

EAST AFR. PROT

C.O  
33513

33513

Recd  
27 SEP 13

701

POSTAL STAFF

1913

September

States P.M.G. is of opinion that it is impossible to avoid the increase of the European Staff predicted in despatch No.359. Reports as to clerks leaving to enter private employment and as to vacancies for Indian Clerks. Asks immediate steps may be taken to engage 11 (3 second class postmasters and 8 clerks) of the 15 additional Europeans required from April next.

Last previous Paper

Inclad  
21639

Dr. B. G. ...

15 new Postal Officers were stated to be required from April 1914, in Govt despatch No. 359 of 13 May (1922). We decided to ask Treasury approval at once for the April group, without waiting until the 1914-15 Budget was under consideration. It is clear that G.P.O might be able to select some of them to suit by the April budget 1914. Treasury advised (para 3 of their letter No. 21639/13) that they considered that the appl. of the April group should be deferred until it was definitely decided what proportion of them should be drawn from India.

The Govt now urge that 15 Europeans at least are certain to be required, as stated in para 14 of Dr. Sealing's letter of the 2nd of May (encl. in 1922) and that it is inadvisable to defer

21639/13

Next subsequent Paper  
62534

After proceeding with their selection, until  
a new one of the Postal Dept has visited India,  
to recruit clerks. This visit could not  
take place until after November next.

The Govt asks that 11 of the 15 appoint-  
ments may be appointed at once  
viz 3 2<sup>nd</sup> class Postmasters  
& 8 Male Postal Clerks & telegraphists.  
Salary £100-8-200.

in order that S.P.O. may select men in  
time to sail by the April boat.

I think it is clear from para 4 of Mr. Sealing's  
letter in 19227 that he regards 15 Europeans  
as the minimum number required for  
April 1914. Treasury approved no longer  
necessary, and the Govt was no longer held to  
the half and half principle on the Est. for  
1914-15.

I ask not only deep say that the  
proposal for the app. of the 11 men required  
for 1914-15 April 1914, the expenditure  
to be provided on Est. for 1913-14  
and say that the S.P.O. will be asked  
at once to recommend suitable candidates

and I write to S.P.O. asking them to  
recommend 3 2<sup>nd</sup> class Postmasters  
& 8 Male Postal Clerks and  
Telegraphists  
who would be required to sail by the  
April boat 1914.

S.P.O. 10.11.13  
? S.P.O. has been writing to G.P.O. and  
must look up the reserve but they have  
been in the connexion with the '13-14 app'ts.

If we wait till April 1, before these new

men draw salary they can't leave home  
till April 23. The previous boat leave  
h. on 26 March. I would send them by that  
+ say the half pay for the 7 days 25-31 March  
must be met from savings. (27 £28)

I assume that the 3 second class postmaster  
ships will be filled by promotion & that  
we want 11 Postal Clerks for G.P.O.  
We had better make it clear before that  
we are going on that assumption.

LCS 2/1/13 433

at once.  
H. J. R.  
2/5/13

W. Reid  
W. B. Stomley

Please see minutes and draft on 34320/S.P.O.  
with regard to ~~the~~ letter which is to go to S.P.O.  
I think that we had better wait until replies  
have been received from all the nine  
candidates for app't as postal clerks and  
telegraphists - to whom offers were made in  
my letter in S.P.O. 32702/S.P.O. Five have already  
refused, and one has accepted. Two only  
are at present left on the reserve but  
supplied by S.P.O. (32703). When the remaining  
three replies are received we shall know  
whether we can employ any of the 'reserves'  
in filling the new group of app'ts. (11)

H.P.D. 7.10.13  
Here seems little chance of it  
with our proposal! LMS 7.10.13 at once  
H. J. R.  
2/5/13

GOVERNMENT HOUSE,  
NAIROBI,  
BRITISH EAST AFRICA.

EAST AFRICA PROTECTORATE.

September 5th 1913.

No. 701

Sir,

*5 Dec 13*  
*21639*  
*- 20*

I have the honour to acknowledge the receipt of your despatch No. 524 of the 3rd of July relating to the Staff of the Postal Department and to refer in particular to the final paragraph of the letter from the Treasury No. 12712/13 of the 24th of June enclosed therein.

*9/2*  
*19227*

2. The Postmaster General considered the whole question of his staff most carefully before addressing me on the subject, and he is of opinion that it is impossible to avoid the increase of the European Staff of his Department which he predicted in his letter of the 2nd of May transmitted under cover of Mr. Belfield's despatch No. 359 of the 13th of May.

3. The attractions of commercial employment resulting from the rapid expansion of business are such that clerks are constantly leaving the service of the Post Office to engage with private firms. In the face of openings for an increased and profitable business commercial firms do not hesitate to offer attractive salaries provided that they

can

THE RIGHT HONOURABLE  
LEWIS HARCOURT, P.C., M.P.,  
SECRETARY OF STATE FOR THE COLONIES,  
DOWNING STREET, LONDON, S.W.

(2)

can obtain clerks immediately, and in consequence the machinery and work of the Post Office is hampered. The majority of those who depart to seek extraneous employment are Asiatics, but members of the European Staff also leave the service, though to a lesser extent, for the same reason.

4. Apart from the 21 additional Indian Clerks whose appointments were authorized in your despatch under reply, eleven more are required to complete the establishment sanctioned in the original estimates for the current financial year. It will not be possible to send an officer to select clerks in India until some of the European Staff who are now on leave have returned and this will probably not be before the end of November. By that time some 40 Asiatics will, in all likelihood, be required to complete the establishment of the Post Office and it is very doubtful whether it will be possible to recruit that number of satisfactory men. Even should these efforts be attended with success it is a probable contingency that some of them will resign to enter commercial employment.

5. In the circumstances I am of opinion that it would be most inadvisable to postpone arrangements for the appointment of additional Europeans in the expectation of being able to recruit Indians and I would ask that immediate steps may be taken for the appointment of eleven of the 15 additional officers whose employment, as from April 1914, was asked for in paragraph 14 of Mr. Gosling's letter of the 2nd of May enclosed in Mr. Belfield's despatch No. 359 of the 13th of May. The posts which it is proposed

to

g  
1922

(3)

to create are those of:

- (a) Three 2nd Class Postmasters
- (b) Eight Male Postal Clerks and Telegraphists on salaries of £160 by annual increments of £8 to £200 per annum.

If these posts can be sanctioned within the next two months, the authorities of the General Post Office would be enabled to select the eleven men required in time to admit of their arrival in this Protectorate by April next.

6. The 11 appointments mentioned above have been selected for immediate attention in view of the fact that past experience has shown that it is in connection with the recruiting of Junior Officers for the male European Staff that delays chiefly occur. The additional Assistant Postmaster General and three additional Female Postal Clerks and Telegraphists will undoubtedly be required, but it is not necessary that immediate action be taken in connection with these posts.

I have the honour to be,

Sir,

Your humble, obedient servant,



ACTING GOVERNOR.

C.D.  
R. 4007  
9

*Handwritten initials and scribbles*

4 Oct 1913

Li

DRAFT.

P.A.P No 846

Sr A.C. Belfield Esq CMC

MINUTE.

Mr. Downie 3.10.13

Mr. Botherley 3.10.13

Sir G. Fiddes.

Sir H. Just.

Sir J. Anderson.

Lord Emmott.

Mr. Harcourt.

Ans 42534

I have etc to ackn the  
 act of you dep No 701 of  
 (33573) the 5<sup>th</sup> of Sept, and to  
 inform you that I approve  
 of your proposal that  
 immediate steps should  
 be taken for the appt.  
 of the 11 of the 15 addition-  
 al postal officers whose  
 employment as from April  
 1914 was requested in  
 your dep. No 359 of the  
 15<sup>th</sup> of May.

1. With ref to para 5 of your dep
2. I assume that the

the 2<sup>nd</sup> class postman-  
 -ships will be filled by  
 promotion, and that you

*Handwritten notes:*  
 S.P.O. to return papers  
 for dep. No 359  
 S.P.O. 3.10.13