

1921

KENYA

35

38082

REC'D
29 JUL 21

FROM
GOVERNOR NORTHY. 923.

DATE
2ND JULY.

FOR CIRCULATION -

SUBJECT

LAND SURVEY STAFF.

EMOLUMENTS AND TERMS OF SERVICE.

Mr. Hutchinson 22 8. 21
Mr. Robinson
Mr.
Mr. Grindle
Sir H. Lambert
Sir H. Reid
Sir G. Piddis
Mr. Wood
Mr. Churchill

Encloses two reports by Director of Kenya and Uganda regarding with his obsons and hopes united representations will succeed in obtaining improvements which they urge.

Previous Paper

Op
11/26

MINUTES 200 30808 below

Please see tabular statement within I think discrepancies with the data, which are not very precise on all points

I am in doubt on 2 points

(1) Amount of Assistant Chief Magistrate's salary in the final scheme does not appear to be stated.

(2) Whether it is intended that the Chief Comptroller post in Uganda (Scheme 13) should be made pensionable.

In Appendix B of Mr. Thomson's Memo I find nothing with reference to 47 Thomson, a computer, is returning, and 48 Thomson, a sub-comptroller appears to have been engaged locally in our line of file. Neither

Brookfield 1 Feb 22
3007/3903
to Mr. Cong 27 Dec 22
10/12/21

Subsequent Paper

Op
3903
11/26

was included in the list of personnel
recommended, though both
appear in the Staff list.

12 22 91

W. Battelue

See with the following
means, within. He has
~~been~~ a lot of trouble
over this - & it is
greatly simplify course
of the proposals.

Allen W. Battelue will
not welcome it, perhaps,
because in so much his own
subject that I think we
should not deal with this in
his name.

See also Kevaya & Gupta
proposals will receive
careful consideration - & propose
further course.

Francis W. Battelue
minutes Dec 22 1911

W. Battelue

W. Battelue

I hardly think that a
letter addressed to me
will be to the Battelue
1911 Dec 22

~~W. Battelue~~

KENYA

Present Situation			Result of intermediate Scheme				Final Proposal		Present Situation			Result of proposals	
Appointment	Salary	Allowances	Appointment	Salary	Allowances	Remarks	Salary	Appointment	Salary	Allowances	Salary etc.	Allowances	
Director of Land Surveys	£800	Home & Travelling	1 Director of Land Surveys	£800	Home & Travelling	Opportunity made equal to intermediate stage	£1300	1 Director of Surveys & Land Office	£1100	Home & Travelling	£1300	Home & Travelling	
Deputy Director of Land Surveys	£600 - £225	Home & Travelling	1 Assistant Director of Land Surveys	£700	Home & Travelling	See para 2. Change of title & increase of salary not mentioned in para. 6 of dispatch	£1000	1 Deputy Director of Surveys	£800	Home & Travelling	£1000	Home & Travelling	
District Surveyor	£500 - £25	Nil	9 District Surveyors	£600 - £25 - £700	Home & Travelling	Including 1 Chief Computer	£730 - £30 - £800	1 Assistant Director of Surveys	£600 - £25 - £700	Home & Travelling	£800	Home & Travelling	
Senior Staff Surveyors	£500 - £25 - £700	Nil	20 Staff Surveyors	£400 - £20 - £500 - £25 - £600	Home & Travelling	Includes 10 Computers. Note lower top limit of salary. S.S. Surveyors already on £600 to retain present rate.	£450 - £25 - £600 - £25 - £700	1 Assistant Land Officer	£600 - £25 - £700	Home & Travelling	£800	Home & Travelling	
Junior Staff Surveyors	£400 - £30 - £500	Nil	6 Staff Surveyors	do -	Home & Travelling	Non-permanent staff permanently recruited. v. para. 6 of dispatch	[will disappear]	6 Junior Staff Surveyors	£400 - £30 - £500	Nil	£600 - £25 - £700	Home & Travelling	
Assistant and S. Surveyors	£300	Nil	5 Surveyor Cadets	£300	Home & Travelling	or promotion all not passed.	£300 - £12 - £360	11 Junior Staff Surveyors (1 permanent post)	£400 - £30 - £500	Nil	15 tons £400 - £500, then £25 - £600	Home & Travelling	
Chief Computer	£500 - £25 - £600	Home	1 Chief Draughtsman	£600 - £25 - £700	Home	see para. 2 of Mr. Tomlinson's memo	£730 - £30 - £800	1 Computer	£300 for 2 years, then £400 - £30 - £500	Home	£400 - £20 - £500 - £25 - £600	Home	
Computer	£400 - £30 - £500	Home	1 Assistant Chief Draughtsman	£400 - £20 - £500 (then £500 - £25 - £600)	Home	Nil post.	?	3 First grade Draughtsmen	£400 - £30 - £500	Home	£400 - £30 - £500 - £25 - £600	Home	
Surveyor	£350 - £15 - £400	Home	5 Draughtsmen	£300 - £15 - £400	Home	Remaining draughtsmen raised to scale of F.P. 1st. Periodically approved by Governor	£408 - £18 - £448	1 Draughtsman	£250 - £15 - £400	Home	£300 - £15 - £400	Home	
Chief Draughtsman	£400 - £30 - £500	Home	1/6 Map Records Clerk	£250 - £15 - £400	Home	All draughtsmen to be permanent after 2 1/2 years service. See Appendix B	£37 - £12 - £432	5 Surveyor Clerks	£250 - £15 - £400	Home	1 Correspondence Clerk £300 - £20 - £450	Home	
Draughtsman	£250 - £15 - £400	Home	1 Map Record Clerk	£250 - £15 - £400	Home		£330 - £15 - £396				2 Correspondence Regulation of Letters Clerk £300 - £20 - £400	Home	
Map Record Clerk	£250 - £15 - £400	Home					£408 - £18 - £448				3 Clerks £250 - £15 - £400	Home	

Notes: + 1 permanent post.

Permanent status - In Kenya would be granted after satisfactory examination to be introduced by survey ordinance in para. 7 of dispatch. This appears inconsistent with permanent status of draughtsmen after 2 1/2 years service in column 6 above & Appendix B. Perhaps 2 yrs must be served before examination is taken.

In Uganda - admission to permanent status after one satisfactory exam. See Mr. Richardson's memo. B(a)

Uganda - To be done only when an officer is on a...

C O
38082
GOVERNMENT HOUSE,
NAIROBI,
EAST AFRICA

NO. 923.

2nd July 1921.

Sir,

In accordance with the directions contained in Colonial Office telegram of the 3rd of March, I have the honour to transmit two reports compiled respectively by the Directors of Land Surveys in Kenya and Uganda on the subject of the emoluments and terms of service governing the members of their staffs.

2. Mr Townsend has dealt exhaustively with all the points of difference between the two sets of recommendations. I agree in his view that as regards Draughtsmen and Computers the conditions required in the two Administrations are dissimilar and do not admit of uniform treatment. As you have recently decided that any immediate increases of salary are impracticable, I am not submitting any drastic alterations in this connexion, though I have authorized that the minor adjustment mentioned in paragraph 3 below should be made effective from April 1st 1920. I merely forward the suggestions for purposes of record and for consideration

THE RIGHT HONOURABLE
WINSTON CHURCHILL, P.C., M.P.,
SECRETARY OF STATE FOR THE COLONIES,
DOWNING STREET,
LONDON, S.W..

Gw
two Reports / sub.
Schedule.

2.

consideration when circumstances permit. My proposals for immediate adoption are contained in the 5th paragraph of this despatch.

3. There is one anomaly in connexion with salaries which is the cause of deep dissatisfaction amongst the Drawing Office Staff and which in my opinion merits immediate remedy. Under the latest arrangement Draughtsmen for the Public Works Department, Railway and Survey establishments are engaged at an initial salary of £300 per annum.

It has been found that this is at present the minimum market price for which suitable candidates are available, and I consider that following the practice in other grades, e.g., Assistant Engineers and Medical Officers, the existing staff should be allowed a similar increase with retrospective effect from the 1st of April 1920. I observe from Colonel Amery's despatch No. 389 of the 11th March that the inequality has been rectified in the case of Mr F.J.E. Wood, and in anticipation of your approval I am therefore authorizing a similar adjustment in other cases in order to allay the justifiable discontent prevailing amongst the older officers. Only three officers are concerned, viz:- Messrs J. Downey, L. G. Devereux and A. P. Best, and I trust that you will agree in the action taken, which involves a comparatively minor increase in expenditure and can be met from savings in the Personal Emoluments vote of the Department concerned.

4.

Both

file
6552

712517
7572

4. Both Heads of Departments advocate the admission of the greater proportion of their personnel to pensionable status. The Uganda proposal is to grant this privilege to all Surveyors who have completed their first tour of service and whose work is satisfactory. I should prefer to make provision for a definite permanent establishment; if any officer's services merit special consideration and he has not qualified for appointment to this establishment, his case can be submitted to your decision on its merits. I have asked the Director of Surveys to estimate the number of posts which in his opinion will be required permanently, and his reply is as under:-

- 3 District Surveyors.
- 4 Senior Staff Surveyors.
- 6 Junior Staff Surveyors.
- 10 Computers.
- 6 Draughtsmen.
- 1 Draughtsman in charge Records.
- 1 MAP Record Clerk.
- 1 Draughtsman Clerk.

This of course is in addition to the 4 existing pensionable posts, viz:- Director, Deputy Director, Chief Draughtsman and Chief Computer. The individual officers recommended for immediate entry to pensionable rank are specified in Appendix "B" to Mr Townsend's statement. I hope that his suggestions, the reasons for which were explained in my despatch No. 62 of the 14th of January, may be confirmed.

2/11/46

4.

confirmed.

5. In the event of your approval, the removal of the present system of paying consolidated House and Travelling Allowances to the Survey Staff will follow as a natural corollary, and they will receive identical terms in these respects to other members of the Colony's permanent establishment. Surveyors alone suffer under this disability and keenly feel the disparity accorded to them as against other officials. The arrangement is particularly unfortunate in Kenya where, in recent years, Computers and Field Surveyors have been regarded as interchangeable grades. I am aware that such interchangeability was not followed originally when the salaries paid to Computers were not sufficient to attract Surveyors. In recent years, however, Computers have been given the opportunity to acquire a knowledge of surveying, and in order to carry out urgent work, especially in connexion with Soldier Settlement, were sent out to field work. During the period of this employment they were able to draw the allowances denied to surveyors under the terms of their service, and such a privilege gave them a pecuniary advantage over the Surveyor proper, which the identical nature of their duties could not justify. I consider it only right that differential treatment between the two grades should be discontinued with the least possible delay, indeed, that they should merge into a common grade.

6. I have consulted Mr Townsend as to the advisability of adopting a simpler principle of grading

grading his staff, and he agrees that the following categories would meet the case as far as the survey personnel is concerned:-

1. District Surveyors, (including Chief Computer).
2. Staff Surveyors, (including Senior Staff Surveyors, Junior Staff Surveyors and Computers).
3. Surveyor Cadets, (i.e., Assistant Junior Staff Surveyors).

The revised salaries for Senior Staff Surveyors and District Surveyors are at present identical. This is not an equitable arrangement in view of the heavier administrative responsibilities required of the District Surveyor, and I would suggest an adjustment of the existing scales as under, pending any general revision of service salaries:-

1. District Surveyors, £600-£25-£700 per annum.
(includes Chief Computer and Chief Draughtsman).
2. Staff Surveyors. £400-£20-£500 per annum.
£500-£25-£600 per annum.
(includes Senior and Junior Staff Surveyors and Computers, Assistant Chief Draughtsman).
3. Surveyor Cadets. £300 per annum. Non pensionable.

The period of probation would usually be longer than for other branches of the service as explained in the succeeding paragraph. I understand that the work of the Chief Computer fully merits his advancement to a higher scale on a level with a District Surveyor in view of the technical and administrative requirements of the post. The present scale of Senior Staff Surveyor is higher than that recommended. I suggest that the present members of the grade might be allowed to continue on their

existing

existing scale. This would preclude any reasonable ground for complaint and the position should be adjusted in the near future through promotions and retirements.

The Acting Commissioner of Lands also advocates the admission of the Chief Draughtsman to the senior grade for the reasons submitted in the 8th paragraph of his memorandum and I trust that his representations will be considered favourably. Lastly, the Acting Commissioner of Lands is strongly of the opinion, in which I concur, that the post of Assistant Chief Draughtsman should be created; this would result in no increase of establishment but a staff as follows:-

Chief Draughtsman.....	£600 - £700.
Assistant Chief Draughtsman.....	£400 - £500. £500 - £600.
Draughtsman.....	£300 - £400.
Draughtsman in Charge Records....	£300 - £400.
Map Record Clerk.....	£250 - £400.
Draughtsman Clerk.....	£250 - £400.

The total resulting establishment arrived at is shown on the third enclosure, Surveyors and Computers being classed together.

7. New recruits to the Survey Staff now undergo a course of training which occupies three years or more and consists of approximately 6 months in the Drawing Office, 6 months in the Computing office, 12 months field service followed by a return to the Computing office, and then to the field, in order to obtain a grasp of the more complicated computations

and

and to gain higher survey experience. No youth is allowed to become qualified before the full age of 21. In future a qualifying examination will be imposed and until this is passed satisfactorily no application for pensionable status would be considered. The subjects for these examinations, both for Surveyors and Draughtsmen, are laid down in the Draft Survey Ordinance, which will be submitted for consideration at the next Session of Legislative Council.

8. There is one point in connection with the proposed grant of house allowance on which Mr Townsend puts forward a special plea. The Uganda Director of Surveys only stipulates for the payment of house allowance whilst an officer is in a station and no quarters are available. Mr Townsend is of opinion that such a proviso scarcely applies to conditions prevailing in Kenya. He states that most of the Government Surveyors are now married, and, if not stationed in Mombasa, provide accommodation for their wives and families in Nairobi. He considers in the circumstances that they should be allowed house allowance on this account if no accommodation is available, like other members of the service who are privileged to be posted to a station, and, when on tour, are permitted to keep their quarters and draw Travelling Allowance concurrently. I agree in the justice of this contention.

9. I am aware that the common procedure on granting pensionable status in the past has been to reduce the scale of the relative appointment. In

view of the fact that the consolidated scales approved for the Survey Staff approximate to those of other branches of the service who enjoy house and travelling allowances, I do not recommend any changes other than those outlined in paragraph 6, as most of the officers concerned have long years of service to their credit and it is also of high importance to attract suitable recruits by promising prospects of advancement.

10. I will conclude this despatch by expressing a confident hope that the united representations of the Uganda and Kenya authorities will succeed in obtaining the improvements which they urge in the interests of their respective departments. It must be remembered that the system of examinations (which it is hoped to regularise shortly by legal enactment) will tend to enhance the standard of efficiency and deserves the compensation advantage of better conditions of service.

I am, Sir,

Yours faithfully,

Edward A. ...

P.O. Box 139.
Land Survey Department,
Nairobi.

14th. April, 1961.

No. 3376

The Hon. Ag. Colonial Secretary,
Nairobi.

Re: Memorandum for Revision of Conditions
of Service of Computers of the Land Survey Department,
Nairobi, Kenya, 1961.

I have the honour to acknowledge receipt of your above quoted letter and copy of despatch Colonial Office telegram. In accordance therewith I have conferred with the Director of Surveys, Uganda, and herewith beg to submit copies of his proposals together with my own recommendations.

(2). First of all I may point out that it is difficult to arrange for absolute agreement as to the salaries between the two Departments, for the nature of the work required in Uganda is to some extent dissimilar to that required in this Colony.

(3). Differences in proposed salaries for Computers of the two Departments. These differences are particularly noticeable and it is not clear why these should exist. In support of this, I would point out that the Computers in the service of this Colony are interchangeable with the Survey Staff, and vice versa. This interchangeability is an essential arrangement for, since a computer, so called, is actually engaged in examining all surveys lodged by the Survey staff, he should be fully conversant with all survey methods - in fact, he should be a qualified surveyor.

Young computers, although excellent mathematicians, are apt to strive for exact results and

the same salary and conditions corresponding between the draughtsman and the draughtsman concerned. My aim is to be satisfied by the results that in time the older surveyors will be placed in the consulting or examining office, whereas they leave the old for the more strenuous field work.

(4). Differences in proposed salaries for Draughtsmen of the two Departments. These appear to be due to the different nature of the work required by the respective Departments.

Draughtsmen in this Colony are responsible for the following:-

- (a). Preparation of all Property Maps.
- (b). " " " " Deed plans.
- (c). Examination of deed plans lodged by Licensed Surveyors in respect of private subdivisions.
- (d). Examination of all plans lodged for correctness of data, correct numbering of properties - a very important detail.
- (e). Writing descriptions of:-
 - (1). Property boundaries.
 - (2). Provincial, Reserve and other boundaries.

I would point out that a Draughtsman in such a Department as Land Survey, concerned with land Transfer, is a totally different type of man to the Engineering or Architectural Draughtsman.

His responsibilities are greater than those of either of the other types, always excluding those of a designing draughtsman.

In consequence of the increased responsibility it is considered that he is worth more to the Government than a draughtsman who is concerned with the production of detailed plans only.

Further, in Australia and New Zealand,

These are the things which have been done in the past and the things which are being done at present. It is the duty of the Government to see that the things which are being done are done in a proper manner and that the things which have been done are done in a proper manner.

(4) It is the duty of the Government to see that the things which are being done are done in a proper manner and that the things which have been done are done in a proper manner.

For the following:-

- (a) Preparation of the report.
- (b) Examination of the report.
- (c) Approval of the report.
- (d) Issue of the report.

The report is prepared by the Government and is submitted to the Government for its consideration. The Government may approve the report or may require further information. The report is then issued to the public.

land transfer draughtsmen have to pass an examination and are authorized, being known as authorized draughtsmen, and no person who is not an authorized draughtsman is allowed to prepare plans for land transfer purposes.

I consider it necessary to adopt the same principle in this Colony, since from experience, I have noticed very grave errors in the preparation of deed plans by draughtsmen who are not conversant with the requirements of a land transfer Department.

This is particularly noticeable in the case of plans prepared outside this office, by draughtsmen employed by Licensed Surveyors and Solicitors.

(5). The Director of Surveys, Uganda, is labouring under a slight misapprehension as regards the duties devolving on the Kenya Survey Staff.

He is apparently unaware of the amalgamation of the Land, Survey, Registration and Mines branches in Kenya.

He points out that his Department, i.e., the Survey branch, is responsible for Topographical and Trigonometrical surveys, as well as land surveys.

The Cadastral Survey branch, has always been responsible for and has carried out extensive triangulations over the whole area embraced by alienated lands.

Contour surveys for drainage purposes and on which township layouts are based, have been carried out for years.

Irrigation schemes are also features dealt with by the Department.

Road location is also dealt with by the Survey Department and will figure very largely during the next few years.

As regards the remarks respecting the complicated nature of surveys in Uganda, I would point out that the Land Titling surveys at the Coast - particularly those in the thickly populated parts of Mombasa - are equally complicated and due to the utmost, the surveyors' ignorance. None but experienced men can be employed on such work, and only fully qualified men, can be placed in charge thereof. It must be borne in mind, that indefeasible title is granted in Kenya Colony, and that under the Registration of Titles Ordinance the greatest care is necessary in survey, demarcation and preparation of deed plans.

Surveyors perceiving their responsibilities in this connection, are exceedingly careful that no detail of occupation etc. are omitted which will assist in identifying the piece or parcel of land involved.

It is this necessity, which the inexperienced and non-qualified surveyor does not realize and which frequently leads to litigation.

I have digressed, but as it is necessary to clear the ground and point out what are real responsibilities apart from purely technical qualifications, I do not consider, in so doing, that it is time wasted.

The conclusion to be drawn from the above is that, so far as responsibility is concerned, the surveyors in Kenya require to be more generally qualified in all that is necessary for carrying out work in the Colony and Protectorate. Our District Surveyors are men with wide experience, fully qualified by examination, and capable of deciding what system of survey is most economical, with due regard to the standard of accuracy which is necessary to meet each particular case or class

of whom, I do not know of one surveyor in the Uganda service, who is qualified to the extent as indicated above.

I would also point out that, owing to the lack of qualified surveyors in the past, the Survey Department has been left with a heritage of errors, for which Government has had to foot the bill, in heavy compensation and costly re-surveys.

A misconception also has arisen as to the causes of erroneous surveys.

It is generally supposed that Licensed Surveyors are solely responsible for these, but this, however, is not correct.

Official surveyors have made huge mistakes from sheer incompetence, and nearly all the work carried out in earlier days by such officers, has had to be re-surveyed.

The real cause for so much bad work is due to lack of examiners, for, had there been an examining branch when the Department was first created, there would have been no erroneous surveys. The incompetent surveyor would have been either weeded out early, or placed under the strictest supervision; thus becoming mere "hewers of wood and drawers of water" until fully trained and qualified. Such is the system adopted now.

(6). I have completed my case for competent and qualified surveyors and in conclusion would draw your attention to the Survey Ordinance, which is shortly to be brought before the Legislative Council, and which, I trust, will be passed and brought into force very shortly.

The effect in passing the Survey Ordinance will be that all surveyors, entrusted with the survey of lands for alienation, land transfer, road location, irrigation and contour surveys, will be competent men, fully

qualified to carry out any class of survey required in the Colony, and who may be expected to rise to the posts of Deputy Director or Director of Surveys.

(7). The Director of Surveys, Uganda, has pointed out that the cause of dissatisfaction in Uganda is "different treatment" and with this I must confess I am in full agreement. There is grave dissatisfaction in this Department owing to the obvious differential treatment as revealed in the graded salaries of this Colony. It is with great regret that I have to point out the glaring anomaly in the salaries of the Deputy Director and Director, as compared with similar posts in another technical Department, i.e. the Public Works.

The salary of the Director of Land Surveys is equal to that of an Executive Engineer, whilst that of the Deputy Director is very much less and I am at a loss to understand why any such disparity should exist between two technical Departments.

(8). Returning again to the cases of Chief Computer and Chief Draughtsman, Land Survey Department. I beg to point out that the responsibilities of both officers are fully equal to those of a District Surveyor, and I therefore submit, that they should receive exactly the same salary and privileges. Further, both are in charge of highly important branches, and have large staffs under their immediate controls. In the case of the Chief Draughtsman, I have already pointed out, when dealing with the duties of draughtsman generally in para. 4, that the duties and responsibilities of this officer are greatly in excess of those of a Chief Draughtsman in either the

Railway or the Public Works Department. All property, maps, and plans, descriptions etc. are under his control, together with the responsibility for the accuracy thereof.

Misdescription, erroneous data etc. may cause Government loss in compensation not to mention vexatious delays, disputes and litigation - all of which cast doubts on the validity of a title.

In view of the foregoing, I have made further proposals, which appear to me to be done in keeping with the responsibilities imposed.

(6). The Director of Surveys, Uganda, deals with the question of climate as a factor in determining the salaries of surveyors in that Protectorate, and rightly so, for, on the whole, Uganda is a more arduous climate than the Highlands of Kenya, but it must be remembered that the surveyors in Kenya spend a large proportion of their time in a climate just as bad and often worse than that of Uganda.

Our record of deaths from blackwater, contracted in the Coastal and Lake districts, is a heavy one.

Several men, who have been transferred to the Highlands on account of repeated attacks of Malaria, have died as a result of blackwater contracted several months after removal from the Coastal areas.

Others again have contracted dysentery which frequently recurs, even after transfer to the Highlands. It is safe to say that there is not a sound man in the whole Department, and I submit, therefore, that unless a man can be confined to the Highlands, the difference in conditions as between Uganda and Kenya is not a factor to be considered.

C. G. Conner
DIRECTOR OF LAND SURVEYS.

1. EMPLOYMENT BASIS.

All computers, draftsmen and draughtswomen as shown on Appendix B attached hereto, to be placed on permanent and pensionable staff.

Future appointments to be subject:-

- (a). Engineers and Surveyors. Passing a qualifying examination as prescribed in Draft Survey Ordinances.
- (b). Draftsmen. On completion of the first year of service, passing an examination on land transfer draftsmanship, as prescribed by the Director of Land Surveys.

2. TRAVELLING ALLOWANCES.

All officers of this Department to be eligible. Consolidated scale of pay to be abolished. It is uneconomical and unsatisfactory. For instance, computers who are sent into the field, draw Travelling Allowance and House Allowance, whilst surveyors do not. I would point out that I have proposed surveyors and computers should be interchanged thus rendering departmental effort during a time of stress more efficient.

3. HOUSING.

It is impracticable to provide all surveyors with a house, nor is it desirable to do so. House Allowance should be granted to every case otherwise differential treatment is the result.

With respect to this, it must be remembered that many men are married and must make provision for proper accommodation for their wives and children.

I would like to recommend that a Furniture Allowance be paid to all officers not occupying Government quarters. This will remove the disparity that exists at present between officers occupying Government quarters and those drawing Home Allowance.

4. SALARIES.

~~Government quarters and those drawing Home Allowance.~~
The various duties of the Survey Staff of this Colony having been detailed at length in my memorandum, I have added no further comments thereon; but append (Appendix "C") a list of the salaries considered to be remunerative for the various posts, and which are, with two exceptions, in accordance with those recommended in the Interim Report of January 22nd, 1921 of the Special Committee, appointed by the Legislative Council of Kenya Colony.

The two exceptions mentioned in this para. (No. 4) are those of the Deputy Director of Land Surveys, and Chief Draughtsman.

In the report of the Special Committee these posts have been allotted salaries of £2000 and £2500-£2500 respectively. With respect to this latter post, the facts presented in para. 8 of my memorandum have been detailed in recommending the higher salary, viz, £2750-£2800.

With respect to the post of Deputy Director of Land Surveys, the position is more difficult to deal with having regard to para. 61 on page 7 of the Interim Report of the Special Committee presented to the Legislative Council, January 1921. Nevertheless, I recommend that the salary should not be less than £1800 per year, otherwise he will be on the

- 3 -

some could only be an Executive Engineer. He must not be the Director of Surveys whilst that officer is on leave, and in consequence has more responsibility than that of an Executive Engineer, both as Deputy and Acting Director.

A. S. Townsend

ANNOUNCEMENT OF PROPOSALS FOR LAND SURVEYOR LETTER
NO. 1000 OF 1951, APRIL, 1951.

District Surveyors

- G. Woodruff.
- A.S. Baker.
- C.O. Gilbert.
- F.B. O'Malley.
- G.T. Cogle.
- F.B. Hallendon.
- F.W.E. Flint.
- (One vacancy).

Propose all pensionable.

Junior Staff Surveyors.

- A. Hessler.
- V. McDonald.
- L.G. Wright.

Propose all pensionable.

Junior Staff Surveyors.

- J. Harcourt.
- S.H. Ramsey.
- G.H. Taylor.
- I. Louisa.
- G. Taylor.
- H. V. [unclear]

Propose all pensionable.

(10)
Computers.

- A.R. Adkinson.
- B.J. Kelly.
- F.J. Gordon.
- H. Hays.
- J.F. Walker.
- W. Woods.
- J.F. O'Farrell.
- T.R.L. Hector.
- W. Hays.
- (One vacancy)

Propose pensionable.

Broughton
Mag.

{ L. G. Bowers. }

Propose pensionable

Broughton.

{ J. Dewey. }

{ F. J. N. Wood. }

{ A. S. Hart. }

{ (5 vacancies). }

Propose all Broughton
pensionable post after
14 years service.

Broughton
Mag Office.

{ H. S. Robinson. }

Propose pensionable.

**APPENDIX OF THE SALARIES OF LAND SURVEYORS IN THE
STATE OF MISSISSIPPI, 1911.**

No.	Position.	Salary.
1.	Director of Land Surveys.	1,200
1.	Deputy Director of Land Surveys.	1,000
8.	District Surveyors.	750 by 25 to 800.
4.	Senior Staff Surveyors.	625 by 25 to 700.
12.	Junior Staff Surveyors.	400 by 25 to 600.
2.	Assistant Junior Staff.	300 by 15 to 350.
1.	Chief Computer.	750 by 25 to 800.
4.	Senior Computers.	625 by 25 to 700.
6.	Junior Computers.	400 by 25 to 600.
1.	Chief Draughtsman.	750 by 25 to 800.
3.	Draughtsman, (1st. grade)	400 by 15 to 450.
3.	Draughtsman (2nd. grade)	375 by 15 to 425.
2.	Draughtsman, (3rd. grade)	350 by 15 to 390.
1.	Quarter in charge of Records.	600 by 15 to 650.

P.O. Box No. 1
Land Survey Office,
Entebbe,
U g a n d a.

No. 504/2509.

11th. April, 1961.

Sir,

Reference Secretary of State's telegram to
Governor, Nairobi, & Secretary of State's
Despatch - Confidential - of the
28th. Jan. 1961 (S.M.F. 6381).

**REVISION OF SALARIES - SURVEY
DEPARTMENT.**

I have the honour to submit in detail
my proposals re revision of conditions of service, Uganda
Survey Department.

S. SALARIES. Should be the same as those
now approved by the Legislative Council for the Kenya
Survey Department:-

	Kenya.	Uganda.	My Recommendation as for Uganda.
Director of Land Surveys.	1500	1100	1300
Deputy Dir. of Land Surveys.	900		
Deputy Dir. of Surveys.		800	1000
Asst. Director of Surveys.		600-700	900
Asst. Land Officer.		600-700	800
District Surveyors.	750-800	500-700	700-800
Senior Staff Surveyors.	625-700	500-700	600-750
Junior Staff Surveyors.	400-500	400-500	500-550
	(1st. year)		400-500

These salaries are stated to be regarded
as satisfactory by the Kenya Survey Dept. We are in
accord on this subject. Duty pay or local allowances
should be the same as for other Depts. in the Uganda Pro-
tectorate. The value of travelling allowance to be
included in the emoluments for the purpose of determining
the point of entry in the new scale of officers already on
the establishment.

S. CONDITIONS OF SERVICE.

(a) **PENSIONABLE POSTS.** All surveyors who have completed
their first tour of service and whose work is satisfactory
should be placed on the Permanent and Pensionable staff.
This is agreed to by Kenya Dept. as most of their officers
are already so placed.

(b) **TRAVELLING ALLOWANCE.** Surveyors who should be
eligible for this. Kenya ask for this also.

(c) **HOUSING.** Surveyors should have a sufficiency of
houses allocated to them in the same manner as other
Departments, excepting that ranks below District Surveyors
could only expect temporary accommodation when only a short
period in a Station. Housing allowance would only be
given when an Officer was in a station and then where no
quarters available. As the renting of privately owned
houses is almost out of the question here I would place on
record what I consider our minimum requirement.

These are in addition to existing accommodations:-

1. Second Class House. To house two married officers when on leave.

2. ~~First Class House~~ ~~at KAMPALA~~

3. ~~Second Class House~~ and office for the District Surveyors at each of these stations.

I understand Messrs. [Name] ask for much the same as above.

(6) ~~Special Conditions and Allowances~~. Kenya Survey Department agree to this. They describe such allowances as quite unworkable.

4. As regards the other possible conditions the Department merely asks to be treated on the same footing and to have the same privileges as other important technical Departments. The Public Works Department is cited as a concrete case as they are more akin to this Department than any of the other Departments. Kenya Department concur.

5. From the above it will be seen that the Departments are in complete agreement for all practical purposes.

6. The only point where I differ from Kenya Department is in Mr. Townsend's paragon; re Draughtsmen and Computers. Our conditions differ in regard to these posts as our officers of these grades have not and are not likely to have, for at least some years to come, large staffs under their control. The crying need of this Department is practical Field Surveyors and Clerks. Until we have our full staff of expert men, the present authorized staff of two European Draughtsmen and one Computer is sufficient.

7. ~~DIFFERENTIAL TREATMENT~~. As regards pensionable staffs, housing accommodations, rates of pay and travelling allowances, this treatment has been so marked in the past and judging by the last reports of local commissions still exists that I prefer not to labour the point. The feeling still remains so bitter that I will not enter fur ther into the question in view of the consideration that the Secretary of State is now giving to our grievances. But the fact that I am now in a position to be beyond all the minor grievances renders me none the less eager to have them completely allayed.

I have the honour etc.

DIRECTOR OF SURVEYS.
LAND OFFICER AND
COMMISSIONER OF MINES.

THE HON'BLE CHIEF SECRETARY,
TO THE UGANDA GOVERNMENT,
KAMPALA.

Total. Total pensionable. Non-Pensionable. Non-Pensionable necessary pensionable, at present.

	Director of Land Surveys.										
A.	2800								1		1
B.	2700								1		1
C.	2600-2500-2400	District Surveyors (9) (including Chief Computers)	Chief Draughtsman (1)						10		10
D.	2400-2300-2200	Staff Surveyors (20) Staff Surveyors (6)	Assistant Chief Draughtsman (1)						6		27
E.	2300-2200-2100	Nil	Draughtsman (5) Draughtsman 1/q Records (1)						6		6
F.	2200	Cadets (3)	Nil						5		5
G.	2100-2000-1900	Nil	Map Record Clerk (1)						1		1
									<u>11</u>		<u>11</u>
									<u>69</u>		<u>69</u>

(a) Vide paragraph 4 non-pensionable in view of ultimate reduction of establishment.

(b) Apprenticeship pending passing of necessary tests; then for promotion to B (falling vacancy in D special treatment until absorption possible).

(c) ~~vide paragraph 4~~ view of ultimate