

EAST AFR. PROT
28955

C. O.
28955
SEP 13 1912

Gosling J

Date
1912

2 Sept.

on previous Paper
28990

Postal Dept vacancies

Recommends that the appts. of two male (and four female) postal clerks & telegraphists be made pensionable.

Mr. Pender
Mr. Gosling is only concerned in this letter with the male "probationers" postal clerks, as the female clerks' appts have been made pensionable, though for a limited time.

I entirely agree with Mr. Gosling's contention that our probationers clerks (2 in number) should be permanent & pensionable at £150-£160 but the question of increments must be

copy made for [unclear]

subsequent Paper
as 28958

be considered. The present permanent
appts. carry increments of £8 in scale
£100 - £200. These probationers
have increments of £5. If
made permanent, the probationers
increments should be the same
as those of the other clerks.

I see no need to consult the
Ady. who would undoubtedly
support Mr Gosling's proposal.

I write to Treasury - send a
copy of Mr Gosling's letter -
recommending his proposal for
favourable consideration. But suggest
as above as to increments -
ask for early reply -
② Adv. receipt - tell Mr Gosling
what we have done - send
him (as requested in a private
note to myself) a copy of his letter.

③ copy of letter to Treas. send
to Ady. for info. saying that
Ady. did not think it necessary
to delay matters by referring the
question to him. Having regard
to

to the obvious disadvantages of the
present arrangement & the difficulty
of acceptance in consequence in the
plans of vacancies

Adcl

1019

XAB

21/11

at mlc

St Leonard's Sea

17-9-1963

REC'D 13 SEP 12

The Under Secretary of Post
Colonial Office
LW

Sir

Done
21/9/63

With reference to the third and fourth paragraphs of the Colonial Office letter No 20764/62 addressed to the Secretary General Post Office on the 27th of July, regarding the appointment of two males & 11 female postal clerks and telegraphists for East Africa, I have the honor to inform you that after reviewing the general question of the male appointments with the authorities at R.M. Station to find I considered it desirable that these posts should be made permanent.

The male clerical staff (Encl. 1) of the Post Office of East Africa & Uganda is divided into two classes.

(a)

(a) probationers - non-honourable - with
 commencing salaries of £120 p.a. & the
 honourable degree with commencing salaries
 of £160 p.a. Officers of class (a) were
 formerly drawn from South Africa or
 from candidates presenting themselves
 locally, but the class so recruited
 were not altogether satisfactory and
 about a year ago the experiment was
 made of obtaining two officers for this
 (probationary) grade from the British
 Post Office. In view of the fact that
 the appointments were not fashionable
 I suggested that it would be better to
 select candidates from the established
 staff.

3

The result of the advertisement of
 the vacancies by the British Post Office
 - about a year since - was to show
 that practically every officer who was
 willing to accept service in East Africa
 & whose qualifications reached the standard
 required had - presumably as a result
 of his attaining to those qualifications
 - already obtained an established
 appointment. At this point
 demonstrated was that established
 officers

Officers of an extensive & ability
 comparable with that formerly asked
 for the 1860 grade were candidates
 for distinction on the lower (1852)
 scale. The two appointments were
 eventually given to Messrs Denton
 & Hayter, established clerks of about 20
 years of age, who vacated their
 senior rights in order to accept them.

4 During the past few months the
 question of senior rights in respect
 of these lower scale posts has again
 been raised on the appointment of Mr
 Morris of who was an established
 (honorable) officer serving at the West
 Post Office. A reference to the Colonial
 Office papers quoted in the margin
 will show that Mr Morris's appointment
 was made honorable in continuation
 of his former honorable service
 in England.

to
 8/10
 1/11 7/3/12
 1/11 7/3/12
 1/11 7/3/12
 1/11 7/3/12

5 Suitable candidates from the
 non-honorable staff of the British
 Post Office are apparently not forth-
 coming & after carefully considering
 the

the matter I am of opinion that it
 would be of advantage to my Substant
 of these probationary appointments
 with commencing salaries of £100
 per annum pension rights in the
 manner as if officers who had
 given reasonable service, who
 should be seconded for the British
 Post Office during their initial term
 of service in East Africa. We should
 probably get a better class of men
 than has formerly been recruited for
 these posts & the financial effect would
 be to reduce the initial salaries of proba-
 tionary to £100 per annum, as reserved
 in the £100 class would be filled
 by promotion from the lower
 grade. This would lead to fairly
 rapid promotion which would tend
 towards a contented staff. On the
 other hand the alternative of allowing
 established clerks of the British Post Office
 to leave their present service in
 order to obtain employment in East
 Africa would, I fear, eventually lead to
 agitation & discontent.

I have the honor to be
 your obedient servant
 J. G. G. G.

28955-Ed

DRAFT

J. G. Goring Esq

20 Sep 1912

MINUTE.

- Mr. Deed
- Mr. Butler
- Sir G. Fiddes
- Sir H. Just.
- Sir J. Anderson
- Lord Emmott.
- Mr. Harcourt.

In

have etc to ask. The receipt
 of the 3rd of your letter of the 12th of
 Sept on the subject of
 the "pudatorial" postal
 clerk in the Post Office
 & Telegraph Dept of
 EA, to inform you
 that your recommendation
 that this app't. shd
 be made permanent &
 possible has been
 submitted to the
 Ld. of the Treasury for

Mr. G. Goring Esq

for their personal use.

2. If however,

the proposal is approved,

the increments of these

clerks will be reduced

from £200 to £180 so as

to bring ~~the scale~~ ^{the scale} of

salaries into accord

with that of the ordinary

postal clerks who are

on the scale of £180

to rising by annual

increments of £5 to

£200 per

3. A copy of your

letter where such is

enclosed as requested

L

9/28/55 Ed

Dept. of Ed. no. 6114

oag

20 Sept 1955

to

I have the honor to transmit to you for your info, a copy of

~~one of~~

a letter from Mr. J.

Franklin of a letter

to the Secretary on

the subject of the

protection of postal

clerks in the

Post Office & Telegraph

Dept. of Ed.

L

Accel 10/3

Mr. Butler 10/3

~~to receive~~

~~of the amount~~

L

Having regard to
the various disadvantages
of the present arrangement
the difficulties experienced
in consequence when
vacancies in this grade
have to be filled, ~~it did~~
it did not appear to me to be
~~worth~~ ~~considering~~ it necessary
to incur the delay of
referring the matter to

you before taking
action regarding the
Treasury to approve of these
appts being made permanent
and favourable

I have

C.D.
19 SEP
1912

28755 Cab

Amos 30558

CSL

DRAFT

The Secy to the Treasury

20 Sept 1912.

MINUTE.

- Mr. Abel 10/4
- Mr. Butler 19/5
- Sir G. Fiddes.
- Sir H. Just.
- Sir J. Anderson.
- Lord Emmott.
- Mr. Harcourt.

Lu
I am etc. to warrant to
you, to be laid before the
Ld. of the Treasury,
a copy of a letter from
the P. M. G. of S.A.
on the subject of the two
"probationers" postal clerks
of ~~the~~
for whom provision is
made in the Estimates
of the East. (Head
21 page 71).

the Secretary 12 Sept
28755

28755

Copy for Mr. 20 Sept

2. Mr. Gosling recommends
that these two appointments
shall be made permanent
& remunerable like those
of the ordinary postal
clerk. ~~It is~~
~~recommended that~~
fully ~~considered~~. It is
understood that there
is no intention of dispensing
with these appointments &
in view of the reasons
set forth at length
in Mr. Gosling's letter,
his Hon. friends that F.S.
will give their approval
to ~~his~~ ~~recommendation~~.

3. The approved scale of salary for the
postal clerks is £130 per annum rising by annual
increments of £10 to £160 per annum. ~~but from the~~
~~recommendation~~
suggested that, if these
appointments are made permanent

& remunerable, the increment
should be reduced from 80
to £10 to £20, ~~per annum~~
~~the~~ ~~scale~~
~~of~~ ~~salary~~ ~~approved~~ ~~for~~
~~the~~ ~~ordinary~~ ~~postal~~ ~~clerk~~
is £160, rising by annual
increments of £8 to £200
per annum. It is ~~therefore~~
undeniable that the junior
appointments ^(continue to) should carry
the higher increments ~~of the same~~
~~amount~~ ~~—~~ ~~the~~ ~~scale~~
~~of~~ ~~£130~~ ~~per~~ ~~annum~~
~~instead~~ ~~of~~ ~~£160~~ ~~per~~ ~~annum~~
~~and~~ ~~the~~ ~~scale~~ ~~of~~ ~~£130~~
~~per~~ ~~annum~~
if the holders are to
be granted pension
rights like the ordinary
clerk on the higher scale.
In order that

the

the G.P.O. may be
advised of the change
in the conditions of
service for these clerks
at soon as possible
I am to request that an
early reply may be
sent to this letter.