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REC 20 APR 20

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195

A. 1972 TIME
WRING 202
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1920
the 2

April
Key
pre-1920 paper

INCREASED FREIGHT CHARGES ON CONFEDERATE MAIZE

States seriously prejudicial local products and grave
affects contracts entered into without notification of
pending rise. Urges influence be exerted to secure
reduction in charges and in many cases immediate suspension
of rates for 3 months. Caffe Small Wattlebark Maize
seriously affected.

*See also [unclear] 20 [unclear]
[unclear] 20 2920*

Subsequent Paper

19510

with study

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(4) Para 12 - I think there is a
tendency to exaggerate this fact
of increased living expenses
in S. Africa as compared with
U.K. There now or I care
whether the greater increases are
in the interest ... I have
always felt that in S. Africa
... who would live very

...

...

...

in a position which is always
causing "heart burning" & jealousy

regards the second memorandum

19
h

(i) Para 1. I agree that no radical
change in policy of staffing the
colleges & schools is in practice -
but officers must be encouraged
to work up to the level required
for intermediate posts. It
can be done with not a
complicated arrangement in
the "A" class. The
min. salary is

(ii) Para 2. The present
arrangement is
presently £100 - £200 (approx.) monthly

Para 1 & 6 (Class P. mems)

Present establishment - 2 Ass. Prof. £350. £20. £250 + £350-
[Monthly £500. £20. £700]

Proposed - 3 Ass. Prof. to the extent
of the salary

approve extra staff - new title -
promotion of W.S. Pearson (the
senior 1st class P. mem., who is 200
recommended for the post).

(iv) Para 7 Assistant Chief Accountants

W.S. Pearson desires to abolish his
title which is too high sounding
and substitute "Accountants".

This is already allowed for in the
revision of salaries, where we have
"Accountants" to include the
4 & 5 class & the 1st class
at £300. (Pay to be £300. £75. £200)

Assistant Accountants

2 1st class - £200 £75. £250

[New salary £300. £75. £200]

Proposed - 4 1st class - £200

approve addition of 2
who will be called "Accountants"

(vi) Para 9-12. First class Postmaster

Present establishment - 4 1st class P. mem. £400 £10. £400
(New salary £400 £10. £400)

Proposed - 9 "Postmasters" incl. all the
1st class P. mems

approve for additional posts

12 Indian checks are new
 The 1st check there is any period
 in ~~the~~ Postmaster's, as
 releases all being revised with
 idea is mainly only to afford
 promotion - the argument as to
 economy in - para 19(a) is weak
 the Postmaster has been abolished -
 in fact the staff is increased!

appears to be new minor efforts
 they will be really work for
 next 3 yrs. to achieve in light of other
 revised objectives has not met
 the Postmaster's staff

(4) Period 2 - Indian checks

In addition to existing	1st grade - 20	2nd grade - 5	3rd grade - 45
	20	5	45

Due to a very large increase in staff granted
 that we must continue to employ
 Indian for the present, that the P.O.
 has been under-staffed, that P.O. work
 is going to increase yet more and that
 we must afford relief to P.O. some
 that we are going to do in referring
 the increase in staff.

a question whether we are to accept
 of having the view that new Indian
 checks cannot be engaged except
 the 3rd grade - the 1st grade
 for the 1st grade - has not yet
 gone off - the 1st grade is that
 they start - the 1st grade is that
 3 yrs. before promotion to 3rd grade
 need not be taken on at the minimum
 1st grade - this now, 7 years
 after a increase in staff, 15
 salaries to a 1st grade non-European
 check - the 1st grade, check, on once in
 the 1st grade, as
 main 3 yrs. before
 1st grade

5. 1st grade - 20
 more of - the 1st grade of cases
 but as 1st grade of cases
 mechanical part of it - the 1st grade
 above - the 1st grade - the 1st grade
 is a 1st grade - the 1st grade - the 1st grade

There is objection to opening up
 promotion for the African class
 by admitting them right up the
 scale to 4th grade, or higher if
 they are fitted for it.

* i.e. Indian
 4th class

appears increase in African
 estate - 4th grade salary to be
 was revised for Indians.

W.C.

(iii) Para 26 - & Paras 29, 30 - Various

appears 2500 extra for African
 telegraph (leave etc); £400 in newspapers
 + £1000 for various
 estate etc

W.C.

Two cabinet members etc
 12 Pers. B. Assn.

(iv) Para 30 - 32. Telegraph in wing of 1.

additions proposed to establishment:-

- 2 Sub Inspectors [2 - £200 - £300]
- 1 woman inspector [4 - "2nd class Sel. - 1, 1, 1, 1
 £100 - £100 - £100]
- 1 5th grade inspector [1 - £1500 - £1200 - £1000]
- 2 Indian Sub Inspectors [4 - Rs salary not stated]
- 1 Police Constable [1 - £60]
- 3 English men [1 - £50]
- 10 2nd class men [11 - £150 - £100 - £120]

(11) General

1919-20

1919-20

771,022

1920-21

194,941

[L.N. 112, 212]

1922-23

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If you agree with this minute, I think
it is worth while replying to
Mr.
with his staff difficulties etc. get
the statement of vacancies
[I will sign it]

The
... ..
... ..

871, 11; as proposed
... ..

[Extremely faint and illegible handwritten text, possibly bleed-through or very light ink]

25037
MAR 29 1902

My Lord,

With reference to your Lordship's despatch of 16/2 of 2/10 October 1901, I have the honour to enclose copies of two memoranda by the Postmaster General dated March 26th and March 28th 1902 respectively with the subjects of "Discussion on the part of the Post Office" and "Regulation of the Post and Telegraphs". Mr. Godling's previous report of 21/1 contained his recommendations and the increased expenditure for the year 1902 was taken into consideration in connection with the conditions of service.

2. The discontent which prevails in the service is very marked, this



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Dr. J. R. ... my opinion, dealt

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Lordship's attention, and partly by a re-
 organisation of the Department on the lines
 suggested in Mr. Gosling's Memorandum of March 28th.
 After considering this departmental structure
 very carefully an Executive Committee was formed
 to allow the whole of the work to be done
 which he asked to stand.
 I trust Your Lordship will
 be satisfied with the arrangements.
 I have also been asked to consider
 the possibility of a re-organisation
 of the British Telecom Engineering
 Department. This is a large
 scale operation and I am sure
 that you will be able to approve the
 proposals.

Mr. Gosling's
 views on the

following appointment
 of additional posts
 or as it is

Mr. J. M. Blair
 of the new posts of
 "Estimators" to be styled simply
 in future.

Mr. J. K. Croisier to the post of "Chief
 Telecommunications Engineer".

I will address Your Lordship separately
 as regards the filling of the remaining new
 posts to be filled in other vacancies in the
 European personnel of the Department.

6. The financial aspect of Mr. General's requirements will be fully dealt in my despatch forwarding the draft E. O. for 1920-1921, but I cannot urge too strongly that they be met in full. I do so, however, that Mr. Harding has under existing conditions a fair chance of conducting his new and really efficient life as an officer personally associated with the Army for years that I am satisfied that he will not make excessive or unreasonable demands.

I have the honor to be, Sir,
Very respectfully,
Your obedient servant,
WALTER H. BAKER

the coming financial year, I am dealing with the
question in two separate, but associated, memoranda, viz:-

(a) The present committee which I discuss in my report on the 15th inst. together with the various proposals requiring immediate financial provision;

(b) A separate memorandum dated the 23rd inst. dealing with the financial proposals for the coming financial year which His Excellency has already discussed with the Executive Council.

The staff of the Hamilton office is dealing with matters...

for

drawn

void
is the
should
generality
who lack the connection with a home
organization;

certain invidious and improper treatment of individuals, the Military in early days of the war whiff and the Army and telegraphists to take the view expressed by one of them that "if this is the way they treat our superiors, what consideration can we reasonably expect".

This feeling was intensified later by the refusal to accept the views of military officers in the Post Office by our own Civil Staff (Hague) and this led to the intervention of the War Office Contingent who were sent to the Post Office, holding a meeting with the Civil Staff, leading to the withdrawal of the Civil Staff from the Post Office.

The withdrawal of the Civil Staff from the Post Office was a serious blow to the Post Office and the Civil Staff.

Other incidents of this kind have occurred in the Post Office, still more serious than the one mentioned above.

One of the most serious incidents of this kind occurred in the Post Office in the early days of the war, when the Civil Staff were withdrawn from the Post Office.

Later on, in the early days of the war, the Civil Staff were withdrawn from the Post Office, and it was Major Gregor who was the author of the book of "Redded men in the Post Office" during the war and "The letters"; that same man was originally held to be a poet on pain of sacrificing their reasonable view, and subsequently by the terms of the Secretary of State's circular of the 15th of July 1915.

First Class Postmasters to Assistant Postmasters General, and members of the Accounting and Engineering Staffs, also consider that compared with other Branches of the Service they are relatively underpaid.

11. It will be observed that the question is one of relative salaries. It is generally conceded by all fair-minded Officers, that salary conditions here are better than in the British Post Office. A clerk drawing about £80 per annum at home formerly could now receive a corresponding salary of £180 plus £20 in 1911. After paying for his board and lodging at Nairobi Boarding House he has a net income of £150 his home salary. If employed in the Colonies he usually received additional allowances for a time when absent in other Departments of the Service also had numerous allowances.

12. The same thing can be said for a Sergeant who arrived here last month and was receiving, with War Bonus, £160 per annum. He here received £280 per annum and his board and lodging at Nairobi had a net income of £250. It is claimed that these allowances and conditions do not, as a matter of fact, even cover the increased cost of clothing, entertainment and personal expenses in East Africa, and therefore do not represent any adequate compensation for service in Tropical Africa.

173
270
40
230

similar local responsibilities. Assistant Post-
 masters General receive less, service for service,
 than Railway Assistant Traffic Managers. The
 Telegraph Manager with long service, is never paid
 more than the chief electrician, Assistant Electrical Engineer
 of the Public Works Department, and the Accountants of
 the same Department are paid more than those of similar
 grade in other Government Offices. It is claimed
 that these officials, who are of long standing,
 were appointed by the Railway Commission
 as representatives of the Railway Companies of the
 Post Office and the Telegraphs, and accordingly,
 it is held that they should be paid on
 a par with the Railway Companies.

The Railway Companies are paid on a par with the
 Railway Companies, and the Railway Companies are paid
 on a par with the Railway Companies. I have for
 some time been troubled by the increasing salaries
 awarded and the number of existing local appointments
 in other Departments. It is only natural that a
 Post Office Official, with long service, who has usually
 passed some form of examination, should be jealous of
 other conditions granted to those who have neither
 of these qualifications. I attempted to meet this, in

respect

respect of clerks and Postmasters, when framing proposals for the 1917 revision. But the situation has since moved against the Post Office staff and my recommendations have proved inadequate. I have also made suggestions for ^{additional} senior appointments and for increased emoluments for Assistant Postmasters General and the Telegraph Engineer, but these were not adopted.

18. The recommendations contained in my memorandum of the 12th of September last -- salary revision -- should tend to remove much of what is referred to in the four preceding paragraphs provided, of course, that the present relative status of the Post Office staff is not perpetuated through the proposals for other Departments. The measures advocated in paragraphs 9 to 12 of my memorandum of the 28th instant should also cover the question of status of Postmen etc at Kiuma, &c. I would further recommend that Junior Postmasters and Supervisors (paragraph 13 of the same memo) should be granted First Class passages and First Class House allowances as in Nyasaland. I find that Wireless Engineer Operators, the terms of whose engagements were arranged in London by Mr. Ridley, have already been granted similar privileges. They are drawn from the same class as Junior Postmasters and their duties are certainly not of higher grade.

19. (b). Housing of Post Office Staff.

(c) It is alleged that Post Office Officials are treated unfairly, as compared with others in

regard

12. It is contended that a larger proportion of the Barracks Staff in the Army Office are entitled to house allowances than in other Regiments and that these allowances are, under present conditions, inadequate.

13. The contention in regard to house allowances is, I believe, well founded, but I have recently observed a tendency towards adjustment. However I can but admit, and have frequently represented to the Staff, that in past years a number of Officers preferred to draw the house allowance because it then suited their convenience. The proportion of houses allotted to

The Post Office was naturally affected accordingly, and it will take time to re-adjust. The inadequacy of the present allowances in lieu of quarters affects all Departments.

(c). Non-recognition of F.F. work

It is complained by many Officers of the Post Office during the war because of the "indispensable" nature of their occupation. That those who were and by being released for Military Service (without any honours, preferment or financial advantage). Those who remained in the service of their wishes and through their own, had to work the hardest of nothing. This, of course, was not only but as regards the service of those who remained in the service did not receive any special consideration. Not for the sake of the service but for the sake of the service.

It is certainly... relying on this... were not only compulsorily detained as... as already pointed out, long after their... That there was "a necessity which... represented as mitigation

Memoranda by Staff.

25. I am enclosing a memorandum which I have invited from Mr. Palmer, Chief Accountant, and also extracts from one by a Senior Postmaster, together with my remarks thereon typed in parallel columns.

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ASIATIC STAFF.

26. (a). The complaints of the Asiatic staff are, briefly:-

(i.) That their hours of duty are longer and more irregular than those of clerks in other Departments

(ii.) That salary for salary they have heavier financial responsibility;

(iii.) That there are relatively fewer senior appointments open to Asiatics in the Post Office than in other Departments;

That unlike the Railway we have very few departmental houses for the Post Office, and that clerks residing in privately owned houses are at a disadvantage in regard to termination of tenancy if moved at short notice.

27. My remarks in paragraph 16 regarding the relative status and conditions of ^{Service of} European Postal Officials as compared with officials of certain other Departments in England, e.g., the Foreign Office and the Treasury in London, apply in principle to Asiatics. The Post Office has hitherto been rather the Cinderella of the Government's service here, but there is at present a very obvious protest against this condition of things both in England and elsewhere.

28. Long and irregular hours, which extend

naturally leads us to suggest the employment of Indians
 as supervisors, but we have at present no first grade
 positions available. I have endeavored to compensate
 for this by having a larger relative number of Second
 grade positions than in other Departments.
 This has not always been successful.
 In addition, I have estimated for 1918-19 which were

I am submitting for the
 paragraphs 21, 22 and 23
 five additional new
 and four new third grade
 the promotion of
 Department who is deserving of
 the recruiting
 With this

ical staff
 certainly be
 ld be of
 the Post
 controlled
 executive.

MISSION.

It is desirable to deal at some
 rather

then

PUBLIC RECORD OFFICE

CONTINUED ON NEXT FILM.

TOTAL EXPOSURES →

