



AMERICA
55831

C.O
55831
REC'D
NOV 20 1918

607

Treasury
1918
19 NOV
Last previous Paper.
CO
5000

Medical Service
Scale of pay
Gives general sanction to scheme proposed in general
that immediate increase of pay to be accorded as from
1st June 1919 be limited to not more than £100 in any one case
also that continuance of kind of cases etc should be considered
in a separate way

Mr Robinson Lieut Colonel
W. B. B. B.

Several important points have arisen
and Mr. J. are saying that the work has pro-
ceeded in some respects before.

We are getting on.

As for Treasury proposals

- (1) The £100 limit. I doubt whether we should accept this as a general rule. Govt's wish, of course, has decision in deciding the increase to be accorded to individuals and there may be cases where more than the £100 increase would be justified.
- (2) I should say...

Can discuss ✓
And
Mr. J. are saying that the work has proceeded in some respects before.
We are getting on.
As for Treasury proposals
(1) The £100 limit. I doubt whether we should accept this as a general rule. Govt's wish, of course, has decision in deciding the increase to be accorded to individuals and there may be cases where more than the £100 increase would be justified.
(2) I should say...

Next subsequent Paper
1821
19

will certainly be required. There is no doubt that
when funds are available, the strength of the
Civil Service will have to be increased
considerably. The present position of the
Civil Service is perhaps not so serious at present
as in the E.A.P.

- (iii) proposed improvements have 2 objects
- I To render contented the existing staff
 - II To enable us to attract candidates for numerous vacancies

I. Under this heading the action now required is the send dispatches to all the E.A.P. in reply to the Petition.
I summarily meet the main demands of the Petition.

Recognition on the lines of the W.A.M.S.

- (i) Appt. of an Inspector General to inquire local conditions for the purpose of reporting to the C.O. on this subject.
- When an E.A.M.S. has been instituted the J.C. to be replaced by a Director of Military Services (D.M.S. to be merged with P.M.O.).
- (ii) The D.M.S. and P.M.O.s to be ex-officio members of the Legislative Council.
- (iii) Transfer of the Post (ex W.A.M.S.) to the Civil Service to be filled from the staff of E. Africa.

(vi) Request of promotion from temporary to permanent staff.

(vii) Two claim of M.Os - 2nd Class for 5-7 years (minimum) - promotion to 1st Class to depend on ability and service record. No promotion for a M.O. who does not attain to 1st class within 10 years.

(viii) An upward scale of salaries. [Have checked the proposed scales on my Table B in Co/50107/18 P.A.]

20% Duty allowance for all M.O's.

(ix) Increased Travelling and Transport Allowance

(x) Pensions on the W. L. G. scale

(xi) Institution of a W and O. Pensions Fund

The Petitioners ask that the matter of salaries at present, may receive immediate attention.

Comparing the Petitioners proposals with our own - we have decided :-

(i) to (v) Questions of reorganization to be left over for the present. The idea of forming an E.A. parallel to the N.A.M.S. will require careful consideration - and perhaps in the first instance it would be as well to draw up a memo on the subject and submit the whole question to the T.A.M.S. Chair.

(vi) We are going to abolish the 1st

Chairman or the Finance Commission - giving the
number of officers required under each of the
various new grades proposed. (See the
Annexure to the report of the Commission
of Uganda only.)

In conclusion found out that these scales
must be regarded as provisional in the
event of any modification in the light of
decisions which may be reached with regard to

- (1) Prohibition of a combined service in the
lines of the W.A.S.
- (2) General proposals for increase of
salary and improvement of conditions
throughout the service, which will be con-
sidered when the reports of the Commission
concerning E.A.S. and Uganda
are received.

As to (1) I believe that the S.O.S. is of opinion
that it will be desirable to obtain ^{in the first instance} the advice
of the W.A.S. Officer who were consulted. This is not
with regard to the institution of the W.A.S.
I say that the S.O.S. hopes to place the matter
before the C.O.S. shortly and that the
views on the question contained in despatch
from E.A.S. and Nyasaland will not be
overlooked.

This is not
the only case
in which the
views of the
S.O.S. have
been taken
into account.
(The only case
in which the
views of the
S.O.S. have
not been taken
into account
was in the
case of the
S.O.S. in
1900.)
I believe that
the views of the
S.O.S. will be
taken into
account in
the future.

The measure for filling vacancies
under his heading. The immediate action
required is to obtain Treasury approval for
offering the new terms to any candidate
who may be secured before 1.4.19
I cannot offer the new terms as from 1.4.19
I write to Treasury accordingly.

[When Treasury reply we can prepare a list
of vacancies and I consult Sir W. Robinson
or other members of the C.O.S. as to the best
means of obtaining candidates by advertisement
or other means.]

I agree generally but I think
that in writing to Treasury we should say that
while the question of acceptability is
held over for the present it must be
generally understood that the views of the
S.O.S. carry with them the liability
for temporary if not permanent
transfer, particularly to those posts
in which the number of officers is so
small that a self contained service
against satisfactory maintenance
is not possible.

S/O
at once
to S/O
S/O

Any reply to this letter should be addressed to—

The Secretary,

TREASURY

WHITEHALL, LONDON, S.W.

and the following number quoted.

18.

55231
20 NOV 18

TREASURY CHAMBERS

19th Nov 1916.

612

Sir,

I have had before me the heads of Commissioners of His Majesty's Treasury, Sir Charles Boscawen's letter of the 17th instant (1907/1916) relative to the scales of pay of Medical Staff in the Protectorates in East Africa.

The increases of pay which are proposed are very considerable and it is far from clear that their adoption will not prejudice the contemplated reconsideration of the emoluments of other Protectorate services. The observations of the Government of Nyasaland upon the demand for the augmentation of salaries in that Protectorate to the Nigeria level in particular appear very pertinent.

My Lords recognise however that the circumstances of the Medical Service are peculiar and They give Their general sanction for the scheme proposed by the Secretary of State for the Protectorates of Uganda, Nyasaland and Somaliland.

The proposal to place individual officers upon the new scales at the points which they have reached if those scales had been in force at the date of their first appointment is a marked departure from the usual practice. My Lords gather it to be the intention of the Secretary of State to deal with individuals on their merits within the limits which the proposal involves and not necessarily to extend the full benefits of it to all alike, but They think

The Under Secretary of State,
Colonial Office.

that

Med. & San.

that it would be reasonable at least to have the
immediate increases of pay to be accorded, as from the
last full pay, to not more than £100 in any one case.
Further Their Lordships feel some doubt whether a
post of Deputy Principal Medical Officer as well as
Medical Officer is justified in Uganda; They would
suggest that the continuance of this post should be
considered on a vacancy.

I am, etc

Sik.

Your obedient servant,

W. H. Murray

W.H.

55831

614

Int

Bowling Street,

20 December, 1918.

See

8900-25

Sir,

DRAFT.

(55831)

EAST AFRICA PROTECTORATE.

(NO: 938)

The O.A.C.

MINUTE.

I have the honour to acknowledge the

receipt of your despatch No. 339 of the 15th of
May, 1918 forwarding a copy of a letter from the
P.M.O. which covered a petition addressed to me

by members of the Medical Staff in the E.A.P.
on the subject of their salaries and conditions
of service, and in the question of the formation
of a compound medical service in the E.A.P.
I observe that before the

receipt of your despatch, and despatches on the
same subject from the Uganda, Nyasa, and,

and
Zanzibar, and Somaliland Protectorates, my

attention had already been drawn to the dis-
content which prevails in the Medical Depts.

of the Protectorates in E.A. Applications

for permission to resign were becoming frequent

and prospects of filling vacancies were

practically non-existent.

- Mr. ...*
- Mr. ...*
- Mr. ...*
- Mr. ...*
- Mr. ...*

- X Sir H. ...
- Sir G. ...
- Mr. ...
- Mr. ...

Accm

Table "B" (omitting figures in Fed) (50107/18 E.A.)

scale of salary and the institution of duty allowances

have been adapted from the conditions of the W.A.M.S.

extent that a 10% duty allowance ~~will~~ is proposed instead of a 20% duty allowance as in W.A.

(b) Grades:- The grades proposed are the same as those of the W.A.M.S., except that the grade of ~~P.M.O.~~ ^{Assistant} has been omitted.

(c) M.O. of Health:-

As in the case of the W.A.M.S., ~~M.O.H.~~ ^{M.O. of Health} will

be selected from the cadre of M.Os, and will receive an allowance of £50 or £100 for their sanitation duties. I have proposed

provisionally that the allowance should only be granted to M.Os who possess the Diploma of Public Health, but I should be glad to

receive your observations on this question. You may consider

that in certain cases an officer's personal qualifications ^{may} are of ~~more value for this work than the possession of the Diploma.~~ ^{outweigh the fact that he does not}

6. I consider that the new scales of salary proposed

should adequately meet the hardships to which the petitioners

have drawn attention. Other points raised by the petitioners,

e.g. improvement in the conditions of pensions and travelling and

transport allowances cannot, I consider, be dealt with except in

conjunction with other Depts. ^{for conditions of service in} The Commission on the Public Services

which is at present sitting in the ~~W.A.M.S.~~ and the Commission which

is considering the same question in Uganda, will

no doubt raise these questions in their reports, and

the general question of improving the conditions of

service in all Departments will then receive my

attention. I would remark that the institution of

a W. and O. Pension Fund is at present under conson.

and that ^{an} ~~the~~ ^{has already been considered} ~~work~~ ^{is the matter} required in connection

with the scheme is in progress.

7. I should be glad if you would carefully

consider these proposals and ^{will} ~~will~~ submit, as soon

as possible, your recommendations for applying the

new scales of salaries in individual cases on the

1st of April next. I would suggest that on the

application of the new scales, ^{members} ~~a large number~~ of the

medical staff should, subject to your decision as

to fitness, ^{their broad advancement} ~~be~~ placed on the new scale of salary

at the point which they would have reached had

they been originally appointed on that scale.

I should be glad if you would at the same time

furnish me with a table showing how many posts of

each grade you will require in the coming financial

year, and how you propose to distribute the existing

staff

scale of salary and the institution of duty allowances have been granted from the conditions of the W.A.M.S. except that a 10% duty allowance ~~is proposed~~ instead of 20% duty allowance as in W.A.

(b) Grades:- The grades proposed are the same as those of the W.A.M.S., except that the grade of ^{Provincial} P.M.O. has been omitted.

(c) M.O.s of Health
As ^{M.O.s of Health} proposed in the W.A.M.S., M.O.s will be selected from a cadre of M.O.s and will receive an allowance of £50 or £100 for their sanitation duties. I have proposed provisionally that the allowance should only be granted to M.O.s who possess the Diploma of Public Health, but I should be glad to receive your observations on this question. You may consider that in certain cases an officer's personal qualifications are of ^{more} ~~outweigh the fact that he does not~~ ^{importance} ~~importance~~ for ~~value~~ ^{value} ~~this work~~ than the possession of the Diploma.

6. I consider that the new scales of salary proposed should adequately meet the hardships to which the petitioners have drawn attention. Other points raised by the petitioners, e.g. improvement in the conditions of pensions and travelling and transport allowances cannot, I consider, be dealt with except in conjunction with ^{the conditions of service in} other Depts. The Commission on the Public Services which is at present sitting in the E.A.P.C. and the Commission which

is considering the new scales for Uganda, will no doubt raise these questions in its report, and the general question of improving the conditions of service in all Departments will then receive my attention. I would remark that the institution of a M. and O. Pension Fund is at present under ~~consideration~~ ^{has already been considered} and it is ^{not} ~~not~~ ^{clear} ~~clear~~ ^{whether} ~~whether~~ ^{it will} ~~it will~~ ^{be} ~~be~~ ^{possible} ~~possible~~ to ^{achieve} ~~achieve~~ ^{the} ~~the~~ ^{proposed} ~~proposed~~ ^{scale} ~~scale~~.

7. I should be glad if you would carefully consider these proposals and ~~submit~~ ^{submit}, as soon as possible, your recommendations on applying the new scales of salaries in individual cases on the 1st of April, next. I would suggest that on the application of the new scales, a ^{large number} ~~large number~~ of the medical staff should, subject to your decision as to ^{the amount of} ~~the amount of~~ ^{allowance} ~~allowance~~ ^{to} ~~to~~ ^{be} ~~be~~ ^{placed} ~~placed~~ on the new scale of salary at the point which they would have reached had they been originally appointed on that scale. I should be glad if you would at the same time furnish me with a table showing how many posts of each grade you will require in the coming financial year, and how you propose to distribute the existing staff

existing staff in the new grades.

8. The ~~of~~ of the Treas. have suggested that the highest increase to be granted to any individual should be £200, and I should be glad to receive your observations on this point before accepting ~~their~~ suggestions, as I consider that in certain cases a larger increase of salary ^{may} be justified.

9. In conclusion I would request you to inform the petitioners that these scales of salaries must be regarded as provisional and liable to modification in the light of any decision that may be reached with regard ^{firstly,} to the institution of combined service on the lines of the W.A.M.S., and secondly, to general proposals for improving the salary and conditions of service for all reptes, which latter question will be considered when I have received the reports of the Commission: which are now sitting in the E.A.P. and in Uganda. I ~~will~~ ^{would} also ~~be~~ ^{emphasise} the fact that while the question of the transfer of M.Os from one Protectorate to another is held over for the present, it must be generally understood that the new rates of pay carry with them the possible liability for temporary, if not permanent, transfer, particularly to those Protectorates in which the number of appointments are so small that a self-sufficing service cannot satisfactorily be maintained. I have etc.

Downing Street,

10 December, 1918.

Sm

DRAFT.

Sir,

ZANZIBAR.

NO: 135

(29282)

Mr. Resident.
MINUTE.

- Mr. Downie, 15/11/18
- Mr. Robinson 15/12
- Mr. Bottomley, 16.11.18
- Mr. Grindle.
- Mr. Lambert.
- Mr. H. Road, 17/11
- Mr. G. Fiddis.
- Mr. Hoare.
- Mr. Long.

for answer

I have the honour to acknowledge the receipt of your despatch No. 53 of the 6th of May, 1918 forwarding a petition from *Medical* officers of the Departments of Zanzibar, the E.A.P., Uganda and Nyasaland on the subject of their salaries and conditions of service and on the question of institution of a combined medical service for E.A. on the lines of the W.A.M.S.

2. I would observe that before the receipt of your despatch and despatches on the same subject from the E.A.P., Uganda, and Nyasaland, and Somaliland Protectorates, my attention had already been drawn to the discontent which prevails in the Medical Deptts of the Protectorates in E.A. Applications for permission to resign were becoming frequent

Old "B" (omitting figures in red)
(50107/18 E.A.)

64/16

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and prospects of filling vacancies were practically negligible. At the same time the annual Medical

Reports received from the various Departments have shown the necessity for maintaining an adequate and well-trained medical staff for the purpose of coping with the work and checking the serious epidemics which have lately increased in severity.

3. I have given the petition my most careful consideration and I fully realise the difficulty of improving the conditions of the Medical Depts. before the general question of the conditions of service of all Depts has been fully considered. ~~But~~ I have come to the conclusion that the importance of the work of the Medical Departments in F.A. is such as to justify the taking of immediate steps to ~~meet the request of the petitioners at any rate to a~~ ^{improve conditions as far as possible} ~~limited extent.~~

4. I consider that the proposals made for the institution of a combined medical service in F.A. on the lines of the F.A.M.S. will require the fullest and most careful investigation, and that it will be advisable to defer any action in that direction for the present. It would, in my opinion, be desirable, in the first place, to obtain the assistance of the Advisory Medical and Sanitary Committee for Tropical Africa in the consideration of this question, and I hope that an opportunity will arise for laying the matter before them at an early date. ~~They will be assured~~

5. For the immediate purpose of alleviating the undoubted hardships of the existing medical staff and of offering adequate terms to any new candidates whom it may be possible to obtain, I have devised a scheme of improved salaries and grades for uniform application in all Protectorates, and I have obtained the general sanction of the S.C. of the Treas. for the introduction of these scales of salary in the Prots. whose finances are under their control with effect from the 1st of April, 1919. A table showing the scale of salaries and the grades which I propose is enclosed for your perusal, and I have the following observations to make on the scheme:-

(a) Medical Officers and the prospects of Medical Officers are improved by the institution of two scales of salary - a lower and a higher - with duty allowances attached. hitherto M.Os have been required to serve at £400 per annum for three years before receiving an increment in the scale £400-£20-£500, and their prospects of advancement on reaching the maximum of the scale after 3 years' service, have been very limited.

The double scale of salary and the institution of duty allowances have been adapted from the conditions of the W.A.M.S., except that a 10% duty allowance ~~will~~ is proposed instead of a 20% duty allowance as in W.A.

(b) Grades: - The grades proposed are the same as those of the W.A.M.S., except that the grade of P.M.O. has been omitted.

(c) M.O.s of Health:

As in the case of the W.A.M.S., Medical Officers of Health will be selected from the cadre of M.Os and will receive an allowance of 250 or 200 for their sanitation duties. I have proposed provisionally that the allowance should only be granted to M.Os who possess the D.P.H., but I should be glad to receive your views on this question. You say sometimes that in certain cases an officer's personal qualifications are of more value for ~~that he holds~~ ^{was obtained by the fact} than the possession of the Diploma.

6. I consider that the new scales of salary proposed should adequately meet the hardships to which the petitioners have drawn attention. Other points raised by the petitioners, e.g., improvement in the conditions of pensions and travelling and transport allowances cannot, I consider, be dealt with except in conjunction with other Depts. ^{The condition of service in} The Commission on the Public Service which is at present sitting in the F.A.P., and the Commission which

is considering the same question in Uganda, will no doubt raise these questions in their report, and the general question of improving the conditions of service in all Departments will then receive my attention. I would remark that the institution of a W. and O. Pensions Fund is at present under consideration and that ^{as a} ~~the~~ ^{is already being considered} ~~actuarial~~ ^{work} required in connection with the scheme is in progress.

7. I should be glad if you would carefully consider these proposals and ^{submit} ~~submit~~ as soon as possible, your recommendations for applying the new scales of salaries in individual cases on the 1st of April. I would suggest that on the application of the new scales, a large number of the medical staff should, subject to your decision as to ^{the} ~~the~~ ^{proposed advancement} ~~fitness~~, be placed on the new scale of salary at the point which they would have reached had they been originally appointed on that scale. I should be glad if you would at the same time furnish me with a table showing how many posts of each grade you will require in the coming financial year, and how you propose to distribute the existing staff

existing staff in the new grades.

8. The S.C. of the Treas. have suggested that the highest increase to be granted to any individual should be £100, and I should be glad to receive your views on this point before accepting such a suggestion, as I consider that in certain cases a larger increase of salary might be justified.

9. In conclusion I would request you to inform the petitioners that these scales of salaries must be regarded as provisional, and liable to modification in the light of any decision that may be reached with regard to the institution of a combined service on the lines of the S.A.M.S., and secondly, to general proposals for improving the salary and conditions of service for all Depts, which latter questions will be considered when I have received the reports of the Commissions which are now sitting in the S.A.P. and in Uganda. I also explain the fact that while the question of the transfer of M.Os from one Protectorate to another is held over for the present, it must be generally understood that the new rates of pay carry with them the possible liability for temporary, if not permanent, transfer, particularly to those Protectorates in which the number of appointments is so small that a self-contained service cannot be maintained.

I have etc.

Ind

Downing Street,

20 December, 1918.

Ind

DRAFT

Sir,

UGANDA PROTECTORATE.

No. 298. (38635)
Gov. Coryndon.

MINUTE.

I have the honour to acknowledge the receipt of your despatch No. 101 of the 8th of May, forwarding a petition from the Medical

Staff of the Uganda Protectorate on the subject of their salaries and conditions of service, and on the question of the formation of combined medical service in the Protectorates in E.A. on the lines of the W.A.M.S.

2. I would observe that before the receipt of your despatch, and despatches on the same subject from the E.A.F., Nyasaland, Zanzibar and Somaliland Protectorates, my attention had already been drawn to the discontent which prevails in the Medical Depts. of the Protectorates in E.A. Applications for permission to resign were becoming frequent

Mr. Downie, 13/12/18

Mr. Robinson, 13/12

Mr. Bittombe, 16/1/19

Mr. Grindle.

Mr. Lambert.

X Mr. H. Ross, 17

Mr. G. Fiddes.

Mr. Hopkins.

Mr. Long.

J. G. ...

Table "E" (mitting
figures in red)
(5610/718 E.A.)

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and prospects of filling vacancies were practically negligible. At the same time the annual Medical

reports received from the various Provinces ~~have~~ ^{discuss} ~~indicated~~ ^{serious} ~~the~~ ^{epidemics} ~~the~~ ^{which} ~~have~~ ^{lately} ~~increased~~ ^{increased} in severity.

3. I have given the petition my most careful consideration and fully appreciate the observations contained in your covering despatch. I have come to the conclusion that the importance of the work of the Medical Depts. in E.A. is such as to justify the taking of immediate steps to ~~meet the request of the petitioners,~~ ^{improve conditions as far as possible} ~~to a limited extent.~~

4. I consider that the proposals made for the institution of a combined medical service in E.A. on the lines of the F.A.M.S. will require the fullest and most careful investigation, and that it will be advisable to defer any action in that direction for the present. It would, in my opinion, be desirable, in the first place, to obtain the assistance of the Advisory Medical and Sanitary Committee for Tropical Africa in the consideration of this question, and I hope that an opportunity will arise for laying the matter before them at an early date. ~~that the consideration~~ ^{you will be assured}

5. For the immediate purpose of alleviating the undoubted

hardship

hardships of the existing medical staff, and of offering adequate terms to any new candidate whom it may be possible to obtain. I have devised a scheme of improved salaries and grades for uniform application in all Protectorates, and I have obtained the general sanction of the L.C. of the Treas. for the introduction of these scales of salary in the Protectorates whose finances are under their control with effect from the 1st of April, 1912. A table showing the scale of salaries and the grades which I propose is enclosed for your consideration, and I have the following observations to make on the scheme:

- (a) Medical Officers: and The prospects of Medical Officers are improved by the institution of two scales of salary - a lower and a higher - with duty allowances attached. Hitherto M.Os have been required to serve at £400 per annum for three years before receiving an increment in the scale £400-£200-£500, and their prospects of advancement on reaching the maximum

attention. I would remark that the institution of a W. and C. Pensions Fund is at present under consen. and that the actuarial work required in connection with the scheme is in progress.

8. I should be glad if you would carefully consider these proposals and ^{could} submit, as soon as possible, your recommendations for applying the new scales of salaries in individual cases on the 1st of April next. I would suggest

that on the application of the new scales, a ^{members} large number of the medical staff should, subject to your decision as to ^{their fitness} fitness, be placed on the new scale of salary at the point which they would have reached had they been originally appointed on that scale.

I should be glad if you would at the same time furnish me with a table showing how many posts of each grade you will require in the coming financial year, and how you propose to distribute the existing staff in the new grades.

~~The L.C. of the Treas. have suggested that the highest increase to be granted to any individual should be £100, and I should be glad to receive your observations on this point before accepting such a suggestion, as I consider that in certain cases a larger increase of salary might be justified.~~

11. In conclusion I would request you to inform the petitioners that these scales of salaries must be regarded

*Insert
⑨ and*

as provisional and liable to modification in the light of any decision that may be reached with regard, firstly, to the institution of a combined service on the lines of the F.A.C.S., and secondly to general proposals for improving the salary and conditions of service for all Departments, which latter question will be considered when I have received the reports of the Commission which ~~are~~ ^{would} be sitting in the F.A.P. and in Uganda. I ~~am~~ ^{would} also ~~emphasise~~ ^{emphasise} the fact that while the question of the transfer of M.Os from one Protectorate to another is held over for the present, it must be generally understood that the new rates of pay carry with them the possible liability for temporary if not permanent, transfer, particularly to those Protectorates in which the number of appointments is so small that a self-contained service cannot satisfactorily be maintained.

I have etc.,

Downing Street,

20 December, 1918.

See

Sir,

DRAFT.

NYASALAND.

CONFIDENTIAL.

Gov. Smith.

MINUTE.

Ans 22251/19/19/18

I have the honour to acknowledge the receipt of your confidential despatch of the 29th of April forwarding a memorial signed by the Medical Staff of ^{the} ~~the~~ Nyasaland ^{Prot.} ~~Prot.~~ of the subject of their salaries and conditions of service, ^{and on the question of the} ~~and to inform you that I have~~ ^{inhibition of a combined medical service} ~~received similar representations from the~~ ^{JOEA on the lines of the N.A.S.} ~~Medical Depts. of the other Protectorates in~~

I would draw your attention to the fact that before the receipt of your despatch, and despatches on the same subject, attention had already been drawn to the difficulty, which prevails in the Medical Depts. of the Protectorates in F.A. applications for permission to resign were becoming frequent and prospects of filling vacancies were practically negligible. At the same time the annual Medical Reports received from the various Prot. had convinced

- Mr. Downie, 13/12/18
- Mr. Robinson 13/12/18
- Mr. Pakenham, 13/12/18
- Mr. Grindle
- Mr. Lambart
- Mr. H. Ross
- Mr. G. Fisher
- Mr. Hewins
- Mr. Long

17
From the 2nd
Up and 2/18
for comment

"B" (omitting figures in col.)
 (50107/18 F.A.)

6d/10

1918
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of the necessity for maintaining an adequate and con-
stant medical staff for the purpose of coping with the
work and combating the serious epidemics which have lately
increased in severity.

3. I have given the petition my most careful consideration
and fully appreciate the observations contained in your covering
despatch. I have come to the conclusion that the importance
of the work of the Medical Depts. in E.A. is such as to justify the
taking of immediate steps to *improve conditions as far as possible.*
to meet the request of the petitioners,
at any rate to a limited extent.

4. I consider that the proposals made for the institution
of a combined medical service in E.A. on the lines of the F.A.M.S.
will require the fullest and most careful investigation, and that
it will be advisable to defer any action in that direction for the
present. It would, in my opinion, be desirable, in the first
place, to obtain the assistance of the Advisory Medical and Sanitary
Committee for Tropical Africa in the consideration of this question,
and I hope that an opportunity will arise for laying the matter
before them at an early date.

5. For the immediate purpose of alleviating the undoubted hardships of the existing medical staff and of offering adequate terms to any new candidates when it may be possible to obtain, I have devised a scheme of improved salaries and grades for uniform application in all Protectorates, and I have obtained the general sanction of the L.C. of the Treas. for the introduction of these scales of salary in the Prots. whose finances are under their control with effect from the 1st of April, 1919. A table showing the scale of salaries and the grades which I propose is enclosed for your reference, and I have the following observations to make on the scheme:

(a) Medical Officers and the prospects of Medical Officers are improved by the institution of two scales of salary - a lower and a higher - with duty allowances attached. hitherto M.Os have been required to serve at £400 per annum for three years before receiving an increment in the scale £400-£20-£600, and their prospects of advancement on reaching the maximum of the scale after 8 years' service, have been very limited.

The double scale of salary and the incentives of duty allowances have been adapted from the conditions of the F.A.S. except that a 10% duty allowance is proposed instead of a 20% duty allowance as in F.A.S.

(b) Grades:— The grades proposed are the same as those of the F.A.S., except that the grade of ^{Provincial} P.M.O. has been omitted.

(c) M.O.s of Health

As in the case of the F.A.S. Medical Officers of Health will be selected from the cadre of M.O.s and will receive an allowance of £50 or £400 for their sanitation duties. I have proposed provisionally that the allowance should only be granted to M.O.

who possess the D.P.H., but I should be glad to receive your views on this question. ^{In the event of your finding such a stipend necessary in the} You may consider that ^{in certain} ^{cases as officer's personal qualifications are of more value for} ^{the work than the possession of the Diploma.}

I consider that the new scales of salary proposed would ^{adequately} meet the hardships to which the petitioners have drawn attention. Other points raised by the petitioners, e.g., improvement in the conditions of pensions and travelling and transport allowances cannot, I consider, be dealt with except in ^{the context of a general} conjunction with other Depts. The Commission on the Public Service

which is at present sitting in the F.A.S., and the Commission which

is considering the same question in Uganda, will no doubt raise these questions in their report, and the general question of improving the conditions of service in all Departments will then receive my

attention. I would remark that the institution of a W. and O. Pensions Fund is at present under

consideration and ^{is already far advanced} ^{and that the necessary work required in connection with the scheme is in progress.}

I should be glad if you would ^{would} consider these proposals and ^{as soon} as possible, your recommendations for applying the

new scales of salaries in individual cases on the 1st of April 1948. I can suggest that on the application of the new scales, ^{the number} of the

medical staff should, subject to your decision as to fitness, be placed on the new scale of salary at the point which they would have reached had they been originally appointed on that scale.

I should be glad if you could at the same time furnish me with a table showing how many posts of each grade you will require in the coming financial year, and how you propose to distribute the existing

existing staff in the new grades.

8. The L.C. of the Treas. have suggested that the highest increase to be granted to any individual should be £100, and I should be glad to receive your views on this point before accepting such a suggestion, as I consider that in certain cases a larger increase of salary might be justified.

9. In conclusion I would request you to inform the petitioners that these scales of salaries must be regarded as provisional, and liable to modification in the light of any decision that may be reached with regard, firstly, to the institution of a combined service on the lines of the F.A.M.S., and secondly, to general proposals for improving the salary and conditions of service for all Depts, which latter questions will be considered when I have received the Reports of the Commissions which are now sitting in the F.A.P. and in Uganda. I ^{would} also to emphasise the fact that while the question of the transfer of M.Os from one Protectorate to another is held over for the present, it must be generally understood that the new rates of pay carry with them the possible liability for temporary, if not permanent, transfer, particularly to those Protectorates in which the number of appointments is so small that a self-contained service cannot satisfactorily be maintained.

I have etc.

627

Downing Street,

20 December, 1918.

DRAFT.

SOMALILAND.

NO: 165

Commr.

MINUTE.

Ans 2 (10/19 Somaliland)

Sir,

I have the honour to inform you that I have received from the ^{Office A.C.} Govr. of the F.A.P. Uganda, Nyasaland and Zanzibar copies of a petition signed by officers of the Medical Depts. of all Protectorates in E.A. including Somaliland, on the subject of their salaries and conditions of service, and on the question of instituting a combined medical service in E.A. on the lines of the W.A.M.S.

I have not yet received a copy of this petition or any observations thereon from you, but I have decided that the question must be considered as it affects all the Protectorates in E.A. including Somaliland.

2. I would observe that before I received copies of this petition, my attention

- Mr. Downie, 13/2/18
- Mr. Robinson, 1/1/18
- Mr. Bolton, 16-1-18
- Mr. Grindle.
- Mr. Lambert.
- Mr. H. Bond 17
- Mr. G. Fidler.
- Mr. Hawkins.
- Mr. Long.

Table 10 (omitting figures in 1918)
 60107/18 E.A.

6d/c

523
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and already been drawn to the discontent which prevails

in the Medical Depts. of the Protectorate in E.A.

Applications for permission to resign were becoming

frequent and prospects of filling vacancies were

practically negligible. At the same time the annual

Medical Reports received from the various Prots. had ~~been~~ ^{shown}

indicated the necessity for maintaining an adequate and con-

stant medical staff for the purpose of coping with the work

and checking the ~~various~~ ^{diseases} epidemics which have lately increased

in severity.

3. I have given the petition my most careful consideration,

and fully realise the difficulty of improving the conditions

of the Medical Depts. before the general question of ^{improving} the conditions

of service of all Depts. has been fully considered. I have come

to the conclusion that the importance of the work of the Med. Depts.

is such as to justify the taking of immediate steps to meet

~~the requirements of the petitioners at any rate to a limited extent.~~

I can consider that the proposals made for the institution

of a combined staff service in E.A. on the lines of the W.A.M.S. will

require the most careful investigation, and that it will

be advisable to defer any action in that direction for the present.

It would, in my opinion, be desirable, in the first place, to obtain

the assistance of the Advisory Medical and Sanitary Committee for

East Africa in the consideration of this question, and I hope that

an opportunity will arise for laying the matter before them at an

early date.

8. For the immediate purpose of alleviating the undoubted hardships of the existing medical staff and of offering adequate terms to any new candidates whom it may be possible to obtain, I have devised a scheme of improved salaries and grades for uniform application in all Protectorates, and I have obtained the general sanction of the G.O. of the Treas. for the introduction of these scales of salary in the Prots. whose finances are under their control with effect from the 1st of April, 1919. A table showing the scales of salaries and the grades which I propose is enclosed for your perusal, and I have the following observations to make on the scheme:-

(a) Medical Officers and the prospects of Medical Officers are improved by the institution of two scales of salary - a lower and a higher - with duty allowances attached. with 1000 Rs. have been required to serve at 1400 per annum for three years before receiving an increment in the scale 1400-1200-1500, and their prospects of advancement on reaching the maximum of the scale after 8 years' service, have been very limited.

The

The double scale of salary and the institution of duty allowances have been adapted from the conditions of the F.A.M.S., except that a 10% duty allowance ~~is~~ is proposed instead of a 20% duty allowance as in W.A.

(b) ~~Salary~~ - The grades proposed are the same as those of the F.A.M.S., except that the grade of ^{Principal} B.M.O. has been omitted.

(c) Medical Officers of Health.

As in the case of the F.A.M.S., Medical Officers of Health will be selected from the cadre of M.Os and will receive an allowance of £50 or £100 for their sanitation duties. I have proposed provisionally that this allowance should only be granted to M.Os who possess the P.H.C., but I should be glad to receive your opinions on this question. You may consider that in certain cases an officer's personal qualifications are ^{may outweigh the} of more value for ~~this~~ ^{than the possession of} the Diploma.

6. I consider that the new scales of salary proposed should adequately meet the hardships to which the petitioners have drawn attention. Other points raised by the petitioners, e.g., improvement in the conditions of pensions and travelling and transport allowances cannot, I consider, be dealt with except in conjunction ^{the condition of service in} with other Depts. The Commission on the Public Service which is at present sitting in the F.A.P., and the Commission which

is considering the same question in Uganda, will no doubt raise these questions in their report, and the general question of improving the conditions of service in all Departments will then receive my attention. I would remark that the institution of a W. and C. Pensions Fund is at present under consideration and that the ^{work} ~~actuarial~~ ^{work} required in connection with the scheme is in progress.

7. I should be glad if you would carefully consider these proposals and will submit, as soon as possible, your recommendations for applying the new scales of salaries in individual cases on the 1st of April next. I would suggest that the application of the new scales, a large number of the medical staff should, subject to your decision as to ^{then found adequate} fitness, be placed on the new scale of salary at the point which they would have reached had they been originally appointed on that scale. I should be glad if you would at the same time furnish me with a table showing how many posts of each grade you will require in the coming financial year, and how you propose to distribute the existing staff

existing staff in the new grades.

8. The L.C. of the Treas. have suggested that the highest increase to be granted to any individual should be \$100, and I should be glad to receive your views on this point. ~~Before accepting such a suggestion, as I consider~~
~~that in certain cases a larger increase of salary might be~~

9. ~~In conclusion I would request you to inform the~~
~~Commissioners that these scales of salaries must be regarded~~
as provisional, and liable to modification in the light of
any decision that may be reached with regard ~~firstly~~ to the
institution of a combined service on the lines of the W.A.M.S.

~~secondly, no general proposals for improving the salary and con-~~
ditions of service for all Deptts, which latter question will be
considered when I have received the reports of the Commissions.

~~I am now sitting in the T.A.P. and in I have... I am glad to~~
~~state the fact that while the question of the transfer of~~

~~from one Protectorate to another is held over for the present,~~
it must be generally understood that the new rates of pay carry
with them the possibility of liability for temporary, if not permanent,
transfer, particularly to those Protectorates in which the number
of appointments is so small that a self-contained service cannot
attractively be maintained.

Downing Street,
20 December, 1918.

Ans 18/2/18
lc

DRAFT.

Sir,

The Secretary to
THE TREASURY.

I am etc. to acknowledge the

receipt of your letter No. 43927/18 of the
19th November, and to request you to inform
the L.C. of the Treas. that he learns with

MINUTE.

satisfaction that they are prepared to give
their general approval to the ~~proposals~~ ^{proposals}
for improving the conditions of the medical
staff in the Protec. sites in E.A.

- Mr. Downie, 12/2/18*
 - Mr. Robinson, 13/1/18*
 - Mr. Pittman, 15/1/18*
 - Mr. Grindle
 - Mr. Lambert
 - Mr. H. Bond 17/1/18*
 - Mr. G. Fiddis*
 - Mr. Huxins*
 - Mr. Long*
- for revision*

2. With regard to the ^{fourth} para. of your

letter, I am to observe that the Govs. of the
various Prots. will be asked for their views
regarding to granting increases of salary

individual officers as from the 1st of April
next, *but* *Mr. Long is not prepared to accept*

the suggestion of the L.C. that the maximum
increase should be fixed at £100 without first
obtaining the views of the Protectorate Govts.

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It appears to him that in certain cases larger increases of salary would be justified.

3. The Gov. of Uganda will be asked for his views as to whether it will be necessary to retain the appointment of D.P.M.C. in that Protectorate. The S. of S. is inclined to consider that the appointment will be necessary as the strength of the Medical Dept. in Uganda must be increased considerably as soon as funds are available. Several serious epidemics are rife and the medical work required in Uganda is possibly even more extensive at present than in the E.A.P.

4. In conclusion I am to enquire whether T.J. would be willing to sanction the appointment of two candidates on the proposed scales of salary before the 1st or April next. There is a large number of vacancies for medical officers in the Protectorates, and it is hoped that candidates will readily be found. T.J. will no doubt realize the necessity of offering definite terms to any candidate who may be forthcoming.

I am, etc.,

(Signed) R.J. BRAD