

EAST AFR. PROT

C.O.
48639RUC
HUGHES 15

48639

Rowie J.

1915

28 Sept.

Last previous Paper.

Employment in P.W.D.

Submit complaints against treatment
accorded him in conn. with his recent
employment as Architectural Draughtman
in P.W.D. & asks for redress. Includes notes

in Bottom left hand

His seems to me for enquiry;
he certainly appears to have been
treated badly.

? Copy to Gov. for report &
to inform Mr. Brown

The papers do not read well, but ^{from 24/9/15} what is said to have been done probably on sound
independent judgment.

But Mr. Rowie's statement (letter of 16 July '15)
that the matter ^{then} of Mr. Bowrie's appt. to
ordinary staff as a Senior Arch. & Draughtman
would be covered up by settled without
reference to the S. H. is amazing. We
doubt if the appt. on the understanding that
he had for work (I think the phrase was
one) would be appt. They could have

In order to refer to case 27 Oct 15.
Copy made for 817 and 817 50004
Aut. Aug. 3 7/16 50033 1916

subsequent Paper.

50004

Adm't! him without reference have -
actually they promoted two men of the
on duty staff but ~~it~~ did not consider
it necessary to obtain prior sanction
for the deduction from an understanding
(45786).

Incidentally, pages 9 of 45786
concerns the position. Mr. Bowie's
recommendation was not a for which being
selected for one of the new posts.

no previous? (lost)
28/8/15

Before sending to the for: send
the whole case as a ref: to
Mr. Ross (who is on leave in the country)
for his observation.

at once.

A. J. R

28/8/15

Room 3

C.O.
48639
REC'D
FEB 21 OCT 15

C.O.
E0004
FEB 21 OCT 15

59

91 *Ball* Rd
Durban 28th Sept 1914

The Right Honourable a Baron Law, P.C. & A.
Secretary of State for The Colonies.
Whitehall.
London.

Sir,

re Appointment with Public Works Dept
Nairobi E.A.P.

I beg to submit for your consideration
the enclosed correspondence numbered
1 to 12 relating to my recent engagement
with the Public Works Dept Nairobi E.A.P.

I interviewed the Government Architect with
respect to obtaining a situation as an
Architectural Draughtsman during the
early part of April 1914.

At this interview I was requested to submit
specimens of my work and credentials
which I did. I called subsequently to
ascertain whether there were any prospects
and Government Architect asked me of the

the work submitted was my own and at the same time expressed himself as being satisfied as to my qualifications. He then intimated that as he was about to proceed on six months leave Mr W. W. Lynde who would be acting Government Architect would communicate with me regarding my engagement.

On receipt of letter P.I I called at the office of the acting Government Architect and signed an agreement for six months service as a temporary draughtsman at a salary of £180 per annum plus house allowance of £40 per annum. I commenced duty on the 22nd of April 1911 with the full intention of endeavouring to make the position a permanent one, and apparently my efforts were appreciated as on mentioning to Mr Lynde the fact that I considered my salary inadequate for me to take up housekeeping as a married man, he advised me to make written application to the Director of Public Works to be placed on the permanent staff.

~~staff~~ and for an increase of salary, as he fully concurred with the views I expressed and stated that he would give my application his support.

On the 15th of July 1914 I made application as per letter N^o 2, to which ^{no} acknowledgment but some time after the Director of Public Works summoned me to his office and at this interview told me that the Acting Government Architect (Mr. Lynde) had expressed satisfaction with my work and in view of this he had interviewed His Excellency The Governor and recommended that my position and salary be improved. He then asked whether I would be content to remain in the Service until such time as he could inform me definitely the result of the recommendation to the Colonial Office. I expressed myself as satisfied and agreed to continue in the Service.

During December 1914 I again interviewed the Director of Public Works, and he stated that no information had been received regarding my position but that he would

would communicate with me at the earliest possible moment, he then stated in the presence of the Deputy Director of Public Works (Mr. W. Sanner) that the proposed increase of salary if sanctioned was to be on the grading £250 to £400 per annum and would take effect as and from the 1st of April 1915.

Mr. Ross distinctly intimated to me at this interview that there were to be two such appointments as Senior Architectural Draughtsmen, with the above salary and that Mr. Andrew and I were to be the recipients.

As the position offered was satisfactory I continued to serve, and fully expected that on the 1st of April 1915 effect would be given to the above arrangement.

However, as I did not get the increase at the end of April I mentioned the fact to the Government Architect (Mr. C. Rand Overy), who had since returned to duty, who said that owing to the abnormal conditions at home the Budget Estimates had not been received.

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~~received~~ but were expected by any mail.
 In April he called me into his office,
 and told me that my appointment
 with the above salary had been sanctioned
 and congratulated me thereon.

At the end of May as the increased
 salary had not then materialised,
 I again raised the question with
 the Government Architect, and he
 informed me that, the Director of Public
 Works being then on Sick leave, as
 there were matters that required the
 Director's personal attention, I would
 have to await his return to duty
 before the increased salary could
 take effect.

As my salary of £15 per month was not
 sufficient to keep house in Nairobi, I was
 compelled to send my wife home to
 Scotland, but on receiving the definite
 assurance regarding regarding of my
 salary, I arranged for her to return,
 and received a cable on the 6th of July
 1913 that she was returning.

As my position on that date was still unsatisfactory, I was compelled to cable home to cancel her passage, but was not successful as the boat had sailed. I realised that it was impossible to attempt housekeeping on the salary I was in receipt of and concluded that there was no other course open to me, but to tender my resignation in letter (P 3).

From the very beginning of my service with the Department the Director of Public Works was well aware that I was not satisfied with the salary, and it was clearly on the understanding that I would be regraded that I consented to remain in the Service. In two letters (P 3) dated the 16th of July 1915 before he left for England Mr. Gregor Ross unjustly accuses me, after 15 months waiting of advancing my resignation as a means of striking a bargain with the Department. Paragraph 3 of the same letter is

54

also entirely wrong. the subject
matter of the interview I had with
the Director of Public Works has appeared
escaped his memory for he distinctly
gave me to understand that I would
be placed under an agreement.
there was no misapprehension on this
point in my mind, and I replied
to this effect on the 22nd of July. see
letter P 7. The Acting Director of Public
Works acknowledged same as per
letter P 8.

On July the 23rd I received confirmation
of the acceptance of my resignation
letter No 9.

During the months of August and
September 1914 the Acting Government
Architect instructed me to work
overtime on work that was urgently
required (Wireless Station at Krombarg)
stating that I would receive payment
for the overtime worked. I made
repeated verbal applications for
payment but got no satisfaction.

I am entirely wrong. The subject matter of the interview I had with the Director of Public Works has apparently escaped his memory for he distinctly gave me to understand that I would be placed under an agreement. There was no misapprehension on this point in my mind, and I replied to this effect on the 23rd of July, see letter No 7. The Acting Director of Public Works acknowledged same as per letter No 8.

On July the 23rd I received confirmation of the acceptance of my resignation letter No 9.

During the months of August and September 1914 the Acting Government Architect instructed me to work overtime on work that was urgently required (Wireless Station at Kionbana) stating that I would receive payment for the overtime worked. I made repeated verbal applications for payment but got no satisfaction.

satisfaction

so on the 14th of July last I wrote to the Director of Public Works (letter N° 10) and on the 6th of August the Honourable Chief Secretary wrote stating that payment for overtime could not be entertained, see letter N° 12.

This question of overtime is only a minor matter so far as I am concerned and I am quite willing to forgo it but at the same time I feel the injustice of the action.

I have been a qualified Architect for the past six years, and a registered member of The Association of Transvaal Architects, and left fair prospects to proceed to Nairobi, but from the treatment received from the Government officials there I have been put to considerable inconvenience and loss both in pocket and mind. As I have been unable to obtain any satisfaction from the Government in C.A.D. and judging from their correspondence they impudently

~~dishonest~~

66

motives in my endeavours to
obtain fulfilment of the promises
made to me I am led to hope that
in placing the matter in your
hands a full investigation will
be made into my case and that
I will at least get justice.

I have the honour to be
Right Honourable Sir,
Your Obedient Servant
J. S. Bourke.

C O P Y

67

Public Works Department,

Head Office,

Nairobi, 18th April 1914.

Sir,

Will you please call here on Monday morning
at 11 o'clock, with reference to your engagement
as a temporary draughtsman.

I have the honour to be,

Sir,

Your obedient servant,

(Signed) W. H. Lynde

Ag: Government Architect, P.W.D.

Mr. J. L. Bowie,

C/o Post Office,

N A I R O B I.

L.

2

68

W. McGregor Esq.
Director of Public Works.

H. A. P.

per W. E. Lynde Esq.,
Asst. Government Architect.

Sir,

I beg to apply to be placed on the permanent Staff having served some three months in a temporary capacity I shall be glad to know what prospects there are in the Service regarding my future.

I find that my present scale of salary is quite inadequate to keep house in this Country, in consequence of which I have been obliged to send my Wife to Scotland until such times as my circumstances permit of her return.

In the event of there being no immediate prospects of an increase on the present rate of salary I regret to say that I shall be obliged to terminate my services on the expiration of my 6 months temporary engagement.

Trusting this will have your favourable consideration.

I have the honour to be

Sir,

Your obedient Servant.

(Signed) J. S. Bowie.

3

Nairobi

69

12th July 1915.

W. McGregor Ross Esq.,

Director of Public Works,

E. A. P.

per C. Rand Overy Esq.,

Government Architect.

Sir,

" re Appointment "

Reverting to my letter of the 18th July 1914 to which I have had no acknowledgement I now beg to tender you my resignation subject to the terms of my temporary engagement with effect from even date.

My reason for this step is that up to the present I have had no definite reply to the above letter other than a verbal intimation by Mr. Rand Overy that my appointment had been sanctioned as from the 1st of April 1915. This appointment has not been put into effect and in consequence I am being put to considerable inconvenience in my private affairs. I should however be quite willing to continue in the Service provided my appointment is made satisfactory and definite without further delay.

I have the honour to be,

Sir,

Your obedient Servant.

(Signed) J. B. Bowie.

4
Public Works Department,
Head Office,
Nairobi.

70

2/10
July 15th 1918.

Sir,

I have the honour to acknowledge the receipt of
your resignation dated the 15th instant. I have forwarded
it to Government with a recommendation for its acceptance.

I have the honour to be,

Sir,

Your obedient servant,

Signed,

H. E. Birch.

for Director ~~of~~ Public Works.

Mr. J. E. Lewis,

Through The Government Architect.

NAIROBI.

COPY

Public Works Department

Head Office,

Nairobi.

10/18

July 16th 1918

71

Resignation of Mr. J. S. Bowie
and your letter of 16th inst.

Sir,

I have the honour to inform you that your resignation which was intimated on July 12th 1918 was forwarded to Government. If you wish to reconsider the matter you are at liberty to address the Hon. Chief Secretary through the Government Architect and the Acting Director of Public Works.

2 Both your previous letter and more particularly the latter one appear to be in the nature of an attempt to strike a bargain with the Department, and advance your resignation to obtain an immediate reply upon a question which has to be referred by Government to the Secretary of State as you would know, if you had taken the trouble to make yourself conversant with the Civil Service Regulations.

3 I may say that you are entirely incorrect in supposing that there has been any intention of placing you on the Permanent Staff. The Government Architect informs me that he never said anything to you as regards permanency. The position which was contemplated was one of an agreement presumably for 2½ years' service followed by leave and a renewal thereafter, if mutually agreeable to both sides.

I have the honour to be,

Sir,

Your obedient servant,

Signed, W. McGrath Esq.

Director of Public Works.

Mr. J. S. Bowie,

Through the Government Architect,

Nairobi.

C O P Y

6
9/18
13th July 1915.

Nairobi
16th July 1915.

To
The Director of Public Works,
N. A. P.

72
Through the Government Architect.

Sir,

I am in receipt of your letter of the 13th inst intimating that you are recommending to H. E. The Governor the acceptance of my resignation.

In the first place I would point out that I placed my resignation in your hands in the event of your being unable to fulfil a promise made to me on two different occasions.

I joined the service during April 1914 for a period of six months, after the lapse of three months I was informed that if I would agree to remain in the service I would be placed on the permanent staff, and would then hold a position with a graded salary.

On this understanding I continued to serve the Department after the expiry of the six months, but as time passed and the promise made did not materialise I sought and obtained an interview with you.

During this interview you will recollect that you informed me that you had recommended to H. E. The Governor that I be placed on the permanent staff with a properly graded salary.

At a subsequent interview you reiterated what you had stated to me at the previous one, and at the same time informed me that the appointment would take effect as and from the 1st April 1915 salary scale £280 to £400. As a result, and at your special request I again agreed to continue in the service.

During April 1915, Mr. Rand Overy informed me that I had been appointed to the permanent staff as Senior Architectural Draughtsman on the scale £280 to £400 per annum, as and from the 1st April 1915. Now on the 16th July 1915 I am in the same position as I was on the day I joined the service.

In view of these facts I fail to understand your letter under reply and await an explanation which I am sure you will not withhold from me.

I have the Honour to be,

Sir,

Your obedient servant. (Signed) J. J.

Nairobi.
22nd July 1918.The Acting Director of Public Works,
N. A. P.

73

Through The Government Architect.

Sir

I have to acknowledge receipt of your letter no. 10/18 of the 16th inst, and in reply thereto have to state that I am of the opinion that to approach the Hon. Chief Secretary in the matter is not a course that recommends itself to me in view of the facts stated in my previous letters.

2 If to put forward a claim for the fulfilment of a definite promise made to me personally by the Director of Public Works regarding position and salary, and subsequently acknowledged by the Government Architect is considered "to be in the nature of an attempt to strike a bargain with the Department" then I have nothing further to add.

3 In regard to the views expressed in the concluding paragraph of your letter under reply, I take the opportunity of quoting a letter received from the Acting Government Architect dated the 18th April 1914 viz:- "Will you please call here on Monday morning at 11 o'clock with reference to your engagement as a temporary draughtsman." From the foregoing it would appear clear that my present position is only of a temporary nature. I would also like to make clear that any reference to a permanent position made in my previous letters referred only to a position under agreement for a period of 2½ years with leave etc. and I am certain that in the interview with both Mr. McGregor Ross, and Mr. Rand Overly that there was no misapprehension on this particular point in the minds of either of the gentlemen named or myself.

4 In your letter under reply I observe that no reference has been made to the statements contained in paragraphs 2, 3, 5, 6, and 7 of my letter of the 16th inst.

I have the honour to be,

Sir,

Your obedient servant,

(Signed) J. S. Lewis.

8
Public Works Department,

Head Office,

Rangoon.

75

14/12

July 23rd 1915.

Sir,

I have the honour to acknowledge the receipt of your letter of the 22nd instant, the contents of which have been duly noted.

I have the honour to be,

Sir,

Your obedient servant,

Signed, H. H. Hinch.

ag. Director of Public Works.

Respectfully,

Mr. J. S. Hinch.

Chief of the Government Architect.

Rangoon.

9
Public Works Department,
Head Office,
Nairobi.

76

20/18
July 23rd. 1918

Resignation of Draughtsman
Mr. J. S. Bowie

Sir,

With reference to your letter of the 12th July,
I have the honour to inform you that the Honourable Chief
Secretary has accepted your resignation which will take
place from the 11th August next.

I have the honour to be,

Sir,

Your obedient servant,

Signed E. M. Birch.

Ag. Director of Public Works.

Draughtsman

Mr. J. S. Bowie,

The Government Architect,

Nairobi.

COPY

10

77

Nairobi

14th July 1916.

To
Wm. McGregor Ross Esq.
Director of Public Works,
E. A. P.
Through the Government Architect.

" re Overtime 1914"

Sir,

I shall be glad to know whether the Government purpose paying me for the overtime instructed to be worked and for which I was informed that I would receive payment by Mr. Lynde the then acting Government Architect.

Particulars of the time worked have been furnished to that gentleman on two previous occasions, but for your information I submit them again

viz:- August 1914 25hrs.
Sept. 1914 20 1/2 "

Total 45 1/2 "

I have the honour to be.

Sir,

Your obedient servant,

(Signed) J. E. Revie.

Public Works Department.

Head Office,

Nairobi.

78

14/69

July 23rd. 1918

Sir,

Overtime 1914

I have the honour to inform you that the question of overtime has been referred to the Hon'ble Chief Secretary and on a receipt of his decision you will be communicated with further.

I have the honour to be,

Sir,

Your obedient servant,

Signed, H. M. Birch.

Ag. Director of Public Works.

J. S. Bowie Esq.,

Thro' The Government Architect,

N A I R O B I.

COPY

The Secretariat,

Kairahi Aug. 6th 1918

No. 8 9344/19

79

The Ag: Director of Public Works.

Kairahi.

Overtime for P. W. D. Staff.

Ref: Correspondence ending with your No. 430/69 of the 22nd Ultime.

His Excellency regrets that he is unable to entertain your proposal regarding the payment of overtime to the members of the staff of the Public Works Department.

Sd/- W. J. Hansen,
for Chief Secretary.

August 10th 1918.

Copy forwarded to the Government Architect, Public Works Department, Kairahi, for information.

Mr. Lewis,

I regret to inform you that this refers to the overtime that Mr. Andrews and yourself worked during the period when I was on leave.

Signed, C. Rand Overby.

10. Aug. 18.

Signed, H. M. Birch.

Ag: Director of Public Works

B 48639/1915

car

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80

SC

26
27 Oct 1915

Ans'd 50004

Sir,

I am to transmit to
you, in encl. for return,
the acc. letter from Mr
J. H. Bowie, with its enclosure,
on the subject of his
employment as an
architectural draughtsman
in the S.A.P., and to
request that you will
furnish ^{as with} any points you
may have to make on
the matter.

DRAFT.

Major Ross Esq.

MINUTE.

Mr. Heger, 25/10/15.

Mr. Bottomley, 25.10.15

Mr.

Mr.

Sir G. Fiddes.

Sir H. Just.

Sir J. Anderson.

Mr. Steel-Maitland.

Mr. Bonar Law.

Home, 28 Sept.
(in orig for return)

Cop for 87 years 8415 50004 15