

DOMESTIC

EAST AFR. PROT.

N<sup>o</sup> 468 y6

46876

REC'D  
DEC 22 DEC 08

Previous Paper.

Date Recd.

1908

25 Dec.

Previous Paper.

Pr  
46377

(Subject.)

Resignation

Explains reasons for resigning - remarks generally on conditions of service of the Clerical Staff in East

(Minuten.)

Mr. Whitehead

I can only repeat the opinion expressed on 42385. Mr. Martin is described by the fo. as "Chief Steno-grapher & Accounts Clerk" - see 46377, leave cert., & other papers. He was not a Chief Clerk, whatever he imagined himself.

He confesses that he merely signed the agreement in order to obtain leave salary. From his leave certificate it looks as if leave were granted unconditionally (see 2) & there are, I fear, no persons of applying for a second of salary issued already, we can only stop further supplies as decided on 46377.

I carry out previous minutes merely acknowledging this. See 46377 3/2

4668 1/9

C.O.  
46876

8, Greenbank Avenue, A.C.  
Plymouth, 22 DEC 08  
21st. December, 1908.

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The Under Secretary of State,  
Colonial Office,  
London, S.W.

Sir,

*W* I have the honour to acknowledge the receipt of despatch No. 45107/1908 of the 17th. instant, regarding my resignation and note you state that, as I was bound under my agreement of the 19th. of September last to return to the East Africa Protectorate, it is not competent for me to resign my appointment in the ordinary sense of the word. I have already furnished you with the reason why I resigned and from my letter of the 16th. ultimo you have no doubt observed that I acted on the assumption that such a course was required of me, but from your despatch it would appear that you are not of opinion that my resignation was justified, and in the concluding paragraph reference is made to "penalties incurred by breach of contract".

I might mention that had I been placed in different circumstances when I arrived in England the agreement in its present form would never have been signed by me, and I consider the action of His Majesty's Government in requiring

me to enter into a further agreement decidedly unfair, and I think you will agree that I am entitled to ask why my post since the issue of the estimates of 1905 has been shown as pensionable if it was really never intended to place me on the permanent staff. Not that I wish to lay claim to a permanent and pensionable appointment, as I am prepared to acknowledge that a probationary period of three years is desirable with all clerical appointments in the Service, but I have served for a longer period and the least I expected was that I would be placed on the permanent staff from the date upon which I had completed three years' service.

I was, however, given but scanty opportunity to ask for any redress, for I was told that until I signed the agreement I would receive no salary, and any objections I felt inclined to make should be made to the Local Authorities in East Africa. Further, the agreement recites that I am Typist &c., This is not so, for I am Chief Clerk. I objected to this, but was also told to refer the matter to the Local Authorities.

With regard to the increase of salary proposed for me which was cut out of the last estimates, it would be interesting to learn why the Chief Clerks in the following Departments: Survey Department (£250 and quarters), Survey Department, Cadastral Branch (£200 and £40), and the Clerk

The Under Secretary of State, (3).

to the Transport Officer, Nairobi, (£180 and £40) are in receipt of a higher salary than that drawn by me when the clerical staff under my control is larger than the combined clerical staff of the three Departments above referred to.

The Clerk to the Transport Officer joined the Service, I think, in April last as Clerk to the Fencing Inspector at £180 per annum. He was subsequently transferred to his present post at £180 and £40, which means that after only a few months' service he is senior to me.

I have filled a most awkward post during the whole of my service. It is only within the last year that I have been provided with a staff sufficiently efficient to render effective service, and it has been with difficulty that I have managed to keep it. Men were appointed but given no undertaking of future prospects, no promise of promotion or even increase of salary if they worked well. Nothing was held out to them and it was but natural that they resigned when offered a position at a higher rate of pay, and employed the Service as a make-shift pending developments in other quarters.

You are not cognizant of the position of the Clerical Staff in the East Africa Protectorate. That there are a necessary evil is unfortunate, but they are after all part and parcel of the machinery of administration and a

very

The Under Secretary of State, (4).

very vital and essential part too. This fact should be grasped and the time has come when steps should be taken to ascertain the exact state of affairs existing in the Clerical Staff division of the East Africa Administration.

I think I may safely say that you would be surprised if you knew the exact conditions under which they are working.

I did not wish to resign for I was greatly interested in my work, but a person who would submit to the treatment I have received and return to East Africa on the terms you wish me to is not, in my opinion, fit to hold an appointment in His Majesty's Service.

I asked for your permission to render further service on the West Coast of Africa, and I have reason to believe my application was recommended by Mr. Barton Wright, but you refused.

Under my previous agreement no mention is made of leave of absence, but when dealing with the case I trust you will bear in mind the leave regulations governing the East Africa generally.

I have the honour to be,

Sir,

Your most obedient,

humble Servant,

*Arthur S. Martin*

*forming  
press a  
of interest  
and security  
how to control  
In any case he has  
already had all  
these cables would  
for him*



H. Butler

2. I say that the matter referred to in Dec. last +  
that his present address is not known as Co  
Cliff  
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Mr. Butler

yes

that

not so

The communication herewith inclosed, which has been  
received at the Foreign Office, but which appears to be destined  
for the Colonial Office, is transmitted  
with the compliments of the Under-Secretary of State for  
Foreign Affairs.

Foreign Office,

Dec 11 1904