

18183

1932

CO 533/425
KENYA

18183

ARABS AND AFRICANS IN THE
CUSTOMS DEPARTMENT.

TERMS OF SERVICE.

Previous

15.11/28

(see 1618430)

Subsequent

R 207	6/6
Mr. Skedd	1/6
Mr. Foxton	5/6
Mr. Allen	1/6
309	✓
297	

1/ Mr. Kemp 20 7/5/32

Pro. means setting out the terms of
Service for African Assistants whom the
Comms. of Customs propose to engage
for the operation of the Hollerith system
of mechanical tabulation of statistics.
Costs of approval may be estimated by
telegram

There seems to be no possible
objection to this proposal.

Owing to the introduction of a
system of mechanical tabulation of statistics
in the Customs Dept., it is suggested that local
African and Arabs should be engaged to do the
purely mechanical operation as an experiment.
It is anticipated that in this
way a maximum saving of £150 per clerk
per year, plus passages to India, will ultimately
be effected, while the clerks will be paid to
attend to more appropriate duties.

The cost suggested compares
generally well, but is slightly less generous
than that adopted for native telegraphists, with
whom work the operation of mechanical
punching is said to compare.

see page 3 of
memo to Com
15221/39

14 - the approval of introducing

the system as an experiment. But ask
for a report on the working of the plan
after ^{1 year} [six months]

A. Hyde
7.6.32

No 3 on 27063/32.

Part of the
same agreement

1932

We know in another connexion that the
agreement with the Holloway company expired at
the end of November 1931. The Hyde has
ascertained however that the agreement in
question relates only to the services of a
mechanic, and the point may be that
the rights expired in this connexion.
A separate Holloway agreement for the hire
of the machine is of indefinite duration
as proposed.

RA
1936

Telegraph approval without
Qualification Edward & Spencer
1936

J.M. Allen
11/6
at a/c

20 King's Ln. 10.16 (1932) 144/32



GOVERNMENT HOUSE,
NAIROBI,
KENYA

KENYA

NO 210

RECEIVED
- 4 JUN 1932
OFFICE

7th
May, 1932.

Sir,

I have the honour to transmit for your approval certain proposals embodied in the enclosed memorandum suggesting terms of service suitable for introduction to govern an establishment of Africans and Arabs whom the Commissioner of Customs proposes to engage for the operation of the Hollerith system of mechanical tabulation of the statistics of his Department.

Memorandum.

2. The memorandum is self explanatory and the suggested conditions of service are based on those approved in respect of African Telegraphists in the Post and Telegraphs Department to which Sir Edward Denham's despatch No. 185 of the 10th April, 1928, refers.

3. You will observe that the employment of Arabs and Africans on these duties will result in considerable savings being effected in respect of salary and passages in addition to affording another avenue of employment in Government Service to the coastal native community.

4. I trust that you will be favourably disposed to these proposals and in order that the Commissioner of Customs may be enabled to inaugurate his scheme without unnecessary delay I shall be glad if your approval can be intimated by telegraph.

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

H. J. Jones

BRIGADIER-GENERAL.

To
1622/38
2

EMPLOYMENT OF ARABS AND AFRICANS
IN THE CUSTOMS DEPARTMENT.

The institution of the Hollerith System of mechanical tabulation of statistics in the Customs Department has involved a considerable alteration in the actual work of clerks employed in the Statistical Branch, the transcription of particulars into Ledgers being superseded by the punching of cards.

2. At the present time, members of the clerical staff operate the key punches, but this work does not fit into the general scheme of training of the non-European clerical staff as juniors employed on key punching and verifying learn nothing of Customs Regulations and procedure, the result being that valuable time which should be utilised in obtaining a grasp of routine clerical work is more or less wasted on a purely mechanical operation.

5. With a view to remedying this defect and at the same time providing congenial occupation for locally educated Arabs and Africans with a consequential saving in expenditure, I wish to make the experiment of transferring the work of key punching and verifying to Arabs or Africans, but am faced with the fact that suitable candidates are not prepared to accept the scales of salary laid down in Section 862 of the Code of Regulations.

4. The work they would be required to undertake is comparable with that of a Native telegraphist and I suggest for consideration that a scale of salary, with consequential house allowance, leave and other privileges, framed on the lines of that sanctioned for Native learners and telegraphists in the Postal Department be approved for this Department as follows, viz.

Scales of Salary.


Learner Grade	From Shs.20/- - Shs.100/- per mensem according to ability (no fixed establishment)
Grade II	Shs.100/- by Shs.10/- to Shs.150/- per mensem (efficiency bar) by Shs.10/- to Shs.180/- per mensem.
Grade I	Shs.190/- by Shs.15/- to Shs.250/- per mensem.
Special Grade	(Without increments) according to special qualifications educational or otherwise.

5. In addition to the one post in the Clerical Establishment shown in the approved Estimates as being held in abeyance for the year 1952, the staff is five under strength and

Government has already been advised that a saving of £1,000 may be anticipated. This saving left a balance of £290 for any necessary staff engagements and without increasing approved establishment, I would propose for the current year to recruit Arab and African staff for Hollerith duties up to a total salary payment of not exceeding £24 per mensem.

6. Taking for purposes of comparison the monthly salary of an Arab or African learner as £3, it will be seen that by engaging Arab and African staff in place of Asians (commencing salary £7/10 per mensem) the initial savings total £54 per annum per clerk and, on the basis of Grade I maximums in each case, an ultimate saving of £150 per annum per clerk plus the cost of passages to India and family passage allowances.

7. It is submitted that by the adoption of this suggestion a definite saving would be effected without alteration of the number of clerical posts approved in the Estimates and an opportunity of providing another avenue of employment for Arabs and Africans in the Government service would be afforded.


Commissioner of Customs,
Kenya and Uganda.