

EAST AFR. PROT

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Govt	Com
Balffield	88
1916	
20 July	
Last previous Paper	
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**MALTA POSTAL CLERKS AND TELEGRAPHISTS
ENCLUMENTS**

In circumstances stated recommends introduction of new scales submitted in his despatch of the 13th January. - Request a reply by telegram.

M. Miller

goes beyond doubt

that the postal dep^t staff are the
most dis-satisfied class of officials in
E. Africa. I have several times tried to
find out the real causes for their discontent
but never with any tangible result.
At the present time, the desire to go on
active service is the main reason in many
cases of reversion: e.g. Messrs Hale & Pocock,
whom I saw a little while ago, assured
me that, though they had grievances, they

— 1 —

would have chosen further service in C.A.
but for their determination to give the force
as far as possible.

Apart from this, the low rates of salary are
another main cause of discontent, and
every Clerk who comes here to air his
grievances starts by saying that the
salary is too low for ^{him} to live on
comfortably ^{in decent} and that they ^{desire} to know why
they should be the lowest paid clerks in
the service. Some go on to complain of the
low social status (which, e.g., a 2nd Class
Postmaster at or in association with far
older Europeans, ~~is placed~~) others
complain that they "get no consideration in
the local Dep.", by which I understand
it generally to be meant that the clerks
do not like the R.M.C.

However, it is certain that an improvement
in salaries is required. The pros & cons
are briefly tabulated on p. 2 of my first
minute on 6/8/16 below. It seems to me
that these improvements are not sufficiently
substantial, and further increases will be
imperative before long. But we have
decided to let them begin, at any rate,
with the present salaries, and have
approved the inclusion of the new rates for
concrete.

comes in next year's Estimates. The
Gov. now asks for authority to bring them
into force from the 1st of October. I
understand him to refer to all the proposed
new rates not only those of the male
clerk & Telegraphist, it would doubtless be
impracticable to improve the pay of one
class only of the officials. In view of the
desire of so many clerks for military
service, it is doubtful whether the
improvement in pay, such as it is, will
have much effect; but it is clear that
every effort must be made to retain the
services of the staff, as it is definitely
impossible to replace them ^{by} for men now
from home at present.

? Telegraph approval of the
introduction of the revised rates of pay
with effect from 1 October

n.c. 2/9/16

I raised the question of Treasury
afford to the Uganda share of the
increased rates. Draft to Treasury
herewith. TAB

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EAST AFRICA PROTECTORATE.

NO. 86.

GOVERNMENT HOUSE,

NAIROBI,

BRITISH EAST AFRICA.

CONFIDENTIAL.

July, 20th. 1916.

Sir,

I have the honour to report that the Postmaster General has recently brought to my notice the extent to which the European male Postal Clerks and Telegraphists are intimating their desire to revert to the British Post Office on the expiration of their tour of service.

2. In the East Africa Staff List dated the 1st of January 1916 page 22 there are 29 appointments provided for European Postal Clerks and Telegraphists, and with the exception of Mr. McIntyre every officer whose name appears on this page was seconded from the British Post Office for a tour of 30 months' service and the leave incidental thereto. Of these 28 officers 5 have already nominally reverted to the British Post Office, 3 others have recently proceeded to England with a similar purpose and 4 more have intimated their intention to do so, making a total of 12 who have left or are about to leave the Protectorate Service.

3. While there is no doubt that in a certain proportion of cases the option of returning to the British Post Office after 30 months' service in East Africa is being exercised with a view to obtaining employment with

the

THE RIGHT HONOURABLE

ANDREW BONAR LAW, P.C., M.P.,

SECRETARY OF STATE FOR THE COLONIES,

DOWNING STREET,

LONDON, S.W.

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the military forces at home, there is no doubt that dissatisfaction exists, on financial grounds, and is also an important factor in this question. The fact, that men on active service from the British Post Office are drawing their full civil salaries plus their military pay, that a war bonus is granted to Post Office officials in the United Kingdom, that service at home offers the possibility of active service or better prospects, combined with the absence of similar concessions locally and the increased cost of living, is probably responsible for the unwillingness of so many men to return here.

*Mrs
6810*

4. I therefore recommend that the new scales of salary, which I submitted to you in my Confidential despatch No. 6 of the 13th of January, should be introduced with effect from the 1st of October next. The difficulties under which the Post Office staff are working are, owing to the volume of traffic occasioned by the war, very great and tend to become still more severe. I feel therefore that immediate steps must be taken to remedy the existing condition of affairs which can only be regarded as unsatisfactory. I should be grateful for a reply by telegraph.

I have the honour to be,
Sir,
Your humble, obedient servant,

H. Conway Brigand

G O V E R N O R

~~The Secretary
Treasury~~

A.C. 4/9/16

M.Bullett 5/9/16

✓ 16 Conf 13/7/16
M. B. Bullett 17/8/16
W.C. Conf 17/7/16
No. 86 Conf 20/7/16

for concurrence
after speaking

~~Govt of
India~~

Sir,

I am & to transmit
to you, to be laid before
the L.C. of the Treasury, the
accompanying copies of two
correspondence with
~~despatched from the Govt of~~
the E.A.P. ~~including~~
~~necessity of~~
~~putting forward a programme~~
for improving the salaries
of the lower staff of the
Postal and Telegraph Dept.

(1) Mr. Bonar Law is
fully satisfied that the
proposed improvements contemplated are
entirely desirable ^{and} necessary
necessity. ~~and~~ ~~in view~~
~~staff of the Dept. is to be~~
~~kept up to strength~~ As Sir
H. Balfour observes in his

despatch of the 20th of July, the
~~June~~
postal officials have at the
present time, ~~a specially strong~~
~~reason for wishing to revert to~~
~~the~~

~~Circular Letter
Circular Letter~~