

1923
1922

East Africa
NYASALAND PROT

6511
REC'D
FEB 25

GOVERNOR
SMITH

DATE

9TH JANUARY 1923

FOR CIRCULATION

SUBJECT

P.W. DEPT

ASSISTANT ENGINEERS

Enclosed statement of examiners with
summary of P.W. report on qualifications.
Submit recommendations as to pay.

Mr. [illegible]

Revised Paper

12/24/22 Ed

Recd
1/24/23
copy comes to [illegible]

... his despatch of
... in the
... my answer that
... should be on the
... scale (£2000-£2500) as four of the
... five best engineers but this the result
of the difficulty which has been experienced
(see CA EA) in obtaining candidates
at £4000-£5000. Mr. Middleton
who was offered in August of last year
on the lower scale can be ruled out of the
discussion

In view of this report and other

Subsequent Paper

6.03
22049
25

on Mr. Payne, Mr. Allen & Mr. Tolpelt, I do not think that we should insist on the formation of the A.M. J.C.E. before

allowing them any advantage for

the first year but would

be prepared to consider

any proposal which

is in the interests of the

University.

In view of the savings

proposed by the Treasury

the Gov's solution is probably

as the says, the most satisfactory

But all the same I don't like it.

If seem to me on this unfair

to Mr. Wall (who is a

of the J.C.E), and also somewhat

unpleasant to Messrs. Payne

Allen & Tolpelt.

What I would suggest, if the Gov. can possibly find the money, is as follows:-

(a) The terms to remain as by in full the present, but the question of placing him a £550 of 25-£650 to be combined with the 1924-5 Estimate.

(b) Messrs. Payne & Tolpelt to be paid as £525 each for the 1922

and 1923-4, and £500 for 1924-5.

The proposed savings of £200, if the Gov. can find the money, would be only about £200, if the Gov. can find the money.

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WJ
19.2.23

(This despatch has crossed over on Mr. Allen's file)

The Treasury condition that savings must be available should, I think, be regarded as meaning that back payments should not be made to the

concerned in 1922-23 unless
savings were available.

Of course if savings are
not available in 1922-23

The provision for back pay
must be made on

the 1st of 1923-24 - or
if no provision has been

made in the 1st inst. of
1923-24

it would be most unfair to
refuse the New Zealand

Engineers if they the con-
-cession unless because

savings are not at the
moment available.

As regards professional
qualification - where as in

this case the man concerned
as well reported on we

should I think allow the
benefit of the concession.

He made no hard and fast
rule - and must said

that the concession should
be applied to men

who met the professional qual-

to 1923.

I would say that the
1923 considers that it

would be unjust to deprive
the 1923 Engineers in New Zealand

of the full benefit of the
concession unless because

savings are not at the
moment available. I

that I was not intended
that the concession should

be limited to 1923 as held
any prof. qualification.

and that when, as in
this case, report is

satisfactory the 1923
would approve of the

full increase of salary
being granted.

Suggest that Mr. [Name]
Allen and [Name] should

be granted increments of £25
a year from 1 Oct 1921; that

Mr. [Name] should be granted
increments of £25 a year

from 1 Dec 1922 and that

Mr. [Name] should

should be regarded as having been
placed on the scale
£500-25-600 as from
1 Oct 1920, and

Revenue unchanged.

Expenditure involved

should be met from savings

in 1923-24 as the pro-

-vision has been made in

the aft. Estimate.

As regards the Executive

Engineer, Mr. James says

that the Govt. can not be

-arrested for any immediate

increase in his emoluments

but that if Govt. agrees

Mr. James will be approached

with a view to increasing

the maximum of his

salary to £650.

In the case
Exec. Eng. an
scale of £500-15-000
and then in the
approach revised
scale for Hyderabad.

HWD 27.2.23

1/1-28.2.23.

Em 28/2/23

at once

... should be made in
the aft. Estimation

As regards the Executive
Engineer in Charge
that the Govt. see the
-cessary for any immediate
increase in his emoluments
but that if Govt agents
Treas will be approached
with a view to increasing
the maximum of his
salary to £650.

In things
Exec. Eng^r an
of £700-15-00
and then in the
approach revised
scale for 1923-24.

HOD 27.2.23
C/J-28.2.23.
Cm 28/2/23
atone

No. 8



GOVERNMENT HOUSE,
ZOMBEA,
NYASALAND.

9th January, 1923.

My Lord Duke,

Head 36913/22 Ed

With reference to Mr. Churchill's despatch No. 271 of the 26th August last, I have the honour to enclose a statement of particulars of the Assistant Engineers employed in the Public Works Department of Nyasaland, with a summary of the Director's report on their respective qualifications. I include Mr. M. J. G. Farmer, Executive Engineer, as his status and pay may be affected by the decision come to in respect of the Assistant Engineers.

Mr. Bryan, Allen and Tolputt come under class (A) and Mr. Wall under class (B) of the Treasury of the 17th August 1920. Mr. Middleton, appointed in August last, is on the scale £1000-1200 with per increments. His case does not appear to be affected by the proposals under consideration. Mr. Farmer, except for his special grading as Executive Engineer, would fall under class (B).

3. Reverting to the conditions appended by the Treasury to the proposed revision of salaries, it will be seen that only Messrs. Farmer and Wall have the qualifications it has been assumed should be held by Assistant Engineers viz., the Associate Membership of the Institute of Civil Engineers. At the same time, if regard is had to the Director's report on the capacity displayed by Messrs. Bryan, Allen and Tolputt, and if seniority of service is taken into account, their cases may require consideration. It will be apparent, however, that if they be granted back increments in the scale £500-25-600 in which they were placed on 1st October, 1920, they will in respect of pay, be placed in a more advantageous position than Mr. Farmer.

By Grace the Duke of Devonshire,
Secretary of State for

4. If the view Your Grace is pleased to take of the cases of these three officers is to give them the full benefit Mr. Churchill's despatch contemplated, I would suggest an increase in the maximum salary of the Executive Engineer to £650 per annum with an immediate advance in his emoluments; but as the third condition stipulated by the Treasury cannot be satisfied, as there are no savings available in the present year, I am disposed to suggest that the position may be best met in the following manner:

In order to differentiate the office of Executive Engineer, I would also like to propose to increase the maximum salary of it to £550 by £25 per annum, with effect from 1st October last, with a corresponding increase in the emoluments of the Assistant Engineer.

- (1) Mr. [Name] and Mr. [Name] on the same scale as Mr. Wall, but for three years without increase on the £400-£500 scale as from 1st October, 1924. This will give them each £525 on 1st October, 1924.

(2) Mr. [Name] on the same scale as Mr. Wall, but for three years without increase on the £400-£500 scale as from 1st October, 1924. This will give him £525 on 1st October, 1924.

- (3) Mr. [Name] on the same scale as Mr. Wall, but for three years without increase on the £400-£500 scale as from 1st October, 1924.

5. I recognize that this deprives Mr. Wall who is fully qualified of the advantage he would otherwise have derived from the proposal under consideration, and that it may result in a differentiation of Nyasaland Assistant Engineers from those in the other East African Protectorates; but it seems to me, having regard to the terms imposed by His Majesty's Treasury and the position in which this grade in the Public Works Department here is placed, to be most satisfactory solution of the problem.

6. Before concluding this despatch I may refer to the new agreement entered into by Mr. Tolpitt on the 3rd August last on his return from leave which quotes the salary of his office as £400-20-2500 and thence to £600 by increments of £25, and adds "but the rate of salary of the person engaged shall, from the date at which salary under this agreement commences as provided for in the schedule hereto annexed, be the same as he shall have enjoyed immediately before the date at which he enters into the agreement." It is to be noted that the salary of £400-20-2500 is the rate of salary of the office of the person engaged upon entering into the agreement.

Yours obedient
 humble servant,

G. Smith

GOVERNOR.

NYASALAND

Public Works Department.

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H.J.C.FARMER. Executive Engineer, A.M.I.C.E., (Major Royal Engineers).

Appointed 29.10.1920. £500-25-600 increments paid.

Experienced in steel bridge design and construction and well qualified in other branches of the profession.

E.F.BRYAN. Assistant Engineer. No professional qualifications.

Assistant Builder 13.9.1910, £250. Assistant Engineer (antedated to 13th September, 1910) £250-10-350 and war

bonus. 1st April, 1920 placed on scale £400-20-500 at £440. 1st October, 1920 placed on scale £500-25-600 no increments till £525 reached (would on old scale reach £520 on 1.12.24).

A general practical engineer both in building work and the class of bridge building and road construction and maintenance required in Nyasaland. Has a working knowledge of mechanical engineering motor work and electric lighting. An all round practical man.

R.E.ALLEN. Assistant Engineer. Holds only certificates of

Portsmouth Municipal Colleges. (Served in ranks Royal Engineers).

Appointed 18th December, 1919. £250-10-350 and war bonus 1st April, 1920 placed on scale £400-20-500. 1st

October, 1920 £500-25-600- no increments till £525 reached (would reach on old scale £520 on 18th December, 1924)

Has proved a useful and capable officer, fully qualified to do any work likely to be required

him in Nyasaland. His previous experience has been

mainly in the Borough Engineers of the ...

ORIGINAL RECORD OFFICE LONDON

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H. St. G. TOLPITT. Assistant Engineer. Student of Inst C.E. Outbreak war prevented him sitting for Associate Membership examination. Intends to take this part by part as opportunity offers. Appointed 12th December, 1919. £250-10-350 and war bonus. 1st April, 1920, on scale £400-20-500. 1st October, 1920, on scale £500-25-600, no increments till £525 reached (on old scale would reach £520 on 12th December, 1925)

Professional ability adequate to his duties and suitable for reengagement. Has been cautioned to exercise more care in accounting matters and routine duties. Previous employment with Messrs. Cromptons Electrical Engineers and with Borough Surveyor, Plymouth.

F. WATKINS. Assistant Engineer. A.M.I.C.E.

Appointed 9th December, 1921. £500-25-600. £500 for three years then increments.

Has been mainly employed on survey and road work at which fully competent. Has not been tested on other works but appears to be well qualified and capable, careful in expenditure of Government funds.

J. MIDDLETON. Assistant Engineer. No professional qualifications stated.

Appointed 11th August, 1923. £400-20-500 with increments.

Too early yet to report on his abilities and adaptability to local conditions. His past record shows considerable engineering experience including nine years in the Indian Service.

2A
6511/23 Hyderabad



Indexed
S2

5 March 1923

DRAFT.

Amount
2804

Sir

I have the honor to acknowledge

receipt of your despatch of the 26th of May 1923

concerning the proposed

concession of the 26th of May 1923

and I consider that it would

be unjust to deprive the business

in Hyderabad of the full benefit

of the concession involved - the

decision refused to allow merely

because saving, as was at the

moment available. It was not

intended that the concession

MINUTE

- Mr. Tansil
- Mr. G. ...
- Sir H. Road
- Sir J. ...
- Mr. ...
- Duke of Devonshire

OFFICE, LONDON

should be limited to officers holding
professional qualifications, and when, as is
the case in the office
concerned are satisfied, it would approve
of the said increase of salary being granted.

as for the proposed increase of £500 per annum
as from 1920 as that the £500 per annum

suggested increment of £250 per annum
that the said £250 should be granted
from 1920 for the year 1920

and that the said £250 per annum should
be granted from 1920 for the year 1920

and that the said £250 per annum should
be granted from 1920 for the year 1920

I see no necessity for any immediate action
in his emoluments, but, if you approach the
L.C. of the Treasury will be approached with a
view to increasing the maximum of the
scale to £650.

CLAUDE DEWONSETTE

REGISTERED NO. *Gov 1307/13* *Es*
W. H. W. A.

NOTICE TO BINDER

PLEASE LEAVE SPACE FOR INSERTION OF 6 SHEETS

Mr. G. H. G. G. G.
From *Feb 16*
Date *16*
Subject *Account Salaries*

(Paper not available at time of binding)

PUBLIC RECORD OFFICE, LONDON