

DESPATCH

EAST AFR. PROT.

29557

29557

REC'D SEP 00

Governor. No. 443

1909
4 Aug

Previous Paper
4/13/13

PENSIONABLE POSTS.

The two lists (a) of posts which it is considered should be pensionable and (b) of officers recommended for pension rights though their posts are not necessarily pensionable.

M Butler
In spite of the delay, I should suggest writing to S.A.P. Uganda regarding Nyasaland for me list drawn up in the form proposed herewith - (for details of difficulties etc. see loose sheets below these files).

Col. I

Col. II

Col. III

Col. IV

Col. V.

Name of office where it is proposed to make permanent posts.

Salary is now attaching to office

Name of present holder. An article to be placed against an officer who enjoys pension etc., though the officer is not yet ~~present~~

How soon is it proposed to make permanent holder pensionable i.e. at once or at end of a certain number of years

Is it proposed that there a new officer when appointed, receive pension etc. at once, or some first & certain number of years.

Annul 136. 18 Feb 10

Subsequent Paper

Gr - W. Home Dept

The heads, suggested by him, ~~and~~ that
the statements should not include any
post already marked pensionable in
the Estimates. 251

HAB.

Nov 26

I agree

H J R

27/11

I fear that I cannot go on with this
without conferring with the Dept. I want to
get back to a Draft which I settled with Mr Parkin
on the subject of to check the very grave doubts
as to having a number of pensionable appointments
filled by men who are not necessarily pensionable
we must ~~know~~ know our own minds on this
first. Had we confer when I get back in three days
returned? ~~yes~~

C.H.
18 Dec
(Bristol)

I have given this very attentive consideration
and I fear we are going straight on & on
on our detail. It is practically useless
going to the Treasury on the present basis, and
for the Treasury practice is clear enough
or will be only enforced by this attempt at
collective treatment. We shall gain very
little by a formal return such as Mr Parkin's

done. see
we have
draft
C.H.
17th

list for submission to the Treasury.
 see marginal notes in list A in
 Oag/29557/09 E.S.P.
 Salaries are taken from 1909-10 Estimates

Salary
 570
 500
 500
 2000
 230
 260
 250
 220
 270
 500
 250
 200
 250
 150
 120
 200
 325
 300
 500
 200
 200 to 2400
 20 to 2500
 200
 250

Office.

FOR CONSOLIDATION

See minute
 2/13/14

Agricultural Dept:

- General Manager, Kairasha Stock Farm
- Chief, Entomological Division
- Chief, Tobacco Division

Veterinary Dept:

- Veterinary officers (6)

Forestry & Scientific Dept:

- Deputy Conservator
- Viewers (3)
- Demarcator

Preservation of Game:

- Game Ranger
- Assistant Game Rangers (2)

Education:

- Inspector of Schools
- School Master
- School Mistress (2)

Land office:

- Conveyancer
- Inspectors of Farms (2)

Survey Dept:

- Dep: Dir: of Survey, Cadastral Branch
- Assistant Dep: Dir: " " (3)
- District Surveyors " " (4)
- Senior Staff Surveyors " "
- Chief Clerk & Accountant " "
- Clerk & Stockkeeper " "

Public works Dept:

Commissioner

† Executive Engineer (5)

† Assistant Engineer (5)

Government architect

Quantity Surveyor

Uganda Railway:

Locomotive Superintendent.

Hospitals & Dispensaries:

Matron

1900

by £25 to £400

by £25 to £300

by £25 to £350

by £25 to £350

1900

1900

draft to the Treasury and the list herewith as the result of the above minutes. I feel for my own part that the list needs a great deal more discussion before we can go to the Treasury. If we send it in as it now stands, we have not the faintest chance of getting it through as a whole, and we shall only damage whatever reputation for reasonableness we may ~~have~~ already ^{have} acquired with the Treasury. Probably the best plan will be ~~to~~ ^{to} make remarks on the ~~departments~~ ^{appointments} which seem to me to call for comment.

AGRICULTURAL DEPARTMENT.

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We are bound to attach some weight to the view which the Treasury have definitely stated, namely, that they are opposed to the grant of pension rights to members of this department, and seek to confine them, as far as possible, to a very few superior posts. In the light of this statement it is necessary for us to have a very strong case if ever we wish to make an appointment in this department permanent and pensionable. I doubt whether any such strong case exists in the case of the three appointments included in Mr. Parkinson's list. The Treasury have already refused to make the appointment of Chief Clerk ^{of the Dept.} pensionable, though that appointment might reasonably be expected to last even if the Naivasha Stock Farm or the special Entomological Division were given up. As to the Tobacco Division, that has not yet been constituted. It is proposed on this year's estimates, but the Treasury may very well cut it out. In any case, it is very unlikely that they would consent to it, or that we could even ask for it, as anything but a temporary service. On these grounds I would omit ^{all the appls.} ~~everything~~ under the head of Agricultural Department.

we now need
to report on
understanding
of appls. is referred
only temporary
limited to three

Spas
March 10.

VETERINARY

policy ^{and} of organisation, had been decided upon, it would be premature to ask the Treasury to confer pension rights on any of the offices ⁱⁿ under this department.

SURVEY DEPARTMENT

The Treasury are notoriously touchy on the question of survey appointments. Their view is that these surveys are a definite piece of work which ought to come to an end within a certain time. It is, therefore, rather a tall order to ask them to give any member of the Survey Department pensionable rights, unless we are able to shew very clearly that the post will be permanently required. I do not feel able, for my own part, to make out such a case for any of these appointments. We ought to get further information from the Governor as to the exact nature of their work, and ~~the rate at which it is progressing~~ ^{in tropical Africa} ~~the time it would take to accomplish~~, before we consent

to approach the Treasury on the subject. The present Commissioner for Public Works ^{Public Works Department} was appointed on terms which expressly excluded pension. His appointment will come to an end before very long, ^{and} ~~but~~ I think it will be better to consider the question of pension rights for his successor when that time comes. The Director of Public Works is already pensionable.

The staff of the Public Works Department in a new country like the East Africa Protectorate is one the work of which most naturally fluctuate considerably in quantity from time to time. Financial exigencies may make it necessary in any one year to cut down very largely the expenditure proposed, and in such a contingency it may be very desirable to reduce the staff. We should be very chary, therefore, of making too large a number of the appointments under this department permanent and pensionable. For this reason I would not at present suggest making any more of the Executive or Assistant

actually, no doubt, may be able to a certain number of staff made pensionable, we must be sure of the present

We ought to be able to do without some of them soon
H. J. R.

now
53
new staff

least for the time being, all the
cpts. except ~~three~~ ^{five} 3 Veterinary Officers, and
"Land Office", ~~and the Locomotive Super-~~
~~intendants~~ I doubt whether it is
worth while to go to the Treasury ^{2nd B}
about these separately. If the views I
have expressed commend themselves,
we might express our doubts to the Govt.
writing at the same time as proposed
by Mr. Parkinson in his notes on list A, &
as proposed by Mr. Harris in his minute
of the 1st of Feb. as to list B: & reserve
ourselves for the Treasury ^{until} ~~then~~ we
get his answer.

Feb. 15.

Feb 15.

I think we must be moderate as to saving. ^{since}
the necessary requirements in East Africa are not
likely to remain permanently at anything like their
present level. The case is different in Uganda where
we have commitments for about 40 years. We
shall have more chance of success if we confine
ourselves (taking due credit for our moderation)
to the Deputy & Asst. Deputy, Coastal Branch,
& the 3 District Surveys, retaining the
right to raise the question of creating one
permanent appt. of Senior Staff Surgeon for
every appt. of District Surgeon which may
hereafter be abolished through the contraction
of the Debt. The two clerical posts

is slowly developed it is far better
to let the Pension rights develop gradually
also. We have had many individual
cases up in the last few years; and
we shall have more - and on the way
the "list" will gradually settle itself.

C. H.

28 Feb

W. H. H.

I agree with Mr. H. H. H.
Feb 28
M. H. H.

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I agree at once P. H. H.

29557

Governor's Office,

REC?

SEP 00

Nairobi,

EAST AFRICA PROTECTORATE.

August 4th 1909. 258

No. 445

(Incl. 2)

My Lord,

In reply to Your Lordship's despatch No. 636 of December 15th 1908, I have the honour to transmit herewith for Your Lordship's consideration two lists (A) of posts which it is considered should be pensionable and (B) of officers recommended for pension rights though their posts are not necessarily pensionable.

2. I venture to point out, in justification of the inclusion of certain posts in list (A), that it is necessary sometimes, on account of the long distance from the recruiting ground of the staff, to make certain posts pensionable which would not otherwise be so, in order to secure the services of really good men.

3. I am of opinion that all non European clerks drawing a salary of £100 or over should be included in List A; this has already been sanctioned by the Foreign Office in the Regulations regarding

H.M. PRINCIPAL SECRETARY OF STATE

FOR THE COLONIES,

DOWNING STREET,

LONDON, S.W.

List A
List B

gws
30/14/9

regarding pension for the Subordinate Staff contained in Sir Clement Hill's despatch No. 242 of May 30th 1903.

4. The question of the Police is covered by the provisions of the Police Ordinance and they are accordingly not included in either list.

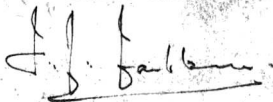
5. I have included those officers of the Survey Department whom it is considered advisable to make pensionable and in this connection I would invite a reference to my despatch No. 63 of February 14th 1908.

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

My Lord,

Your Lordship's most obedient,

humble servant,



29557
REC'D
2 SEP 09

LIST A.

HIS EXCELLENCY THE GOVERNOR.

- * His Excellency the Governor.

If shown in Estimates for 1909-10 as already permissible, an asterisk is placed against an office named in this list.

LIEUT. GOVERNOR'S DEPARTMENT AND SECRETARIAT.

- * His Honour the Lieut. Governor
- * Secretary for Native Affairs
- * Secretary to the Administration
- * Asst. Secretaries to the Administration (2)

PROVINCIAL ADMINISTRATION.

- * Provincial Commissioners (6)
- * District Commissioners (30)
- * Asst. District Commissioners. (45)

CONSERVANCY & INLAND REVENUE DEPARTMENTS.

- * Superintendent, Mombasa
- * Town Clerk, Kisumu. —

In Est. appears under Kisumu Conservancy no. Town Clerk but a Clerk = R. 900 per annum

TREASURY.

- * Treasurer
- * Deputy Treasurer
- * Treasury Assistants (2)

The Superintendent drawing £250 has not been included by Gov. in this list. When writing to Gov. ask wh. this appointment is & on what grounds he defers proposal to make it permanent.
A.C.P. 1072
H.A.B.
Feb. 14

CUSTOMS.

- * Chief of Customs
- * Deputy Chief of Customs
- * Assistant Chief of Customs
- European Inspectors —

In Est. appears no such appointment in even the duplicate of it. I have not included them in list of Treasury. I don't think it is correct.

PORT & MARINE DEPARTMENTS.

2957

* Port Officer

REC'D

SEP 06

POST OFFICE & TELEGRAPHS.

- * Postmaster General
- * Assistant Postmaster General
- * First Class Postmasters (2)
- * Second Class Postmasters (4)
- * Accountant
- * Money Order Accountant
- * Superintendent of Telegraphs
- * Asst. Superintendent of Telegraphs

AGRICULTURAL DEPARTMENT.

- * Director of Agriculture
- Chief Clerk - M. Carpana
- * Chief, Economic Plants Division
- * General Manager, Naivasha Stock Farm
- Chief, Entomological Division
- * Chief of Tobacco Division.

The Treasury recently refused to make this officer (unless left the office) pensionable: we had better meet him from list A + try again later with list B.

The Treasury will probably refuse: but presumably these officers will be kept on it as it might be included in the list.

See minute. 29th Feb. 14.

VETERINARY DIVISION.

- * Chief Veterinary Officer
- * Asst. Chief Veterinary Officer
- * Veterinary Bacteriologist
- Veterinary Officers (6)
- * Live Stock Inspector

Rather a big idea but perhaps by asking for all we may obtain a compromise on the medical officers' system.

See minute. 29th Feb. 14.

FORESTRY & SCIENTIFIC DEPARTMENTS.

- Chief Conservator of Forests -
- Deputy Conservator - ? include in list acc. p. q.
- Verderers (3)
- Assistant Verderers -
- Demarcator

This is Mr. Hutchinson: I feel sure that Sir P. Quinlan would not include a Verderer. I have cut it out of list for Treasury. acc. p. q.

non-existent in Fortifications - not included in Treasury list. See minute. 29th Feb. 14.

PRESERVATION OF GAME.

- X Game Ranger
- X Assistant Game Rangers (2)

- ? include in list
 - ? include in list

See minute of AB

IMMIGRATION DEPARTMENT.

- * Protector of Immigrants

LEGAL DEPARTMENTS.

- * Principal Judge
- * Second Judge
- * Third Judge
- * Magistrates (4)
- * Administrator General
- * Registrar, High Court & Principal Registrar of Documents
- * Deputy Registrar of High Court
- * Deputy Principal Registrar of Documents
- * Crown Advocate
- * Assistant Crown Advocate.

PRISONS.

- * Deputy Superintendent and Gaoler
- * Gaoler at Nairobi.
- * European Assistant Gaoler at Nairobi

(see 40/11712/08)

MEDICAL DEPARTMENT.

- * Principal Medical Officer
- * Deputy Principal Medical Officer
- * Medical Officer of Health
- * Medical Bacteriologist
- * Medical Officers (15)
- * Assistant Surgeons (6)

EDUCATION.

- Inspector of Schools - no one yet holds the appointment for which, however, provision is made in Est.
- School Master
- School Mistresses (2)

See minute of AB. includes all these acc. of

HOSPITALS AND DISPENSARIES.

Mation (see 400/38044/09). See minute staff Feb 14 283

TRANSPORT DEPARTMENT.

- * Director of Transport
- * Asst. Director of Transport.

LAND OFFICE.

- * Land Officer
- * Asst. Land Officer
- Conveyancer
- Inspector of Farms (2)

includes acct. Feb 14

SURVEY DEPARTMENT.

- Deputy Director of Surveys, Cadastral Branch
- Asst. Director of Surveys, do. do.
- District Surveyors, do. do. (3)
- Senior Staff Surveyors, do. do. (4)
- Chief Clerk and Accountant, do. do.
- Clerk and Storekeeper, do. do. (apparently the

These should, I think, all be included - also see minute staff Feb 14

not provided for under Superintending Staff)

PUBLIC WORKS DEPARTMENT.

- 1. Commissioner [or Director]
- * Superintending Engineers (2) } i.e. the Director and Assistant Director
- 30. Executive Engineers (5) - 3 of these officers have already received pension rights
- 30. Assistant Engineers (5) - 3 of these do.
- * Chief Storekeeper
- 20. Government Architect
- * Chief Accountant
- * Asst. Accountant
- 30. Quantity Surveyor

See minute staff Feb 14

UGANDA RAILWAY.

- ? General Manager - in previous list Mr. Cowell has marked this post as already pensionable: in Feb. 1909-10 it is not so - when it was got in Feb 1908-9 I think it included
- * Chief Accountant
- * Asst. Chief Accountant - it is the last for pension all
- * District Engineers, (comp. in Mr. Curran's file) all staff

staff Feb 14 Assistant

UGANDA RAILWAY (Cont)

- * Assistant Engineers
- Locomotive Superintendent
- ** Asst. Locomotive Superintendents
- * Traffic Manager
- * Assistant Traffic Managers. (3)

? include
acc. 0/2

See minute

stab

rel 1/4

In Despatch No. 443 of 4.8 1909

LIST B.LIEUTENANT GOVERNOR'S DEPARTMENT
AND SECRETARIAT.

- * Office Superintendent
- Head Printer

PORT AND MARINE DEPARTMENTS.

- * Commander S.S. "Juba"
- * Chief Officer do.
- * Chief Engineer do.

PRISONS.

European Warders (2)

MEDICAL DEPARTMENT .

- * European Storekeeper
- Nurses
- Warder for Lunatic Asylum
- * European Dispensers (2)

POST OFFICE & TELEGRAPHS.

- * European Postal Clerks & Telegraphists (11)
- * Electric Mechanician & Electric Inspector
- * Telegraph Inspectors (1)
- * Telegraph Foreman
- * Telegraph Storekeeper and Inspector

AGRICULTURAL DEPARTMENT.

Stockman, Naivasha Government Farm

P.T.O.

* Already shown in the Estimates as personnel appointments

FORESTRY AND SCIENTIFIC
DEPARTMENTS.

Foresters (13)

LAND OFFICE.

* European Typists, Stenographers & Accounts Clerks (3)
European Clerk

Gen. G. A. P.

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5/11

18 March 1910

DRAFT.

E. A. P. No 134

ansd 36951

Sir,

Sir P. Giraud.

MINUTE.

- Mr. Butler. March 15
- Mr. Read 15
- Mr. Fiddes. 16
- Mr. Just.
- Mr. Cox.
- Sir C. Lucas.
- Sir F. Hopwood.
- Col. Seely.
- Lord Crewe.

I have the honour
 to acknowledge the receipt
 of Mr. Jackson's despatch
 No 443 of the 4th of
 August last relating
 to additions to the
 permanent establishment
 of the E. A. P.
 2. I request that
 you should be so good as to

pension rights should
be granted. 263

3. I take this
opportunity of
acknowledging the
receipt of your despatch

(38014/09)

N^o 595 of the 19th of
Oct^r last, and of
informing you that
the post of Director of
the European Hospital
is not one which, as
I consider it advisable
to make pensionable

I have &c