

*525A*

EAST AFR. PROT.

2013

Recd  
17 JAN 1916

2013

For Beliefs	7d
1916	
17 Jan	
Last previous Paper	
$\frac{1070}{59160} / 15$	

*Mafia German Coinage*

*...demonstration conceivable, but that demoniacal savagery shd. not be dispensed of as a loss, but held pending conclusion of hostilities & final adjustment of whole question*

*Mr. G. Fiddler*

*When demonization was discussed at the beginning of last year the price proposed for the 100 8350 that the admin<sup>n</sup> of the Island shd purchase German rupees at the rate of two German to one Indian. He says nothing about purchase at the present rate, but I assume that he proposes to fix a date after which the German rupee will cease to be legal tender & the necessity to let the admin<sup>n</sup> purchase German by Indian rupees at a certain rate U.O. the next value of the*

*To For East Ind. 20 p  
Ceylon W.O. 21 Jan 16*

Next subsequent Paper
$\frac{112}{6698} / 16$

that from the <sup>increase</sup> ~~whole~~ some improvement  
is contemplated in the  
salaries of the Female  
Hotel Clerks & Telegraphists,  
the question of improving  
the conditions of living  
of these officials will not  
be lost sight of.

(Signed) HONAR LAW.

*[Handwritten mark]*



*GA 2*

17 August 1916

E.A.P.

Confidential

Sir,

Gov. H. Belsham

I have &c to advise

A.C. 15/8/16

Re: Budgetary 15.8.16

I have the receipt of your conf. despatch N<sup>o</sup> 6 of the 13<sup>th</sup> of Jan., transmitting a copy of a memorandum by the P.M.G. containing proposals for revised scales of salary for the junior staff of the Postal Dept.

(2) I approve of the inclusion of the new scales of salary for consideration in the draft estimates of expenditure for the financial year 1917-18. I have noticed with satisfaction that, while

*See New  
Copy for Mr. [unclear] of 16/8/16  
Copy for [unclear] of 16/8/16*

from your conf. despatch N<sup>o</sup> 37 of the 27<sup>th</sup> of March

6.

present I am limiting my recommendations to the more poorly paid members of the European staff, on whom so much work had fallen during the past eighteen months, and for whose case I beg His Excellency's favourable consideration.

(Sd.) J. GOSLING.

POSTMASTER GENERAL,

British East Africa & Uganda Protectorates.

Dictd. to E.S.

the following revisions:-

(f). Second Class Telegraph Inspectors, now £160 x £8 to £200, scale to be increased to £170 x £10 to £230, the same as Senior Grade Main Postal Clerks and Telegraphists.

(g). Sub-Engineers and Electric Inspectors, now £300 x £10 to £300, to be revised to £340 x £15 to £300.

(h). It will probably be necessary to increase the salary of the Electric Mechanician, now £200, at least to £250 per annum. I do not advise this in Mr. Carroll's case (please see despatch to the Colonial Office No. 877 of the 22nd of December 1915), but this rate will probably have to be paid in order to secure and retain the services of a suitable man to succeed him.

GENERAL.

6. This is obviously not the time to deal with the question of the emoluments of Senior Officers. In other circumstances I should have recommended a general reconsideration of the scheme of salaries, the most urgent cases being those of First Class Postmasters and the Senior Engineering Staff. But for the

present

European clerks of the Uganda Railway  
drawing approximately similar salaries.

(A). Female Postal Clerks and  
Telegraphists, present scale £110 x 26  
to £150: I suggest a slightly  
improved scale, viz:- £120 x 28 to £160.

(e). The scale of the supervisor  
of telegraphs (Female) --- £150 x 28  
to £200 --- should, I think, be similar  
to that recommended for senior grade  
male postal clerks and telegraphists,  
viz:- £170 x 210 to £230. The same  
recommendation would apply to the  
Female Accountant, but I am considering  
whether it would not be desirable for  
the latter post to be abolished on  
Miss Lyons' retirement.

#### SUBORDINATE ENGINEERING STAFF.

4. There has hitherto been a certain  
definite relation between the salaries of clerks  
and junior Postmasters on the one hand and those  
of Second Class Telegraph Inspectors, Sub-Engineers,  
&c., on the other. It is desirable to preserve  
this, particularly as it is at present more  
difficult to obtain good Mechanics than it is to  
get good clerks. I therefore recommend

the

*see memo  
14/2  
2115/4  
Cable for man*



comparatively young clerks and locally engaged Europeans whose ages and attainments do not merit the senior scale.

(b). For Senior Grade male Postal Clerks and Telegraphists, in place of the present scale — £165 x 25 to £300 — I suggest a new scale, viz:— £170 x £10 to £230. As compared with the salaries paid to clerks of other Departments — £150 x £10 to £250 — the proposed new scale has a higher minimum and a lower maximum. It is intended for trained clerks of good experience, and has been framed with due regard to the scale adopted for European clerks by the Uganda Railway. It is put forward after discussion with the General Manager, who agrees with me that it is desirable to preserve in this country the same relation between the salaries of Post Office and Railway clerks as obtains in England.

(c). Second Class Postmasters, present scale £200 x £10 to £300 with £20 duty. I would propose to substitute a scale, £240 x £12 to £300 with £24 duty. The increments correspond with those paid to Senior Grade

European

see Gov  
242 90  
12

11-1  
✓ Govts 13-4

2. I should have returned to the subject before this, but with the outbreak of war the tendency has been to shelve any such question. However, two years have passed and although the time may be considered inopportune, and any scheme now put forward can hardly be given effect to until the 1917-18 estimates, I think it desirable that the matter should be placed before His Excellency without further delay. The special rapidity of promotion no longer obtains. Moreover increased rates of pay have been sanctioned for clerks of other departments and unless there is some promise of a revised scale for the Post Office we shall probably lose a number of men who, failing improved prospects, will revert to the British Post Office on the expiration of the periods for which they are seconded.

3. I would recommend-

(a). That the scale of Junior male Postal Clerks and Telegraphists, now £120 x 6 to £150, be altered by increasing the initial salary to £140 per annum. This grade is, in practical effect, purely a probationary one. The number of appointments is being reduced to three on the ensuing year's estimates, and it is intended to utilize these for

comparatively



SECRETARIAT

No. 25915

Recd. 5-1-16.

ENCLOSURE

Conf. 15,000,000 No. 6 of 13-1-1916

Postmaster General's Office 207

Nairobi,

4th January, 1916.

CONFIDENTIAL

The Honourable  
The Chief Secretary  
to the Government,  
Nairobi.

6810  
JAN 16

EUROPEAN CLERICAL STAFF.

Reference Your No. 5915 (Confidential) of  
the 22nd of April 1914, and  
previous correspondence  
on the subject.

-----0000000-----

On the 5th of November 1913 my views were invited on the question of the inclusion of the European Clerks of this Department in a scheme of salary revision which was then under consideration. I replied on the 9th of December 1913 to the effect that whilst the scales of salary were undoubtedly inadequate this was neutralised to a certain extent by the rapidity of promotion and, since any revised scale of salaries affecting the Post Office could hardly be limited to clerks, I preferred not to make any immediate recommendations.

Conf

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25915  
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Postmaster General's Office  
Nairobi, 207

4th January, 1916.

~~CONFIDENTIAL.~~

The Honourable  
The Chief Secretary  
to the Government,  
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609

13th January 1916.

Sir,

With reference to Mr Harcourt's Confidential despatch of the 27th of March, 1914, I have the honour to transmit herewith a copy of a memorandum from the Postmaster General on the subject of revised scales of salary for the European clerks in his Department.

2. I consider that the proposals are reasonable and I recommend their adoption in the Estimates for the year 1917-1918.

I have the honour to be,

Sir,

Your humble obedient servant,

GOVERNOR'S Deputy

THE RIGHT HONOURABLE

ANDREW BONAR LAW, P.C., M.P.,

SECRETARY OF STATE FOR THE COLONIES,

BOWING STREET, LONDON, S.W.

for 3963  
4.1.16

As regards the Postal Clerks & Telegraphists. The 1916-17 Estimates have come into operation since the 1916 proposals were last considered, and it may be interesting to compare the present establishment - salaries as provided for in last year's Estimates, the present year's, and as proposed to be included in the draft Estimate for next year.

1915-16.	1916-17	1917-18
4 1 <sup>st</sup> Cl. P. Masters £ 300-15-360	Ditto	4 1 <sup>st</sup> Cl. P. Masters £ 300-15-360
10 2 <sup>nd</sup> Cl. P. Masters £ 200-10-300 + £ 20	Ditto	10 2 <sup>nd</sup> Cl. P. Masters £ 240-12-300 + £ 24
22 Clerks & Telegraphists £ 160-8-200	30 Clerks & Tel £ 160-8-200	26 Clerks & Tel £ 170-10-230
7 Clerks & Tel £ 130-8-160	3 Clerks & Tel £ 130-8-160	3 2 <sup>nd</sup> Br. Clerks & Tel £ 140-8-160
21 Female Clerks £ 110-6-150	Ditto	Female Clerks £ 120-8-160
Female Supervisor £ 150-8-200	Ditto	1 Female Supervisor £ 170-10-200

As regards the male clerks, it is difficult at present to give any idea of the proposed increases when the war is over and there

there are more candidates. We can approve inclusion of the proposed new salaries in next year's draft estimates, and I think it would have been better if, at any rate, a Postal Clerks maximum had been raised to £280, the maximum of other 2<sup>nd</sup> Grade European Clerks.

Major [unclear]  
The [unclear]  
to [unclear]  
at the [unclear]

The recent correspondence as to conditions of living in the case of female clerks are annexed. It is clear that the ideal of more comfortable housing has not been lost sight of, and we need only refer to this recent correspondence in approving the inclusion of the new salaries in next year's draft estimates.

Mr. Head,  
I suppose my proposed [unclear] is fairly certain that these claims will not be unnecessarily delayed, and we must get off a reply of some [unclear] kind, as a matter of next year's Estimates, before about now.

W. H. [unclear]  
at [unclear]  
H. J. R.  
14/8/16

explains his recommendations in most cases.

? Approve the inclusion of the proposed scales in the draft Estimates for 1917-18, adding as to the housing arrangements of the Female Staff.

AC 25/1/16

W. Beau

As regards the question of getting Jelepoh staff and the conditions of living of the female Postal Clerk, have indicated to.

? Being up to 3 mos.

W.S. 27.3.16

at once

\* J. S.

27/11/16

M. Bottomley

These papers have been waiting some time for the Electrical Mechanician and Post Tel. Engineers pp which have been in almost constant circulation.

of the case additional Post Tel. Engineers, for whom the Gov. asked on 13453/16 original by 20467/16, it was possible to obtain only one in the country, although we were prepared to offer the rate of salary now ruling at home. The engagement of the Electrical Mechanician is still unfinished; the candidate, Mr Bull, was offered the normal salary of £200-10-250, but asked for £300-10-350, to which we (at present, until after the war) agreed after consulting the Governor. Mr Bull is still trying for better terms, and is now asking that he should be promised the higher salary for the whole of his term. The position as regards these officials is thus very unsettled, & it seems that nothing very definite as to the rate of salary which will be permanently required can be determined until after the war.

3457/16  
various papers

could not subsist on his salary, and his financial position became "absolutely hopeless." The question suggests itself <sup>rather</sup> if a man's position is so hopeless on £160, it would be much better on £170.

But the saving feature of the present proposals, so far as the Junior Male Clerks are concerned, is that the number of II grade app<sup>ts</sup> ~~is~~ is being reduced to three in next year's Estimates, and will be confined to junior people "whose ages and attainments do not merit the senior scale" that is, I take it, the II grade clerks will all be young unmarried people, who will be quite comfortable in Nairobi on £140-8-160 (with £40 house allowance).

As regards the Female Staff the P.M.G. recognized in his report of ~~December~~ December 1913 that some improvement in the conditions of service would soon become necessary. He said, however, that he thought it was not a higher rate of salary that was wanted, as

he had already detected "a tendency to extravagance" among the Female Staff; but he thought that "providing a house-keeper at Gov<sup>t</sup> expense, or a contribution towards the cost of a house-keeper, would make for more comfortable & satisfactory conditions and would be generally more desirable & economical than the granting of domestic expenses, or the granting of higher salaries." Since then we have heard no more of the idea to improve the housing arrangements. Instead, the P.M.G. suggests a slightly higher scale of salary. I am inclined to agree with his earlier report that more comfortable housing is really more requisite than higher pay, and we might ~~perhaps~~ say, ~~but~~ in summary for the despatch, something to the effect that the S.P.S. considers that the question of housing is ~~absolutely~~ ~~one~~ which should receive attention ~~whenever~~ possible and trusts that it will not be lost sight of.

The Female Supervisor of Telegraphs is to be on the same scale as I Grade Male Clerks (£170-10-230)

I think Mr. Gosling's memo. explains



could not submit on his salary, and his financial position became "absolutely hopeless." The question suggests itself, <sup>whether</sup> if a man's position is so hopeless on #160, it would be much better on #170.

But the saving feature of the present proposal, so far as the Senior Male Clerks are concerned, is that the number of II grade app<sup>ts</sup> ~~members~~ is being reduced to that in next year's Estimate, and will be confined to "young people" whose ages and attainments do not merit the senior scale. That is, I take it, the II grade clerks will all be young unmarried people, who will be quite comfortable in Nairobi on #140-8-160 (with 40 house allowance).

As regards the Female Staff the P.M.C. recognized in his report of ~~XXXXX~~ December 1913 that some improvement in the conditions of service would soon become necessary: he said, however, that he thought it was not a higher rate of salary that was wanted, as

he had already detailed a disposition to "extinguish" among the Female Staff, but he thought that "provision of a house-keeper at Gov<sup>t</sup> expense, or a Gov<sup>t</sup> contribution towards the cost of a house-keeper, would make for more comfortable & satisfactory conditions and would be generally more desirable, or money better & happier domestic circumstances, than the granting of higher salaries." Since then we have heard no more of the idea to improve the housing arrangements. Instead, the P.M.C. suggests a slightly higher scale of salary. I am inclined to agree with his earlier report that more comfortable housing is really more requisite than higher pay; and we might ~~perhaps~~ say, but in our reply to the despatch, something to the effect that the S. & S. consider that the question of housing is ~~absolutely~~ one which should ~~attract~~ attract attention, whenever possible and think that it will not be lost sight of.

The Female Supervisor of Telegraph is to be on the same scale as I grade Male Clerks (#120-10-240)

I think Mr. Badings memo explains

I cannot help thinking that, while we are about it, we might make the increases of salary rather more generous. If it be remembered that the original question was whether the Postal Clerks should be included in the general scale, and given the two grades of £150-10-250 and £250-15-400, the present scales, even with the proposed additions, seem very low. It seems that the cost of living is steadily increasing in E. Africa, and we shall certainly have to make fresh increases later on if we are content ourselves with these slight modifications suggested now.

It is chiefly the Second Grade Male Clerks & the Female Clerks who seem to demand attention. With regard to the former, the P.M.O. said in Dec. 1913, <sup>(unemployed clerks)</sup> that, in Nairobi, they could live fairly comfortably on the £130-8-160 scale, but in Mombasa they did not save anything on their salary & generally tended to get into debt. <sup>(Howland)</sup> Had his salary been £150 a year he would have been his second tier could

3763/14

with the 200  
leave all

Dep<sup>t</sup> For several reasons, therefore,  
 an improvement in salaries is  
 imperative.

It seems to me that the  
 improvements proposed by Mr. Bowling  
 are not sufficiently substantial,  
 Summarized they are as follows:—

	<u>Present Scale</u>	<u>Proposed Scale</u>
Clarks & Telegraphists Gr. II	£130 - 8 - 160	£140 - 8 - 160
Gr. I	£160 - 8 - 200	£170 - 10 - 230
Second Class Postmen	£200 - 10 - 300 + 20	£240 - 12 - 300 + 20
Female Postal Clarks	£110 - 6 - 150	£120 - 8 - 160
Supervisor	£150 - 8 - 200	£170 - 10 - 230
<u>Subordinate Engineering Staff:</u>		
Second Class Tel. Inspectors	£160 - 8 - 200	£170 - 10 - 230
Sub-Eng <sup>s</sup> & Electric	£200 - 10 - 300	£240 - 12 - 300
Electric Mechanician	£200	?

I have not noticed the Female Accountant,  
 as the post is perhaps to be abolished  
 on Miss Lyons' retirement (probably  
 in May).

The Electric Mechanician could not be  
 obtained in this country, the low  
 rate of salary being the chief reason  
 of our failure. We have told Gov<sup>t</sup>  
 to try S. Africa.

The 1<sup>st</sup> Class appointments are not  
 included in the present scheme.

Handwritten notes:  
 The 1<sup>st</sup> Class  
 - at the

10546/  
 12507/10