

EAST AFR. PROT

594
27706
REC'D
SECTION 01

7706

U. A. P. CONT
82
FORMING

POSTAL CLERKS AND TELEGRAPHISTS (male)

1920

30th April

Last previous Paper

24200

Comments on the urgency of appts being made in the near future under the salary which would be considered adequate to attract the necessary candidates.

*See back (111) of case 3 Feb 10
Copy of a letter to A.C. on 12/12/1919 p. 400 of file 111*

W. H. ...

1. *Specimens by no small amount shows that we are making no headway.*

2. *We can do what we wish, as far as Sal is concerned, if only we will get them men. Ref. GPO 23666/20 wif GPO. of the position - to ask them conf. to advise us what wd. be, in their opinion, the salary necessary to get to recruit men for these appts. wh. we desire urgent by to fill - suggest*

Next subsequent Paper
152113

that it does not seem worth
the going up to the
then 3 in 23666/20,
not present -

[If you have been
anyone else, I will be
better to do this (unofficially)]

Shirley
to, on 7.1.20
is also in. (officially)
All
16.6.20

The family

I see nothing else for it
as we can hardly find one of the
and notes contain the present one
(because of course, the boy will be
dead).

I don't know anyone at the P.C.
but I have had conversations
with her O.T. local, and she
would help us if she can.

17.6.20

The family

We have the book (which) is
about 1/2 in P.C. it is for
of the old book of the same name
it is not dated - P.C.

18.6.20

that it does not seem worth
while going up to the
then 3 in 23666720,
at present -

[If you know personally
anyone who is, it will be
better to do this amicably?]

100!

1/2 Dec 6 62 90

to Sunday

I see nothing else for it
as we can hardly have one of the
and also under the present
return of some the 10/11/11
and

I don't know anyone with 5/11/11
but I have had correspondence
with Mr. T. and, who I think
knows help us of the year

the 10/11/11

3 Sunday
I have failed miserably in my
P.C. it's for the 1/1/11
I have not yet a new house - all
the money I have + 900
I have 2000

(we have not yet begun to try to obtain
 candidates for the new revised statute.
 Don't think that they will help us
 feel that it is probably not a question
 of lack of fire at all - it is a deliberate
 move in a deliberate project of the EA.

Smoke - + that this has spread to T.T.
 (probably) attempt T.T. has hardly
 yet got a Postal Dept. form.

After discussion with me, the
 Don & I have therefore prepared
 the annex S.O. draft to the EDO
 in the hope that we shall by
 this means succeed in getting at the
 root of the matter.

Jan 27/20

San H. Reed

I am writing & send my
 kindest regards to the last boy of
 the night - I am not prepared to
 discuss discussion with a representative

of the Postal workers' union
on my own authority, but then
of asking the post, I think
Oct.

3/9/20

about

1/2

1/2

Postal Clerk, Telegraphists

<u>Offer made to</u>	<u>Accepted or refused</u>	<u>Reasons for refusal</u>
G. Waller	refused	not specified.
G. A. Reese	refused	condition unsuitable for woman & children: wife's health.
S. F. Scully	refused	unfavorable domestic circumstances.
# G. R. Tolman	refused	"condition laid down for married men"
N. Jamerson	refused	not specified
W. J. James	refused	not specified ("circumstances and reasons")
H. Holden	refused	not specified
J. Robson	accepted	
J. Morgan	refused	mental deficiency (had accepted post)
J. O'Sullivan	refused	

W. B. Stanley

Please see the unflattering statement
 which Mr. Jewell has made out
 in case of course, a deliberate boycott
 will be maintained until the next
 scale £300. £45 £550.

not
 done

~~CONFIDENTIAL~~

27706

REC'D
REL'D JUN 20

30 April, 1920.

597

My Lord,

MO/6630/19

I have the honour to refer to Your Lordship's Cypher telegram of the 26th of November 1919, regarding the scale of salaries to be offered for male postal clerks and telegraphists and second class telegraph inspectors, and to my telegraphic reply No. 899 of the 4th of December 1919 in which I intimated that a despatch would follow.

MO/7076/19

2. Soon after my telegram was despatched information was received of the increase of war bonus to Civil servants in England from 20 to 30 per cent. In view of this and the possibility of further increase being conceded at home, and also of the uncertainty regarding the future rupee basis of local payment of sterling salaries and the extent and terms of the general salary revision now under consideration it has not been possible to put forward any definite scheme.

On

RIGHT HONOURABLE

VISCOUNT MILNER, P.C., G.C.B., G.C.M.G., &c. &c.,

SECRETARY OF STATE FOR THE COLONIES,

DOWNING STREET,

LONDON, S.W.

On the one hand a sufficient inducement for trained officials to join this service must be provided; on the other care has to be taken to keep the Protectorate Post Office salaries proportionate to those of officers of equal rank in other Departments here and to Post Office salaries in England and elsewhere; in this connection also care has to be taken to avoid causing dissatisfaction among the present Post Office Staff by increasing the emoluments of new recruits in advance of the adjustment of existing salaries.

Govt 25067
 ✓

3. The Postmaster General has dealt with this question in a memorandum which I forwarded to Your Lordship under cover of my despatch No.385 of the 20th instant, but his recommendations are necessarily tentative in view of the considerations mentioned. Meanwhile the position is becoming acute, owing to the influx of settlers and the reduction of the available trained personnel due to the necessity of granting leave in certain cases. Of the thirty male postal clerks and telegraphists asked for in my telegram No.1332 of the 5th of December 1918 and Sir Edward Northey's despatch No.480 of the 2nd of May 1919 only four have arrived, and the position regarding other grades of staff asked for is, relatively, no better. Apart from the difficulties to which these conditions give rise there is a disposition on the part of a certain section of the staff (particularly the male telegraphists) to exploit the situation in a manner

Govt 39427/14

Govt 36804/14

manner which does not make for efficiency. Moreover I am advised that such relief as was afforded by the obtaining of five telegraphists on loan from South Africa has been largely neutralised by the attitude of the men so recruited in that they have imported something of the Labour attitude of the Union regarding the employment of Africans and Asiatics in what are there considered "white avocations".

599

4. The Postmaster General informs me that so far as the public are concerned, and particularly the Nairobi Chamber of Commerce which has formerly been the most prominent in complaints of Post Office inefficiency, he has hitherto been able to obtain a more reasonable attitude of recognition of existing difficulties, in securing which the recent reduction of cable rates and certain additional facilities at Nairobi have been an important factor. He points out however that the patience of both the staff and the public is now becoming exhausted and that serious difficulties must arise unless further telegraphists arrive by the end of July at latest.

5. In all the circumstances detailed above I would urge that some scale of salaries be immediately decided upon in England, sufficiently liberal to obtain the staff required. It is thought that £250 by £15 to £300, supplemented if necessary by suitable War Bonus, should meet the case of telegraphists and telegraph inspectors --- the two classes of personnel most urgently required.

But

but a great deal must depend upon the existing
or prospective emoluments of these classes of
officials in the Imperial Post Office.

I have the honour to be,
Your Lordship's
humble, obedient servant,

W. P. ...

ACTING GOVERNOR.

5th July 1920

Dear Mr. Leach

Yours very truly
Signature

We are returning the
Greatest Guide at the
present time in filling
of Sp... ..
with Postal clerks

DRAFT.

LEECH

W. T. Leach Esq.

G.P.O

MINUTE.

✓ E.P.C. 2/7/20
✓ ACCP

- ✓ Mr. ...
- ✓ Mr. ...
- ✓ Mr. ...
- ✓ Mr. ...
- ✓ Mr. ...
- ✓ Mr. ...
- ✓ Mr. ...
- ✓ Mr. ...

W

Copy to A.C. Mollen by D.P.P. Collyer/20

Telegrams to the East & the
T.T. and ...
The ...
letter in the ...
You may be able to

to ...
...
...
to ...

2962/20

be began by opening
affairs to 10 of
these but with one exception
they have all refused. In
several ~~two~~ cases to leave
the national are given in

3 or 4 it appears that

the name for refusal is
that local conditions are
regarded as unsuitable

we carried over.

The case of the
Tanganyika Territory is
almost worse. In your
letter No 34562/70 of April 19th
you proposed ¹³ names
for vacant appointments,
but of these only three
have accepted and you

590
1975
T.T.

have not signed in
your letter No 34562/70
of ~~the~~ last year
and no local candidates
to put forward

590
2425
T.T.

DRAFT.

MINUTE.

- Mr. ...
- Mr. ...
- Mr. ...
- Mr. Grindle
- Sir H. Lambert
- Sir H. Ross
- Sir G. Fiddie
- Col. Amery
- Lord Milner

I need not go into
the details of the failure
of the proposed candidates
for Tanganyika Territory
and my impression is that
it is a failure due to the
large number of names
proposed which the local
cannot cope with and
in the T.T. the situation

of a parcel post service,
which has constantly been
hindered & cannot be
brought into effect. It is
not too much to say that
both in British East Africa

the Transport Reg. the
administration and

development are
being seriously
hindered owing to lack

of adequate postal facilities.

The question therefore
is what steps can be
taken to remedy the
situation. Here appears to
be no doubt that there
is a deliberate policy

DRAFT.

MINUTE.

- Mr.
- Mr.
- Mr.
- Mr. Grindle.
- Sir H. Lambert.
- Sir H. Read.
- Sir G. Fiddes.
- Col. Amery.
- Lord Milner.

of E. Africa in the
of E. Africa in the
of E. Africa in the
of E. Africa in the

This is done at
a great expense in

The Post Office
of E. Africa in the
of E. Africa in the
of E. Africa in the

members of the
Post Office in the
of E. Africa in the

Post Office in the
of E. Africa in the
of E. Africa in the
of E. Africa in the

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(890
66301)

DRAFT.

MINUTE.

- Mr.
- Mr.
- Mr.
- Mr. Grindle.
- Sir H. Lambert.
- Sir H. Read.
- Sir G. Fiddes.
- Col. Amery.
- Lord Milner.

These appointments ...
as Dr. Estlin ...
we have ... for a long
time been endeavouring to

improve the ...
when ...
...
...
...

approval for revised scales
of salary & other ...

The Tanganyika ...
has been placed in the same
position ...
is now able to ... the
same ... as Dr. Estlin

which therefore appears to
be concerned in that way

It is found out that the
in English
which
the men in the House have

re-~~vised~~ copied words

manufacturing in the

has been made between them

the true assumptions are

not seen in of words

The possibility of remedying

any grievances of substance

Can you advise us how

has been best to do so

It has occurred to us that

either through ~~you~~ or direct

we might communicate with

The Editor of the Rev
and preferably by
change of an interview
with him or some friend

DRAFT.

It is then I would
be glad to have that

MINUTE.

- Mr.
- Mr.
- Mr.
- Mr. Gresham
- Mr. Justice
- Mr. Justice
- Mr. Justice
- Mr. Justice

of the
of the
of the
of the
of the
of the
of the
of the
of the

Yours sincerely
(Sd) W. B. [Name]

PUBLIC RECORD OFFICE

CO 553/232

END

TOTAL EXPOSURES → 743

PUBLIC RECORD OFFICE

C O 533/233

ORDER NO. ↪639
CAMERA NO. ↪22
OPERATOR. ↪JMK
REDUCTION. ↪12
EMULSION NO. ↪292062
DATE. ↪15/2/71

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PUBLIC RECORD OFFICE

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TIGHTLY BOUND FOR ALL WORDS TO BE
REPRODUCED IN ENTIRETY

188361 W 17.11.43 20.12.32 H. J. ROSE Lt Col RA

DESP. NO.	DATE	SUBJECT
Sec. 3	May	M. J. A. Jordan
tel. 14	"	Enemy Missions & Plans
454	5	" " " " " " " "
"	"	" " " " " " " "
Conf.	"	" " " " " " " "
"	6	" " " " " " " "
"	"	" " " " " " " "
tel. 7	"	" " " " " " " "
458	"	" " " " " " " "
462	8	" " " " " " " "
Conf.	"	" " " " " " " "
475	11	" " " " " " " "
478	"	" " " " " " " "
486	"	" " " " " " " "
487	"	" " " " " " " "
491	12	" " " " " " " "
493	"	" " " " " " " "
495	13	" " " " " " " "
499	"	" " " " " " " "
Conf.	"	" " " " " " " "
tel. 14	"	" " " " " " " "
"	"	" " " " " " " "
"	"	" " " " " " " "
502	"	" " " " " " " "
509	"	" " " " " " " "
510	"	" " " " " " " "
Conf.	"	" " " " " " " "
514	15	" " " " " " " "
518	17	" " " " " " " "
520	18	" " " " " " " "
525	"	" " " " " " " "

East African Protectorate

1920

VOL. 5

2

DATE	SUBJECT
18 May	Yout. examined charges with Colonial Offices
	Pens on E. Western Uganda
19	Exchange compensation for Civilians
	Printing Dept. Staff
	Retirement of M. B. Pereira
	Petition from African Civ. Serv. Assn.
20	Uganda. Future Administration
	Pension for E. B. Tagawa
	Transport Dept. Motor Boat
	Order 6-1920
	Uganda Protectorate at E. P. P. S. C. C. K. H.
	Pension
	Uganda for Dr. Livingston
	Uganda. Exchange of Civilians
	Printing Press of E. P. P.
	Office of Laboratory Division Med Dept.
22	Increased Rly Rates
	Increase of Pension
	a. V. C. Pension Fund
	Pensions Rate of Exchange
25	Devaluation of Investments
	Export of Gold
26	Rate K. P. P. Staff
24	Exchange compensation for Civilians
	M. B. at Ndoto. off. named Abyssinian
	Let. Reg. 211-215
	Passages to U. S. - India for Civ. of Deceased Officials
34	Refund of Differences bet. 1st & 2nd Passages
	Pension for Mother of late M. B. B. B. B.
	Uganda. 5th Division. Rly. M. B.
	Dept. of Registrar General

DESP NO.	DATE	SUBJECT
592	2 June	M. B. Agassan. via Bonus
tel.	"	Pension for M. B. B. B. B.
593	"	Asst. Bacteriologist
Conf.	"	Italian Mission - Employment of E. P. B. B.
598	4 "	Refund difference 1st & 2nd Passages
604	8 "	M. B. B. B. B.
602	7 "	Pay of 2nd Klaucaan Regt
603	"	Late Cpl. G. M. B. B. B. B. B. B. B.
605	8 "	Order 16-1920
606	"	Military Examinations
tel.	"	Patent Letters
610	"	"
tel.	7 "	Y. Thomas late E. P. M. B. B.
tel.	"	Staff. Serv. M. B. B. B. B. B.
Conf.	"	M. B. B. B. B. B.
619	"	Police - Insurrection & Detective work
622	"	Order 13-1920
tel.	11 "	Uganda Rly. Advertising
629	"	Medical Treatment of Officers & Civilians
tel.	12 "	Engagement of M. B. B. B. B.
631	"	Expenditure of £545,000 Loan
tel.	15 "	Uganda Industry
"	"	Rly. Engineering Staff
"	16 "	Maj. J. B. B. B. B. B. B. B.
"	"	Financial Position
"	5 "	Duke of Sodermanland's Expedition
"	"	Treasury Staff
654	"	Uganda. Rly. B. B. B. B. B. B.
655	"	Comp. Punishment of E. P. B. B.
tel.	17 "	Treasury Staff
658	"	Order 5-1920

DESP NO.	DATE	SUBJECT
524	18 Aug	Dept. accounts changed with Government Officers
525	"	Pass on of documents to Kenya
526	19 "	Exchange of information for Accounts
527	"	Printing Dept. Staff
528	"	Retirement of Mr. B. Pereira
529	"	Notice from African Gov. Sec. Dept.
530	20 "	Letters Patent Administration
531	"	Passion to S. B. Ingram
532	"	Passion to S. B. Ingram
533	"	Passion to S. B. Ingram
534	"	Passion to S. B. Ingram
535	"	Passion to S. B. Ingram
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558	"	Passion to S. B. Ingram
559	"	Passion to S. B. Ingram
560	"	Passion to S. B. Ingram

DESP NO.	DATE	SUBJECT
592	2 June	Mr. Agarwal, S. B. Jones
593	"	Passion to S. B. Jones
594	"	Asst. Bacteriologist
595	"	Italian Mission - Embroidery S. B. Jones
596	"	Refugee difference 1920 - 21st Passages
597	"	S. B. S. Langues
598	"	Pay of S. B. Ingram
599	"	Pay of S. B. Ingram
600	"	Pay of S. B. Ingram
601	"	Pay of S. B. Ingram
602	"	Pay of S. B. Ingram
603	"	Pay of S. B. Ingram
604	"	Pay of S. B. Ingram
605	"	Pay of S. B. Ingram
606	"	Pay of S. B. Ingram
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616	"	Pay of S. B. Ingram
617	"	Pay of S. B. Ingram
618	"	Pay of S. B. Ingram
619	"	Pay of S. B. Ingram
620	"	Pay of S. B. Ingram
621	"	Pay of S. B. Ingram
622	"	Pay of S. B. Ingram
623	"	Pay of S. B. Ingram
624	"	Pay of S. B. Ingram
625	"	Pay of S. B. Ingram
626	"	Pay of S. B. Ingram
627	"	Pay of S. B. Ingram
628	"	Pay of S. B. Ingram
629	"	Pay of S. B. Ingram
630	"	Pay of S. B. Ingram
631	"	Pay of S. B. Ingram
632	"	Pay of S. B. Ingram
633	"	Pay of S. B. Ingram
634	"	Pay of S. B. Ingram
635	"	Pay of S. B. Ingram
636	"	Pay of S. B. Ingram
637	"	Pay of S. B. Ingram
638	"	Pay of S. B. Ingram
639	"	Pay of S. B. Ingram
640	"	Pay of S. B. Ingram

DESP NO.	DATE	SUBJECT
662	17 June	Allocation of £2,000 expenditure
rel	19	Mombasa Electric Light Co
666	"	Headquarters of Mombasa District
668	"	M. B. Pereira - Pension
669	"	Inadequate Quarantine Arrangements at Kipiani
Conf	21	Mr. R. C. Kero
rel	22	Estimates 1920-21 - Railway Rates
"	"	" & C. Fund
674	23	Late Dr. W. A. Beard
Conf	"	Sumo for water treated Branch
rel	26	Mombasa Electric Co
682	"	C. H. J. J. Jones Pension
688	28	Compensation claims Public Works
690	"	Order 11 1920
696	"	" 10
697	"	A. J. M. Mello Pension
700	29	Shoes & Shoemakers N.H.K.
Conf	"	A. T. Mahent
rel	30	Police Accidents
703	"	Impt. Loan Pds
705	"	Increased Native Taxation
707	"	Order 17 1920
706	"	Increased Native Taxation