

EAST AFB. PROT
13509

Info
Recovery 265

Survey Dept.

1914

20 inch.

Last previous Paper.
13506

Sends letter from Dir. of Surveys submitting proposals for filling vacancies in Cadastrol Branch of 1894. Recommends A. Bessler to MacDonald, C. J. Cople, J. B. Baker as Senior Staff Surveyors, A. J. Morris & J. Dawson as Junior Staff Surveyors. Encloses vacancy forms for two head Junior Staff Surveyors.

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Mr. G. Taylor Senior Draughtsman
(See also 13640 } and Nos 2725, 5719)

The additional appts. approved in the letter are as follows:

- District Surveyors - 1
 - Senior Staff Surveyors - 2
 - Assistant Senior S. Surveyors 4
 - Draughtsmen 2
- } Cadastrol
} Branch

(1) The District Surveyor (see 13506)

A The Govt recommends that the post should not be definitely filled - and that part of the provision of the post should be used to meet the salary of an additional Senior S. Surveyor. For the post of S. Surveyor, the Govt recommends Mr. G. Taylor, Draughtsman.

Mr. Taylor is the senior Draughtsman in the Drawing Office, apptd Jan 9, 1912 at £160 - 15 years 3 years 6 £205 + 40 Home Allow

Subsequent Paper.
13640

No other Draughtsmen have seen as long service
and Mr. Townsend reports (16.10.12) that
he "appears to understand ordinary land
surveying, for draughtsmen, methodical
and painstaking"

If these promoted Mr. Taylor into the place of
the late Mr. [unclear] Staff Surveyors:-

W. M. Low	Nov. 7. 1912
W. M. Hayes	Oct. 1. 1913 (Draughtsman Nov. 2. '11)
E. T. Dent	June 6. 1912
R. Aldous	Nov. 10. 1913
W. C. Tappin	Sept. 14. 1911

The D.O.S. explains that Mr. Tappin has
not the qualifications for Junior S.S.
and Mr. G. Taylor is senior in length
of service to the others except Mr. Hayes.
~~He might ask why Mr. F.~~
who was only promoted to be Junior
Asst. Staff Surveyor in Oct 1913

We may therefore approve, I think, of
Mr. G. Taylor's promotion to be Junior S.S.

(c) Junior Staff Surveyors

8 posts altogether of which 3 are filled
by A. W. France
P. K. Borsman
F. S. O'Mahony

Five vacancies

The Col. proposes to promote

A. Bessie	{ J.S.S. Sept 14 '08 Dft. Dec 17 '06
W. Macdonald	Sept 14. 1911
C. T. Cogle	Aug. 2. 1912
F. B. Ballenden	Aug. 28. 1912

promoted over W. R. Pinn
T. Mearns }
for reasons stated in the D.O.S.'s memo.
and P. E. Heston }
W. V. Coate }
Oct 12. 1911

who are reported to lack the necessary experience

(H. C. Anderson July 1, 1910 (File 3740) has with
has resigned.

H. M. Thorne is to be transferred to the
Computing Staff (under the existing
2705 41)

One of the 3 instances is to be left open for
the present.

Transfer Staff Surveys

323

10 provided for in The Est. (6 under Head 26
"Survey", and 4 under Head 32. B. "Coastland
Settlement")

Pat present filled by

- G. P. W. is in
- W. V. Corder
- W. R. Piers
- G. W. Nelson
- J. Morrison
- G. C. Oakes
- S. H. Ramsey
- L. C. Wright (from Computing Staff)

He has approved the transfer of Pat [unclear] by
(File 4381 P. 2) to fill one of the [unclear] positions
for the other. He has recommended

J. W. Brown Sept 14 1911

He also proposes to promote

J. Lewison Dec 1, 1911

and G. Taylor Jan 9, 1912 (13586)
(referred to on p 1 of the minutes)

There will thus be two supernumerary T.S. [unclear]
Mr. Lewison's salary will be met from
the provision for the post of Senior S.S.
which is not to be filled yet (see x. above)
Mr. Taylor's salary will be met from the
provision for the next post of District
Surveyor (13586) which is to be left unfilled
(see A. above in minute)

W. E. Tappin Sept. 14. 1911
passed over as the D. of S. considers
that the present position, the necessary
qualifications for the post of P.S.
Agent for the sake of W. E. Tappin
these positions are in view of security
and we may approve

Assistant Junction Staff Promotions

The Pol. states that 11 are provided for on
the P.S. for 1914-16. I can only
discover 10

Five posts are filled at present by
W. N. Low
W. M. Hayes }
W. E. Tappin }
E. J. Dent }
R. Alden }

So the Pol. is right in saying that
five more to be appointed, though
it is stated, 11 are provided for
which is incorrect

For two of the vacancies the D. of S. refer
to find local candidates

One will be left open

and we are asked to select candidates
for the remaining two

① I do not approve the proposals
contained in the Dep. Comdant that
only 10 Ass't J. P. S.'s are provided for
on the P.S. and as that step
is being taken to select two
Candidates - promotion

② I send you particulars to EA and
ask them to engage two Ass't J. P. Surveyors
R. P. D. 25.14

positions in
Dept 9

See my
list
4/8

We have the usual death of men
filled for promotion, & we can
only appoint of the first rank the
three best Surveyors & one of
these Senior Staff Surveyors
should be held over, & ^{two} interim
Junior Staff Surveyors appointed
instead

Promotions to S.S.S. I am very glad to
see Becker & Macdonald (formerly
A. C. R. E.) go up. Macdonald is I fear
too old to learn. Peirce is one of the
S. of. experiments & apparently an
unsuccessful one
Wester & Leach as they have been
S.A.P. of the Probationary class they
could hardly look for promotion in
soon.

? Oppose of the promotion of
Becker Macdonald Cogle &
Balldren
Promotions to Junior Staff Surveyors

Thomas & Tappin were selected as
to Townsend's recommendation in 1911
in 1911. Tappin is a poor
creature & I am not inclined to
have been passed over. Thomas is ^{above} collected

these one or two

Senior was picked up by the
... ..
... ..
... ..

note by Taylor see Gen He has
13508

Previous experience of field work &
I see no objection to his being promoted
direct from the draughtsmen's Office
to be a J.S. though W. Hayes, who
was senior as a draughtsman & has
had 6 awards as Art. J.S., may
feel aggrieved.

[For the Thornhill draught exchange
See on file 2785]

Art. Junior Staff Surgeon

The establishment, as Dr. Cowan
points out, appears at 10 in the list
where it is to read to be 11 but the list
of names & vacancies gives only 10.6 made
out on a basis of 10 only. Also the
list of names ignores Aldous,
who appears in the Jan. Staff list
as an Art. substitute for the others.

It thus seems to confirm my belief
(which I have not been able to check
from the papers) that there is an

extra Assistant (viz. Aldous) who
is held for one of the posts for
... ..
... ..

... ..
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... ..

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

(i) The Seat has been promoted to
be P.O. & has been replaced by
A.G. Stevens (File 5281)

(ii) C.A.V. Hall, brought in from
Tanga was promoted, should be
... ..

(iii) Aldous (see
... ..
... ..

I will take my best care for these
last very attractive posts. The C.A.V.
draughtsman has my help &
the Townsends may be willing to
contribute (He has come home in a
very sore frame of mind).

Sturwin is proposed?

at least
24.5.14 P.R. 53.14
W.C.S. 7/5/14 H.J.R.
5/11/14

EAST AFRICA PROTECTORATE

No. 285

March 20th, 1914.

Sir,

I have the honour to transmit herewith for your consideration a letter from the Director of Surveys in which he submits proposals for filling the vacancies which will exist in the staff of Surveyors of the Cadastral Branch on the 1st of April next, and to furnish you with the following remarks in explanation thereof.

Dir. of Surveys
3-3-1914
1153
Form

I have ~~been~~ ^{been} advised by ~~the~~ ^{the} ~~Director~~ ^{Director} of Surveys in ~~his~~ ^{his} ~~report~~ ^{report} ~~on~~ ^{on} ~~the~~ ^{the} ~~subject~~ ^{subject} of ~~the~~ ^{the} ~~vacancies~~ ^{vacancies} ~~in~~ ⁱⁿ ~~the~~ ^{the} ~~staff~~ ^{staff} of ~~the~~ ^{the} ~~Cadastral~~ ^{Cadastral} ~~Branch~~ ^{Branch} on ~~the~~ ^{the} ~~1st~~ ^{1st} of ~~April~~ ^{April} next, and to furnish you with the following remarks in explanation thereof.

3. Senior Staff Surveyors. Including the two new appointments provided for in the draft Estimates

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

estimates, there will on the 1st of April next be eight of these posts, three of which are already filled. The Director of Surveys recommends that four of the vacancies should be filled by the promotion of Mr. A. Bessler, Mr. W. MacDonald, Mr. C.T. Cogle, and Mr. F.B. Ballenden, leaving the fifth post open for the present. I propose to allude to this matter again in the course of this despatch.

4. You will observe that for the reasons stated in his letter the Director of Surveys is unable to recommend Mr. J. Marsengo and Mr. W.R. Piers for promotion to this rank. As regards Messrs. G.E. Weston and W.V. Coates the Director of Surveys reports that these officers have not yet had sufficient experience to qualify them for promotion, while Mr. H. Thornhill is being transferred to the computing staff, vide my despatch No. 262 of yesterday's date.

5. Junior Staff Surveyors. The sanctioned estimates provide for 10 of these posts, 8 of which are already filled. To fill one of the two remaining vacancies I have already recommended the promotion of Mr. G.E. Taylor, Assistant Junior Staff Surveyor, in my

despatch

File 2725

File 1381

despatch No. 51 of the 16th of January last; and the Director of Surveys has recommended Mr. I. H. Morris, Assistant Junior Staff Surveyor, to fill the remaining vacancy, while he proposes that Mr. I. Lewison should also be promoted, his salary being temporarily met from the provision made for the eighth post of Senior Staff Surveyor to which I have alluded in paragraph 3 above. Moreover, as I have already stated in paragraph 2 of my despatch No. 257 of the 19th of March, I have recommended that Mr. G. Taylor, Draughtsman, should be transferred to the staff of Junior Staff Surveyors, of whom there will thus be 12 or two in excess of the sanctioned establishment. The cadre of Surveyors as a whole will consequently be affected thereby, as there will be 1 Junior Surveyor and 1 Senior Staff Surveyor in excess of the sanctioned establishment. The Director of Surveys has explained his reasons for proposing over Mr. W. C. Tappin.

6. Assistant Junior Staff Surveyors. The staff provided for in 1914-15 is eleven, five of whom require to be appointed. For two of these vacancies the Director of Surveys hopes to be able to engage local candidates, while he desires a third vacancy to remain open for the

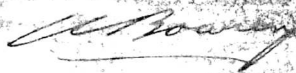
the present, the provision being temporarily utilized to meet the salary of an Indian Deputee. I should be glad if arrangements could be made to select candidates for the two remaining posts as soon as possible. The usual form of particulars is attached.

7. I consider the proposals of the Director of Surveys to be perfectly reasonable and I trust you will be able to approve these recommendations as they stand.

8. I enclose a schedule showing the surveying staff as now proposed.

I have the honour to be,

Your humble obedient servant,



Deputy GOVERNOR.

798
INCLOSURE *Not*

In Despatch No. 215 of *March 20/14*

Director of Surveys Office,
Nairobi.

March 18th, 1914.

12509

RECEIVED

333

Sir.

1. I have the honour to request that sanction may be obtained for the following promotions in the Cadastral Staff of the Survey Department:-

To be Senior Staff Surveyors:-

Mr. A. Bessler.
Mr. J. Mac Donald.
Mr. G. J. Ogilvie.
Mr. W. E. Ballenden.

To be Junior Staff Surveyors:-

Mr. A. B. Morris.
Mr. I. Lewison.

There are vacancies in the staff for the above promotions (see my letter No. 54 of 24/11/13).

2. The reasons given for these recommendations are as under:-

(a) Mr. A. Bessler. The Deputy Director Cadastral Branch recommends Mr. Bessler as now being fitted for promotion to the rank of Senior Staff Surveyor. Technically Mr. Bessler is fully qualified for promotion and his work is very satisfactory. Recommendation for his promotion was withheld

available
Chief Secretary,
Nairobi.

withheld until now as he was reported as "lacking in initiative"; however the Deputy Director is now fully satisfied with his work in every way and considers that he is deserving of promotion.

(b) Mr. McDonald. His work has given every satisfaction; and the experience he has gained in cadastral work qualifies him for promotion to the rank of Senior Staff Surveyor.

(c) Mr. C. P. Coyle. His work is well reported on, and he has proved himself fitted for promotion.

331

(d) Mr. F. R. Ballenden. He has had experience as a qualified surveyor in South Africa; and his work has been excellent while in East Africa; and he is in every way fully qualified for promotion.

(e) Messrs A. J. Lewis and J. Gibson. These two Assistant Junior Staff Surveyors have made steady progress and are entitled for promotion.

The recommendations for promotions above mentioned are subject to conformity with three exceptions (viz. Messrs J. J. Fiers, and Mr. J. J. J. J.).

(f) I am unable to recommend Mr. J. J. J. J. as he is the senior in length of service of the Junior Staff Surveyors, for promotion to a higher rank. He lacks initiative and although he carries out the junior staff surveyor's duties given him satisfactorily, he cannot be entrusted with the more important and extensive surveys for which a Senior Staff Surveyor must

be

be recommended for promotion and a rise of salary.

Mr. R. also cannot be recommended for promotion although technically qualified his work has not given satisfaction, he has taken no pains to do good work and his rate of survey has been too slow. In consequence he has not been recommended for his incremental rise of salary, and could of course not be recommended for promotion.

(c). Mr. C. Tappin cannot be recommended for appointment to Junior Staff Surveyor; he does not possess the qualifications and could not be entrusted with the work of a Junior Staff Surveyor.

4. Messrs Weston and Coates joined the Survey Department in October 1911, during probationary period until October 1912. They have made satisfactory progress but have not attained sufficient experience to qualify them for promotion to a senior rank.

Mr. H. Thornhill is being transferred to the computing staff (see my letter no. 45 of the 5th instant).

I beg to request that the promotions recommended above may take effect from 1st April 1914.

I have the honour to be,

Sir,

Your obedient servant,

G. Williams
Captain, R.E.
Director of Surveys.

Enclosure to No. 54 of Director of Surveys. Para 1.

SURVEYORS' CADASTRAL BRANCH

Normal Staff Establish Names ment Coast Band Settlement Establish Names ment

District Surveyors	3	G. Woodruff A. G. Baker C. O. Gilbert	1 (1)	vacancy
Senior Staff Surveyors	6 (2)	A. G. Fraser F. S. Molony A. K. Boileau A. Bessler (3) C. C. Cogle (3) vacancy (4)	2	N. Macdonald (5) F. B. Ballenden (5) 333
Junior Staff Surveyor	6	J. Marsengo G. C. Oakes S. R. Ramsey F. W. Nelson C. E. Taylor A. W. Morris (5) I. Lewison (5) (4)	4	G. A. Weston W. V. Coates W. R. Piers L. C. Wright G. Taylor (8)
Assistant Senior Staff Surveyors	5 (3)	W. H. Lov W. M. Hayes vacancy vacancy	6 (3)	vacancy vacancy vacancy

- (1) Increase provided for in estimates 1914 - 1915
- (2) Including 2 provided for in estimates 1914 - 1915
- (3) Recommended for promotion see my letter No. 54
- (4) Lewison to be paid for out of Senior Staff Surveyors vote
- (5) Including one provided for in estimates 1914 - 1915
- (6) Including three provided for in estimates 1914 - 1915
- (7) Indian Demonstrator (Mahomed bin) paid for out of this vote
- (8) Recommended to pay out District Surveyors vote see para 1 of letter No. 54.

G. A. Williams
Director of Surveys

EAST AFRICA PROTECTORATE.

—:0:—

Particulars of the Office of ASSISTANT JUNIOR ASSISTANT Surveyors. vacant in the Cadastral Branch Survey Department, Nairobi.

1. Duties of Office and qualifications required for their performance.	Assistant to Surveyors. Knowledge required of Algebra to Quadratics and elementary Trigonometry up to solution of triangle Geometry and its elements up to and including Book VI. Further preference to be given men who in addition have knowledge of drawing and use of Prismatic compass and steel band chain and theodolite.
2. Salary of Office.	£150/- per annum 334
3. Allowance, quarters, and other circumstances affecting the value of the Office.	House allowance at the rate of £40 per annum. Subsistence allowance in field Rs. 4/00 per day
4. Nature, number and extent of services required.	Nil
5. Whether free passage is provided for person selected and his family.	Free second class passage for Officer only, not for family.
6. General particulars regarding accommodation, furniture, &c, for information of candidate.	House allowance

March 13th 1911 4.

G. Williams
Captain, R.E.,
Director of Surveys
Head of Department.

NAIROBI,

Gov/13509/ E. O.P.

13

27

13 May 1914

P

I have the honor to acknowledge the receipt of your letter of the 11th of March 1914, in which you refer to the letter of the 26th of March 1914, and to inform you that I approve of your proposals for the promotion of officers of the Cadastral Branch of the Survey Dept. to fill the vacancies which exist as from the 1st of April 1914.

R. P. No. 454

W. P. H. C. Belford & Co.

London 9.5.14
Bathornby 11.5.14

13509/27

I in para 6 of your report mention that the number of Asst. Ins. Surveyors provided for in 1914-15 is eleven, of which five require to be filled, but I observe & would point out, however, that in the Estimates the establishment appears as ten. As the list of names furnished by you in the list and I Director of Survey does not include that I assume that the one referring to

If Mr R. Aldous, who appears in the Staff list for Jan 24 1914, is an Asst. Ins. Surveyor, I

I

element parts of Post S.S.
filled by W. Alson,
Surveyor you include

W.C.B. [unclear]

Mr. Alden in [unclear]
Contract who is paid for
out of a special vote for some
special service and so does
not appear in the Estimate.

I should be glad to receive
an assurance on this point.

S. Pope will be taken
to select candidate
for the [unclear] vacant posts
of Post Senior Staff
Surveyor.

SECRET