

EAST AFR. PROT.  
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DESPATCH

C.O.  
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a. 9  
Governor. No.  
Reason 448

443

1909  
17 Aug.

Junior Survey Posts

Previous Paper.  
no  
11943  
sent

bonuses generally in suggested scheme  
Presumes it does not preclude appl<sup>ts</sup> of older men  
if they have thoroughly good qualif<sup>ns</sup> already  
See memo. by Dep<sup>y</sup> Dir<sup>y</sup> of Surveys

~~Mr. Bratton~~

Mr. Reed

Please see 3600 General

10/20/09

at mee.  
6.2.09

12/21/09

10. 1908/10/10/09

subsequent Paper

3, 6 83  
10/21/09



Governor's Office 44

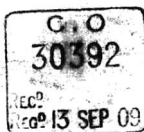
Nairobi,

August 17th 1909.

EAST AFRICA PROTECTORATE:

No. 478

(Incl. 1)



My Lord,

With reference to Your Lordship's despatch No. 586 of July 15th, I have the honour to report that I concur generally in the scheme suggested for the appointment of candidates for junior survey posts in the Crown Colonies and Protectorates.

2. I presume that this scheme does not, however, preclude the appointment of older men if they have thoroughly good qualifications already.

3. I have the honour to transmit herewith for Your Lordship's consideration a Memorandum by the Deputy Director of Surveys.

I have the honour to be,  
With the highest respect,  
My Lord,  
Your Lordship's most obedient,  
humble servant,

H.M. PRINCIPAL SECRETARY OF STATE  
FOR THE COLONIES,  
DOWNING STREET,  
LONDON, S.W.

Mr. Townsend  
Aug. 15th

INCLOSURE

In Despatch No. 478 of 17.8.1909



MEMORANDUM.

445

The proposal made in regard to selection of candidates for Junior Staff Surveyorships by the Secretary of State for the Colonies is a good one. I am in accord with the suggestions but preference should be given to men who have some experience in Survey work, candidates should also be qualified to work out traverse computations in addition to the other mathematical tests and compute areas by well known methods, viz: by co-ordinates. A special feature in the training should be plane tabling so few men are trained sufficiently in this.

I wish to point out also that untrained men are a constant source of trouble in a country like this. Young and inexperienced men often take upon themselves the position of adjudicator in cases of re-defining lost or missing boundary marks, being ignorant of the fact that a Surveyor at best is only an expert witness. In order to use an inexperienced staff to best advantage there should be sufficient superintending surveyors, men with experience in all classes of work such as our district surveyors should be. I am in favour of say 4 or 5 District Surveyors and one grade only of Staff Surveyors, but on an incremental scale, no distinction being made between Senior and Junior men excepting in pay. I also advocate examination of the men after three years service and a diploma given corresponding to the licence in the self

self-governing colonies; by so doing opportunity will be given for surveyors to prove themselves capable or incapable as the case may be. The examination to be on identical subjects in each of the Crown Colonies and a failure to pass such test a reason for cancelling the engagement; arrangements should also be made by the Colonial Office so that men who have received the Colonial Office diploma may be afforded the same advantages in the self-governing colonies as the surveyors (licensed) enjoy, viz; that in order to qualify for a licence in any one of the Australasian Colonies, the Cape or Canada, a Surveyor from one of the Crown Colonies would merely have to serve as an Assistant Surveyor in any one of the colonies for some 12 months when he would be granted a licence without a further qualifying examination. My reason for recommending this course is that supposing survey work should be completed in any one of the Crown Colonies and the Colonial Office were not in a position to offer further employment such men would be in a position to go to one of the self-governing colonies with a prospect of obtaining further employment, otherwise such men would either drift into other employment, or if they went to one of the above mentioned colonies would be compelled to make the best terms they could with licensed surveyors and be compelled to serve a three years' term as pupil and then go up for examination, this would be a hardship on a man who had already served three or more years.

Men trained in the way indicated would be distinctly useful anywhere and would have a professional status which a diploma only can give and take a pride in

the  
in doing work entrusted to them with accuracy and despatch.

All men in our department not holding a diploma should also be examined and granted a diploma, the examination to be more or less on the same lines as those indicated by the Surveyor General, Federated Malay States, with an additional subject, viz: Practical Surveying as insisted upon in all the Australasian Colonies, the Cape and Canada, and I feel sure that by so doing we shall be sure of obtaining the best class of men who have profited by the training given to them.

Sd/- A.E. Townsend.

DEPUTY DIRECTOR,

Cadastral Branch.

Nairobi,

August 15th 1909.