

1924

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E. AFRICA  
TANGANYIKA

259

C.O.  
56925  
4 DEC 24

Date

3rd December 1924.

SURVY  
(R.E.E. BRIDGES)

S.O.

REGULATION

*Darius*

SURVEY STAFF. CONDITIONS OF SERVICE.

U.S. of S.

Puts forward queries regarding various proposals made in C.O. official letter of 27th Novr.

U.S. of S.

U.S. of S.

U.S. of S.

Previous Paper

*81191 EA*  
*1924*

MINUTES

I have discussed fully with Mr. Jeffries and submit a dt for comment in the form of which he agrees 1924 was a slip for 1925. It was not intended to antedate the effect of our proposals.

*PL 11/2/24*

*H.R.*

*etc.*

Subsequent Paper

*81191 EA*  
*1924*



R



C. O.  
56925

4 DEC 24  
TREASURY CHAMBERS

WHITEHALL. 260

3rd December, 1924.

use quote Regd. No.  
E. 14025.

Dear Jeffries,

*lyn*

Your official letter of the 27th ultimo, 31/12/1924, about conditions of service applicable to the field staff of the Survey Department of the Tanganyika Territory. May I worry you with a few queries?

(1) You do not give any estimate of the increased cost. Is it possible to frame such an estimate, or if not, can you give me an assurance that the increased cost involved will not be considerable, and can easily be met in the estimates for 1925?

(2) You put your proposal for approved emoluments mainly on the ground that salaries paid should be brought into line with the salaries of qualified technical officers in other departments. Anomalies are no doubt to be avoided if possible, but I should like to know whether you have had or anticipate any

difficulty

J. Jeffries, Esq.,  
Colonial Office,  
S.W.1.

MINUTES

MINUTES NOT TO BE WRITTEN  
ON THIS SIDE



R



C.O.  
56925  
4 DEC 24  
TREASURY CHAMBERS

WHITEHALL. 260

3rd December, 1924.

ply  
lease quote Regd. No.  
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J. Jeffreys, Esq.,  
Colonial Office,  
S.W.1.

31/12/24

difficulty in recruiting people ~~at~~ the existing scales. The real justification for improved emoluments is that, without an improvement, satisfactory staff cannot be recruited or retained.

(3) I note your proposal that the existing staff are to be allowed to enter the scales at the point they have reached in the present consolidated scale, and that no abatement should be made in consideration of the fact that the existing allowances are supposed to include house and travelling allowances.

What I should imagine means, giving the staff a very considerable immediate rise, and I should like to know how much the rise amounts to. From what you say as regards house allowances, I should imagine that the grant of house allowances will not make much difference, unless you don't tell us anything

... we should like to know  
... the existing staff are to be the standard which

you

you propose to insist upon in future. I am not sure that there is necessarily cause for giving the improved terms proposed to all the existing staff.

(5) I note that you propose to ante-date these proposals to the 1st January 1924. I don't quite know why this is proposed; generally speaking, we take a strong line against ante-dates nowadays, and I should have thought that it would have been sufficient to have introduced the revised scheme as from the 1st January next.

Yours sincerely,

E. P. Bridges

C  
R 11 DEC  
D 12

Wes/56925/24 P.A.  
T.T.

Invoice for  
M: D...  
D...  
Signature.

13 December 1924.

Dear Bridges,

I have looked into

the queries raised in your letter  
of December 3<sup>rd</sup> addressed to  
Jeffrey about the field surveys  
in the ... and are now  
able to send you the following  
reply on the points in  
question

(1) We can give you the  
assurance desired that the  
increased expenditure involved  
can be met without affecting  
our savings in this year's  
estimate and in the  
estimate for next year.

DRAFT.

9/5

Bridges Esq M.C.

MINUTE.

Memorandum 11 12 24  
D... 11 12 24 / 5

- Shubburgh
- D... ..
- G... ..
- J. Egerton Smith
- ... ..
- Thomas

As explained in our letter

(a) Home Allowance, ~~and~~ <sup>will be</sup> will be paid, or rather a home <sup>will be</sup> related by Government, only in the rarest circumstances when a surveyor is in station and Government quarters are not available for him.

(b) With regard to Travelling Allowance, the Tanganyika proposal was to give a consolidated Travelling allowance at the rate of £100 a year, but this was thought too generous in view of the fact that the Govt. of Uganda estimated that Travelling Allowance on the ordinary scale would work out at £80 per annum on the average. On the assumption that 2/3<sup>rd</sup> of the field staff would be in the Territory

in any given year, expenditure on Travelling Allowance should amount to about £650.

(c) There will be no immediate increase for District Surveyors between £500 and £600; nor (d) for junior staff surveyors who have reached their maximum of £500, until they have passed an efficiency bar.

(e) Against such expenditure as is incurred under (a) and (b) we can set off £600 or £700, the salary of the post of the Assistant Director, which it is proposed to abolish.

(2) We cannot get over of the stamp required without improving the prospects, and constant applications for

DRAFT.

MINUTE.

- Mr. J. Shackleton
- Mr. G. Dainton
- Mr. G. Grubb
- Mr. J. Manton Smith
- Mr. Arnold
- Mr. Thomas

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- (a) Home Allowance ~~variation~~ will be paid, or rather <sup>will be</sup> a home <sup>will be</sup> ~~granted~~ by Government, only in the rarest circumstances when a Surveyor is in station and Government quarters are not available for him.
- (b) With regard to Travelling Allowance, the Tanganyika proposal was to fix a consolidated Travelling allowance at the rate of £100 a year, but this was thought too generous in view of the fact that the Govt. of Uganda estimated that Travelling Allowance on the ordinary scale would work out at £60 per annum on the average. On the assumption that  $\frac{2}{3}$  of the field staff would be in the Territory

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MINUTE.

- Mr. J. Shackleton
- Mr. G. Davis
- Mr. G. Grindle
- Mr. J. Masters Smith
- Mr. Arnold
- Mr. Thomas