



**PUBLIC RECORD OFFICE**

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# PUBLIC RECORD OFFICE

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# PUBLIC RECORD OFFICE

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beyond the normal working day, have hitherto been an essential condition of the Post Office employment in all countries. Moreover I have taken the line that if European Postal Officials perform an eight day in their own climate (the United Kingdom) Asiatics may very well be asked to do the same in Nairobi, where the climatic conditions are generally better than in India. Outside of Nairobi their hours of duty are generally less. Unfortunately Asiatic clerks in other Departments generally work six hours only, and as there is nothing of the nature of competitive examination for posts in those Departments the staff of the Post Office see no reason why they should work longer than the clerks employed therein.

29. Financial responsibility is an essential condition of the Post Office employment. Capability of carrying such responsibility does not, in the case of Indian clerks, indicate any superiority of general calibre. It is in a sense racial. During the war we have been obliged to temporarily engage many Indians of poor attainments. They have many deficiencies, but unsuitability for financial responsibility is seldom demonstrated.

30. The public demand for European clerks as operatives which is voiced by those who regard East Africa as a "White man's country" and is referred to in paragraphs 73 and 74 of the Hamilton Commission report naturally

naturally tends to obstruct the employment of Indians as supervisors, and we have at present no first grade appointments for Asiatics. I have endeavoured to compensate for this by having a larger relative number of Second and Third grade appointments than in other Departments. Unfortunately my efforts have not always been successful. For instance my proposals for additional Second Grade appointments in the draft estimates for 1918-19 which were rejected.

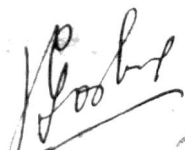
21. The proposals which I am submitting for the ensuing financial year provide (paragraphs 21, 22 and 23) for five first Grade appointments, five additional new Second grade appointments and 40 new third grade appointments. This will permit of the promotion of every Indian clerk in the Department who is deserving of advancement. It should also permit of the recruiting of a number of capable clerks from India. With this provision we should have a fairly contented and more efficient personnel.

22. The housing of all grades of the clerical staff is notoriously bad. More houses should certainly be provided as soon as funds permit, and it would be of advantage if each Department, and particularly the Post Office, had its separate staff quarters controlled directly by the Departmental executive.

### CONCLUSION.

23. I have considered it desirable to deal at some length with the principal causes of discontent rather

them go into a number of petty questions which exist in this as in every service, and which at a time of general labour unrest tend to become magnified. As pointed out in my opening paragraph present advices do not permit of any final recommendations, but I am of opinion that if the proposals contained in my communication of the 12th of September 1919, in this memorandum and in my accompanying memorandum dated the 28th instant are adopted these should go a long way towards providing for a reasonably contented service.



POSTMASTER GENERAL.

East Africa and Uganda Protectorates.

EXTRACT FROM PARAPHRASE OF TELEGRAM FROM  
GENERAL HOSKINS, DAE'S SAJIAN, TO HIS  
HIGHNESS THE GOVERNOR, MALIBORI.

21st April, 1917.

-----OOOOOO-----

"No. G.VII April 9th. With reference to the subject of the "shortage in telegraph operators in British East Africa. I submit that there is a worldwide scarcity in such men. I presume that steps are being taken in E. A. A. to train women to be operators, or else, to provide the personnel necessary to replace wastage and to allow for the expansion in the service which will follow the opening up of new territory".

2. I would ask you to make it absolutely clear to the Postmaster General in E. A. A. that he is in no case involved in dealing with any State Traffic due to the war, and that if necessity arises, private traffic must be restricted accordingly".

-----OOOOOO-----

MR. GORING'S MEMORANDUM RE ADVA.

"The telegram was sent after 24 years of war during which of conscription and the offering of high salaries with local Government Departments would not connect the military had absorbed personnel of every description to an extent which had almost the country while moreover war had caused a serious shortage of telegraphists. I.e., England and India had been cut off on account of Military requirements".

"To suggest any form of local labour - male or female - was available at that date for training by the local Post Office, or even if available was obtainable for the relatively small salaries we could offer, showed an entire misapprehension of the situation. Possibly the Military attitude was a started one with a view to getting the maximum possible from the Post Office. But we were then at the end of our tether. Men were obtained from South Africa as long as available and the effort to get assistance from other Crown Colonies, e.g., Mauritius and Ceylon, had not yet materialised. I had recruited personnel both from the for the Military and my own Department to the maximum possible, and at that date could do no more."

I am in receipt of your No. 214/16 of 30th October 1917, regret to hear the Military demands on the resources of Department show no sign of diminution and that you find yourself in a difficult position in view of your dual responsibility. At the same time, I am sure you will agree with me, so long as the War continues, no comparison can be instituted between the measure of that responsibility in connection with war work, and that for meeting the demands of Civil population as the latter must always be subordinated to the needs of the army.



MASTER GENERAL'S REMARKS RE ABOVE DATED 26-3-1920.

Unfortunately the Civil population became somewhat weary and did not accept this view. The Department is still suffering in public esteem from the feeling then rendered.

Enclosure in reply to ...

Memorandum by Mr. Selmer.

Outline of ...

Postmaster General,

It appears to me that there are two aspects of the situation, viz: (a) "General conditions of service, grievances" and (b) "Grievances arising out of the treatment of the Department during the 'War'".

With regard to (a), I think the ground has been covered by the various representations made by the staff firstly to the Civil Service Commission of Enquiry, vide pages 114 to 120 of the Commissioner's report, and secondly to His Excellency the Governor, vide P.M.G.'s file No. 290/18. I am of opinion that it is highly probable that the following outstanding grievances should be specially brought to notice.

1. Strong feeling on the part of the staff that the scales of salary in the Post Office Department have, in the past, invariably been lower than those paid to Officers in other Government Departments, and that the pay of the Post Office staff should be brought in line with the salaries paid in other Government Departments before any general revision of salaries materialises. This grievance was mentioned specially to H.E. Governor on the 8th February 1919. In the attached notes of interview, and also referred to in para 48, page 126 of the Commissioner's printed report. It is contended that Post Office officials in this country do not receive adequate relative remuneration for their long years of training and experience in the Post Office.

2. That the past relatively low scales of salary in force in the Post Office adversely affected the Civil Service Commissioner's recommendations in respect of this Department, and that if these recommendations be put into effect there will still be discontent owing to the scales of pay in the Post Office still being relatively

I have dealt with this in my memorandum. The main point is that the relative status of Officers of the different Government Departments in England is determined by competitive examination -- the Post Office ranking very low -- Per contra in East Africa the Post Office and the Customs are the only Departments for which there is any form of examination -- and that in England, English grounds for differentiation do not therefore -- at least in the case of the Post Office staff -- exist in East Africa. Beyond this the locally engaged staff of other Departments in East Africa receive relatively higher salaries than Postal Officials, when previous Home service is taken into consideration.

the social status of Junior Post-  
 i.e., Second Class Postmasters)  
 in charge of important offices such  
 as Entebbe, Jinja, &c., has hitherto  
 been affected to a serious extent  
 their being ranked as second class  
 It is contended that they are  
 required to control much larger staff,  
 consisting of European and non-European  
 and have responsibilities (both finan-  
 cial and traffic) far greater than those  
 of the 1st class officers such as  
 Assistant Treasury Officers, Assistant Super-  
 tendents of Police and Assistant District  
 Commissioners who are mentioned in the same  
 des.

This will be remedied  
 if my recommendations  
 are adopted; they  
 provide for promotion  
 of every officers who  
 is fitted for it. The  
 dual post was specially  
 arranged for Mr. Gains  
 and will disappear on  
 his retirement.

That promotion within the Department has  
 been greatly retarded owing to the paucity of  
 class appointments, and that the system  
 whereby one officer holds dual appointments  
 has reduced prospects of promotion.

reference to (b), i.e., "grievances  
 of the treatment of the Department  
 during the war" it is keenly felt that notwith-  
 standing the huge amount of vital military work  
 done by this Department during the war --  
 it has been admitted by different Generals --  
 in recognition, similar to that meted out to  
 other Government Departments in this Pro-  
 vince, has been given to any Officer of the  
 Department from its Head downward. This  
 is accentuated by the fact that ever and  
 over his non-recognition of services rendered,  
 and the paucity of the permanent European staff have  
 barred from enjoying any of the war, or  
 military privileges, although for the  
 five years they have performed a huge volume  
 of military work. Whilst pecuniary recognition  
 is not necessarily implied they have nothing  
 to shew for having "done their bit".

I have dealt fully  
 with this in my  
 memorandum. First  
 Class Postmasters,  
 Accountants and  
 Engineering  
 Officers feel very  
 strongly on this  
 point.

*J. G. G. G.*  
 SOUTH T. G. G.

(Sd.) F. B. BALMER,  
 Ag. Chief Accountant,

2nd Nov., 1919.

28th March, 1920.

CONFIDENTIAL.

The Honourable  
The Chief Secretary,  
Nairobi.

ORGANISATION OF POST AND TELEGRAPH DEPARTMENT.

In continuation of my memorandum regarding staff grievances, I beg to submit the following observations indicating the extent to which it will be possible to remedy these with the expenditure provisionally agreed upon; also regarding the organisation and arrangements of the Post and Telegraph Department in connexion with the Estimates for the ensuing financial year 1920/21.

General Staff Conditions.

2. The staff conditions in British Eastern Africa have no parallel in any other British Dependency. In South Africa, which has a temperate climate, the Native and the Asiatic are kept out of skilled trades at the instance of the White Operative. In tropical West Africa the Native population has had the advantage of facilities for education for several decades and provides operatives

operatives suited to the requirements: there is no insistent demand for a European standard of efficiency. In Ceylon and the Federated Malay States, educated Asiatics with generations of Oriental civilization behind them are available and, in the latter Colony especially, there is no financial stringency. As compared with all these East Africa is a poor country, backward in native education, with a community of Settlers anxious for a European standard of efficiency which is financially impossible. They object to the inefficiency of the Asiatic who having to be imported is relatively expensive. The educated Native who when properly trained is better material than the average Asiatic is not yet available in sufficient quantity, and the country cannot afford an all-white staff. Moreover climatic conditions at places like Mombasa, Kisumu and in Uganda, are against the European operative whose output of work is not equal to that obtainable from him in the cooler climate of the Highlands.

3. I have carefully considered these financial and climatic conditions because the reconstruction of the service after the war and the filling of vacancies of its personnel affords an opportunity for any departure from past policy which may be considered desirable. Such departure is, in fact, advocated by one or two responsible members of the staff. One such Officer advocates:-

- (a) The European Military Telegraphist,
- and
- (b) The employment of Europeans as Supervisors only, the operative staff to be entirely Asiatic and African.

As two proposals seem to me to be mutually destructive.

3.

The European Military Telegraphist is the last person I would employ to supervise Asiatic Civilians. Moreover no supervision, as generally understood, can prevent clerks mis-sorting letters or making mistakes in telegrams. On the whole, I am afraid that the circumstances do not permit of any immediate radical departure from past policy in regard to staff. Certain minor alterations and improvements are being put forward in my following paragraphs.

DETAILED PROPOSALS.

Division of Functions of Deputy Postmaster General and Chief Telegraph Engineer . . . Items 3 - 4 of Schedule XI.

4. It was always intended that the duties of Deputy Postmaster General and Chief Telegraph Engineer should be divided on Mr. Guine's retirement, and I understand that arrangements are being made for an additional Officer to be seconded from another Service as Deputy Postmaster General. There is a great deal of organising work to be done in connexion with the soldier settlement scheme, and the expansion of the service generally. Provision is accordingly being made for both a Deputy Postmaster General and a Chief Telegraph Engineer.

B. Additional Officer of the Grade of Asst. Postmaster General.

This new post is required for surveying (inspection) duties which have heretofore had to be very much

much neglected during the past few years of war. Its revision would also tend to remove stagnation of promotion. I would recommend Mr. Pearson, the Senior Postmaster, for this appointment.

6. The title of Assistant Postmaster General is an unnecessarily high-sounding one and Officers holding it are liable to have exaggerated ideas of the functions they should exercise to an extent which impairs their usefulness. I would recommend that it be abolished and the Officers at present holding it be styled simply "Post Office Surveyors". This is the title commonly used in England for Senior Inspecting Officers (there is one to each group of three or four Counties). It is also used in South Africa as the title for the Senior Post Office Official in each Province of the Union. I would recommend that advantage be taken of the general revision of salaries now pending to bring this about. The same was done in Nigeria where, I think, three Assistant Postmasters General became, and still are, "Surveyors".

Assistant Chief Accountants.

7. My remarks regarding the title of "Assistant Postmaster General" apply in principle to the title of Assistant Chief Accountants. It is my unfortunate experience that high-sounding titles rather retard the output of work. I recommend that these posts be styled simply "Accountant" and that when the revision of salaries is made the present holders being given the option of remaining

remaining Assistant Chief Accountants at their present salaries, or becoming simply "Accountants" at the enhanced rate. Their actual functions and seniority will not be in any way affected.

Assistant Accountants.

8. Two additional appointments are required to deal with the constantly growing accounting arising from the increasing work and revenue of the Department.

First Class Postmasters.

9. Five additional First Grade appointments are required for the minor inspection of Post Offices, for Executive work in the Postmaster General's Office, and for the charge of those Post Offices where the staff exceeds three clerks (the maximum staff should, I consider, be under the independent local control of a Second Class or junior -- Postmaster). One is also required to act as Telegraph Traffic Manager.

10. I propose that these five Officers be styled simply "Postmasters". This because the work of Postmaster will, in apparent rank, be the lowest required of them. Some will probably be engaged as Assistant Surveyors. But a Postmaster is always willing to act as an Assistant Surveyor whilst an Officer styled "Assistant Surveyor" might object to act as a Postmaster. A further point is that in a country of this sort where climatic conditions vary so greatly it would be undesirable, and very unfair to others, to give anyone a title which

carried

carried an implied right to be stationed permanently at any particular healthy station, and equally undesirable to give a title which implied constant residence in unhealthy places. 236

11. I would recommend that these five appointments be filled as follows:-

(a). By the promotion of Messrs. Donovan, Hayter, Meir and Freeman. This exhausts the list of local Officers whom I consider fitted for such promotion.

and  
(b). By the selection from the British Post Office of a skilled Telegraph Traffic Official to act as Traffic Manager.

12. For reasons which are given in the following paragraph I would also recommend that the title First Class Postmaster be abolished and that there be simply (a) Postmasters and (b) Junior Postmasters; or if thought better Senior and Junior. But I would prefer to reserve the title "Senior Postmaster" for purpose of further grading in future years.

Second Class Postmasters -- Now 12 appointments.

13. Number to be reduced to Nine, and to be styled "Junior Postmasters and Supervisors". This is in accordance with the present policy of making the differentiation between 1st and 2nd Class ~~Examinations~~ Officials less marked than formerly -- it will be observed that I wish to avoid the expression "First Class" as well as the expression "Second Class". These (Junior) Postmasters

Postmasters will ordinarily be employed either as Officers in charge of very small Offices or as Assistant Postmasters in large ones -- mainly the latter. In my memorandum re staff grievances I have recommended that these Officers should be granted First Class Passages and First Grade house allowances.

European Clerical Staff -- General arrangements.

14. As intimated in my opening paragraphs I see no practicable departure, at least at present, from the system by which the European clerical staff take the more important postal duties and work the principal telegraph lines in the capacity of operative Supervisors. Exceptionally, in Nairobi, many of the wires are at present <sup>worked</sup> by Europeans and all are so worked under normal conditions when we have a full European complement.

15. When European clerks work together with non-European staff the purpose of their employment is to stiffen the latter, to set them a standard and generally as far as practicable to supervise their work. The Europeans are always in a position of authority and able to select the most important or the most congenial duties. They are employed in circumstances in which, if the staff were entirely European, they would have to share in the late hours and other irregularities of attendance which are inseparably associated with Post Office work. These under the arrangements outlined are taken by the Asiatic or Native African clerks. Generally speaking the better the climate the more the work of European clerks approaches to the purely supervising.

European (Male) Postal Clerks and Telegraphists -- number  
increased from 30 - to 38.

15. Owing to the difficulty in obtaining capable Asiatic and African telegraphists, with which I am dealing later under the different headings, it is necessary to increase the staff of European male clerks by eight. In this connexion, it is pointed out that the European male clerk has been the backbone of the service. He is the most adaptable of our various classes of personnel and although he is becoming relatively very expensive he still represents the best value for money obtainable.

Female Staff -- General Notes.

17. The original reason for employing female telegraphists was partly economy, and partly because the terms which would then have had to be conceded to get a really good class of Indian telegraphist represented an advance on the then existing emoluments of white women serving in the Home Post Office. During the war the female staff did very good work and as male staff were unobtainable their numbers were increased. This combined with the unfortunate ~~affair~~ fact that recent recruits are not of so good a type as those formerly obtained has led to a certain objection to female labour on the part of Supervising Officers. There is no doubt that the "equal pay for equal work" movement tends against the employment of women in this country, where they are not nearly so useful as men for general duties, although necessary for telephone exchange work. I therefore advocate a gradual reduction in the number of female telegraphists

telegraphists, but owing to staff difficulties, and especially the large amount of overdue leave, I do not recommend any action on these lines at present.

18. As regards female telephonists, I am of opinion that the time has arrived when a larger number of local appointments can be made, the locally engaged staff being stiffened by a proportion of trained telephonists from Home

Female Staff -- Additional appointments.

19. The additional appointments asked include:-

(a). One Postmistress. It is desirable to offer some prospects to the female staff; moreover ~~substitutions~~ of Postmistress <sup>or</sup> for Postmasters, which can only be done to a very limited extent should make for economy.

<sup>and</sup>  
(b). Twelve Junior Telephonists. This provides for the appointment of local women to work telephone exchanges. There is a general public demand (I might also say clamour) for increased telephone facilities: the development of the telephone system was arrested during the war and much has to be done in order to meet existing requirements.

ASIATIC STAFF.

20. After trying several schemes in the attempt to provide for a satisfactory non-European staff, I am forced to the opinion that we shall never meet our continually growing requirements by importations from

Asia.

Asia. The Indian services seem able to absorb all the telegraphists who are trained in that country and the attitude of Indian Officials, both Government and Railway, is generally hostile to any attempt to recruit at the expense of their Departments. Unfortunately we must continue to do so for the next few years as the local educational facilities have not hitherto provided a sufficient number of East Africans -- either Indian or Native -- suitably educated for training as telegraphists. I am dealing with this question under heading Native Telegraphists. In importing from India we have to pay very high salaries for -- as a rule -- comparatively poor material. Nevertheless I can see no practicable alternative for the next year or so.

Indian Staff -- five new 1st Grade Appointments.

21. These are necessary to provide for a flow of promotion and for suitable prospects for the Indian Staff. Also to meet the additional responsibility now being placed upon a limited number of Indian clerks.

Five additional Sub-Postmasters and Clerks,

2nd Grade.

22. My remarks in the foregoing paragraph apply equally to this item.

Third Grade Clerks --- 46 Additional.

23. We have hitherto recruited clerks from India to 4th grade appointments -- generally at the maximum of the grade, viz:- Rs.120/-, or something approaching it.

In view of the large number of clerks whom it will be necessary to engage to meet rapidly growing requirements, and to <sup>re-</sup>place the considerable number of hopelessly incompetent Indians who we have had, perforce, to engage temporarily during the past year or so, it will be necessary to offer 3rd grade appointments in order to get a satisfactory class of men from India. It is anticipated that something like 30 telegraphists will have to be recruited on this grade. Moreover, the importation of a number of clerks from India to the 3rd grade will necessitate the promotion to that grade of every member of the present staff who has any reasonable claim to such advancement; otherwise there will be discontent and unrest amongst those members of the present staff whom it is desired to retain.

#### NATIVE AFRICAN TELEGRAPHIST.

24. We have some very excellent Native telegraphists trained by Europeans -- in fact far better than the average Indian telegraphist. But the wastage during training is appalling. I started to have them trained when I first came here fifteen years ago. During the intervening period a large number have passed through our hands, but the really satisfactory results do not exceed a dozen, with about as many more mediocres. This is mainly owing to the local insufficiency of satisfactorily educated Africans. During the war I tried to get some trained at the Livingstonia Mission in Nyasaland which turned out the first native telegraphists in Eastern Africa some twentyfive years ago. The Government offered the Mission £25 per capita

capita -- that was in 1916. We asked for 12. So far only two have arrived.

25. The African Telegraphist will certainly come in time. We have three separate training schools in operation at present, but he will not be available to meet the immediate post-war requirements. His great defect is the lack of honesty and probity. Generally speaking we cannot employ him in any capacity in which he has access to stamps, stamped documents, cash, or any thing that is easily realised for cash or is likely to provoke cupidity. Per contra the Indian, even of the poorest grade, if he is not actually honest at least realises that honesty is the best policy.

26. We cannot dispense with the Asiatic Clerk: he is necessary for Counter work and for small Post Offices where there is a financial responsibility. But it should be possible, in time, to substitute the African for the Asiatic telegraphist, and during the past few months I have started a very definite policy with that object. For this purpose the service must be made attractive for African natives -- this particularly in view of the fact that the demand for the output of our schools exceeds the supply.

32 Additional 4th Grade Clerks; 6 Additional  
5th Grade Clerks; 4 Additional 6th  
Grade Clerks; 2434 additional  
for telegraph learners.

27. The above items provide for the carrying out of the policy outlined in my preceding paragraphs in regard

the training of African Telegraphists and the promotions necessary to make the service attractive to them. They also provide for the additional staff necessary for the expansion of the service in connexion with the demands of extended settlement. It is pointed out that we have six years of arrears of arrested development to make good.

TELEGRAPH MESSENGERS, 60. -- INCREASE £400.

28. Work is increasing; also wages. Moreover many new Post Offices will be required for which messengers will be necessary.

OVERTIME ALLOWANCE -- INCREASE £1000.

29. Sunday and Bank Holiday Overtime is responsible for much of this. Telegraph work on Sundays is heavy and growing -- mainly on account of Indian firms -- and less checked by double rates as was done in Cape Colony and probably tend to increase.

TELEGRAPH ENGINEERING STAFF.

30. I assume that the Administration will desire to promote Mr. Creighton to be Chief Telegraph Engineer on Mr. Gaine's retirement. He has long practical experience of East African conditions. In such case I would strongly recommend that his present post be filled by selection of a Telegraph and Telephone Engineer from the British Post Office; a technical college man, well

up in the theory of his profession and with good practical knowledge. The Telegraph Engineering side of the Department has suffered in the past for want of a senior officer having practically ~~experience~~ with modern European telegraph and telephone practice.

- Two additional Sub-Engineers; One additional
- European Inspector; One additional 3rd
- Grade Inspector; Two additional
- Indian Sub-Inspectors; One
- Additional Blacksmith;
- Three additional Engine
- men; 10 Additional 2nd
- Class Linemen.

31. Telegraph and Telephone Construction has been practically at a standstill for the past five years. There are many demands for expansion and the additional staff shown above is indispensable if the public requirements are to be satisfactorily met.

32. In accordance with the policy mentioned in my foregoing paragraph 13, I propose to discontinue the term "Second Class" in relation to European Telegraph Inspectors; also to alter the wording for the Senior Indian Inspectors to 3rd "Grade". Their emoluments are roughly equivalent to those of third Grade clerks.

OTHER CHARGES.

Postal Material 22,000 Increase; Telegraph  
Stationery 22,000 Increase; Telegraph Mater-  
ial 2500 Increase; Telephone Material 2500  
Increase.

33. I am afraid these fall far short of the requirements, in that they provide merely for incr

cost and not for additional supplies. In this I have referred to the necessity of reducing the items for recurring material supplies to the lowest possible in hope that, later on, assistance may be forthcoming from loan funds.

245

Equipment and Excess of Telegraph School 2300.

34. This refers to the Post Office contribution to a joint scheme in which the Railway is co-operating in the training of Native telegraphists. It is designed to help in meeting the existing staff difficulties of both Departments <sup>and</sup> to provide for economy for future years.

NEW TELEGRAPH AND TELEPHONE FACILITIES.

35. The amount inserted in the Estimates (Schedule) for new telegraph and Telephone facilities is ridiculously inadequate. However, I recognise that the requirements resulting from the prospective commercial and agricultural development of the country cannot be met otherwise than from loan funds and, so far as the actual Estimates for next year are concerned, have modified my requisitions accordingly.

36. At present the Post Office owns only one line between Nairobi and Mombasa. It is true that we are working two, and that even these two are inadequate for the traffic, but one of them belongs to the Railway and must presently be given up. A new line has recently

can erected between Nairobi and Nakuru and intended as an additional line to Uganda (at present we have only one) but its capacity <sup>is</sup> already absorbed by the traffic with the settled area about Nakuru and the Uasin-Gishu Plateau. 246

27. The telegraph requirements can only be satisfactorily met by the construction of a new pole line from Mombasa to Lake Victoria. The present pole line erected some 20 years since, was not designed to carry the number of wires necessitated by the present and prospective colonization. This new pole line, with two wires as a first instalment, will cost about £100,000, and unless a commencement is made at an early date the whole telegraph system must presently become impossibly congested.

CONCLUSION.

38. <sup>framing</sup> In the scheme of re-organization and new construction put forward in the foregoing paragraphs I have had regard to the financial situation. I recognise that, even so, it will be difficult to provide the necessary funds. But I would point out that the Post Office is not in a position to refuse traffic, and that the estimated traffic for next year will probably yield revenue of £104,000. We cannot earn this revenue, and in addition perform some £50,000 worth work of free services for other Government Departments unless we have a moderately contented staff and are equipped with adequate resources.

POSTMASTER GENERAL.

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copy for the Secretary King CB

1st January 1910

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Mr. G. G. G. G.

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of 20 April

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(Signed) H. J. BEAD

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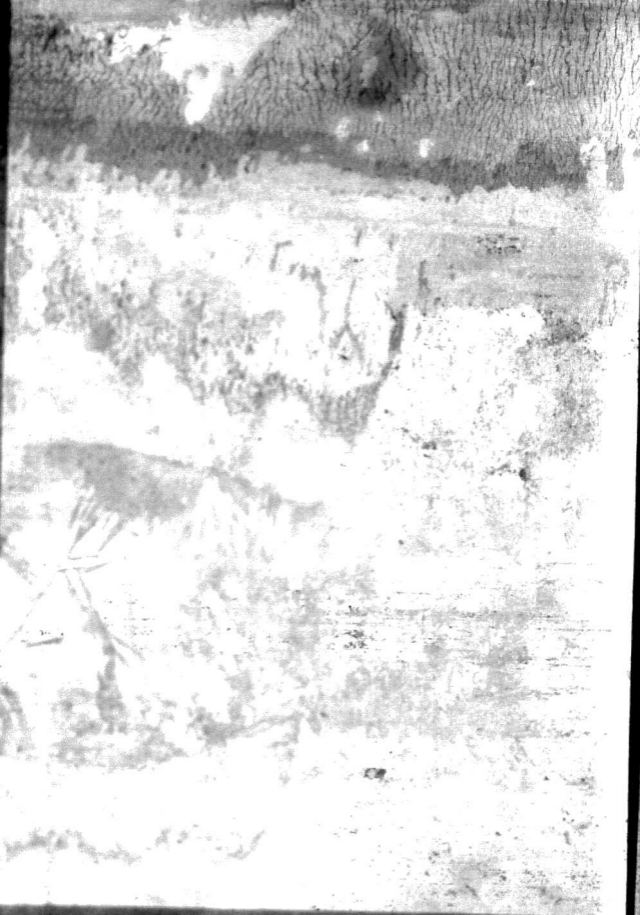
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May 21st 1920

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- Mr. Keel 16/6/20
- Mr. Holtby 16/6/20
- Mr.

From minutes of 20 April 1920 315

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- Mr. ...

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J.B.L. ... FILE LONDON



[Copy set. Warrant in full]

~~I have had the message in~~  
~~reference to (2) I regret that there will~~  
be so much dissatisfaction among  
the ~~staff~~ staff of the Post Office,  
~~and as you have not in your~~  
~~draft~~ but I trust that the  
revision of salaries consequent  
on the conditions of service will  
~~lead to remove this discontent,~~  
in conjunction with the  
~~arrangements~~ re-organising  
of the Dept. As I have approval  
will remove the <sup>discontent</sup> ~~discontent~~

(3) I agree that it is  
not practicable at present

effecting any radical  
alteration in the  
organization of the  
Dept.; but I hope  
that no effort will be  
expended to obtain  
relief of Africa  
for the subordinate  
posts

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RAFT.

MINUTE.

Trindle.

Lasbort.

Road.

Fulder.

Loary.

Holmer