

1924  
1929

30

E. AFRICA

106

C.O.  
6097  
7 FEB 24

Date

7th Feb 1924

Treasurer

IN CIRCULATION -

Mr. Douglas  
Mr. Bostwick  
Mr. Shapley  
Asst. U.S. of S.

Salaries of medical  
officers

Perm. U.S. of S.  
Part. U.S. of S.  
Secretary of State.

Rates may be retained  
on present bases for  
officers recruited during  
1924, but must then be  
reviewed

Previous Paper

MINUTES

80  
62634  
2380  
12 FEB 1924

Satisfactory

? Inform J. A. Gools

ref. 6351/23

+ see H. H. ...  
+ see H. H. ...

Recd. 14 Dec 1924

C.J. 8 2 24

H.W. 9.2.24

W.C.B. 9.2.24

at na

(P.T.O.)

Mya 188  
to be signed 40  
Signed 39  
B.P. 4 Jan 33  
Sandstrand 29  
Tongway Co. 93

Recd. - and - 8 DEC 1924

Subsequent Paper

Apr. 67926 (Salary of Hospital ...)  
60/605/25

Mr. Robinson  
Mr. Donahue  
Mr. Doughty  
Mr. Green

The question of salaries in the E.A.M.S. is now due for its annual review. While the supply of candidates is undoubtedly improving it seems clear that to reduce the initial salary offered would have a disastrous effect upon recruiting.

As regards a permanent arrangement, the matter is to a great extent linked up with the question of salaries of the high administrative posts, as to which a separate memo is being sent on. A reduction in salaries of the ordinary staff would remove

some of the grounds (i.e. ~~deficiency of~~ the small gap between medical officers' maximum & the pay of the high posts) on which the P.M.O.'s claim an increase of pay, but I doubt whether such a reduction is practicable within any reasonable time.

It is little use telling the Treas. that we propose to consider a permanent arrangement in the near future, so I would simply ask them to extend the present arrangements for another year or so aft. herewith.

J 3 12 20

Rev.

J. D. Doughty

10/12/20

10

Extract from the Minutes of the 206th Meeting of the Colonial  
Advisory Medical and Sanitary Committee.

(ii) With reference to paragraph 6 of the Memorandum, Mr. Bottomley explained that the Treasury were pressing for a reduction of the minimum of the scale of salary of Medical Officers in East Africa from £600 to £500. Sir James Fowler and Dr. Horn, speaking from their experience of the Medical Appointments Sub Committee, deprecated any reduction at present, pointing out that though there was now a fair supply of candidates their quality left much to be desired. Sir James Kingston Fowler expressed the view that the question of the salary to be offered was quite independent of the supply of candidates.

It was decided to refer the matter to the Medical Appts sub-Committee for consideration at their next meeting at which representatives of the E. Africa and Tanganyika Depts should be present.

24/11 Mr. Jeffries }  
Mr. Bottomley } In 5970/24 (Misc) I recd. & replied  
Mr. Green } indirectly to one letter on the  
paper, and found for a reduction of  
the minimum salary of M.O.s from  
£600 to £500. The matter was dis-  
cussed at the last Meeting of C.A.M.S.  
with the result shown in minutes  
above.

Mr. Fiddian tells me that there is

to be a special meeting of the  
Med. Dept. sub-Committee at 3 pm  
on Friday next, 30<sup>th</sup> Jan to

discuss

- (1) The salary question in E. Africa  
and elsewhere.
- (2) The question of lengthening  
the London School of Tropical  
Medicine Course (D. Balfour  
will attend and raise (2))

WHD

23.1.25

Mr Bridges as the treasurer  
has agreed to our going  
on offering appointments on the  
existing scale in the meantime

WHD 24.1.25.

to Col. 26.1.25

J. M. G.  
24.1.25

Major Finson

This should not wait - as our  
authority to appoint MOs on the present  
scale expires on 31 Dec. I have  
discussed with Mr. Finson and suggest  
that your reply should be on the following  
lines:-

1) That we can only repeat that whilst  
quite recently we ran into the greatest  
difficulty in securing a suitable  
type of man (and no service in tropical  
Dependencies) we require men of a  
high standard) - and that any  
diminution of the time spent is  
likely to check the flow of candidates?

2) That a Q.P.O. (not MC) at  
£350 + bonus is getting about  
£530 in all and may, in all  
we know, be allowed private practice  
that the M. of P. MO. at a Hospital  
is about various board and  
lodging.

3) That the comparison should be rather  
between E. Africa and other Trop.  
Dependencies (e.g. W. Africa and  
Malaya) where other times are spent  
than in E. Africa.

Done  
also  
WHD  
24/1/25

(Pl. attach this minute and copy of form  
to 6097/24 EA)

WHD 27.1.25

6097/24 FA

19th December 1924.

44/2 to E 9930  
 Dear Bridges,

I will do the best I can to satisfy you in regard to the salary offered to medical officers in the East African Medical Service, about which you wrote to me on the 15th of December. *Your letter was numbered E. 9930*

In the first place I must repeat what I believe has recently been put to you officially, *with great honesty*, namely, that we have had the greatest difficulty in securing a suitable type of men with proper qualifications for these appointments, and that any diminution of the terms offered is likely to check the flow of candidates. The medical posts are important and all our experience goes to show that for service in tropical dependencies it is essential to attract men of a high standard. I will not elaborate this point unless you ask me to as I think you are familiar with the main arguments.

As regards your comparison of the salaries of medical officers for the Post Office and junior medical officers in the Ministry of Pensions, I understand that an

Assistant

E. Bridges, Esq., M.C.

Assistant Medical Officer at the General Post Office at £350 plus bonus would actually be getting about £530 in all. Whether or not he is allowed any private practice in addition I do not know. I imagine also that a medical officer of the Ministry of Pensions at a hospital would probably receive board and lodging?

At the same time I do not think a comparison with appointments at home is of very much use owing to the entirely different conditions introduced by the fact of service in the tropics and at a distance from this country. The comparison should rather be between salaries in East Africa and those in other tropical dependencies. The two other big groups of medical appointments in our services, namely, in West Africa and Malaya, both carry salaries which are higher than those for East Africa, and we are even now, six years after the war, woefully behindhand in our total recruitment.

I have tried to get for you also a comparison with a tropical or quasi-tropical service not under our administration. I am afraid I have not had time to get detailed figures or regulations, but I understand from the Sudan Government Office that they pay their ordinary

medical

medical officers on a scale which begins at £720 and rises to £1200, purely on the length of service. Above that grade there are other special posts open to men of particular merit. I further understand, though this is only the result of telephone conversation, that the Sudan Government have recently found it necessary to put up their initial salary to the figure above quoted from a previous initial salary of about £660 because they had not been able to secure sufficiently good men.

I send this letter over to you as quickly as possible, so I believe an early decision is required. If you are not satisfied and want further information will you ring me up and I will do my best to supplement it. I do feel, however, quite convinced that there should be no question of reducing these salaries. It is far too important that these services should be well recruited and the difficulties generally of getting medical officers for Colonial Services since the war have been very serious indeed, and though in East Africa we have

at

at last reached a somewhat better position I am quite  
certain that there should be no question of reducing the  
*all-inclusive*  
efficiency of the service in any respect.

Yours sincerely,

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certain that there should be no question of reducing the  
*all-inclusive*  
efficiency of the service in any respect.

Yours sincerely,



TREASURY CHAMBERS,  
WHITEHALL.

*15/12*  
15th December, 1924.

copy  
please quote Regd. No.  
E. 9938

Dear Furse,

Would you be good enough to look at your official letter of the 8th instant (6097/1924) on the subject of the entering salaries of Medical Officers in the East African Medical Service.

I am a little bit surprised that you cannot reduce the entering salary below £800. I suppose that you only hope to recruit young men the first year or two after they have qualified? We still have no difficulty in recruiting Assistant Medical Officers for the post office at £350/500 plus Civil Service <sup>Salary of £250</sup> bonus. The same scale is paid to medical Officers in Prisons while in the Ministry of Pensions Junior medical Officers in hospitals are recruited at £250 inclusive.

Yours sincerely,

*LF Bridges*

For H. D. Furse, D.S.O.,  
Colonial Office  
Downing Street

TREASURY CHAMBERS,  
WHITEHALL

15th December, 1924

69  
Reply  
please quote Regd. No.

E. 9938

Dear Furse,

Would you be good enough to look at your official letter of the 5th instant (6097/1924) on the subject of the entering salaries of Medical Officers in the East African Medical Service.

I am a little bit surprised that you cannot reduce the entering salary below 2500. I suppose that you only hope to recruit young men the first year or two after they have qualified? We still have no difficulty in recruiting Assistant Medical Officers for the post office at 2500/2500 plus Civil Service bonus. <sup>Salary of 1924</sup> The same scale is paid to medical Officers in Prisons while in the Ministry of Pensions Junior Medical Officers in hospitals are recruited at 2350 inclusive

Yours sincerely

*LE Bridges*

Mr H. D. Furse, D.S.O.,  
Colonial Office  
Downing Street.

TREASURY CHAMBERS.

Any reply to this letter should be addressed to—

THE SECRETARY,  
TREASURY,

WHITEHALL, LONDON, E.C. 4.

and the following number should be quoted—

N. 9938

6097

7 FEB 24

February, 1924.

Sir,

The Lords Commissioners of His Majesty's Treasury have had before them Sir Herbert Read's letter of the 28th December last (52634/1923) further relative to the salaries of Medical Officers in the East African Medical Service.

My Lords note that there has been a distinct improvement in the supply of candidates for these appointments. In the circumstances represented they are however prepared to agree that the rates of salary assigned to these posts may be maintained on their present basis for Medical Officers entering the Service during 1924 on the understanding that the question will be reviewed at the end of the calendar year of 1924 when they trust that it may be found possible to recruit candidates for a lower initial salary.

I am, Sir,  
Your obedient servant

The Under Secretary of State,  
Colonial Office.

R.R. Dent

Trans SA

114

6097/24

C 6  
12

12 Feb 1924

**DRAFT.**

S2/39

S2/33

S2/29

**MINUTE** 93

Sir

with ref to my predecessor's

despatch No 4 of the 14th Feb 1924  
1/257  
1/88  
1/56  
1/33  
1/57  
1/127

I have the honor to inform you

that it has been decided  
that the rates of salary assigned

to the post of Medical Officer  
in the East Africa Medical  
Service may be maintained  
in their present

Mr. Jewell 9 2 24

Mr. [unclear] 11/24

Mr. C. Davis

Mr. G. Grindal

Mr. H. Hall

Mr. J. Radford Smith

Mr. Grimsby-Gore

Duke of Devonshire

Year/6097/24  
E Africa

Hand 59784/11  
Jed

8 Dec. 1924

DRAFT.

to Sec. *Sec*  
Treasury

MINUTE.

- Mr. Jeffries 3.12.24
- Mr. Loomson 4.12.
- Mr. Davies 4.12.24
- Mr. Bostwick
- Mr. J. Mackenzie 5.12.

- Sir G. Davis.
- Sir G. Grindle.
- Sir J. Masterton Smith.
- Lord Arnold.
- Mr. Thomas.

for consn. Plans  
20 minute.

Sir,  
I am to refer to corres. ending with your letter of the 7<sup>th</sup> of Feb., 1924 (No E. 9938) on the subject of the salaries of Medical Officers in the East African Medical Service.

I am to request you to inform the C.O. of the Treas. that during the present year there has continued to be great difficulty in securing candidates of the type required, and a considerable number

of vacancies in the service still  
remains to be filled. There  
are indications that the  
supply of candidates is  
improving, but his Comr  
is satisfied that no reduction  
in the rates of salary offered  
can be effected at the present  
time without gravely prejudicing  
the prospects of bringing the  
medical Departments of the  
Dependencies up to proper  
strength.

3. In the case his Comr  
will be glad if their Lordships  
will agree that the rates  
of salary may be maintained  
on their present basis for  
officers entering the service  
during 1925.

(31) J. F. N. Green

of vacancies in the service still  
remains to be filled. There  
are indications that the  
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can be effected at the present  
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the prospects of bringing the  
medical Departments of the  
Dependencies up to proper  
strength.

3. In the view Mr. Amery  
will be glad if their Lordships  
will agree that the rates  
of salary may be maintained  
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officers entering the service  
during 1925.

(Sd) J. F. N. Green