

34428

1921

KENYA

FROM
CROWN AGENTS.

DATE

11TH JULY.

FOR CIRCULATION :-

SUBJECT

- Mr.
- Mr.
- Mr.
- Mr. Grindle
- Sir H. Lambert
- Sir H. Read
- Sir G. Fidda
- Mr. Wood
- Mr. Churchill

ELINDINI HARBOUR WORKS.
ENGINEERING STAFF.

The copy letter from Messrs Goode Matthews, Fitzmaurice & Wilson setting out proposals re. Terms compare generally with terms granted to Col. Officials and appear reasonable. It is proposed that argrts for engaging and paying staff shall correspond with argrts made in connection with Jekere and Frai contracts and requests sanction to the proposals.

Previous Paper

MINUTES

G.A.
28504

Sir H. Read

See attached table, probably
 in connection, giving comparison
 of proposed salaries with
 corresponding salaries in 1920.
 ? Sanction proposals generally
 [has shown that usual scale
 of salary for Assistant Engineers
 £500 - 25 - 600 & so, too
 to his scale but that of it is
 impossible to secure a suitable

Unsub. 7 July 21 ✓
 D. B. A.
 [initials]
 The office is to be
 temporary &
 is justified &
 H. R.

Subsequent Paper

C.M.
41518

There for less, to Sept
 here again to [Libas for]
 No. 2 have to should by
 that the admiral have
 to you should also.

You will remember
 that the [?] has recently
 asked that he should be
 consulted before appointments
 in such high salaries as
 that of the [?], Chief
 Surgeon of the [?], [?]
 (for 2500 per month) but I
 don't think that any of
 these appointments fall within
 that category.

W.S.

14. 11. 21

at once.

V.R.

Proposed salary for
Engineering Staff of
Kilindini Harbour works.

Corresponding salaries
in Kenya P.W.D.

(a) Chief Assistant Engineer
£900 a year

Deputy Director of Public
Works £900 a year

(and acting allow when
acting for Resident Engineer
on same terms as for Colonial
Officials.)

Executive
or Assistant Engineer
on the Divisional Staff
£700 - £75 - £800
with £40 duty allow

(b) Assistant Engineer
£600 a year.

Assistant Engineer (at
Head Office) Personal
Assistant to Director of
Public Works
£500 - £75 - £600

or Asst Engineers on the
Divisional Staff
£500 - £75 - £600

(c) Mason Divn Inspector
Mason Inspector.

Overseers
£300 - £15 - £400

Ironwork or Reinforced concrete
Inspector

or Inspector of Masonry
Water Supply
£300 - £15 - £400

Salaries ranging from

(d) Assistant Accountant
(all accounts and correspondence)
£400 - £20 - £500

Accountants
£400 - £20
- £500

Note other emoluments proposed for Kabin...

Harbour works Staff correspond to them of

P.W.D. staff

50% local allowance

leave in full salary

Free quarters

Free passage

R. 1135

430/4



C O
34428

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ALL COMMUNICATIONS
TO BE ADDRESSED TO THE
UNDER SECRETARY FOR THE COLONIES,
THE ABOVE APPEARANCE AND THE
DATE OF THIS LETTER BEING QUOTED.

4. MILLBANK,

WESTMINSTER,

LONDON S.W. 1.

TELEGRAMS: "GROWN", LONDON
TELEPHONE: 7750 VICTORIA.

11th July, 1921.

Sir,

In continuation of our letter dated 17th June, I have the honour to enclose, for the consideration of the Secretary of State, a copy of a further letter from Messrs. Coode Matthews, Fitzmaurice and Wilson, setting out their proposals with regard to the engineering staff required in connection with the Kilindini Harbour Works.

The terms of remuneration they suggest compare generally with the terms granted to Colonial officials of equivalent rank and appear to us reasonable. All members of the staff we assume, will be entitled to six months' leave after two and a half years' service.

As regards the arrangement for engaging and paying the staff, it is proposed that these shall correspond in all respects with the arrangements made in connection with the Jozora and Irai contracts, which have proved perfectly satisfactory.

I have accordingly the honour to request the sanction of the Secretary of State to the proposals set forward in the enclosed letter.

I have the honour to be,

Sir,

Your obedient servant,

For Grown Agents.

The Under Secretary of State,

COLONIAL OFFICE - S.W. 1.

MESSRS. COGDE, MATTHEWS, FITZMAURICE & WILSON TO

CROWN AGENTS.

Westminster Chambers,

9, VICTORIA STREET - E.W.1.

4th July, 1921.

Gentlemen,

KENYA - KILINDINI HARBOUR.

We beg to submit for approval proposals with regard to the staff which will be required on the above Works.

2. The salary of the Resident Engineer has already been dealt with in a letter, No. 28504/21, of the 16th ultimo, from the Colonial Office, a copy of which you forwarded to us.

3. The proposals we now make are based on what we understand are the regulations of the Colony, combined with the fact that we consider it of vital importance that good men should be obtained for the work and that (with the exception of such leave as may be granted, there should be continuity in superintendence by the same men.

4. We fear that the regulations by which officials in the Colony obtain a salary plus a local allowance of 50%, subject to revision in March 1922, may be rather detrimental in obtaining men under comparatively short periods of contract, as such men as a rule prefer a fixed salary, particularly inspectors.

5. Our proposals are as follows:-

- (a) One Chief Assistant Engineer at a salary of £900 per annum, plus the local allowance of 50%

subject

subject to revision in March 1922. When acting for the Resident Engineer during the latter's absence on leave in this country, the Chief Assistant to receive an addition of one half of the difference between his own total pay and the total pay of the Resident Engineer.

- (b) One Assistant Engineer at a salary of £600 per annum, plus the local allowance of 50% subject to revision in March 1922.
- (c) Two Mason Diver Inspectors, one Mason Inspector and one Ironwork or Reinforced Concrete Inspector, at salaries ranging from £30 to £35 per month, plus local allowance of 50% subject to revision in March 1922.
- (d) One Assistant Accountant to deal with accounts and correspondence and to be responsible generally for the clerical work. We suggest a salary for this appointment of £400 per annum rising to £500 by annual increments of £20, plus local allowance of 50% subject to revision in March 1922. We understand that at the present time it is impossible to obtain men locally for appointments similar to the above.

In all cases free furnished quarters to be provided and passages to and from the Colony. One period of leave after 2½ years' service to be allowed at full pay if and when the requirements of the service allow.

6. We would endeavour to obtain Inspectors at salaries something less than we mention, but fear there may be some difficulty in doing so.

7. It would ^{not} be necessary to appoint all the above Officers at once, but we should be glad to have authority to do so as and when required. So far as we can see at present the above European staff should be sufficient but if/

if during the carrying out of the work any further assistance should appear necessary we would communicate with you with regard thereto.

8. With regard to the actual appointments, we understand you would wish the arrangements to be similar to those now existing in connection with the works at Prai and Johore in the Malay States. These are set out in our letter to you, dated 1st February 1918, paragraph 4 (b) of which runs as follows:-

"We are to be responsible for the local staff, which is to be engaged and paid by ourselves, all costs and charges in connection therewith, however, being recovered by us from the Government of the Federated Malay States. All appointments to the local staff made from this country, and rates of pay, to be approved by the Secretary of State for the Colonies. Appointments made locally to be similarly approved by the Government of the Federated Malay States"

Substituting "Kenya Colony" for "Federated Malay States" the above arrangement would, if you approve, hold good in the present case.

9. With regard to the method of repayment to us of the sums paid in connection with the staff, in paragraph 4 of your letter to us H.321/18/7, dated 11th February 1918, dealing with Prai and Johore, you suggested that it would be convenient if sums representing the repayments were to be paid by the Government direct to our account at a local bank. This is now done in the case of the Malay States and is perfectly satisfactory. Certain sums on the demand of the Resident Engineer, are paid into our account locally upon

which/

which the Resident Engineer has authority to draw, rendering due account to the Government. We would suggest that a similar procedure be followed in connection with the Kilindini works.

U. S. S. R.
GOVERNMENT OF THE UNION OF SOVIET REPUBLICS
(Sd) ...

GA.

34428/101 Kanga

1/22 July 1920

Gentlemen,

I have to thank you for your letter of 11th July, regarding the engineering staff

required in connexion with the Kibundini Harbour works, and to inform you that he approves generally the proposals contained in the letter from Messrs Coode, Matthews, Fitzmaurice and Wilson, dated the 11th of July, as to the salaries and terms of service for the engineering staff.

I have to add that the ordinary Rules Regulations for Govt. Officials should be made applicable to the staff.

DRAFT

MINUTE

Lieut. Col. B. B. B.

[Handwritten signature]

- Mr. ...
- Mr. ...
- Mr. ...
- Mr. ...
- Mr. ...
- Mr. ...