

1923

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KENYA

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GVERNOR
RYNDON

1429

DATE
16TH SEPTEMBER 1923

REC
REY 19 OCT 23

THE CIRCULATION

Mr. Jeffries
Mr. Bothamley

SUBJECT

CHEMICAL RESEARCH DEPT

Submits proposals for re-organisation
involving a division of staff and activities
between the Agricultural and Medical Depts.

Request for telegraphic reply

... U.S. of S.

... U.S. of S.

... U.S. of S.

... Secretary of State

Previous Paper

52790

MINUTES

The only thing has been held up;
it did not come down in colour and I
did not wish to read it through
[but telegraphic reply was asked for].

On the face of it there seems
to be no great objection to the proposed
re-organisation. It is because it is
a complete reversal of the attitude
taken at the time (1919/20). It appears
from that paper that Mr. Kirkham
was the chief advocate of the separate
Dept. for Chemical Research, and
it is now he has gone the other
school of thought - hence we are
not told that the Agric. &
Medical Depts. have squabbled

1576 12 Oct 23

Subsequent Paper

52790

MINUTES

MINUTES NOT TO BE WRITTEN
ON THIS SIDE.

a chemist of its own. (to his cost)

over the use of the Chemical Officers; but, if anything, the separation will probably lead to closer co-operation between the chemists and their departmental Officers.

A fact which puzzles me is that though in para 3 there is laid on the introduction of Agriculture of Agricultural Chemistry, it appears to be the Dept. which will get the lion's share in this matter - the two Senior Chemical Officers, an Assistant Chemist, one Chemist at 1/2 pay, & an Agricultural Chemist half way in a year next year with a 1/2 share.

Understand the new scheme is substantiated by the fact that the Gold Coast Agric. Dept. has 10 Chemists (1000 C.A.S.), 1000 C.A.S. (1000 C.A.S.) Jamaica (250 C.A.S.) The Nigerian Agricultural Dept. appears not to have

As to the introduction of a new grade at £600 - £250-750, the fact that the Directorship is to be abolished is not necessarily a reason for increasing the scales of Junior Officers, as the Dept. do not want to assume that any of them would get the Directorship. But increased responsibility will no doubt ensue from the re-arrangement, & we might agree to a new scale of £600 x 25 x £700. This would I think be sufficiently high both for Chemical Officer, for the proposed Agric. Chemist.

The only difficulty? See is the question of the ~~new~~ allowances for fees. The proposed allowances to the present Officers (but not to new appointments) may be permitted, but they

length of time there is
not the Senior Chemical Officer

1/2 share
1/2 share
1/2 share

want, in conformity with
the decision on 18/11/21,
~~the allowance~~ be
non-pensionable. As one
of the parts of Chemical Office
is pensionable, the allowance in
his case at any rate cannot be
merged into salary. It would
be as well to keep them all
as separate allowances to
be those present officers

(In Back is proposed)

Let approval generally
provisionally depend on a new
scale of salary & allowance
in view of the fact that the
allowance is not
pensionable

It has always been
felt here to be
doubtful whether the
existence of Mr. Witham's
"shop" as a separate
Dept. was really justified.

W.C.W.

and I take it ~~that~~⁵⁹⁷ will
be no difficulty in accepting
the proposed reorganisation,
which seems sound in
principle. Certainly the
Medical Dept. does well
out of the ~~div~~ proposed
division of staff, having
regard to the fact that
in the past half the
work done by the
Chemical Research Dept.

has been agricultural:
but as the two Heads
concerned have agreed
we need not question
the arrangement

As regards salaries,
I would make the
scale £500-25-750,
which is the ordinary
scale in force for people
like mycologists, entomologists
&c. The proposal to keep
the

I agree - & the
mere text of the letter
is not conclusive

W.C.W.

the present staff at £600 until they have proved their worth may be accepted,

As regards the fees, I am afraid that if we have non-resident allowances it will be difficult to refuse similar allowances to officers entering the service here after. On the whole I would adopt the Govt proposal for giving an extra £100 increment as opposed to the offer and doing away with the allowances once and for all.

? Tel. that proposals are approved generally and confirm by desk suggesting £500 minimum for new

new entrants.

C. J. J. 7.11.23.

Yes. The arrangement was largely feasible due to Mr. Kirkham's personality, & the two depts affected have always hated it. There is something rather ludicrous in the idea that the Medical Dept. cannot examine drinking water, or the Agricultural Dept. find out if a sample of soil is deficient in lime, without recourse to another Dept.

So far as duplication of plant is concerned, I do not think we had worry, each of the depts ought to have an adequate chemical equipment.

As the Jaffier proposes?

at once. W.L.S. J.R. 2/11/23 2/11/23

KENYA.
No.1429.



50916

19 OCT 23

GOVERNMENT HOUSE,
NAIROBI,
KENYA.

18th September, 1923.

579

My Lord Duke,

With reference to Sir Edward Northey's despatch No.637 of July 10th, 1919, on the subject of the re-organization of the Laboratories Department, I have the honour to inform Your Grace that the status of the Chemical Research Department, whose creation was advocated in that despatch and approved by Viscount Milner in his despatch No.1109 of October 29th, 1919, has recently come under consideration by this Government.

2. The Chemical Research Department came into being in April, 1920, under Mr. V. H. Kirkham as Director. Proposals have before now been put forward for the absorption of the department into that of the Agricultural, but up to the present Executive Council has consistently advised against such a change. Mr. Kirkham's transfer to England rendered opportune further consideration of re-organization of the chemical services in view of the fact I recommend allow a division of staff in activities between the Agricultural and the Chemical Departments. I have I am assured by the Executive Councilors who have already tendered their advice to Sir Charles Bowdler in view of my arrival.

3. The importance to Agriculture of Agricultural Chemistry -

HIS GRACE

THE DUKE OF DEVONSHIRE, K.G., P.C., G.C.M.G., G.C.V.O.,
SECRETARY OF STATE FOR THE COLONIES,

DOWNING STREET, LONDON, S. W.,

Chemistry is fully recognized. Mr. Holm has cited the finding of a Public Service Commission appointed at the time of the Union in South Africa to deal with re-organization. That Commission considered this precise question and pronounced that "it was better that the chemical work required by the Department of Agriculture should be performed by a separate organization entirely occupied in such work and under the control of that Department." It appears that this course is usually adopted in the Crown Colonies and is one which is in my opinion of advantage to industry.

4. Scrutiny of the 1922 Annual Report of the Chemical Research Department shows that 49% of the total number of analyses fell under the classification of Agricultural analyses: 35% concerned Public Health and 16% related to Miscellaneous Work on waters, minerals and metals.

It appears to me that the proper solution of this technical question lies along the line of distributing the present Chemical Officers between the Agricultural and Medical Departments. The Director of Agriculture and the Acting Principal Medical Officer have examined and assented to this solution and have agreed upon the division of personnel.

5. The financial effect in 1924 is exhibited in the attached Estimate and it is seen that the proposed scheme will be cheaper than the cost of the Chemical Research Department as budgeted for in 1924. The saving of £215 however should be increased in 1925 since the salary cost of establishing the Agricultural Chemical Laboratory - reference to which is made in paragraph 8 of this despatch is included for purposes of comparison in the final cost for 1924 of the proposed scheme.

6. A special note should be made in explanation of the grades of salary proposed. At present each Chemical

Officer is on the grade of £500 by £25 to £600 per annum, with the prospect of ultimate promotion to the post of Director which carries a salary of £700 by £25 to £800. I consider that the creation of a new grade of £600 by £25 to £750 with an efficiency bar at £600 for the present staff is reasonable as compensation for loss of possible personal advancement. Messrs. Birch and Miller will be transferred to the Medical Department, the former to perform the bulk of the ordinary analytical work, the latter to be employed in bio-chemical research. Each of these officers at present draws a salary of £600 per annum, but it is not proposed to give an increment to either until in the case of Mr. Birch it is seen in what way he adapts himself to the new organization and in the case of Mr. Miller until he shows further evidence of his ability to perform the required researches, of which hitherto he has had but little experience, and until possibly he has undergone a course of special study in England. The Junior Chemical Officer Mr. Fox has not yet completed a tour of service and it is not considered that his training and experience justify his appointment at present to the post of Agricultural Chemist. He will be transferred to the Agricultural Department as Chemical Officer and his claim for promotion to the senior post will be considered when that post comes to be filled. Should he fail to obtain it, his transfer to the Medical Department would be considered in the event of any vacancy for a Chemist occupying in that Department.

7. As Your Grace is aware, an item for "Fees to Director" appears in the Estimates of the Chemical Research Department. These fees represent one half of the fees collected by that Department for services rendered to the public and Mr. Kirkham's practice has been to distribute one half of his share of such fees equally

between -

between the members of his staff. During 1921, 1922 and the first six months of 1923, the Director received an average sum of £125 per annum. Until September 1922 there were 5 Assistants, between whom half of that sum was divisible; since September, 1922, the number of Assistants has been 3.

I am of opinion that an allowance of £25 to each of the present Chemical Officers would be a liberal compensation to them for the loss of fees as no fees will be permitted under the proposed scheme. I recognize that no member of the Chemical Research Department save the Director was entitled to a share of fees, but in view of Mr. Kirkham's practice and as an act of grace to prevent the proposed scheme having an adverse financial effect on the three officers immediately concerned, I recommend that this allowance be granted to them, though not to any officer appointed hereafter for this branch of work. For a precedent, I would refer Your Grace to Mr. Churchill's despatch No. 605 of April 22nd, 1921, in which the payment of similar allowances to Bacteriologists was approved. In order, however, to get rid of the allowance as early as possible, I recommend that as opportunity offers it should be incorporated in salaries i. e. Mr. Fox who is at the top of his scale should receive a double increment for one year if the salaries of Messrs. Birch and Miller would be 10% increased so soon as either passed the proposed bar and entered the new incremental scale.

8. Accommodation for an Agricultural Chemistry Laboratory is available in the Scott Agricultural Laboratories, but some structural alterations will be required which together with the purchase of necessary apparatus are expected to cost approximately £500. This sum will be covered by savings on the post of Agricultural Chemist which it is not proposed to fill for 6 months

and on other savings on the present Estimates of the Chemical Research Department as shown in the enclosure. The present Chemical Laboratory will be amalgamated with the adjoining Bacteriological Laboratory and a welcome increase of working space will be thus afforded.

9. Duplicated apparatus and such chemical stores as can practicably be divided will be distributed equally between the Agricultural and Medical Departments; and where there is but one apparatus or set of appliances it will be taken by the Department which will perform the services for which it is primarily designed.

10. I trust that Your Grace will be able to give me telegraphic approval to the proposed re-organization, which I have embodied in the Estimates subject to Your Grace's approval.

I have the honour to be,

My Lord Duke,

Your Grace's most devoted and
most obedient servant,

R. T. Cooper

G O V E R N O R .

A.	B.		C.	Cost of B & C	Increase	Decrease	Nett Savings
Estimates of Chemical Research Dept. as at present framed for 1924.	Additions to Medical Dept on proposed re-organization.	£	Additions to Agric. Dept. Section Scott Agric. Labs. on proposed re-organization.	£	£	£	£
Director (£700 x £25 x £800)	Abolished.	-	Abolished.				
Fees to Director	100	50	allowances to 1 Chemical Officer in lieu of fees @ £25.	25			
1 Senior chemical officer 2 chemical officers £500 x £25 x £400	2 Chemical Officers £400 x £25 x £750	1200	1 Agricultural Chemist £250 x £25 x £750 for 3 months. 1 Chemical Officer £500 x £25 x £400	1000			
Local allowances	Local Allowances	200	Local allowances	100			
1 Clerk 3rd grade	1 Clerk 3rd grade	180	1 Junior clerk	100			
Laboratory attendants	Laboratory Attendants	60	Laboratory attendants & labour	80			
		1600		1100			
Upkeep of Laboratories	Upkeep of Labs.	80	Upkeep of Lab	0			
	-		Passages	30			
	-		Travelling expenses	100			
Laboratory stores	Laboratory Stores	150	-				
		250	Contingencies	50			
		150		50			
TOTAL	4270	520	Specialist in diure Agric. Chem. Lab. Fitting up...	50	500	500	

Gov. 50916/23 Kenya

6 November



DRAFT.

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Youndes hatch 18 Sep 5

Governor

Nairobi

MINUTE.

No 1429 Chemical

Research Department

Mr. Seel

5.11.23

Mr. Lettices

6/11/23

Proposals approved

Mr.

Sir C. Davis.

Sir G. Grindle.

Sir H. Read.

Sir J. Masterton Smith.

Mr. Ormsby-Gore.

Duke of Devonshire.

Generally ~~is~~ Despatch

follows.

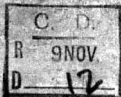
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Review for Dept

40/50916/23

Kenya.

586



Ind.

12 Nov., 1923.

DRAFT.

Kenya

No. 1576

Gov Coryndon

MINUTE.

Mr. Jeffries 9/11/23



Mr.

Mr.

Sir C. Davis.

Sir G. Grindle.

Sir H. Read.

Sir J. Masterton Smith

Mr. Ormsby-Gore.

Duke of Devonshire

Sir,

I have the honor to acknowledge the receipt of your despatch No. 1429 of the 18th of Sept., proposing a

redistribution of the work hitherto performed by the Chemical Research Dept., and, in confirmation of my tel. of the 6th of Nov., to convey to you my general approval of the proposed scheme of

of reorganisation.

2. With regard to the ~~sub~~
scale of salary to be attached
to the appts. of Chemical
Officer, I concur in
your proposals so far
as the existing staff are
concerned, but I would
suggest that in the
case of new entrants
a minimum salary of
£500^{a year}, rising by annual
increments of £25 to
£750^{a year}, should be paid.

W. VONSMIRE