

KENYA  
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REC'D  
SEP 20 1920

14. A.

MEDICAL OFFICERS

1920

CONDITIONS OF SERVICE

9th SEPT

Proposes to call on 14th instant at 3.30p.m. to discuss  
question. Enquires who will see him.

next previous Paper.

11.9  
41081

Part 1/2

Mr. Dickson

agree to terms proposed?  
You will see them for approval.  
but if you wish I will see  
them too for say

all  
10/9/20

Mr. Parkinson

Thursday afternoon will not do. I  
have a meeting of the C.O. Med. A.M.S.  
Sub Committee at 3.0. Same afternoon may  
be fixed, preferably Th or Fri, as the C.O.  
Med. A.M.S. report should be out then. Can you  
arrange to meet? I think it would be very convenient  
if you could come from the point of view  
of the work of the Dept. (that they are)  
called in

next subsequent Paper.

11/24 (Med. A.M.S.)  
14185/20 Cp. 163 25,000 S. 20 W & S (W B & L)  
11/24 (Med. A.M.S.)  
14185/20 Cp. 163 25,000 S. 20 W & S (W B & L)

AT 11/9/20

Mr. B. B. B. / Mr. G. G. G.

Mr. Stephenson and I saw Dr. Cox yesterday, and discussed the situation with him. It appears, as indeed I had surmised, that Dr. Cox has acted very much on his own in stopping the advertisement of the Colonial Medical Service. He had, it is true, obtained his Chairman's authority, but, still, it was mostly his affair. He said that he did not feel justified in inserting the advertisement and thereby encouraging medical men, of whose interests they were the guardians, to apply for appointments in services as to whose conditions they were not satisfied. They had been receiving considerable volumes of complaint, mostly, I gathered, from officers on leave in this country, or travelling abroad, in regard to the new terms; and they considered themselves responsible for these officers and that it was their business to defend their interests vis-a-vis this Office. I said that I thought the C.O. would be indisposed to admit that they without qualification; that we ourselves considered that we were pretty well concerned with the interests of our medical staff, and with the interests of the Government officers and the general population who the medical staff would look after, and that, with all deference, though I was not aware of the exact composition of the "Dominions Committee", I could not help feeling some doubt as to whether it was a well qualified body to consider the conditions of employment in the Government service in the Colonies and Protectorates, and I challenged him to say how many of the members of the Committee had any actual experience of the Government service abroad. I did not gather that any but a very small minority had any such experience; there were, in fact, not more than 4 all told, who seemed to have any knowledge to speak of of the Empire overseas, apart from India. Dr. Cox was naturally disposed

and go on leave on Wednesday, Mr. Stephenson will no doubt represent C.O. Dept - & he must see these papers when he arrives.

I have rung up Dr. Cox, who says that he cannot come before Thursday & Wednesday is full up - & he suggests Thursday morning.

How you can do this, as it is no use now arranging to meet by not meeting when you are when he is here.

Said that he did to run up upon today

I suggest Tuesday at 12.00 - This will just give Mr. B. B. B. time to read up papers. I don't really have suggested being present - but I shall be as usual a few Monday night.

Will you ring up Dr. Cox - Forward 2030 - & then let me have papers back for Mr. B. B. B.

copy of the letter to Dr. Cox, enclosed, in regard to the matter to be discussed. I have some in mind to be discussed. I have some in mind to be discussed. I have some in mind to be discussed. 11/19/20

disposed to defend them, but it was a very lukewarm defence; he evidently realised the weak points, but defended by asserting that whenever they had questions affecting the Colonial Service under consideration they endeavoured to obtain the presence of anybody in this country who was interested. I said that that seemed to me a method which could hardly lead to the most satisfactory results; that it meant that the 'grouser' and the person who had a grievance or an axe to grind would come up from the country to air his views, but the person who, on the whole, was satisfied with things as they were would not take the trouble to leave Bournemouth, Ilfracombe or North Wales; and the result would not be, generally speaking, representative. It seemed to me, I said, that they had gone rather on the lines of passing the verdict first and considering the evidence afterwards.

I asked him, for instance, how far the Association were in a position to say that the views they had received were those of a majority. He could not say, but added that they had had a good many complaints from one quarter and another; especially in regard to East Africa.

I asked him for instances, and he said that it appeared to him that one complaint was justified, namely, that under the new proposals some medical men could actually suffer a drop in their official emoluments. I said, that such a thing was not unknown when a man's temporary emoluments, which were non-pensionable, were being merged in his salary; but that, I could not reconcile his statement with what I saw in the draft on 4/10/20, paragraph 5, (passage marked in pencil).

We quite realized that there are and were bound to be anomalies, and I read him an extract from a letter from Sir E. Coryndon, who explained to Mr. Bottomley that he and Sir Edward Northey were going into the whole question and going to draw up new scales, but that it would

would take some months. I added that I did not think the Association made anything like sufficient allowance for the fact that it was not the Colonial Office, but the Governors and Colonies whose opinions had to be obtained; that the Colonies found the money, and therefore importance must be attached to the views of the Governors and the Legislatures as to how it was to be spent. Of course it differed, and some of the West Indian Colonies would have some say, approaching to a veto, on a question of this kind, whereas there were other Colonies and Protectorate which would no doubt raise little objection to anything that was proposed from this point of view as regards the emoluments of people who had to be recruited from this end; but that we had to consult the Governors, who were the pivots of the whole Colonial system, and to consult the Governor of Fiji, for instance, on a matter in which telegraphing was naturally impossible, was a very lengthy business, and it was a very strong measure for the Association to endeavour to deprive Fiji of medical assistance during that period. He said something to the effect that he did not want to hurt the feelings of the C.O.; I said, the C.O. had no feelings, and that I should not sleep half-an-hour less in any given night if every medical man was removed from the Colonies and Protectorates; but that the persons for whom I was concerned were the officials and their wives who would go down with dysentery, fever in the bush somewhere and have no medical officer to look after them because the British Medical Association had decided not to let anyone go. He admitted that it was a strong action; but said that they were not taking it, except, because it seemed to be the only way of bringing about a better state of things. Their clients did not propose the local Governments to have the working out of things.

Also,

*degree of importance*

*The Governor's journal will be a good deal better with his letter.*

Also, he added, a bad impression had been produced by some of the things we had said. For instance, he quoted the case of the <sup>retirement</sup> retirement on gratuity after a certain period of years (a principle which is being introduced into East Africa from West) and said that we had advertised it as a condition for new appointments; that some people had written to <sup>represent</sup> ~~represent~~ it as an <sup>a mistake</sup> amendment; others had said that it was monstrously unfair that the new people should have those terms, and not the old; and that we had been able to say that it was hoped to introduce the principle for existing members of the service in April 1921. He did not even know whether this hope had matured. I ascertained from Mr. Bottomley on the telephone that it had.

I asked him about the West Indies. I was unable to gather from him definitely that they had received any serious representations, except from one or two ex members of the service. I implied, as openly as I could, that I did not believe that they had. I said it was a curious thing that, whereas we had some 9 or 10 candidates calling to see the Medical Appointments Committee that afternoon, not one of them was a candidate for West Africa, which was now the ~~best~~ best paid of all our services. He said that many of the West Africans were, <sup>he believed,</sup> \* dissatisfied with the new terms. I said, I was sorry to hear that, but there must come a limit beyond which the remuneration of the medical men could not be increased, and that, if it came to that point where the terms demanded were such as could not be borne (and it seemed to me that we were approaching that point) we should have to consider whether it was worth while trying to keep up the interests of European medical officers from this country. He asked what alternative we had, and I said "None, officially, as yet", but that I might tell him that my own line in such a case would be to advise

the

the authorities to remove the restriction on the medical practice and to employ foreigners, on the general principle of a bad medical man being better than none. He said he did not agree, to which I replied that when we were well none of us agreed but when we were sick it was otherwise. However, I said that I had no expectation of things coming to as bad a climax as that, and I had no doubt that we should be able to come to terms, only I did think that the Association had behaved precipitately in this matter.

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He suggested that as a compromise we should revert to the old practise of advertising certain medical services, and that they would put in the advertisements for those services of which they were satisfied but not the others. I said that I was not <sup>concerned</sup> speaking on behalf of any individual Colony, but for the general Colonial Service, and in that capacity I could not agree to such a suggestion, but that it seemed to me that it was quite a possible way out, however invidious it would be, to advertise some places and not others.

After Dr. Cox left, I obtained from Mr. Bottomley a statement which I presume would be perfectly satisfactory as to the intention of the Government to obviate any actual loss in emoluments through the introduction of the new scale of salaries in East Africa. I annex a copy to my letter to Dr. Cox on the subject.

\* Dr. Cox  
that he had  
received a letter  
a local C.M.S.  
man who was  
writing  
an opinion  
that he would  
be satisfied  
with the  
then given  
improvements  
proved to be

AF  
put  
Other Riffs. Had seen [unclear]  
AF  
\* In the [unclear] [unclear] [unclear]  
to allow [unclear] [unclear] [unclear]  
provision

September 1920.

Dear Dr. Cox,

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I referred to the Head of the East African Department the figures of which I took a note from you yesterday morning as to the position of a married M.O. or M.O. in East Africa at the top of his scale under the old and the new schemes respectively. Mr. Bottomley asks me in reply to quote to you the following paragraph of a letter to the Treasury which their Lordships were good enough to approve:

"If an official is drawing with war bonus, on the 31st of March 1920 emoluments which exceed the maximum of the new scale, he will at once draw the maximum of the new scale and an additional temporary non-pensionable allowance equivalent to the difference between the maximum of the new scale and his total emoluments on the 31st of March".

You may wonder what the word 'temporary' means in this paragraph. What it does mean, is that, if there is any great reduction in the cost of living, the adjustment depending as it does on the amount of the war bonus, would require some alteration. So far as the Department can see there is no prospect of any such alteration.

Yours very truly,

Downing Street,

11th September, 1920.

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Dear Sir,

I beg to confirm our conversation by telephone this morning, and to say that I should be very glad to see you if you could make it convenient to call here, at noon on Tuesday next, the 14th instant. Mr. Stephenson, the Assistant Private Secretary who deals with Medical appointments, will be with me.

Yours faithfully,

H.

COX, ESQ., O.B.E., M.B.  
Medical Secretary,  
British Medical Association.

Secretary:  
ALFRED COX, O.B.E., M.B.  
Medical Secretary:  
C. ANDERSON, M.D.  
Medical Secretaries:  
RICHARD LORD, M.A., M.R.C.S., L.R.C.P.  
D. MACPHERSON, M.A., M.B., M.C.

RECEIVED  
TO SECRETARY  
L. O.  
6th September, 1920.  
45076  
REC'D  
REC'D 10 SEP 20

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AC/MB

Sir,

I beg to acknowledge your letter of September 7th (No. 41081/29) as to the question of the terms and conditions in respect of the work of medical officers in Eastern Africa and elsewhere under the Colonial Office. Your letter will be placed before the Dominions Committee of the Association, which meets on the 16th instant, but in the meantime I shall be glad to take the opportunity presented to talk some of the matters over with one of the officers in your Department, and I propose to call on Tuesday next at 3.30 p.m. if that will be convenient. Perhaps you will be good enough in replying to tell me for whom I should ask.

I am, Sir,

Your obedient servant,

*Alfred Cox*

Medical Secretary.

The Under Secretary of State,  
Colonial Office,  
Downing Street,  
S.W.1.

SALARIES OF MEDICAL OFFICERS IN EAST AFRICA.

Station	II Salary prior to 1.4.19	III Salary from 1.4.19.	IV Salary from 1.4.20.	V War bonus
Station er.	£500-25-2600 250 duty	£600-25-2750 250 duty	£700-25-2800 (1)	Unmarried Married Salary £400-450 £105
al er	£500-25-2600 250 duty	£600-25-2750 250 duty	£700-25-2800	Salary £500-599 £90 £100
al er	£400-20-2500	{ (1) £400-20-2500 240 duty (2) £525-25-2600 250 duty	{ (1) £500-25-2800 (2) £600-25-2700	(2) Salary £500-599 £45 £95 Salary £700 & above £40 £90
	£400-20-2500 240 duty	Same as M.O.'s but with allow- ances of £50 or £100 according to station.	Same as for M.O.'s but with allowances of £50 or £100 according to station.	

Sanitation Officers continue to draw special allowance of £100 or £50 which they drew as Medical Officers of Health prior to promotion, so long as they are stationed at a station where these allowances are paid to Medical Officers of Health.

Lower grade not now used-

All Medical Officers and Medical Officers of Health now start at £600.

B. Column III. This was a special increase of substantive salaries in which other Departments did not share.

Column V. War bonus payable with salaries in Columns II and III but not with those shown in IV.



I	II	III	IV	V
<p>Assistant Commissioner</p>	<p>Salary per 1.1.11 £ 500-25-000 £ 50 duty</p>	<p>Salary per 1.1.11 £ 600-25-750 £ 50 duty</p>	<p>Salary per 1.1.11 £ 700-25-800 (1)</p>	<p>Wages per 1.1.11 £ 55 £ 105</p>
	<p>£ 500-25-000 £ 50 duty</p>	<p>£ 600-25-750 £ 50 duty</p>	<p>£ 700-25-800</p>	<p>£ 50 £ 100</p>
	<p>£ 200-20-500</p>	<p>(1) £ 400-20-500 £ 20 duty (2) £ 500-25-600 £ 50 duty</p>	<p>[£ 500-25-600 (2)] £ 600-25-700</p>	<p>Salary £ 100 £ 60 £ 90</p>
	<p>£ 200-20-800 £ 20 duty</p>	<p>Same as No. 1 but with addn of £ 50 w.kios acc. to station</p>	<p>Same as No. 1 but with addn of £ 50 w.kios acc. to station</p>	

- Sanitation Officers continued to draw special allowance
- (1) ~~Question of giving all the above amounts~~  
 of £ 100 & £ 50 which they draw as Medical Officers  
 of Health in a health station where they are  
 stationed at a station where these allowances are  
 paid to Medical Officers of Health.
- (2) Lower grade not now used -  
 All in 2's £ 200

B. Column III. This was a special  
 increase of substantial salary  
 in other other depts did not share.

Column V - wages were payable  
 with salaries in ~~II and III~~  
~~III~~ but not in IV