

EAST AFR. PROT.

20837

521

Conf.  
1.3.56  
Series 105

PUBLIC WORKS DEPARTMENT STAFF

Date  
1912

In June

In view of considerations stated crosses strongly for a readjustment of salaries. Submits proposals. Thinks East Engineers should enter the proposed scale at £360 p.a. representing an addition of four years increments.

Series Paper

39691

W. Butler

I am inclined to think how hard  
this had been <sup>wait</sup> ~~wait~~ ~~wait~~ but Bedford's has  
had time to consider the matter in the  
annual in his post. - he may  
be different view.

Very sincerely

WBS

25.11

W. Reed

Yes. I notice too that W. Bowring  
confines his arguments, which are not  
without force, to the case of the Assistant

Series Paper

39698

Engineers but proposes substantial  
increases of pay for various other appoint-  
ments without giving any reasons.

29.13

July 10

Reply as proposed

at once

H. J. R.

25/11

GOVERNMENT HOUSE,

NAIROBI,

BRITISH EAST AFRICA

AFRICA PROTECTORATE.

GENERAL No. 56.

7th June 1912.

Sir,

I have the honour to refer to your Confidential despatch of December 15th respecting the Public Works Department staff, and to state that Sir Percy Girouard was anxious that the question should, if possible, be re-opened so far as the suggested increase in the salaries of certain officers was concerned. As he is now in England an opportunity is afforded of discussing the matter with him.

2. The case of the Assistant Engineers is one of peculiar hardship. Through no fault of their own, except perhaps an original lack of experience, which they have long since acquired, they are practically debarred from all hope of promotion for years to come, as the temporary Executive Engineers who have been made permanent over their heads are none of them, except Mr Blain, at all advanced in years.

3. I must, however, defer to your decision refusing to regard this circumstance as any justification for the proposed increase. I think, though, that it can very well be defended on other grounds.

HIGHT HONOURABLE

HIS HIGHNESS, F.O., M.P.,

SECRETARY OF STATE FOR THE COLONIES,

DOWNING STREET, LONDON, S.W.

grounds. A careful comparison with the salaries paid in the various Colonies and New Territories leads me to the conclusion that the emoluments drawn by the Assistant Engineers here are very low, and an example even closer at hand, viz., the Spanish Railway, shows this even more clearly.

The staff of Executive Engineers is so small that the incumbents have responsibility to carry the entire charge of the or more Departments, so far as Public Works are concerned, and apart from technical qualifications they ought to possess great tact and powers of management in order to avoid friction with officials of other Departments or the general public. They must also be able to handle native labour well. In fact their duties and responsibilities compare not unfavourably with those of District Magistrates on the Spanish Railway. I do not however propose that the mode of salary drawn by the latter, or anything approaching it, should be adopted even for Executive Engineers, but I do think that some increase is very urgently required. A striking instance of the great discrepancy between the two Departments occurred recently when the least junior temporary Public Works Assistant Engineer was considered by the Manager of the Railway to be fully qualified for a post carrying a salary such in excess of that drawn by any of the officers of the grade he had just left and rising to a minimum 25 per cent greater than that even of Executive Engineers. It is small wonder if a certain amount of discontent exists, as

it undoubtedly does.

5. In view of the foregoing considerations I would therefore press strongly for a readjustment of salaries in the Public Works Department on the following scale, it being understood that the posts are on a pensionable basis.

Director of Public Works	2700 to 2800 and 290 duty as at present.
Deputy ditto	2600 to 2700 and 280 duty.
Executive Engineers (3)	2400 to 2500 and 240 duty.
Assistant Engineers (4)	2200 to 2400.
Chief Accountant	2400 to 2500 and 240 duty.
Chief Storekeeper	2300 to 2400 and 230 duty.
Accountant, Nairobi	2200 to 2300.
Government Architect	2300 to 2400 and 230 duty.
Quantity Surveyor	2200 to 2300 and 220 duty.

I am of opinion that if the foregoing scales are allowed it would remove what is at present not altogether unreasonably regarded as a great injustice. I regret that my proposal involves additional expenditure in view of the remarks made in paragraph 3 of your despatch above quoted, but I can only say that I regard it as necessary and inevitable if we are to retain the services of men of the right stamp.

6. The scale proposed for Assistant Engineers has a commencing salary 2200 in excess of that assigned to Class 'A' under the Tropical Services Scheme. I think this can be justified on the assumption that the technical training which they must possess on appointment is a fair equivalent to the first three or four years during which an

Assistant

Assistant District Commissioner in learning his work and acquiring experience.

In the case of the Assistant Engineers now in the Department their length of service, seven years in three cases and five in the other, fairly entitles them to enter the proposed scale at salaries in excess of the minimum. Had they joined the Administration at the date when they were appointed to the Public Works Department they would all by now have become District Commissioners. I think therefore that in their case a commencing salary of £300, representing an addition of four years' increments, is only reasonable and I trust it will meet with your approval. Otherwise the senior Assistant Engineers will, apart from chances of promotion, which as I have explained are somewhat problematical, have served no less than fourteen years before they reach £600 a year.

7. As regards the last paragraph of your despatch it is certainly true that the engineers required for Local Works can be provided for in the manner suggested, but it is the normal duties of the Department which demand a minimum staff as proposed and not projects of a more or less exceptional nature such as the Bombay Water Supply and the Thika Tramway.

I have the honour to be,

Sir,

Your humble, obedient servant,

ASSISTANT COMMISSIONER.

for  
20837

C.D.  
R. 27 JUL  
0

~~CAN~~ 30 July 1872

DRAFT

- Mr. Pitts 26. m.
- Mr. Butler 26 f. 3.
- Sir G. Eddes.
- Sir H. Just.
- Sir J. Anderson.
- Lord Emmott.
- Mr. Hascourt.

MINUTE.

You submitted proposals  
for a readjustment of the  
staff of the  
Salaries of the P. W. D.

Copy from this 21 Jan 13 40708 R

... I am of opinion  
discussion  
was further  
his question  
deposed  
... and he helped  
has arrived in the Port  
and has had time to  
look into  
... the matter

consider  
to take up

any new matter  
of the person  
to be  
of any  
to be  
Year's Estimate.

L