



DESPATCH

EAST AFR. PROT.

36078

No. 36078

3 OCT 08

Governor No.
Letter 460

(Subject)

1908

Increases in no. & salaries of European Staff.

10 Sept.

Last previous Paper

Submitted for insertion in Estimates for 1909-10.

Read
Mr. Brown

(Minutes)

See also 36070. The Insp. Memos with suggested increases of pay.

(1) Mr. Fowler, Branch Comptroller, £200. The principle of this allowance was approved, but the amount questioned; see 3124/07. It appears that Mr. Fowler is to continue to hold the Secretary to the Staff Board; but since the proposed allowance is not pensionable, he would suffer decrease of his pensionable emoluments if the Secretary were withdrawn. The Mombasa post is an important one, and I think the allowance of £200 should be approved *subject of course to final decision by the Governor in the other cases.*

(2) Veterinary Bacteriologist. Mr. Stackman is considering a candidate (25803) and consent of the proposed increase of salary can be deferred till he reports. *Yes, all the same*

(3) Chief Clerk, Agricultural Dept. £20 increase. This is strongly recommended by Mr. Macdonald, £25 was refused last year, and I might be wanted this time. *Yes, all the same*

(4) The Comr. asks for an increase of £50 for Mr. Turner, Asst. Director, but the Gov. does not refer to this, and we can pass it over. *Yes, all the same*
Mr. Turner

(b) Chief Accountant. £50 increase. See minute on 5850. Mr Sergeant has risen from £200 three years ago to his present rate. I see no reason for another immediate increase, but ~~the~~ ^{the} maximum of his incremental scale might be raised to £350. *"I think £200 by £50 to £250."*

(c) Asst. Accountant. Here again I think it would be enough to place Mr Howarth on an incremental scale rising to £280. *Yes" 20/10*

(d) European Clerk at Kisumu. £40 increase. Time-keeper at Nairobi. £30 increase. In these cases I do not think that satisfactory service alone, when it has been so short, (less than two years) justify an increase. Mr Hunt's case is specially recommended by the Comar. of E.V., and a small increase might be allowed to him.

Mr Crosswell is dealt with on 56079, and the Com. does not refer to the Mr Hoey mentioned in para. E.

(5) Railway.

(a) Chief Accountant. £20 increase. Mr Currie gives as a reason that the Asst. Acct. has been transferred, but his post has been filled. *Yes" 20/10* *refuse.*

(b) Asst. Loco. Supt.

(c) Asst. Traffic Managers.

These increases are contemplated in the Estimates. *Yes" 20/10*

(6) Registration of Documents, Head and End Clerks' salaries increased. No reasons are given. *Yes" 20/10* *refuse* without further ~~reason~~ *infr.* *This also applies to junior clerks.*

(7) District Commr. of Jubaland. £100 increase. No salary is provided in the Estimates for the Provincial Commr. Jubaland, the appointment being held by a Dist. Commr. Proposals have been approved for putting the Dist. Commrs. on an incremental scale, but the special responsibilities borne by Capt. Salkeld deserves special pay. *Yes" 20/10* *I approve personal allowance of £100 to officer holding the post of Prov. Commr. -*

400
20/10

Layton subject to marginal
1 minute 20/10

To see the position is correct

W. Dr. [unclear] Jeph. W. Stockman has
 been recommended W. Montgomery for the
 post of Veterinary Practitioner. The
 present salary is £400 - 10 - £500
 a year, but is ~~paid~~ what the ordinary
 Vet. Officers are getting. [We cannot
 expect to attract a man of Mr. M's
 attainments for a salary of this kind, &
 I think that we should ask the Director
 to sanction £500 a year, ~~whenever~~]
 H. J. R.

29/8

R.H. Nov 16
 at once

I have
 discussed
 this
 one of the
 a year
 the best
 so that we
 may well
 have not
 salary for



Governor's Office,
Nairobi.

September 11th 1908.

EAST AFRICA PROTECTORATE.

No. 460

(Incl. 2)

36078
3 OCT 08

My Lord,

I have the honour to submit for Your Lordship's favourable consideration certain proposals for various increases of pay and staff which I would ask Your Lordship's approval to insert in the Estimates for 1909-10.

Treasurer
Aug. 10th

(A) various increases of pay and staff which I would ask Your Lordship's approval to insert in the Estimates for 1909-10.

Treasurer
Mar. 30th

(B)

C. V. D.
(extract)

(C) 2. I am making separate recommendations with regard to increases of salary for Mr. Sturdy, Mr. Tannin, and Mr. Gooling.

Dir. of Agri.
Sept. 7th

(D)

Mr. P. Rocks
Aug. 28th

(E) 3. A sum of £100 is asked for as a duty allowance for the officer in charge of the Branch Treasury Office at Mombasa instead of the £50 now allowed for the Nairobi Office, which will become absorbed in the Head Office when the headquarters of the Department are finally transferred to Nairobi (vide enclosure A). This removal will leave the commercial headquarters of the Protectorate with a branch Treasury only. The duties and responsibilities of the officer in charge will be considerable. Mr. Fowler is an old and valuable servant of the Protectorate, who has received no promotion and who will retire within the next few years. I venture, therefore, to support the Treasurer's recommendation

Treasurer
Aug. 28th

(F)

Manager, Riv
Aug. 18th

(G)

Prin. Sec. Dep
Aug. 14th

(H)

which

which

H.M. PRINCIPAL SECRETARY OF STATE

FOR THE COLONIES,

DOWNING STREET,

LONDON, S.W.

4272-1-12

R.

(2)

which was made in March last but held over for consideration in connection with the Estimates (Vide enclosure B.) With regard to Mr. Bowring's reference to the Wakf Allowance drawn by Mr. Powter I should say that it has been arranged that Mr. Powter shall continue to act as Secretary to the Wakf Commission as long as he remains in Mombasa.

4. The post of Veterinary Bacteriologist for which a sum of £400 is allowed in the current year's Estimates is now vacant. It has been represented to me that there may be difficulty in obtaining the services of a capable Bacteriologist on this salary. If this be the case I would recommend the provision of such additional sum as may be necessary to secure a really competent scientist. (Vide enclosure C.)

5. Mr. Macdonald strongly recommends an increase of £30 for the Chief Clerk. Mr. Carpenter entered the service two years ago on a salary of £150 and an increase of £25 was asked for him for the current year but was disallowed. Much of his work is not of a routine nature and he has special qualifications for his post in which the Director of Agriculture is anxious to retain him. He should, I think, get the same salary as a Stock Inspector (vide enclosure D.).

6. In my Confidential despatch No. 82 of December 12th 1907 in connection with the current year's Estimates, I recommended Mr. Sergeant, the Chief Accountant in the Public Works Department, for a salary of £300 per annum, rising by £10 to £400. This, however, it was not found possible to allow. I am of opinion that £250 by £10 to £300, the present sanctioned

scale

1/2
2/2

1/2
1/2
1/2

X AL 64 / 275

(3)

scale of pay, is quite inadequate for the post of Chief Accountant, the responsibilities of which, involving as they do a sum of over £100,000, are heavy. I venture to point out that 2nd Class Post-masters attain to the same limit, and that the commencing salary of Assistant Auditor is £300. I would, therefore, ask that the proposal I have made last year may be reconsidered.

7. The case of Mr. Howarth, the Assistant Accountant in the Public Works Department, is on a similar footing to that of Mr. Sergeant, and recommendations for an increase of his salary to £250 were made when the current year's Estimates were submitted, but were similarly disallowed. I consider he is thoroughly deserving of the increase of £50 now asked for.

8. The cases of Messrs. Hunt and Blunt are fully reported on by the Commissioner of Public Works and the small increases asked for should, I think, be properly allowed, and I beg to support Mr. Watts' recommendations as these are the cases of men who are likely to be snatched away by private employment and leave us just when their services are becoming valuable. (Vide enclosure E. and F.)

9. It is proposed to promote Mr. Crosswell, Assistant Engineer in the Public Works Department, who is now on the permanent staff, to the post of Executive Engineer, a step which is fully justified by the work he has done in the Kenya Province, the fertility of which will amply repay the extension in the road system which it is proposed to carry out. If this recommendation is approved it will be necessary

to

(4)

to ask for the appointment of an Assistant Engineer, as the Commissioner of Public Works considers it most desirable to have two Engineers in this Province. I shall refer to this proposal in a separate despatch. (Vide enclosures E. and F.).

10. I would invite attention to Mr. Currie's recommendations with regard to the increases he has asked for in the salaries of his staff. I beg to support these recommendations, which in the case of Messrs. Wilson and Stanley are provided for under the sanctioned scale for their appointments. Both Mr. Eastwood and Mr. Gallacher have done excellent service for the Railway (Vide enclosure G.).

11. Small increases of £20 and £24 are also recommended for the Head Clerk and 2nd Clerk in the Registration of Documents Department. (Vide enclosure H.).

12. It is proposed to place the pay of the Gaoler at £180 on an incremental scale of £180 by £10 to £240; this will only involve an increase of £10 next year.

13. The increase of work in the Jubaland Province with the administration of Gowa, and the constant calls upon the hospitality of the Provincial Commissioner due to the development taking place on the left bank of the Juba and the opening up of southern Italian Somaliland, for which Kismayu is the port of call, demand a revision of the salary of the Provincial Commissioner.

14. Captain Selkeld has been very successful in his administration of the Province. He draws

£400

(5)

£400 per annum, the salary of a District Commissioner in the settled parts of the Protectorate. I consider that his salary should be now increased to £500.

I have the honour to be,

With the highest respect,

My Lord,

Your Lordship's most obedient,
 humble servant,

J. H. ...
(J. H. ...)

INCLOSURE "A"

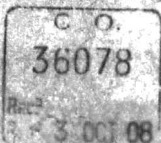
In Despatch No. 40 of 1908

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The Treasury,

Mombasa. 10th August, 1908.

Govt. No. 119/70.



Sir,

In reply to your Circular of the 28th instant on the subject of increase of European Staff and pay of existing European Staff in the 1909-10 estimates, I have the honour to report that in my opinion some additional assistance will be necessary in the Correspondence Section of the Treasury.

2. I have accordingly the honour to recommend that a European stenographer and typist be appointed on a salary of £150 per annum and a house allowance of £40.

3. As you are aware all questions of pay, leave and other personal matters are dealt with in my office and the increase of staff throughout the Protectorate and the large number of temporary or agreement appointments has made it necessary for me to ask for additional assistance.

4. I have also the honour to recommend the substitution of a duty allowance of £100 per annum

Yours

H. H. THE LIEUT-GOVERNOR,

NAIROBI.

(a)

for the Treasury Office at Mombasa in lieu of the
250 provided for the Nairobi Office which will
become absorbed in the Head-office when the head-
-quarters of the Department are finally moved.

I have dealt fully with this matter in a confidential
letter on Mr. Fowler, which I understand His
Excellency decided to hold over pending the con-
-sideration of the 1909-10 estimates.

I have the honour to be,

SIR,

Your obedient servant.

(20) G. C. POWRING.

Treasurer.

In Despatch No. 460 Sept 11. 1907

Treasury Office,
Nairobi.

(CONFIDENTIAL)

March 20th 1908.

C. O.
36078
Recd
3 OCT 08

Sir,

I have the honour to refer to Colonial Office despatch No. 512 of 13th September 1907 on the subject of the proposed duty allowances for the Treasury Officers in charge of the Mombasa and Kisumu branch treasuries.

2. In my Minute on this despatch I stated that I proposed that Mr. Foster should cease to draw his £.60 Wakf Commission allowance when he took charge of the Mombasa Branch Treasury and asked that he might therefore draw the full £.100 duty allowance.

3. I regret that in making this recommendation I overlooked the fact that the £.50 Wakf Commission allowance was pensionable and that therefore Mr. Foster's present pay was £.450 plus, for pension purposes, a house allowance of £.50.

4. If, however, a duty allowance of £.100 is substituted for the Wakf Commission allowance of £.60 Mr. Foster's substantive pay becomes reduced from £.450 to £.400 plus for pension purposes a house allowance of £.40 instead of £.50. Mr. Foster would, therefore, suffer financially when his pension comes up for consideration. Further he would also suffer when on leave.

The Secretary
to the Administration,
Nairobi.

(2)

leave and when acting as Deputy Treasurer during the absence on leave of either myself or Mr. Espie as under any of these circumstances the duty allowance would be drawn by some other Treasury Assistant.

5. Although I cannot recommend that Mr. Foster be allowed to continue the duties of Secretary to the War Commission after the Headquarters of the Treasury have been moved to Nairobi, I would strongly urge that he be allowed to retain the £.50 as a personal allowance quite apart from any question of duty allowance.

6. Precedents for the retention of similar emoluments exist in the case of Messrs. Marsden and Piddock who are still drawing as personal allowances amounts of £.100 and £.50 respectively formerly drawn by them as Governor and Deputy Governor of the Bombay Cash.

7. I have always received the most loyal support and assistance from Mr. Foster, who has filled his present position in the Treasury since the administration of the British East Africa was taken over from the Imperial British East Africa Company. During this period he has frequently, and in every instance efficiently, acted as Deputy Treasurer and for a short time as Treasurer. He has almost arrived at the age at which he can claim his pension without a medical certificate and informs me that in any case he does not wish to remain in office for more than five years more as a long residence in the tropics, over 15 years of which have been spent in Mombasa is already telling on him. Under these circumstances I trust that you will

(3)

will see your way to recommend to the Colonial Office that he be allowed to retain the £.50 as a personal allowance.

8. As regards the duty allowance for the officer in charge of the Bombasa branch Treasury, I would respectfully ask that this be considered apart from any question of personal merit or emoluments.

9. Owing to the peculiar conditions existing in East Africa which have necessitated the removal of the headquarters of the Government to Nairobi, the commercial centre of the Protectorate will be left with a branch Treasury instead of the headquarters Treasury Office. The duties and responsibilities of the officer in charge of this branch will be very considerable and I have the honour to recommend that an allowance of £100 per annum be sanctioned for the officer performing these duties from time to time.

10. The most that Mr. Porter would then be drawing at any time would be £,500 per annum which is equivalent of the pensionable salary of the Deputy Treasurer after taking into account the £.50 per annum recently approved by the Colonial Office for that officer. But for six months in every 3 years Mr. Porter would be on leave and for two further periods of 6 months each would be acting as Deputy Treasurer so that it would only be for $\frac{1}{3}$ of his service that he would be drawing the duty allowance and his pensionable emoluments would not at any time exceed those he is enjoying at present, viz: £,450 per annum
plus

(4)

plus £.80 house allowance.

I have the honour to be,

Sir,

Your most obedient servant,

~~SA~~ G.C.BOWRING.

Treasurer.

Copy.

INCLOSURE

c. M.

36078

172

~~1400 on Sept. 11, 1908~~

3 OCT 08

EXTRACT FROM CHIEF VETERINARY OFFICER'S LETTER.

The post of Veterinary Bacteriologist is now vacant but I have asked that Mr. Montgomery of the Liverpool Veterinary School should be offered the appointment.

In this year's Estimates a sum of £400 has been allowed for this post, but I consider that the remuneration will be insufficient to obtain the services of a capable Bacteriologist, and I therefore request that the salary of this post be raised to £500 per annum.

lx

INCLOSURE

C O
36078

173

Department of Agriculture,
Nairobi, Sept. 7th 1908.

The Secretary to
the Administration.

In asking for an increase of £50 to the Chief Clerk in this Department, I should like to point out that the work and responsibilities of the officer filling this post have greatly increased, and likely to go on increasing with the growth of the Department.

The present occupant entered the service in December 1906 on a salary of £150.

In submitting the draft Estimates for 1908-09, I recommended an increase of £25 but this was disallowed.

In August 1907 I coupled the Chief Clerk's name with those of Messrs. Hill and Powell to be placed on the permanent and retirable staff, but this did not obtain the approval of the Colonial Office.

On the 25th of August last I again asked that the Chief Clerk of the Department be placed on the fixed establishment.

In an Agricultural Department there is much work that is not of a routine nature, and when an officer has been secured who has good qualifications, and has served for two years, every endeavour should be made to retain his services.

Mr. Carpenter holds the diploma of the Aspatria Agricultural College, Certificates in connection with the Science and Art Classes at South Kensington, and is a professional Associate of the Surveyors' Institution.

A.C. Macdonald,
Director of Agriculture.

INCLOSURE "E" in No.

36078

REC 3 OCT 08

In Despatch No. 140 of 11/10/08

Commissioner's Office, P. M. O.

Nairobi, August 26th 1908.

Sir,

In response to the Circular of the 5th instant issued by His Honour the Lieutenant-Governor I have the honour to make the following few recommendations.

In a communication No. 45/18 dated August 5th 1908 I submitted to you an application from Mr. W.H. Tanner for his salary to be raised from £400 to £450 a year. I trust that His Excellency will accord his sanction to the grant of this increment in the current financial year, and in this hope I shall enter Mr. Tanner's salary in the draft Estimates for 1908-10 at the revised figure of £450.

My next recommendation is that Acting Executive Engineer Mr. G.L. Crosswell, who is now on the permanent staff of the Department, should be promoted to the full rank of Executive Engineer. During my safari in the Kenia Province I have been deeply impressed with the potential value of this extraordinary fertile region as one of the chief granaries of East Africa. The more I see of it, the more I am convinced that the extension of cart roads throughout this region means prosperity for the Province, and the opening of food supplies in the neighbouring Provinces of Ukamba and Malvasha. Much has been done towards improving communication during the last three

The Secretary to the Administration,
East Africa Protectorate,

(through the Honourable the Treasurer)

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years, but roads increase in number and length, and as traffic increases upon them, it will be quite impossible for Mr. Cresswell to supervise the whole of the construction and maintenance himself, in addition to directing other schemes of development, and the work of his own office. Even at the present time, it is totally impossible for Mr. Cresswell to give sufficient attention to his office, except by allowing the outdoor work of his division to proceed without his own personal supervision, in which case a deplorable waste of public funds occurs as a matter of course. It will be within His Excellency's recollection that Mr. Cresswell had the enterprise to provide himself with a motor bicycle when last at home on leave. He uses this - the first one in East Africa - exclusively upon Departmental business, at considerable cost to himself. Without the assistance which it provides, the work of this Province would already have passed beyond the effective control of a single Engineer. Mr. Cresswell's work on roads and buildings alike commands my cordial approval, and I consider him, after four and three quarter years' service, fully deserving of his promotion to the grade of Executive Engineer.

4. With His Excellency's approval I next propose to insert provision in my draft Estimates for another Assistant Engineer, to allow of the employment of an officer of this rank in the Kenya Province under Mr. Cresswell. We have tried European Foremen and Overseers in the Kenya Province but they have all proved a failure. It will be remembered that I recently had to recommend His Excellency to terminate the engagement of Mr. A. M. Henry, a Bridge Foreman in this Province, and on my arrival at Fort Hall recently, I found it necessary to instruct

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Mr. Roscoe to remove another P.W.D. Overseas from the Service and employ him elsewhere. I am convinced that the attempt to employ European subordinates on isolated jobs in this country is from every point of view inadvisable, and for many years to come a course fore-doomed, under such conditions as prevail in this region, to failure. I therefore strongly advocate the employment of a second officer of gazetted rank in connection with the Public Works Office at Nyeri. He should be engaged on a three years' agreement similar to that now held by Assistant Engineer Mr. Sikes.

5. I further wish to bring to His Excellency's notice the case of the European clerk at the Kisumu office, Mr. G. J. Hunt at present drawn a salary of only £160 a year. He is a married man, and his wife is with him at Kisumu. I need not point out that the figure in question scarcely constitutes a living wage in a station like Kisumu, where many of the household requirements of a married European are so expensive. It is true that Government is quite entitled under the terms of a letter of appointment which Mr. Hunt holds, to continue paying him at the rate of £160 a year until June 17th 1910, but I should be sorry to run any risk of losing Mr. Hunt's services by declining to offer him a slight increment upon a salary which he has found, upon trial, to barely suffice to make both ends meet. I trust that it will be permitted to pay Mr. Hunt at the rate of £200 a year for the remainder of his engagement. His work is eminently satisfactory, and I consider it a matter for congratulation that I have been able to secure the services of a steady and able married European, who is willing to remain and face the risk and discomfort accompanying residence in Kisumu.

6. In a despatch No. 44/13 of July 9th 1908 I have already asked for His Excellency's sanction to engage Mr. A. J. Heey as a European "Office Superintendent" in my own office. I propose to include provision under this designation in the draft Estimates.

7. I further wish to advance the European timkeeper at the Nairobi office from the salary of £120 to that of £150 a year. This is Mr. E. M. T. Hunt. His work is uniformly satisfactory and he has been well reported by both the Executive Engineers under whom he has worked.

8. There remain only two cases, which I have previously brought to His Excellency's notice with the result that both he and the Hon'ble the Treasurer concurred with suggestions that I made. I refer to Mr. E. E. J. Wewarth the Assistant Accountant in the Nairobi Office and Mr. J. Sergeant the Chief Accountant.

9. In the case of Mr. Wewarth, His Excellency last year approved of his salary being increased from £300 to £350 a year. I repeat my opinion that Mr. Wewarth thoroughly deserves this increase, and that even with it, he will only just be able to live as an officer of his position should do. As it is, on his salary of £300, he has made no attempt to live up to the position of an officer of his standing, and this decision on his part has been a wise one as it has kept him out of debt. It appears to me, however, scarcely fair on the part of Government to place an officer in the position of a gentleman, and not to give him a wage sufficient to enable him to live like his office brethren of a similar standing.

10. In the somewhat similar case of Mr. Sergeant, I can scarcely think that Government intends the scale of remuneration indicated in the current year's sanctioned

estimates to be final. It is only £250 by £10 annually to an upper limit of £300. I may point out that this is the limit to which even "Second Class Postmasters" attain, while on the other hand the final salary proposed for the post of Chief Accountant in my Department is identical with the commencing salary of an Assistant Local Auditor. I trust therefore that His Excellency will again advance the proposal which received His sanction last year, namely that the remuneration of the post of Chief Accountant should be at the rate of £300 a year rising by annual increments of £10 to £400 a year.

ii. To summarise my recommendations, it will be seen that the increased cost of European staff beyond the figures now prevailing will be £770, made up as follows:-

Mr. Tanner, increment,	£ 50.
Mr. Crosswell, promotion involving increment,	50.
One Assistant Engineer, new appointment,	100.
Mr. Hunt at Elowah, increment,	40.
Mr. A. F. Gray, new appointment,	100.
Mr. Hunt at Havelock, increment,	10.
Mr. Nowarth, increment,	50.
Mr. Sergeant, increment,	50.

I trust that my proposals will meet with His Excellency's approval and suggestions.

I have the honour to be,

Your obedient servant,

W. H. Gray

For Comm. Secy of the Govt.

W. H. Gray

Commissioner's Office, P.W.D.

Nairobi, August 26th 1908.

Sir,

I have the honour to forward one more recommendation with regard to new European appointments in the Public Works Department for next financial year. I inadvertently omitted this from my No. 43/119 sent you this morning.

It is a repetition of my previous application for a Quantity Surveyor. We have now several large and important works both projected and in hand, and yet for absolute want of staff we are unable to arrive at the rates for which the various classes of work are completed, or rather, I should perhaps say we cannot obtain ^{them} that degree of detail which is necessary if we ever to be in a position to prepare correct detailed estimates of projected works in Stage II, between Administrative and Final Sanction. At present the Government Architect has as much as he can do in merely turning out drawings of buildings in hand, together with the necessary large-scale or full-size details, as fast as the Engineers in charge of the construction require them, and the Engineers themselves are so completely occupied in merely supervising work in progress and submitting the necessary accounts, that they are unable to effect repeated accurate measurements of work in progress or to analyse costs and arrive at actual rates. I therefore trust that the appointment

Secretary to the Administration,
East Africa Protectorate.

(through the Hon'ble the Treasurer.)

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of a Quantity Surveyor may be sanctioned, on a three years' agreement similar to that held by Executive Engineer Mr. Birch. His rate of pay should be the same as that upon which the new Government Architect has just started work, namely £300 a year rising by increments of £25 annually to £350.

This proposal, it will be noted, raises the increased cost of the proposed European staff for next year above the figure now prevailing, from the sum of £770 quoted in my No. 63/119 of to-day's date, to £1070.

I have the honour to be,

Sir,

Your most obedient servant.

W. H. Gregory

Commissioner of Public Works.

W. H. Gregory

7
MEMORANDUM.

INCLOSURE *F. in No.*

~~In Despatch No. 1100 of Sept 11 1908~~

C O
36078

3 OCT 08

I have gone very carefully into the recommendations contained in the Honourable the Commissioner of Public Works' two letters of 26th August 1908 (Nos. 53/119 and 54/119). 181

2. As regards the increase of staff, viz:
1 Quantity Surveyor, 1 Office Superintendent and 1 Executive Engineer (i.e. promotion of one of the Assistant Engineers and the appointment of another) I most strongly support the Commissioner of Public Works' recommendations.

3. In the past difficulties have arisen owing to want of an adequate supervising staff and I am convinced that unless the increase in staff are sanctioned similar difficulties will occur in the future. As examples of these difficulties I would refer to New Government House, the European Hospital and quite recently, my own house.

4. The Quantity Surveyor was asked for this year but disallowed by the Colonial Office. Owing to the absence of this appointment the Executive Engineers have to work to a great extent in the dark and it is impossible to prepare detailed estimates for them to work

work to . I consider the increase of staff asked for very moderate.

5. I understand that His Excellency has already recommended Mr. Tanner for an increase of pay.

6. I consider that good grounds are shown for increasing the salary of Mr. Hunt and Mr. Blunt. With increasing private enterprise, it is most desirable to offer sufficient inducements to men of this class to be sure of retaining their services which might otherwise be lost just as they have become completely familiar with their duties.

7. I would suggest for His Excellency's favourable consideration that the position of the Accounting Officers in the Public Works Department be brought up again before the Colonial Office. I do not think sufficient consideration has been given to this very important branch of the Public Works Department. I recommend the adoption of the C.E.W.'s proposals for increases of pay to Mr. Sergeant and Mr. Hwarth.

The responsibility of the Department is, with its large stores balances, so greatly increased that I consider the position of the two principal Accounting

Officers 22

Officers should be reconsidered. In my opinion salaries of £300 by 10 to £400 for the Chief Accountant and of £250 for the Assistant are very moderate and trust that His Excellency will see his way to recommend their adoption.

Sd/- C. C. Bowring
Treasurer
28.8.08.

In Despatch No. 460 of Sept 11, 1906

C. O.
36078
OCT 08

Alrohi,
August 22, 1906.

Sir,

In reply to your circular letter dated the 21st instant, I have the honor to report that at present I do not anticipate having to insert any additional European appointments in my estimates for 1900-1910.

As regards increases of salaries I have to recommend the following:-

- 1. Mr. Eastwood, Chief Assistant, a personal allowance of £50 per annum.

Handwritten notes:
2/20
2/20
1/25

In an confidential letter No. 120/74 dated the 19th August 1907 I recommended Mr. Eastwood a personal allowance of £50 per annum but it was refused by the Colonial Office in despatch No. 175 dated the 27th April 1908. Since then we have heard that Mr. J. S. Cooper his Assistant has been transferred to Nigeria and consequently a considerable amount of administrative work will necessarily fall on Mr. Eastwood. I venture therefore to strongly urge that Mr. Eastwood may be given a personal allowance of £50 per annum.

Very truly yours,
W. A. R. S. I.

(B).

(b). Mr. H. Callahan, Assistant Local Supervisor (Normal) at Memphis at \$ 25 per annum. In my letter No. 157/74 dated the 15th November 1906 I recommended Mr. Callahan for an increase of \$ 25 per annum which was sanctioned with effect from the 1st April 1907. Since then Mr. Callahan has continued to render invaluable services and I beg to sincerely urge that these services should receive recognition by the grant to him of the small increase of \$ 25. His present pay is \$ 500 on a sanctioned post of \$ 500 - 500.

(c). Messrs. H. Callahan and J. A. Stanley, Assistant Traffic Supervisors at Memphis at \$ 25 per annum each. In para page 10 of my letter No. 157/74 dated the 15th November 1906 I recommended both these officers for an increase of \$ 25 per annum which was sanctioned with effect from the 1st April 1907. They are both capable and reliable officers who are rendering very good service. They have both been on the Railway since 1891 and are both drawing \$ 500 per annum against sanctioned posts of \$ 500 - 500.

Having regard to their abilities and the duties they have to perform I consider that they are unpaid. We can not expect men to retain an enthusiasm in

their

(3).

their work, which is so essential to the commercial success of the railway, unless their services are suitably recognized and I therefore strongly urge that they both receive an increase of 2.25 per annum bringing their salaries up to 2,575.

Yours

I have the honor to be,

Sir,

Your obedient servant,

H. A. T. DUNN.

General Manager,
London Railway.

(4).

C. O.
36078
3 OCT 08

Copy
No. 7/199.

REGISTRATION OF DOCUMENTS DEPARTMENT

MOMBASA

14th August 1908.

Your Honour,

In reply to your circular of the 8th instant I have the honour to inform you that I do not intend to insert any additional European appointments in the Estimates for 1909 - 10 but that I propose to insert the following increases of salary for the existing European appointments

	<u>Present salary</u>	<u>Increased to</u>
W.A. Fullthorpe (Head Clerk)	£.180	£.200
Barlow, (2nd. Clerk)	Rs.1440/-	Rs.1800/-

I have.,

X J.W.H. Parkinson,

Principal Registrar
of Documents.

His Honour
The Lieutenant Governor,
Nairobi.

24

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Gen 36078 I.A.P. 183

JNF

19 Nov 1908

S. Afr.
No. 584

Sir,
I have ~~scr~~ to ack. the recd. of your
resp. no. 160 of the 11th Sept., sub-
mitting proposals for certain increases
in the pay of the staff of the S.A.P.,
for which you desire to make provision
in the Estimates for 1909-10.

H.R.C. IV/II
Mr Ellis
Mr Rood
M.C. 1/11/11

In what follows it will be understood
that final approval in every case must
depend on the financial position when
the estimate came up for discussion.

*On this understanding provision may be made for a daily al-
lowance of £100 a year for the officer
in charge of the Branch Treasury, Mos-
tama, Malindi*

I approve of the salary of the Chief
Clerk of the Agricultural Dept. being
increased by £25.

The Chief Accountant of the F.V.D.
may be placed on an incremental scale
of salary, rising from £300 a year to
£410 to £550, and the Asst. Accountant
may be placed on an incremental scale
rising to £250 a year. As regards the
European Clerk at Kisumu and the Time-
keeper at Nairobi I would point out that
satisfactory service alone, when it has
been so short, does not justify an in-
crease of salary; but as the former is
specially recommended by the Comd. of
Works I am prepared to approve of a
small increase of salary.

I cannot approve of the proposed in-
crease of salary to the Chief Account-

*All these papers will be
sent when the Estimates
are made they must be
sent - i.e. 36078 - 36079 etc*

*522
1/11
M.C. 1/11/11*

2-72
36078

as he is already drawing the maximum salary of his grade and the promotion of Mr. [unclear] to the same rank will be

and of the Railway. I approve of the other proposals relating to the Railway staff.

I cannot approve of the proposed increases of salary of the Clerks of the Registration of Documents Dept. and of the gaoler at Nairobi without further information as to the necessity of the increases.

I approve of provision being made for a personal allowance of £100 a year to the officer holding the appt. of Province Commissioner of Jubaland, so long as the present arrangement continues.

I enclose a separate despatch to you on the subject of the appt. of Veterinary Bacteriologist.

Thames
Gene

*cannot find
- not all the
letters work as
middle office
has been applied
as [unclear]
[unclear]*

OFFICE LONDON