

1924

KENYA

C.O.
25355

Date

5th May 1924.

27 APR 24

NOV CORRYDON.

555

Circulation

REGISTRATION OF NATIVES.
NON-EUROPEAN CLERICAL STAFF.

Non-European staff of Registration Branch of Native Affairs Dept has been absorbed into General Clerical Establishment. Recommendations for persons stated that staff of Finger Print Branch be treated as special section distinct from General Clerical Service and submits proposals as to grading, salaries etc. Requests tel reply.

Introductory Page

MINUTES

The has been waiting for a paper in the Registrar's demand form. Recd. The rates of salary, at the present point are all higher than those for the normal General Clerical Staff. These compare with those now submitted as follows

Clerical Staff	Registration Staff
£150 - £250	£120 - £150 - 500
£120 - £150	£100 - £120 - 400
£100 - £120	£80 - £100 - 300
£75 - £100 - 200	£60 - £80 - 200

The rate of the Registrar's demand form is £120 - £150 - 500. It is reasonable that ordinarily this staff should be kept separate

MINUTES

MINUTES NOT TO BE WRITTEN ON THIS SIDE

from the general clinical staff, but trouble will arise if it is necessary to about some of the registration staff in the general staff. The former are on higher rates of salary than the latter.

The point is that some members with a large technical staff can be approved.

The 2 for 1 day plan, no 100% payment of non-technical staff registration branch approval but staff should understand that members of general clinical staff work until corresponding decrease in salary.

Jan 12, 1946

There will be no objection to the grading of the staff but I think it is a pity to have a special scale of salary which is in violation of the

points out will not mean trouble if any of these men is transferred to the general clinical staff. It is better to put them on the ordinary scale, and give a non-technical attendance dependent upon the clerk being employed in (official) duties of the social technical nature of the duties.

I put this suggestion to the Gov. and say that if after considering it he prefers he will not withhold approval.

Off 14 6, 46
James H. ...

points out, will only mean
 trouble of any of these
 men is transferred to
 the moral clerical
 staff. I think
 would be better to put
 them on the ordinary
 scale and give a
 reasonable allowance
 dependent upon the
 class being assigned
 as aptitude. ~~etc~~
 - one of the special
 financial names of the
 church.

I feel this suggestion
 to the Gov. may say
 that if after considering
 it he prefers his
 own proposal I don't
 will not withhold
 approval.

W. H. C. M.
 J. J. J. J.

This is the further point - should
be read as a note to the Govt -
that, if the application to
registration is successful, these
clerks ^{will} have the disposal of
some how.

Oct. 16. 624.

at once

H J O R

(J.V.) 24

There is the further point - should
let us see a last meeting to the Govt -
that, if the application to
incorporation is successful, these
clerks ^{will} have the disposal of
some how.

Oct. 16. 1874.

at once

H J O

(J.V.) 74

KENYA

NO. 553.



25355

 GOVERNMENT HOUSE
 NAIROBI,
 KENYA.

5th. May, 1924.

Sir,

With reference to Kenya despatch No. 1672 of the 29th October, 1923, on the subject of the Registration of Natives, I have the honour to state that the Non-European Clerical Staff of the Registration Branch of the Natives Affairs Department has been absorbed into the general Clerical Establishment and has been graded in accordance with the revised terms for that branch of the service.

2. The Non-European Staff of the Finger Print Branch come within a different category to the ordinary staff. Their duties are of a more technical nature; demanding special training, and they will not ordinarily be interchangeable with the staff of other Departments. It is proposed, therefore, to treat them as a special Section distinct from the General Clerical Service, on the understanding that if necessary they would be liable for employment in other branches of the Service.

3. I recommend for your approval that the establishment should consist of:

- | | |
|---|------------------------------|
| 1 | I-Grade |
| 8 | II |
| 9 | III & IV (or learner) grade. |

on the following scales of pay and on the same conditions of service as laid down for the general service:-

THE RIGHT HONOURABLE
 J. H. THOMAS, F.C.I., M.P.,
 SECRETARY OF STATE FOR THE COLONIES,
 DOWNING STREET - LONDON, W.

1	First Grade	Rhs.420 X 20	- 500	per annum
8	Second Grade	" 315 X 15	- 400	" "
9	Third Grade	" 250 X 10	- 300	" "
	Fourth (or learner Grade)	Rhs.165 X 7/50	- 240	per annum.

These proportions in Grades and scales of pay are slightly superior to those of the general service, but I am advised that such a concession is necessary if we are to retain the services of the men who have been trained in their special work.

17 Technical Clerks are provided for under Item 193 of Head VII of the Estimates for 1924 at a cost of £3693. The additional post now proposed is regarded as essential for efficient working and the emoluments of the staff proposed can be met from the existing provision: in fact this regrading, even taking into account the additional post, is expected to result in a saving to Government of approximately £180 during the current year.

4. I transmit for YOUR information a statement submitted by the Officer-in-Charge of the Finger Print Section showing the work of his branch. It is anticipated that the number of Finger Print Registrations will eventually increase to 1,000,000 Native males.

5. The Non-European Staff of this Section was engaged on a temporary basis and several of its members have now attained a service of over four years; they are anxious therefore to be assured as to their future status. At present in virtue of their local and temporary engagements, this staff is not entitled to the privileges of leave or passage. It is essential in my opinion that they should be placed on a proper footing and, as they have been employed for more than a normal term of service and are in need of recuperation, I should be glad to receive

receive your approval to my recommendations by telegram.

I have the honour to be,

Sir,

Your most obedient, humble servant.

R. A. Courton

G O V E R N O R.

DOMESTIC COMPASS WORK PERFORMED BY FINGER PRINT STAFF BEFORE

REDUCTION OF REGISTRATIONS WITH RECENT TIME.

BEFORE REDUCTION.

AFTER REDUCTION.

Work performed with staff of 34.

R E M A R K S.

Work performed by staff of 17 technical men and 1 Clerk.

R E M A R K S.

Monthly average of Finger prints classed filed and filed.	16229
Average total identifications established monthly.	2110

- Formerly efficiency was more or less sacrificed because of the constant rush with which work was put through, and the fact that 75% of staff were novices. Work was always six weeks in arrears.
- Only 6% of incoming registrations were removals, consequently the amount of the very technical work of "searching" done was negligible.
- No vacation leave was due to staff, therefore a greater percentage were regularly at work.

Monthly average of Finger prints classed filed and filed.	1074
Average total identifications established monthly.	64

- Work is now done with up to date, which is essential kept in custody pending reply.
- Removals now form 25% of registrations with the result that of "searching" has increased.
- Practically the whole of the staff, less vacation leave, will reduce the staff by 40% counteract the effect of the removals. (See copy of letter.)

SUPPLEMENTARY TABLE OF COMPARISON WITH ENGLAND AND INDIA.

ENGLAND AND INDIA
(APPROXIMATE FIGURES)

ENGLAND
(ACTUAL FIGURES)

Finger Prints received annually for filing.	Total accumulation	Time taken to accumulate.	Staff employed.	Finger Prints received annually for filing.	Total accumulation	Time taken to accumulate.
25000	40000	2 1/2 Years	20 European Experts	20000	50000	4 Years

DATED: 1st December, 1928.

Officer-in-Charge
CENTRAL BUREAU OF INVESTIGATION

COMPARISON WORK DONE BY FINGER PRINT STAFF BEFORE

REDUCTION OF REGISTRATIONS WITH PRESENT TIME.

500

563

BEFORE REDUCTION.		AFTER REDUCTION.
<p>M A R K S.</p>	<p>Work performed by Staff of 17 technical men and 1 Clerk.</p>	<p>R E M A R K S.</p>
<p>Efficiency was more or less of the constant rush with it through, and the fact that obvious. Work was always done.</p> <p>incoming registrations were only the amount of the very "searching" done was negligible.</p> <p>leave was due to staff or percentage were regularly</p>	<p>Monthly average of Finger prints of cases filed and filed Average total Established monthly</p> <p>74 2-65</p>	<p>1. Work is now done with exactitude, we keep up the cases which is essential which officers are kept in custody pending replies from Germany.</p> <p>2. Reductions are from 25% of searching registration with the result that the technical work of "searching" has increased over 75%.</p> <p>3. Practically the whole staff are on vacation leave. Vacation, today and sick leave will reduce the staff by 40% and to somewhat less than the effect. I have asked for an additional file (see copy of letter attached).</p>

DIFFERENCE TABLE OF COMPARISON WITH ENGLAND AND SWITZERLAND.

NO. OF CASES		FINGER PRINTS RECEIVED ANNUALLY FOR FILING.	TOTAL ACCUMULATION	TIME TAKEN TO ACCUMULATE.	STAFF EMPLOYED.
taken to date.	staff employed.				
cases	20 European Experts	10000	55330	4 years	2 European Officers 15 Non-European

MONTHLY REPORT ON THE WORK OF THE CENTRAL FINGER PRINT BUREAU

MONTHLY REPORT ON THE WORK OF THE CENTRAL FINGER PRINT BUREAU

BEFORE REDUCTION

AFTER REDUCTION

Work performed with Staff of 34.		REMARKS.	Work performed by Staff of 17 technical men and 1 Clerk.		REMARKS.
Monthly average of Finger prints classed, filed and filed.	Average total identifications established monthly.	<p>1. Formerly efficiency was more or less sacrificed because of the constant rush with which work was put through, and the fact that 75% of staff were natives. Work was always six weeks in arrears.</p> <p>2. Only 25 of incoming registrations were examined, consequently the amount of the very technical work of "searching" done was negligible.</p> <p>3. No vacation leave was due to staff, therefore a greater percentage were regularly at work.</p>	Monthly average of Finger prints classed, filed and filed.	Average total identifications established monthly.	<p>1. Work is now done with exactitude, we keep up to date, which is essential when natives are kept in custody pending replies from Bureau.</p> <p>2. Renewals now form 75% of incoming registration with the result that the technical work of "searching" has increased over 75%.</p> <p>3. Practically the whole staff are due vacation leave. Vacation, local and sick leave will reduce the staff by 4 men, and to somewhat counteract the effect, I have asked for an additional filer. (see copy of letter attached).</p>
16229	4110				

SUPPLEMENTARY TABLE OF COMPARISON WITH ENGLAND AND INDIA.

ENGLAND (APPROXIMATE FIGURES)

INDIA (ACTUAL FIGURES)

Finger Prints received annually for filing.	Total accumulation.	Time taken to accumulate.	Staff employed.	Finger Prints received annually for filing.	Total accumulation.	Time taken to accumulate.	Staff employed.
25000	401000	22 Years	20 European Experts	90000	55340	4 Years	2 European Officers. 10 Non-Europeans.

11st December, 1928.

Officer-in-charge,
CENTRAL FINGER PRINT BUREAU.

Ind

Gov-25355/24 Mewara

Consent
6/5/55 18/6/55
18/6

15 June

DRAFT Code Tel.

Your dep. 5 May No 555

Forwards
Mairali

18/6/55

Registration Branch
Native Affairs Dept.

MINUTE

In view of possibility of
complications in the event of

- .. Sect 11/2/55
- .. Jeffries 18/6/55
- ..
- ..
- ..
- ..
- ..
- ..
- ..
- ..

transfer of clerks to general
lineal staff assist you

Consider placing clerks on
subsidiary scales with ^{senior} 1/20 - 1/30

allowance in view of ~~some~~

(bilateral nature of duties)

The allowance to be dependent
on clerk being qualified w.
efficient

8 after season of 1955

You prefer bilateral in
your dispatch I should
have no objection
am prepared to address

Secur