

not approved but

present surcharge

retained

Unit used

As to the Headmaster, the general
 salary for Headmasters is now 534
 £ 500. £ 25 & £ 600 (except Nairobi
 "A" School, where the Headmaster
 gets more), and in view of the
 importance of industrial education
 I wd fix this salary for the
 Ukamba Schools Headmaster
 as stated above.

Similarly I think, the Chief Technical
 Instructor should be £ 200 & £ 250
 Master
 If you agree, the positions wd then be
 filled by the new staff -

Asst. Master -	£ 200.	£ 250.	£ 500
Asst. Mistress.	£ 200	£ 100	£ 250
Headmaster, Ukamba.	£ 500.	£ 25	£ 500
Ch. Technical Inst., do -	£ 200.	£ 20	£ 500

(5) Ali bin Salim School

We must have a staff, but I wd grade
 the only European (called Headmaster)
 as an Ass. Master (£ 200 £ 500)
 give him a special only allowance
 of £ 200 when in post.

Martin of the in Goshu ...

(14) As to vacancies - we have just telegraphed to ... that ... have sent us a ... for ... washing ... to try to find ... which ...

... ..

... ..

... ..

... ..

... ..
535

As to
I think
should not get 1st class privileges - I understand that

... ..
There is no reason

Li H'head

I send this for approval of the
On the points of detail I agree with him & have passed the draft
14.6.20

at once
J. R.
15/VI/20

29 April, 1920.

536

My Lord,

I have the honour to forward, in advance of the general estimates for the year 1920-21, the estimates of the Education Department.

400/26198

2. The estimates originally submitted by the Director of Education have been drastically curtailed, and I feel that no further reduction should be made on the figures which are now presented to you. Education facilities for all sections of the Community are grievously inadequate, and it is highly desirable that the small increases now asked for which provide for necessary support to the existing establishments and not for the opening up of new ones, should be sanctioned without delay, in order to avoid the threatened necessity for having to refuse children admission to the schools.

3. The additional staff for which provision is now made is as follows:-

- Item 12. 1 Asst. Master Nairobi "A" School
- 15. 1 Asst. Mistress do.
- 24. 1 Asst. Master Nakuru "A" School
- 47. 1 Asst. Teacher (Asiatic) Nairobi "B" School.
- 63. Headmaster Ukamba Native School.

The

The last item is virtually a new appointment and the post of Technical Instructor (item 64) is not, although it appears to be so in the schedule. It is proposed that the present headmaster should fill the latter post, the new Headmaster being required to organize and develop Native Schools in the District. 537

4. The scales of salary of the existing establishment have in several cases been raised, in order to enable competent persons to be engaged. The higher scales are already in force, having been contemplated and provided for in the estimates for 1919-20 under item 70, "Additional Appointments".

5. At the end of the schedule provision is made for the new school at Malindi for education of Arab, Somali, and Indian Children. This school has been endowed by Sheikh Ali bin Salim, who has provided a building, the funds accruing from the endowment appearing in the estimates as an amount corresponding to the expenditure under Revenue Head IV, Fees of Court.

6. The necessity for obtaining sanction to incur the expenditure detailed in these estimates is an urgent one, and I trust that Your Lordship will convey your approval thereto by telegraphic reply, having regard to the exceptional circumstances in which the estimates for the year 1920-21 are delayed. The need for securing staff

staff to fill existing vacancies as well as the new posts is also a pressing one, and I therefore attach a statement of establishment and vacancies and would ask that immediate steps may be taken to fill them. It should be noted however that previous requests have already been made for filling the vacancies in the 1919-20 establishment, in my telegram No. 90 of 29th January and Sir Edward Northey's telegram No. 245 of 19th March of 1919, and the statement attached should therefore be examined to ensure that no recently made appointments, of which I am unaware, have been omitted. The posts which are underlined are the new ones which are provided for for the first time in the 1920-21 estimates, and require sanction. It is desirable that a candidate selected for an appointment should be informed that he is liable to be posted at any school.

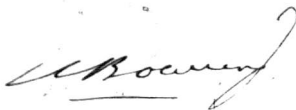
As regards the rates of salary, which I believe not sufficient to attract many applicants, I would suggest that if the new scales have been decided upon and any allowance is to be made for conversion at Rs. 10 to £1, the actual sterling value of the salary should be offered. In explanation I would suggest that a salary of £300 per annum paid at Rs. 15 does not appear so attractive to a person unaccustomed to deal with a Rupee Currency as a salary of £450 per annum paid at Rs. 10 to £1. But if this rate is quoted in regard to new appointments it is undesirable that there should be any differentiation

differentiation with existing appointments, and
all sterling salaries should be quoted at Rs.10
to £1 throughout.

I have the honour to be,

Your Lordship's

humble, obedient servant,



ACTING GOVERNOR.

COLONIAL ESTIMATES, EAST AFRICA PROTECTORATE, 1920-1921.

540

DETAILS OF EXPENDITURE.

XVI. EDUCATION.

PERSONAL EMOLUMENTS.

	Approved Estimates, 1919-20.	Estimates, 1920-21.	Increase.	Decrease.
	£	£	£	£
Administration				
1 *Director of Education				
2 Duty allowance	600	600		
1 *Inspector of Schools (£400 by £20 to £500)	60	60		
4 Duty allowance	400	400		
2 Clerks, (4th grade)	40	40		
1 " (5th ")	86	171	85	
1 " (6th ")	63			
Office boys	44	48	4	68
	23	24	1	
Mombasa Division A School				
*Headmaster (£400 by £20 to £500)	440	460	20	
Duty allowance	40	40		
*Clerk and Drill Instructor (£180 by £10 to £250)	180	190	10	
* Assistants (£250 by £15 to £400)	280	1,320	1,040	
* Assistants (£200 by £10 to £250)	840			840
*Headmistress (£180 by £10 to £300)	180	200	20	
* Assistant Mistress, £135 each	675	810	135	
House allowances	350	350		
* Matron	180	180		
* Asst Matron (£80 by £10 to £100)	120	120		
Trained Nurse	180	180		
Doctor's fees	175	175		
	100	100		
Mombasa Division B School				
*Headmaster (£250 by £15 to £400)	250	265	15	
House allowance	60			60
*Assistant Master (£250 by £15 to £400)		250	250	
Senior Mistress		135		
Duty allowance	135	135		
*Assistant Mistress @ £135 each	15	15		
Assistant Mistress	270	405	135	
House allowances	100			100
Matron	120	120		
Assistant Matron	100	100		
House allowance	100	100		
Matron	96	160	64	
Carried forward	6,307	7,418	2,179	1,068

Explanation

EDUCATION.

1. Normal increment and promotion in general staff

2. Increase of pay

3. Normal increment

4. Normal increment

5. 5 additional posts, four transferred from Item 13 and one new appointment.
Transferred to Item 13 and scale raised.

6. Normal increment.

7. One new appointment.

8. Normal increment.

9. Not required.

10. New appointment.

11. One additional post transferred from Item 25.

12. Transferred to Item 27 and scale raised.

13. Additional staff for increased teaching accommodation.

COLONIAL ESTIMATES, EAST AFRICA PROTECTORATE, 1920-1921.

DETAILS OF EXPENDITURE.

542

EDUCATION—contd.

PERSONAL EMPLOYMENTS—contd.

Brought forward ...

North Bahr Division A School

CENTRAL SCHOOL

	Approved Estimate, 1919-20.	Estimated 1920-21.	Increase	Decrease
	£	£	£	£
Brought forward ...	6,307	7,418	2,179	1,068
North Bahr Division A School				
CENTRAL SCHOOL				
Headmaster (£250 by £15 to £400)		295	15	
Headmistress		130		
Assistant Masters (£200 by £10 to £250)		400	10	
Assistant Mistresses (4) (£135 each)				
Grants-in-aid				
Matron				
Assistant Matron	120	120		
Grants	100	100		
Grants	150	200	50	
North Bahr Division B School				
Headmaster (£250 by £15 to £400)	250	250		
Senior Mistress (£200 by £10 to £250)	200	200		
Headmistress (£250 by £15 to £400)	400	350		
Grants-in-aid	100	100		
Grants	100	100		
North Bahr Division B School				
Head Indian Teacher (1st & 2nd grade)	108	176		
Assistant Teachers (1st & 2nd grade)				
Grants-in-aid	745	863		
Grants	20	20		
Grants	24	24		
North Bahr Division B School				
Head Indian Teacher (1st & 2nd grade)	144	152		
Personal Contribution to Government of India	0	0		
Assistant Teachers (1st & 2nd grade)	546	580		
Grants-in-aid				
Grants	0	30	10	
North Bahr Division C School				
Headmaster and Inspector of Coast Education				
(£250 by £10 to £300)	400	420	20	
Grants-in-aid				
Assistant Master (£250 by £15 to £400)	40	40		
Assistant Technical Instructor (£250 by £10	250	265	15	
Grants-in-aid				
Grants	250	260	10	
Grants-in-aid				
Grants	110	100		
Head Teacher (1st & 2nd)	222	248	16	
Grants-in-aid				
Grants	153	160	8	
Grants-in-aid				
Grants	256	252	16	
Grants	20	23	3	
Carried forward ...	13,323	13,549	2,594	1,068

EDUCATION.—(contd.)

543

Normal increment.

Normal increment.

Previous rate inadequate.

Normal increment.

Normal increment and one new appointment.

Increase of pay.

Normal increment.

Normal increment.

Previous rate inadequate.

Normal increment.

Normal increment.

Normal increment.

Increase of pay.

Increase of pay from £120 to £130.

Increase of pay.

EDUCATION—contd.

544

63. Scale formerly £200 by £15 to £400.
64. New post.

67. Normal increment.

69. Increase of salary.

70. Included in new scales.

71 & 72. Previous scale inadequate.

74. Previously over-estimated.

75. New school endowed by Sheikh Ah bin Sultan and met by corresponding regular entry under Head IV Sub-head 18. Vide Government's Despatch to C.O. No. 106 of 6th June, 1918.

DETAILS OF EXPENDITURE.

EDUCATION—contd.	Approved Expenditure 1919-20	Estimated Expenditure 1920-21	Increase	Decrease
PERSONAL EMOLUMENTS—contd.				
Brought forward	£ 32,229	£ 10,949	£ 2,094	£ 1,963
Mamba Native Schools, Mwachoo				
Headmaster (£400 by £20 to £500)	579	500	81	
*Chief Technical Instructor (£250 by £45 to £400)		234	334	
Allowance to Headmaster for inspection of Native Industrial Schools	50	50		
*Assistant Master (£250 by £15 to £400)	240	250		
European Carpentry Instructor (£200 by £0 to to £250)	200	200		
Technical Instructors	150			
Native Teachers	100	100		
Additional Emoluments				810
Total Personal Emoluments	1,719	1,234		
OTHER CHARGES				
Equipment for all Schools	750	1,750		
Equipment and upkeep of playing grounds and games	500	500		
Maintenance (Light, Water, Gas, etc.)		1,000		
Washing, etc. for all Schools				
Upkeep and purchase of materials, etc., for Mwachoo Native School	248 4	100		50
Boys' Stationery, Ac., etc.	500	500		
Transport, Passage	600	600		
Travelling allowances	100	100		
Carrriage of Goods				
Local Travelling				
Printing				
GRANTS-IN-AID				
Grants-in-aid to Building and Dutch Schools in Uasin Gishu	500			
Education and maintenance of European destitute children	20			
Technical Education	100			
Grant to English High School, Nairobi	200	200		
Grants-in-aid to Kindergarten Schools	100	100		
Grant to E. A. Police for Native Schools	100	100		
Total Other Charges	1,700	10,800		
Salim School, Mwachoo				
Headmaster (£300 by £25 to £300)		200	200	
Peasant Teachers		150	150	
Office Boys		20	20	
Boys' Stationery, Ac.		50	50	
Maintenance		50	50	
Total All the Salim School		570		
Net savings	2,416		2,416	
Total Education	31,843	26,512	5,339	1,923

* Provisional only.

Total increase by 50% on account of conversion of Rs. 10 to £1, 400/7. Net increase.

<u>Post.</u>	<u>Present salary at Rs.15 to £1 present scale.</u>	<u>How filled.</u>	<u>Date of Appointment.</u>
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Director of Education	£600 + £60 Duty Allow.	J. R. Orr ✓	30.3.11.
Director of Schools	£400 by £20 to £500 + £40 Duty allow.	vacant	

546

"A" School.

Master	£400 by £20 to £500 + £40 Duty allow.	R. A. Low	18.7.18.
Head Instructor	£180 by £10 to £250	J. S. Spalding	1.2.19.
Teachers	£250 by £15 to £400	1. J. Twells 2. R. W. Wotton 3. G. G. Stanfield 4. R. E. Madge 5. vacant (1) 6. vacant	17.10.19. 21.11.14. 13.6.19. 26.9.19.

Mistress	£180 by £10 to £250	Miss Alcock	8.1.19.
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Mistresses	@ £130 each	1. Miss Marshall 2. Miss Tunstall 3. Miss Cocks 4. Miss Wood 5. Miss Wear 6. vacant	3.9.12. 17.7.16. 18.8.19. 30.10.19. 16.9.17.
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B School

Master	£250 by £15 to £400	R. R. Pratt	13.4.15.
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Master	£250 by £15 to £400	vacant	
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Mistress	£135 + £15 Duty allow.	Miss Keddle	15.12.10
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Mistresses	£135	1. Mrs. Savage (2) 2. Miss Hawley 3. vacant	26.1.19 6.9.19
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C School "A" School.

Master	£250 by £15 to £400	F. W. Humphries	8.10.13
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Mistress	£135	Mrs. Humphries	8.10.13
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Teachers	£250 by £15 to £400	L. E. J. Holland	26.9.19
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present salary £15 to £1 present scale.

2. R. Patrick	14.3.19
1. Miss Blackman	7.1.19
2. Miss English	11.9.19
3. Miss Cloete	1.7.17

547

Robt. A. 2 School (i.e. Railway School)

Master	£250 by £15 to £400	vacant
Miss	£200 by £10 to £300	vacant
Miss	£150 by £10 to £250	vacant

Robt. A. 3 School

Master & Inspector of Coast	£400 by £25 to £500	R. V. Gaunt	8.7.14
Miss	£250 by £15 to £400	vacant	
Technical Instructor	£250 by £10 to £350	F. P. Murray	27.8.19

Robt. A. 4 School

Master	£400 by £20 to £600	vacant	
Technical Instructor	£250 by £10 to £400	J. W. Francis	11.8.14
Master	£250 by £10 to £400	vacant	
Technical Instructor	£250 by £10 to £350	J. Miles	14.19

Robt. A. 5 School

Master	£300 by £25 to £500	R. H. Wake Powell	13.2.20
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- (1) This may be filled locally and should not therefore be treated as a vacancy.
- (2) Mrs. Savage is resigning in July and this may therefore be regarded as a vacancy.

533
232
PUBLIC RECORD OFFICE, LONDON

any 27673 cap

50

Text 4.50 pm
15/6/20 a.t.

DRAFT.

24 (Code)

Governor
Hawaii

amend
36865

James Morrow
15

MINUTE.

From Dir of 29 April 1920 424

filed in 6.2

letterhead

prepared accordingly

instruction book

but scale should be
according to new scale

shall rather will

verify to you stage

except that Madame

includes should be

graded in our font

made with special

in common

15 x 17

ref 276726ad

pressing

DRAFT.

Mr Sec.

Ad of Administration ²⁰⁵⁷

15 June 1919

MINUTE

for the purpose of the Board, there are now vacancies in the same. Dept of the East to consist of six vessels, to enquire whether the Board will be good enough to recommend vacant at an early date for these vacancies.

2. The total number required is five, including those already asked for.

vacancies

20/1/19

Ad. Sec. 10/6/19

NOONOT

to be advised what salary
the Board regard as necessary.
It is however reluctant to
depart from the scale of salary
now approved, unless it is
absolutely essential.

(5) Fuller particulars as to conditions
of service, pension, leave etc.
will be sent to candl. & who
are recommended by the board
who are offered app.

The special qualifications required
as stated in the letter from the

Dept of the 7 June 1868

(SA) H. B. Reed