

EAST AFR. PROT

89

REC'D
REG. 1 JAN. 15

89th

Governor
Field 980

SURVEY STAFF (CADASTRAL BRANCH)
SALARY AND ALLOWANCES

411

1914

Submit explanations called for. Trusts action
will be approved.

1st November

Previous Paper

a
37020
164

In Re: The Governor's argument is as follows -

(a) We recognized the necessity for an improvement in the Surveyors' emoluments so that no further complaints should be received.

(b) Our arrangements - viz. the new scales of salary introduced in April last were inadequate for that purpose.

(c) Continuous home allowance - i.e. payment when the Surveyors were out in the field - had been forebanned when the conflict first began. It is appropriate to the case of surveyors, & our intention was to pay it when they were out in the field.

Under 64 cons. 26 Jan 16

V.S.
12/11/14

Continuous home allowance

(2) Therefore the Governor has not
executed his instructions.

(4) It was late to hear of 13126/13 (amount
of 26200/13). We recognized that the
abridgement of the general principle of a
to have allowance would reduce the
Surgeon's emoluments considerably. We did not
reassure the Governor's consolidated
allowances but proposed new scales of
salary in compensation. We have never
contemplated any increase in emoluments
beyond this compensation, & the Governor's
question so that "there should be no more
complaints" - implying that he had
quite blame to reject complaints - is
inaccurate. We wanted that the new
scales of salary will prove satisfactory.
And that no further complaints will be
received.

dup. of
26200/13

(5) If the new scales of salary have not
satisfactory the obvious thing was to say
so. As a matter of fact they had two
defects:-

(1) As regards the senior officers, I compared
the new scales of salary with the old
scales, & found that the top of the old
scale naturally suffered if the new
put at the bottom of the new. The remedy
obviously was to adjust each man's place
on the new scale to his place on the old &
not put every body on the new scale.

See memo of
18/2/13

that we should have been able to have
individual officers should come under
the new scheme

- (2) If a Surveyor saw the Accountants,
the figure for whom I asked in the draft
Stage or 13126. To bring them up to the
figure of the Gov^{ts} consolidated allowance
scheme the new salary should have
been £175 & not £150. I must have
taken their house & travelling allowance
rates as the same as those for the superior
officers. As a matter of fact ^{three} ~~four~~ of
the Assts. were promoted by special ^{order} and
all but ^{one} the highest ~~importance~~ of the others had as
vested interests under the old practice of
continuous house allowance 415

(4) But whatever the defects of my scales
they were definitely equalled in value
Equivalent, under the new conditions as to
house allowance, to the Governor's consolidated
allowance proposals (on a necessarily unequalled
basis as to a 2 of days travelling), and the
Governor ought to have disputed the
Equivalence rather than to have decided
to put a different reading on the house
allowance practice

- (5) The correspondence now and here shows
clearly that in March 1913 there was
no misunderstanding locally about the
position of Surveyors under the new
rules, as to house allowance. It arose
out of certain few agreements under
the new principle, the application of which

was not disputed. No doubt if we
had rejected the consolidated allowance,
without devising a substitute they would
have fallen back on a recommendation
of a reversion to continuous house
allowance, but as we did devise a
substitute the Govt ought to have
committed us before going effect to be
understanding that continuous house
allowance was not to be said to give
a ~~double~~ accommodation for surveyors, but
the proper thing.

As a matter of fact, a surveyor is
essentially an officer who is expected to
be absent on the spot that he has to leave
to be dependent on his family, so sufficiently
satisfied of going from a house where he
is not at all a burden, but the
subjected all five quarters in a hut.
The Govt could not have been taken
that surveyors were head quarters, officials
without means of looking up his case for
a consolidated allowance based on the
assumption that a surveyor is
absent for 270 days out of the 365.
The figures in the table show the
average of 27 days per month,
which would be sufficient for the
absence of a few officers who travelled
very little & who consequently would
not be able to claim the consolidated

allowance). Five of the stations kept
up an average of 25 days a month each
for an average period of 21 months. There
others averaged 27 days a month during the
first five months or less after their arrival
in the Protectorate. Clearly a good field
man is kept in the field as long as
continuously as possible. 419

The Governor's statement that he was
glad that he intended some allowance
to be dropped down away from headquarters
is inconsistent with his having read me
letter to the Secretary, the whole point
of which was that it should be so
dropped.

(d) As regards the estimate, & our not
having given the provision of the
full house allowance, he might
just as well use this as an argument
for continuing to pay them during
leave. It is not in my experience
usual to cut down a man of this
sort when he has no other
work to do or how short a time they
will be payable.

I have looked up the Governor's
Budget Statement. He said "the
scale of salaries of the Survey Staff
in the Protectorate has
been improved." They had.

(e) To sum up
(1) Continuous house allowance being

been ruled that the Governor proposed
 consolidated allowances equivalent
 to the old privileges.

- (i) The S. G. proposed consolidated
 allowances, obtained approval for
 higher scales of salary for the purpose
 of effecting the same equivalent.
- (ii) The Governor accepted these revised
 scales & ticked on to them the very
 privilege the discontinuance of which
 led to his original proposal.
- (iii) And yet he claims that he has not
 exceeded the S. G.'s authority.

I am not at all sure of the ^{effect} meaning of
 the last part of para 6 of the despatch -
 it may mean that surveyors do not
 draw so much travelling allowance
 as ^{before} the Gov. gave his reasons in 1913,
 but I do not think so.

The Governor makes no reference to
 the point mentioned by L. T. Mansel
 in 3252, and is presumably by one of
 the surveyors, that the new scales
 were not a general one the best of the
 Civil Surveyors. Possibly because there
 was not a full justification for
 the reduction in the higher scales.

There is no one going to be provided with
 the Gov., & it will be most in regard to

just, to say that

- (i) The S. G.'s intention certainly was that
 surveyors should not in future draw
 home allowance while in the field, & that
 it is difficult for him to realize how
 the correspondence with the Treasury could
 be read in any other sense.
- (ii) It cannot be admitted that the Gov. ¹¹⁷ had
 any authority for granting to the surveyors
 a privilege the discontinuance of which -
 unless new agreements led to the correspondence.
- (iii) Even if it was observed that the new scales
 of salary did not as had been anticipated,
 offer sufficient compensation for the
 loss incurred by surveyors through the
 cessation of the travelling allowance which they had
 formerly enjoyed, it would have been better
 for him to draw attention to the fact, when
 the question of surveyors' or ^{also} ^{of the} ^{consolidated}
 scales, would have been adjusted to their
 position on the old scales and the salary
 of the best Surveyors could have been fixed
 at a higher rate than that of £150 a year,
 which it must be admitted was a ^{very} low
- (iv) The Government has already placed some
 of the surveyors in a better position than they
 would have had if his original proposal
 of consolidated allowance had been accepted,
 & the improvement could be maintained as
 arrangements assume. It is a cardinal point
 of our scheme that the loss of some £1000
 balance over a period of years, allowing not only

any for a
 the amount of
 it.

for the operation of increments but also for
the benefit derived through the payment
of a higher rate of salary during leave of
absence.

As regards manufacture, the Governor has
devised a new scale of - Affairs & that
which must create a great grievance to
most Government officials, not only
during absence of increments but until
promotion. But I do not think we
should abandon the attempt, in the case
of newly appointed or promoted officers (i.e.
at least about four or five years of the
incremental scale), to regulate the
position of the Dept. in accordance with
the following principles:-

(1) Home allowance £50 per annum
of which £25 is for the travelling
expenses. **Rd R.** is imperfectly
and to be taken simultaneously.

(2) Two scales of salary to be worked out
which at the allowances, as in (1), will
give a period of six years, reckoning
the intervals of full pay leave, to
be nearly equivalent as far as possible to
the original scale of salary plus
the Government's proposed consolidated
and allowances.

(3) For this purpose the number of days
travelling to be taken on the average
for the whole of the staff in each grade
should be ascertained. In this way the

future scales will most benefit those
who do most travelling, as is reasonable.

(4) The arithmetic to be done in the **Particulars**
this time, & proposals sent here. 413

(5) Cases in which the operation of these rules
would result in a temporary reduction of
total emoluments on promotion (e.g. when
a Senior Staff Surgeon has reached
the maximum of his scale before promotion)
to be counteracted as they arise, but not
with a view to continuing the present life
of continuation, home allowance.

(6) Surgeons who have relinquished their
appointments for military service will,
if reappointed within a year of the
end of the war, retain pending promotion
the benefits to be given after war
which they enjoyed on the 1st of August 1914.

? Dft. for course on other lines.

I have made a reference to G.O. 11.115
at Reg 247 because the sheet
letter of it does not appear
to have been broken.

at rule
H. J. R.
12/1/15

EAST AFRICA PROTECTORATE.

No. 980.

GOVERNMENT HOUSE,
NAIROBI,
BRITISH EAST AFRICA.

November 21st, 1914.

89

411

Sir,

I have the honour to acknowledge the receipt of your despatch No. 827 of the 2nd September 1914, transmitting certain correspondence on the rates of salary, house allowance, and travelling allowance drawn by the officers of the Cadastral Branch of the Survey Department in this Protectorate.

I
32552

D. of S.
5-8-13

Treasurer
8-8-13

D. of S.
-10-13

Treasurer
-11-13

26200
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2. I regret that you consider that the authority contained in your despatch No. 330 of 5th August 1913 has been exceeded, an opinion which, I venture to hope, will be modified after a perusal of the following observations.

3. The circumstances leading up to a consideration of the emoluments of the Surveyors of

THE RIGHT HONOURABLE

LEWIS HARCOURT, P.C., M.P.,

SECRETARY OF STATE FOR THE COLONIES,

DOWNING STREET, LONDON, S.W.

400
13/26/13

of the Cadastral Branch need not be recapitulated as they are set out fully in despatch No. 411 of the 27th March 1913; but with a view to the placing of the whole facts before you I now transmit copies of the correspondence leading up to that despatch. It will be noted that the paragraph two of the report of the 1st March 1913

There is a drawing attached to the report that if the surveyors find any irregularities in the boundaries of the land, they should be reported to the Survey Department. It is suggested that the Survey Department should be notified of any irregularities found by the surveyors. It is also suggested that the Survey Department should be notified of any irregularities found by the surveyors. It is also suggested that the Survey Department should be notified of any irregularities found by the surveyors.

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26/2/13

The Survey Department has been advised of the irregularities found by the surveyors. It is suggested that the Survey Department should be notified of any irregularities found by the surveyors. It is also suggested that the Survey Department should be notified of any irregularities found by the surveyors. It is also suggested that the Survey Department should be notified of any irregularities found by the surveyors.

appears I have exceeded the authority given
by you.

421

5. In agreeing to a new scale of salaries for the Surveyors you laid it down that they "must be treated like other officers both in respect of travelling allowances and free quarters". Now other officers, who have recognised head-quarters in a township, either occupy Government quarters or are granted a house allowance: the large body of the Administration staff who live in the districts outside Nairobi, Mombasa and Kisumu do not of course draw house allowance, but, on the other hand, all officers whose head-quarters or stations are at either of the above named townships are granted house allowance. The question therefore was - were Surveyors of the Cadastral Branch, working in the field for periods of a month or so in various parts of the Protectorate, to be considered (1) as having any recognised head-quarters, or (2) as being on the same footing as the officers of the Administration in districts. It was decided, after due consideration, and I may add was a point seriously urged by the Director of Surveys, that Surveyors from the very nature of their work must be considered as having recognised head-quarters. I was all the more willing

willing to see the validity and propriety of this, for, if an opposite view had been taken, the result would have been exactly contrary to that which was desired, viz: an improvement in the emoluments of the surveyors concerned, and instead of that desideratum being attained we should have had representations made at once, representations which, in my opinion, would not only have been justifiable but would have received additional point from the fact that a distinction, to the surveyors' disadvantage, was being made against them as compared with other officers, and also that an emolument they had hitherto received was being withdrawn. In your despatch No. 630 of 5th August 1918 it was expressly stated that the Surveyors were to be treated as other officers as regards house allowance, as I have pointed out we do not stop the house allowance of an officer when he is travelling on duty in the district away from head-quarters; if that allowance were stopped in the case of Surveyors in the field I respectfully submit we should not be treating the latter as we do the former - a differentiation which, as I say, I did not consider was intended.

6. Here again I would beg to attach copies of correspondence which took place after the

receipt

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26200
B

In as
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receipt of your despatch No. 630 of 5th August 1913, and, as to the omission in the Treasurer's minute of any reference to the recognised head-quarters question, I would state that that point had already been the subject of consideration regarding the agreements of Surveyors, and had been settled by admitting the contention that Surveyors should be recognised as having head-quarters at one of the townships.

7. I would also observe that in the estimates for the year 1914-15 provision was made for the house allowances - without any deduction - for the Surveyors, and that reference was made in the Treasurer's Budget Statement (paragraph 15) to the fact that the scales of salaries had been improved. Had the course been followed, which I now gather from your despatch under acknowledgment you intended should have been, then the provision for house allowances should not have been inserted and the reference by the Treasurer regarding the improvement in salaries would have required modification.

8. I have not up to the present touched on the matter from the point of view of policy as that did not enter into my consideration after I had sent my despatch No. 201 of 27th

In
1312

March 1913, where however, in paragraph 3, I drew attention to the possibility of losing the services of the most efficient members of the present staff and the probability of not obtaining men either from home or South Africa. I do not wish it to be assumed that I am attempting to force a favourable view of the action I have taken in this matter, but at the same time I cannot conceal from myself that not only did I believe I was following out the intention to improve the conditions of the surveying staff, but that had I acted otherwise a very unfortunate state of affairs might have arisen. It must not be forgotten that the average income received by licensed Surveyors in the Protectorate is greatly in excess of the salaries of the surveying staff. I quite realise that on the other hand there are many advantages held by the latter in the security of tenure and the immunity from anxiety as to sufficiency of work being available at all times, but, as you are fully aware, it is hard to expect such considerations entering into the calculations of men who believe, rightly or wrongly, that they have a right to

9. With reference to the concluding paragraph of your despatch under acknowledgment I

beg to inform you that the reduced rates of travelling allowance have been applied to the Surveyors of the Cadastral Branch as from the 1st April 1914.

10. In conclusion I trust that my action, though considered as having been in excess of your authority, was, under all the circumstances, reasonable and politic, and that I may now receive your acquiescence.

I have the honour to be,

Tr,

Your faithful obedient servant,

Alonso, Reginal

W. MENOR.

INCLOSURE *has*

Despatch No. 980 of *Dec 21/1914*

COPY.

No. 27.

Director of Surveys Office,

Nairobi.

March 5th, 1914.

426

Sir,

I have the honour to state that the present conditions governing the payment of allowances to Cadastral Surveyors are most unsatisfactory and that owing to differences in the agreements made by the Crown Agents with Surveyors many inconsistencies exist.

The majority of Cadastral Surveyors have asked me to try and obtain consolidated pay for them rather than the present house and subsistence allowances, so that there may be uniformity (in proportion to grade) of salaries in the Department.

Although it is recognised that allowances cannot be considered as salary, still the class of surveyor required will not come unless they are guaranteed a more definite and fixed income than is at present the case with the existing subsistence and house allowances; and this also cause for complaint with the present surveyors.

2. I therefore recommend that in lieu of house allowances at £50 and £36 per annum and subsistence allowances at Rs. 5/- and 4/- per diem as is at present paid to District, Senior Staff and Junior Staff Surveyors in the first case and to Assistant Junior Staff Surveyors in the second, consolidated allowances at the rate of £150 and £120 per annum respectively may be substituted payable while the Surveyor is actually employed on his duties (i. e. not payable while on leave, local leave or sick leave).

These

These figures are obtained from average of the last three years, as shown in Appendices A and B attached: there would therefore be no difference in the actual money spent on salaries and allowances.

I consider that the present salaries and these proposed allowances would then be suitable for the various grades of Cadastral Surveyors.

3. If this is approved, I beg to suggest that each Cadastral Surveyor be given the opportunity of completing his agreement as it stands or changing at once to the new system of consolidated allowance as suggested above: and that this new system be introduced in all new agreements made with surveyors.

4. I beg to point out that the present unsatisfactory conditions governing the payment of allowances for Cadastral Surveyors are causing serious discontent in the Department.

For example clause 4 (quarters) in the new agreements of several surveyors (i. e. Messrs. Woodruff, Boileau, Ramsey and Low) reads that when quarters are not available the person engaged will be provided with a tent or temporary shelter or in certain cases he will be granted an allowance in lieu of quarters at the discretion of the Government. Clause 4. in the old agreements allowed a surveyor to draw house allowance while in the field and on signing a new agreement the surveyors signed it in full faith that they would receive the same pay and allowances that they had received formerly, and that the words "in certain cases" would mean that they are entitled to house allowances whether at Headquarters or in the field: and discovered to their dismay that the new clause 4 was interpreted to mean that they only received house allowance when at headquarters: and that after (in some cases)

many years of Government service they were £40 or £50 per annum worse off than heretofore through no fault of theirs.

The present rates of pay with the consolidated allowances as suggested here are the minimum wages for which we can obtain the various grades of surveyors required; and if the money a surveyor receives in pay and allowances is in any way reduced (as in the case of alteration of clause 4 mentioned above) it will be impossible to obtain surveyors at all. I would like to point out that it has been difficult enough to induce properly qualified men to come under the old agreement; and that the Colonial Office has completely failed to fill our vacancies lately and instructed us to fill them ourselves.

However if surveyors are guaranteed pay and consolidated allowances as I have suggested or a proportional increase to their salaries, I am of opinion that the present state of dissatisfaction will cease and we shall in future be able to get satisfactory men.

I have, etc.,

sd/- G. C. Williams

Captain R. E.

Director of Surveys.

APPENDIX A.

Showing average subsistence allowance and house allowance actually drawn per annum, and proposed consolidated allowance to be allowed.

Subsistence allowance: at Rs. 5/- per diem for District, Senior Staff and Junior Staff Surveyors.

Name	Period		Months on Duty	Amount of T.A. drawn		Average per annum
	From	To		Rs.	Cts.	
Adair	1.1.10	31.12.12	30.70	1755	100	57.50
Anderson	1.7.10	31.12.12	44.0	220	0	130.00 (1.1.10 to 30.6.10 @ Rs. 3 rate)
Chatterjee	2.11.11	31.12.12	14.00	700	0	64.29
Chatterjee	2.11.11	31.12.12	14.00	700	0	50.00
Chatterjee	2.11.11	31.12.12	17.25	862	50	50.00
Chatterjee	21.7.10 1.9.12	31.3.11) 31.12.12)	14.35	717	50	4.77 (intervening period @ 3/- rate)
Chatterjee	1.1.10	31.12.12	24.0	120	0	51.07
Chatterjee	2.11.11	31.12.12	14.00	700	0	1.88
Chatterjee	2.1.12	31.12.12	12.00	600	0	137.92
Chatterjee	2.9.12	31.12.12	7.00	350	0	141.00
Chatterjee	1.10.10	31.12.12	23.0	1150	0	50.00
Chatterjee	1.1.10	31.12.12	24.0	120	0	121.11 (6 months @ Land Ranger)
Chatterjee	11.8.12	31.12.12	4.25	212	50	2.40
Chatterjee	2.3.11	31.12.12	4.00	200	0	117.00
Chatterjee	1.1.10	31.12.12	24.0	1200	0	50.00
Total	16.9.12	31.12.12	4.50	2250	100	144.29 Rs. 1549.79

... to be recorded
... Dept. Books previous to this.

General monthly average	Rs. Cts
	96.86
General yearly average	12
	<u>1162.32</u>
	1 S 0
	77.9.9
Yearly house allowance	<u>60.0.0</u>
Average of actual allowances received yearly	<u>1187.9.9</u>

To

APPENDIX A continued

To estimate a consolidated allowance at same rate the periods on which a Surveyor will not draw, during the year, this consolidated allowance are 14 days local leave and say 16 days sick leave - 1 month

$$\begin{array}{r}
 137 \\
 12 \\
 \hline
 11, 8. 4
 \end{array}$$

Therefore the consolidated allowance to enable a surveyor to receive $\frac{1}{100}$ S. d. 137.9. 9 yearly should be

$$\begin{array}{r}
 \frac{1}{100} \text{ S. d.} \\
 137. 9. 9 \\
 \hline
 11, 8. 4 \\
 148. 13. 1
 \end{array}$$

Say £ 150 . 0 . 0 i.e. daily rate of 18. 8. 17

APPENDIX B

Showing average subsistence and house allowance actually drawn per annum, and proposed consolidated allowance in lieu.

Subsistence allowance at Rs. 8/- per diem for Assistant Junior Staff Surveyors.

Name	Period From	To	Months on duty	Amount of T.A. drawn		Average per month	
				Rs.	Cts.	Rs.	Cts.
Anderson	1. 1. 10	30. 8. 10	29.00	510.	00	85.	00
Chornhill	1. 4. 11	30. 6. 12	15.00	558.	00	57.	20
Dawson	1. 12. 11	31. 12. 12	13.00	439.	00	52.	31
Deaton	6. 8. 11	31. 12. 12	6.80	574.	00	83.	89
Finlay	1. 10. 11	31. 12. 12	4.65	427.	00	70.	00
Galley	1. 4. 10	31. 12. 12	29.70	1086.	00	56.	77
				Rs. 425.		41	

Rs. Cts.
General monthly average 70. 00

General yearly average = 850.80 @ Rs. 8/- rate =
 = 1184.40 @ Rs. 4/- rate =
 = 751.12 @

Yearly house allowance = 16. 0. 0

average of actual allowance received yearly = 111. 12. 6

Assistant Junior Staff Surveyors are entitled to a daily subsistence allowance of Rs. 4/- (not Rs. 8/- paid in error); they are now in receipt of the Rs. 4/- allowance.

To estimate a consolidated allowance at some rate the periods on which a surveyor will not draw, during the year, consolidated allowance are 4 days local leave and say 16 days sick leave = 1 month.

111 = 111 S d
 1 month = 12 = 27. 5. 0

Therefore

ENCLOSURE No 2

Despatch No. 986 of Nov 21st 1914

U.S. No: 279/176.

The Secretary,

433

Lahore, 27 March, 1913

The Hon'ble Chief Secretary,

Lahore.

Forwarding letter No. 27 of 27th March 1913 from
Director of Surveys - Consolidated allowance for House and
Travelling to Cadastral Surveyors.

There has been considerable difficulty experienced in engaging surveyors for this Protectorate, and I think it is recognised that our scale of salary and other circumstances are not altogether attractive enough for the class of men required. If matters could be improved by adopting the suggestion made by the Director of Surveys I think it would be advisable to do so, for not only would it put the Cadastral survey service on a definite basis, but it would obviate the certain objections to be made when the time comes for the execution of the new local agreements. There would be no increase in the present expenditure and no addition to possible pensionable emoluments.

I must however draw attention to the fact that the travelling allowance of the District, Senior Staff and Junior Staff surveyors is based on the Rs. 6/- per diem rates; in accordance with the recent decision of the Secretary of State (not yet brought into actual operation) they would only be entitled to Rs. 4/- per diem and it is possible that the Secretary of State might insist on the reduction of the consolidated allowance equivalent to a calculation of the Rs. 4/- per diem basis. Assistant Junior Staff

Surveyors

Surveyors would under the terms of the Secretary of State's Despatch still draw the Rs. 4/- per diem.

2. House allowances have under the old arrangements been granted to District, Senior Staff and Junior Staff Surveyors at Rs. 60 per month and Rs. 40 per month to Assistant Junior Staff Surveyors respectively whether stationed at headquarters or on the field. In accordance with the Despatch of 1914 of the 23rd of March 1914 however the following rates have been inserted in the Despatch of 1914 of the 23rd of March 1914. The rates for District, Senior Staff and Junior Staff Surveyors are Rs. 60 per month and Rs. 40 per month respectively whether stationed at headquarters or on the field. The rates for Assistant Junior Staff Surveyors are Rs. 40 per month whether stationed at headquarters or on the field. The rates for District, Senior Staff and Junior Staff Surveyors are Rs. 60 per month and Rs. 40 per month respectively whether stationed at headquarters or on the field. The rates for Assistant Junior Staff Surveyors are Rs. 40 per month whether stationed at headquarters or on the field.

The rates for District, Senior Staff and Junior Staff Surveyors are Rs. 60 per month and Rs. 40 per month respectively whether stationed at headquarters or on the field. The rates for Assistant Junior Staff Surveyors are Rs. 40 per month whether stationed at headquarters or on the field. The rates for District, Senior Staff and Junior Staff Surveyors are Rs. 60 per month and Rs. 40 per month respectively whether stationed at headquarters or on the field. The rates for Assistant Junior Staff Surveyors are Rs. 40 per month whether stationed at headquarters or on the field.

It is suggested in paragraph 2 of the Despatch that the question should be referred to the Secretary of State for his consideration and that the Secretary of State should be asked to afford the best solution.

I would therefore have the honor to suggest that the Secretary of State be approached with a

view to allowing.

(1) District Surveyors, Senior and Junior Staff Surveyors to draw a consolidated allowance of either £150 or £135 per annum the actual amount to be decided on being dependent on whether the basis of Rs. 5/- or 4/- per diem be taken for Travelling Allowance.

(2) That Assistant Junior Staff Surveyors draw a consolidated allowance of £120 per annum and

(3) that if the above be sanctioned the allowance may be drawn from 1st April 1913, on the understanding ^{that} until the question is settled the agreements and the rulings of the Secretary of State (C. O. Despatch 147 of the 13th March 1912) be adhered to; that is to say that house allowance to only draw by those officers who have entered into the new agreements who had not provided with a tent or temporary shelter. As to the other Surveyors who were on the old agreement they must continue to draw house allowance till new agreements are executed; and as regards those Surveyors engaged locally or from South Africa they should be called on to pay into the local authorities now being visited; but they should be informed that the question of revision of the house allowance clause is under consideration.

H. A. Smallwood

Treasurer

INCLOSURE No. 3

Despatch No. 930 of Part 2/1913

No. 169.

Director of Surveys Office,

Nairobi,

October 17th, 1913.

435

Sir,

Reference is made dated 3.10.13.

I have the honour to request that I may be given a definite ruling on the following point:-

Colonial Office Despatch No. 630 dated 5.8.13 and enclosure lays down the rates of pay for Cadastral Surveyors from 1st April 1914 and states that they will adhere strictly to the general regulations as to the House allowances and Travelling allowances.

I find the general regulations as to the House Allowance somewhat obscure.

Will surveyors receive House Allowance (if not occupying a Government quarter) as heretofore that is for the whole period they are actually serving in the Protectorate whether away from headquarters on safari or not.

I believe that this is a general regulation for other Officials.

I have, etc.

G. C. Williams

Captain R. E.

Director of Surveys.

Honourable Chief Secretary.

Thru Honourable Member.

Nairobi.

INCLOSURE No 4

Despatch No 98001 Nov 21 1914

C. S. No. W 279/788

The Treasury,

Nairobi, 28th November, 1913.

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The Honourable Chief Secretary.

Forwarding letter No. 169 of the 17th October 1913 from Director of Surveys.

House and Travelling Allowances of Surveyors.

In accordance with paragraph 2 of C. O. Despatch 650 of 6th August 1913, in which the Secretary of State states that Surveyors must be treated like other officers both in respect of travelling allowances and free quarters I am of opinion that it would be an impossible position to take up that Surveyors should have to forego house allowance when out in field. It would mean that every time they went out they would have to give up their houses with every prospect of not being able to get another on their return to headquarters. To carry such a proceeding to a logical conclusion it would mean that when any official, who is at present in occupation of Government quarters, goes on safari his quarters are thereby ipso facto, vacated. This of course is not done nor does an official, who draws house Allowance instead of Government quarters, have his house allowance deducted on the occasions he has to go on safari.

Surveyors must have recognised Headquarters and I am strongly of the opinion that Government, in the discretion allowed, should grant house allowance to Surveyors as formerly.

I, further

I further consider that in so doing the spirit and intention of the Secretary of State's instructions are being followed- for the improvement of the conditions of service was the object aimed at and if an alteration disadvantageous to the Surveyors were made the whole question would be as it was before; further more as Government has, very properly in my opinion, leaned to a generous interpretation of the house allowance question it would be a policy of discrimination were Surveyors to be treated differently. It must not be forgotten that Travelling allowances have been reduced and that this reduction affects Surveyors as a body to a possibly greater extent than any class of official.

As a matter of practical effect the new rates of salary, if house allowance is not to be granted, are not so good as the existing ones with house allowance.

Yours faithfully,
A. W. G. A. J.
Treasurer.

Yours S.A.P.
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26th January 1918

Sir,

I have the honor to acknowledge

the receipt of your despatch no. 980 of the 21st of November

on the subject of the terms of employment of members

of the Cadetral Branch of the Army Department

2. It was certainly my intention when I sent my despatch no.

530 of the 5th of August 1913

that these surveys should not continue to cause

some allowance to be made in the field, and after reading

the letter to the Secretary of the 23rd of 1913 a copy of

which accompanied my despatch, you will see that

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Belfield

MINUTE.

Mr. Northway 14.1.15

Mr. Read 18

Mr. ...

Mr.

Sir G. Piddles

Sir H. Jun.

Sir J. Anderson

Lord Islington

Mr. Harcourt

for ...

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understand how it could be
interpreted in ^{any other} ~~the~~ sense. The
conclusion was, at all events, for

(13/24/2)

Your despatch of 20th of the
27th of March 1912 not less
than from the local committee
which you have countermanded
here, out of the fact that
certain recent agreements
did not provide for the same
of home allowance club in the
field. You ~~it~~ admitted that
the old method of drawing
home allowance was "disorderly
and anomalous" and that it was
"very undesirable that two
sets of rules should be kept
by side under the same
administration", and you
proposed, on the basis of
the actual allowances
drawn during the preceding
three years, a system
of consolidated allowances, -
less of home and travelling
allowances, the grant of which
would cause general satisfaction
in the Dept. and would be

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3. The letter to the Treasury
set forth the new arrange-
ment with regard to house
allowances, and stated that
none of the staff members
would have to be granted by
the Treasury by way of
confirmation for the knowledge
previously enjoyed if the
staff was to be dealt
together, and he added that
he was not prepared to
accept your recommendation
of consolidated allowances.
Instead of three allowances ¹⁸⁹
no certain number of
salaries are required which
if worked out over a period
of six years, a family
allowance for two periods
of seven years, together
with the new regulations
which govern the payment
of house allowances, or
travelling allowances, would be
your

found to result not in
an increase of expenditure
but a small saving, &
important too that
the rate of only
one ^{month} ~~interference~~ that
the new scale of salary
was proposed as an
approximate equivalent
of the various rates of
things and of your own
~~recommendation~~
suggestion of consolidated
allowance, without any
suggestion of recovering the
the privilege of ~~or~~ ~~transfers~~
a small allowance which
was definitely abandoned
in your despatch and was,
to say the least, not received
in the letter, or the Treasury.
Now it is ~~to be~~ ~~requested~~
that ~~the~~ ~~rate~~ ~~of~~ ~~salary~~
be ~~fixed~~ ~~at~~ ~~the~~ ~~rate~~
of ~~the~~ ~~old~~ ~~scale~~
and ~~that~~ ~~the~~ ~~new~~ ~~scale~~
be ~~not~~ ~~introduced~~
without ~~the~~ ~~assent~~
of ~~the~~ ~~Board~~
and ~~not~~ ~~leave~~ ~~to~~ ~~the~~ ~~Board~~

before the previously
existing arrangement ~~was~~
~~abolished~~ ~~and~~
~~replaced~~ ~~by~~ ~~the~~
introduction of the scales
were necessarily based on
a conjectural number of
days travelling, and it may
be admitted that in the
case of the Aust. - however
the new rate of salary was
too low & other cases I
am not yet satisfied ~~that~~
that the new scale, if
taken over a period of years,
was a definite ~~improvement~~
with the old scale. Though
doubtless their abolition
without regard on individual
circumstances, as in the
case of a merger at the
discretion of the old scale
put on the same footing
of the new scale, appeared
a considerable degree of hardship.
5. This point could have
been adjusted without
difficulty, but your own

has had the effect of placing some of the surveyors (allowing for a reasonable amount of leaving) in a better position in working than if your original proposals had been accepted, and this improvement will be accentuated in increments to come, and has been especially in view of the higher salary

which will be drawn during absence. In addition, it is expected that the increments mentioned above have been participated

with some of the survey officers who were promoted between the dates of my despatches of the 5th of Aug^r 1913 and the 2nd of Sept. 1914, and who cannot be considered, in respect of their new positions, to have any claim to ^{any increment} a consideration of ^{increments} for any hold

of the ^{increments} for any hold

the great importance of providing a consistent way to

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allowance, and the conditions now existing should be continued not only during ^{current} existing operations but up to the date of promotion.

I should however state that it may be possible in the case of a newly appointed promoted officers to give effect to the principles which I have had in mind, ~~that~~ it is to say, on the following lines:-

- (a) Home allowance (at the rate of £100 a year for District and Senior and Junior Staff surveyors and £60 a year for least Junior Staff Surveyors) and travelling allowance (Rs 4 and Rs 25p a day respectively) not to be drawn simultaneously with the ^{use of} water surveyors and suitable to existing allowance should be clearly stated.
- (b) The scale of salary to

be worked out sheet,
with the allowance (a),
and, on a period of one
year (reckoning two
periods of full pay leave)
to be as nearly equivalent
as is consistent with convenience
to the adoption of convenient
scales to the original scales
of salary (i.e. those existing
at the time of your draft of
the 27th of March 1912)
plus the consolidated
allowance proposed -
that is to say

(a) In this, however, the
amount of pay, including
allowance, in the average
year of the staff for
concurrent service, since
the 1st of January 1912, is
taken as the starting point,
although except those
cases in which the draft
is proposed.

I should be glad if you
will be good enough to
send me the draft for which
and will then send them to me

for my approval with
such observations as you may
deem desirable. Cases in
which the duration of the
present leave would result in
a temporary reduction
of total emolument on
promotion, for example, that of
a Senior Staff Surveyor
had reached the maximum
scale of his salary before promotion,
would be considered as they
arise, but not with a
view to continuing the
privilege of drawing home
allowance while in the field.
& Some members of the Staff
have relinquished their
options for military service, but
if it is desired, I hope to be
possible to arrange for them
to be re-employed at ^{a later date} ~~the end of the war~~
if there are
no officers available, if it is
within a year after the
end of the war, without
receiving promotion. The

for which as to have
allowance which they
by order of the Secretary of
Department when they left
the Department.

Sr