

1925

E. AFRICA
UGANDA

CO
45941
DEC 25 1925

DATE

REGULATION:-

- Mr. Jeffries
- Mr. Botgweley
- Mr. Livingston
- U.S. of S.
- U.S. of S.
- U.S. of S.
- Secretary of State.

Transmits copy of ... syllabus of ...
 would be required to pass before proceeding
 beyond the efficiency bar at 1000.

Previous Paper

MINUTES

43643
 16 DEC 1925
 17 DEC 1925

This arises out of the last para of despatch to
 Uganda, T.T. ~~and~~ agree to

Make for the examination
 of Junior Staff Surveyors, with the
 amendments now shown. 2 bars (see
 43643/25) will no doubt accept these
 amendments. Kenya, having no
 Junior Staff Surveyors, are not concerned.

24943/25 (this)
 Pack [] approve of the adoption
 of the syllabus, with the amendments
 suggested by T.T., for the exam. of Junior Staff
 Survey for the efficiency bar test. Ask
 Governor to inform Gov. T.T. of S.G.S. approval.
 Say also that 2 bars have intimated

Subsequent Paper

50016
 T.T.
 M. Allen

intention to adopt the syllabus as
 originally submitted a 24943/25, & that
 a copy of this report will now be sent to them, in order
 to bring to their notice the amendment
 suggested by the Director of Survey, T.T., which
 the President will no doubt be prepared to accept.

x
 (N.B. 21 bar has
 included these
 additions in the
 syllabus
 enclosed
 in 43643/25
 P. 5.6.

Copy of this report in reply to 2 bar

P. 43643/25

2 Dec
 25 x. 25

Our idea in asking for these tests
 to be put down was to have them
 and to refer to the list
 for information. It
 is now clear that they should be
 sent to the Director to be
 decided upon.

3/11/25

The report is now being prepared up to
 the point of the syllabus and will be
 forwarded to the Director.

Yours faithfully,

Director of Survey, T.T.

Secretary, T.T.

25/11/25

25/11/25

Please reply to
Officer in charge.

GEOGRAPHICAL SECTION,
GENERAL STAFF,
THE WAR OFFICE,
WHITEHALL, S.W.1.

17th December, 1928

S. B. B.
actual

used 18/12/28

My dear Bottomley,

Very many thanks for sending me your
correspondence with Jack under your covering letter of the
16th December. I am taking the liberty of keeping it
if that is allowable.

Yours sincerely,

D. Whitehead

Ordnance Survey Office 16
 Southampton 7th December 1945.

Dear Bottomley,

Your letter of 1st on Syllabus for Examination for Junior Surveyors.

I think the syllabus is a good one with the additions suggested by Winterbotham, which I quite agree should be included; but I have no doubt that you are quite justified in delaying the introduction of these extra items until the men have had time to study them.

The syllabus is merely a list of subjects from which a selection is made for examination purposes. It does not seem to me therefore to matter greatly that the order of the subjects is not logical, though it would be an improvement if they were rearranged. A more serious criticism is, I think that in subhead (c) which as Winterbotham rightly says, includes little about levelling but much about other subjects.

From your letter to Winterbotham it appears that examinations will be set from this syllabus on any subjects selected by the Directors. There is nothing to show that any rules or principles are laid down with regard to this selection. This might result in a particular Director always favouring certain subjects, or in there being a general trend of all Directors in the direction of certain subjects. I would make the suggestion that the subjects should be divided into two groups; one of them to consist of subjects of more or less general application and the other of subjects which are more a matter of special study. Examinations should then include, for all candidates, all the subjects in the first group, plus a selection of subjects in the second group.

As an example the following might do; but this is only a suggestion by way of illustration, and the actual division into groups might differ from this owing to local requirements. For instance, I put (h) Town Planning, into the second group of special subjects; but it may be considered necessary for all surveyors to have a knowledge of this subject, in which case it should go into the first group.

I.

- (a) Traversing
- (b) Triangulation
- (c) Levelling (general principles)
- (d) Instruments
- (f) Astronomy
- (k) Plane tabling

II.

- (c) Levelling (details and special knowledge)
- (e) Railway survey
- (g) Hydrographic survey
- (h) Town planning
- (i) Estate plans
- (l) Map construction

Examination to be in

Group I. All subjects

II. Any two subjects.

Yours sincerely,

W. H. C. G.

W. H. C. G. / 4/E/430.



War Office,
Whitehall,
S.W. 1.

9th November 1925.

237

My dear Bottomley,

The syllabus you sent with your letter of the 6th of November is no doubt framed to include the jobs which are actually falling out of the Surveyor in East Africa to-day.

We look forward, however, to the eventual independence of these surveys and their growth into departments which shall make their own maps as their own farm and engineering surveys.

The latter heading indeed is one which will tend to diminish as private enterprise takes over.

For these reasons I should like to see included -

1. in (f)

The use of geodetic tables.
The elementary principles of map projection including Mercator, Polyconic, Cassini and Transverse Mercator.

2. As a separate heading -

Plane Tabling. Construction of graticules and plotting from geographical coordinates.

3. Another separate heading -

Map Construction.

The scales, conventional signs and characteristics of existing maps of East Africa.
Elements of map construction, including fair drawing, vandyke and helio zincography.

The syllabus is logical neither in sequence or heading - for example under levelling there is little levelling /and

and such else. Traversing (a pisaller) comes first etc. etc. but criticism in small detail would probably be misplaced.

Yours sincerely,

Indubitably

W. Bottomley Esq.,

Colonial Office,

S.W.1.



Uganda Protectorate.

CONFIDENTIAL (4).

670
45341
12 25
GOVERNMENT HOUSE.

UGANDA

15th September, 1925

Sir,

026
2494
82

With reference to paragraph 3 of Mr. Jarvis's despatch Confidential (8) of the 2nd May regarding the establishment of an examination test which surveyors would be required to pass before proceeding beyond the efficiency bar at £500, I have the honour to inform you that the Tanganyika Government consider that the draft syllabus of subjects drawn up by the Director of Surveys, a copy of which was enclosed with the despatch under reference, is suitable for application to the Survey Staff of Tanganyika Territory.

2. The Director of Surveys, Tanganyika Territory, has suggested that the syllabus might with advantage be expanded so as to include the following subjects:

- Paragraph 3 (a): "Reduction to Sea Level".
- (b): "The principles of siting and planning of Townships";
"Township Surveys".
- (i): "The preparation of Estate Plans";
"Township Plans";
"Plane Table Survey Plans".

*with syllabus
sent to him
by Mr. Jarvis
drop on 12/9/25*

Air. Mail

THE RIGHT HONOURABLE

THE SECRETARY OF STATE FOR THE COLONIES,

&c., &c., &c.,

Mr. Blair agrees to these amendments. It is not of course intended that the examination should include tests on all subjects mentioned in the syllabus. The Syllabus forms a guide to candidates as to the subjects which they must study, and the selection of subjects for any particular examination will be left to the discretion of the Director of Surveys.

I have the honour to be,

Sir,

Your most obedient, humble Servant,

W. Stewart

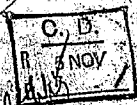
GOVERNOR.

Attn: Mr. Bottomley

Limbury S. 11.25.
Bottomley 57

Gov. 45941/25 EA.
Uganda 240

- Strachey.
- J. Shackburgh.
- O. Davis.
- G. Grindle.
- Mr. [unclear]
- Ormsby-Gore.
- Amery.



6 November 1925

Dear Winterbottom

DRAFT. for comment

H. St. J. L. Winterbottom
C.A., G., D., B.O., R.E.

(was office)

There is a matter on which I should be very glad to have your opinion, namely, a syllabus for an examination to be held in the proposed to apply to the Junior Surveyors in East Africa. Unfortunately the syllabus had not been received when the Colonial Survey Committee met last month, and it would be inconvenient to the E. African Government concerned

20. 21 DEC 1925

Copy Gov. Survey Office

via (sub. 42662/25) (write)

of a decision as to its suitability were deferred.

We recently revised the salaries of East African Surveyors, who now start at £400 a year (on probation for two years) and rise by annual increments of £20 to £500 a year; then, if they pass an efficiency bar, proceed by annual increments of £25 to £600 a year.

The syllabus, of which I enclose a copy, has been drawn up by the Director of Surveys in Uganda and the I.T.

and has been agreed to by the Govt of Zanzibar. The proposal is that junior surveyors will be required to pass ~~an~~ an examination in subjects selected from

the syllabus ~~with~~ ^{are} the conditions before they will be granted salary

above the rate of £500 a year, i.e. they will normally take the examination after 5 years service.

The intention is that the problems set on these subjects should deal

(see in end in 24923/15)

- Strachey.
- J. Shillington
- O. Davis.
- G. Grindle.
- J. Masterton Smith.
- Ormsby Gore.
- Amery.

DRAFT.

with everyday questions likely to be encountered by a surveyor carrying out a traverse.

trigonometrical, engineering, or ^{survey} ~~traverse~~ or an isolated survey, and candidates would be supplied with log-books and the necessary tables or stellar data from a Nautical Almanac, together with the usual outfit of drawing instruments.

I be very glad to hear your views on the suitability of the syllabus for its purpose. When I receive them I propose to find out from Jack whether he has any suggestion to make.

Yours sincerely

(Signed) W. C. BOTTOMLEY.

that we must give the know

ing

Yours sincerely

W. C. BOTTOMLEY.

*Noted
28/11/23*

*For E.H.P.
45941 agenda*

2nd

243

DEC 1925

C
R 30 NOV
D

Strachey.

J. Shuckburgh.

Davis.

G. Grindle.

Masterton Smith.

Ormsby-Gore.

Amery.

Dep. Whitebottom,

I am very glad to

hear before to thank you

for your letter of Nov 29th

(H.S. 4/E/430) about the

standard for our junior

surveys, & reaching the

efficiency

I think it is that we

should aim at a higher

standard so as to provide for the

growing necessities of the future,

but my difficulty is that to

add to your additions of one

word but then men who are

now qualified on the basis

of ~~present~~ work now being

done on but who would have

DRAFT.

*Mr J. L. Whitebottom
Mr G. D.S.O. RE*

DEC 1925

copy Ordnance Survey Office

little chance was of getting
test which they have had no
major defect

I should like to know that
your additions should be put to
foreman as qualifications to be
~~introduced~~ introduced, say, these
your hand, when being given
how. We can then hear what the
foreman has to say. My
reason for suggesting as long as
a trial is two years is of
very much a chance of
only being done.

I am sending a copy of your
report and this copy of each.

Yours sincerely

(Signed) W. C. BOTTOMLEY.

11/11/25
14/12
Bottomley W.C.

V. Harding
Strachey
Shoobham
Griffith
Dart
A. S. H. G.
M. S. G.
J. G. S.
M. S. G.

16 Dec 1925
Tham
Dec

Doc. 45941-25 CA

DRAFT for Mr. Bottomley's signature

5/11/25
M. S. G.
Cora D.S.O. P.C.

5/11/25
M. S. G.
To: C. S. G. 7 Dec
To: C. S. G. 7 Dec

16 Dec 1925
Tham

EA
(Signed) W. C. BOTTOMLEY.

Inclosure of
my letter of the 8th of December.
I am sending a copy of each
of a letter which I
have received for each
with a copy of my reply,
on the subject of the
examination of survey of them

Recd 14.11.25
Office 14/11
Cottrelly St f

To 459411 EAF
Lya

- J. Harding
- Whey.
- Shuckburgh.
- Trindle.
- Davis
- Wilson.
- msby-Gore.
- Clarendon.
- ery.

Handwritten mark

16 DEC 1925 P.O.

16 Dec 1925

~~Handwritten signature~~

Dear Jack

DRAFT.

S.O. for Mr. Bolton Leys
Signature

I am much obliged for

Memorandum
of Jack, C.M.A., 1920

Your letter of the 7th December
(10/6775)
²⁵ about the syllabus
of subjects for the examination
of Surveyors in East Africa.
We are now commencing
the process of preparing the
suggestions which you &
Waltwhrren have put
forward, with a view to his

In case

Copy to Mr. Winterbottom

Considering them in conjunction with
the Govt of Tanganyika & the
Resident at ...

You received ...

W. C. BOTTOMLEY

Seel 14.11.25
Office 14/12
Bottomley 14/12

J. Harding
Wachey
Shuchburgh.
Grindle.
Thrus.
Wilson.
Wishy-Gore.
Larendon.
Monye

C. D.
R 14 DEC
P 16

For 48944/25 CA

Downing Street, 246

17 December, 1925

Sir,

With reference to para. 2
of your despatch No. 287 of the 7th
October 1925, etc., to transmit
to you, for your information, a copy
of a Confidential despatch which I have
addressed to the Governor of Uganda, on
the subject of the syllabus of subjects
for the examination tests which Junior
Staff Surveyors will be required to pass
before proceeding ^{beyond} £500 per annum
in their present scale of salary.

2. You will no doubt

communicate

DRAFT.

IBAR

Confidential

Resident at

In Carson

For Uganda. 17.12.25
(att. herewith)

communicate with the Governor of
Uganda any observations which you
may have to offer upon the suggestions
put forward in ^{the enclosed} your despatch.

I have, etc

See 14.11.25

Office 14/12
Working note

J. Harding
Machey.
Shuckburgh.
Grindle.
Davis.
Wilson.
Gusby-Gore.
Tarendon.
Leary.

5046
25

1925
Africa

Boyming Street

11 December 1925

Sir,

With reference to your
Confidential despatch (2), of the 15th
of October 1925, I have, etc., to
transmit to you a copy of a Conf.
despatch which is addressed to

DRAFT

ANGANYIHA TERRITORY

Confidential

Governor Cameron.

For comment

5076

Gov. Uganda
(Herewith)
1 DEC 1925

the Governor of Uganda, on the subject
of the syllabus of subjects for the
examination tests which Junior Staff
Surveyors will be required to pass
before proceeding ^{beyond} ~~from~~ £200 per annum
in their present scale of salary.

2. You will no doubt

communicate

Downing Street,

17 December, 1925.

Seel 14. XI. 25

Jeffries 14/12
Rehderg 14/12/25
Bottmley 14/12
E. J. Harding.

- Strachey.
- J. Shackburgh.
- G. Grindle.
- Davis.
- S. Wilson
- Ormsby-Gore
- Clarendon.
- Amery

See HQ 37/12/25
when reply is out.
45941/25

I have etc., to ack. the receipt of your Confidential despatch.

(4) of the 18th. of September 1925, and to inform you that steps have been taken

to ascertain the views of members of the Colonial Survey Committee on the draft

syllabus of subjects of the examination tests, which it is proposed that Survey

officers are required to pass before proceeding and the efficiency

bar at 2500 in the graded scale of salary now in force.

As a result of consideration of the syllabus, attention has been drawn

to the desirability of research in this in framing such a syllabus. The gradual

development of the Survey Departments of the East African Dependencies into

independent organisations, which will be responsible

DRAFT.

UGANDA

Confidential (2)

Gov Gowers

J. DEC 1925
copy to Gov Gowers
copy to Mr. R. T.
copy to Mr. R. T.

16
communicate with the Governor of Uganda any observations which you may have to offer upon the suggestions put forward in ^{the enclosed report} your despatch.

I have, etc

(Signed) L. S. AMERY

responsible for producing, without external assistance, the necessary maps of the Dependencies, in addition to preparing farm and engineering surveys. The share of the Government Survey Departments in this latter duty ~~will~~, indeed, ^{may be expected to} ~~gradually~~ diminish as private enterprise begins to participate in these ^{preparation of these} surveys.

3. With this object in view, it is suggested that in order to provide for the necessities of the future the standard required for the efficiency bar test should be raised by the inclusion in the syllabus of the following subjects:-

i. As a heading (a),

The use of geodetic tables
The elementary principles of map projection including Mercator, Polyconic, Cassini and Transverse Mercator.

ii As a separate heading, *

Plane Tabling. Construction of graticules and plotting from geographical coordinates.

iii As another separate heading, *

Map Construction. The scales, conventional signs and characteristics of existing maps of East Africa. Elements of map construction, including fair drawing, wandyke and helio zencography.

I shall be glad to be furnished with your observations

observations on this suggestion. In this connection I would observe that, while I concur in the desirability of aiming at a higher standard of professional efficiency in the survey staff, with a view to providing for the mapping necessities of the future, the immediate adoption of the proposed additions to the syllabus would in all probability affect adversely the officers who are at present qualified on the basis of the work now being carried out, but who would have little chance, at the moment, of passing a test which they had no reason to expect. I would, therefore, suggest that the additions should be notified immediately as qualifications which will be introduced into the test in ^{three} ~~a few~~ years time. By this means all Survey officers now serving in the Protectorate, who have still to pass the "efficiency bar" would have an opportunity of studying the additional subjects during their leave of absence.

5 In the event of any Junior

Staff

Staff Surveyor reaching the ~~maximum~~
"efficiency bar"
of his present scale of salary before

the expiration of three years from now,

he might be allowed to take an examina-

tion on the basis of the ^{amended} syllabus

^{referred to} enclosed with your despatch, on the

understanding that he would be required

to take a further examination in the

additional subjects after his first

leave of absence, and that if he failed

to pass such further examination he would

not be eligible for any increments of

salary until such time as he had passed

^{the} test.

6 It has also been suggested ^{that} in

the selection of subjects from the
connection with the syllabus that it would

be desirable ^{and} for the ~~purpose~~ of individual

examinations should be ~~generally~~ made

the selection of subjects from the
syllabus with an agreed principle

with a view to avoiding any
possible tendency to confine the ~~selection~~

to a particular group of subjects.

For this purpose the Director-

General of Ordnance Survey, Southampton,

has suggested that the subjects should

be

be divided into two classes, one of

which would consist of subjects of more

or less general application, while the

other would comprise subjects which are

more a matter of specialised study. The

examination would then include, for all

candidates, all the subjects in the first

class with a selection of subjects from

the second class.

7 The following grouping is

suggested as an example, but it is pointed

out that this suggestion is only by way

of illustration, and that the actual

division of groups might be different

owing to local requirements. For

instance, town planning is included in

the second ^{class} group; but it might be

considered necessary for all surveyors

to have a knowledge of this subject in

which case it should be included in the

first ^{class} group.

Class 1.

- (a) Traversing
- (b) Triangulation
- (c) Levelling (general principles)
- (d) Instruments
- (f) Astronomy
- (k) Plane tabling.