

EAST AFR. PROT.
13126

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Recd
19 APR 13

Corner
Field 201
1913
March
Next previous Paper
2065
12/3

SURVEY STAFF (CADASTRAL BRANCH)
CONSOLIDATED ALLOWANCES

States as to dissatisfaction regarding present allowances. Proposes grant of £150 p.a. for District, Senior and Junior Staff Surveyors and £120 p.a. for Asst Junior Staff Surveyors in lieu of all allowances. Confidently recommends this for sanction.

Mr Bottomley

In regard to the question of Consolidated Allowances we are waiting for Uganda to send in the list of officers whose duties entail constant travelling (see last para of Ltr on Treas 1907). The list from Nyasaland has arrived (6459).

The Gov. P.A.P. recommends consolidated allowances in the case of all Senior and Junior Staff Surveyors, and Asst J.S. Surveyors. (See last para of rep. of 14th Dec. 2065^{12/3}) He states that he does not propose to extend the system, as he is not in favour of it.

The question can best be considered when we hear from the Gov. of Uganda.

Wait. U.T.D. 22/4/13

Copy from case 23 reg
New
Ans 630. Copy above sent - 5 Aug 1200
for copy to be sent to 2065

Surveyors
Next subsequent Paper

1505

Mr. Bottomley

See minutes on 20/12/13 Uganda

all

Wed 12.7.13 27/7/13

H. J. D.

12/10/13

Telegraph to Uganda 24 Sept.
sailor fish

Uganda (when agt) ^{may be} expedited

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See minutes on 20/12/31/13 Uganda

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C:O
13126

GOVERNMENT HOUSE,
NAIROBI,
BRITISH EAST AFRICA.

27th March 1913.

Sir,

I have the honour to refer to the question of the pay and allowances drawn by surveyors of the Cadastral Branch in this Protectorate and to suggest some modification thereof with a view to securing a greater degree of uniformity in the amount of their gross emoluments.

2. At present under the old form of agreement District, Senior and Junior Staff Surveyors draw Rs. 600 per annum house allowance whether at headquarters or in the field and Rs. 5 per diem subsistence allowance while in the field. The respective amounts in the case of Assistant Junior Staff Surveyors are Rs. 356 per annum and Rs. 4 per diem. Under the new agreements (clause 4) house allowance can only be drawn at headquarters and the alteration, which makes a considerable pecuniary difference to officers constantly in camp, has been the cause of great dissatisfaction as the surveyors who signed them had imagined that the words "in certain cases" in clause 4 would be interpreted as continuing the old arrangement,

RIGHT HONOURABLE
THE HONOURABLE, P.C., M.P.,
SECRETARY OF STATE FOR THE COLONIES,
DOWNING STREET, LONDON, S.W.

arrangement, whereas in accordance with general rulings on the subject they have been held to apply only to periods of service at headquarters when no house is supplied and not to the time spent in the field.

3. Although the old method of drawing the allowance was doubtless anomalous it seems hard that the survey staff should suddenly experience what they can only regard as a reduction of the normal emoluments of their appointments. Moreover the Director of Surveys considers, and I have no reason to question his opinion, that surveyors could not be obtained for less than they have been actually receiving here, that we shall probably lose the most efficient members of the present staff and that we shall be unable to obtain men on the new conditions either at home or from South Africa. The former source of supply has already failed us and any reduction in the terms we can offer will close the latter also.

4. Since it is very undesirable that two sets of rules governing the grant of house and subsistence allowances should exist side by side under the same administration I would suggest that these allowances should be consolidated at a fixed rate to be drawn by surveyors whether serving at headquarters or in the field. Calculating as a basis the average amounts drawn by such officers from all sources during the last three years I have arrived at the sum of £150 per annum for District, Senior and Junior Staff Surveyors, and £120 per annum for

Assistant

3.

Assistant Junior Staff Surveyors in lieu of all allowances. If this principle is adopted it will cause general satisfaction in the Survey Department and will involve no increase in expenditure over the average of the last three years. It is true that the saving which would have followed upon the reduction of subsistence allowance from Rs.5 to Rs.4 per diem will not be achieved, but as the officers concerned are not benefited by the introduction of the Tropical African Services Scheme I think that this point may reasonably be waived and I therefore confidently recommend the proposed consolidated allowances for your favourable consideration.

*Very dangerous
argument
as we must
at a point*

I have the honour to be,

Sir,

Your humble, obedient servant,

H. Conway Beynon.

GOVERNOR.

July 13/26 - 2nd

and also

MSA 2/96 Ex Parte
when given by

DRAFT

The Sec. to the Treasury

23 July 1913

- Mr. [unclear]
- Mr. [unclear]
- Sir [unclear]
- Sir H. [unclear]
- Sir J. [unclear]
- Lord [unclear]
- Mr. [unclear]
- Mr. [unclear]
- Mr. [unclear]

in

I am etc. to transmit to you, for the convenience of the Treasury, a copy by a dispatch from the Governor of the E.A.S. dealing with the pay allowances drawn by members of the Staff of the Treasury of the P.C.

2/17

Have [unclear]

And [unclear]

MSA 2/96 Ex Parte

2. The Government suggest that their officers should in future be paid in addition to their salary a consolidated allowance at the rate of £150 per ^{month} ~~month~~ ^{standing to their credit} or £120 p.m. in lieu of all other allowances such as house allowance and ^{or travelling} subsistence allowance.

3. The present rates of salary approved for Surveyors in the Cadastrel March

are as follows—

| | |
|------------------------|--------------------|
| Asst. Staff Surveyors | £120 |
| Junior Staff Surveyors | £250 - £15 - £280. |
| Senior Staff Surveyors | £300 - £20 - £340. |
| District Surveyors | £360 - £20 - £400. |

In addition, they have been drawing £60 p.m. ^(for the use of the books) house allowance and

and a subsistence or travelling allowance at the rate of Rs. 5 per diem while in the field. 234

(Rs. 300 to Govt. of the Assam.)

4. In accordance with recent rulings, only officers who are stationed in townships or recognized stations are entitled to an allowance in lieu of quarters, as it has been maintained that officers who cannot be supplied with regular quarters owing to the conditions of their employment, eg. constant travelling, or the wild nature of the country in which they are stationed, ~~are to~~ ^{are to} be supplied with a tent or

the ...
...
... is to be regarded
... quarters.

And further, the new
scheme of travelling allowances
for E. African officers

which has already
been brought into force
in the E. A. P. involves

a reduction in the rate
of allowances from Rs 5
~~to Rs 3 & Rs 2.50 in the case of the South.~~
to Rs 4 per diem. The

result of these changes
is without doubt dis-
advantageous to the
Surveyors, & in view
of the difficulty of
securing & retaining

the services of suitable
men for these posts, 235
Mr Harcourt agrees with
the Governor in thinking
that some extra remunera-
tion will have to be granted
to these officers by
way of compensation.

Indeed, it is already
clear from individual
cases which are coming
to his notice, that unless
something is done to
meet their wishes, the
Surveyors will not re-engage
for service in the E. A. P.
& may actually resign
~~from~~ their appointments
upon the termination of
their existing agreements.
5

DRAFT.

MINUTE.

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

5. At the same time
his dissent is not ~~to be~~
disposed to accept
the Governor's recommendation
to grant a special allowance
to Surveyors, which would
differentiate them from other
Pte Officers with probably
undeniable consequences.

After carefully considering
the matter, he has
come to the conclusion
that the only ~~of~~
factory way ~~is~~
to meet the difficulty
to revise the scales
of salary for the
Surveyors, while
adhering strictly to

to the general regulations
as to house allowances
& travelling allowances.
The latter ~~is~~ of value
which he proposes for

| | | |
|-----------------------------|-------------------|-----|
| 7. L. Commission | are - | 236 |
| Asst Junior Staff Surveyors | £150 | |
| Junior Staff Surveyors | £300 - £10 - £350 | |
| Senior Staff Surveyors | £350 - £15 - £400 | |
| District Surveyors | £400 - £20 - £450 | |

If ^{they} these latter are worked
out over a period of
six years (making
allowance for two periods
of leave) in conjunction
with the new regulations
which govern the payment
of house allowance or
travelling allowance,
it will be found that

the proposed scheme
and would be left to the
discretion of the Government
at all, but in the ordinary
course of a small saving.

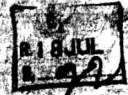
The Government
should be aware of
the fact that the
proposed scheme
is not a very liberal
one, but with a view
to the improvement
of the service.

The proposed scheme
is not a very liberal
one, but with a view
to the improvement
of the service.

7. There is one other
aspect of this question

to be considered, viz. the
treatment to be accorded
to the District Surveyors,
Senior Staff Surveyors or
Junior Staff Surveyors
in Uganda. These
Officers draw salary at
the same rates as
the corresponding Officers
in the E. A. P., and it is
not improbable that they
will be obliged to
recommend that they too
should be placed on
the salaries now proposed
for the E. A. P. There
are, however, certain
points which are obscure
as regards the allowances
now drawn by Surveyors

13126 East



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SE

DRAFT of Uganda No. 353

Genl Sir F. Jackson

22 July 1913.

Sir,

May I have to request that you will inform me exactly what allowances are paid to District Surveyors, Senior Staff Surveyors & Junior Staff Surveyors in Uganda in respect of "house allowance" or "travelling allowance" under existing arrangements.

in Uganda. Inquiry is being made of the Governor regarding the matter. It does not intend to consider the case of the Surveyors in that part until he is in possession of the info for which he is asking. But whatever may be the position as regards these officers, his recommendations for an improvement in the scales of salary for the Surveyors in the East will not be affected.

MINUTE.

- Mr. Cecil 17/7/13
- Mr. Johnston 17/7/13
- Mr. H. Fiddes 18/7/13
- H. Just
- Sir J. Anderson
- Lord Emmott
- Mr. Harcourt

JK