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Recd  
JAN 12

EAST AFR. PROT.  
412

Treasury

Date:  
1912

3 Jan.

Previous Paper:

677/85  
11

Surveyors

Object seriously to go being given permission to obtain Surveyors from self governing Dominion on such terms as may be considered necessary. Hope that present system may be given a further trial. Cannot in any case open to system of Alaska and which rates of salary are not given beforehand

Sir G. Fiddes,

I am not at all surprised by this reply, and for my own part I do not see how we can press the proposal further.

The papers had better be kept for Mr. Bottomley, who will be back from leave in a week or so. I fear that we shall have to send the Governor our draft despatch with the excision of approval <sup>of</sup> his curious method of engaging Surveyors direct, and tell him that relief will have to be sought, in so far as it may be required, by addition to the number of his staff, equipped with authority to recognize methods of selection already proposed, including direct engagement by him at approved rates of salary.

Ans'd - copy above sent - 19 Jan 1912  
The reminder date. 30 April 1912

Mr. Kepp

J.F.B.  
Jan 10

Mr. Butler

Submit a new dft to Gov based on the former one but with a new ruling. Apprais the

Next subsequent Paper

49,340 W. 25,540 11 40,000 11/11 A.R.E.W.

It would be desirable to have a committee  
possibly staff of some staff or District Surgeon the  
Govt might job him in direct without due  
consideration of the Juniors.

I doubt the advisability of having the Govt  
again adopt the Staff to accept the Probationary  
Scheme. The list given is an indication of  
the sort of men who are available from South  
Africa with £100 - £150, & it may be that  
the good people are £100 & £150 from the  
Probationary fund from home.

There will also be training

10.11.12

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412

In the reply to this letter the following Number should be quoted.

23878 11.



CO 412 .22  
TREASURY CHAMBERS  
31 JAN 12  
3 January 1912

Sir,

I have laid before the Lords Commissioners of His Majesty's Treasury Sir G. Fiddes' letter of the 22nd ultimo (40142/1911), and the accompanying copy of a despatch which has been received from the Governor of the East Africa Protectorate on the subject of the selection of surveyors for service in that Protectorate, together with a draft of the reply which Mr. Secretary Harcourt proposes to send to the Governor.

In reply I am to state that My Lords see very serious objection to giving Sir P. Girouard the permission for which he asks to offer to surveyors from the self-governing Dominions such terms as may be necessary to attract experienced men. The acknowledged intention of this proposal is to increase, where necessary, the present rates of personal remuneration, and My Lords consider that whatever the immediate result of such a system might be it cannot fail ultimately, by introducing a class of more highly paid officials to work side by side with the existing staff, to raise the standard of personal emoluments throughout the Survey Department and thus to throw an additional burden of recurrent expenditure upon the Protectorate.

My Lords are not acquainted with the measures adopted for recruiting candidates for the Survey Department

The Under-Secretary of State,  
Colonial Office.

73186-12

Department in East Africa, but they gather from the terms of the draft reply that the present system can hardly be said yet to have had a fair trial and they are not without hopes that on further experience it may prove practicable to maintain existing arrangements.

Even if, however, an increase of expenditure is shown to be inevitable My Lords would still be opposed on grounds of financial control to a scheme of selection under which the rates of salary payable to successful candidates were not definitely fixed and published beforehand according to the ascertained requirements of the posts to be filled, but were varied at the discretion of the Governor to meet the demands of particular applicants.

The Secretary of State will no doubt recognise how far removed such a system would be from the practice which obtains in fully established Departments in this country, as well as from the trend of modern Parliamentary opinion, and My Lords trust that upon further consideration he will not press his support of the Governor's proposals in this respect.

In conclusion I am to request that Their Lordships may be furnished in due course with the information for which the Secretary of State proposes to ask respecting the allowances to Surveyors in East Africa.

I am,

Sir,

Your obedient Servant,

Jan 1912

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830

Downing Street,

18 January, 1912

DRAFT.

S. G. Post. No. 26

For General

W. G. 15.1.12  
K. S. Butler 16  
D. G. Fielder 17

For copies

and from 10 300/1/12

37735  
XN 40742

Sir,

I have the honour to acknowledge the receipt of your despatch No. 608 of the 30th of October, on the subject of the selection of surveyors for the East Africa Protectorate. I am aware that much delay has occurred in making the appointments, but I must point out that the establishment of the new Survey Probationer system, in which the Protectorate Government had agreed to participate, necessarily occupied a considerable time, and that the withdrawal of the Protectorate from the scheme shortly after a number

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Copy from 19 Jan

Copy, February  
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3. With regard to the efficiency of the candidates selected, I find that, owing chiefly to the fact that local candidates were frequently recommended for appointment, the number of junior surveyors selected at home for service in the East Africa Protectorate has been small compared with the number selected for service elsewhere. With the exception of Mr F.M. Lamb, who was subsequently transferred to the administrative staff in Uganda, no young surveyors had been sent to the Protectorate from home before the middle of this year except Mr Thornhill and Mr Goulston, who have now been transferred to the grade of Assistant Junior Staff Surveyors. I have already explained the grounds on which they were considered suitable



DRAFT.

take steps to fill two, or a greater number, of the vacancies from South Africa, and, if Mr Townsend was not satisfied that the candidates were suitable, he was not under the obligation of recommending any of them for selection for the East Africa Protectorate. In fact, the allocation of two of the candidates to that Protectorate involved some inconvenience, as the number attending the course had necessarily been fixed without reference to the needs of the Protectorate, and vacancies elsewhere had in consequence to be held over.

5. In referring to the absence of information here as to the qualifications desired, Mr Townsend has, I think, overlooked the fact that the basis on which existing arrangements are founded involves the two principles of (a) selecting candidates who are likely

whether the surveyors are at headquarters or absent on duty. I shall be glad to learn what is the exact rate of house allowance paid to Junior Staff Surveyors, (a point on which Mr Townsend's recollection was not clear), to which subhead of the Estimates the allowances are charged, and also what allowances are paid to the two Probationers recently appointed.

6. Coming now to the proposals for the future contained in Mr Townsend's memoranda, I am disposed to agree that suitable candidates for the special requirements of the East Africa Protectorate could not be obtained in this country without recourse to advertising. But I do not think that present experience shows



DRAFT.

ment in order to attend the course of instruction. There can, however, be no doubt that, in so far as the Eastern Colonies are more attractive, the freedom of choice, such as it is, forms a greater encouragement to a candidate than if he were obliged from the outset to confine his chances to the East Africa Protectorate.

7. Mr Townsend also suggests a special course of instruction for East Africa Protectorate candidates.

It would be for the Director General <sup>the</sup> Ordnance of Survey<sup>s</sup> to say whether this could be arranged in addition to the other demands made on his staff for instruction purposes. As I have pointed out, the present syllabus differs from that required by Mr Townsend in degree rather than kind, and it might perhaps be possible to arrange for

special 5

difficulty in filling vacancies have already been drawn upon for the additions to the computing and draughting staff, and that, as regards the future, it would appear that the expenditure on the establishment at its present numerical strength would be increased by the extra amount required to attract experienced men. In this connexion I may observe that the amount paid to the Federated Malay States to the temporary surveyors to whom you refer has been £420 a year - a rate higher than the maximum salary of the District Surveyors in the East Africa Protectorate.

I have, &c.,

*In the circumstances I considered it essential to consult the Lord Commissioners of the Treasury before replying to your letter.*

*I depart from  
to be every reason to anticipate*

DRAFT.

MINUTE.

- Mr.
- Mr.
- Mr. Fiddes.
- Sir H. Just.
- Sir J. Anderson.
- Lord Lucas.
- Mr. Harcourt.

however, to the retention of existing scales of pay, I shall be glad to leave you <sup>30</sup> for best possible discussion in the selection of candidates from the <sup>self governing</sup> Dominion or elsewhere, provided that I am satisfied as to the <sup>of</sup> qualifications of the candidate selected. I must, however, stipulate that you ~~shall not fail to consult me~~ <sup>will</sup> before hand in any case in which it is proposed to appoint a surveyor direct to one of the higher grades in which a vacancy may exist, so that I may be able to assure myself that there is no one already in the Colonial service <sup>can</sup> ~~be~~ promoted to the position.

I do not intend to refer in detail to Mr. Townsend's remarks as to the selection of Computers and draughtsmen. His views will be carefully borne in mind, but I am not aware that serious objection has been raised as to the capacity

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19 January 1912



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The Secretary to the

Treasury

MINUTE.

Mr. Bottomley 15.1.12

Mr. Butler 16

Sr. CMA Piddes 17

Sir H. Just.

Sir J. Anderson

Lord Lucas

Mr. Harcourt

for conson

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To for. no. 16.18 Jan.  
(L. G. Smith)

Survey Probationaries pamphlet.

20/1/12 3185-12

Sir,  
I am directed by His Secretary Harcourt to ask the recd. of your letter of 23<sup>rd</sup> of the 3<sup>rd</sup> of January, and to transmit to you, for the info. of the Comrs. of the Treasury, the accompanying copy of despatch which has now been addressed to the Gov. of the E.A.F. on the subject of the mode of selection of candidates for the Survey Dept. of the Protectorate. It will be observed that Sir has accepted their Lordship's view in the matter of the proposal that special terms should be offered to candidates at the Governor's discretion. With regard to the 3<sup>rd</sup> paragraph of your letter, I am to enclose a copy of the