

EAST AFR. PROT.

38714

No. 38714

23 OCT 08

Gover. No. 1489

(Subject.)

1908

Pensionable offices

2 2/1

(Europeans)

Last page Paper.

Latin list

4/2

(Minutes.)

Mr. Read  
Ellis

As to Survey Staff, see 842

In this list I have marked with a X all posts already marked pensionable in the Estimates. It will be seen that the new posts suggested for pension rights are almost all of a technical character - i.e. posts of that class in which it is desirable to retain the power of getting new men possessing up-to-date qualifications. These posts are, I think, to be kept out of a list of this kind, & each case should be treated on its merits.

to General Dept, with 8429

ABC

10 Jan. 1908  
In Reminders

10 Jan. 1908  
407

If this is to go to the Genl Dept. there is no need  
for you to deal with it. I may say however  
that it seems to me rather inconvenient  
to have these proposals made at all and  
I think in regard to Public Works, Agriculture  
General Veterinary, Forest & Prussian Light  
we did to do to create funds in  
posts without special cause shown in  
calendar, as unless the revenue of the  
Post revenues more rapidly than  
it does any other day we may soon  
be faced with a demand for retirement  
which can be best met by cutting  
down the staffs of the Dept.

I agree  
N.Y.  
5/8

M. J. R.

General Report

N. J. R.

57x1

Mr. Head

In the general spirit of the  
above minutes I entirely agree - and  
~~will~~ <sup>find in</sup> a draft which embodies it.

C. J. Draft to General - 18462

05  
C. H.  
7 Nov  
27 Nov

Governor

38714

Mombasa

October 2nd 1902

EAST AFRICA PROTECTORATE.

No. 489

(Incl. 1)

My Lord,

I have the honour to address Your Lordship on the subject of the offices, not already pensionable, which I consider should be made pensionable, and to furnish the information called for in paragraph 3 of Lord Elgin's despatch No. 603 of the 7th November last.

List

2. The proposals I have to make are as regards the offices of the Public Service, and not as regards individual officers personally. The general principle to be observed should, I consider, be, that all officials filling offices of a permanent nature should be on the pensionable establishment, after completing three years of probation; the service for pension reckoning from the date of first appointment.

3. This despatch deals with pensionable offices for Europeans only, the question of pension for the non-European staff, comprising the large body of Coenese and Indian Clerks and subordinates, can be properly dealt with under the Regulations of the 1st of January 1902 sanctioned by Lord Lansdowne with the concurrence of the Treasury.

H.M. PRINCIPAL SECRETARY OF STATE

FOR THE COLONIES,

DOWNING STREET,

LONDON, E.C.

4. The majority of the posts which are at present considered pensionable are marked with an asterisk in the current year's estimates for ready reference they are included in the general list I have now the honour to submit, which contains only those offices which are held to be of a permanent nature.

I have the honour to be,  
With the highest respect,

My Lord,

Your Lordship's most obedient,  
humble servant,

*Herbert*

INCLOSURE

In Despatch No. 109 of 25 Oct 1907

C.O  
38714

HIS EXCELLENCY THE GOVERNOR.

25 OCT 08

H.E. the Governor.

LIEUT. GOVERNOR'S DEPARTMENT  
AND SECRETARIAT.

- X H.E. the Lieutenant-Governor
- X Secretary for Native Affairs
- X Secretary to the Administration
- X Asst. Secretaries to the Administration
- X Office Superintendent
- Head Printer.

Also in Estimate  
 \* Head Clerk  
 \* Typist  
 \* Messengers  
 \* One Clerk  
 \* Head Comptroller  
 \* These are expenses of the  
 \* in the 2 of each  
 \* of Administration

PROVINCIAL ADMINISTRATION.

- X Provincial Commissioners
- X District Commissioners
- X Asst. District Commissioners

Conservancy and Inla. Revenue  
Departments

- X Superintendent, Mombasa
- X Town Clerk, Kisumu.

Also in Estimate  
 of Chief Conservator

TREASURY.

- ✓ Treasurer
- X Deputy Treasurer
- X Treasury Assistants

Also in Estimate  
 of Chief

CUSTOMS.

- X Chief of Customs
- Deputy Chief of Customs
- X Asst. Chief of Customs
- European Inspectors.

do  
 Mr. Mitchell has already been  
 placed on leave staff

PORT & MARINE DEPARTMENTS.

- X Port Officer
- X Commander S.S. "Juba"
- X Chief Officer do.
- X Chief Engineer do.

ADDY

(B)

ADUIT DEPARTMENT.

- X Local Auditor
- X Asst. Local Auditors

*Also in Estimate as  
to date*

LEGAL DEPARTMENTS.

- X Principal Judge
- X Second Judge
- X Third Judge
- X Magistrates
- Administrator General — *This post does not at present exist.*
- X Registrar of High Court and  
Principal Registrar of Documents
- X Deputy Registrar of High Court
- X Deputy Principal Registrar of Documents
- X Crown Advocate
- X Asst. Crown Advocate.

*do.*

POLICE.

No recommendation made pending the arrival  
of the Inspector General.

PRISONS.

- X Deputy Superintendent and Gaoler
- European Warders
- X Gaoler at Fairobi.

MEDICAL DEPARTMENT.

- X Principal Medical Officer
- X Deputy Principal Medical Officer
- X Medical Officer of Health
- X Medical Bacteriologist
- X Medical Officers
- European Storekeeper
- Nurses
- Warder for Lunatic Asylum
- European Dispensers
- Assistant Surgeons

EDUCATION

EDUCATION.

- Inspector of Schools
- School Master
- School Mistresses

*The aff' was not yet heard.*

TRANSPORT.

- X Director of Government Transport
- X Asst. Director of Government Transport
- X European Assistant

*Also in Estimates  
... of subordinates*

POST OFFICE & TELEGRAPHS.

- X Postmaster General
- X Asst. Postmaster General
- X 1st Class Postmaster
- X 2nd Class Postmasters
- X Accountant
- X Money Order Accountant
- X European Postal Clerks & Telegraphists
- X Superintendent of Telegraphs
- X Asst. Superintendent of Telegraphs
- X Electric Mechanician & Electric Inspector
- X Telegraph Inspectors
- X Telegraph Foreman
- X Telegraph Storekeeper & Inspector

*do*

AGRICULTURAL DEPARTMENT.

- X Director of Agriculture
- Chief Clerk
- Chief of Economic Plants Division
- General Manager, Naivasha Stock Farm
- Stockman, Naivasha Stock Farm
- Chief of Entomological Division
- Chief of Tobacco Division

Veterinary Department

- X Chief Veterinary Officer
- X Asst. Chief Veterinary Officer

*Veterinary*

Inspector of Schools  
School Master  
School Mistresses

TRANSPORT.

- X Director of Government Transport
- X Asst. Director of Government Transport
- X European Assistant

POST OFFICE & TELEGRAPHS.

- X Postmaster General
- X Asst. Postmaster General
- X 1st Class Postmaster
- X 2nd Class Postmasters
- X Accountant
- X Money Order Accountant
- X European Postal Clerks & Telegraphists
- X Superintendent of Telegraphs
- X Asst. Superintendent of Telegraphs
- X Electric Mechanician & Electric Inspector
- X Telegraph Inspectors
- X Telegraph Foreman
- X Telegraph Storekeeper & Inspector

AGRICULTURAL DEPARTMENT.

- X Director of Agriculture
- Chief Clerk
- Chief of Economic Plants Division
- General Manager, Naivasha Stock Farm
- Stockman, Naivasha Stock Farm
- Chief of Entomological Division
- Chief of Tobacco Division

Veterinary Department

- X Chief Veterinary Officer
- X Asst. Chief Veterinary Officer

Veterinary Bacteriologist

Veterinary Officers

Hive Stock Inspector.

FORESTRY & SCIENTIFIC DEPARTMENTS.

Chief Conservator of Forests (Mr. Hutchins, the present incumbent is not pensionable)

Deputy Conservator

Verderers

Asst. Verderers

Game warden

Foresters

Typist

*Includes include a no of administrative jobs*

Preservation of Game

Game warden

X Senior Assistant

Assistants

IMMIGRATION DEPARTMENT.

X Protector of Immigrants

LAND OFFICE.

X Land Officer

X Asst. Land Officer

Conveyancer

Inspectors of Farms

X European Typists, Stenographers & Accounts Clerks

European Clerk.

PUBLIC WORKS DEPARTMENT.

Superintending Engineers (It is proposed to substitute this title for those of Director and Asst. Director of Public Works)

Executive Engineers) On completion of 1st tour of service if specially recommended by Head of Department.  
Assistant Engineers)

*Two of the superintending have Mr. Marshall for permanent agents*

Storekeeper

Architectural Draughtsmen

Chief Accountant

Asst. Accountant

Railway

REVENUE

Chief Inspector

Deputy Chief Inspector

Inspectors

REVENUE

Chief Inspector

Deputy Chief Inspector

Inspectors

REVENUE

Chief Inspector

Deputy Chief Inspector

Inspectors

Chief Inspector

Deputy Chief Inspector

Inspectors

Chief Inspector

Deputy Chief Inspector

Inspectors

Chief Inspector

Deputy Chief Inspector

Inspectors

Chief Inspector

Deputy Chief Inspector

Inspectors

Chief Inspector

Deputy Chief Inspector

Inspectors

Chief Inspector

Deputy Chief Inspector

Inspectors

Chief Inspector

Deputy Chief Inspector

Inspectors

Chief Inspector

Deputy Chief Inspector

Inspectors



to (in)clude a list of the  
 names of the persons  
 who are recommended for  
 pensionable service.

UGANDA RAILWAY.

- X General Manager
- X Chief Accountant
- X Asst. Chief Accountant
- X District Engineers
- X Assistant Engineers
- Locomotive Superintendent
- X Asst. Locomotive Superintendents
- X Traffic Manager
- X Asst. Traffic Managers

In addition to the above Mr. O.M. Bunbury, Asst. Engineer, Capt. J.H. Gray, Commander, Lake Steamers, are also recommended to be made pensionable.

Asst. Accountant  
 Chief Accountant  
 Asst. Chief Accountant  
 District Engineers  
 Assistant Engineers  
 Locomotive Superintendent  
 Asst. Locomotive Superintendents  
 Traffic Manager  
 Asst. Traffic Managers

DRAFT

15 Dec 1906

1/4 Protectorate  
no 636

Mr J Hayes Sadler, Hong Kong, C.

MINUTE.

Mr. Hunter 15

Mr. Harris 27

Mr. Reid 30

X Mr. Andrews Dec 1/06

X Mr. Cox 30

Sir C. Lucas.

Sir F. Hopwood.

Col. Sney.

The Earl of Crew.

I have the honour to acknowledge

receipt of your despatch No. 489 of the

11th inst. in which you enclosed a list of European officers of the Protectorate

who in your opinion should be placed on the permanent establishment

I have also received your despatch No. 297 of the 5th inst.

regarding the retention of European personnel under the Protectorate

per Lucas

consider that in view of the fact that the  
addition of a person to the person

the establishment depends on  
the reply to the question whether  
it is the general principle that such

office will, as far as possible be  
preserved to the person who has

been the subject of a promotion or  
transfer, and it may be

desirable to have some rule frequently  
the person who performs the duties of

a post such cases are more of  
subordinate postal employees, postmen

of work, manual engineers and  
mechanics

the person who has been the subject of a promotion or transfer

I would also mention that the  
concern of the person in the  
view that the person in the  
to the second paragraph of  
the Bill, and  
you find desirable of

necessarily increase with length of  
service in the same proportion as that  
of the majority of public officers.  
of officers who are officers of

from their knowledge of conditions of  
service, language of local conditions  
of the case, and

in these cases  
understand the protection of the post should  
avoid making the offices permanent

reasonable, without very careful  
consideration, not any rate as long as  
good candidates are available for the

posts under present conditions. It is  
always open to the Post to grant  
permanent status as a reward for

meritorious service.  
45 I shall be glad if you  
would reconsider the list submitted by me

in the light of these observations, and I  
is preferable rather to err on the side  
of

These considerations apply  
in a large measure to the  
offices which you mention in  
your Ref. No. 83 of the 14<sup>th</sup> of  
February last.

of caution in adjusting appointments  
definitely to a pensionable status.

5. From ~~any~~ fresh  
list it is desirable to omit  
offices which are not yet  
created or sanctioned for  
I deem that one or two  
such are indicated in the  
last list accompanied your  
despatch.

6. I would suggest that  
it might be convenient to  
make differently in the  
estimated appointments which  
are pensionable under the

ordinary regulations or

those which are pensionable held by persons  
under the subordinate pensionable regulations for subordinate  
officers. These latter regulations  
would apply to individuals  
rather than to officers.