

E. Africa  
 T. T.  
 W.A. 920  
 33397

CO  
 Rec 7720  
 Reg 33397

CO  
 1920  
 7 July  
 Last previous Paper.  
 Md/30222

Medical efforts in E. Africa -  
 ① Measures as to filling vacancies  
 and reviving activities  
 ② Introduction of temporary staff

7 July 20  
 10 July 20  
 15 July 20  
 20 July 20  
 25 July 20  
 30 July 20  
 1 Aug 20  
 5 Aug 20  
 10 Aug 20  
 15 Aug 20  
 20 Aug 20  
 25 Aug 20  
 30 Aug 20  
 1 Sept 20

Medical Agency  
 Medical + Dental  
 P. T. Summer  
 C. G. 2, Sep 110  
 15 July 20  
 20 July 20  
 25 July 20  
 30 July 20  
 1 Aug 20  
 5 Aug 20  
 10 Aug 20  
 15 Aug 20  
 20 Aug 20  
 25 Aug 20  
 30 Aug 20  
 1 Sept 20

We are starting  
 work steadily  
 M. Kinnear -  
 Revic. regarding as  
 in note on M.  
 Add  
 Monday 21st 7/20  
 H. Kinnear - a great deal  
 of progress has been made  
 in the medical department  
 during the week - the essential  
 features of the work for 1920  
 arrangements for 1921 have been made  
 a plan of the work for 1921  
 Mr. Skelton is 2 days off work  
 would be well to start again  
 15/8/20

Next subsequent Paper.  
 M/34517

Mr. Machley  
Mr. Parkinson

Will you please take urgent

action re: Agencies now -

We want 25 more for

day (i.e. 250 agencies)

present T.T. 200

(N.Y. released) -

Permanent appts. -

to 200, 225, 2700

travel, meals - ...

... travel passages,

... paid in lieu

... ..

... prepared for

for

your use

... ..

Management ... better for  
IT, ... help

... ..

... if you take this up at once

I prefer separate letter to

Agencies, ... ..

... ..

Draft to Medical Agencies herewith

I have added the memo. ~~to~~ <sup>to</sup> ~~per~~ <sup>to</sup>

to correspond with the new scale  
of salaries proposed. I do not feel  
very confident about para 2 of the  
draft for the temporary appointments.  
You will perhaps remind.

12

J.P. 10/9/20

1. At an informal discussion held yesterday between Mr. Bottomley, Mr. Flood, Mr. Machtig, Mr. Allen, Mr. Stephenson and myself the question of getting Medical Officers for East Africa and Tanganyika Territory was considered.

2. Proposals as to a minimum of £600 (for permanent appointments) and £750 fixed (for temporary appointments) will probably be submitted to Treasury for approval.

3. But it appeared that the difficulty is not by any means pay only - but that the supply is limited and will be limited for some 3 years or so.

4. What we want is to <sup>therefore</sup> try all possible sources to get Medical Officers now to carry on with the position is serious in some of the East African Protectorates especially Uganda and Tanganyika Territory, <sup>and</sup> above all Somaliland where only one Medical officer is now left in the Protectorate.

5. A general advertisement is to be put in British Medical Journal and a statement is to be sent to Hospitals etc., but experience serves to show that we shall not get the men in this way - or if we do, it will only be in one's and two's at longish intervals, instead of in ten's quickly, which is what we need.

6. In the circumstances I suggest that we are not justified in waiting and that we must not leave possible source untried - I would like <sup>to</sup> at once to

go to an Agency (or Agencies) and ask for 20 Medical Officers for East Africa generally (including East Africa Protectorate Uganda Somaliland and Tanganyika Territory

dangerous  
E.G.M.

can do with  
ore, but that  
ould relieve  
he situation  
efficiently

Territory, Zanzibar, and Nyasaland)

7. We should be justified, I think in anticipating Treasury approval to starting Medical Officers at £600 in the £500 - £700 scale - and if the Agency does submit names and <sup>the</sup> men do not seem up to the mark (age or other disqualifications) for permanent appointment, we shall by that time no doubt have Treasury authority for offering special temporary terms.

8. The only reasons I can find for not going to an Agency are -

(i) It is contrary to custom.

There is nothing in this: exceptional circumstances require exceptional treatment.

(ii) Advertisement as now practiced should suffice to get men.

(See A of Mr. Cooke's minute of 17/2/20 on Donaldson's file 13481.E.A.) we are not getting men in this way and we must do something more.

(iii) It is derogatory for Colonial Office to go to an Agency.

This is a matter of opinion: it seems to me that we are morally bound to try all possible means of getting Medical Officers quickly - and this absolutely over rules any idea that we ought not to go to an Agency. It is of course a temporary expedient.

(iv) We may not get anyone.  
at least we have tried.

(v) We may get very inferior candidates

Candidates will still go before the

committee

Committee and we are not bound to take applicants if they want do.

If West African Medical Staff want to come in to this, an application could be sent on their behalf at the same time.

So far as East Africa is concerned I would ask for authority for A.P.S. to write to suitable agencies declaring 20 East Africa medical vacancies (2600 in 2500 to 2700 scale) on usual conditions.

A.C.C.P.

3.7.20

Yes, so far as Somaliland and the Tanganyika Territory are concerned, the situation has reached a stage where it is incumbent upon us not to neglect any means which may result in our getting candidates

E.G.O.M.

3/7/20

Yes

Yes we must get men by any means but I dislike an agency for these reasons.

- (1) I do not think they are likely to get good men
- (2) The B.M.A. will be very indignant. They are the Trade Union and they'll say that we are going behind them
- (3) The B.M.A. expect candidates to work through them & may advise them not to come to us.
- (4) Are there any reliable ones for Doctors.

J.E.W.F.

3.7

As a matter of fact the recent reference to a medical agency in the case of Somaliland has so far proved fruitless. As regards Mr Flood's minute

(1) I cannot conceive that in present ~~conditions~~ medical agencies have on their books in any numbers candidates of the type it is desirable to attract to the Colonial Service - I suspect they are chiefly "buds" for one reason or another.

(2) & (3) There is reason for thinking that the Colonial Service has already been crabbed and to antagonise the B.M.A. would be a fatal course;

(4) How is one to find out whether any particular Agency is or is not reputable?

I am very much afraid a resort to Agencies will in the result do more harm than good

.T.A.

3.7.3

I am not quite sure that I agree with either side in this discussion. Mr. Parkenson's criticisms of the reasons for not going to an Agency do not seem to me very forcible, and his idea that we can get doctors in tons quickly by going to a medical Employment Agency is,

if

if I may be permitted to say so, altogether too optimistic. I know something about these Agencies; they exist to help doctors who want well practices or part partners, also they provide locum tenentes; these are their two great functions, and no doubt the success with which a doctor was obtained for Somerville from one of them was due to the fact that it was an appointment in the way of a locum tenenship. They have their regular men on their books, and when they are asked for a locum tenens they find a man who is unemployed and send him; but people who want to go ahead, do not go to them. On the other hand, of course, they do some business in supplying assistants, which is rare to the point; but comparatively few men take assistantships, especially during the last ten years, with any intention of remaining long in the job. I see nothing derogatory in going to an Agency, on the other hand, nor do I think we shall have much difficulty in getting a fairly reliable one; and when all is said and done, we have plenty of means of settling for ourselves whether the people they supply us with are good enough for our job. Mr Flood is clean out of it, if I may say so, in suggesting that there is anything in the position of the B.M.A. and their relations to us, which will interfere. We do not get candidates from the B. . . . do not know, but I imagine that employers do not, as a rule, apply to the Trade Unions for working people; they go to a Labour Exchange. The chief complaint against the Labour Exchanges on the part of the Trade Unions is that they supply non-Unionists as well as Unionists; but the Medical profession has not got so far down on the Trade Union slepeter, if the metaphor is preferred, up the



golden stairs of Trade Unionism) as to require all the candidates for Medical appointments in the Government Service to be members of the B.M.A. As to his last point, there are, I believe one or two reliable Agencies at any rate, there are Agencies to which Medical men are in the habit of going to get locum tenentes, indeed they could hardly get them in any other way in a hurry.

I should try the experiment, on the whole, and see what happens. If it fails, we shall know that our methods require a little revision.

A.F.

6/7/20.

Sir H. Read.

Then I submit this for authority

(a) to adopt the £600 minimum (i.e. £600 in the scale of £500 - £700) in the case of permanent medical appointments

(b) to go to an Agency or Agencies on this basis

(c) to tell the Treasury that as we cannot get men on £500 we are now trying to get them at £600

(d) to ask for Treasury approval for offering £700 for temporary doctors, on the ground that in the present dearth we are not likely to get many even at £60

On this point it appears that the F.M.S. have already different rates for permanent and temporary doctors. They have an age limit i.e. the temporary doctors have to be over 37½. I would adopt 38 for West Africa.

H.C.B.

6/7/20

As proposed.

In writing to the Treasury lay stress on the urgent need of getting doctors for the Colonies concerned at the earliest possible moment.

At once

H.J.R. 6/7/20



experience seems to show that  
we shall not get the men  
in this way - or if we do,  
it will only be in ones & twos  
at long intervals, instead  
of in tens & twenties, which  
is what we need.

6. In the event I suggest that we  
are not justified in waiting  
& that we must ~~do~~ not leave  
promissory sources untapped -  
I would like to at once to go to  
an Agency (or Agencies) & ask  
for 20 medical officers for  
Edgwaite generally (incl.  
Edgwaite Sanatorium  
T.T. 2'6m & W. quadrants)

We can  
wait  
but  
we  
will  
lose  
the  
supplies

7. We saw a ~~man~~ ~~man~~ I think, in  
intercepting Deas. approval  
to starting ~~at~~ at 1000  
on the 100-1700 scale -  
if the Agency does submit  
the men do not  
seem to be the market (age  
or other qualifications) in

permanent apppt, we shall be  
that there is no doubt that Deas.  
months for opening special temporary  
positions.

20.

8. The only means I can find for  
not going to an Agency are -

(i) It is contrary to Custom

There is nothing in this: except trained  
and special exceptional treatment

(ii) Advertisement as now practised  
should suffice to get men

I see a lot of trouble in the way of  
17/4/20 in Donaldson's field (1800-2000)

We are not getting men in this  
way & we must do something  
more.

(iii) It is derogatory for Co

to use of force

This is a matter of opinion - it seems  
to me that we are morally bound  
to try all possible means of  
getting the men quickly - & this  
absolutely overrides any  
idea that we ought not to go to  
an Agency. It is of course  
a temporary expedient

(iv) we may not get anyone

at least we have tried.

(v) we may get very inferior candidates

Candidates will still go before the  
CBE & we are not bound  
to take applicants if they  
want to.

By W.A.M.S. want to come into this,  
an applic. to be sent on their  
behalf at the same time.

As far as C.A. is concerned, I do  
not think it is likely for C.A. to  
write to suitable agencies - depending  
to C.A. their voluntes (2000 in  
1900-1905) or usual  
used.

11/11/20  
3/7/20

... ..  
... ..  
... ..  
... ..  
... ..

~~...~~  
...

Getting candidates

Sun 3/7/20

Yes we must get men by any means but

I dislike an agency for these reasons.

- 1) I do not think they are likely to get good men.
- 2) The B.M.A. will be very indignant. They are the Trade Union & they'll say that we are going behind them.
- 3) The B.M.A. expect candidates to work through them & may advise them not to come to us.
- 4) Are there any reliable ones for doctors?

D. 3-7

As a matter of fact the recent reference to  
medical agency in the case of Swallowland  
has so far proved fruitless. It reports in  
3000 minutes

(1) I cannot conceive that in present  
conditions several agencies have on their books  
many untried candidates of the type it is  
desirable to attract to the S.E. Service - I  
suspect they are chiefly "duds" for me & search  
another.

(2) (3) This is search for looking out









urgent action is necessary to

~~fill existing vacancies~~  
and a catastrophe to  
the medical establishment

It may be mentioned that

in Uganda there are some  
vacancies & others are

expected in the near future.

In Uganda there is only

one med. officer out of an  
establishment of five, &

in the Kampala territory.

The position is almost

untenable with that

one revised scale of salary

recently approved for med.

officers are:-

£500 by £246 to £600

£600 by £250 to £700

is feared that

Sanitation  
is necessary

in respect of obtaining

suitable candidates in

the sums are practically

negligible, having  
regard to conditions now  
existing in this country.

The Sgts. understand

that Col. [unclear] has

recently appointed to

consider <sup>various</sup> the position of

relating to the medical

services in the Colonies

has decided to

recommend that

the minimum salary

for med. officers

appointed to surgical

posts should be

at least £500 per annum

and

from evidence given

(seems ~~probable~~)

that the ~~it is~~ ~~not~~ ~~at~~ ~~all~~ ~~likely~~

that as the salary

less than £700 per

will attract candidates

in any part of the

DRAFT

MINUTE.

Mr.

Mr.

Mr.

Mr. Gravelle

Sir H. Lambton

Sir H. Reid

Sir H. Pidd

Col. Amery

Lord Milner

(Borneo evidence)



is no room for doubt that the  
minimum salary for med.

officers in Saf. must,

it is feared, be increased  
to more than £500,  
& Lord will not ~~trust~~ <sup>trust</sup> that T.H. will agree  
the appointment of T.H. to his

offering a salary of £600

by £25 to £700 to

curd. for med. appls.

in those posts in Saf.

wh. are subject to the

financial control of the

Treasurer & in the

General Secretary.

3. It is possible that the

~~number~~ <sup>number</sup> of candidates

for medical appls.

generally will ~~be~~ <sup>increase</sup>

removed

in a few years time,

when conditions in the

country may become more  
normal & the output

of qualified men from

the hospitals is sufficient

again to meet demands

for doctors. It is 25

therefore undesirable to

effect any radical

change in salaries

wh. might adversely

affect the position in

a few years time.

Consequently, ~~to~~ <sup>to</sup>

be reluctant to recommend

for permanent appls.

in ~~the~~ <sup>and</sup> than

the salary was prop.

unless he is compelled

by circ. to advance yet

further the pay for

DRAFT.

MINUTE.

Mr.

Mr.

Mr.

Mr. Oswald

St. H. Lamb

St. H. Ross

St. G. Pidd

St. Amery

Lord Milner

such appls. There is however  
 the possibility that men  
 may be obtained for temporary  
 appointments but a somewhat  
 higher rate of pay, & low  
 balance wd be glad to receive  
 the result of the 2<sup>nd</sup> of  
 offer temporary appts

admission  
 to a large  
 number  
 in the  
 course  
 of time

in case of an...  
 permanent... at a  
 salary of £700... which  
 wd be open only to cand.  
 over 35 years of age...  
~~and a gratuity~~  
 the usual cond<sup>ns</sup> of service  
 leave, passages,  
 ... wd  
 apply to these temporary  
 appts, but a gratuity  
 on completion of engagement

wd have to be afforded  
 as T.L. are aware,  
 permanent med. officers  
 on the pensionable  
 list...  
 be permitted to retire  
 with a gratuity  
 £1000 after 9 years  
 service or £1250  
 after 12 years service

26  
 now  
 are/6

DRAFT.

MINUTE.

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

in lieu of pension;  
 & it is suggested that  
 the gratuity payable  
 to the... need  
 officers after a term  
 of 30 months residence  
 service

(of the President)  
 of £2000 gratuity?  
 (of the 30...  
 year...  
 give £200 gratuity?  
 accd  
 in course

£200

4. I am to express what a

very early reply may be

returned to this letter,

in order that the necessary

advertisements &

notices may be

sent out at once.

(Signed) H. J. READ.

two years of service being reckoned for this purpose as three years. Medical Officers may however retire with gratuity, if they wish, instead of waiting to retire at the retiring age on pension. The gratuity is:-

- After 9 years service of which not less than 6 years must be resident service in East Africa.....£1,000
- After 12 years service of which not less than 8 years must be resident service in East Africa.....£1,250.

(x) Prior to appointment, candidates are required to attend a course of instruction in tropical medicine at the London or Liverpool School of Tropical Medicine; if this cannot be arranged, such a course must be taken during the first leave, before a Medical Officer can be confirmed in his appointment. Details of payments made by the Government in respect of these courses are supplied when a candidate has been provisionally selected.

(xi) A Medical Officer is required to serve in any station of the Protectorate to which he is allocated and to perform such duties as the Principal Medical Officer may direct.

~~The medical establishments are as follows:-~~

West Africa Protectorate.

- Principal Medical Officer .....£1,200.
- Deputy Principal Medical Officer.....£1,000.
- Principal Sanitation Officer.....£1,000.
- Senior Medical Officers).....£700 - £25 - £800.
- Sanitation Officers
- Medical Officers (1st grade)....£600 - £25 - £700.
- and
- Medical Officers (2nd grade).....£500 - £25 - £600.
- of Health

Nyasaland Protectorate.

- Principal Medical Officer.....£1,000

Senior

Senior Medical Officer } .....£700 - £25 - £800.  
 Sanitation Officer }  
 Medical Officers) (1st grade).£600 - £25 - £700  
 and  
 Medical Officers) (2nd grade).£500 - £25 - £600.  
 of Health. }

Somaliland Protectorate.

Senior Medical Officer...£600-£25-£750 + £60 duty pay.  
 Medical Officers) (1st grade)..£600 - £25 - £700.  
 and  
 Medical Officers) (2nd grade)..£500 - £25 - £600.  
 of Health. }

Tanganyika Territory and Uganda Protectorate.

As in the East Africa Protectorate.

Zanzibar Protectorate.

Principal Medical Officer.....£1,000.  
 Sanitation Officer.....£700 - £25 - £800.  
 Medical Officers) (1st grade).£600 - £25 - £700.  
 and  
 Medical Officers) (2nd grade).£500 - £25 - £600.  
 of Health }

All Medical Officers of Health receive a special non-pensionable allowance of £100 or £50 per annum according to their station in the Protectorates

2 And 34517  
3  
4

Co. 33297 / 29  
77  
20

29

10 July 1920

115  
16020/20  
to  
1

With ref. to the letter from the  
Dept. of the 9<sup>th</sup> June

I am desirous etc. to inf.

Managing Director  
Medical Agency  
York Bldg, Adelphi, W.C.2.

You that there are ~~at present~~ <sup>at present</sup>

DRAFT.

Secy.  
Societies, Clerical & Medical Assoc<sup>n</sup>  
2 Cannon St, Strand W.C.2.  
Civil Turner Exp. 45 Adam St  
Adelphi W.C.2.  
Nurses Exp. 8 Duke St Adelphi W.C.2.

about  
two twenty vacancies for

in S. Africa, the salary at  
the rate of £600 p.a. rising by annual  
increments of £25 to £700 p.a.

10/7/20

- Mr. Marking } 10/7/20
- Mr. Parkinson }
- Mr. Grindle
- Sir H. Lambert
- Sir E. B. ...
- Sir G. ...
- Col. Amery
- Lord Milner

£600 p.a. rising by annual  
increments of £25 to £700 p.a.

free quarters and free passage

Details of the above benefits  
Further considerations are shown

vacancies for M.O.s in S. Africa in the acc p. memorandum.

2. I am to request you to  
be good enough to if we  
a proposal is made  
by which ...

over 35 years of age may  
be appointed, at a somewhat  
higher salary, on temporary  
agreement, but the exact  
of such temporary appointments  
terms has not yet been

fixed. A further statement  
in regard to terms will be sent  
to you as soon as possible -

3. I am to request you to be

good enough to inform me ~~as soon~~

as possible whether you are

in a position to introduce any

suitable candidates for courses

in connection with these

vacancies. In usual form

would, of course, be paid by

the <sup>Colonial Office</sup> ~~first concerned~~.

H  
J  
R

(Signed) H. J. READ

1918

Last previous Paper.

Next subsequent Paper.