

EAST AFR. PROT  
UGANDA

C.O.  
35399

REC.  
REQ. 9 NOV 12

35399

P.O.

Date.  
1912

Place

previous Paper

344

Female Postal Clerks & Telegraphists

Nominates Misses J. McAnalson and Sarah  
A. McDoval + J. Pratt

W. Prady

So far, we have always engaged  
these female clerks in agreement -  
see, e.g., file 4190 &c. It saves  
a good deal of trouble for us, but  
as a matter of fact, other Postal  
clerks or officers who are seconded,  
are offered employment by  
letter from the C.O. I think  
that we ought to do the same  
in the case of these women.

2 per cent. to be paid for

clerks through C.P.O., embodying

McDoval }  
Pratt }  
above this embodying seal

4742 (McDoval) }  
4745 (Pratt) }  
4747 (McDoval) }  
W.L.S. 11/11/12 40,000. 11/11 A.S.E.W.

m

in the letter the terms contained  
in the agreement in file 4190  
E. A.

all

2/11

at once

H. J. R.

12/21

GENERAL POST OFFICE, LONDON

8 November 1912.



Sir,

With reference to your letter of the 27th of July last, No. 21764/1912, respecting the vacancies for four Female Postal Clerks and Telegraphists in British East Africa and Uganda, I am directed to acquaint you, for the information of the Secretary of State for the Colonies that, it is desired that the officers should be selected without delay, the Postmaster General recommends the four most suitable of the candidates who were not chosen for previous vacancies of the kind.

The officers in question are Miss J. Mc Aulian, age 33, Miss M. A. Smith, age 32, Miss A. Mc Dowall, age 29, and Miss J. Pratt, age 29, Sorting Clerks and Telegraphists at Greenock, Southend-on-Sea and Barrow-in-Furness respectively. They have a good knowledge of counter, telegraph and telephone work: and Mr. J. Gosling, the Postmaster General of British East Africa and Uganda, with whom the matter has been discussed, has agreed that their qualifications render them suitable.

The Postmaster General understands that the officers appointed will be placed on the pensionable establishment of the Protectorates from the first day of their service under the Administration of British East Africa and Uganda, i.e., the day on which they leave this Country to take up

Under Secretary of State,

COLONIAL OFFICE.

the appointments: and, in the circumstances, he will make arrangements for them to be seconded for a period not exceeding three years.

The Postmaster General will be glad if Mr. Secretary Harcourt will be good enough to send to this Office the letters in which the candidates above-mentioned will, it is assumed, be offered the appointments in question.

I am,

Sir,

Your obedient Servant,

*E. J. G. G. G.*

G.P.O. 35399 East  
Uganda

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(Under flying seal)

Mrs J. M. Anderson  
Mrs M. A. Smith  
Mrs A. M. Dowell  
Mrs J. Pratt

Private

DRAFT.

14 Nov 1912.

MINUTE.

- Mr. Reed 13/11
- Mr. Read 13
- Sir G. Fiddes.
- Sir H. Just.
- Sir J. Anderson.
- Lord Emmott.
- Mr. Harcourt.

Madam -

I am etc. to inf. you that  
subject to your being papered as  
physically fit for service, he  
proposes to select you for appointment  
as a Postal Clerk & Telegraphist  
in the East Africa Expedition with  
salary at this rate of £110  
per annum by annual increments

of £5 to £150 p.a.  
Furnished Quarters  
all the post and telegraph  
but not of water & sundries  
not going.

~~Apr com 973~~  
~~Sept 1912~~  
~~Apr com 974~~  
~~Oct 1911~~  
~~Apr com 884~~  
~~Oct 1911~~  
Letter to Mr. A.  
Col. Reay  
for Officers  
G.W. Dal 21  
11373/110

signed



second class tickets, and  
be permitted to and from  
Africa and for help  
over the Uganda Railway  
between Mombasa and  
Nairobi

3. A memorandum showing  
the general conditions  
attached to appointments in the

E. A. & a copy of the  
lease of the ~~property~~ <sup>republican</sup>  
are enclosed herewith but  
you are to understand  
that you will be subject  
to any regulations which may  
be introduced hereafter  
by or with the sanction of  
the S.G.

Copies of the  
rules as to pensions & of  
the Col. Regs are also  
enclosed.

4. You will be considered  
in the first instance as the  
Home service for a term of

of ~~two~~ months in E. A. 1860  
the same incidental benefits  
shall be paid as are  
provided for <sup>may</sup> either be  
confirmed in your case in  
the permanent establishment.

E. A., if your services have  
been satisfactory & you  
will consent to the Home  
service.

(+ as still required  
by the Govt.,

5. You must ~~also~~ under-  
stand that you <sup>are</sup> ~~may~~ <sup>be</sup>  
required to serve either in  
the Col or Uganda & that  
you may be transferred  
from either of these places to the  
other according to  
the requirements of the Govt.

6. You will be paid  
half salary as from the  
date of embarkation for  
E. A. & full salary as  
from the date of arrival  
at

Nambasa. His  
movements of salary  
will be granted unless  
your conduct & diligence  
have been approved  
by the service.

7. You will be provided  
with free medical attendance  
in S. A. whilst in the  
service of the Govt.

8. In the event of your being  
married during the term  
of your service in S. A.,  
you will be required to resign  
your appointment & to refund to  
the Govt. the cost of your  
passage to S. A. If, however,

you give six months' notice  
to the Govt. of your intention  
to marry, the Govt. may,  
in the recommendation of  
the Governor, abate a  
proportionate amount of

DRAFT.

MINUTE.

- Mr.
- Mr.
- Sir G. Fiddes.
- Sir H. Just.
- Sir J. Anderson.
- Lord Emmott.
- Mr. Harcourt.

for the passage money according  
to the terms service. In  
the event of your being  
married, you will be  
granted a gratuity (not  
exceeding twelve months' pay  
in the aggregate) of one month's  
pay for each year's service,  
provided that you have  
completed two years' service  
in S. A. & an aggregate of  
six years' service in the  
Home & S. African Postal  
Services.

9. In the event of your  
returning to the Home service  
at the end of the period  
for which you are recruited,  
a gratuity will  
be granted.

will be granted from  
Indian funds in  
respect of that period  
in final retirement  
from the Home Service,  
provided that you are  
entitled to pension or  
gratuity in accordance  
with the principles  
of the Superannuation Act  
of 1892. The amount of  
pension or gratuity from  
the funds will be reckoned  
with salary drawn at  
the date of leaving the Indian  
Service in accordance  
with the regulations to  
pension regulations  
applicable to I. S.

If you are prepared  
to

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To accept this offer of  
appt. you will present  
yourself <sup>to me</sup> to one of the M.D.'s  
to this Dept. whose names  
are given in the enclosed letter,  
for the purpose of being  
medically examined. The  
letter is to be left with  
me and he will send his report  
direct to this Dept. The fee  
of one guinea for the exam<sup>n</sup>.  
will be paid by the Govt.,  
or if it is necessary for  
you to make a journey by  
railway to visit the M.D.,  
you will may submit a  
claim for the refund of  
the return railway fare  
(3<sup>rd</sup> class).

"No. 10. I am to request that  
you will inform me without  
delay, whether you wish  
to accept the offer of this  
appt. on these conditions.



State what is the earliest date on which you can leave for S.A. There is a U.C. steamer leaving for S.A. on the 17th of Dec. & it is reasonable that, unless there are special reasons, to prevent you from

to the contrary, you should sail by that steamer. In order to avoid a delay, it will be necessary for you to leave London on the 18th of Dec. unless, but your heavy baggage will have to leave about a week earlier, as it could not conscientiously be taken overland to Marseilles.

In replying to this letter, if you accept the offer of appl., you should give the names of relatives in this country, ~~and~~ ~~the~~ ~~names~~ ~~of~~ ~~the~~ ~~persons~~ ~~to~~ ~~whom~~ ~~the~~ ~~money~~ ~~can~~ ~~be~~ ~~sent~~, & necessary, in your absence.

A copy of notes for Officers appd to S.A. regarding is enclosed for you in conjunction with <sup>some information</sup> ~~an~~ ~~abstract~~ ~~of~~ ~~the~~ ~~notes~~ ~~which~~ ~~you~~ ~~did~~ ~~provide~~ ~~your~~ ~~book~~ ~~contains~~ ~~the~~ ~~names~~ ~~of~~ ~~the~~ ~~persons~~ ~~to~~ ~~whom~~ ~~the~~ ~~money~~ ~~can~~ ~~be~~ ~~sent~~.

200/35377

Puping

DRAFT

In fee  
P.O.

Mr has copy

MINUTE

- Mr. Deed 13/14
- Mr. Read 13
- Sir G. Fiddes
- Mr. H. Just
- Sir J. Anderson
- Lord Emmott
- Mr. Harcourt

In Jan etc. to ask the receipt of your letter N° 195248 of the 11th of November on the subject of the vacancies for four female Postal Clerks or Telegraphists in S.A. It is requested that, if the P.O. has no objection, the enclosed letters containing opening

letters in  
Mr Harcourt

Mk

4/11/14

appt to Miss M. A. A. Smith,  
Miss Smith, Miss  
Miss Dowell & Miss  
Pratt may be  
forwarded to ~~these~~ these Misses  
without delay.

2. With regard to  
the third para. of  
your letter, I am to say  
that W. Samuel is  
correct in thinking  
that these <sup>Misses</sup> ~~Misses~~ will  
be placed on the  
reasonable extent  
of £200 from the  
first day of their service  
under the C.O. etc  
from the date of  
embarkation for E.A.

[This letter is to be left with the Medical Adviser.]

Downing Street, London.

11th November 1912.

*W. Samuel*  
13th Nov.

I am directed by the Secretary of State for the Colonies to  
request that you will be good enough to examine the bearer of this letter,

J. M. A. A. Smith  
W. A. Dowell  
J. Pratt

and report whether, in your opinion, she is physically fit for service as

a Postal Clerk & Telegraphist  
in the 2. A. S. S. P. S.

Your fee of one guinea for this examination will be paid by the <sup>Govt</sup> ~~Govt~~

I am,

Sir,

Your obedient servant,

JOHN ANDERSON.

- Sir J. Rose Bradford, K.C.M.G., M.D., F.R.S. (Hours: 10 a.m. to 12 noon, except Saturdays, 12 noon to 1 p.m. on Saturdays.)  
8, Manchester Square, London, W.
- Sir H. Dawson, Bart. (Hours: 10 a.m. to 1 p.m., except Tuesday, Afternoons by appointment.)  
W. T. Pountney, Esq., C.M.G., M.D.  
14, Rodney Street, Liverpool.
- Brigadier-General James Arnott, M.D., F.R.S. (Hours: 2 p.m., except Saturdays.)  
8, Rutland Place, Edinburgh.
- Sir J. Hamilton Benson, M.D., Pres. R.C.P. (Hour: 2.30 p.m.)  
57, Fitzwilliam Square, Dublin.