

EAST AFRICAN  
UGANDA

40934

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REC<sup>d</sup>  
REG 6 NOV 06

Form Individual.

(Subject.)

King J.

1906

6 Nov 7

at previous Paper.

36163

Increase of Postage Staff

Explanations as to the necessity for

(Minutes.)

Mr. Read.

I saw Mr. Goshing & discussed the matter with him. It is unfortunate that neither he nor we can supply figures showing the increase of work in the Post Office Dept: except the increase of Post Offices from 34 to 44 in the last 3 years.

Mr. Goshing, however, makes it clear that his own note not so much on actual increase of letters as on the increased cost of sending them. The work of the Post Office will that involved in supplying

Copy here to Mr. Goshing

at previous Paper.



Royal Institute,

40934

6 NOV 06

1207

In reference to the proposed  
the European staff of the  
of the East African and  
I have the honour  
to confirm and amplify the explanations  
which I made verbally to Mr. W. D. Ellis  
on the 3rd instant, as follows :-

RECENT DEVELOPMENTS.

In order to appreciate the  
present situation it is necessary to  
briefly review the events of the past  
six years. In 1901 the European popula-  
tion of East Africa and Uganda consisted  
almost entirely of officials and mission-  
aries. There were a few (perhaps four)  
European trading firms whose white repre-  
sentatives and agents consisted of about  
twenty individuals. Such Post Offices  
as then existed had either been opened  
in connection with administrative stations,  
or for the use of the persons engaged  
upon the Uganda Railway construction.

Under Secretary of State,  
Colonial Office.

In

In this latter category were included some thousands of Indian coolies, and the Post Office Department was deriving a large revenue from their correspondence and money-order remittances---a large proportion of the Coolies' earnings was remitted to India by money-order. During this period the conditions were most favourable to satisfactory postal finance, as a considerable revenue was derived from a few Post Offices, and the majority of the public to be served being Indian labourers, the staff employed was comparatively inexpensive.

3. With the completion of the Uganda Railway the Coolies were, for the most part, returned to India, and there was a considerable falling off in the Post Office revenue, particularly, I believe, (I have no data with me) during the years 1902-3 to 1904-5. This is now recovering, as a result of the gradual colonisation of the Protectorates by Europeans.

EFFECTS OF EUROPEAN IMMIGRATION.

4. The European immigration, which commenced towards the end of 1903, has brought an entirely different condition of things to that which existed during

the period of railway construction. Instead of collecting a comparatively large revenue at a few stations, the Post Office Department has had to open a number of small offices for the use of the settlers and traders who have spread themselves over the country, and small offices are naturally not so satisfactory as larger ones.

5. I do not wish to convey the impression that an unduly liberal policy has been followed in regard to the opening of new Post and Telegraph Offices---rather the reverse is the case; and during the past two years I have successfully resisted a number of attempts to obtain extension of Post Office facilities (which have sometimes been backed by Senior Executive Officials), on the grounds that the proposals would give rise to an unwarranted expenditure. The question as regards the opening of new Departmental Post Offices, does not, however, always hinge solely upon Postal Finance. A Sub-Commissioner may represent that the time occupied in the performance of postal work by the staff of his Province in places where the Post Office is worked by Executive as distinguished

THE EMPLOYMENT OF NATIVE OR INDIAN OPERATORS.

6. It was suggested to me by Mr. Ellis that a satisfactory means of meeting the present situation might perhaps be found in the training of natives of the country for the work of the Post Office, as in the employment of Indians. In this regard I beg to point out that unlike the West Coast of Africa or the West Indies, which have I believe a considerable educated native or Creole population, East Africa has practically no supply of natives who have been sufficiently educated to make their services of real value to the Post and Telegraph Department. I have, in conjunction with the Missionaries, done the best possible in this connection, and during the past two years I have had a number of natives under training, with the result that many of the persons employed as telegraph messengers can now write and speak English, whilst three natives have been trained sufficiently to undertake the transmission of telegrams and minor clerical work. This represents the successful side of the experiment; the unsuccessful side is illustrated by two natives (Mission boys) who are now under-

going sentence at Mombasa Gaol for tampering with letters. Facilities for education have been too recently introduced to permit of any number of suitable local candidates being available for training for the Post and Telegraph service. This applies not merely to natives but to the children of Indians and Eurasia. Parents who have sons of suitable age and education can usually find more satisfactory employment (outside the Post Office) for their children elsewhere; this is the case not only in East Africa, but in South Africa; for many years past a large proportion of the Post Office staff of the Cape Colony has been obtained from the United Kingdom, and Natal has even been obliged to recruit postmen from England.

#### DIFFICULTY IN OBTAINING INDIANS.

7. In regard to the employment of Indian officials, I have been in negotiation with the Director General of the Indian Post Office, and have obtained a few men (I think about half a dozen) from that source, but I cannot get the number required; recent applications for the supply of men from India have not been met satisfactorily, and the Agent General

working it, and, ~~unlike~~ European operators who have ~~been~~ speed of working almost double that of India and he obtained, it will be ~~the same~~ for a new wire at a much earlier date than would otherwise be the case.

NECESSITY FOR ADDITIONAL SUPERVISING OFFICERS

10. In the foregoing paragraph I have dealt ~~solely~~ with the question affecting the operative staff which about 10 per cent is European employment of the European staff being limited to five only of Post Offices in East Africa and for which class I am asking for additional officers. This represents the least urgent item of my application. The most important item is that the work of control. The whole of the increase of the European staff which has taken place during the last few years has been on the operative side, and there has been no increase in the number of supervising officers. Since the present supervising establishment was authorized the number of Post Offices has more than doubled, and an entirely new set of conditions



ditions has been introduced by the immigration of Europeans. Inspection of the different Post Offices (which extend for a distance of 1,500 miles) can only be accomplished to the detriment of work at Headquarters, and there are stations which have not been examined for nearly two years. In asking for two thoroughly capable Postmasters and a qualified Postal Accountant I am not going beyond the necessities of the case, which is very urgent; for three years we have dealt with the extra work resulting from the European immigration without addition to a supervising staff modelled to meet entirely different conditions, and I submit that it is no longer possible to conduct the work of the Department without this additional assistance.

11. In regard to the actual salaries to be offered, the amounts quoted are those which I considered necessary in order to obtain a satisfactory class of officer. It may be that suitable men could be obtained for a salary of £300 rising by increments of £20 to £500, and I propose to consult the officials of the General Post Office upon this point.

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I have the honour to be,

Sir,

Your most obedient humble Servant,

*[Handwritten signature]*

Postmaster General

East African & Uganda Protectorates

Sent

with table

Norm

Darbyleape

Referring to depts

intersects

476

You may  
depts held

make provisions in estimate

increase

proposed

8 Elg

NOTE.

Mr. [unclear]

Mr. Cox.

Mr. Lucas.

Mr. Graham.

Mr. Q. Manney.

Mr. Churchill.

The [unclear] of [unclear].

(copy 2663)