

EAST AFR. PROT
43116

C. O
43116
17 SEP 15

Belfield 565

Cadastral Survey Staff - Emoluments

1915

3 August

Last previous Paper.

89/15

Yrs copies of letters from Director of Surveys, with forms drawn up by Chief Computer as to regarding - Recommendations for approval alternative scheme by D/Surveys (Enclosure 2)

To Read.

As it turns out we have taken a generous line in allowing them to base their calculations on a comparison with Sir H. Belfield's consolidated allowance proposal of 13/26/13. The £150 there proposed for the three 1st class grades represented travelling for 75% of the maximum, and the figures given in the Chief Computer's return show that this is excessive. In the case of the 1st class the 1913 consolidated allowance of £120 represented no less than 315 days travelling a year, whereas the average turns out to be 212 days. On that basis the consolidated allowance would have been £92.10.0 only, and Mr Williams' "x" instead of being £177, would have been £154.

See Am
with
attached

See B. 2

See C. 2

Amo. 722 - 30 Sept 15

next subsequent Paper.

6442/16

I do not suggest that we should go back on the decision to compare equalize rates, but

Governor's 1913 proposal, but considering that, in addition to relieving members of the survey dept. of the effects of the (then) new rule as to house allowance and the reduction in the rates of travelling allowance, the decision was based on previous data widely favourable to the surveyors, we can justly avoid further concessions.

The rates ^{of pay} recommended are those in force at present with the exception of the £180 proposed for the Dominants, which as I have indicated is really much too high, but we had better accept it as we want to get the best men we can for this grade and good men will not usually be attracted by a second class appointment.

As regards the difficulties raised, the objection that the surveyors have to pay rent while they are away (and therefore not drawing house allowance) is futile. They have to pay no more rent than if they were treated under the ^{Govt} 13/26/13 proposal ^{for} which we are trying to find an equivalent.

The question of adjustment on promotion is awkward, and the Govt. rather alters over it - no doubt because its awkwardness is a measure of the trouble which they have made of this matter. Where there is a serious discrepancy between the ^{assumed} ~~assumed~~ ^{old} ~~old~~ ^{style} ~~style~~ before promotion & the assumed ~~assumed~~ ^{new} ~~new~~ ^{style} ~~style~~ at the minimum after promotion we must adjust, but it has to be remembered that these

See para. 14
of draft

variation from the assumed n^o of days' travelling may materially affect the question for the individual misdey or.

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Further, on promotion he gets higher emoluments during leave and for funeral purposes. On this account we could not simply accept the Gov's suggestion that we should have no promotion, and we should have to take as the criterion of profit or loss a table similar to Capt. King's Table B. where the leave matter is allowed for.

The anomalies referred to in para. 5 of the Gov's despatch are not important - it is enough to point out that the corresponding anomalies under the first Table referred to are larger - £3 of 7 respectively.

More important, I think, are the small improvements which result on the promotion of a man now in the service. A Junior looks forward to £478 on the present conditions (King equivalent £467), when promoted to Senior, new conditions, he will look forward to £485 (King equivalent £471). A Senior looks forward to £525 (King equivalent £504); on promotion he will look forward to £528 (King equivalent £515), and

* if promotion applies in alternate years.

Lagna Travelling allowance cannot be regarded as an emolument.

(but welcome)

has little prospect of further promotion.

Captain King's proposal for Consolidated colonies also suffers from this drawback, which is a necessary result of the unfortunate muddle; but it is extremely simple and has the great advantage of being acceptable to the Staff - and it has to satisfy them that we started on this affair. Its drawbacks are

- (a) It definitely requires travelling allowance as a part of salary.
- (b) It has now no counterpart in any other civil department, and one main idea has been to bring the Survey Dept. into line.
- (c) It involves very weird incremental scales. But the present scales are peculiar to the Survey Dept.
- (d) It does not encourage travelling but treats the man of household as well as the man who is sent very far from home if it is the least step or is roughing it on the Red Sea or Gibeon.

[I believe that the fact that a large part of the staff have been kept continuously at the Coast is largely responsible

should have to
in nature of the
also gets free
leave

is often done

Don't make paper
attached

responsible for the dissatisfaction which exists - but we cannot distinguish (except by the extra leave) without opening the door to demands for similar treatment from other Dept. 329

On the whole I think that for the sake of peace we should adopt Capt King's suggestion. If any pensionable posts are created in these grades, it will be enough to attract the new recruits by 20% for pension purposes and on the assumed addition in the case of officers who get four quarters

I may have pointed out that while the time serving District Surveyor averages up to £550 consolidated, the Post Director, Cadizal Branch, has a scale of £400 - £20 - £500 + £40 duty + £50 home allowance. Of course he gets travelling allowance on occasion, & I hope that he then comes to his home allowance. Also the Dept. is pensionable. We could lay it down that a District Surveyor must, if promoted to be Post Director, start at the minimum ^{in the} ~~in the~~ of the colony (consolidated) which he does as District Surveyor ^{at £550} ~~at £550~~, in which case he may start with one increment? ~~but~~

Whichever arrangement is decided on
I think our reply should draw attention
to the point referred to in the first page
of my minute and to the fallacy of the
continuance of rent when home allowance
cesses.

W.C.S. 22.9.15

Sir J. Anderson

On the whole I think
that we had better adopt
Capt. King's proposal as
proposed by Mr. Bottomley?

A. J. R.

23/9/15

off at once

W.C.S. 24.9.15

Notes

Consolidated allowance proposed in 1913 = £150.

Of which Home allowance represents 60

Travelling allowance represents £80 or Rs 1350, which at the old rate of Rs 5 p.d. represents 270 days travelling a year, or 75%.

Consolidated allowance proposed for assistants = £120.

Of which Home allowance was then 36

Therefore Travelling allowance represents £84 or Rs 1260, which at the old rate of Rs 4 p.d. represents 315 days travelling a year, or 86%.

Being 212 days for Assistants, the Travelling allowance at the Rs. 4 p.d. rate should have been Rs 848 or £56.10.8, which with the Rs 36 home allowance gives £92.10.8. Mr Williams' calculation then becomes - Consolidated allowance = $5 \times £92.10.8 = 462.13.4$

Selling = $6 \times £120$

$62 + 84 + 176 = 1182.13.4$, $562 = 922.13.4$

$2 \times 153.15.6$

$\frac{720}{1182.13.4}$

Taking the Assistant Director scale with one increment (£420) and adding $\frac{1}{2}$ the ~~scale~~ pension equivalent (on the basis of the Treasury 10% deduction when a man was made pensionable), we get $420 + 46.13.4 = £466.13.4$

But allowance at £80 for 2y. & at £50 for 6 months (when acting as Deputy Director) out of every 3 years = £105 or £55 a year.

Home allowance at £50 for 5 months = £41.13.4, or £543.6.8 in which ~~£41.13.4~~ If he travels he gets Rs 4 = $5\frac{1}{2}$ a day instead of home allowance $\frac{22000}{365} = 2\frac{1}{4}$ a day = $3\frac{1}{2}$ a day, which brings him up to £500 if he travels for 52 days.

C. O.
43116
17 3/15

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GOVERNMENT HOUSE,
NAIROBI,
BRITISH EAST AFRICA

AFRICA PROTECTORATE

No. 563

August 3rd 1915.

Sir,

*for
89/15*

Director of
Surveys
4. 15

tract

I have the honour to acknowledge the receipt of Mr. Harcourt's despatch No. 64 of 26th January, and, in compliance with the instructions contained in paragraphs 6 and 7 thereof, to transmit to you a copy of a letter I have received from the Director of Surveys on the subject, together with forms drawn up by the Chief Computer, from which it will be seen that the result arrived at, so far as the actual initial salaries of the higher grades go, approximates as nearly as possible to the scales formulated in the enclosure to Mr. Harcourt's despatch No. 630 of 5th August 1913.

*free
26207/13*

2. In paragraph 4 of the despatch under reply it is "admitted that in the case of the Assistant Junior Staff Surveyors the new rate of salary was too low", and, from a perusal of the enclosed form relating to this grade of Surveyor, it

RIGHT HONOURABLE
ANDREW BONAR LAW, P.C., M.P.,
SECRETARY OF STATE FOR THE COLONIES,
DOWNING STREET,
LONDON, S.W.

it will be seen that the lowest possible salary is that suggested by the Director of Surveys viz: £180. In fact the total emoluments of these officers, at this increased rate of salary, would, under the new conditions governing House and Travelling allowances, be only £20 more, in a period of 6 years, than that proposed for them in my despatch No.201 of 27th March 1913.

*for
13/26*

3. I note that the conditions now existing must be continued not only during current engagements but up to the date of promotion, and by 'the conditions now existing' I understand you to mean the emoluments prescribed in the sanctioned estimates for the current year where salaries are provided for at the higher scale and House allowance is reckoned for the full year whether the officer is in the field or not. I also note that in the case of promotions and new appointments the privilege of drawing House allowance in the field will not be granted.

4. The existing initial scale of salaries, and the allowances based on the proportion of days in the field as set forth in the accompanying forms work out as follows:-

	Salary	T.	A.	H.	A.	Total
Asst. Jr. Staff Surveyor	£150	£35	£40			£225
<i>E10</i> Junior " "	300	68	60			428
<i>E15</i> Senior " "	350	65	60			475
<i>E20</i> District " "	400	48	60			508

Whereas the respective figures, making allowance for the proposed increase in salary of the Assistant

Assistant Junior Staff Surveyors and having regard to the new regulation governing House allowance, would be:-

	Salary	T.A.	H.A.	Total
Asst. Jr. Staff Surveyors	£180	£35	£17	£232
Junior "	300	68	18	386
Senior "	350	65	20	435
District	400	48	30	478

5. A comparison of these two tables will show that whereas new Assistant Junior Staff Surveyors would benefit slightly by the change, the reverse would be the case with Junior and Senior Staff Surveyors promoted after receiving the first increment of their grade to the minimum of the grade next above it. Such cases, I note from paragraph 7 of the despatch under reply, may be considered as they arise, and I presume that Surveyors at present serving in these grades may be informed that, in the event of promotion, they will not be losers financially.

6. The figures in the second table in paragraph 4 hereof present an anomaly in that the maximum of the Junior and Senior Staff Surveyors' salaries plus emoluments would be £1 and £7 respectively greater than the minimum of the salaries of the grades immediately above them.

7. While under the foregoing conditions, the present staff would be guaranteed against a depreciation of their emoluments, I cannot hide from

4.

from myself the certainty of dissatisfaction being manifested in the case of officers on new appointments not only on account of the fact that their total emoluments would be proportionately lower than those of their colleagues of longer standing, but because of the inevitable out-of-pocket expense entailed in paying rent on their houses in town while they themselves are in the field drawing no house allowance.

8. With regard to the Director of Surveys' difficulty expressed in paragraph 6 of his letter, there is no doubt that, if some Surveyors occupied Government houses in Town, while others received an allowance in lieu of quarters the latter would fare worse than the former when in the field, for the reason specified at the end of the preceding paragraph. But as there is only one Surveyor in the Department who is in occupation of Government Quarters while in Nairobi the question need only receive passing attention. As regards the effect on officers drawing House Allowance while living in privately owned houses, this aspect of the case has been fully dealt with in my despatch No. 60 of March 25th 1914, relating to Captain Kempthorne of the Trigonometrical and Topographical Branch.

9. As regards the question raised in paragraph 7 of the Director of Surveys' letter, I have interpreted the instructions in paragraph 4 of Colonial Office despatch No. 64 to mean

file 2678
444

for
89/15

mean that the members of the present staff are to enjoy the privilege of drawing House and Travelling allowances simultaneously until such time as promotion to a higher grade takes place.

10. I have noted the instructions contained in paragraph 8 of Mr. Harcourt's despatch relating to members of the staff, who have relinquished their appointments for military service, and these will, if reappointed within a year after the end of the war, retain, pending promotion, the privileges as to house allowance which they enjoyed when they left the Department.

11. I forward the letter from the Director of Surveys, and its enclosures, referred to in paragraph 1 hereof, because the proposals embodied therein were called for in Mr. Harcourt's despatch of 26th January; but I also enclose for your consideration a copy of a further letter from Captain King in which he formulates an alternative scheme.

12. I am informed that the adoption of this scheme would cause universal satisfaction among the surveyors in the Survey Department of this Protectorate and would save a vast amount of clerical labour. As it is more workable and no more expensive than the previous scheme, I trust it will receive due consideration and meet with your approval.

13. Briefly the proposal is that all Surveyors

at

at present employed in the Department, or engaged before some future date to be fixed later, be placed on the Table B. scale, while on promotion they would enter Table A. scale in such a manner as to prevent any depreciation of their salary: and that all appointments after that date should be on the Table A. scale.

14. The only objection to this scheme appears to me to lie in the possibility of the Staff of Surveyors being made pensionable, in which event it is to be expected their pensions would be based on their consolidated salaries, which according to the tables under review are greater than those at present ruling. This difficulty, however, could be overcome by a special ruling in the case of all Surveyors, whereby a certain percentage might be deducted from the figure on which pension was to be based previous to computation of the pension.

I have the honour to be,

Sir,

Your humble, obedient servant,

H. C. B. B. B.

GOVERNOR.

INCLOSURE No. 1

In Despatch No. 588 of August 3rd 1915

Director of Surveys Office

Nairobi 337

9th April 1915.

C.O
43116
REC'D
17 SEP 15

The Hon'ble the Chief Secretary
Nairobi.

Re-Terms of Employment of Members of the
Cadastral Branch, Survey Department.

1. With reference to your memo No. 5272/35 dated 26th February 1915, and para 6, (a) and (b) of the Secretary of States' despatch covered by that memo.
2. I forward attached, a carefully worked analysis which has been drawn up by the Chief Computer (Mr. Williams).
3. Referring to para 4 of the Secretary of States' despatch No. 64 of 26th January 1915, and the suggestions that the new scales are adequate, it will be seen that the enquiry now made which extends over 6 years work and shows that the salaries proposed in Secretary of States' Despatch No. 13126/13 dated 23rd July 1913, are approximately the same as those now arrived at, with the exception of that of the lowest Junior Staff Surveyors, whose emoluments require an increase.
4. The Table below is a summary of the situation.

Rank.	Rates proposed in Despatch 13126/13.	Rate worked out over 6 years.	Rate now recommended.	Difference.
District Surveyors.	£400.	£415.	£400.	- £15.
Senior Staff Surveyors.	£350.	£352.	£350.	- £2.
Junior Staff Surveyors.	£300.	£301.	£300.	- £1.
Lowest Junior Staff Surveyors.	£150.	£177.	£180.	+ £3.

5. The rates now proposed are the same as the original proposals in Despatch 13126/13 with the exception of the lowest Junior Staff Surveyors.

By Despatch 13126 Col. Keppeler memo
C.O. to the Treasurer of 13126

The proposed increase in this grade is put forward for the following reasons: 336

- not necessary*
- (a) All new appointments start in this grade, and it is necessary to attract good men. It must be remembered that the Asst: Junior Staff Surveyors eventually rise through the various grades to senior posts, and it is of the utmost importance that men of the right stamp should be obtained, in addition to their being technically qualified.
- (b) When Asst: Junior Staff Surveyors are unavoidably employed on Township work, their expenses are considerable and I do not consider £150 an adequate salary.

6. The Deputy Director, Cadastral Branch has brought the fact to my notice that Surveyors who occupy Government quarters will, under the proposed new scale, (where House allowance is surrendered on Safari), be in a much better position than those who continue to draw House allowance scale. If this condition remains as, at present there must be dissatisfaction among members of the Department who draw the House allowance scale, more especially among those members who have built their own houses and who are not allowed by regulation to let them during protracted absence.

7. Ref: para 6. of Secretary of States' despatch No. 64. It is not quite clear to me as to what is intended by the expression "Current Engagement", and it does not seem quite clear whether "present agreement" or "present appointment" is meant; if "present agreement" is intended the ruling will cause hardship.

X Capt. W. is more concerned to raise difficulties than to solve them. He said that the members of the surveying staff must have not only long engagement but must promote the is the hardship?

W. H. ...
Capt.
for Director of Surveys.

March 25th 1915.

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D.C.B.

EMOLUMENTS TO SURVEYORS.

I attach herewith the various papers in connection with the above.

To summarise, the various grades are as follows:-

DISTRICT SURVEYORS.

Time spent in field	50 %	}	<u>£ 400</u>
New commencing salary	£ 415		

SENIOR STAFF SURVEYORS.

Time spent in field	67 %	}	<u>£ 350</u>
New commencing salary	£ 352		

JUNIOR STAFF SURVEYORS.

Time spent in field	70 %	}	<u>£ 300</u>
New commencing salary	£ 301		

ASSISTANT JUNIOR STAFF SURVEYORS.

Time spent in field	88 %	}	<u>£ 150</u>
Salary	£ 177		

You will notice that the salary for A.J.S.S. seems rather low, and even if a travelling allowance of 7% be allowed, their salary will still be about £23 under the theoretical one.

(sgd): J.H. Williams

Figures underlined in red shew commencing salaries as per G.O. despatch, and which are now in force.

(sgd): J.H.W.

Incumbents to Surveyors.Various notes.

- I. Prior to April 1912, the travelling allowance per diem was Rs.5-00. This has necessitated a reduction in the total amount received as shown on sheet "A", so that a true percentage could be obtained.
- II. The percentage for each surveyor has been obtained by ~~adjusting~~ ^{adopting} the amount received during the years 1913-1914 and the amount a Surveyor could have received if he had been in the field the whole of the time. Where a Surveyor has been on leave or Military Service, such time has been deducted from his possible total time.
- III. ~~The~~ percentage has been determined for each grade as per C.O. despatch.
- IV. For determining the new scales of salary the increments have been based on those in force subsequent to April 1914.
- V. The percentages are somewhat low owing to the fact that much time is spent at Mombasa, for which no travelling allowance is paid.

DISTRICT SURVEYORS.
(@ Rs.4/- per diem).

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G. WOODRUFF.

Amount received Rs. 224.- % = $\frac{224}{2920} = 9.7\%$
 Days possible 640 ÷ 90 = 730

A. G. BAKER.

Amount received Rs. 1738.- % = $\frac{1738}{2168} = 80\%$
 Days possible 452 ÷ 90 = 542

C. O. GILBERT.

Amount received Rs. 1164.- % = $\frac{1164}{1948} = 59.8\%$
 Days possible 487

9.7
80.0
59.8

MEAN PERCENTAGE 3 $\frac{149.5}{149.5} = 49.8$, say 50 %.

Under original rates of salary, the total amount received for a period of 8 years would be:-

Consolidated allowance (8 years @ 150 p.a.)	=	£ 750
Salary (2300 to 3400 by 230)	=	2340
		£ 3090

If x = new salary

$$x + (x + 20) + (x + 40) + 3(x + 80) + 150(\text{H.A.}) + 242(\text{T.A.}) = 3090$$

$$\therefore 5x = 3090 - 602 = 2488$$

$$\therefore x = \underline{\underline{£ 496.}}$$

SENIOR STAFF SURVEYORS.

NAME	AMOUNT RECEIVED	DAYS POSSIBLE		% age
F.S.O'Molony	1724	640 <u>89</u>	1724 2730	61.6
		699		
A.W.Fraser	1372	301 <u>52</u>	1272 1440	88.4
		360		
E.K.Bolleau	1742	640	1742 2580	68.0
C.T.Gogle	444	275	444 1100	40.3
F.B.Ballenden	632	275	632 1100	58.6
W.McDonald	364	104	364 418	87.5

6 402.4

67.1 % mean.

Amount received in 6 years (original salary) =

Consolidated allowance (6 years @ £ 150 p.a.) = £ 750
 Salary (£ 300 to £ 340 by £ 20) = 1980
£ 2730

If x = new salary

$$x + (x + 15) + (x + 30) + (x + 45) + x(x + 50) + 99 + 325 = 2730$$

$$\therefore 6x = 2730 - 315 = 2415$$

$$x = \underline{\underline{£ 402.5}}$$

+ This is 33 % of £ 300

* " " 67 % of total amount possible @ Rs. 4/- p.d.

Note.

Mr. A. Bessier though a Senior Staff Surveyor is always
 in the office, so his time has been ignored.

JUNIOR STAFF SURVEYORS.

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NAME	AMOUNT RECEIVED.	DAYS POSSIBLE.		% age	
F.S.G'Molony	124	31		100.0	Promoted S.S.
A.W.Fraser	112	31	<u>112</u> 124	90.4	" "
E.K.Boileau	8	41	<u>8</u> 164	4.9	" "
G.T.Oogle	1032	365	<u>1032</u> 90 465 1820	56.8	" "
F.E.Ballenden	1668	465	<u>1668</u> 1830	91.5	" "
C.O.Gilbert	940	243	<u>940</u> 972	96.8	" D.S.
W.McDonald	1604	455	<u>1604</u> 1820	88.2	" S.S.
H.C.Anderson	1142	361	<u>1142</u> 1524	74.9	
G.C.Oakes	1328	559	<u>1328</u> 2236	59.8	
W.V.Coates	1512	493	<u>1512</u> 1972	77.0	
G.Weston	1728	475	<u>1728</u> 1900	91.3	
W.Ross-Piers	2296	730	<u>2296</u> 2980	78.4	
H.G.Thornhill	676	271	<u>676</u> 1094	62.3	on military service
J.Marsengo	524	866	<u>524</u> 2264	23.1	
S.H.Ramsey	1752	699	<u>1752</u> 2796	62.7	
E.Nelson	1076	493	<u>1076</u> 1972	54.6	do
G.E.Taylor	494	208	<u>494</u> 612	80.8	do
I.Lewis	160	127	<u>160</u> 508	31.5	do
W.Morris	384	104	<u>384</u> 416	92.3	
G.Taylor	312	131	<u>312</u> 524	59.5	
L.C.Wright	1024	275	<u>1024</u> 1100	93.0	
W.Cemell	196	92	<u>196</u> 292	67.2	
W.Wilson	232	61	<u>232</u> 244	97.6	

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69.8 % say to 4

JUNIOR STAFF SURVEYORS (contd.)

343A

Amount received in 6 years (original salary) :-

Consolidated allowance (5 years @ £150 p.a.)	=	£ 750
Salary (£250 to £280 by £15)	=	£ 1835
		<u>£ 2585</u>

If x = new salary

$$x + (x+10) + (x+20) + (x+30) + (x+40) + (x+50) + 30 + 341 = 2385$$

$$6x = 2385 - 581 = 1804$$

$$x = \underline{\underline{£ 301}}$$

+ This is 30 % of £ 300

* This is 70 % of total amount possible @ Rs.4/- p.d.

JUNIOR STAFF SURVEYORS (contd.)

343A

Amount received in 6 years (original salary) =

Consolidated allowance (5 years @ £150 p.a.) = £ 750
 Salary (£250 to £280 by £15) = £ 1635
 £ 2385

If x = new salary

$$x + (x + 10) + (x + 20) + (x + 30) + (x + 40) + (x + 50) + 90 + 341 = 2385$$

$$6x = 2385 - 591 = 1804$$

$$\therefore x = \underline{\underline{£ 301}}$$

+ This is 30 % of £ 300

* This is 70 % of total amount possible @ Rs.4/- p.d.

ASSISTANT JUNIOR STAFF SURVEYORS.

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NAME	AMOUNT RECEIVED	DAYS POSSIBLE	% age	
A.W.Morris	1230	<u>365</u> 90 455	<u>1230</u> 1365	90.0 @ 3/-
I.Lewis	936	<u>171</u> 90 261	<u>936</u> 1026	91.7 @ 4/-
S.H.Namsey	112	31	<u>112</u> 124	90.3 @ 4/-
W.N.Low	1014	688	<u>1014</u> 2728	37.2 @ 4/-
M.W.Hayes	808	240	<u>808</u> 960	84.0 @ 4/-
C.E.Taylor	1046	381	<u>1046</u> 1154	90.5 @ 4/-
W.C.Tappin	1410	508	<u>1410</u> 1508	93.5 @ 3/-
E.J.Dent	376	350	<u>376</u> 1400	26.8 @ 4/-
A.G.Stevens	2/50	275	-	0.4 @ 2/50
C.A.Hall	2/50	275	-	0.4 @ 2/50
B.J.Francklin	205	275	<u>205</u> 688	29.8 @ 2/50
G.B.Campbell	-	-	-	ignore
H.N.Surgey	268	156	<u>268</u> 390	68.2 @ 2/50
S.S.Willis	198	149	<u>198</u> 372	53.5 @ 2/50
T.R.Aldous	370	181	<u>370</u> 453	81.7 @ 2/50
			<u>814.0</u>	
			<u>58.1 %</u>	

Amount received in 6 years (Original salary)

Consolidated allowance (5 years @ £120 p.a.) = £ 600
 Salary @ £120 p.a. = £ 720
£ 1320

If x = new salary

$$6x + 84 \text{ (H.A.)} + 176 \text{ (T.A.)} = 1320$$

$$\therefore 6x = 1320 - 260 = 1060$$

$$x = \underline{\underline{\pounds 177}}$$

+ This is 42% of £ 420

* " " 58% of total that could be drawn at 2/50 p.a.

Assuming that A.J.S.S. spend 75% in the field, i.e. with T.A., we have

$$6x + 50 \text{ (H.A.)} + 229 \text{ (T.A.)} = 1320$$

$$6x = 1320 - 279 = 1041$$

$$x = \underline{\underline{\pounds 173.5}}$$

Extract from letter No 1886 of 23rd June, 1915.

from Director of Surveys,

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As an alternative to the scheme of increased salaries and existing allowances, I beg to suggest that all Cadastral Surveyors engaged after some specified date be granted a consolidated salary, as per Table 'A' attached, with no travelling or house allowances; such salary to be unaffected by leave of absence. I am given to understand that this scheme would meet with universal approval in the Department, and it would certainly save a vast amount of clerical work.

You will note that there would be always an increment on promotion, and ^{that} this scheme does not surmount the objection to which I have drawn your attention in my paragraph 5 above.

7. (a). As I understand that the members of the present staff of Cadastral Surveyors are to continue to draw house and travelling allowances simultaneously when in the field, until such time as they are promoted, and that on promotion the case of each individual is to be considered, I suggest that all Cadastral Surveyors now in the Department and all those engaged before the specified date, to which allusion has been made in my paragraph 6 above, be also placed on a consolidated scale as per Table 'B', which is as nearly as possible in sympathy with Table 'A', the ultimate scale for all Cadastral Surveyors.

(b) In this Table the probable emoluments have been taken from the Chief Computer's original figures.

Over

Over a period of 6 years, house allowance is, at present, only drawn for the 5 years of actual residence in the Protectorate, and therefore the yearly house allowance in this Table is $5/6$ of that actually now drawn, as these salaries would be drawn irrespective of leave.

The travelling allowance is $1/6$ of the total mean travelling per individual over a period of 6 years.

The final column shews the salaries which would be convenient.

(c) On promotion, I suggest that a Surveyor should enter on the ultimate Table 'A' scale at a salary next above that which he was drawing immediately previous to promotion.

I have, etc.

Sd/- L.N.King.

Captain. A.E.

Director of Surveys.

TABLE 'A'.

ULTIMATE SCALE FOR ALL CADASTRAL SURVEYORS.

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Rank.	Incre- ment.	₹	Total for 6 years.	Emoluments for 6 years suggested by Cal. Off.
Assistant Junior Staff Surveyor.	Nil	220		
	"	220		
	"	220		
	"	220		
	"	220	1,320	1,320
Junior Staff Surveyor		370		
	1	380		
	2	390		
	3	400		
	4	410		
	5	420	2,370	2,385
Senior Staff Surveyor.		425		
	1	440		
	2	455		
	3	470		
	4	475		
	Nil	475	2,740	2,750
District Surveyor.		480		
	1	500		
	2	520		
	3	530		
	Nil	530		
	"	530	3,090	3,090

T A B L E ' B '.
 TEMPORARY SCALE.

Rank	Incre- ment	£	H.A.	T.A.	Total	Suggested convenient scale.
Assistant Junior Staff Surveyor.		150	55	29	212	220
	Nil	"	"	"	212	220
	"	"	"	"	213	220
	"	"	"	"	212	220
	"	"	"	"	212	220
	"	"	"	"	212	220
Totals					1272	1320
P.		300	50	57	407	410
	1	310	"	"	417	420
	2	320	"	"	427	430
	3	330	"	"	437	440
	4	340	"	"	447	450
	5	350	"	"	457	460
Totals					2892	2610
Surveyor.		350	50	34	484	485
	1	365	"	"	469	470
	2	380	"	"	484	485
	3	395	"	"	499	500
	4	400	"	"	504	505
	Nil	400	"	"	504	505
Totals					2914	2920
District Surveyor.		400	50	40	490	505
	1	420	"	"	510	520
	2	440	"	"	530	540
	3	450	"	"	540	550
	Nil	450	"	"	540	550
	"	450	"	"	540	550
Totals					3180	3210

Gov ERP
43116

C.D.
R. 27 SEP
D.

See Mr. 700 4499

[Handwritten signature]

30 Sept. 1915

Sir,

I have the hon. to ack. the recd. of your despatch no. 588

of the 3rd of August on the subject of the pay and allowances of the field staff of the Cadetial Branch of the Survey Dept.,

ERP

I observe that the actual average proportion of travelling, as shown in the Chief Comptroller's returns, is generally less than that assumed when you made your proposals for Consolidated allowances in 1913. The difference is especially marked in the case of the Capt. Junior Staff however, whose travelling would appear in 1913 to have been taken at 315 days a year. The

DRAFT:

E. A.P. no. 722

For
Sir H.C. Belfield

MINUTE

Am. 269.15

Mr. Read 27

Mr.

Mr.

Sir G. Fiddes.

Sir H. Just.

X Sir J. Anderson.

Mr. Steel-Maitland.

Mr. Bonar Law.

for comment

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suggested by Mr. Williams,
would correspond, at the old
rates of home & travelling allowance,
to a consolidated allowance
of \$750.00 a year and
the equivalent salary under
the ^{present} computation would be
no more than \$154.28 a year.
I do not however propose to
reverse any predecessor's decision
to adjust the proposals which
you made in 1913 on the
basis of future arrangements.

3. With regard to para. 5 of
your despatch, I should not
be prepared to agree to any pledge
that no minor should base
financially or promotion any
such loss should be due
solely to the smaller receipts
after promotion in the matter
of travelling allowance, which is
not to be regarded as an
incident, and to carry out
the pledge would necessitate
the comparison of each officer's
salary on promotion on the
basis of the travelling allowance
which he personally drew and
might be expected to draw
after promotion, with a
possible subsequent revision of

DRAFT

that expectation were not
fully realized. 350

4. With regard to para. 6 of
the proposal referred to
in para. 6 of your despatch,
does not appear to be of
great importance and I
doubt from the first table
in para. 4 that it is
still more worked under
present conditions.

5. I fear that the difficulty
referred to in para. 7 of your
despatch, that nearly all
officers would be disappointed
on account of the more
advantageous position of
their colleagues, is
inseparable from any
attempt to rectify the
unduly liberal treatment
of the staff under present
conditions. Any disappointment
which they might feel on the
score that they were liable
for leave not when in the
field and only be due to

unusual, and, in particular,
that it gives no encouragement
to surveyors to have headquarters.
In addition, it does not obviate
the difficulty that there may be
a material difference between
the rates of salary of two officers
of very nearly the same length
of service.

8. You assure me however that the scheme
would be received with general satisfaction
and on this ground I have decided to
agree to its adoption. It must
however be regarded as final, and
no representations can be admitted
from those who find that their
status involve a greater degree
of travelling than falls to their
colleagues.

9. There are various points which
will require attention in connection
with the adoption of Capt. King's
scheme. In the first place, it
can only be applied to the officers
referred to in para. 8 of your
despatch if a reduction is
made from the consolidated
rate of salary while he continues
to occupy that quarters. This
is a most important question.

DRAFT.

(Not in minutes)

deduction should presumably
be £50 a year, during ³⁵²
residence and leave alike,
as Capt. King's table
is the figure taken
by Capt. King to represent
the present annual value
of headquarters home allowance.
10. Secondly, with regard to
the date to be chosen for the
change, there would be
some so much convenience
in taking that of April 1916
as the date on which the
temporary scale B should
be applied to existing officers.
But if, as I surmise, the
privilege of having home allow-
ance and travelling
allowance simultaneously
has not been given to any
officers, who apply is
possible since the receipt
of the Home Office despatch of
the 26th of January, then
some
officers, & the less reason why
then officers should not be

brought under the permanent
Scale A, either at once or
from the 1st of April 1916, or
by any other officers who
may be added or promoted.
I hope that date should not
also be brought under the
permanent scale at once.

11. With regard to the last
para: of your despatch, I
agree that if these
condemned ~~grades~~ of
officers are in ~~existence~~ the
permanent scale officers are
created while these condemned
scales of salary are in
existence pension should be
calculated on a certain
percentage of the ~~condemned~~
salary. That percentage might
naturally be taken as 50 per
cent, but it would be
wished, as in the case of
officers occupying Govt.
quarters, a sum in
respect of quarters appropriate
to the salary so reduced.

12. As ~~these~~ the new
arrangement will not apply to
the

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the two senior posts in the
Cadet's Branch it may
be convenient to consider the
possibility of the promotion of
a major or a consolidated
salary to the ~~offt.~~ of Asst.
Director. Having regard to
the reasonable character of
this ~~offt.~~ and the
duty and home allowances
which are attached to it, and
to the travelling allowance
which the Asst. Director
receives when absent from
headquarters, I am of opinion
that the savings provided
(if adopted on the reasonable
establishment) should
draw the maximum of
the scale of salary of the
Asst. Director unless he
had reached the maximum
(£550) as District Lawyer,
in which case he should
be allowed one increment
at once.

L
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