

no
are
enc

Jan
90
fort
last
res
us
ep
ran
e l
he
lit
use
ossi

My body might be good
to be able to sign for
the shop of Columbus
to manifest health for
after that time manifest
thence, and called me
I was not happy with
mode implicit of your
general or malice of
their control over
at
the
discuss
him consisted
be elected from
inated in various
ated by the E
ality was to be
vide for the
ected represen
As app
difficulties
and
I cannot tell
the
qualified opt
1900, but
ation which fr

of nos aut
modo implicit
general or malice
their control
at
the
discuss
him consisted
be elected from
inated in various
ated by the E
ality was to be
vide for the
ected represen
As app
difficulties
and
I cannot tell
the
qualified opt
1900, but
ation which fr

this direction would
tions and with the

gypt, the question
nously. His re
wene, he forwarded
Rough Notes to
e System of L
e rough not
y of
are called
to deal
at
the
discuss
him consisted
be elected from
inated in various
ated by the E
ality was to be
vide for the
ected represen
As app
difficulties
and
I cannot tell
the
qualified opt
1900, but
ation which fr

**PUBLIC
RECORD
OFFICE**



RECORD OFFICE

CONTINUED FROM PREVIOUS FILM:

PUBLIC RECORD OFFICE

CC/533/132

ORDER NO. ⇒162
CAMERA NO. ⇒23
OPERATOR. ⇒JV
REDUCTION. ⇒12
EMULSION NO. ⇒292011
DATE. ⇒30/7/70

CROWN COPYRIGHT

THESE COPIES ARE SUPPLIED FOR INFORMATION
AND RESEARCH ONLY-NO REPRODUCTION MAY BE
MADE FOR PUBLICATION WITHOUT THE ASSENT OF
THE PUBLIC RECORD OFFICE

PUBLIC RECORD OFFICE

THE PAGES IN THIS VOLUME ARE TOO
TIGHTLY BOUND FOR ALL WORDS TO BE
REPRODUCED IN ENTIRETY

Copy 1/11/14
part

GOVERNMENT HOUSE,
NAIROBI, C. S.
BRITISH EAST AFRICA.

11th January, 1914.
REGD 2/13/14

AFRICA PROTECTORATE.

CONFIDENTIAL No. 7.

Sir,

I have the honor to refer to your Confidential despatch of September 30th regarding the suggested improvement in the conditions of service for European Clerks appointed to the East Africa and Uganda Protectorates.

As regards paragraph 2 I am of opinion that, although it is certainly desirable that the scales of salary should be the same in both Protectorates, the proposed difference of 225 per annum in the initial pay of such Clerks is unobjectionable and in fact justifiable in view of the considerations put forward in the third paragraph of your despatch.

Apart from this divergence I am very strongly in favour of the scales recommended in Mr Jarvis's despatch No. 100 of August 21st and in Mr Bowring's Confidential Despatch No. 121 of September 18th. The latter had not reached you when your despatch now under reply was

Yours faithfully,
[Signature]

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

32248
13
ca

32248
13
135293
13
ca

written and I venture to expect a favorable reply, in the light of the arguments contained therein and the evidence adduced in support of them, you may be willing to reconsider your objection to the proposed scale of £150 - £115 - £100 for Office Superintendents.

4. It is true that this scale is the same as that assigned to the same posts in the District Commissioners but in this case it is the pay of the lowest class of post office clerks. It may have been reduced in many instances, whereas the Office Superintendents, at present not five, only qualify for a reward of long and meritorious service which leads to the attainment of £400 a year as an ultimate retiring salary. regarded as such it can surely not be considered excessive. The prospects of advancement enjoyed by the European Clerical staff are at present very small and in order to retain efficient men in the Service it is as essential that more should be done to attract them than is now the case. There are two principal reasons why such a contract is in my opinion necessary. Mr Dorring has written to me in connection with which I have previously referred, that the risk of wearying you with the details of will have once more that they are, firstly, a greatly enhanced opportunity of obtaining remunerative employment from private firms or individuals, and secondly, the rapidly increasing cost of living in London. All of the Office Superintendents and many of the

(3)

of the Clerks, whose presence is not only
 most necessary, but also the most desirable
 is one which will be of great benefit to
 the organization and the result
 of the same.

that the
 priv
 we
 have
 as
 ing
 more

that there is a real danger of
 the
 6
 su
 via - 30 - 210

E300 for Office
 opin
 the situat
 dis
 which

I would venture to say strongly
 the adoption of the plan recommended in

in Russia, which is... by the German Government, with... divergence to which reference is... The financial effect... not... for some years and I do not... think it... to secure... cheerful... spirit... very interesting body of public...

... as regards... employed by the railway... postal... re-joining... paragraph 4 of your... 25th, I... technical... high... enjoyed... effects of... good all-round... public... rail... will... via... copies of...

Y. S.
35295
13



H. Lawry Bedford

GOVERNOR.

Sentinal

INCLOSURE

In Despatch No. 7 of *Jan'y 11 1914*

infra

2003
REC-2
F. 10/11

513

Uganda Railway.

General Manager's Office.

No. *435/6*
486

Nairobi November *14* 191*4*

CONFIDENTIAL.

To the Hon; The Chief Secretary
to the Government.

Nairobi.

Sir,

European Clerical Staff.

I am in receipt of your Confidential letter No 5915 of the 5th November covering Colonial Office Confidential Despatch of the 30th September and Colonial Office telegram of 20th October.

2. The enquiry is made as to whether the same scale of salary cannot be extended to Clerks serving on the Uganda Railway as to those employed in other Departments and that all such appointments be made pensionable.

3. On a railway it is desirable that all the staff be under the same rules and conditions as far as circumstances will permit; and it is certainly not advisable on a railway to have a pensionable clerical staff.

4. The clerical staff look to and should always be available to take up, as suitable vacancies may occur, responsible out door posts, and there would be difficulty in arranging transfer from one post to another if one were pensionable and the other non-pensionable.

2.

8. I am however strongly of opinion that we should bring our European Staff into line with the Protectorate staff as regards leave, and proposals are being put forward to this effect and these proposals I trust we shall be able to carry through, but I cannot agree that it is advisable that the staff should be pensionable.

9. As regards the query as to why the same scale of salary cannot be extended to the Clerks serving the Uganda Railway as those employed in other Departments. The answer is that the class of men recruited for the railway department must be more highly trained and trained especially in all branches of railway working and is not looked upon merely as a clerical machine and it is not possible to engage the services of such a class of men on the same terms as the ordinary clerk.

10. Most of the men at present employed on the railway have many years of railway experience to their credit, and several have obtained a wide knowledge of railway work by attending lectures and passing examinations in subjects embraced in all branches of railway working. It is essential that all men employed on the railway should as far as possible have had previous railway experience and as a consequence be able to take an active interest in the work and be a real assistance to the Department.

I have the honor to be,

Sir,

Your obedient servant.

Sd. H.B. Taylor.
General Manager.

Uganda Railway.

INCLOSURE

In Despatch No. 7 of 11th July 1914 515
Confidential

Postmaster General's Office,

Nairobi,

9th, December 1915.

C. O.
2003

CONFIDENTIAL.

The Honourable
The Chief Secretary,
Nairobi.

EUROPEAN-CLERICAL STAFF.

Reference your 5915 Confidential of the
5-11-13. Also C.O. despatch Confidential
of the 30-9-13 and C.O. Cablegram of the
25-10-13.

The correspondence quoted above deals with a
proposed revision of the scales of salary for European
clerks employed in Government Offices in East Africa
and Uganda, and my remarks are invited regarding the
question raised as affecting the male and female clerks
of the Post Office and their liability for service in
both Protectorates.

INCREASED COST OF LIVING.

2. There is no doubt that the cost of living in
East Africa has, during recent years, increased in even
greater ratio to what it has in England. Tradesmen
expect greater profits here. Moreover as regards
domestic commodities the time occupied in the "turn
over" of the capital employed in trade is longer. The
length of time required for transport from Europe -
averaging probably two months at a low estimate - is
one factor in this connection. Another arises from

the

the circumstances of the majority of the settlers who in the face of the present rapid increase of land values desire to invest all available funds and defer payment of accounts wherever possible. A third factor (really part of the second) comes from the policy of the local Banks which have adopted a more cautious attitude in regard to financial accommodation than that formerly in vogue. The net result is that local firms trading in domestic supplies are only able to "turn over" their capital at a very slow rate. I understand that a retail business of any given volume requires three times the capital which would be employed for a similar business in England and, naturally, the consumer has to pay for this. Prices in Nairobi are at a level far above what should normally result from the mere addition of freight and Customs duty to the home retail charges. In some instances as much as treble the English retail rates are demanded. In the case of certain articles, such for example as macaroni, preserved fruits, fish and meat paste it is cheaper to import by parcel post from England at a cost, including packing, of at least £.50 per ton, in addition to the extra Customs duty payable on goods declared at retail prices.

INCREASED HOUSE RENTS.

3. In addition to the higher prices demanded for articles of domestic consumption - which apply also to certain classes of wearing apparel - house rents have now advanced to such a figure that it is impossible for Government Officials, be they officers or subordinates, to be adequately housed for the Government allowance of £.60 or £.40 per annum. This mainly affects married men. I am dealing with

so many profitable openings for capital locally available it is only to be expected that people who have invested in house property should expect enhanced returns. I think typical of the

approached previously considered and first was demanded for land similar standing about £.14

price. This was contemplated by

4. The cost of labour has considerably increased and the supply of available labour is so low that the wages have

CONDITIONS IN NAIROBI

This question of ...
Nairobi ...

for a married man who receives an allowance in lieu of quarters; at the same time Nairobi is probably the cheapest place in the country for a clerk who is a bachelor, and receives a similar allowance, as there are suitable lodgings available which is generally not the case elsewhere. For the householder Nairobi is expensive; for the lodger it is relatively cheap. For £.100 a year a clerk can get a single bedroom with board, attendance, laundry, and in fact every necessity, except clothing, on a scale equal to that which he would ordinarily enjoy in England. Assuming that his salary is £.130 per annum with £.40 in lieu of quarters he has thus £.70 available for clothing and other purposes, an amount which probably is not far short of his total earnings at home. Assuming that he is on his first tour of service, unmarried, and say between 21 and 23 years of age his circumstances are certainly better than if he were in England. But if, on his second tour, he marries and from his salary, then £.160 a year, has to supplement the Government allowance in order to obtain a suitable house - probably only three rooms - and has in addition to provide for the steamer passages of his wife and a possible child, then his financial position becomes absolutely hopeless.

CONDITIONS AT OTHER STATIONS.

6. A comparison between Nairobi and other Stations turns largely on the question of housing. At Mombasa there are six Europeans employed in the Post Office. Of these three are housed in Government quarters and the other three usually either reside in hotels, or rent rooms and mess in hotels. This is both expensive and demoralising - hotel mess bill is as a rule comparatively small but unless the men run up a drink bill

bill which is really beyond their means the Hotel Proprietor does not want them. Moreover they are brought into contact with people whose incomes are considerably larger than their own and so acquire expensive habits. My experience is that clerks stationed at Mombasa never save any money and have a tendency to get into debt. At other stations in East Africa social amenities are generally lacking but a bachelor usually finds compensation in hunting or fishing and would be fairly comfortable if properly housed. I refer to the housing question advisedly because my experience in Africa is that indifferent housing means mens lives.

THE POST-OFFICE SCALE OF SALARIES.

7. It must be now something like 14 years since the scale of salaries for second class Postmasters was fixed at £.200 by £.10 to £.300 per annum. Excepting for a duty allowance of £.20 per annum there has been no revision although the purchasing power of money has been very considerably reduced. As regards the Postal Clerks and Telegraphists (senior grade £.160 by £.8 to £.300) it is 9 years since the present scale was recommended (by myself) and the same considerations apply. These scales of pay are now undoubtedly inadequate if considered without regard to the question of promotion. But the Staff is growing so quickly and, as a general rule, promotion has been so rapid that I have not considered it necessary to recommend a revision which would have to extend also to the grade above, viz. First Class Postmasters. The first clerk to be appointed with commencing salary of £.160 arrived just 8 years ago. He is now a First Class Postmaster drawing £.330. The second to arrive (a few weeks later) is now in

receipt

receipt of £.280 and will probably be promoted to a First Class Postmastership and a salary of £.300 per annum in a few weeks. The next batch of promotions to Second Class Postmasterships will probably include one (possibly two) clerks who were appointed on salaries of £.130 per annum less than two years since, i.e., the emoluments of the Officers who will probably be promoted will be advanced to the extent of £.90 per annum, or nearly 70 per cent, in about 2½ years.

8. In the face of such conditions I am not disposed to recommend a revision of the scales of salary at the present time. If there were stagnation of promotion it would be a different matter. There are a few cases of members of the staff who have been less fortunate and I have in mind two very deserving Second Class Postmasters who are receiving lower salaries than I consider them to be worth, and in respect of whom I propose presently to submit recommendations, but I do not think the present circumstances require a general revision of salaries.

THE CASE OF JUNIOR POSTAL CLERKS AND
TELEGRAPHISTS - SCALE £.130 by £.80
£.160.

9. The case of these Junior Officers which has been referred to in your No.4007 Vol. II of the 2nd instant, and in the Colonial Office despatch No.969 of the 11th ultimo, would seem to require special mention in view of the difficulty which is being experienced in recruiting clerks for this grade from the British Post Office. Moreover there must, from the point of view of the Colonial Office, be an apparent inconsistency in my recommendations in that notwithstanding the increased cost of living it is only last year that I advised that future entrants

to the male European clerical staff of this Department should be engaged at commencing salaries of £.130 per annum instead of £.160 per annum, ^{as} formerly.

10. The explanation lies in the fact, previously referred to, that Junior European Clerks are able to reside at boarding houses in Nairobi for a comparatively cheap rate. At such a rate, in fact, that they are probably better off in Nairobi at a salary of £.130 per annum, plus £.40 in lieu of quarters, than they would be at any other station in the country on a salary of £.160 per annum with Government quarters provided. At Nairobi they are lodgers; at other places they are, in the majority of cases, forced to become house-holders with all the enhanced expenses of running a separate domestic establishment. After all very few Junior Clerks in England are house-holders, nor are the salaries paid to them sufficient to permit of their running separate domestic establishments.

11. It is the practice, in the Department, for all newly appointed clerks to be first stationed in Nairobi. If clerks ^{were} recruited at £.160 per annum and during their initial few months of service resided at Nairobi, they would be receiving £.200 a year in all (£.160 salary plus £.40 in lieu of quarters) whilst their essential expenditure for living would be about £.100 a year. Having, thus, £.100 per annum to spare they would probably indulge in expensive habits and generally get distorted ideas as to the style of living permitted by their salaries so that when, after about six months, they were sent to stations which, owing to the absence of boarding houses, were much more expensive they would be likely to get into financial difficulties. Clerks drawing £.130 per annum are, as a general rule, kept

Nairobi until they have about 6 months service. When it becomes necessary to draft staff to other stations deserving officers are selected and promoted to the Senior Grade. Removal from Nairobi is thus associated with a increase of salary (£.30 per annum) which compensates for the absence of boarding houses elsewhere. The system is of advantage in other ways which are not material to the question now under consideration and I would recommend its continuance.

12. In view of the difficulty experienced in recruiting clerks of the £.130 grade I have questioned two officers, viz, Mr. H. B. Hayter and Mr. E. J. H. Fielden regarding the actual conditions. Mr. Hayter was one of the two clerks first recruited from the British Post Office at a commencing salary of £.130 per annum. He arrived in this country on the 26th of January 1912 and is now temporarily acting as Postmaster of Nairobi. Mr. Fielden is the last officer recruited at £.130 per annum and is the only arrival, to date, of the nine Junior Clerks advertised for by the British Post Office in July last. With their full knowledge and consent I have written down their statements which are forwarded herewith (Enclosures A and B) for transmission to the Colonial Office, if His Excellency should so desire.

13. Mr. Fielden's statement, enclosure "B", deals in part with the probable reasons which have induced so many candidates to withdraw. He considers that this is due to the erroneous impression conveyed by "Notes for Officers" which appear to suggest that an expensive out-fit is required, far beyond the means of any clerk. He also drew my attention to the extent to which liability to tropical disease is dwelt

upon

...in the booklet referred to. Of its 72 pages
 no fewer than 22 are devoted to the need of
 precautions. I would advise that the distribution
 of "Notes for Officers" should be limited to persons
 appointed on salaries of £250 per year and upwards
 and that the pamphlet on the East Africa Information
 Office be issued to Liaison Officers. A memorandum
 is being prepared on the East Africa Information Office in the second
 paragraph of the East Africa Office despatch No. 369 of
 (his) the 13th-15 and will be published as early as possible
 about the 1932 approx of the East Africa Information
 Office pamphlet regarding East Africa might be utilised
 if amplified and amended as follows:-

(a) Page 10 - Clothing and Out-fit. Insert
 that he should charge was at
 a slip reading "Junior Clerks of the Post
 Office, on first appointment, are usually
 employed in the Highlands for the initial
 six months of service".

(b) Page 13 - Hotel Accommodation, do. Insert
 also Office for Nairobi usually reside in
 his standing house as a host which does not
 exceed £1.00 per annum for board, lodging
 and laundry. Clerks residing in boarding
 houses draw £.40 per annum in lieu of
 Government quarters, their emoluments at
 Nairobi on first appointment being then
 £.130 or £.40 or £270 per annum.

(c) A slip should also be inserted against
 page 19 to the effect that the cost of
 milk, eggs and bacon has recently risen
 Milk is now 4d per pint, native eggs 2d
 per 1/4 and local Bacon 1/11 per pound

PUBLIC RECORDS OFFICE
 11
 2
 3
 4
 5
 6
 7
 8
 9
 10
 11
 12
 13
 14
 15
 16
 17
 18
 19
 20
 21
 22
 23
 24
 25
 26
 27
 28
 29
 30
 31
 32
 33
 34
 35
 36
 37
 38
 39
 40
 41
 42
 43
 44
 45
 46
 47
 48
 49
 50
 51
 52
 53
 54
 55
 56
 57
 58
 59
 60
 61
 62
 63
 64
 65
 66
 67
 68
 69
 70
 71
 72
 73
 74
 75
 76
 77
 78
 79
 80
 81
 82
 83
 84
 85
 86
 87
 88
 89
 90
 91
 92
 93
 94
 95
 96
 97
 98
 99
 100

THE FEMALE STAFF.

14. Female telegraphists recruited from the British Post Office draw commencing salaries of £.110 per annum and are housed in Government quarters. Until recently, at least, their essential living expenses, except for clothing, did not amount to more than £.60 per annum. This figure has probably been slightly increased during the past few months partly on account of the increased cost of living and partly, I am afraid, from a disposition to extravagance which has come to my notice. Some further consideration will doubtless have to be given to the female staff in the not very distant future, but with them, as with other officers, a great deal depends upon the question of housing. A considerable addition to the present staff is likely to arrive within the next few months and in this connection some different housing arrangements will become necessary. I would prefer to defer my recommendations until I have some further information as to what may be practicable.

..... I am rather inclined to think that provision of a house-keeper at Government expense, or a Government contribution towards the cost of a house-keeper, would make for more comfortable and satisfactory conditions and would be generally more desirable as securing better and happier domestic circumstances than the granting of higher salaries.

SERVICE IN UGANDA.

15. Service in Uganda is popular both with the male and the female staff. No European Clerk or Postmaster has ever objected to transfer to Uganda under the existing conditions. The female staff are generally keen to go there, whilst the male staff, when once there, are inclined to object to being brought back

to East Africa. There are various reasons for this preference for service in Uganda, amongst others the fact that the hours of working of the Uganda Post Offices are shorter, and the work less strenuous, than in East Africa. The cost of living in Uganda is, under like conditions of housing, slightly higher than in East Africa. I recently questioned a female telegraphist on this subject and she informed that her expenses in Kampala were about £.4 a year more than in Nairobi. I gathered further that she considered the general conditions in Uganda as more desirable and fully compensating for this extra expenditure.

16. There is, however, one point which should be made very clear as regards the preference evinced by the staff of the Post Office for service in Uganda. The female telegraphist referred to gave me to understand that she would be very unwilling to serve in Uganda except under the existing conditions by which she knows that immediately her removal to East Africa becomes desirable for reasons of health her transfer will be arranged. The same applies to all European Officers of this Department and there is no doubt that the popularity of service in Uganda depends almost entirely on the fact that the Medical Officers, in dealing with the staff of the Post Office, do not hesitate to order their removal to East Africa if there are any indications that such a course is desirable in order to prevent a breakdown of health. There has always been cordial co-operation in this matter between my Departmental Headquarters and the Uganda Medical Staff . . .

17. I should perhaps mention, as bearing upon this question, that Indian clerks of this Department drawing salaries of less than £.100 per annum are granted local allowances ranging from £.8 to £.24 per annum

annum when serving in Uganda. £.8 is paid at Kampala and £.24 at Gondokoro. This is a modification of a system which I found in operation when I came to this country some 10 years ago. I have seen no necessity to put an end to it, partly because Indians are, as a general rule, more nervous of malarial fever than Europeans, and partly because Indians of certain races and castes depend more upon imported food than is the case with Europeans. It may become necessary to have a somewhat similar arrangement of allowances for European Officers of this Department serving in Uganda, but I do not recommend this at present as I am inclined to think that the cost of living is increasing more rapidly in the East Africa Protectorate where the recent influx of population has resulted in abnormal prices.

18. But whilst the general conditions as affecting the staff of this Department, with which I have dealt in the foregoing paragraphs, do not seem to me to warrant any immediate revision of the scales of salaries I would point out that any substantial alteration in the rates of pay given to Government clerks in other Departments will inevitably bring applications for similar consideration from the clerks of the Post Office. In this connection I would draw attention to what appears to me to be an important omission from the proposals already put forward - at least from the proposals which have been placed before me. Certain revised scales of pay have been suggested, but so far as I am aware, no standard of age, experience, qualifications or capability has been associated with them. This point is bound to be seized hold of by the staff of the Post Office in comparing their emoluments with those of other clerks. You will probably remember that the matter was touched upon

in a petition from certain Post Office Officials which was submitted about 20 months since. It has been represented to me that clerks and others having a comparatively low standard of qualifications, and of no very great experience, have sometimes been engaged for certain Government Departments at rates of pay which are relatively higher than those received by the staff of the Post Office. The dissatisfaction arises mainly in connection with locally engaged clerks in the case of whom there has been nothing of the nature of that competition or selection which ordinarily obtains in respect of people engaged through the medium of advertisements in England. But provided that a good standard of calibre and experience is insisted upon in other Government Departments the rates of pay granted to clerks of those Departments should only affect the Post Office to a very limited extent. Comparison will doubtless be made but the question of prospects of promotion must always have a bearing on that of salaries. The majority of Government clerks, outside the Post Office, will probably remain clerks throughout their careers, whilst practically every Post Office clerk of good abilities will become a Postmaster.



POSTMASTER GENERAL.

ENCLOSURE A of MR. GOSLING'S MEMORANDUM

of the 9th December 1913.

POSTMASTER GENERAL'S NOTES OF INTERVIEW.

Mr. H. W. Hayter,
Acting Postmaster,
Nairobi.

-----0000000000-----

1. Arrived at Nairobi in January 1912 at £130 plus £36 per annum. Has thus been in the Department for nearly two years.

2. Was promoted to the £160/200 scale after about six months service. Is now drawing £168 per annum (plus £20 duty pay as Acting postmaster) and living in Government quarters so making no profit on the House Allowance as others are doing.

3. When he first arrived he went to the Stanley Hotel paying at the rate of Rs.120 (£8) per month. He was then drawing Rs.207.60 cents (£13-16-8) per month as combined salary and house allowance. He was practically a teetotaler and had no personal servant. His laundry would cost about Rs.5 per month (£2 per annum). The margin over his essential expenditure (excluding clothing) would thus be fully £5 per month.

4. After a fortnight he transferred to Mrs. Mace's Boarding House. He there paid Rs.75 (£5) per month for a single bed-room and board.

2.

His supplementary monthly expenses were as follows. Boy (native personal servant) at about Rs.8 (10/8) per month. The boy did the laundry with the exception of starching and ironing which cost about Rs.2 (2/8) extra. Say two bottles of whisky per month 8/- this largely for the consumption of friends. Mineral water say Rs5/- (6/8) per month. Soap for laundry Rs.1.50 (2/-) work performed by native servant. Upkeep depreciation and proportionate amount of purchase price of bicycle, say Rs.10 (13/4) per month.

5. He is a non-smoker. Had he smoked a moderate amount his expenses for this at an outside estimate would have been Rs.7.50 (10/-) per month. Tobacco is cheaper in Nairobi than in England. His total essential expenditure - other than for clothing - would thus be Rs.107.50 per month or £86 per annum. A smoker's expenses would have been about £92 per annum.

6. The charge at Mrs. Mace's Boarding House is now Rs.90 (26) per month with a single bedroom, and Rs.80 (25-6-8) sharing a room with another. The cost has thus advanced £1 per month or 20 per cent during the past year or so. He is also now a member of the local Y.M.C.A. which costs £1-6-8 a year, including tennis, football and other sports. The essential expenditure other than clothing for a clerk residing at the Boarding House to-day, (and several Post Office Clerks have lived there including one still in residence) would therefore be £106 per annum, which includes £12 for whisky, tobacco and recreation.

7.

3.

7. In England he was at the age of 25 receiving about £80 per annum in the British Post Office. He paid £41-12-0 for board and lodging alone, without stimulants, smoking or recreation. Placing the expenditure for these items, and for a bicycle, at £8-8-0 per annum he had a margin of £30 per annum for clothing and recreation. In East Africa he had on his first arrival a margin of £80 per annum for like purposes. At the present time he is required, as Acting Postmaster, to reside in Government quarters, and he is worse off than he was as a Junior Clerk receiving House allowance.

The foregoing is correct.

Nairobi,

11/12 Dec. 1912.

Signed A. B. Bayle

B531

3985

ENCLOSURE B IN MR. GOSLING'S MEMORANDUM
of the 9th December 1918.

POSTMASTER GENERAL'S NOTES OF INTERVIEW.

Mr. E. J. H. Fielden,
Junior Postal Clerk & Telegraphist,
N a i r o b i.

4th December 1918.

1. He came to East Africa last month as the result of an advertisement which appeared in the Post Office Circular in England in July. He arrived at Mombasa on the 13th of last month (November) and has thus been in Nairobi 3 weeks.
2. He had formerly been in South Africa and came to East Africa because he was fond of Colonial work.
3. He has bedroom and board at Mrs. Miller's Boarding House at Ngara Road. The room is large enough for two but he has the sole use of it at present, paying Rs. 10 (£6) per month for board and lodging. If he consents to sharing the room with another the charge will be reduced to Rs. 80 (£5-6-8) per month.
4. Supplementary to the £6 per month he pays from 6 to 7 rupees for the partial services of one of the native servants of the house, who cleans his room and boots, attends to bath &c. and washes certain

small articles of underclothing. For general laundry he pays about Rs.6 (8/-) per month.

5. Further he has found it necessary to purchase a new bicycle costing £8-13-4 and has had to pay 1/- for the local registration of the same. He has reason to believe that the bicycle will last possibly one year without any renewal or repair expenses. He has not been required to pay cash for the full value of the machine. He neither smokes nor takes stimulants. His mineral water bill amounts to about Rs.6 (8/-) per month.

6. It was difficult to compare the accommodation and catering of an East African boarding house with an English one. The furnishing in East Africa is more primitive, and the food although ample in quantity and reasonably varied, and including a late dinner, does not compare as regards quality with that obtainable in England. This however was a matter ~~which~~ affecting the whole community and not merely the particular house in which he was staying. Food of the quality commonly met with in England was hardly obtainable in East Africa.

7. He had served for several years in South Africa and the cost of living there was considerably higher (at least 50 per cent) than in East Africa. The Post Office in South Africa paid much higher salaries than in East Africa - at least at one time. But eventually they retrenched some men and cut down the salaries of others. He accepted retrenchment and returned to the British Post Office.

3.

8. In East Africa he received £130 per annum salary plus £40 per annum in lieu of quarters or £170 in all.

9. His expenses were :-

	Per annum
Board & Lodging	£72 - 0 - 0
Extras, Servant Laundry and Mineral Waters.....	£16 - 0 - 0
Bicycle, combined capital cost and upkeep.....	£ 8 - 0 - 0
Total.....	£96 - 0 - 0 per annum

This gave a margin of £74 per annum for clothes recreation &c.

10. He attributed any difficulty in recruiting clerks in England to the printed matter (Notes for Officers &c.) which accompanied the offers of appointment sent from the Colonial Office. He received two bound booklets. One dealt with health precautions and gave him the impression (at the least for the time being) that East Africa was an exceedingly unhealthy country. The other "Notes for Officers" gave him the impression that an expensive outfit was necessary and that the salary offered would hardly cover the mere cost of living.

11. Had he not served in Africa before he would never have accepted the appointment after perusing the booklets. But he discounted the information regarding unhealthiness and in respect of the cost of living referred to the Emigrants information office and received a pamphlet which, to his mind, discredited to a great extent the information

information contained in "Notes for Officers". He could quite understand why other clerks, with only English experience had declined the appointments offered. Actually he found the conditions, both as to the climate and the cost of living, better than he expected - but then he had only served at Nairobi.

OUTFIT.

12. Having been in Africa before, he paid little attention to the advice contained in "Notes for Officers" re outfit. He remembered that, after all, there was such a thing as the parcel post. He actually spent about £13 for outfit and finds that the clothes &c. obtained for this sum are sufficient for his present requirements. He pointed out that the suggestions contained in appendix A (Notes for Officers) contemplate an expenditure far above the means of any clerk, and besides conveying the suggestion that such expenditure is essential, give the impression that certain articles of obvious luxury are actual necessities.

The foregoing is correct.

Nairobi,

12

1913.

Signed

E. J. H. Fielden

Gov/3963/E.A.P.

47

for

Downing Street,

17 March, 1914.

DRAFT.
AFRICA PROTECTORATE.
CONFIDENTIAL.

Governor

SIR H.C. BELFIELD, K.C.M.G.
&c., &c., &c.

Sir,

MINUTE

Mr Downie 24.3.14.

Mr Bottomley 25/3/14.

Mr Read 25

Mr G. Piddes.

Mr H. Just

Mr J. Anderson.

Mr Emmott.

Mr Harcourt.

I have the honour to acknowledge

the receipt of your confidential despatch
of the 11th of January, 1914, on the subject
of the improvement of conditions of ser-
vice of European Clerks appointed to the
East Africa and ~~Kenya~~ Protectorates.

2. In the light of the considera-
tions urged in your despatch I am prepared
so far as the East Africa Protectorate is
concerned, to approve of the introduction
of the scales of salary proposed in Mr

Bowring's

Copy via R.A. (inf 27) read Mr

2 drafts



first of April, 1914, within the limits of the expenditure approved on the Estimates for the year 1914-15, but financial considerations will prevent the adoption of the new scale in Uganda at any rate until the year 1915-16.

I have, etc.,

[Handwritten initials]

Recd. 26/4/14

Downing Street,
27 March, 1914.

DRAFT

INDIA PROTECTORATE

CONFIDENTIAL

Sir,

Dear Sir,

MR. P. J. JACKSON, K.C.M.G.

With reference to my confidential

MINUTE

Mr. Downie 24.3.14.

(322/15) despatch of the 30th of September, 1913,

Mr. Bottomley 25.3.14.

I have the honour to transmit to you for

Mr. Reed.

Sir G. Fildes.

your consideration the accompanying copies

Sir H. East.

Sir J. Anderson.

Lord Emmott.

Mr. Haccourt.

of correspondence with the Governor of the

East Africa Protectorate on the subject

the improvement of the conditions of service

of the clerical staff in the East Africa

Protectorate and Uganda.

2. You will observe that I approve

of the following scales of salary being

instituted in the East Africa Protectorate

with effect from the 1st of April, 1914:-

For Clerks £150-£100-£250

For Office Superintendents £250-£15-£400

~~Gov. E.A.P. Conf. 11th Jan 1914~~
~~Gov. E.A.P. Conf. Mch. 1914~~
dit herewith.

Copy recd. cases 37875

(pts)

3. Uniformity in this matter between the two Protectorates appears to me to be desirable, and I regret therefore that I am unable to approve your proposal that Clerks in Uganda should draw a commencing salary of £175 in the scale £175-£10-£250, ^{which} would give clerks serving in Uganda a permanent advantage as compared with Clerks of the same standing in the East Africa Protectorate. I should prefer to give a non-pensionable subsistence allowance to Clerks in Uganda at the rate of £25 a year decreasing by £5 annually to zero.

4. Financial exigencies will not admit of the adoption of the arrangements in Uganda from the 1st of April, 1914, but the new scale may be inserted for consideration in the draft Estimates of the Protectorate for the year 1915-16. It must be understood that Treasury approval has not yet been obtained, and that no promise can be given to the Clerks

affected

affected that the new scale will be introduced in that year.

5. I should be glad to receive a revised estimate of the immediate, and maximum increase in expenditure which would be incurred if the proposals should be brought into force on the 1st of April 1915.

I have, etc.,

Keeps this with file
207 2963 Cal

S R S A

Recommends that the
letter on 11/6 be
sent to the
Secretary

DRAFT.

See to the Treasury

9/15/10

Mar. 4/10

MINUTE

- Mr. G. B. ... 6/3/10
- Mr. Read 6
- Sir G. Piddie
- Sir H. Jull
- Sir J. Anderson
- Lord Emmott
- Mr. Hancock

to transmit to you,
 Standard before the 2-C. of the
 Treasury, the accompanying
 copies of a dispatches from
 the Governors, the E. Africa
 Affairs Dept on the subject
 of colonies for the European
 clerks serving in those
 parts

Mr. ...
 11/29/10
 15/29/10
 32270/13
 11/Jan
 paragraphs 1-6
 (incl. name)
 (with out enclosure)

2 The Dispatches
 state
 which set out the case
 in case
 for an improvement of in

the emoluments of the
European clerks, appear
to warrant to make
it clear that some
~~increase in the salaries~~
improvement is necessary,
if the Pt. Govts are to
obtain & keep the
services of suitable
clerks. After carefully
considering the matter
in communication with
the Governors, he has
come to the conclusion
that the most satisfactory
arrangement will be to
have in both Pts two
grades of European
clerks -

Office Superintendents
or Chief Clerks.
Clerks

£ 250 by £ 15 to £ 200
£ 150 by £ 10 to £ 140

He considers also that
these ~~posts~~ ^{posts} should all
be made permanent &
pensionable on the
scale set out above,
although for convenience
clerks will probably
still be engaged on
agreement for their first
four of service. It will
be observed, however,
that the Gov of Uganda
is most emphatic in
requiring a minimum
salary of £ 175, and
warrants does not
feel that he can
withstand the strong
appeal ~~made~~
appeal made by Sir
Jellicott in this respect.
At the same time, he is
of the opinion that uniformly

in the salaries of the European
 Clerical establishment of
 the two Pts is desirable,
 & he wd. therefore recommend
 that while the substantive
 salaries of clerks in both
 Pts. shd be fixed at £150
 by £10 to £250, that shd
 be a non-negotiable
 substantive allowance
 attached to clerkships of
 this grade in Uganda at the
 same rate as ^{approp'd for}
~~function to that degree by~~
 European clerks in Nyasa-
 land, viz. £25 decreasing
 annually by £5 to £200.

In this way, the minimum
 salary of £175 wd be
 secured for Uganda clerks
 without putting them
 permanently at an
 advantage as compared with

I have
 referred
 to the
 as no
 less
 attend
 Uganda
 may
 be met
 at the

DRAFT.

MINUTE.

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

with clerks of the same
 grade in the neigh-
 bouring Pts 541

3. As regards the
 rec^d. that all these
 posts shd be permanent
 & heredit^y, I am to
 observe that this is
 not in substance a
 departure from the
 existing practice, seeing
 that it is now open
 to clerks in the East
 to be placed in the
 permanent establishment
 a salary of £120 to
 £180 (or £180 to £270
 if Office Superintendants)
 instead of £130 to
 £200 (or £200 to
 £300 if Office Superinten-
 dents) & for clerks

in Uganda to be placed
in the present list
with a salary of £150 to
£160 instead of £150 to
£200.

L. H. Harcourt proposes
to sanction ^{new} scales
for the S.P. as from the
1st of April next, & he
hopes that the L.C. will
give their approval to
these scales also for
the Uganda P.A. from the
same date, on the under-
standing that the G. M. S. will
postpone expⁿ in the
S.M. for 14-15 of the
same amount as the
estimated increase
consequent on the intro-
duction of the new scales.
The

11292/13

The enclosure to Sir F.
Jackson's Disp. No. 101
of the 3rd of March 1913
shows the immediate
increase ^(of his ret^{ny}) as £305
& the ultimate maximum
increase as £860 ⁵¹²
But that list was
drawn up on the assumption
that there would be three
grades as originally
proposed by the Uganda
Gov^t & moreover it
is out of date in
other respects. It is
anticipated that the
additional expⁿ in
1914-15, if the acc^{ts}
now submitted are
accepted
approved from the
1st of April next, will

will be only ^{a little over} £100
for existing appts; but if
the additional European
clerk asked for under Est.
are allowed, the immediate
increase may be put
at the round figure of
£200. The maximum
may be put at £250
for the existing est. but as ~~provisionally~~
~~closed~~ ~~with~~ ~~reference~~
~~to~~ ~~the~~ ~~est.~~ ~~and~~ ~~the~~ ~~est.~~
it would be a £1000
allowing for the new Clerk.

The mean increase will
therefore be about £600.

These figures are based
on the assumption that appts on
the higher scale, £250 by
£15 to £200, will not
be made at once. The
Governor states in his
Rep

(No/32278/15)

DRAFT

MINUTE.

Mr.

Mr.

Sir G. Fiddes.

Sir H. Just.

Sir J. Anderson.

Lord Emmott.

Mr. Harcourt.

present

9 omitted
H. J. R.

Dir. of the 21st August
1913 that the require-
ments of Uganda
(with the exception of the
Chief Secretary's 543
Office) do not at
the present time
warrant any appts
on office scale, &
that it is prepared to
give V.H. an assurance
that the question of
making any appts
at all on this scale in
Uganda shall be
renewed for at least
twelve months. [As
regards the attained
increase, there is no
reason to doubt that
the Pte will (in the
absence of any

unforeseen disasters)
progress rapidly as
comm^{ns} are improved
& the resources of the
country developed, &

in the future when the
maximum increase may
have to be met, ~~with~~.

It is felt sure that the

the ~~it~~ will have no
difficulty in finding

a sum of \$

comparatively small

amount
and life.]

2