



EAST AFR. PROT.

C.O. 37743

Rec'd
Rt: 28 NOV

3 7743

By Gov
Ordering Conf
124

Date:
1912

in November

previous Paper.

MEDICAL DEPARTMENT

Recommends the re-establishment of post of Deputy P.M.O. on £500 to £700 with duty pay of £50, duty pay of £75 for P.M.O. duty pay of £50 for two posts of S.M.O. additional M.O. for Jubaland, appt of Chief Sanitary Officer on £500 to £700 & duty pay of £50, duty allowes of £50 for M.O.H. Mombasa & £40 for M.O.H. at Nairobi and Kisumu, appt of an extra nurse, 6 sanitary inspectors etc. Recommends Dr Haran for post of Deputy P.M.O. and Dr R. Small for M.O.H., Mombasa.

- 1. Mr. D. Latham
- 2. Mr. Poston

P.M.O.'s duty allowance

in Uganda there is a D.P.M.O @ £500 + 50 + 100 + 100. I agree that the appl. should be careful in East. The scale of salary appears to be suitable for East as compared with that of the D.P.M.O. in Uganda.

deputy P.M.O.

Mr Wood has made every search but states that he cannot trace any comm-

Handwritten notes in left margin:
1664 62 7 1870 3039.0
And tel con 1 March 1913.
To Chd Cms 3 March 1913
To P.M.O. Cms Board
20/3/12 10/11/12
20/3/12 10/11/12

Subsequent Paper
1912
1912

in the abolition of ...
who used to exist. Apparently, it
just faded out when St. Milne was
made P.M.O. vice Col. Wilks in
1909.

If the appl is created, I think it should
go to St. Haran who always acts as
P.M.O. if St. Milne is away.

3. Senior M.O.'s' duty allowance.

The J.A.S. Cts have agreed to this

4. Additional M.O. Jubaland

There must certainly be a M.O.
for this Province who can take on
work at several or other stations in the
Juba R. (Salary £200 p.a (probation
for 5 years).

5. Chief Sanitary Officer

The proposals for the formation of a special
sub-dept for sanitation appear to follow
pretty closely the W. Afr. practice, which
I presume is best justified. The salary
for this Officer is put at £200 - £250 + £50
i.e. the same as that of the D.P.M.O.
(cf. W. Afr. S.O.). If ~~approved~~ the appl.
is created, I am not at all sure that
we must look for a man from
outside to fill it. There must be
men, I am sure, in the S.O. service
who

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

who are, competent to fill such a post - but if that really is not so, then I hope the post will be offered to some M.O. in one of the E.A. Provs. where promotion for the medical men is very slow - e.g. one of the two good men in Nyasaland.

6. M.O.H.

It is proposed to have 3 M.O.H. at Mombasa, Nairobi & Kisumu under the C.S.O. at present we have one M.O.H. - Mombasa on K500-20-500 of the Governor's proposals are adopted we shall add K500 July pay to this post, & appoint two of the other M.O.'s as M.O.H. on the ordinary scale for M.O.'s - viz K200-20-500 - with a July allowance of 200 added to compensate for loss of private practice.

I agree that these 3 Officers should not take private practice - if they really do their work, there will be ample for them to occupy themselves with & will deserve, I think, the July allowances proposed. fr

It is perhaps worth enquiring whether
the work at Mombasa is such that
it justifies the retention of the
scale £300.20.600, but I imagine
that the position in Mombasa
in the matter of sanitation is far
more difficult than elsewhere
in the P.C. that extra remuneration
may properly be given to the
M.O.H. there

7. Six Sanitary Inspectors

This is a big order. Major
has on 3/6/12 recommended the
appt. of one Sanitary Inspector for
Mombasa. That paper is now
in circ. with minutes as to the
method of selection. The sanitary
inspectors will be 2nd class officers
on temporary agreements at
? £200 or ? £200.10.250 or
? £250.

I am not sure that
it will be so easy to get the
men we want & I am inclined
to suggest that in 1913-14 we
could be content with 3 or at most
4 (2 for Mombasa, 1 for Nairobi,
1 for Kisumu) to see how things
go.

8. Assistant Surgeon for Mombasa Hospital

This appt. should be shown under
"Hospitals & Dispensaries"

9. Nurse for Mombasa Hospital

This paper has already been
 dealt with on 9/11/11. The
Gov's recommendation appeared
to be fully justified

10. Nurse for Mombasa European Hospital

I agree that this appt. should be made
at present we have only five
Nurses on Malton for the
Nairobi (Mombasa) ^{European} Hospital

11. Malton for Lunatic Asylum

This has already been approved
& Mrs. Kempsey sent out - but she
will not draw pay until 1/4/12.

12. Additional Dispenser & Assistant Surgeon.

We must accept the Governor's
recommendation.

With regard to the medical Dept.
in E.A., I think that our
general attitude should be to give
them

As far as finances permit - all
the staff they ask for, except
perhaps where it is a case
of making more or less an
experiment such as the
Sanitary Inspector.

? wait for the Est. & see
whether there will be any difficulty
in the way of our recommending
these increases to the Treasury.

Allet

5/12

Ed. Butterfield

M. Parkinson I return the logs, as I understand
that the lots are being revised, & these proposals
may be cut down. AF 16

Mr. Bottomley
Mr. Head

1. Yes, but the Gov's argument is
rather out of date. The DPMO will be the advising
person to act as PMO, this additional
remuneration will be exactly £15 a year!

2. I do not think there is much of
a case for creating this post simultaneously with
that of Chief Sanitary Officer, but of EAP

can afford luxuries (i.e. non-necessaries), by all means create it. Only, if you have to choose between it & the new C.S.O. there can be no question that the latter should be preferred. If the DPHO is created, the holder will of course be deprived of the privilege of the practice.

3. This has been agreed to, I gather.

4. This seems desirable.

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5. I agree with Mr. Parkin on that this

part the necessity for which has been amply justified by the medical reports of 1910 & 1911, should be filled from EAP if possible, & from EA last if it is not. The Gov. should at any rate give us good reasons for wanting to go outside EAP. If experience of the working of a sanitary service is desirable, the new CSO could be sent to the Gold Coast or S. Leone or somewhere else for a short time to see how they do things. (Of course the CSO should not have the practice)

6-12 I agree generally with Mr. Parkin.

AT 20/1/13

Mr. Rees.

See also 40532 33793.

I propose in my diff memo: on Estimates to ask for approval for all these changes, including the D.P.H.O., subject to making a start with a budget of 6. We should send ^{copy of the memo} the Report & give the gist of the Committee's views, but I doubt the advisability of sending 40532, the last para: will only detract from the weight of the Committee's observations. We must also say that

an expert was sent to examine the fact & the nature of sanitary fittings suggested on 33793, would not be necessary

The question of sending out an expert will have to be considered. It would probably be a one month's job & would cost anything up to £2,000. but that they does not affect the necessity for a sanitizing staff. [I am afraid this £2000 would have to be met from by further financing of P.W.E.]

As to (B) I would have it in the Sanitation Dept, to which the whole Inspection & Sanitation Hospital provisions has been transferred in the Estimates.

I should like to have the ~~Board~~ ^{Dept} approved on the reports as soon as possible in the final revised Estimates, in order that my memo is complete except to the Board.

Yours
20/1

at once
to J.R.

20/1

Dr. G. Fiddes 21/1

The Treasury have approved of our proposals in full & it is now necessary to decide about staff.

Apart from the new appointments, there is a vacancy via Dr. Johnson for a Senior Medical Officer (£500. £20. £600) for which the Govt has recommended Dr. Lowby out of turn. This promotion has been held up ^{in consequence} connexion with the new posts (see Lowby's file 4194). The vacancy at the bottom of the list has been filled by Dr. Murray who has already sailed.

I am expecting that 1979 will be primarily as to what is the necessity. I do not think we need say anything to the Treasury. H.S.R.

Approved with £50 D.A.

The new posts in order of salary are :-

Deputy P.M.O. £600. £25. £700. D.A. £60

Chief Sanitation Officer £600. £25. £700 D.A. £60

M.O.H. Khairi £600. £20. £500 D.A. £40

d: Kaimu d: 44 d:

1 Medical Officer d: —

We therefore want ^{3 or 4} four or five new doctors according as the C.S.O. is next or is ^{adptd} from the service of the E.A.P.

If ~~the~~ he is, there are ~~from~~ three promotions to be made, viz: -

To Deputy P.M.O.

C.S.O.

S.M.O. (Mr Johnson), with of course consequent promotions of either Dr. Haran (M.O.H. Horton) or Dr. Radford (S.M.O.) goes up.

? Arrange for four M.O.s to be provided at once and telegraph to Gov as to promoting recommend^y promotion to ^{adpt.} C.S.O., and suggesting what visit to W.A. if the Gov. thinks it necessary (see R. P. Siddons' minutes of 20 Jan:)

& Confirm by despatch pointing out that the Deputy P.M.O., C.S.O., & the M.O.H., will not be allowed private practice. [For this reason I have not counted the Khairi & Kaimu as posts as promoters.]

along ^{PM 20} The Sanitary Inspectors are to train ^{H. P. R.}
C.S.O. 20/2 AF 27 ^{H. P. R.}

W. J. ...

W. J. ...

As to the new dispenser at
£200 p.a. ("temporary").
We ought, I think, to get
a R.A.M.C. N.C.O. of
the same type as Knott -
an excellent man: see file
3686 EA. But before
writing to W.O. we must
consider whether we ought
to take a man who is still
in the service: see minutes
on Nov. 2 of file 4630 EA.
as to C.O. responsibility for
lack of power over, recorded
N.C.O.'s. In Knott's case,
we fairly engaged on agreement;
but this we cannot do now
if the W.O. give us a man
who has not taken his
discharge. When obtaining
some sappers lately for
Road Foremen in Uganda, we
refused to take anyone who
had not obtained his discharge.

? ask W.O. to recommend a R.A.M.C.
N.C.O. of the same type with same
qualifications as Knott - pointing
out that the post is not one that
carries pension - that the selected
candidate shd. therefore be engaged
on agreement & that in these
circ. G.P. considers it desirable
that a N.C.O. shd. not be recorded
but shd. obtain his discharge
before appt - add that 45
though engagement will be for
one term in first instance there
is no prospect of the post being
abolished & that if satisfactory
the N.C.O. will be re-engaged.

Alls

6/28/13

I can only say that I believe the practice of
getting W.O. to send (I don't think 'send' is
und. of this class of appt) NCO's from the R.A.M.C.
to N. Nig. for this class of work has proved
most successful, that the terms of their service
have never caused any serious difficulty. In S.
Nig. lately we got W.O. to recommend discharged
NCO's for sanitary inspectorships, & got some
very elderly specimens.
Paper with his address; should it be important

to get your own idea on whether to have the
law there.

I don't of an agreement to establish but
to come and let a decision and not to talk
by word alone only - if you don't object
out.

W.A. 10/3

Printed

of you agree - as
proposed by Mr. Fisher & Mr.
Dutton by

at me.

H. J. R.

10/3

When spoken to
you should state

W.A.

You have now seen
General letter W.A. of
we need do nothing
in agreement that
printed at all events
W.A.

W.A.
10/3

I agree

W.A.

10/3



GOVERNMENT HOUSE,
NAIROBI,
BRITISH EAST AFRICA.

EAST AFRICA PROTECTORATE

CONFIDENTIAL No. 124



7th November 1912.

Sir,

In view of the remarks made in Colonial Office despatch No. 30 of the 19th of January 1912, on the sanitary condition of the Protectorate, I have the honour to report that I have made provision in the draft Estimates for 1913-14 for carrying into effect certain proposals put forward with the object of strengthening the Medical Department generally which I hope will meet with your approval.

2. Great stress has been laid on the position to be assigned to the Medical authorities and the effective control which they ought to exercise in sanitary matters. It is admitted that some of them at any rate have fully recognized their duties in this respect and I quite agree that such is the case. The Department has however laboured under certain disabilities which the proposals I now put forward are specially designed to remedy.

3. In the first place the Principal Medical Officer's office is understaffed. He has no deputy, and the lack of secretarial assistance of any kind has seriously hampered him in the work of inspection, which

THE RIGHT HONOURABLE

LEWIS HARCOURT, F.C., M.P.,

SECRETARY OF STATE FOR THE COLONIES,

DOWNING STREET, LONDON, S.W.

*46
26/12
not
Medical
Refer*

which he rightly regards as one of his most important duties. The ordinary correspondence of his office has practically doubled since Colonel Will's time, although the latter had to supervise the Uganda Protectorate Medical Department as well as that of East Africa. The inward and outward letters numbered 12,008 in 1911 as against 6,276 in 1908. It is also very desirable that there should be a continuity of policy in the direction of the Department and this will be more effectually secured if his immediate junior, who naturally acts when the Principal Medical Officer is on leave, is also his assistant under normal circumstances. I would therefore propose the re-establishment of the post of Deputy Principal Medical Officer on the higher C scale of the Tropical African Services Scheme, i.e. with a salary of £500 to £700 with duty pay of £60.

4. In further application of the said Scheme I recommend that duty pay at the rate of ten per cent on the minimum salary of his scale i.e. £75 be attached to the post of Principal Medical Officer. It is, I think, somewhat anomalous that an office entailing such heavy responsibility should carry with it no duty pay. The Principal Medical Officers of Northern and Southern Nigeria, the Gold Coast and Sierra Leone, in addition to considerably larger salaries draw duty pay amounting to £200 in the first three cases and £160 in the last, while the Deputy Principal Medical Officers in Northern Nigeria and the Gold Coast and the Chief Sanitary Officer in Sierra Leone have duty pay of £160 and substantive salaries of £800-£900. In the circumstances I

consider

consider the present proposal by no means excessive and it seems scarcely just that acting incumbents of the post of **Principal Medical Officer** should receive no additional remuneration for the onerous and responsible duties which they are called upon to undertake. The suggested duty pay would provide a means of rewarding them to some small extent.

5. Similarly I think that duty pay should be attached to the two posts of **Senior Medical Officer** at the rate of **£50** per annum. There is at present in our **Medical service** a marked absence of senior posts and the members of the staff have but little to look forward to in the way of promotion as compared with their confreres on the **West Coast**, where, though the commencing salary is the same, higher grades exist to which they may hope to rise in due course. The prospect of receiving duty pay when acting as **Senior Medical Officer** will to some small extent alleviate this disability and I would therefore solicit your favourable consideration for the proposal, which is in consonance with the **Tropical African Services Scheme**.

6. Provision is being made for an additional **Medical Officer** for **Jubaland**. The opening of the new station at **Serenli** makes this appointment imperative. It is impossible to leave the port of **Kismayu** without a **Doctor**, and it is also essential that the upcountry stations should not be deprived of medical assistance.

7. For the new post of **Deputy Principal Medical Officer** I would recommend **Dr Haran C.M.C.**,

the

transferred to the Sanitation Department and should not be allowed to take private practice. I think, however, that they should receive some compensation for the withdrawal of this privilege, in view of the importance of the duties which they have to perform and the great stress which is now being laid on the improvement of sanitary conditions generally. I am therefore of opinion that a duty allowance of £50 should be assigned to the Mombasa post, and of £40 each to those at Nairobi and Kisumu.

10. I would strongly recommend the appointment of Dr E. Small, B.A.C.P., M.R.C.S., D.P.H. (Lond.), D.P.H. (Camb.), as Medical Officer of Health, Mombasa. He has an intimate knowledge of the conditions prevailing at the port and possesses the necessary qualifications. The two remaining posts I would propose to offer to such members of the existing staff as possess the Diploma of Public Health degree and prefer this kind of work.

11. I am making provision for six Sanitary Inspectors, who will be required to assist the Medical Officers of Health in establishing and maintaining an effective system of sanitation in the principal urban centres. Four of these will be stationed at Mombasa and Nairobi, two in each town, one at Kisumu, and one will be available for travelling duty wherever needed. One of the appointments for Mombasa has already been referred to you, vide my despatch No. 745 of the 22nd of October. The salary proposed is £200 by £10 to £250 with 400 House Allowances.

12. An additional Assistant Surgeon will also

4/11
36692

to be required for the Mombasa Infectious Diseases Hospital. Our experience this year, with outbreaks of Smallpox and Plague, and with Cholera raging in Zanzibar, shows how necessary it is that we should not be understaffed in this respect.

The Assistant Surgeon would be engaged in the usual way at £2000 per annum.

4/10
2/10/01

13. The proposed appointment of a special nurse for this sub-department has already been reported to you in my despatch No. 749 of the 24th of October.

14. Under Hospitals and Dispensaries I am allowing for an extra nurse for the Mombasa European Hospital at the usual rate of £365 plus £10 uniform allowance. The present staff is not adequate for the work and the trying climate of the Coast has proved prejudicial to their health when they have been subjected to undue stress.

4/10
2/10/01

The appointment of a Matron for the Nairobi Lunatic Asylum has already been the subject of correspondence, vide Mr Bowring's despatch No. 522 of the 25th of July.

One additional Dispenser and one additional Assistant Surgeon at the normal rates are required, the former for Kisumu, where plague endemicity renders the medical situation precarious at all times, and the latter for Subaland, where, as previously stated, the situation demands the presence of a larger staff than we have been able to station there in the past.

15. I trust that these recommendations will

7. 62
be viewed with favour. I am of opinion that, if they are carried into effect, a marked improvement in the sanitary condition of the Protectorate will result.

I attach a table showing in detail the various increases, new appointments and transfers, and their financial effect.

I have the honour to be,

Sir,

Your humble, obedient servant,

J. H. ...
(In the absence of the Governor).

Additional appointments and increases of emoluments (European Staff) approved by His Excellency in connection with the draft Estimates submitted by the Principal Medical Officer for 1913-14.

Post.	Amount.	Explanation.
A. Medical		
Principal Medical Officer	£75	New duty allowance.
Deputy Principal Medical Officer	£600 by £25 to £700 plus £50 duty	New appointment for Head Office.
2 Senior Medical Officers	£50 each	New duty allowance.
1 Medical Officer	£400 by £30 to £500	Additional appointment for Jubaland.
B. Sanitation Department		
Chief Sanitation Officer	£600 by £25 to £700 plus £50 duty	New appointment.
Medical Officer of Health, Mombasa	£50	(New duty allowance. These officers will be precluded from private practice.)
2 Medical Officers of Health (Nairobi and Kisumu)	£40 each	
6 Sanitary Inspectors	£200 by £10 to £250 each	New appointments, 2 each at Mombasa and Nairobi, 1 at Kisumu and 1 travelling.
1 Assistant Surgeon	£200	New appointment for Mombasa Infectious Diseases Hospital.
1 Nurse	£165 plus £10 Uniform and £40 duty allowance.	New appointment for house to house visitation, examination of Indian and Native Mohamedan women and care of plague and small-pox patients.
C. Hospitals and Dispensaries		
1 Nurse	£165 plus £10 Uniform allowance	Additional appointment for Mombasa Hospital
1 Matron, Lunatic Asylum	£120 plus £10 Uniform allowance	New appointment.
1 Dispenser	£200	Additional appointment for Kisumu.
1 Assistant Surgeon	£200	Additional appointment for Jubaland.

DATE

Transfers approved by His Excellency in connection with the formation
of a Sanitation sub-department in 1913-14.

Posts	Nature of Transfer	Salaries of Transferees.
Medical Officer of Health, Nombasa.	From Medical to Sanitation	£500 by £25 to £500.
2 Medical Officers	do. do.	£400 by £20 to £500 each.

Summary of New Appointments.



55

- 1 Deputy Principal Medical Officer
- 1 Medical Officer
- 1 Chief Sanitation Officer
- 6 Sanitary Inspectors
- 2 Nurses
- 2 Assistant Surgeons
- 1 Dispenser
- 1 Matron, Lunatic Asylum.

Summary of Increase in Emoluments.

56

Duty allowance for Principal Medical Officer

Duty allowance for 2 Senior Medical Officers

Duty allowance for 3 Medical Officers of Health

(Mombasa, Nairobi and Kisumu).

37743

GM ~~1/17~~

Exp

~~20~~

Sat 1:50 pm

57

DRAFT.

Telegram
Governor
Nairobi

Ans d 8866

March
~~1913~~

MINUTE

- Mr. ~~Keel~~ 21/2/13
- Mr. Bottomley 28/2/13
- Sir G. Fiddes.
- Sir H. Just.
- Sir J. Anderson.
- Lord Emmott.
- Mr. Harcourt.

20/2

(Mr. B. S. Lowry's function was not approved & will have to be further considered with view to the (1st 27.)

Yan Dis. of 7 Nov. (Conf.)
unpounded Comporta
consider it desirable

that, Chief Sanitary
deputy

Office, should be selected
from (Exp) medical
staff unless (there are)
good reasons (total ordinary)
corandum

Office selected could
if necessary visit (West)
mausoleum

Office to see sanitation
stopped work (stop) (in this)
immediately

Commission (you should)
seeking
value into commission
recommendations for
restoring
medical promotion
already made

(your draft of 7 Nov)
unapproved
para 7, para 10,
Rajawala Rajawala
(your draft of 16 Dec.)
unsatisfied
will there be expected
touring

Harcourt

Thank for 25 no
looking for S.A.

[1914 La]

C.D.
1 MAR
5

EN/37763 East
The
Punjab
(1) 4/1913
(2) 2/1913
W. H. H. (W. H. H.)

DRAFT

The Hon. Sec.
C. N. A.

5 Mar 1913

MINUTE

- Mr. Leep 25/1/13
- Mr. Bottomley 25/1/13
- Sir G. Fiddo.
- Sir H. Just.
- Sir J. Anderson.
- Lord Emmott.
- Mr. Harcourt.

Madam.

for commission

See also minute
on Dec/7-18/13

I am etc to request
that you will inform the
C. N. A. that there
will be ~~two~~ vacancies for
two Nurses in the East
on the 1st of April next,
& that he wd be
obliged if they would
recommend suitable
candidates for these
appointments. 2

2. The conditions of service will be the same as those in which Nurses are usually engaged for service in the East. The salary is £165 p.a. with £10 p.a. uniform allowance.

3. It is desirable that these vacancies should be filled as soon after the 1st of April as possible. The candidates selected should therefore be prepared to leave England on the 2nd of April, so as to catch the first steamer leaving Middlesbrough on the following day.

G.M. 37743. E.A.P.
S.P.

DRAFT. E.A.P. No. 162

Gen. A. Cuney Belfield Col. G.

5 Mar 1913

MINUTE.
Mr. ~~Reed~~ 20/3/13
Mr. Bottomley 28/3.
Sir G. Fiddes.
Sir H. Just.
Sir J. Anderson.
Lord Emmott.
Mr. Harcourt.

30/3

ps.
Rec. to him
highlight

When referring me at once with files of Knox, Gillespie & Francis as to Discharge. 20/3/13

Sir,
with ref. to my tel. of the 1st of March in the subject of ~~the~~ promotions in the medical Dept. of the East, I have the honor to inform you that I am taking steps to obtain four new probationary medical officers to fill the vacancies which will exist ~~in~~ in the estab. of that Dept. on the 1st of April next, when the

The increase in staff
approved on the Est.
for 1913-14 will take
effect ~~from~~ ~~the~~ ~~1st~~ ~~of~~ ~~April~~
next. In the event
of one of the present
M.O.'s in the D.O. being
promoted to the post
of Chief Sanitary Officer,
I shall obtain a fifth
probationary M.O. to
fill the extra vacancy thus
caused.

2. With regard to the
app'ts of Deputy P.
M.O., Chief Sanitary
Officer & Medical Officer
of Health in Mombasa,

Nairobi & Kisumu,
I have to inform you that
the officers selected to
fill these posts will not be
allowed private practice ⁶⁰

3. As regards the
other new appointments
in the medical dept.
and ~~under~~ ^{for} Hospitals
& Dispensaries, ~~the~~
I am obtaining ~~the~~
additional nurse,
the additional Dispensary
& the three Sanitary
inspectors required to
complete the number
(provision for whom)
has been approved.

These Officers will be
sent out to the posts.

as soon as possible;
but as regards the
new medical officers,
it will be necessary to
arrange a course of
instruction for them at
the School of Tropical
Medicine, so that they
cannot be expected in
the field for several
months.

(Signed) L. HARCOURT

C.B.
E 12 MAR
1913

907 37743 Cab
So
TJ

61

DRAFT.

The Sec.
W.O.

13 Mar 1913

- MINUTE.
Mr. ~~CCOP~~ 72/3/13
Mr. ~~Porter~~
Sir G. Fildes.
Sir H. Just.
Sir J. Anderson.
Lord Emmott.
Mr. Harcourt.

Gen.
I am etc. to request you to inform
the A.C. that on the 1st of
April next there will be a
vacancy for a medical
dispenser in the Lab.,
to say that he wd. be
obliged if they wd.
recommend suitable
W.O. of the R.A.M.C.
for this post of
the same type as Sergeant

~~XXXXXXXXXX~~

Ans. 4990
Copy for Mr. 354. 10 May 1913

F. Russell, whose selection for employment in a similar capacity was reported in your letter No. 6250 (A.M.D.I) of the 17th

of March 1911. It will be remembered that the ²⁰⁰⁰ of the salary stated that he is a young man

[3000-2000]

He was a retirable who had a good knowledge of clerical work.

2. The salary of the post is £200 p.a. @ quarters are provided free of rent (but not of rates or similar outgoings) for single men when such quarters are available: when such quarters are not available, a hut or other temporary shelter is provided, or in certain cases an allowance in lieu of quarters is

of the Govt. The second class passages will be provided to a post office: half salary will be drawn during the voyage to Mombasa full salary from the date of arrival at that port. An outfit allowance of £25 will be given on first appl.

3. The period of employment will be for a term of 20 to 30 months residential service at the discretion of the Govt. with the leave consequent thereon, viz. vacation leave with full pay for the period of the voyage

to England when at the
rate of 2 1/2 days in this
country for each month
of residential service in S.A.

The vac. leave ~~will~~ be followed
by the same amount of
return leave, if the ~~person~~
dispensed returns to the pt
for a further term of service.

In certain cases, 3 days'
leave is substituted for
2 1/2 days' leave for each
month of service.

4. I am to add that
the post of dispenser which
it is desired to fill
is not permissible.