

COPY FOR REGISTRATIO

RECEIVED

10 JUL 1933

REGY

17
2

TELEGRAM from the Officer Administering the
Government of Kenya to the Secretary of State
for the Colonies.

(Dated 10th July 1933. Received, Colonial Office,
11.5 a.m. 10th July 1933).

No.131.

No.1 My telegram 130. Should commence
130 Confidential I propose 2 posts.

filled on existing terms subject to such
modifications as may be possible in the
light of decision ^{already} taken when offer is
made; but that candidates shall not
be required to accept ~~of~~ such
further modifications as may be
decided on after date of offer.

filling of less urgent vacancies (whether by first offer or otherwise) can await
final settlement of terms.

I propose to regard vacancies

urgent - you let. 8 July 1930. as (1)
*
urgent.

Tel. you about.

3001/33

16 3

C. O.

Mr. Funtin 18/7

Mr. Hood 18.7

Mr. J. J. 18/7

X Mr. Parkinson 19.7.33

X Mr. Tomlinson 20/7

Sir C. Bottomley.

Sir J. Shuckburgh.

X Perm. U.S. of S. 26.7.33

X Parly. U.S. of S. 26.7.33 at mil

Secretary of State.

Kenya

Answered by Nott
tbc

Codes & Sent
8.0 pm
26.7.33
(2)

C. O.
R 27 JUL
D 28

DRAFT. Tel. (comm.)

by Nandi

2 on 30/8/33

Conf

1/25/33
I regret I cannot
accept suggestion in para. 5 of your
disp. 8.30 June 33 Conf. as I consider
it would be quite unfair to officers
concerned.

are proceeding
Discussions with Sir Joseph

begin on Terms of Service generally.

and I hope it may be possible
to communicate my decision on
main points at an early date.

But scale of salary for technical
officers and other subordinate users
will clearly call for later consideration.

I propose therefore that
all urgent matters should be

Copy reqd. on 31/8/33
Kenya.

15

4

COPY FOR REGISTRATIO

Telegram from the Acting Governor Kenya to the Secretary of State
for the Colonies.

Dated 1st August. Received at 4-38pm 1st August 1933.

No 152 Confidential.

No 3 Your telegram of 25th July No 158 Confidential.

I note your decision and agree that vacancy referred to in my
despatch No 88 Confidential 30th June should be regarded as urgent.

revised on 21/05/33

Vacancy notified in my telegram of 8th July No 130

are not in the same urgent category and while officers named are
wanted as soon as possible I consider that their appointment should
await settlement of new pensions constant proposed by Governors'
Conference unless decision on this point is likely to be long
deferred.

114
5

Telegram from the Acting Governor of Kenya to the Secretary of State for the Colonies.

Dated 21st. August, 1933. Received 9.35. a.m. 21st. August, 1933.

104
No 8
0464/23
in case

Unnumbered. Reference to my No. 152. Confidential. Reduction in the initial scale of administrative officers announced in your Confidential Despatch (3) of the 29th. August (?) I consider it most important that initial salary offered to 2 Agricultural Officers, provided that they have been trained at Trinidad, should be not more than £400 with reduced pension constant. Unless promising candidates are likely to be lost through delay, would prefer offers should be delayed until I am in a position to reply to paragraph 12 of your despatch.

referred in minutes of 15/8/33

Telegram from the Acting Governor Kenya to the Secretary of State for the Colonies.

Dated 23rd August. Received at 2-45pm 23rd August 1933.

3001/33

No 174.

NoH
108
076/1/33

My telegram No 152 Confidential. In view of reduction in initial scale of administrative officers announced in your confidential despatch No 3 9th August I consider it most important that initial salary offered to the two Agricultural Officers provided they have trained at Trinidad should be not more than £400 with reduced pension constant. Unless promising candidates are likely to be lost through delay would prefer that offer should be delayed till I am in position to reply to paragraph 12 of your despatch.

12

4. I shall furnish you as soon as possible with details of the officers who have been selected.

I have the honour to be,

Sir,

Your most obedient,

humble servant,

(Sgd.) P. CUNLIFFE-LISTER.

in a position ^{to} reply to paragraph 12 of my confidential despatch (3) of the 9th of August, but it appears that the possibility you mentioned of losing promising scholarship candidates who are at the moment available, is likely to be realised if there is further delay, and I must therefore regard the filling of the two posts in question as a matter of urgency. With regard to the Audit Department, the Director of Colonial Audit is of opinion that one at least of the vacancies for Assistant Auditor (that vice Mr. Getley) should not be left unfilled any longer.

3. Immediate steps are therefore being taken to select two new Agricultural Officers and two Assistant Auditors for service in the Colony. You will appreciate that until certainty is reached as to the revised salary scale to be introduced it is impossible to offer fresh entrants to any non-Administrative Department the new terms of service at any rate as regards salary. I am accordingly arranging that the candidates to be selected for the two Agricultural posts should be offered appointment on the old terms, both as regards scale of salary and as regards prospective pension, since their position (as regards the legitimate expectation of particular pension terms) is substantially the same as that of the Administrative Cadets who were recently appointed. In the case of the new Assistant Auditors the position is not the same, and, as stated in my telegram No. 171 of the 7th of August, they will be given warning that the pension constant will be reduced. I have decided to offer them the hitherto existing terms of service in respect of salary.

Kenya

KENYA

10

DOWNING STREET,

CONFIDENTIAL

8 October, 1953.

Sir,

With reference to the 12th paragraph of my confidential despatch (3) of the 9th of August, I have the honour to inform you that the question of the revision of the salary scales applicable to branches of the East African Civil Service other than the Administrative, is engaging my attention, and that I am causing a schedule to be drawn up setting out the various scales which I shall propose as suitable for the several Departments concerned. Before coming to any final decision, I shall desire to obtain the observations of the East African Governments concerned upon my proposals, and with this end in view I shall circulate to them copies of the schedule in due course in order that it may be considered at the Governors' Conference which is due to meet next March.

2. My decision to seek the views of the East African Governors' Conference in the matter necessitates a further delay of several months before any new salary scale can be introduced. It is, however, in my opinion, undesirable to defer filling for so long a time existing vacancies in the Kenya Agricultural and Audit Departments. In the case of the Agricultural Department, I have not overlooked the suggestion in your telegram No. 174 of the 23rd of August that the two vacancies should not be filled until you are in

THE OFFICER ADMINISTERING
THE GOVERNMENT OF

KENYA

V.

X Refusing 21/10
R.S. 9
9/11/33
2 File
12/33

VACANCY FORM.

MR. Davis 3 Mr

REFERENCE 3001/33

(1) PROMOTIONS BRANCH.

(2) PRIVATE SECRETARY (APPOINTMENTS).

COLONY. Kenya

VACANCY. Agricultural Offices (2 posts)

CAUSE OF VACANCY.

EMOLUMENTS.

including any special notes as to

£480 by £20 to £600 by
£30 to £720* (see Eds. H. III: rem 137).

(a) Terms of appointment.

On probation in first instance.

(b) Allowances.

Free quarters or an allowance
in lieu

(c) Quarters.

(d) Passages.

Free passage on first appointment.
Allowance of £40 towards cost of
passage of wife and/or family once
each way each year

REMARKS.

including any special notes as to

OLD Kenyan contract.

(a) Married Candidates.

Unmarried candidates preferred

(b) Duties.

Usual

(c) Qualifications required.

Trinidad scholars

*subject to ocean levy

A very definite
risk.
G.J.F.F.

of re-employment at the
initial salary, if they care
to take it. We must of
course have in mind the
possibility of their bearing
"misfit" in a junior capacity.

G.J.F.F.
7.11.33.

These vacancies & the terms attaching
to them have been discussed
thoroughly on the assumption
that they are vacancies for
Agric. Scholars. We cannot
now go back on what we have
said to Kenya. So let scholars
be selected.

We must keep in mind
our obligation to the Government
of Kenya when the occasion arises.

G.J.F.F. acm
7.11.33

v.f. taken July 7, 1933

Pres. B. to
see [unclear]

Learn
Robinson
10/4/33.

J.T. Moon (50723 E.H.) appt'd
R.S. Ball (50725 E.H.) appt'd

Registry Note
AT has requested that no action may be taken to fill
vacancy for Asst. Director, - see notes on file of D. H. Hunt 290 500 E.H.

Requests that Sailing of Agricultural
Officers Selected may be expedited

This is rather surprising.
In the ordinary course the departure
of the ^{reporting absence of leave from work} December, (see personal file
attached), should have arrived
about 17 days later.

? It might be well to telegraph
on the lines of the enclosed
draft concerning Insurance on

The draft will surely arrive before our talk
We can save money by putting by
[Signature]
6/11

[Signature]

Registry Note
Cases regarding the appointment of Agricultural Officers
in connection with the supervision of native coffee growing in
region 23003/10/34 Kenya

referred - is the only way of finding it.

12.9.33

37 and mail 4/10/33
6
Rec'd
scales free

To Kenya, Conf 31 OCT 1933
(Orig sent on 4/10/33 2.c)

No. 6: gives authority for filling the Kenya agricultural vacancies.

Major Furse asked how as soon as Mr was despatched, Mr Ibbot might be urged in order to take the sec: steps to select the candidates immediately.

It will be noted from para 3 that they should be offered the old terms both as regards salaries & pension contract.

Mr Ibbot
Mr Davies 2 Mr.

Mr. Furse
Mr. Ibbot
Latter a.v.f.

Mr Davies: 3 Mr
Mr Ibbot

Mr. Furse: May we go ahead with 2 scholars?
July 4/11

As regards students those on of Form 769. A Booth is probably not of good standard but T. McEwen and D. Burns are both degree men and it is not very easy to justify passing them over in favour of scholars when also they have no T. Dad training. They are good of tropical medicine and broken cases. He entered into commitments to scholars after our commitments to them men.

But Furse wants T. Dad trained men and does not want the vacancies filled unless it means that they will be good scholars.

SR 7/11.

I think that Booth must be regarded as in the "unfit" category. It is clear that Kenya will not pay more than £480 initial salary (and would much rather pay £400). The question is whether we ought to give McEwen & Burns the chance

provided in the past for the technical services now are they necessary. If it is desired to secure a contented service in the technical departments it should be provided that both technical officers and administrative officers reach the same salary point after say 5-6 years service, or then proceed up the scale together to the recognised maxima. In senior posts, the adm. officer is called upon to carry greater responsibilities than the technical officers and therefore the maximum of the latter scale can in justice be ~~even~~ higher in the case of adm. officers than in the case of technical officers.

If the above views are accepted and a double movement is being provided for in the case of adm. officers an initial salary of £2000 for technical officers would appear to be too low. It might also fail to attract the best of the recruits from the universities.

J. A. Sturtevant
8/9/33.

As regards the scale of salary, I suggest that the initial steps should be :-

Agric. officers

	£	Approved scale for Adm. Officers
1st year	400	350
2nd "	400	350
3rd "	450	400
4th "	475	450
5th "	500	500

+ 7 £25 = £600.

As regards the pension constant see 9160/6A/33 Personnel.

I think that these men at all events must have the old rate.

J. J. Jones
9.9.33.

This is what I am afraid of; doing things piece-meal. The scale suggested above would do quite well & could even be £400-£425-£450-£475-£500 without disadvantage. I fear it must await the general settlement of scales.

As to pension I agree that the old scale would be fair if we can get men before the end of this year.

J. E. G. Flood

We shall have nothing by 11.9. holding this over for the general discussion when the Technical officers' group of posts are dealt with in connection with the technical salaries, as referred

Now transferred to 40 4100/33 B.A.

I think they can wait till the Adm. men. End

wait as proposed. The ship should be in Kenya at the end of this week. B. U. on 22 Aug.

J.S.G. Flood

16

4^A O.A.G. Tel 1114 _____ 23 Aug 36

Similar to No 5.

5. O.A.G. Tel unnumbered _____ 21 Aug 33

Consider that initial salary offered to 2 Agricultural Officers, provided they have been trained at Trinidad, should not be more than £600 with reduced pension constant. I would prefer offers be delayed unless promising candidates are likely to be lot.

Appointments Branch may wish to
Consent at this stage, & will
no doubt advise C.A. Groom with
to the last sentence in the telegram
21/8/36

Major issue away
Any views?

This was sent to me on leave²², but I could not usefully minute then, and since I returned (on 30.8) I understand that the position has changed in that it is proposed that East African Governments should be told that proposals for the revision of salary scales (other than the Administrative scales - which are settled) will be put to them in the first instance by the Secretary of State; that final decisions cannot be taken for some time; and that it is suggested that any appointments which are made in the mean time should be on the old scales.

The scholars who will probably be put forward for these vacancies have been waiting for

5
waiting for appointments for a year already. We might not lose them by a delay of another month or two, but a further wait for anything from 3 - 6 months would be another matter.

Perhaps the Kenya Government could be informed if and when action has been taken as above, that in all the circumstances the Secretary of State proposes to proceed with the appointment of two scholars to these vacancies on the existing scale of salary?

J.S.G. Flood 21.8.36

It would certainly be advantageous if these vacancies could be filled without undue delay. We know that the Kenya Dept. of Agriculture wants the man and we have limited scholars available. Some of the scholars who returned from Trinidad last summer are still unemployed, and we do not want to keep these awaiting vacancies any longer than is absolutely necessary.

With regard to Mr Flood's minute to the effect that if the Adm. scale gets to £350 a salary of £400 should be adequate for agricultural officers, it should not be overlooked that if you wish to attract the best possible men to the technical services an initial salary in excess of that provided for the Adm. service is necessary. The scientists have a wider field in the country when they come out of the university. Agricultural officers receive under the scholarship scheme two years' special post-graduate training. It is proposed I think that Adm. scale should receive double increments when they have passed language tests. Such double increments have not been

*
Det. officers up to 4 years.

4 D.A.G. Tel 153 ^{leaf} 1st Aug 33
Consider ^{able} officers mentioned in No 1 should await
settlement of new pensions constant unless decision is
likely to be long deferred.

? Appointments Branch to note,
* App should be brought forward
when a decision has been reached
on the terms of service etc.
(i.e. a to pension constant, house
allowance, etc.)

C. J. Prosser
27/8/33

Bv. in a week in any case.

C. J. Prosser
27/8/33

Brought up side minute above.

Regulating Dept
10.9.33

Now that it has been decided to reduce
the initial salary of Administrative
Officers Cadets from £400 to £350, &
the pension fraction from $\frac{1}{80}$ to
 $\frac{1}{100}$ in the case of new entrants,
it is for comment whether the
initial salary of £480 proposed
for these 2 Agric. Officers is not
too high.

The last paragraph of the 5/8/33
dep. to Kenya of 9th August on
30/6/1/33 says "A decision to reduce
the commencing salaries of the
Administrative Service naturally
involves some revision of the

commencing scales of other branches
of the Colonial Service, & I shall
be glad to learn your views
on that subject."

In the case of Trinidad
Scholars it may be said that
such men are entitled to
expect appointment on the
existing terms as they were set
for the scholarship as long as
two years ago. I understand
from Mr. Lutz that there is no
special urgency necessary in
connexion with the selection of
the two scholars for Kenya.

? We can wait for the dep. of
30/6/1/33 to advise in Kenya &
telegraph for views with partic-
ular reference to these 2 Agric. Officers.
Apply.

C. J. Prosser
15/8/33

I think this is the only possible course. If
Kenya proposes too low an initial salary (judged
by imperial service standards) they will have
to be overruled. It would, of course, be
possible to say in the proposed tel. of enquiry
that S. of S. could not agree to an initial
salary of less than £300 (i.e. £240).

C. J. Prosser
15/8

If £350 does for cadets £400 should be ample.
What I hope is that people will refuse to go to Kenya.

Seen
Hanks
Pm 10/9/33

- on terms which are indefinite.

I submit a draft let^r for comment.

The principal areas in a number of other important instances - e.g. C.S., Treasury,

D.T.S.S.; - copy of the let (and the reply)

shd. go on the Terms of Service pp.

B. H. H.
18/7.

(I have told Capt. Hely how matters stand)

I agree: Kenya wants to reduce salaries, abolish free quarters & charge rent. To ask people to accept posts at once on ^{current} better terms on the understanding that whatever - worse - terms are settled will apply to them is rather too much.

(It will do Kenya a lot of good not to get anybody for some time, in my opinion. Service there is no privilege to be sought after but they don't seem to realize it.)

J. S. G. F. H.
18/7

C. Jeffries
18/7

I am not subscribing to the view in Mr. Hely's parenthetical! I am not
I agree with off telegram.

adep
19.7.33

Sir S. Wilson.

You should see this draft. The question of revised salary scales & terms of service in Kenya is under discussion with Sir N. Byrne & will in due course come forward to you. But in the meantime & until a decision is reached, I agree that it is out of the question to ask new entrants to accept new & undisclosed terms.

S. J. F. F.

20.7.33

Lord Plymouth.

I agree

B. H. H.

24.7.33

I agree

P. at me

26.7.33

3 To CAG. Tel 158 - 26.7.33.

on terms which are indefinite;

I submit a draft let^r for consid.

The principle arises in a number of other
important occasions - e.g. C.S., Treasurer,
D.T.S.; a copy of the let (and the reply)
shd go on the Terms of Service file.

J. E. G. Hand
18/7.

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J. E. G. Hand

18/7

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18/7

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to the view in W. H. S. S.'s
parenthesis! That
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adep

19.7.33

1. Acting for Moore Feb 130 Conf. 8/7/33
Proposals of posts Agricultural &
Officer in abeyance should be filled
& requests of Trinidad scholars be
recruited at salary £480-600-720

2. Acting for Moore Feb 131 10 July
Circular of No. 1.

In the 1933 Estimates, Head III,
Agricultural Department, Native Services, Item 137,
provision is made for 14 Agricultural Officers
(£480 x £20 - £600 x £30 - £720) of which two posts
are to remain in abeyance pending decision of Native
Betterment Fund. The O.A.G. now desires that these
two posts should be filled as soon as possible.

I submit V.F.

With regard to the last sentence of No. 1,
I annex a copy of relevant despatch. It will be
seen that the O.A.G. suggests that the two
Agricultural Officers should be appointed on ^{the} present
terms, but on the distinct understanding that they
will be required to accept whatever new terms are
finally decided upon for new entrants to the
Overseas Service.

A. J. [Signature] 12/7/33

Dr. Flood
The Officer

I have discussed with you, and we
I think, agree that the proposals in para. 5
of des. N-88 Conf. of 30 June are wholly
inacceptable. It would be quite unfair to
ask an officer who is entering to make his
career in the Colonial Service to accept approx.