

EAST AFR. PROT
10 967 ¹⁶/₁₇

10767
REC'D
FEB 27 1917

Subs. Dep. 2
Bureau 14

1916
27 Dec.

Last previous Paper.
500
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POSTAL DEPT SALARIES

Points out revision is not to counteract conditions of temporary nature but is in connexion with revised salaries for European Clerks. Submits observations and asks whole scheme may be adopted with effect from 1st October last.

3965 ¹⁶/₁₇

The Point

All the new rates have been approved on the Estimates (Est/1607 ¹⁶/₁₇) except those for the Telegraph staff. As to these, I see nothing here which makes it possible to approach the Treasury again for Uganda, & he must wait for Sir J. Jackson's views on this point.

For the present the Estimates arrangements must hold good - I have included a reference to this dispatch in my draft letter on Est/10022 below.

at
12/11/17

Oct. 10 1917

1930
S.P.

EAST AFRICA PROTECTORATE
No. 177

GOVERNMENT HOUSE,
NAIROBI,
BRITISH EAST AFRICA

~~CONFIDENTIAL~~

December 27th, 1916.

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REC.
REG. 27 FEB 17

Sir,

Leads
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WAG

With reference to your predecessor's Confidential despatch of the 12th of October 1916, and to the views expressed by the Lords Commissioners of the Treasury in their letter of the 5th ~~idea~~, I have the honour to point out that the scheme of revised salaries for the Post Office staff which was transmitted to you in my communication of the 13th of January last, and to which I referred in my further letter No.86 of the 20th of July of this year, is not designed to counteract conditions of a temporary nature, but is put forward in connexion with the scheme of revised salaries for European clerks serving on second class appointments dealt with in my Confidential despatch No.7 of the 11th January 1914. The exclusion of the Post Office and Railway Departments from that scheme was referred to in paragraph 4 of Mr.Harcourt's Confidential despatch of the 27th of March 1914.

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2.

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

2. In a memorandum dated the 9th of December 1913, a copy of which was enclosed with my Confidential despatch No.7 of January 11th 1914, the Postmaster General dealt very fully with the question of revision of the scales of salaries for the Post Office staff. His conclusion as stated in his 18th paragraph, was that he did not consider any immediate revision necessary but the question would be influenced by what might be conceded to clerks of other Government Departments. Mr. Gosling explains that at the time that memorandum was written he had before him Mr. Harcourt's Confidential despatch dated the 30th September 1913 which contemplated a maximum salary of £200 per annum for clerks and £300 per annum for Office Superintendents. His Department having been excluded from the operation of the new scheme he apparently did not become aware of the more generous scales of pay which were subsequently sanctioned for these Officers until his return from South Africa towards the end of 1915. He then took up the question in the memorandum dated the 4th of January 1916, a copy of which was transmitted in my Confidential despatch of the 13th idem. The object of the proposals then put forward was to bring the Post Office scales of salaries into line with those of the Departments included in the original scheme.

3. It is unfortunate that the Postmaster General was absent from the country when the estimates for 1916-17 were being framed and the inclusion of a revised scale of salaries in the current year's estimates might, to a certain

extent, have prevented so many clerks reverting to the British Post Office; although I am given to understand that the attractions of Military Service in Europe and the special terms now conceded to Post Office clerks in England have not been neutralised by the improved scale of salary for male telegraphists which has been brought into force with effect as from the 1st of October last. These men are still leaving us.

4. As regards the subordinate Engineering Staff employed in Uganda, the Postmaster General advises me that he has already communicated with the Administration of that Protectorate with a view to a similar scale being adopted there, and explains that the scheme was framed to meet the case of the different grades of subordinate European Officers of his Department and that the exclusion of any particular class, even although that class is borne on the Uganda Estimates, would be undesirable, at a time like the present when so much difficulty is being experienced in maintaining an adequate staff for our Post and Telegraph Services.

5. I therefore hope that you may see fit to sanction the adoption of the whole scheme of revision as from the 1st of October last. So far as that portion of the Post Office establishment which is borne on the Estimates of this Protectorate is concerned, I am advised there will be ample savings, on unfilled appointments, to meet the extra expenditure involved. The question as

regards Uganda will doubtless be dealt with by
Sir Frederick Jackson, to whom I am transmitting
a copy of this despatch.

I am the honour to be,

Sir,

Your humble, obedient servant,



Done approved by the
GOVERNOR