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22 JULY 20

C.A.G.
ROWING 517

1920
15th MAY
Last previous Paper.
25064

FEMALE SUPERVISOR OF TELEGRAPHS 153

The memo. of qualifications and conditions of service. Scale suggested in revised salaries was £250 by £15 to £300 WITH FIRST CLASS ACCOMMODATION. Asks vacancy may be filled as soon as possible.

W. B. Atkinson

Yes: there is a vacancy for a female Supervisor of Telegraphs £170. do. £230 + w.b. in 1919-20 (1920-21)

Essentially.

The revised salary is £300 to £350.

I agree as to 1st class. Payment for the supervisor.

It is not getting right with the enlarged female postal class if we bring in someone from outside instead of promoting, as he does not seem to mind this, we shd get a suitable candidate from G.P.O.

copy sent G.P.O. on 29 June 20
1920
19th July 20
19th July 20
19th July 20
19th July 20

subsequent Paper.
39629
31625
(Female Supervisor)

C.O. 533
233
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copy of
them to recommend suit
could as soon as possible
be seen that the papers
are for all, are for telegraphs
& are for telephones, in
the Post Office with higher
status than the ordinary
postal service.

all

24/6/20

W. C. 24.6.20

15 May, 1920.

154

My Lord,

With reference to my despatch No. 385 of the 20th April on the subject of the re-organization of the Post Office Staff, I have the honour to transmit a copy of a Memorandum of Qualifications desired, and conditions of service for, a Female Supervisor of Telegraphs.

2. Your Lordship will observe that the scale of salaries offered has been left blank. In the scheme of revised salaries taken home by Sir Edward Northey, the scale suggested was £250/- rising by increments of £15 to £300/-. The terms of service are those usually offered, except that the Postmaster-General desires the officer selected to receive 1st class accommodation. I have no objection to this proposal, which, if Your Lordship thinks fit, might be conceded.

3. Before putting forward his recommendations Mr. Gosling considered the possibility of filling this post

RIGHT HONOURABLE

HIS EXCELLENCY THE EARL OF MILNER, P.C., G.C.B., G.C.M.G., &c., &c.,

SECRETARY OF STATE FOR THE COLONIES,

DOWNING STREET,

LONDON, S.W.

post by promoting a member of his local staff, but this was found to be impracticable.

4. As this vacancy has existed for some little time, I should be grateful if Your Lordship would cause instructions to be issued for the early selection of a candidate.

I have the honour to be,

Your Lordship's

humble, obedient servant,



ACTING GOVERNOR.

MEMORANDUM OF QUALIFICATIONS DESIRED AND CONDITIONS
OF SERVICE PROPOSED FOR A FEMALE SUPERVISOR OF
TELEGRAPHS IN THE EAST AFRICA AND
UGANDA PROTECTORATES.

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156

SALARY.

The salary offered is £ 300 rising by annual increments of £ 10 to £ 550 per annum.

QUALIFICATIONS.

Applicants should have at least ten years' service in the Imperial Post Office and the rank of Telegraph Overseer or Assistant Telegraph Overseer, or equivalent grade. They should not be less than 35 years of age and unmarried.

A good standard of manipulative ability, 30 words per minute sending and receiving on Morse Sounder and 35 words per minute Wheatstone punching is required; also a good knowledge of technical telegraphy including testing duties and the adjusting of Duplex and Wheatstone Instruments. Experience in the control of traffic and the management of staff is essential.

CONDITIONS OF SERVICE.

The Officer selected will be employed in the first instance at Nairobi, but will be liable for service in any part of the East Africa and Uganda Protectorates. She will be seconded from the Home Service for a tour of 30 months and the leave incident thereto and at the end of that period she may either be transferred to the permanent establishment in the East Africa and Uganda Protectorates if her services have been satisfactory and are still required by the Government, or, if she so desires, she will

be allowed, subject to proof of satisfactory conduct and physical fitness, to return to the Home Service as soon as a suitable vacancy occurs, at the salary she received at the time of her departure and without loss of seniority.

Free First Class passages to and from East Africa and a passage over the Uganda Railway to the place at which she is to be stationed will be provided for the Officer appointed.

Partially furnished quarters, free of rent, but not of rates or the house allowance customary for 1st class officers or other similar outgoings, will be provided by the Government.

The Officer appointed will be required to undertake the refund of the cost of her passage to East Africa should she leave the service of the Protectorates before the end of 30 months' service for any other cause than illness. She would be required to leave the service on marriage, but in such case the Secretary of State for the Colonies might, on the recommendation of the Governor of the Protectorate, abate a proportion of the passage money according to the period served, provided that a clear six months' notice of the intention to marry were given.

Leave. At the end of 30 months' residential service, vacation leave will be granted with full pay for the time necessarily taken on the journey to England plus $2\frac{1}{2}$ days for each completed calendar month of residential service. In the case of Officers who are returning to East Africa there may be added to their vacation leave a further period of leave on full pay known as "Return Leave" for $2\frac{1}{2}$ days for each completed calendar month's residential service, plus the time necessarily taken on the journey from England. In the case of Officers serving in Uganda and in certain "unhealthy" stations in East Africa the leave will be calculated at the rate of 3 days for each completed month of residential service.

Medical Attendance. Medical attendance will be provided free while the Officer is in the Protectorates.

Pensions and Marriage Gratuities. In case of marriage, a gratuity will be granted, viz:- one month's pay for each year of established service up to a maximum of 12 months, on condition that two years' service in the Protectorates has been completed and that at least six years of the total service has been performed either (a) wholly in the Protectorates or (b) partly in the Protectorates and partly in the Imperial Post Office as full time service, paid for directly out of money provided by the Imperial Parliament. If the appointment in the Protectorates is vacated within two years, no gratuity will be payable in respect of Imperial or Colonial Service.

Pensions will be granted in accordance with the rules laid down under the Superannuation Act of 1892.

It will be within the power of the Governor of the East Africa Protectorate to return to this country any Officer who is found temperamentally unsuited for employment in the Colony, but this will not affect the right of reversion to the Home Service.

Av 3072 2/30 Lab. P.

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Anno 1930

159

DRAFT.

to be
1930

29 June 1930

MINUTE.

- Mr. Parnaby
- Mr. Parkison
- Mr. ...
- Mr. ...
- Mr. ...
- Mr. ...
- Mr. ...
- Mr. ...
- Mr. ...
- Mr. ...

... is to ...
 ... to the ... has been
 ... a vacancy for a ...
 ... of ...
 ... E.A. ...
 ... on the scale
 £300 - £400 ... £350. A
 memo showing the
 qualifications offered
 the conditions of service
 is enclosed

Low men will be paid if
the Selwyns will be paid
enough to be
satisfied and for this up to
as soon as possible.

I am ~~sure~~ that there are
two Supervisors in the Police
Service, one for telegraphs & one
for telephones, & that the salaries
assigned to them are ~~higher~~ lower than
those given to the ordinary female
clerks.

(Signed) H. J. READ