

EAST AFR. PROT.

28281

C.O
2828/216

23 AUG 09

Memor. No.
Gen. Conf 70

1909
8 July

Previous Paper.
A. Bracken
E. 2. ...
S. A. A. ...

Surveys

Pay of R.E. NCOs & men.

Submits & recommends proposals of Director of Surveys for pay of those in the Trigonometrical & Topographical Surveys.

T. W. Read.

The anomaly as to Thornton & Durham was foreseen. When, after their applt. at £200 (the estimated rate), we asked G.O. for two junior ser's at £215 (the usual rate for lance ser's or lce. corporals), the question whether lce. corporals would be obtainable arose & we wrote to G.O. (second draft on 4/723/08.) to the effect that if the men selected were junior to Thornton & Durham they must only have £200.

Before this letter went G.O. had selected (4589/08) Sapper Pinner & Bracken at £215 but you will notice from my minute on that paper that I found for Col. Close that it was not too late to fix the rate at £200. However, the point apparently needed notice & they went out at £215.

The position is therefore that about 1 participated in my minute of 11/12/08 on 41723 - we cannot refer to fix Durham & Thornton the same terms. Pinner was considered in fixing Garry £215 as he was the senior of the whole lot.

To Gen. Conf 8 Nov. 6/20 31/003

subsequent Paper

10548 Pinner
10549 Pinner
10550 Pinner

25893/07

As to Bracken's successor, the rate must be £215 unless he is junior to all the others - i.e. to Remner - in that case it must be £200. We can ask W.D. to select a man at once - if the proposal submitted of 2nd August alters the position in any way we shall have time to put things straight.

= As to the Senior man - Major Smith's estimate for this year is based on the assumption that he would draw pay for 12 months. Allowing for 1/2 by the way 1st October (his route) would be senior the rank so that if his pay is £350 there will be nearly £100 saved out of the £274 available. This is practically enough to cover the anticipated future increase so far as 1980-11 is concerned, & as the debt to me in any case temporary we are not bound to consult the Treasury.

But £350 is a very high rate & on this point I would just pull and copy of this to D.M.O. asking for views as to the possibility of getting a Sergeant or Lieut. of higher rank who has good experience for £300 & ~~as to the possibility of~~ if impossible, as to whether £350 would make the difference.

W.D.
25/8

at once.
L.S.R.
25/8

W.D. Trotterley

25893/07

As to Brecken's successor, the rate should be £215 unless he is junior to all the others - i.e. to Remner - in that case it must be £200. We can ask W.O. to select a man at once - if the proposal submitted of 2nd August alters the position in any way we shall have time to put things straight.

= As to the same man - Major Smith's estimate for this year is based on the assumption that he would draw pay for 12 months. Allow for 1/2 by note of 10/20 October (his route) would be some the more so that if his pay is £350 there will be nearly £100 saved out of the £274 available. This is practically enough to cover the anticipated future income so far as 1960-11 is concerned, & as the ability to do in any case temporary work will tend to cover the Treasury.

But £350 is a very high rate & on this point I would just poll and vote of the £3740. Asking for more as to the possibility of getting a Sergeant or less of higher rank who has good experience for £300, ~~rather than the present chance~~ if impossible, as to whether £350 would make the difference.

U.S.
25/8

at once.
B.G.R.
25/8

W. Trotterley

C. O.
8281

Governor's Office,

Nairobi,

July 29th 1909.

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EAST AFRICA PROTECTORATE.

CONFIDENTIAL (70)

(Incl. 1)

My Lord,

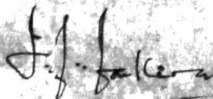
I have the honour to transmit herewith for Your Lordship, a favourable consideration a copy of a letter from the Director of Surveys respecting the pay of Non-Commissioned Officers and men of the Royal Engineers employed in the Trigonometrical and Topographical branches of the Survey Department.

2. Major Smith's proposals appear to be in the interests of efficiency and, as they involve no extra expenditure beyond what is provided in the current year's estimates and the increase in future years will be but small, I would venture to recommend that effect may be given to them.

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

My Lord,

Your Lordship's most obedient,
humble servant,



H.M. PRINCIPAL SECRETARY OF STATE

FOR THE COLONIES,

DOWNING STREET,

LONDON, S.W.

1421/09

CONFIDENTIAL INCLOSURE
In Despatch No. 70 of 28/7/1909

8281

CONFIDENTIAL
3/4

Director of Surveys Office,
Nairobi, 30th June, 1909.

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Sir:-

I have the honour to request you to lay before His Excellency the following letter representing certain anomalies of pay which exist in the Trigonometrical and Topographical Branch of my department with a view to correcting them. I considered it undesirable to represent the matter until the arrival of the estimates and although they have not yet been passed by the Council it appears to me not necessary to await that event since, should any alteration take place, it will be possible to amend this letter before the dispatch which I ask for is sent to the Colonial Office.

The officials of whom I speak are the surveyors of the Trigonometrical and Topographical Branch who are Royal Engineers non-commissioned officers.

The estimates authorize the following:

		1909-10
2 Surveyors @ £250 each		£500
1 Surveyor @ £215		215
3 ditto @ £200		600
		<hr/>
	Total	£1315

Secretary to the Administration
through Honourable Treasurer.

One of the latter is a new appointment.

In framing the estimates the object was to obtain two Senior Non-commissioned officers and four of junior rank, the senior of whom was to have a slightly greater salary than the three junior.

It would appear however that the Colonial Office has been unable to obtain senior Non-commissioned officers who are willing to serve out here at that pay. In consequence very junior non-commissioned officers have been sent us and their pay has been fixed at arbitrary rates which in no way represents their order of merit, nor does it coincide with the estimates.

Arranged in order of seniority in arrival out here their names are as follows:

Lance Corporal Thornton	£200
Lance Corporal Durkan	£200
Lance Corporal Rimmer	£215
Lance Corporal Bracken	£215
Lance Corporal Carvey	£215

Those who have most experience out here have the lowest pay.

Arranged in order of seniority in the Corps they run:

Lance Corporal Carvey	£215
Lance Corporal Thornton	£200
Lance Corporal Durkan	£200
Lance Corporal Rimmer	£215
Lance Corporal Bracken	£215
Lance	

Lance Corporal Garvey is a man with good experience and his seniority in the Corps should coincide with his place in order of merit. I write with some reserve on this point since he has only arrived a few days ago and so we have seen none of his work yet. In his case there should I think be no change.

Lance Corporals Thornton and Durkan follow in seniority and are very good except that their experience is not yet great.

I have the honour to recommend that their pay be raised to £215 each.

Lance Corporal Rixner lacks experience but is shaping well; I am unable to recommend any departure from the terms of his agreement since I have no doubt that he will prove a useful man.

The case of Lance Corporal Bracken is different. It is highly probable that I shall have to address His Excellency in a separate letter recommending the termination of his agreement for inefficiency.

It will be seen that so far my recommendations consist in requesting authority to pay Thornton and Durkan at £215 per annum, to take effect from April 1st, 1909. Such a step will have the effect of correcting the anomaly of paying the better man and the more senior man at a lower rate than their inferiors and juniors.

I turn now to the new appointment authorized in this year's estimates, making a sixth surveyor.

It is apparent from my remarks that the non-commissioned officers with me are none of them senior non-commissioned officers, experienced non-commissioned officers and capable of taking general charge of the discipline, and of teaching the less experienced.

Lance Corporal Garvey is indeed an elder man with considerable surveying experience. He may be considered a fully trained man. But he is not capable of teaching others however competent he may prove to do his own work.

For some time we have tried to obtain a Sergeant or Company Sergeant Major of good surveying and plane-tabling experience to replace the late invaluable Company Sergeant Major Cox. It is evident from the inability of the Colonial Office to obtain such a man that the salary so far -- offered is insufficient. Mr. Cox received a salary of £285. I ask that the Colonial Office should get a thoroughly competent and senior non-commissioned officer and offer up to £350 if necessary. I feel sure that increased efficiency will repay the extra cost, which I propose to show will cause no increase in the money authorized in the current year, and not a very serious increase in subsequent years.

The total authorized as quoted above for salaries of these surveyors this year is £1815.

The liability for the current year for the existing

existing staff is as follows if my recommendations are adopted:-

5 surveyors @ £215	£ 1075
less saving on Lance Corpl Carver's pay previous to his date of appointment about	} 34
	<hr/> £ 1041

There remains therefore available to meet new appointments £274.

The late arrival of the estimates makes it impossible for the new appointment to be made before August 1st.

£274 for 8 months of the year is equivalent to an annual salary at £418 per annum. A salary of £350 per annum can therefore be met without increase of expenditure this year.

In subsequent years the figures would run:

1 Surveyor @ £350	£350
5 surveyors @ £215	1075
	<hr/> 1425
Total	1425
Authorized this year	1315
Increment in subsequent years	<hr/> £ 110

It should however be remembered that it is not usually possible to keep all the vacancies filled so that the consequent increase of £110 is more apparent than real.

If any comparison of salaries is made with other officials of the Protectorate it should not be forgotten that the men of whom I now speak draw no travelling allowances.

Recapitulating my recommendations are as follows:-

follows:-

- (1) Lance Corporals Thornton and Durken should each be given a salary of £215 from April 1st, 1908.
- (2) The appointment of a thoroughly competent and experienced senior Royal Engineer non-commissioned officer at any salary at which Colonial Office can get him not exceeding £350 per annum.
- (3) There will be no excess on the total sum authorized this year, whilst a small increase up to £110 might take place in subsequent years.

I have the honour to request His Excellency to forward this letter to the Secretary of State, if, as I hope, he approves of my proposals.

I have the honour to be,

Sir,

Your obedient servant,

G. Smith Major, R.E.,
Director of Surveys.

Jan 28 201

E.A.P.

27 22
16

[30 August 1909]

and 31003 & 38766

DRAFT.

Director of Military Operations

MINUTE.

- Mr. Postonley 26/8
- Mr. Reed 26
- Mr. Fiddes.
- Mr. Just.
- Mr. Cox.
- Sir C. Lucas.
- Sir F. Hopwood.
- Col. Seely.
- Lord Crewe.

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W. Conf. no: 70 28 July
28 201

Tel. no: 111
25893

W. Conf 8 Nov. W.O. 31003

From
The W.O. for the Colonies
presents his compliments to the
D.M.O. and begs to transmit
to him the accompanying copy
of a despatch with enclosures, which
has been received from the O.A.G.

The E.A.P. enclosing a copy of
letter from the Director of Harveys
on the subject of the W.O.s of the
Trigonometrical and Topograph-
ical branch of the Survey
Dept.

The anomaly existing in the
rates of pay of these W.O.s
was anticipated before the
selection at the time of the
selection of Lieut. Corporals
Parker and Mackenzie and
a letter dated the 14th of Dec
1908 was sent from the C.O.
to the W.O. asking that if
the W.O.s selected were
junior to Lieut. Corporals

Jan 28 201

27 22

[30 August 1909]

and 31003 x 38466

DRAFT.

Director of Military Operations

The W.D. for the Colonies presents his compliments to the D.W.O. and begs to transmit to him the accompanying copy of a despatch with enclosure, which has been received from the G.O.C.

MINUTE.

- Mr. Bostwick 26/8
- Mr. Reed 26
- Mr. Fiddes.
- Mr. Just.
- Mr. Cox.
- Sir C. Lucas.
- Sir F. Hopwood.
- Col. Seely.
- Lord Crewe.

The E.A.S. enclosing a copy of a letter from the Director of Harbours on the subject of the u.c.s. of the ~~of pay of the u.c.s. of the~~ trigonometrical and topographical branch of the Indian Survey Dept.

The anomaly existing in the rates of pay of these u.c.s. was anticipated before the selection at the time of the selection of Lieut. Corporals Palmer and Mackenzie and a letter dated the 14th of Dec. 1908 was sent from the G.O. to the W.D. asking that if the u.c.s. selected were junior to Lieut. Corporals

To Conf: no. 70 28/8/09
28 201
To Tel: no. 111
25893

Copy for Conf 8 Nov. W.O. 31003

It will be stressed that he should be a qualified professional plane table

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to fill the vacancy. The rate of pay should be £200 a year if the man selected is ^{in the Corps} junior to Lieut. Colonel Rimmer, but if not it must be fixed at £250 a year.

With regard to the selection of a man a.c.o. to take the place of the late Sgt. Major Cox, Lieut. Francis Hopwood will be glad to have ^{Major} General Grant's view as to the possibility of obtaining the services of a sergeant or a.c.o. of higher rank with sufficient military experience for the post. He is inclined to think that a salary of £300 a year would be sufficient if a suitable candidate is available at all. ~~He should~~ but if Major General Grant is of opinion that the extra £50 a year proposed by Major Smith would have ^{any} effect in attracting better qualified candidates the question of salary could be reconsidered.