

Vol 12

460

1911

EAST AFR. PROT.  
 Uganda Nyasaland  
 3 5 3 6 1

C O  
 35361  
 REC'D  
 REF. 1 NOV 11

Treasury  
 Date  
 31 Oct  
 Last previous Paper  
 21564  
 21564

Nurses - Pension rights

Sanctions permanent & pensionable posts as follows:-  
Ug. - 1 Matron 2 Nurses. Nyasaland 2 Nurses  
Nyas. - 1 Matron 2 Nurses. Will not pass  
 for reduction of salary on this occasion.

Mr. Brodman  
Mr. Butler

This is satisfactory -

? (1) inf. Col. Uga., Nyasaland  
 accordingly - & lay down the  
 procedure as to re-engagement  
 as in minutes on Govt 21564  
 Nyasaland - ask for Govt's  
 recommendations as to  
 filling from present staff  
 the appts. which are now to

Cms 16 Nov  
 436  
 281  
 24 Nov  
 5934  
 12

Next subsequent Paper  
 40,000, 11/12, A. & W.

to be made reasonable -

2 in replying to the Myraalund  
Dip. on wh. the question rose,  
say that I of S. is not prepared  
to consider the question of  
increments -

(2) inf. C.N.A. of the new  
arrangements.

all

4/11

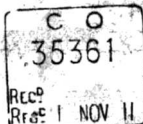
AFL4

of 13.

nr. 6

at once.

In the reply to this Letter the following  
Number should be quoted.



6c  
TREASURY CHAMBERS.

16506  
ll.

31<sup>st</sup> October 1911  
461

Sir,

The Lords Commissioners of His Majesty's Treasury have had before Them your letter of the 30th August last (21564/1911), respecting the question of assigning pension rights to the appointments of nurses in the East African Protectorates.

They now direct me to state that, in the circumstances represented, They are willing that the following appointments should be made permanent and pensionable -

East Africa Protectorate.

1. Matron
2. Nurses

Uganda.

- 2 Nurses

Nyasaland

- 1 Matron
- 2 Nurses

Mr. Secretary Harcourt is aware of the importance which Their Lordships attach to the principle that the grant of pension rights should be accompanied by a reduction in the scale of unpensionable salary, but although They consider the present scale of unpensionable salaries not illiberal, They will not in deference to the

Secretary

The Under Secretary of State,  
Colonial Office.

C O  
35361  
Rec<sup>d</sup>  
Rea<sup>d</sup>: 1. NOV 11

Secretary of State's representations, press for any reduction in respect of the grant of pension rights on this occasion.

462

I am,

Sir,

Your obedient Servant,

*D. L. Heath*

Downing Street,

16 November, 1911

DRAFT

Sir,

Nyasaland

281

Governor  
R. W. MANNING, K.G.M.G., C.B.  
MINUTE.

- Mr. Perkins 9/11
- Mr. Fiddes 9
- Mr. Butler 11 f.3
- Mr. Fiddes.
- Sir H. Just.
- Sir J. Anderson.
- Lord Lucas.
- Mr. Harcourt.

(21/11/11)  
Ans'd 5/9/11

I have the honour to acknowledge the receipt of your despatch No.120 of the 20th of May submitting a petition from the Nurses of the Protectorate, <sup>asking</sup> that ~~it~~ they may be given certain increments of salary, and <sup>may be</sup> ~~(it)~~ after a satisfactory period of probation, they may be placed on the permanent staff.

Treas: 21564 30 Aug.

Com Treas: 35361 31 Oct.

Return to dept. with  
A/23204 General for  
to C.N.(A.)

dfts.

2. I have given the matter ~~very~~ careful consideration, and while I regret that I cannot see my way to ask the Treasury to sanction the grant of increments to Nurses, I am glad to inform you that the Treasury have approved of three of the Nursing staff appointments in Nyasaland

being

being made permanent and pensionable, viz. the Matron and two Nurses. A copy of the correspondence with the Treasury is enclosed for your information.

3. There will still be two appointments, however, which do not carry pension rights. A Nurse will, therefore, be engaged in the first instance for a tour of service on agreement as ~~is done~~ at present, and if she is specially recommended by the Principal Medical Officer and the Governor for re-engagement, she will (provided that there is no pensionable appointment available) serve a second tour on agreement; but, unless there is a reasonable prospect of a vacancy in the permanent establishment occurring to which she can be admitted in due course, I am of opinion that her engagement on agreement should not be again renewed after the second tour of service.

4. In accordance with the usual practice, all the service of a Nurse,

whether

whether in one of the temporary or the permanent appointments, will be reckoned for pension, if ultimately she fills one of the pensionable appointments.

S. A. I presume that the three pensionable appointments will be filled by Miss Paterson and the two senior nurses, but I shall await your recommendations ~~in the matter~~ I have, etc.

Uganda / 35361

East  
Uganda  
Nyasaland

Est. No. 668  
Uga. No. 426

14.

DRAFT.

Gov. Sir P. Girvan  
Sir Jackson

16 Nov. 1911.

MINUTE.

- Mr. Parkinson
- Mr. Fiddes
- Mr. Butler
- Mr. Fiddes
- Sir H. Just.
- Sir J. Anderson.
- Lord Lucas.
- Mr. Harcourt.

8/11/11  
file 2910  
11/10/11  
Ansd. (Uga) 2nd

Sir,  
 Minute the hon. memb. you that  
 I have had under my con- sideration the  
 question of placing nurses  
 on the permanent establishment  
 in the East African Pro-  
 a copy of which with the  
 Treasury is enclosed, from  
 which you will see that the L.C.  
 have approved of

the app'ts. of Matron + two  
 nurses in the East

the app'ts. of the two nurses  
 in Uganda - being

mess. 50 Aug. 215 by

mess. 31 Oct. 35361

efr

being made reasonable.

2. I presume that these reasonable posts will be filled by the maximum

of two senior messes.

but I ~~shall~~ <sup>shall</sup> ~~not~~ <sup>not</sup> ~~be~~ <sup>be</sup> ~~able~~ <sup>be</sup> ~~to~~ <sup>to</sup>

assess your recommendation in this matter.

to cap

2. I shall be glad to know whether you are prepared to

recommend that the two present holders of the appts should be placed on the permanent & reasonable staff establishment

at once. In any event,

temporary service will eventually reckon for pension.

~~It~~ <sup>it</sup> ~~is~~ <sup>is</sup> ~~generally~~ <sup>generally</sup> ~~placed~~ <sup>placed</sup> on the reasonable staff.

to cap

to cap only

466

3. There will still <sup>however</sup> be ~~the~~ <sup>the</sup> ~~two~~ <sup>two</sup> ~~appts~~ <sup>appts</sup> which do not carry pension rights. A House will, therefore, be engaged in the first instance ~~for~~ <sup>for</sup> a term of service in agreement as ~~is~~ <sup>is</sup> at present. ~~It~~ <sup>It</sup> if she is specially recommended by the P.M.O. & the Govt. for re-engagement, she will (provided that there is no reasonable appt. available) serve a second term in agreement but, unless there is a reasonable prospect of a vacancy in the permanent establishment occurring to which she can be admitted in the course, I am

7



of opinion that her  
engagement or agreement  
should be again renewed  
after the second term of  
service.

4. In accordance with  
the usual practice,

all the service of a nurse,  
whether in one of the temporary  
or permanent appts, will  
be reckoned for pension,  
if ultimately she fills one  
of the permanent appts.

*[Handwritten flourish]*

May 35-36

Stl  
467  
Ead.  
Ufa  
Nyasa

28

DRAFT.

The Hon. Sec.,  
C. N. A.

24 Nov. 1911

Feb 21/11  
S. Macnaghten 22  
S. Fiddian 22

Madam,  
I am etc. to <sup>request</sup> inform you  
that he has had under  
consideration the question of  
improving the terms on which  
nurses are engaged for  
service in the S. African  
Protektorate, & that he has  
decided to make a  
certain number of the  
appts held by nurses in  
them plus permanent  
pensionable

Pension Reg<sup>n</sup>  
African 829  
retiree 1911

2. In your letter of the  
14th of July you referred  
to the lack of inducement  
to nurses to re-engage  
for service in the Colonies,  
~~that candidates for~~  
~~these appts. have~~

(CMA  
2530)

refused to accept

~~that~~ a norm often given  
by nurses for  
not accepting appts.

under the C.O. ~~is~~ is

~~the~~ that there is

no promise of permanency,

increase of salary & the

ultimate prospect of a

pension. So far as

the salaries of the nurses

in the E. African Pts

are concerned, Mr. Bessant

has not felt able to

recommend to the

Committee that any change

shd be made, but

he

he trusts that the fact  
that a certain number  
of the nurses will not  
hold permit. Specimenable  
posts will remove the  
main obstacle 468  
posts will render the  
service in those Pts  
more attractive.

3. Approximately  
50% of the appts in  
the E. A., Uganda &  
Nyasaland Pts have  
been made pensionable,  
viz:-

E. A.	1. Matron (£190 p/a)
	2. Nurses (£165 p/a)
Uganda	2. Nurses (£165 p/a)
Nyasaland	1. Matron (£180 p/a)
	2. Nurses (£165 p/a)

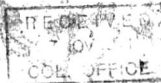
4. ~~Imports~~ a

(Selected from 17) these Plans will be engaged in the first instance for a term of service on agreement as at present. If she is specially recommended by the M.M.D. & the Government for re-engage-ment, she will (provided that there is no reasonable app't. available) serve a second term on agreement; but unless there is a reasonable prospect of a vacancy in the permanent staff occurring to which she can be admitted in the course of her engagement on agreement will not be again renewed after the second term of service. It should be further explained that all the service of a nurse, whether on agreement in one of the "temporary" app'ts. or in one of the "permanent" app'ts. will be reckoned for pension, if ultimately she fills a permanent one of the permanent app'ts.

to be filled by the Government before the expiration of the term of service of the nurse.

TELEGRAPHIC ADDRESS.  
"REPARATIVE, LONDON."  
TELEPHONE 743. KINGSINGTON.

The Colonial Nursing Association  
Imperial Institute, S.W.



November 25<sup>th</sup> 1911

No 35361/1911.

469

Sir

I have the honour to acknowledge, with thanks, the letter from the Department of November 24<sup>th</sup> referring to the question of improved terms for the nurses engaged for service in the East African Protectorates and informing the Committee that the Secretary of State has decided to make a certain number of the appointments held by nurses in these Protectorates permanent and pensionable.

The letter shall be placed before the Committee at the next meeting and, I feel sure, they would wish me to convey their best thanks to the Secretary of State for the consideration which has been given to their letter of July the 14<sup>th</sup> in so far as the East African Protectorates are concerned.

I have also to acknowledge with thanks the copy of the Pension Regulations for European officials in the East African Protectorates which was enclosed in the letter from the Department.

I am

Sir

Your obedient servant

M. E. Dalrymple Hay

The Under Secretary of State  
Colonial Office.

TELEGRAPHIC ADDRESS  
"REPARATIVE, LONDON"  
TELEPHONE 743, BENSINGTON

*The Colonial Nursing Association*  
*Imperial Institute, S.W.*

No. 35361/1911

8th December 1911

470

Sir,

I am desired by the Committee of the Colonial Nursing Association to acknowledge with thanks the letter from the Department of November the 24th and to express their thanks to the Secretary of State for his kind consideration of their letter of July the 14th last, with regard to the terms of the nurses' services in East Africa, Uganda and Nyasaland.

They note the terms on which the nurses will be placed on the permanent establishment and the conditions on which pensions will be obtained. These terms will in future be explained to the nurses applying for employment.

I am,

Sir,

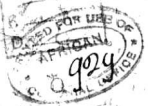
Your obedient servant,

*Edith R. Mowbray*

Hon. Secretary, C.N.A.

The Under Secretary of State,  
Colonial Office,

S.W.



19212  
E. A. P.

12/12

471

DRAFT

*Post*

Presently

SECRETARY

Downing Street,

TO THE TREASURY.

12 June, 1901.

MINUTE.

Sir,

Mr. Butler. June

Mr. Read. 10

Mr. Just.

+ Mr. Antrobus. 10

Mr. Cox.

Sir C. Lucas.

X Sir F. Hopwood. 7/16

X Col. Seely. 9/10. 11.6

X The Earl of Crewe. 2/11/01

June 22 1901

With reference to your letter of the 5th of August last, I am directed by the Earl of Crewe to request you to inform the Lords Commissioners of the Treasury that he has been engaged in further negotiations with Messrs. Samuel and Company, with a view to making some arrangement for the working of the soda deposits of Lake Magadi in the East Africa Protectorate.

2. After prolonged and minute discussion, in which the Colonial Office has had the assistance of Mr. Currie, the Manager of the Uganda Railway, Mr. A. B. Brereton, C.S.I., Officer in Charge of the Indian Railway...

*for reasons - Summary of Heads of Agreement (print)*

*Explainatory memo to print*

*appendices I - IV*

*Conference*

*Copy of this ltr. sent to O.A.S. and for info. 2 dpts.*

had Mr. J. Combe, late General  
 Manager of the North British Railway,  
 a provisional agreement has been  
 arrived at with the Company, the outlines of  
 which are embodied in the enclosed summary of  
 Heads of Agreement. Appended to the summary  
 is a <sup>of a preliminary nature</sup> memorandum containing observations on  
 the various heads, and showing in detail the  
 reasons for the arrangements suggested and  
 the benefits which the East Africa Protectorate  
 may expect to derive from the ~~suggested ar-~~  
~~rangements.~~ In view of the detail into which  
 the <sup>memorandum</sup> goes, it is not necessary for  
 His Lordships to add any further explanation of  
 the proposed agreement. He would only  
 say that he attaches great importance  
 to a successful conclusion of the agreement, and  
 that he considers the arrangements proposed to be in the best  
 5. It is very important to Messrs. <sup>interests of the E.A.P.</sup>  
 Sarnel and Company that a decision should be  
 arrived at as early as possible. The option  
 which they hold to purchase the existing  
 lease of the soda deposits held by the East  
 African Syndicate expires in about 12 months <sup>time,</sup>  
 from now, and in the interval it is necessary  
 for the Company to conduct an exact survey of

the country between Lake Magadi and the main-  
 line of the Uganda Railway, with a view to  
 the construction of the proposed branch  
 line. It is only when this has been done  
 that they will be in a position finally to  
 determine whether it is possible for them to  
 proceed with <sup>the</sup> acquisition of the lease  
 now held by the <sup>East Africa</sup> Syndicate, and it will be  
 readily understood that the time still avail-  
 able is barely sufficient for what has to  
 be done. I am <sup>therefore</sup> further to request that their  
 Lordships will be so good as to signify as  
 early as possible their approval of the pro-  
 posed arrangements, and I am to suggest that  
 if there are any points on which their Lord-  
 ships desire any further information or dis-  
 cussion before coming to a decision, it  
 would be convenient for a representative of  
 the Treasury to discuss <sup>such</sup> those points with  
 a person with the <sup>representatives</sup> members of the Colonial

Give prompt consideration  
 to the proposed arrangements  
 and if possible sign them  
 at an early date

the  
 No 129

212

u. o.  
19212  
S. ad.

473

Vol. M.  
Vol. 12



*3/12/21*  
*no further*

DRAFT.

THE CROWN AGENTS

FOR THE COLONIES.

*Prising*

Downing Street,

12 June, 1908.

*Ans'd 2/1/80*  
*Prising*

MINUTE.

Gentlemen,

Mr. Butler. June 10

Mr. Read 10

Mr. Just.

Mr. Antrobus. 10

Mr. Cox.

Sir C. Lucas.

Sir F. Hopwood. 10.6

Col. Seely. 11.6

The Earl of Crewe.

*For Conson.*

I am directed by the Earl of Crewe

to inform you that he has been in com-

munication with Messrs. *M.* Samuel and

Company with a view to making some ar-

range ment for the working of the soda

deposits of Lake Magadi in the East

Africa Protectorate.

2. A provisional agreement has

been arrived at, the outlines of which

are shown in the accompanying summary

of Heads of Agreement. With a view to

saving time, which is important in

conne...

*Summary of heads of Agreement marked A*  
*Notes on the construction of Branch B*  
*marked B.*  
*in explanatory memorandum marked C.*  
*These are the documents which were sent to the Earl of Crewe on 10th June 1908.*



connexion with this question, Lord Crewe  
*instructing your solicitors to*  
 approves of your ~~communications~~ *with Messrs.*  
 Samuel and Company, or their solicitors, and to  
 of ~~the drafting~~ *in concert with them,* an agree-  
 ment, carrying out the arrangements embodied  
 in the summary. It will be understood that  
 any such agreement is provisional only, as  
 the sanction of the Treasury has still to be  
 obtained for the arrangement, and that any  
 expense in connexion with its preparation  
 will ultimately be borne by Messrs. Samuel  
 and Company.

It will be observed that under Head VI  
 of the summary, a supplementary ~~contract~~  
 with regard to the construction of a branch  
 line from Lake Agadi to the main line of  
 the Uganda Railway is referred to. It will  
*solicitors,*  
 be necessary for you, in concert with Messrs.  
 Samuel and Company, or their solicitors, to  
 draft such a supplementary ~~contract~~  
 on recognised lines. I am to enclose in this  
 connexion

3. At some point in the agreement should ~~inserted a provision~~  
*making note in particular*  
 regarding the ~~rights of the natives to take soda from the lake~~  
*for their own purposes*  
 in connexion with the provision referred to under Head VI  
 the best to be provisioned  
 adopted is the despatch  
 by the Company of not less  
 than 250,000 tons of soda  
 and/or soda products in  
 each period of 5 years  
 subject to the major

5. There are certain original notes to the summary of the Heads of Agreement designed for assistance in drafting. The reference to clauses of the old agreement for the construction of a branch line from Lake Agadi, with which you are acquainted, and to other documents, are not intended to be express instructions that the terms of those documents are to be followed, but are merely indications of sources from which useful materials for drafting may be obtained. A copy of the proposed appropriation for Indian branch railways referred to in the margin of Head VIII is enclosed herewith.

connexion a statement of points for consideration by Messrs. Samuel and Company's Engineer, as amended by the Manager of the Uganda Railway, which it will be necessary to include in any such supplementary ~~contract~~  
*agreement.*

6. I am to request that, if any question arises in the preparation of the necessary drafts, reference may be made to this Office, if possible by means of personal communications, with a view to the saving of time, and I am to impress upon you that it is urgently necessary that the work of drafting and settling provisionally the ~~contract~~  
*agreement* form of the agreement should be carried out with the least possible delay.

I am, &c.

(Signed) R. L. ANTNOBUS

X See No 129

O + Not printed