in Tanganyika, but the Estimates show £840. I would adopt the scale £600-£920 for medical entomologists in all three Colonies.

Notice

I am sure to know what the salary in F.D. Maller is. But while we are about it, it will be most useful if a table is made out showing the scale for entomologists of all kinds in Kenya, Uganda, and Nyasaland. The "medical entomologists" should be shown separately from the Agric. Dept. entomologists.

It will be helpful also to have, for comparison, something to show how a £920 grade may react upon other cases of officers holding scientific posts. And here we must not forget that at present we do not go above £840. The next individual case for which we recommended up to £920 when the £820

point is reached.  
I shall be grateful if you will  
pursue a really clarifying  
statement of your mind  
suggested. Best  
6.7.29

Mr. Parkinson

I attach a typed note on the lines suggested in your minute. I am sorry for the delay in preparing this, but it was necessary to hunt up old papers about the revision of salaries in 1926, which were not immediately available.

R. Sturges

Thames

12/10/29

Notice's note is particularly interesting as showing, what is so often overlooked by those who want to put up a salary, the reactions likely from so doing. It is almost impossible to tinker with salaries like this without really appreciating it, but he has been misled by false comparisons and in some respects inaccurate information!

But there is a point which I think I should refer to you about is whether



Entomologist in the  
medical dept. should be  
regarded as a different  
(and superior) apppt.

to that of Entomologist  
in the Agricultural Dept.

Personally, I am all  
against any such  
distinction. It is not as  
if we demanded fully  
qualified persons (with  
specialized entomological  
training & experience) for  
the medical dept. appts.,  
nor is there any occasion  
to initiate such a  
policy by filling further  
medical dept. entomological  
posts?

Assuming that you accept  
this view, I should want to  
stick out for the present  
for £240 maximum  
with a proviso as at X  
in budget's vote. I desire  
that in time we shall  
be able to make a £220  
maximum for all these  
posts going up to £240

but we do not want to be  
mixed into this & we  
certainly wd. not start with  
one small group.

Acc. Parkerson  
13.7.29

I agree. There is no ground  
whatever for any differentiation  
between entomologists attached  
to different departments

A. T. Stanton  
16.7.29

I agree with Mr. Parkerson (in his letter of the 11th  
at X) in Mr. Lee's minute. I do not think that  
there is any real need for this extra appt. since the  
injunction with the present arrangement is for the  
the April letter are affected.)  
Mr. Gregory's suggestion may be taken  
for July 17.7.29

Sec. Shreeve  
17.7.29

Now app. course to Murray in  
reply to (1) pointing out the  
obj. to their proposal  
& concluding that £220  
shd. be retained as the  
normal maximum for  
Entomologists with proviso  
as at X.

Acc. P  
17.7.29  
atoned

Mr. Parkinson.

I have just discovered by accident that the Medical Entomologist in Tanganyika has been allowed to go up £920, as an arrangement personal to himself. (See Nos. 14 and 15 on 25960/E.A. below). No mention of this arrangements is made in the Tanganyika Estimates, which explains why I omitted to refer to it in my Note. It does not affect the argument used in the draft to Kenya below, but it necessitates some minor modifications which I have made. I have also made the necessary addition to my Note on the file below.

attached find also  
No. 4 No. 2  
in cd. for Uganda  
Notes  
C do  
the right date

Phill  
20.7.29

all  
20.7.29

Am  
23.7.29

To Gov 582 / Am d

Uganda - 355 / w/ copy 1 & 2

T. T. 544

21 JUL 1929

18/8/29

Am  
Fulford  
27/9

5 To D. Marshall (Chief Bureau of Entomology) -  
(w/ copy 1 & 2) - 16/12/29

C.O.

15721 / 29 Henry

7  
5

Mr.  
Mr.  
Mr.  
Holladay  
Gen. C. Chickburgh  
Gen. G. Girardo  
Gen. U.S. of S.  
Gen. U.S. of S.  
Secretary of State



In my signature sent

DEC 1918

DRAFT.

A. G. A. H. Marshall  
Geny. 2018  
Sup. Bureau of Entomology

~~Gen. G. A. H. Marshall~~  
~~(Mar 1)~~  
~~20 Gen. U.S. of S.~~  
~~(Mar 1)~~

My dear Marshall  
You were speaking  
the other night about  
salaries for medical  
entomologists. I have  
sent you a copy  
of our recent  
copy of "with Henry  
on the subject."  
You point as to

the entomologists in  
the Agricultural Dept.  
~~have~~ ~~been~~ ~~extending~~ ~~their~~  
having the possibility  
of promotion to the  
post of Director as  
compared with the  
"dead end" type of  
app't. held by  
medical entomologists  
was not ~~for~~ <sup>was to be</sup> the  
post of Messrs when they  
~~post~~ <sup>post</sup> up the question of  
salaries. It was  
rather ~~was~~ possibly  
the Govt. of Messrs will  
make that point if they  
never to the fact.

C. O.

Mr.

Mr.

Mr.

Mr. Bottonley.

Sir J. Shuckburgh.

Sir G. Gindale.

Paris, U.S. of S.

Paris, U.S. of S.

Secretary of State.

DRAFT.

but in practice I think 8  
the amt. in para 6  
of the C.O. dip. <sup>and</sup>  
with the case. The ~~case~~  
~~has~~ just appeared of  
several officers in  
Messrs who have  
mailed £840  
(including Anderson)  
going up to £920,  
and if a good  
man in the  
medical entomology  
line makes his  
£840 as a minimum,  
it is most unlikely  
that



that the fact was, with  
just been forwarded for  
the 1920 maximum  
of that such a  
recommendation of  
made was. He turned  
over here.

Yours Sincerely

(Signed) A. G. C. FRANKSON,

Mr. Lee 20/7/29

Mr. ~~Phelan~~ 20.7.29

Mr. Green 23/3

Mr. Bottomley

Sir E. Harding

Sir J. Shuckburgh

Sir G. Grindle

Sir C. Davis

Sir S. Wilson

Mr Ormsby-Gore

Lord Lovat

Mr. Amery

X. 15721/29 Kenya

Downing Street,  
31 July 1929.

Sir,

I have etc. to transmit to you, for your information, a copy of a despatch from the Acting Governor of Kenya regarding <sup>the</sup> proposed increase in the salary <sup>of</sup> attached to the post of Medical Entomologist in the Medical Department of that Colony, together with a copy of my reply.

2. You will see that I have been unable to approve of any increase since due to salary attaching to these posts, but I have informed the Governor that there will be no objection to the adoption in Kenya of an arrangement whereby individual Medical Entomologists who reach

DRAFT.

UGANDA

NO. 355

Gov.

TANGANYIKA TERRITORY

NO. 544

Gov.

S/S

3

Mr. U.A.G. Kenya 31st July 1929  
No. 255 (No. 1) ✓

To U.A.G. Kenya 31 July 1929  
K.M.C. h.w.

2. S/S

their

their maximum of £840, and are certified as efficient, may be allowed to proceed to £920, as an arrangement personal to themselves. *Para 3.* I shall have no objection

to the adoption of a similar arrangement in Uganda if you consider it desirable.

If you decide to adopt this arrangement,

I shall be glad, in the case of officers in the Agricultural and Veterinary Departments, each case may be submitted to me for approval as it arises.

Para 3.

Approval was given in my predecessor's despatch No. 343 of the 3rd June 1927, to ~~arrange~~ <sup>an</sup> whereby the present Entomologist in the Medical Department of Tanganyika, Mr. J.W. McHardy, ~~may~~ proceed to £920, as an arrangement personal to himself. Should ~~any~~ <sup>a</sup> vacancy occur for a Senior Entomologist in the Territory, I shall have no objection to the adoption in Tanganyika of an arrangement similar to that approved in the case of Uganda. Should this be introduced, I

should

To  
Uganda  
only

No. 15 on 25960/E.A

To  
Tanganyika  
only.

To  
Tanganyika  
only.

should be glad if the same  
procedure may be followed as  
in the case of officers in the  
Agricultural and Veterinary  
Departments, viz., that each  
case may be submitted to me for  
approval as it arises.

I have

etc

(Signed) PASSFIELD.



2

X.15721/Kenya

Mr. Lee 20/7/29  
 Mr. ~~Parsons~~ 20/7/29  
 Mr. Green 23/7/29  
 Mr. Bottomley  
 Sir E. Hardinge  
 Sir J. Shuckburgh  
 Sir G. Grindell  
 Sir C. Davis  
 Sir S. Wilson  
 Mr. Ormsby-Gore  
 Lord Loat  
 Mr. Amey

O.D.  
 N. 24/10/29  
 B. 30/5/29

Downing Street,

3 July 1929

Sir,

**DRAFT.**

*Copy*  
*V. Parsons*  
*Kenya*

KENYA

NO. 582

O.A.G.

Copy D. Marshall - 10/12/29

Copy Uganda 355  
 7-7-29

11 JUL 1929

I have etc. to acknowledge the receipt of your despatch No. 215 of the 9th April regarding the scale of salaries paid to Medical Entomologists in Kenya.

2. In your despatch you asked my predecessor to advise whether he would regard as justified an increase of the maximum of the present salary attached to these posts in Kenya (£600 - £30 - £720 - £30 - £840) to £920, or, alternatively, a revision of the scale to £840 - £40 - £1,100 - £50 - £1,100, as suggested by the the Director of Medical and Sanitary Services.

3. I have now given careful

2 Dms.

consideration to this question. I note that in communicating with the Director of Medical and Sanitary Services on this subject you referred to the view held by my predecessor that <sup>it</sup> piecemeal adjustments of salary were to be deprecated, as tending to cause resultant anomalies elsewhere. *In the context of this*  
You pointed out that in the present case any adjustment of the salaries of Medical Entomologists would be likely to react on the position of Entomologists in other Departments. I fully concur in my predecessor's view in this matter, and have kept this aspect of the case fully in mind in considering the present proposal.

4. I would observe, in the first place, that the maximum of the salary attaching to the post of Medical Entomologist in the Tanganyika Territory is £840, as in the case of the post in Kenya and not £920 as

stated

consideration to this question. I note that in communicating with the Director of Medical and Sanitary Services on this subject you referred to the view held by my predecessor that piecemeal adjustments of salary were to be deprecated, as tending to cause resultant anomalies elsewhere. ~~In view of this,~~ you pointed out that in the present case any adjustment of the salaries of Medical Entomologists would be likely to react on the position of Entomologists in other Departments. I fully concur in my predecessor's view in this matter, and have kept this aspect of the case fully in mind in considering the present proposal.

4. I would observe, in the first place, that the maximum of the salary attaching to the post of Medical Entomologist in the Tanganyika Territory is £840, as in the case of ~~the post in Kenya,~~ and not £920 as stated

v. frontes  
v. univale

stated in the 2nd paragraph of your despatch. (The present holder of the Tanganyika post, Mr. G.W. McHardy, is to be allowed to proceed to £920,-- but purely as an arrangement personal to himself.) The post of Medical Entomologist in Uganda, as you point out, ~~similarly~~ <sup>also</sup> carries a salary with a maximum of £840. Thus an increase in the present Kenya scale would not be justified, on the ground that the salaries attached to similar posts in Tanganyika and Uganda are <sup>the</sup> <sup>same</sup> higher; on the contrary, any increase that might be ~~allowed~~ <sup>made</sup> in the maximum of the Kenya scale would without doubt lead to ~~the~~ applications for ~~the~~ equivalent increase to be made in the maximum of the salaries ~~in~~ the posts in Uganda and Tanganyika. (The salary of the Medical Entomologist in Nyasaland is, as you mention; on the scale £1,000 - £50 - £1,100; but this is a special post

held



held by an officer with very exceptional qualifications.

5 In the second case, I would point out that salaries of Entomologists in other Departments in Kenya, Uganda and the Tanganyika Territory (such as Agricultural and Veterinary Departments) have all a maximum <sup>of £2,400</sup> only of £840.

6 As you are aware from other correspondence, my predecessor was unable to consider any general revision of the scales of salaries in the Agricultural and Veterinary Departments of the three Territories concerned, pending the full consideration of the general arrangements for Agricultural Research and Administration in the Colonial Dependencies.

He was, however, prepared to approve the adoption of an interim arrangement whereby individual officers in the Departments concerned who reach their maximum of £840, and are certified as efficient, may, <sup>on the</sup> recommendation of the Governor, be allowed to proceed to £920 as an arrangement personal to themselves

themselves. The position as regards the possible revision of salaries in the Agricultural and Veterinary Departments remains the same, and you will realise, therefore, that if the maximum of the salaries of Entomologists in the Medical Department of Kenya <sup>was</sup> raised to £920, Entomologists (and also other scientific officers, such as Mycologists and Botanists), in other Departments would have legitimate cause for grievance in that their maximum salary would remain at £840. It would, of course, be possible to justify a discrepancy between the salaries paid to Medical Entomologists and those paid to Entomologists in other Departments, if it were the case that candidates appointed to become Medical Entomologists were expected to normally possess qualifications such as a medical degree in addition to Entomological qualifications superior

...for appointment to  
to those candidates appointed to  
Entomological posts in other Depart-

ments. I understand, however, that  
this is not the case, and there appear  
to me, therefore, to be no grounds which would  
justify any differentiation as regards the  
salary of Medical Entomologists and  
Entomologists of other Departments.

6. I have accordingly come to the  
conclusion that the present maximum of  
£840 drawn by the Medical Entomologists  
in Kenya should be retained. I shall,  
however, have no objection to the extension  
of the arrangement approved by my predecessor  
in the case of officers in the Veterinary  
and Agricultural Departments, viz., that  
individual officers who have reached their  
maximum of £840 and are certified as effi-  
cient, may proceed to £920 as an arrangement  
personal to themselves. If this arrangement  
is adopted in Kenya I shall be glad if the same  
procedure can be followed as in the case of

Agricultural and Veterinary officers,  
and that each case is submitted to  
me for approval as it arises.

I am sending copies of this  
correspondence to the Governors of  
Uganda and the Tanganyika Territory,  
and am informing them that I shall have  
no objection to the adoption in the  
Territories under their administration  
of an arrangement similar to that set  
out in the preceding paragraph.

I have,  
etc.

Signed PASSFIELD

15

N O T E.

Salaries of Entomologists in East Africa.

(a) Agricultural Entomologists.

(i) Uganda.

1 Entomologist at 600-30-720-30-840.

1 Assistant Entomologist at 480-20-600-30-720.

(ii) Kenya.

1 Entomologist at 600-30-720-30-840.

3 Assistant Entomologists at 480-20-600-30-720.

(iii) Tanganyika.

1 Entomologist at 600-30-720-30-840.

1 Assistant Entomologist at 480-20-600.

(iv) Nyasaland.

1 Entomologist at 600-30-720-30-840.

Notes.

(i) There is no specific post of entomologist in Northern Rhodesia. The Assistant Agricultural Research Officer, Mazabuka, who is a qualified Entomologist, is on the scale £480-20-600-30-720.

(ii) The post of Senior Entomologist at Amani is at present vacant. Its holder, Mr. Williams, received £1,000. It is possible that his successor will be appointed on the scale £350-50-1,000. It has, however, been definitely settled that the senior posts at Amani should carry salaries above those paid to the scientific staff of ordinary East African Government Departments.

(b) Medical Entomologists.

(i) Uganda.

1 Entomologist at 600-30-720-30-840.

(ii) Kenya.

2 Entomologists at 600-30-720-30-840.

(iii)



(iii) Tanganyika.

1 Entomologist at £500-30-720-30-840.

(iv) Nyasaland.

1 Entomologist at 1000-50-1100.

(The holder of this post, Dr. Lamborn, has very special qualifications.)

(c) Veterinary Entomologists.

(i) Tanganyika.

1 Entomologist at 720-30-840.

For the purposes of comparison, the salaries are shown below of (a) Pathologists, Assistant Pathologists, and Bacteriologists in the Medical and Veterinary Departments of the Dependencies concerned; (b) of Mycologists and Botanists in the Agricultural Departments.

(a) Pathologists, Bacteriologists, etc.

(i) Uganda.

Medical Department.

1 Bacteriologist at 1000-50-1100.

2 Assistant Bacteriologists at £600-30-720-30-840-40-920.

Veterinary Department.

1 Pathologist at £920.

(ii) Kenya.

Medical Department.

1st Assistant Bacteriologist at 1000-50-1100.

3 Assistant Bacteriologists at 600-30-720-30-840-40-920.

Veterinary Department.

3 \*Veterinary Research Officers at 600-30-720-30-840.

(iii)

(iii) Tanganyika.

Medical Department.

1 Assistant Bacteriologist at 500-30-720-30-840-40-920.

Veterinary Department.

1 Pathologist at £650.

1 Assistant Pathologist at £ 340.

1 \*Research Officer at £720-30-840.

(iv) Nyasaland.

1 Veterinary Bacteriologist at £720-30-840.

(v) Northern Rhodesia.

1 "Research Officer" Veterinary Dept. at £600-30-720-30-840-40-920.

(b) Mycologists, Botanists etc., Agricultural Departments.

(i) Uganda.

1 Mycologist at £600-30-720-30-840.

1 Agricultural Chemist at £600-30-720-30-840.

1 Botanist at £600-30-720-30-840.

(ii) Kenya.

1 Mycologist at £600-30-720-30-840.

1 Agricultural Chemist at £600-30-720-30-840.

1 Assistant Agricultural Chemist at £480-20-600-30-720.

(iii) Tanganyika.

1 Mycologist at £600-30-720-30-840.

(iv) Nyasaland.

1 Mycologist at £600-30-720-30-840.

Senior Agricultural and Veterinary Officers in Kenya, Uganda and the Tanganyika Territory receive salary on the scale £720-30-840.



Proposals have been made from time to time that the salaries in the Agricultural and Veterinary Departments of the Tanganyika Territory, Kenya and Uganda should be further revised, but, pending further consideration of the reports of the Colonial Agricultural and Veterinary Organization Committees, the Governors were informed that further revision could not be contemplated. Approval was, however, given to an interim arrangement whereby individual administrative and specialist officers in the Agricultural and Veterinary Departments may, on their attaining their maximum salary of £840, proceed thence to £920, if specially recommended by the Governor.

Thus, individual Entomologists and Mycologists in Kenya, Uganda and the Tanganyika Territory can proceed to £920, though the maximum of their proper scale of salaries remains at £840.

The fact that salaries of Assistant Bacteriologists in the Medical Departments go up to £920 instead of stopping at £840 arises from the revision of East African salaries in 1928. The disparity, a point of fact, existed before the revision. The new salary for Assistant Bacteriologists after revision was £600-21-900, which became after revision the normal "long scale" rising from £600 to £920; on the other hand, the salaries normally paid to Mycologists and Entomologists in the Agricultural and Medical

Medical Departments before revision was £500-25-£750, which on revision became £600-30-720-30-840. When a vacancy arose for a Mycologist in Tanganyika the position was looked into very carefully, and it was reaffirmed (minutes on 7205/25 Tanganyika) that the revised salaries for "Junior Agricultural Specialists" should be £600-30-720-30-840. When a post of Medical Entomologist was created in Tanganyika, it was decided that the above salary should be applied to the post in question and "to similar appointments in other <sup>Departments</sup> ~~parts~~" (despatch of 31st March 1927 - (2) on 8341/26).

The upshot of the foregoing note appears to be that if the maximum salary of Medical Entomologists is definitely raised to £920, the Entomologists and Mycologists in other Departments will have reasonable <sup>grounds</sup> claim to have the maximum of their salaries definitely fixed at £920, too. Senior Agricultural Officers will, no doubt, also press their claims for a similar concession, notwithstanding the fact that full consideration of the two Lovat Committee Reports has not yet been completed. If it is thought that existing <sup>Medical Entomologists</sup> Mycologists have cause for grievance because they cannot <sup>move</sup> ~~proceed~~ beyond £840, a similar arrangement might be approved in their case, as has been approved in the case of officers in the Agricultural and Veterinary Departments, i.e. that individual officers may proceed to £920 if specially recommended.

X 16034/19/28  
16/1/28

RECEIVED  
6 MAY 1929  
COL. OFFICE



KENYA.

No. 2/5

GOVERNMENT HOUSE

NAIROBI.

KENYA.

9 April, 1929.

Sir,

*4/c*

I have the honour to state that the Director of Medical and Sanitary Services has recently approached this Government upon the question of the salary to be paid to the Senior Medical Entomologist which he suggests should be increased from the present scale of £600 x £30 x £720 x £30 x £840 per annum to the scale of £840 x £40 x £1,000 x £50 x £1,100 per annum, the scale applied to the post of Senior Medical Officer.

2. The recent memorandum on Medical Research in the Colonies shows the following scales of salary for Entomologists:-

- Nigeria. £600-£30-£720-£40-£920 (seniority allowance of £72 above £720).
- Gold Coast. £1,000 and £200 duty.
- Kenya. £600-£30-£720-£30-£840.
- Tanganyika Territory. £600-£30-£840; £840-£40-£920.
- Nyasaland. £1,000 - £1,100.
- Zanzibar (Economic Biologist) £600-£920.
- Ceylon. £1,150.
- Federated Malay States. £770 - £1,120.

Furthermore I understand from Dr. Gilks that an appointment is to be made of a Medical Entomologist in Uganda and that the salary scale is that applied in Kenya, but that representations have been made to

you

THE RIGHT HONOURABLE  
LIEUTENANT COLONEL L. C. M. S. LAMERY, P. C., M. P.,  
SECRETARY OF STATE FOR THE COLONIES,  
DOWNING STREET, LONDON S.W.

*582*  
*Copy to ... 383*  
*21 JUL 1929*  
*2144*  
*Copy to Mr. Marshall - 10/12/29*

18

1. Dec 25 222/B/74  
EP.

you to increase the salary to £1,000 if necessary to obtain an experienced man.

Fr. D. M. & S. S.  
d/..25.2.1929.

In consequence (as will be seen from the accompanying memorandum) Dr. Gilks fears that as the supply of Entomologists of experience is exceedingly limited, Kenya may lose the services of Mr. C. B. Symes who has applied for transfer to any other Colony and Protectorate offering better conditions than those attaching to his present post. His application is being forwarded under separate despatch.

3. I have informed the Director of Medical and Sanitary Services that I am averse from being led into precipitate action by individual representations of this nature and also that you are in general opposed to piecemeal salary adjustments which inevitably create resultant anomalies elsewhere and in this instance must react on the status of scientific officers with similar designation in the Agricultural Department.

4. I am unaware whether you continue to experience special difficulty in recruiting suitable Medical Entomologists for work in the Colonies. It may be that the supply has been increased in co-operation with the authorities at the various Universities by notification of the openings arising, and that in the circumstances the time is approaching when the scales of salary for such appointments can be more closely standardized than appears the case from the schedule in paragraph 2 above. I gather from the enclosures to your despatch No. 1039 of the 3rd November, 1926, that the popular Natural Science Tripos at Cambridge may be regarded as one of the sources of supply of entomologists generally. In Mr. Symes' case it would appear that apart from his experience in Government service in Southern

See Box of ...  
G.H.S. Hopkins  
in wire

1 Rec 25222/B/24  
Ch.

you to increase the salary to £1,000 if necessary to obtain an experienced man.

Fr. D. H. & S. S.  
d/..25.2.1929.

In consequence (as will be seen from the accompanying memorandum) Dr. Gilke fears that as the supply of Entomologists of experience is exceedingly limited, Kenya may lose the services of Mr. C. B. Symes who has applied for transfer to any other Colony and Protectorate offering better conditions than those attaching to his present post. His application is being forwarded under separate despatch.

3. I have informed the Director of Medical and Sanitary Services that I am averse from being led into precipitate action by individual representations of this nature and also that you are in general opposed to piecemeal salary adjustments which inevitably create resultant anomalies elsewhere and in this instance may react on the status of scientific officers with similar designation in the Agricultural Department.

4. I am unaware whether you continue to experience special difficulty in recruiting suitable Medical Entomologists for work in the Colonies. It may be that the supply has been increased in co-operation with the authorities at the various Universities by notification of the openings arising, and that in the circumstances the time is approaching when the scales of salary for such appointments can be more closely standardized than appears the case from the schedule in paragraph 2 above. I gather from the enclosures to your despatch No. 1039 of the 3rd November, 1926, that the popular Natural Science Tripos at Cambridge may be regarded as one of the sources of supply of entomologists generally. In Mr. Symes' case it would appear that apart from his experience in Government service in Southern

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G. H. Hopkins  
in line

Rhodesia and Kenya his qualifications are confined to the fact that he specialised in Entomology during his course at the Royal College of Science.

5. Normally I would have awaited your observations after review of the Lovat Committee's recommendations in regard to the salaries of scientific officers, but in the special circumstances cited by the Director of Medical and Sanitary Services in connection with the impending anti-malarial campaign I shall be glad of your advice as to whether it will be sufficient to increase the maximum of the Entomologists grade to £920 per annum in conformity with the practice in the Tanganyika Territory or whether it is desirable to make provision for the higher scale advocated by the Director of Medical and Sanitary Services in the Estimates for 1930.

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I have the honour to be,

Sir,

Your most obedient, humble servant,

ACTING GOVERNOR.

11  
12/20/57, Vol. V.  
11th February, 1958.

The Hon. Acting Colonial Secretary  
NAIROBI.

RE: SALARIES OF MEDICAL ENTOMOLOGISTS.

I am constrained to invite the consideration of Government to the above and to suggest that the salaries of the senior of the two Medical Entomologists should be increased to the scale of £340 by £40 to £1,000 by £50 to £1,100.

2. Mr. G. B. Green, the senior of the two Medical Entomologists, has submitted an application for transfer to any other Colony or Protectorate offering better conditions than exist in Kenya.

3. The Memorandum on Medical Research in the Colonies just received shows quite plainly that the salary for Medical Entomologists is lower in Kenya than in any other Colony or Protectorate employing such staff. The salaries which most closely approximate to those paid in Kenya are those in Senegal and Tanganyika where the scale is £400 to £500 as against the £300 to £340 scale in Kenya. The Transvaal scale is £1,000 to £1,100.

4. Arrangements have been made in Uganda for the addition of an Entomologist to the staff of the Medical Department. The salary scale in Kampala is on the same scale as the Kenya salary but from information received from Uganda, the authenticity of which cannot be doubted, the Secretary/



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the Secretary of State has been informed that Uganda is willing to pay up to £2,500 per annum for a man of experience. I may add that it is freely rumored in Uganda that Mr. Symes is to be appointed. I am not aware that a definite recommendation to this effect has been made.

6. As a further illustration of the fact that salaries for Medical Entomologists in Kenya are lower than the market rate I would instance the fact that Mr. Symes has recently received an offer of £1,200 per annum plus house, passages, etc., for employment by an English commercial corporation.

5. I am generally unwilling at the moment to suggest to Government that rates of salaries should be increased but there is little doubt that Mr. Symes would have no difficulty in obtaining a better paid appointment either in or out of Government service. Government has decided to embark on a comprehensive series of anti-malarial measures which must be fundamentally dependent on the observations of an experienced Entomologist skilled in the particular investigations which are required.

7. The demand for an Entomologist of experience is increasing daily and the supply is not sufficient to meet this. Entomologists of experience are exceedingly difficult to obtain.

