

1925

E. A.  
E. AFRICA  
UGANDA

C. O.  
40198  
3 SEP 25

DATE

GVERNOR GOWERS.

CONF

29th July 1925.

DECLARATION —

PENSIONABLE STATUS OF SURVEYORS.

121

Expresses satisfaction with revised con-  
ditions of service, but considers that Surveyors  
should be eligible for appointment to pensionable  
staff on completion of five years' service.

MINUTES

The remarks in para 4 of the Minutes  
of the previous meeting is ~~the~~ <sup>the</sup> ~~is~~ <sup>is</sup> ~~with~~ <sup>with</sup> an  
very pertinent to the proposal in this respect.  
It is stated - that never that "there seem no  
real reason why surveyors should not like other  
technical officers, be eligible on completion after  
two years of 5 years without any limitation  
of numbers, and one of the reasons given is  
not mentioned here is that the ~~is~~ <sup>is</sup> ~~is~~ <sup>is</sup>  
never no ~~is~~ <sup>is</sup> demand in making all post  
feasible. The Govt of Uganda are not yet  
prepared to demand, and that in agreement  
are sound. On the ground that, in their

Subsequent Paper

200 40437 *Ee*  
*higooa*

*Handwritten note on left margin*

*Handwritten initials*

*Handwritten notes and signatures:*  
Alta D...  
Jeffries  
28/7  
in Downie  
Bottumley  
C.S. of S.  
M. J. ...

the Protectorate.

CONFIDENTIAL.



40198

GOVERNMENT HOUSE,  
UGANDA  
29th July, 1925.

Sir,

I have the honour to refer to Mr. Jarvis's despatch, Confidential (3) of the 2nd May and connected correspondence regarding the conditions of service of members of the Survey Staff.

2. I am happy to be able to inform you that the Surveyors to whom the revised conditions are applicable appreciate very keenly the sympathetic manner in which their grievances have been dealt with, and I fully concur in the Director of Surveys' opinion that the concessions granted must go far to create a proper spirit of contentment amongst his staff. Mr. Blair has now submitted for my consideration further representations on the question of pensionable status of Surveyors, and while I feel some reluctance in reopening the matter I consider that his arguments, setting forth as they do aspects of this question which do not appear to have been put forward in previous correspondence, merit careful examination.

3. From paragraph 2 (4) of Colonial Office letter No. 31191/1924 of the 27th November last which formed an enclosure to your Confidential despatch of the 5th February, I note that the decision to limit the number of pensionable posts is considered desirable so as to make possible reduction in staff corresponding with /diminishing

THE RIGHT HONOURABLE

THE SECRETARY OF STATE FOR THE COLONIES,

&c.,

&c.,

&c.,

diminishing requirements of field work in future years. Survey requirements in Uganda are, however, on a somewhat different footing from those in Tanganyika, as this Government is under obligation to undertake surveys involved in land settlement set out under the Uganda Agreement; an obligation which will not reach fulfilment for at least 20 years. In so far as Uganda is concerned, the Director of Surveys is confident that, by the exercise of reasonable forethought, proper relationship between the strength of the field staff and the work to be completed can be maintained without having recourse to the unsatisfactory expedient of retrenching officers who have completed more than five years service. I see no reason to doubt his assurance. I assume of course that the possibility of reduction in staff on account of financial stringency is not a matter which need be taken into consideration in fixing the number of pensionable posts in this Department any more than in other Departments.

4. As affecting the pensionable prospects of staff surveyors at present serving Mr. Blair informs me that, assuming normal retirements and promotions, it is conceivable that in six years time four staff surveyors will have completed 10 years service and still not be on the pensionable staff. The following excerpt from a memorandum by the Director of Surveys may serve to illustrate the point at issue :-

"the feeling existing in the minds of those Officers can be judged when I quote the question put to me by one of them when I visited his camp recently :-

"I have now four years service. I have had eleven attacks of malaria and have been forced to relinquish work on 56 days. If I continue to have these attacks and six or seven years hence a Medical Board condemns me as unfit for further service shall I be "scrapped"?"

I could only give him vague assurances".

From the nature of their work members of the field staff are more likely to suffer ill health from exposure to the vagaries of climate than is normally the case with other

/officers. and I

officers, and I consider that it should be an obligation on Government to ensure that no Surveyor who may be invalidated after 10 years service should be debarred from a privilege which other officers of this Protectorate can enjoy under similar circumstances.

5. I am strongly of opinion that the considerations which have led to the limitation of the number of pensionable posts are ~~not~~ of sufficient importance to outweigh the hardships which may be entailed as a result of this "differential" treatment, and I would recommend to you for further consideration the proposal that Surveyors should be eligible for appointment to the pensionable staff on the completion of five years' service, as in the case of officers of other technical Departments.

I have the honour to be,

Sir,

Your most obedient, humble Servant,

*L. S. Gowers*

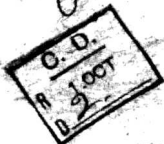
G O V E R N O R.

Brewer  
Office 1/10/25

40198/25 Uganda

125

St Ind



2 Oct 1925.

- Tracy
- Shaughburgh
- Davis
- Grindle
- Masterton Smith
- Moby-Gore
- Ady

Sir,

I have to act the rest of  
 your conf. desy of the 29<sup>th</sup> of  
 July, and to inform you that  
 on further consideration  
 I approve of the proposal that  
 all Surveyors should be eligible  
 to apply to the pensionable  
 staff on the completion of  
 five years' service, or two terms  
 of service. You will no doubt  
 inform

DRAFT.

Under note  
mfr  
Proposed

(Recommendation made in the  
14791 letter 3023 Embled 14300 Thereof)

inform me if you wish  
to recommend the confirmation  
of any officers who have  
already completed sufficient  
service to render them  
eligible to benefit by  
this concession.

STANDARD AMERY