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POSTAL AND TELEGRAPH STAFF

Date.
1912
November
Previous Paper.

The statement showing proposed distribution for 1913-4 and reports that necessary provision is being made in 1913-4 Estimates. Comments on necessity for various increases. Trusts that in view of the increase in work of the Dept they will be approved.

1975
Jan 8 1913

to Read
Mr. B. B. B. B.
Quite recently we have got out of the Treasury a large increase in the Postal & Telegraph estab. in E.A. - see Treasf 21762 - + F.H. then laid down that these increases wd. be approved on the understanding that the native staff of the Dept. wd. be permanently reduced in a corresponding degree. I think it is clear that by the 'native' staff is meant the Sub Postmasters who are provided for on p. 71 of the Est. 1913-16 & those called alternatively Clerks: the Blue book shows that these are practically all Indians.

sequent Paper
618

but yet here the fact is pressing
 not only a further increase in the
 European staff - which I think is
 a matter of fact, justified - but
 is also asking for additional
 Sub-postmasters (i.e. native staff).

In any event, we must consider
 with the Govt. what is to be
 done in the way of asking the
 Treasury for additional Postal
 staff - but I think we should clear
 up the position in the meantime
 about Mr. Gooling, who I think
 does not think very highly of
 Mr. Lane, the Acting Comr., and
 leave his say - he is, of all heads
 of Dept., the one who is most
 keen on personal supervision of
 all details of staff etc.

? refer to Govt. **CAJ** **LC**

unprinted
 Govt. dip. of 7 Nov. 18700 does [P. M. G.]
 contain ^{recommending} recommendations ^{always} annually
 in the ^{of} Sub-postmasters ^{to be} who are
 presumably ^{not} Indian clerks
 in these 31 of Govt. dip. of 20 May 1871
 all ^{and} Govt. dip. of 27 July 1871 ^{annually} to be
 Treasury's condition for ^{always} increased
 European staff please explain ^{provision}
 to increase ^{number} number of clerks ^{provision}

Copy to Govt. dip. of 27 July 1871
 Row 39618

Govt. dip. of 27 July 1871
 (1924)
 (21704)

Recd

4/12

Mr. Reed.

Japan. To do no doubt the
additional staff is wanted, but there
is nothing to show ^{that} the frontier
has been attacked since in quietness since
we were asked on 30 May to contribute
6 San Francisco for Indians.

W. J. H. 4/12

at once

H. J. H.

5/11

~~Recd~~

~~(Signature)~~

C. D.
R. 8 DEC
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GOVERNMENT HOUSE,
NAIROBI,
BRITISH EAST AFRICA.

35

EAST AFRICA PROTECTORATE

November 7th 1912.

No. 780



Sir,

I have the honour to transmit herewith a statement showing the proposed distribution of the Postal and Telegraph Staff for the year 1913-14, and to report that I am making provision accordingly in the draft Estimates now in process of preparation.

Statement

2. I propose to comment briefly on the items for which increases are proposed:-

(a) Second Class Postmasters: an increase of three. The rapid growth of business throughout the Protectorate has made it desirable to extend the number of stations to which officers of this rank are posted, and it is equally desirable that a relief should be available to fill vacancies caused by sickness or absence on leave, so that the service at these stations may not suffer by the temporary control of a less responsible or experienced officer.

(b) Postal Clerks and Telegraphists: an increase of three. This increase is only in respect of the figures quoted in this year's Estimates, as subsequent sanction has been

received

THE RIGHT HONOURABLE

LEWIS HARCOURT, P.O., M.P.,

SECRETARY OF STATE FOR THE COLONIES,

DOWNING STREET, LONDON, S.W.

received to the appointment of two additional clerks of this grade, vide your despatch No.450 of July 27th. In the estimates for next year, therefore, the increase provided for consists of one clerk only.

(c) Female Clerks and Telegraphists: an increase of seven. This again only refers to the figures in this year's estimates, as the appointment of four additional female clerks has already been sanctioned in your despatch referred to above. The reasons for the engagement of these four clerks, reported in my despatch No.371 of the 30th of May, still hold good, and the appointment of three more is necessary if the efficiency of the Department is to be maintained. I do not consider that even the number now asked for will be adequate if the proposed cheaper rates for inland telegrams are instituted.

(d) Sub-Postmasters - 2nd Grade: an increase of one. The rapid expansion of the white settlement in the Rift Valley necessitates the appointment of a 2nd grade clerk at Nakuru. This appointment will be filled by promotion from the 3rd grade.

(e) Sub-Postmasters - 3rd Grade: an increase of two. The promotion referred to above will create a vacancy in this grade which will be filled by promotion from the 4th grade. Two other 4th grade clerks have reached the maximum salary attaching to their work and thus become eligible for promotion.

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21/6/24
+1

Y
10/28/29

See
22/5/12

(f) Sub-Postmasters - 4th Grade: a decrease of four. It is not at present proposed to fill the vacancies in this grade caused by the above-mentioned promotions.

(g) Sub-Postmasters - 5th Grade: an increase of two. These clerks will be promoted from the 6th grade.

(h) Sub-Postmasters - 6th grade: an increase of five. It will be readily understood that it is advisable to have a reserve supply of qualified clerks on which to draw in emergencies.

3. The financial effect of these proposals will be as follows:

	£.
3 Second Class Postmasters @ £200 per annum	600
3 Postal Clerks and Telegraphists @ £160 per annum	480
7 Female Clerks @ £110 per annum	770
1 Sub-Postmaster (2nd Grade)	28*
2 Sub-Postmasters (3rd Grade)	72*
2 Sub-Postmasters (5th Grade)	8*
5 Sub-Postmasters (6th Grade)	<u>240*</u>
	£2,198

* These figures represent the difference between actually salary received and that proposed.

Less salaries of four Sub-Postmasters (4th Grade)

	<u>256</u>
Total Increase	£1,942

Of this sum, however, the salaries of two Postal Clerks and Telegraphists @ £160 per annum and four Female Clerks @ £110 per annum have already been sanctioned. The total increase for which approval is sought is there-

fore

(4)

therefore £1,942 - 2222 - 2440, i.e. £1,182.

4. It will be noticed from the enclosed list that in the majority of cases provision has been made for relief clerks. This provision is necessary to fill the temporary vacancies which constantly recur owing to the absence of clerks on leave or through sickness. At present there are 12 clerks on leave and 17 overdue for leave for whom no reliefs are available. In addition, five members of the European Staff are due for leave, and the agreements of five Female Telegraphists expire in February next.

5. I have carefully considered these proposals before submitting them to you, and I am convinced that they are reasonable. The general Postal business of the Protectorate is increasing to such an extent that, unless the staff is increased proportionately, the work becomes beyond their powers, and the reproach of inefficiency is the result. In view therefore of these remarks and of the improved financial position of the Protectorate generally as evidenced by the estimates, I trust that the needs of this important Department may receive your sympathetic consideration.

I have the honour to be,
Sir,

Your humble, obedient servant,



In the absence of the
GOVERNOR.

