

1938

Kenya

No. 38164/2

SUBJECT.

C0533/494

Local Government

Sands and Settlement.

Survey Division

Previous

38325/37

Subsequent

S.F.I.

1939 file.

1. Gov. Kenya — Conf. No. 14 — 19.1.38
 Res. promotion of Messrs Hime, Butler & Hindle to be District Surveyor
 & Staff Surveyors respectively; comment on nomination of apps of
 Messrs Barron & Ashton & presume S. of S. will not object to Govts of
 S. Africa & N. Zealand being approached for candidates.

M. Lloyd

Do you see any
 objection to an approving
 these papers?

H. J. Mawe
 4.2

Mr. Hime, who is recommended for promotion to the rank of District Surveyor (£720-£840), has over nine years service and all his reports have indicated that he is more fitted for practical work in the field than for employment in the Computation Office where he has been for most of his time. There is no need to consider against him men from other Colonies, and the recommendation can be accepted.

For the consequential vacancy in the grade of Computer (which, if the Secretary of State approves is to be amalgamated with that of Staff Surveyor) and for another vacancy in the same grade the Governor recommends Mr. Butler and Mr. Hindle, both junior Staff Surveyors, in preference to Mr. Barron and Mr. Ashton, both of whom were retrenched to from

Nigeria and subsequently sent to Kenya for temporary employment as Staff Surveyors at fixed salaries of £500 per annum. The appointment of Staff Surveyor is on the scale £480-£720 and so would represent substantial promotion for either of these men.

Mr. Butler and Mr. Hindle were locally recruited whereas Mr. Ashton and Mr. Barron were selected by the Secretary of State from this country for their first appointments in Nigeria and both did reasonably well in that place and would probably have been retained there but for the need for economy. On the other hand, the two local men have passed the Kenya Land Surveyors' examination in which Mr. Barron and Mr. Ashton failed in November last, and that must, I think, be taken as a sufficient ground for accepting the Governor's recommendation in favour of the junior candidates.

My impression from paragraph 7 of this despatch was that the appointments now held by Mr. Barron and Mr. Ashton were to be abolished when their agreements come to an end. Paragraph 8 shows that replacements for them will be required when they come off the strength in Kenya. I am not sure ^{that} sufficient cause has been shown for thus turning them out of the Service. I am passing the papers through Mr. Tovey to say whether there are vacancies elsewhere for which they could be considered. If there are - and particularly if the vacancies are in Nigeria where these men served before - we could take up the question of their re-employment there with the Governor. But even

in

in that event we should, I think, tell Kenya that before agreeing to the proposal affecting these two officers the Secretary of State will wish to be satisfied that if re-engaged for further service in Kenya they are not likely to prove themselves suitable for permanent retention in the Service there. The report of the Acting Commissioner quoted in paragraph 5 of this despatch is conclusive against their selection now for promotion but does not indicate that they would be incapable of passing the local Land Surveyors' examination on some future occasion and thus fitting themselves for absorption in the establishment when vacancies occur.

T.M.G.
10.2.38

We have V.F.F. for two Survey Probationers in Nigeria - one already exists and the other exists, apparently, in 1939. See Doc 1 and 2 on 27076/12 Dept Nairobi. We have no information re other vacancies apart from the temporary post in Tanganyika which may be necessary to fill locally or from India.

T. Tovey
12.2.38
R. Kent
12/2

- (1) Promotion of Mr. Hindle. I agree that this should be approved.
- (2) Messrs. Butler & Hindle. I agree that their appointment as

3 To EA. (w/c 2 of 2) 1/2 - 25.3.38

[Handwritten initials]

69 Conf. 6.4.38.
The names of persons details of services of Messrs C.S. Barron & Co. (Ctts) and counsel thereon represent the unsuitability of their selection in view of staffing conditions indicated. Requests approval to approval Govt of S Africa & N Zealand as suggested in para 1 of (1).

M. Jeffries

Can we now approve?
We ought to let the Gov.
have a reply before 30th
April.

A. M. Maw
17.4

I agree.

B. J. Jeffries
20/4

July 20/4

[We do. We know the names of any men
they may wish to take from S.A.B. in N.Z. in the
case of N.Z. we did probably want to make sure
that any such man was advised by an Dominion
selection scheme people. But the Kenya port. has
already said that seek approval before signifying any one.]

Tel. as in the dept.
A. M. Maw
21.4 (1 time)

5 To Gov. Tel. No. 43. 4 Aug. 21/4/38
SECTION UNDER STATUTE

6 Gov. 93 Conf. 13.5.38.
Wishes approval of appt of Mr J.F. Lincey to
one of the vacancies for Staff Surveyor available
on termination of appts of Messrs Barron & Ashton.

7 Gov. 272. 13.5.38.
Remnds. promotion of Mr M.J. Mackay, Staff
Surveyor to be District Surveyor & asks
that CA may be instructed to amend L.I.C. PC

Gov proposes in one of the
No 6 to appoint Mr Lincey Co. ports of
Staff Surveyor vacated by termination of
appointments of Messrs Barron & Ashton
(see Nos 2 & 5 above) and in
No 7 to promote Mr Mackay from post of
Staff Surveyor to that of District
Surveyor.

Subject to obsais of Procs. and Appts

? Approve
Clothy, White
28/5

6. There are no suitable candidates noted in New
Branch who would be attracted by the relay of the
post of Staff Surveyor (£480 - £720).

7. Mr Mackay is 40 and was appointed in 1928.
He is noted for promotion. The only suitable officer
noted in New Branch with longer service than Mr
Mackay is Mr A.D. Hamilton, Assistant Surveyor,
Western Districts, who is 34 and was first appointed

in 1926. He is at present getting £490 on a scale rising to £720 - the same point in the same scale as in Mackay. The salary of the post of District Surgeon, Kenya, is £720-£840.

Rhodes
30/5/38

In the early a case for consideration
as above with in 6/7/38

W. Masman
30/5/38

M. 2/3

Please see (6) It appears from (327) that this offer is in the "unfilled" sense? ^{as SD's} ^{use should}
approve provisionally subject to the receipt of a p.c. and the ^{substitution} completion of his papers

R. E. Chipping
31/5/38

I agree with Mr. Chipping.

As regards (6) The proposal seems to be almost entirely on all fours with a proposal recently received from Fiji, in which the Fiji Government wish to recruit a Veterinary Officer in Australia. In that connection Colonial Service Department agreed that the Fiji Government should be told (as they were ⁱⁿ in a despatch No. 91 dated 9th May) that a P.L. should be furnished and also any documents setting out the conditions of appointment of the ^{provisionally} selected candidate. It was further stated that "the officer selected should not be appointed in the first

first instance a member of the Colonial (Veterinary) Service. He will, however, be eligible to be considered for admission to the Service on the completion of the probationary period, provided that he possesses the prescribed professional qualifications and is otherwise suitable and recommended". The same form of words substituting "Surgeon" for "Veterinary" might be used in this instance.

J. H. Luby
10.6.38

I agree that N. Mackay and have his position recommended in No. 7

J. H. Luby
11.6.38

J. Jeffries
13/6

H. J. Dave
13.6

S. J. P. P.
13.6.38

Yes - was Mr. Luby's intention in No. 6. The qualifications ^{to}
and initial salary seem good: beyond that one cannot just.

W. H. 11.6.38

DESTROYED UNDER STATUTE

2 JUL 1938

9 Kenya Const - to discuss Const - }
10 Kenya 377.7 }
6 JUL 1938

DESTROYED UNDER STATUTE

11. Nigeria Staff. 396 const
draft on 30.8.27 RA
(Baron) 26.5.38

30. Has 8 been
noted on the Kenya
(Please see No 10)

Const. 10/10

APPROVED
TAKEN
PROFIT
BANK

No reply received to No 9
J Jackson 297
1/10

There is no action which must
be taken in regard to the
Lincen's appointment until
towards the end of his
probationary period. ? Wait
six months.

Note 1/11/38

Clarke White
1/10

J Jackson
x/10

J Jackson
2/10/38
at ease

X

62 Governor 204
8/11/38
In circs stated enquires whether offer of apppt. as
Staff Surveyor may be made to Mr Barron of
New Zealand, to fill vacancy which will occur on
6th December on termination of apppt of Mr G.B. Barron.
Requests telegraphic reply.

DESTROYED UNDER STATUTE

13/ Gov 21196 Const 2/11/38

request approval at earliest, as a New
Zealand candidate would accept apppt at \$1000 if
offered early.

In (5) authority was given to
Kenya to look for staff surveyors,
to replace Messrs - Barron & Ashton,
in U/SA & New Zealand. ~~The~~
One vacancy was filled from U/SA
(see Nos 6 & 9) and authority is
now sought to offer the second post
to a candidate in New Zealand.
The candidate would not be recommended
for appointment to the Colonial Survey
Service until completion of his
probationary period.

? Approve

Clarke White

30/10

J Jackson
2/11

J Jackson
2/11
1-2. Lab
2/12/38

~~Mr~~ To Gov. Nairobi tel 214 conf — 2/12/38

DESTROYED UNDER STATUTE

~~XX~~

28/11/38
KENYA
No. 204



8 10x
GOVERNMENT HOUSE
NAIROBI
KENYA

CONFIDENTIAL.

RECEIVED

15 NOV 1938

C. O. REGY

8 November, 1938.

Sir,

With reference to correspondence ending
No 5 ~~with your~~ with your Confidential telegram No. 43 of the 21st
April last, I have the honour to address you on the
subject of the recruitment from New Zealand of a
Staff Surveyor in the Survey and Registration Division
of the Department of Lands and Settlement to fill the
vacancy which will occur on the 6th of December next
on the termination of the appointment of Mr. C. S.
Barron.

See (A)

2. Failing the receipt of any applications
from the Union of South Africa the Director of
Surveys has been in correspondence with Mr. H. E. Walsh, the
Surveyor General in New Zealand, and as a result
of the latter's recommendation it is desired to offer
the appointment to a Mr. Baire who is 28 years of age.

No detailed information regarding this
candidate is yet available as the recommendation was
received from Mr. Walsh by cablegram, but the Director
of Surveys is satisfied that Mr. Walsh has a very good
idea of the needs of this Colony, and is quite content
to rely in every way on his judgment both as regards
professional competence and the personal character of
the applicant.

3. In the circumstances I shall be glad to
learn whether an offer of appointment may be made to

THE RIGHT HONOURABLE
MALCOLM MACDONALD, M.P.,
SECRETARY OF STATE FOR THE COLONIES,
DOWNING STREET, LONDON S.W.

Mr. Baire

Mr. Basire as a Staff Surveyor on probation at a commencing salary of £500 per annum, if necessary, in the scale £400 for two years then £450 x 25 x £600 x 60 x £660 x 30 x £840. As the services of this candidate are urgently required, it would be appreciated if your approval could be conveyed to me by telegram.

4. On arrival Mr. Basire would be requested to complete and submit Form P/1 Application for Appointment to the Colonial Service, which would be forwarded to you together with copies of all documents setting out the conditions of his appointment. He would not be recommended for appointment to the Colonial Survey Service until the satisfactory completion of a period of probation.

I have the honour to be,
sir,
Your most obedient, humble servant,

W. B. Brooke-Polham

AIR CHIEF MARSHAL,

G O V E R N O R.

Colonial Office,

Whitehall, London, W.C.2.

26 May, 1938.

Sir,

In reference to Sir Bernard Bourdillon's despatch No. 290 of the 24th of March on the subject of ~~the~~ the establishment of Surveyors in the Survey Department, I have the honour to invite consideration of the cases of Mr. C. S. Barron and E. G. V. Ashton, who might be suitable for two of these posts.

2. Mr. Barron and Mr. Ashton were appointed to the Survey Department in Nigeria in 1928 and 1929 respectively, and after retrenchment in 1935 were found temporary employment on agreement in Kenya which will shortly come to an end since it is desired to replace them by officers with better training in survey methods as practised in that Colony. They failed, also, to pass the Kenya Land Survey Examination. Both these officers are, however, reported to have been diligent and anxious to learn while in Kenya, and the fact that they have not as yet the experience required there ought not, in my view, to debar them from consideration for re-employment elsewhere in the Colonial Service. Mr. Barron has already applied for a further post but it is not yet known whether Mr. Ashton would be a candidate for re-appointment in the Colonial Service.

3. In the circumstances, I should be glad to learn whether you would be prepared to agree to Mr. Barron, and if he applies, Mr. Ashton being offered re-employment as Surveyors in Nigeria at the salaries which they were receiving when retrenched.

4. I should explain that it will not be possible to fill any of the four vacancies in the Land and Survey Department from among probationers already selected, and that, subject to any arrangements which may be made as regards Mr. Barron and Mr. Ashton, these vacancies will have to be filled by candidates to be selected in June, all of whom will be required to undergo the Ordnance Survey Course at Southampton.

5. I request that a telegraphic reply may be returned to this despatch.

I have the honour to be

Sir,

Your most obedient

humble servant,

(Sgd.) MALCOLM MACDONALD

C. O.

12
10

Mr. Whitcombe. 22. 6.38.

38164/2/38. Kenya.

Mr.

Mr.

Sir H. Moore.

Sir G. Tomlinson.

Sir C. Bottomley.

Sir J. Shuckburgh.

Permi. U.S. of S.

Parly. U.S. of S.

Secretary of State.

Downing Street.

~~June, 1938.~~

6 JUL 1938

Sir,

DRAFT.

7

KENYA.

NO. 377
GOVERNOR.

I have etc. to acknowledge the receipt of your despatch No. 272 of the 13th May, and to inform you that I approve the promotion of Mr. M. J. MacKay, to be a District Surveyor in the Department of Local Government, Lands and Settlement, with effect from the 1st January, 1938.

2. The Crown Agents for the Colonies have been informed of Mr. MacKay's promotion and requested to amend his leave and last pay certificate accordingly.

I have, etc.

(Signed) MALCOLM MacDONALD

FURTHER ACTION.
Copy for personal file.

3 drafts.

No. 25 C.O.

38164/2/38 9
Kya

Mr. Whitehouse 22/6
Mr. Dely 22/6/38
Mr. ~~...~~ 25/6
Sir H. Moore.
Sir G. Tomlinson.
Sir C. Bottomley.
Sir J. Shuckburgh.
Permi. U.S. of S.
Parly. U.S. of S.
Secretary of State.

Hand: 3 on 1/1
05473 EA

(See No. 3 on 85311/38 7/1)

6 JUL 1938
~~...~~

Sir,

I have etc. to ask.

DRAFT.

Kenya.
Coy.
Goo.

6 recd. of your cong. despatch No. 93 of the 13th of May and to inform you that I approve of Mr. J. F. Lincey being appointed provisionally as a Staff Surveyor in the Dept. of Local Govt., Lands & Settlements at an ~~an~~ initial salary of £500 a year.

2. Mr. Lincey should not, ~~however~~ be appointed a member of the Colonial Survey

FURTHER ACTION.

7 P. F. will be opened for Mr. Lincey
55473 EA
copy reg
on 1/1

Survey Service in the first instance.
He will, however, be eligible to be
considered for admission to the
Service on completion of ~~his~~ his
probationary period, ~~provided~~
provided that he possesses the
prescribed professional qualifications
and is otherwise ~~eligible~~ ^{recommended that I may be}
recommended. I ~~shall be obliged~~
if you ~~could~~ furnish ~~me~~, in due
course, with ^{copies of} any documents setting
out the conditions of his appointment,
together with a completed form
of application (form P.). ~~He~~ I will then
~~usual enquiries will then be~~
~~made & I will communicate with~~
you further.

I have etc.

(Signed) #

Accountable

KENYA

No. 272

RECEIVED



GOVERNMENT HOUSE
NAIROBI
KENYA

13 May, 1938.

Sir,

I have the honour to inform you that a vacancy exists in the cadre of District Surveyors and I recommend for your approval the promotion to the office of Mr. Mackay, Staff Surveyor, with effect from the 1st January, 1938.

2. Mackay is the senior of the Staff Surveyors and is a Land Surveyor with wide field experience in South Africa and Kenya and is also a most reliable computer.

3. Mr. Mackay proceeded on leave to England on the 7th May and in the event of your approval of his advancement I shall be glad if the Crown Agents for the Colonies can be instructed to amend his Leave and Last Pay Certificate accordingly.

4. In the foregoing circumstances I have not deemed it necessary to enclose the usual form of particulars of the vacant office.

I have the honour to be,
Sir,
Your most obedient, humble servant,

W. Brooke-Popham

AIR CHIEF MARSHAL,
GOVERNOR.

THE RIGHT HONOURABLE
W. ORMSBY-GORE, P.C., M.P.,
SECRETARY OF STATE FOR THE COLONIES,
DOWNING STREET, LONDON S.W.

3844



13 May, 1938.

CONFIDENTIAL.

RECEIVED
1938
REGY

5.

Sir,

With reference to your Confidential telegram No.43 of the 21st April regarding the personnel of the Survey and Registration Division of the Department of Local Government, Lands and Settlement, I have the honour to request your approval of the appointment of Mr. J. F. Lincey, B.Sc.(S.A.), to one of the two vacancies of Staff Surveyor which will become available on the termination of the vacation leave of Messrs. Barron and Ashton.

Mr. Lincey is, as will be observed from the accompanying copy of his letter of application, unwilling to accept the appointment at a lower initial salary than £500 per annum as he is already in receipt of £600 per annum in his present appointment.

Letter.
20.3.38 & Encls.

Amund (9)

2. The Director of Surveys is satisfied that it will be impossible to obtain satisfactory candidates for the duties required at the minimum salary of the scale and I shall be glad, subject to your approval of his appointment, if you will further approve his entry into the scale at the point suggested.

I have the honour to be,
Sir,
Your most obedient, humble servant,

W. Brooks-Popham

AIR CHIEF MARSHAL,
GOVERNOR.

THE RIGHT HONOURABLE
W. ORMSBY-GORE, P.C., M.P.,
SECRETARY OF STATE FOR THE COLONIES,
DOWNING STREET, LONDON S.W.

16
4, Dunvista Mansions,

Banket St.,

Johannesburg.

20th March, 1936.

The Director of Surveys,

P.O. Box 89,

Nairobi,

Kenya Colony.

Dear Sir,

I am writing in anticipation of there being a vacancy in your department for a land surveyor, and if so, to apply for the position.

I took the B.Sc. degree in Land Surveying at the University of Cape Town in December 1934, and was admitted to practise as a land surveyor in the Union in July 1936.

On leaving the University I joined the staff of Mr. H. Nielsen of Johannesburg, and in his office I gained experience in laying out new townships, claim surveys and a little farm survey work. I left in order to do my trial survey and in November 1935 I went to Barberton to work for Mr. H. K. Matthews. This was a country practice and the work included large farm surveys, claim surveys in the mountains, and a little mine survey work. I returned to Johannesburg in April 1936 and worked for Mr. Nielsen again until October when I was appointed to the survey staff of the City Engineers Department, Johannesburg, and I am still in that position. In the Municipality my work has been similar to that one would obtain in an ordinary town practice.

I was educated at Wynberg Boys' High School, Cape Town, and passed the Senior Certificate examination in Dec. 1929. While at school I played Rugby and cricket, and was a regular member of the 1st team in both games for three years. At the University I did not take part in these

these games seriously as they interfered with my studies, although I did play for the 2nd team at cricket but not as a regular member. In Cape Town I was a keen mountaineer and a member of the Mountain Club. Since coming to the Transvaal I have taken up tennis.

With regard to salary I would be willing to start on £500 rising by £25 to £600 plus a house allowance, with better prospects when £600 has been reached. This would be the equivalent to the salaries offered to men in South Africa of my experience and qualifications.

I will be twenty-six years of age in April, am unmarried, and in good health.

I am enclosing copies of testimonials from Mr. Matthews and Mr. Nielsen.

Yours faithfully,

(Signed) J. F. Lincey.

(COPY).

MATTHEWS & MATTHEWS.

Government Land
and
Certificated Mine Surveyors.

P.O. Box 104,
Barberton,
Transvaal.

BARBERTON & NELSPRUIT.

Arthur H. Matthews (Nelspruit).
Harold K. Matthews (Barberton).

TO WHOM IT MAY CONCERN.

This is to certify that Mr. J. F. Lincey has been in our employ for the last five and a half months, during which time we have found him to be a steady, energetic and conscientious worker. He is leaving entirely of his own accord to better himself, and we wish him all success.

Barberton.
17/4/36.

MATTHEWS & MATTHEWS.

(Signed) per H. K. Matthews.

(Copy).

Henry Nielsen,

Government Land & Mine Surveyors.

Henry Nielsen.

Chas. McGregor.

F.T. Withers.

Tels. 33-6815.
33-4178.

P.O. Box 3804.

New Clewer House,
Commissioner St.
JOHANNESBURG.

9th October, 1935.

TO WHOM IT MAY CONCERN.

This is to certify that Mr. J. F. Lincey has been
in my employ for eight months, and has now left
in order to complete his trial survey.

I have found him most competent and conscientious
in his work, and I have no hesitation in recommending
him to any Surveyor who may wish to employ him.

Yours faithfully,

Henry Nielsen.

(Signed). F.T. Withers.



CONFIDENTIAL.

6 April, 1938.

Sir,

I have the honour to acknowledge the receipt of your Confidential despatch of the 10th March conveying your approval of the promotion of Messrs. C.A.A. Hine, R.J. Butler and C.W. Hindle.

2. With regard to my recommendation that Mr. C.S. Barron and Mr. G.V. Ashton should not be absorbed into the permanent establishment, I forward a memorandum of the 21st December, 1937, by the Chief Surveyor (now Director of Surveys) which has the full support of the Acting Commissioner for Local Government, Lands and Settlement.

Para 5

In reviewing the present position and the circumstances which led to the appointment of Messrs. Barron and Ashton, Mr. Fannin points out that higher qualifications were expected in both these officers than they were found to possess on their arrival in Kenya. It is unfortunate that the urgency of the work for which their services were needed did not permit of their qualifications being referred to my predecessor for consideration before they were appointed.

3. In a memorandum of the 14th of August, 1937, of which a copy was forwarded to you with Mr. Pilling's despatch No. 535 of the 9th of September, 1937, Mr. Fannin explained the requirements of survey in Kenya and the qualifications needed in departmental surveyors. In his enclosed memorandum these requirements and qualifications are reviewed; and a report is given of Messrs. Barron's

20582/37 mem.

and Ashton's work, which has been found to fall far short of the standards necessitated by local conditions; not by reason of lack of application, diligence or similar personal qualities, but because of a lack of early grounding in science and mathematics and of subsequent technical training.

4. With regard to existing survey staff there are, in addition to the Director and Chief Computer, eight qualified departmental surveyors of whom only five have the thorough grounding in theory and practice implied by the possession of professional Dominions land survey qualifications; and of whom three have qualified locally by passing with difficulty the prescribed examination, after apprenticeships as Survey Cadets and Junior Staff Surveyors. Provision has been made in the 1936 Estimates for two Junior Staff Surveyorships in the Local Civil Service. It is proposed that one of these posts should be filled by a Junior Computer with some experience of elementary surveying, and the other by a Junior Draughtsman who will shortly begin his training as a surveyor; neither is competent to undertake surveys without supervision; and both, by virtue of long association with the Department, have a claim to be given as much instruction as possible to enable them ultimately to qualify.

5. Only the five Dominions trained surveyors are competent to give instruction in land survey theory and practice, and private tuition is unobtainable. The fact that the absorption of Messrs. Barron and Ashton would increase to four the number of surveyors to be supervised and instructed by such a small staff, is the chief reason for my recommendation that they should not be absorbed.

The difficulty they would have in obtaining tuition while carrying out their duties as surveyors in the field would make it very unlikely that either would qualify for a considerable time, more particularly as their grounding in mathematics and science is defective.

6. The need for additional trained and qualified land surveyors capable of rapid independent work has now become acute owing to increasing demands for survey which cannot be dealt with by the existing staff. I shall be glad therefore if you will agree that I should now approach the Governments of South Africa and New Zealand with a view to finding suitable applicants as suggested in paragraph 8 of my Confidential despatch No.14 of the 19th January last.

I have the honour to be,
sir,
Your most obedient, humble servant,

P. Brooke-Bham

AIR CHIEF MARSHAL,

G O V E R N O R.

DEPARTMENT OF LOCAL GOVERNMENT,
LANDS AND SETTLEMENT,
SURVEY AND REGISTRATION DIVISION,
P.O. Box 89,
NAIROBI.

21st December, 1937.

Ref. No. Conf/1.

CONFIDENTIAL.

The Hon. Commissioner for Local
Government, Lands and Settlement,
Nairobi.

Messrs. C.S. Barron and G.V. Ashton.
Temporary Staff Surveyors on agreements.

Summary of
present
position.

These officers were engaged by the Secretary of State for Land Commission surveys. Mr. Barron's tour of service began on 8.4.35 and Mr. Ashton's on 2.9.35. When the two year terms of their agreements expired Land Commission Surveys had not been completed; Mr. Barron's term was therefore extended to 7.12.37 and Mr. Ashton's to the end of December 1937. In the letters extending the agreements both officers were informed that it would not be possible on the termination of their extended agreements to absorb them into the permanent establishment unless by that time they should have passed the qualifying examination prescribed in the Land Surveyors Ordinance and Regulations. They sat for that examination in November: both failed.

Circumstances
leading to the
engagement of
Mr. Barron and
Mr. Ashton.

The need for engaging extra surveyors for Land Commission surveys was first represented in September 1934. It was then stated that it would be necessary to turn to one of the Dominions to find staff with the desired qualifications. In November 1934 it was requested that two surveyors should be selected in New Zealand, reference being made to Colonial Office despatch Confidential (2) of the 8th April 1931. In connection with a possibility of obtaining surveyors also in South Africa reference was made to Colonial Office despatch Confidential (3) of 8th July, 1931. The following is an extract from a telegram received in Kenya on 9th January 1935 from the Secretary of State:-

"There are a number of junior surveyors of 30 or
"under who have been retrenched from Nigeria with
"from 5 to 5 years' service and are well-recommended
"for re-employment. As their experience should enable
"them to pick up the work as quickly as could a surveyor
"from a Dominion I propose unless you see any objection
"to select two of them for these posts. This method
"of selection should also save time filling up the
"vacancies. Please telegraph reply."

This telegram was referred by telephone on 9/1/35 to my predecessor, Mr. Gilbert: the assurance of competence emphasized in the telegram and a knowledge of the high

standards known to be required in Nigeria induced him to recommend acceptance of retrenched Nigerian Surveyors, notwithstanding his strong preference for those trained to Kenya methods in the Dominions. I understand he had deduced that the retrenched officers had taken the Course of training at Cambridge mentioned in Section 7(b) of pamphlet Miscellaneous No. 225 published in November 1929 by the Colonial Office, and also in a subsequent pamphlet published in July 1932. (Neither Mr. Barron nor Mr. Ashton had in fact taken the Cambridge Course but only an elementary Ordnance Survey course with a strong topographical bias - taken in 1928).

After the services of a married man with a family had been offered by telegram and refused, the Secretary of State without further reference to Kenya engaged Mr. C.S. Barron and in a letter dated 16/2/35 notified the Kenya Government of his engagement; Mr. G.V. Ashton was engaged similarly without reference, and his engagement notified in a letter dated 5/7/35. In neither case were any particulars of education or qualifications given. I feel sure that Mr. Gilbert would have opposed their engagement had full particulars of their limited knowledge and experience been supplied to him.

Explanatory
note on
Survey
requirements
in Kenya.

In order that comments made on these two surveyors and their work may be properly understood an explanatory note on land survey and survey requirements in Kenya is essential. In Kenya, as in the Dominions where similar conditions prevail, land survey is mainly concerned in the first

place with the establishment by accurate instrumental survey of artificial survey marks, their coordination with the survey framework, and the computation and recording on plans of their positions; and secondly, with finding again and if necessary replacing such marks with equal accuracy by similar methods. The relative absence of permanent artificial features such as buildings hedges and roads (found in older countries) which can be mapped, readily located and used for reference purposes, makes it impossible to use simpler topographical methods for cadastral or boundary surveys. The placing, coordination and replacing of surface marks satisfactorily over wide areas of country necessitate a thorough knowledge of the whole theory of surveying as well as considerable field experience. While the topographer resorts most often to visible permanent surface features for extending his work, the cadastral surveyor must always search for survey marks - usually overgrown and often underground - and must therefore continually resort to computation. In such conditions a surveyor is judged by his tactical approach to each survey, by the certainty of the checks he applies, by his distribution of error, and finally by the time taken and the cost of his work. In Kenya every land surveyor's field notes, computations and plans are subjected to careful departmental check if his survey has been made for cadastral purposes: and to be qualified to make surveys every land surveyor requires the same educational grounding, the same degree of knowledge of advanced theory, and the same apprenticeship in practice, as is required by a qualified engineer in his profession; and as is demanded of a land surveyor in the Dominions before he is admitted to practise.

Their survey work in Kenya.

Upon their arrival in Kenya both Mr. Barron and Mr. Ashton received a month's preliminary instruction in Nairobi to familiarize them with local conditions and methods. It became apparent that their earlier education had not given them a sound

grounding in mathematics and science and that their knowledge of the theory and practice of land surveying (as described above) was very limited. In a larger Survey Department it would have been possible to attach them for supervision and instruction in the field to an experienced surveyor, but in Kenya this was impossible. They had to be left to their own devices to make surveys. With a view to giving them a fair opportunity to prove their capacity they were not confined only to boundary demarcation - simpler work for which they were specifically engaged; where possible departmental staff undertook boundary work, while Mr. Barron and Mr. Ashton were given more difficult farm and township surveys. Their field notes, computations and plans were checked carefully and they were informed of their failings and taught as far as possible how to correct them. A most serious shortcoming resulting from their lack of knowledge and their inexperience has always been their inability to carry out surveys quickly and economically.

Their low standard of qualification and the difficulty of instructing them.

There can be no question that their chief failing is an absence of proper educational grounding and practical training. In a larger department it might be possible to absorb them, with a prospect that in time they might learn from others how to carry out routine surveys and computation more quickly and economically; but the Kenya Survey Department is far too small, and its

commitments to the instruction of existing locally engaged staff too great, for this to be possible. Of the five senior departmental surveyors who have been properly grounded in mathematics and science and also in the theory and practice of land surveying, and who are therefore competent to instruct others, one must be stationed at Mombasa; two in the Nairobi computing office; leaving only two free for work in the field, provided none is on leave. There are four locally engaged and departmentally trained surveyors: three of these qualified by passing the local examination with difficulty, and the fourth has just failed for the fourth time. All of these suffer from the same defects in early education displayed by Mr. Barron and Mr. Ashton, though the three who have qualified locally are all very much better land surveyors; nevertheless even these three are not regarded as competent to instruct others - they are still being taught themselves. There is in addition a Draughtsman who is to be transferred to the field staff in 1958, when his departmental training as a surveyor will begin. It is evident therefore that if Messrs. Barron and Ashton were to be absorbed into the permanent establishment it would be impossible to give them the instruction in both theory and practice of which they have been proved to be so much in need.

Their work unsatisfactory and uneconomical.

Finally it may be said briefly that the work of both Mr. Barron and Mr. Ashton has not been satisfactory. They know very little of the theory and practice of land surveying and they are quite unable to work with speed as well as accuracy to achieve good results economically. Indeed the main

cause of dissatisfaction is the slowness of their work. No suggestion is made, however, that either has been lacking in application or diligence. Both were diligent and anxious to learn; but they were engaged as trained surveyors for Land Commission Surveys, not as apprentices to be taught surveying. In spite of the assistance and instruction which was given them departmentally during their service, and in particular during the fortnight allowed them for study in Nairobi prior to Land Surveyors Examination, they failed to pass that examination.

Recommendation that they should not be absorbed into the establishment.

While I have the greatest sympathy with the position in which these officers will be placed if their agreements are terminated - and particularly with Mr. Barron in that he was married last May - I recommend most strongly that they should not be absorbed into the permanent establishment of surveyors. In making this recommendation I wish to direct attention to the fact that neither officer has any of the professional qualifications

prescribed by the Secretary of State for the new Colonial Survey Service.

Recommendation regarding filling of vacant posts with two Dominions Land Surveyors.

I also recommend that I should be authorized to make inquiries immediately with a view to engaging two land surveyors, trained in survey methods as practised in Kenya, from South Africa or New Zealand to fill the two vacant Staff Surveyorships provided for in 1958 estimates. A qualification to practise as a land surveyor in a Dominion is one of the qualifications prescribed by the Secretary of State for the

Colonial Survey Service; and it is the only qualification which entitles a land surveyor to be admitted without further examination in Kenya, for only the training given in the Dominions will enable a surveyor to make surveys in Kenya without considerable further instruction locally, which limited staff makes it impossible to give. I have already received from a private source a tentative application from a qualified South African land surveyor of English origin who recently graduated with first class honours in surveying at the University of Cape Town, obtaining the B.Sc. degree.

Recommendation that their agreements terminate on 30/4/58.

Having regard to the considerable time which must necessarily elapse before two properly qualified surveyors can be engaged and thereafter reach Kenya, I recommend that Mr. Barron and Mr. Ashton should be offered a four months' final extension of their existing agreements up to 30th April, 1958

being informed that their services will no longer be required after that date.

(Sd.) C.G. FANNIN.

CHIEF SURVEYOR.

B/DH.

C. O.

Mr. F. Sangod. ^{4/4}

Mr. W. ~~W. C. M. 23/2~~

Mr. Lloyd ^{24/2}

Sir H. Moore. ^{17. Park}

Sir G. Tomlinson.

Sir C. Bottomley.

Sir J. Shuckburgh.

Permt. U.S. of S.

Parly. U.S. of S.

Secretary of State.

f. d. please

M. A. W. 25.2 J



January, 1938.

10 MAR 1938

DRAFT.

To,

I have the pleasure to acknowledge the receipt of

Kenya.

(1)

your confidential despatch No. 14 of the 19th of January and to inform

~~Confidential.~~

you that I approve the promotion of Mr C. A. A. Stone, Computer, to be a

Income.

District Surveyor with effect from the 4th of December, 1937, ^{N.L.} inclusive. I also approve

Copy of 81 to CA. 3

the promotion of Mr R. J. Butler, Junior Staff Surveyor, to be Computer, with

effect from the 1st of May, 1937, and to approve the promotion of Mr C. W. Dingle

and Junior Staff Surveyors, to be ~~Staff~~ Computers with effect from the 1st of ^{28th.}

FURTHER ACTION.

May, 1937, & the 9th of Dec, 1937 respectively.

In Solenne from para 27 of your
dispatch that you ~~are~~ ^{do not} ~~consider~~

recommend the absorption of W.C.S.
Temporary Staff Surveyors,
Barron and Mr G.V. Ashton, into the

permanent establishment, and that it
is proposed to ~~combine~~ ^{retain} ~~to employ~~ ~~less~~ ~~two~~

two officers on Land Commission ~~work~~
surveys until the 30th of April next,

when they will proceed on leave
pending the termination of their

appointments. I agree that in view

~~I shall be glad to receive~~
~~an answer from you before agreeing~~
~~to this proposal that you are satisfied~~
~~you consider that~~

~~two~~ neither of these two officers, if re-employed
should wish to be satisfied that if they were
to ~~serve~~ ^{serve} a further period of service in Kenya,
they would be unlikely eventually to
~~wish to be transferred to the permanent~~
~~establishment at some future date when~~
~~vacancies occur in the service of the Colony~~
It would be ~~advisable~~ ^{advisable} if
efforts to their well and contentment in Kenya
should be admitted with your reply to this request
I have etc

(Signed) W. ORMSBY GORR.

of the report ~~by~~
quoted in the fifth para of
your letter, neither Mr Barron
nor Mr Ashton can be
regarded as qualified for
promotion at the present
time; but it is not
clear that they are ^{may not}
likely to prove
capable of passing
the local Land
Surveyors' examination
on some future occasion
& thus becoming ^{ing} fitted
for absorption in the
permanent establishment
when other vacancies
occur. Before, therefore,
I could agree to your
proposal concerning these ~~officers~~



RECEIVED
25 JAN 1938
C. O. REEY

19 January, 1938.

Sir,

I have the honour to address you on the subject of filling certain vacancies which have arisen in the Survey and Registration Division of the Department of Local Government, Lands and Settlement.

6538 RA

32294 RA

Approved (2)

2. The first vacancy is that of a District Surveyor caused by the retirement of Mr. W. Woods on the 8th December. To fill this post the Acting Commissioner for Local Government, Lands and Settlement strongly supports the recommendation of the Chief Surveyor that Mr. G. A. A. Hime, Computer, should be promoted District Surveyor with effect from the 9th December. Mr. Hime is reported to be a well qualified and very competent land surveyor with a wide practical experience of field surveying, computing and office work.

31231 CR

(2) on 38325/37

3. The second vacancy is that of a Computer caused by the advancement of Mr. J. H. Field, approved in your despatch No. 666 of the 17th August, 1937, to the cadre of District Surveyors. To fill this vacancy the Acting Commissioner for Local Government, Lands and Settlement supports the recommendation of the Chief Surveyor that Mr. R. J. Butler, Junior Staff Surveyor, should be promoted with effect from the 28th May last.

32292 RA

KENYA
No. 114



GOVERNMENT HOUSE
NAIROBI
KENYA

CONFIDENTIAL.

RECEIVED
25 JAN 1938
C. O. REGY

19 January, 1938.

Sir,

I have the honour to address you on the subject of filling certain vacancies which have arisen in the Survey and Registration Division of the Department of Local Government, Lands and Settlement.

6058 RA

2. The first vacancy is that of a District Surveyor caused by the retirement of Mr. W. Woods on the 8th December. To fill this post the Acting Commissioner for Local Government, Lands and Settlement strongly supports the recommendation of the Chief Surveyor that Mr. G. A. A. Hime, Computer, should be promoted District Surveyor with effect from the 9th December. Mr. Hime is reported to be a well qualified and very competent land surveyor with a wide practical experience of field surveying, computing and office work.

52294 RA

Approved: (2)

3. The second vacancy is that of a Computer caused by the advancement of Mr. J. H. Nield, approved in your despatch No. 666 of the 17th August, 1937, to the cadre of District Surveyors. To fill this vacancy the Acting Commissioner for Local Government, Lands and Settlement supports the recommendation of the Chief Surveyor that Mr. R. J. Butler, Junior Staff Surveyor, should be promoted with effect from the 28th May last.

31251 RA

(2) ON 38325/37

32292 RA

4.

THE RIGHT HONOURABLE
W. OMSBY-GONE, P.C., M.P.,
SECRETARY OF STATE FOR THE COLONIES.

40519#2

4. Should you approve the promotion of Mr. Hime there will be a consequent vacancy for a Computer and to fill this Mr. C. W. Hindle, Junior^o Staff Surveyor, is recommended for advancement with effect from the 9th December last.

5. In support of his recommendations the Acting Commissioner for Local Government, Lands and Settlement states:-

Mr. Butler and Mr. Hindle were engaged locally as Survey Cadets in July, 1928, and January, 1929, respectively. They were trained departmentally and during their nine years' service have obtained a thorough knowledge and considerable experience of land surveying and computing. They were promoted to be Junior Staff Surveyors two years ago in January, 1936, after 7½ and 7 years' service respectively as Survey Cadets; but for the financial depression it is likely that they would have been promoted sooner. They had been informed departmentally that further promotion would depend on their passing the Land Surveyors Examination. Mr. Butler passed in the middle of 1935, and Mr. Hindle early in 1936; so that they are now qualified in every way for promotion to Computerships.

In supporting the second recommendation it is necessary for me to review the possible claims to prior consideration for the two vacant Computerships which might be made on behalf of the two temporary Staff Surveyors, Messrs. Barron and Ashton, who are serving on agreements. These officers served as surveyors in Nigeria; Mr. Barron, just over five years from 1928 to 1934; Mr. Ashton, three years from 1929 to 1932; both were retrenched. The Secretary of State re-engaged them for Land Commission surveys and they arrived in Kenya in April and September, 1935, respectively on two year agreements. As Land Commission surveys were not completed when their two-year terms expired it was decided to retain their services, and they were informed that their agreements would be extended until December, 1937; they were further informed that it would not be possible to absorb them into the permanent establishment unless they passed the Kenya Land Surveyors examination. Both entered for the examination held in November and both have failed.

I am informed by the Chief Surveyor that neither Mr. Barron nor Mr. Ashton is as practical, competent, or efficient in the ordinary departmental work of surveying and computing as either

either Mr. Butler or Mr. Hindle. The failure of both to satisfy the Land Surveyors Board at the recent examination serves to emphasize their unsuitability to be given preference for promotion. I therefore support the Chief Surveyor's recommendation that Mr. Butler and Mr. Hindle should be promoted to the two Computerships as from 28th May and 9th December respectively."

I endorse the Acting Commissioner's views and recommend the promotion of the officers concerned accordingly.

6. In this connection it will be seen from paragraph 217 of the Memorandum on the Draft Estimates of Expenditure for 1938 that it is proposed that Computers should become Staff Surveyors and, if the change of title reflected in the Draft Estimates meets with your approval, Messrs. Butler and Hindle will become Staff Surveyors automatically as from the 1st January, 1938, and will be members of the Colonial Survey Service from that date.

7. In submitting these proposals it will be observed that the possibility of the absorption of Messrs. Barron and Ashton into the permanent establishment as originally envisaged in paragraph 2 of Sir Joseph Byrne's Confidential despatch No. 175 of the 12th December, 1934, has not been overlooked. I am, however, unable to recommend their appointment to the permanent establishment. Up to and including the 31st December the salaries of these two temporary Staff Surveyors have been met from the Parliamentary Grant in connection with the Land Commission Report in accordance with arrangements approved in Viscount Swinton's Confidential telegram No. 270 of the 12th November, 1934.

(6) on 23034/9/34

(4) on 23034/9/34

- 4 -

31
END

It is proposed to continue to employ them

on Land Commission surveys until the 30th April next, when they will proceed on leave pending the termination of their appointments. As the balance remaining in the Parliamentary Grant is earmarked for other purposes it is intended, provided you see no objection, to pay their salaries during the current year from savings on the personal emoluments items of the Survey and Registration Division which will accrue owing to the provision made for additional posts in the Draft Estimates for 1938 as passed by the Legislative Council.

In view of the foregoing recommendations I have not deemed it necessary to submit the usual forms of particulars of the vacant offices.

8. It is presumed that you will have no objection to my approaching the Governments of South Africa and New Zealand with a view to finding suitable applicants for the two vacancies for Staff Surveyors which will be caused when Messrs. Barron and Ashton are finally off the strength. Experience has shown that it is from these Dominions that Land Surveyors trained in survey methods as practised in Kenya and possessing the necessary qualifications are most likely to be obtained. In the event of suitable candidates being found to be available in either Dependency your approval will be sought before any engagement is made.

I have the honour to be,
Sir,
Your most obedient, humble servant,

R Brewke - Potsham

AIR CHIEF MARSHAL,

GOVERNOR.