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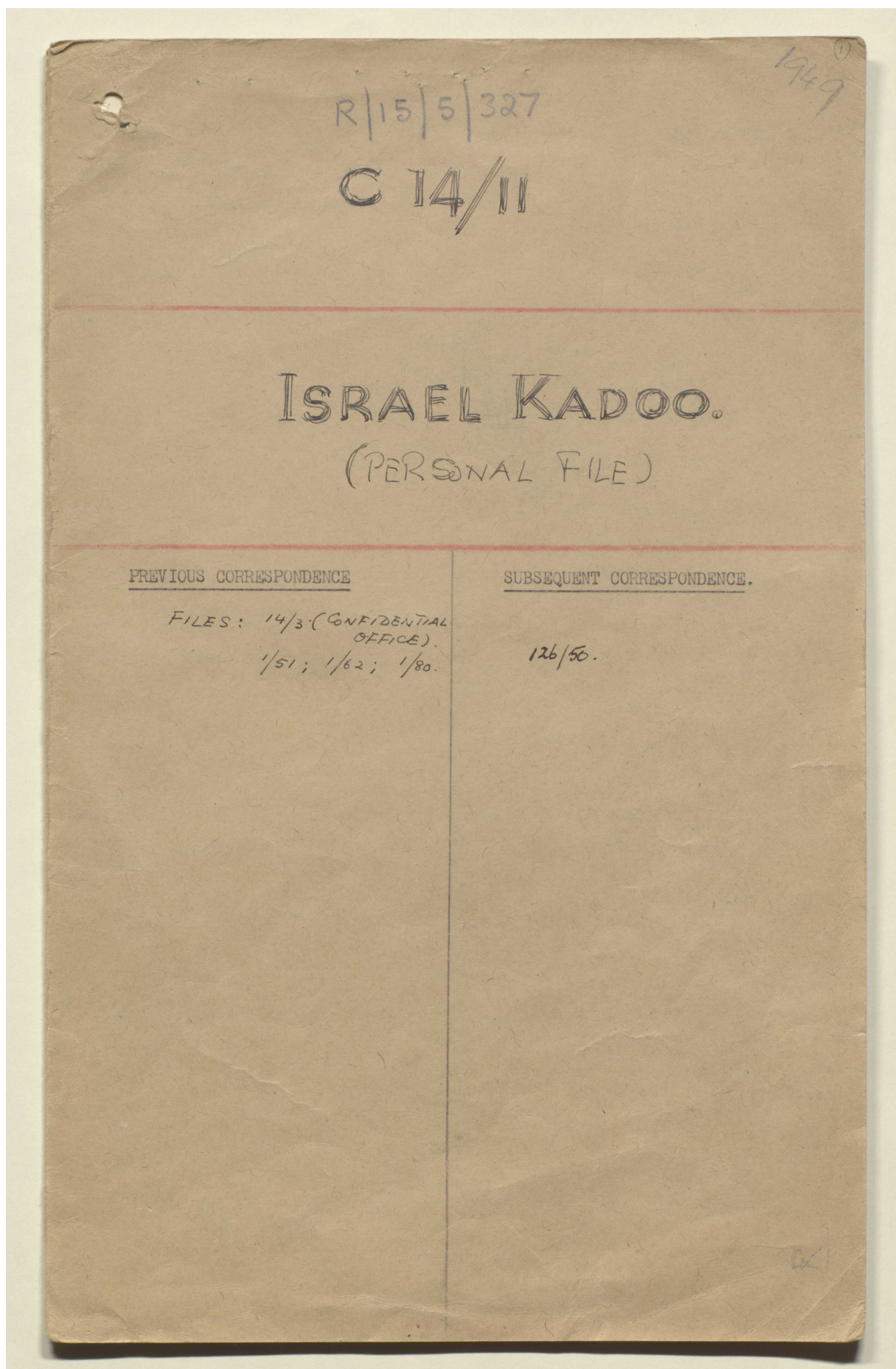
‘File C 14/11 ISRAEL KADOO (PERSONAL FILE)’

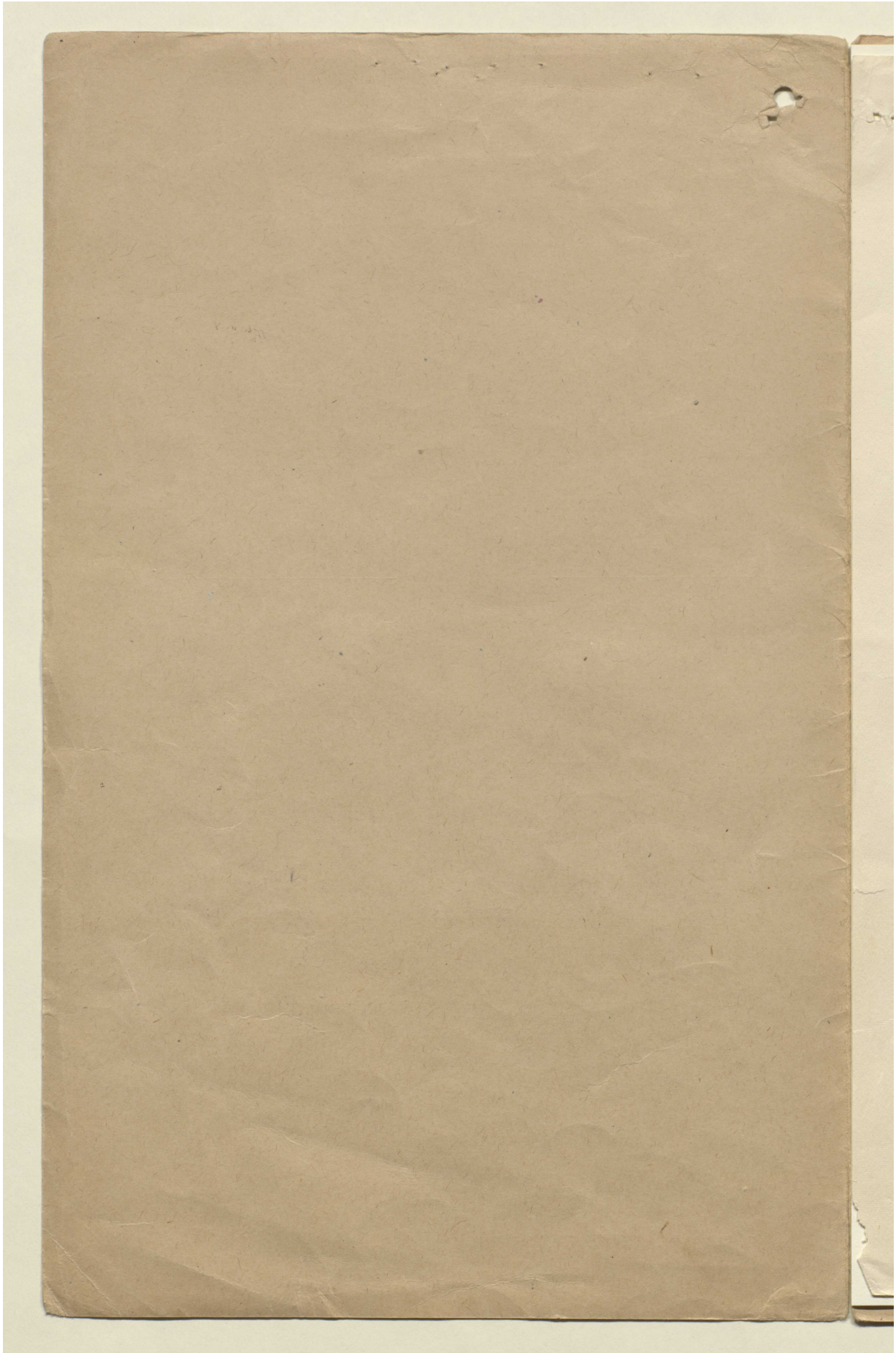
Holding Institution	British Library: India Office Records and Private Papers
Reference	IOR/R/15/5/327
Date(s)	27 Jun 1949-20 Dec 1949 (CE, Gregorian)
Written in	English in Latin
Extent and Format	1 file (14 folios)
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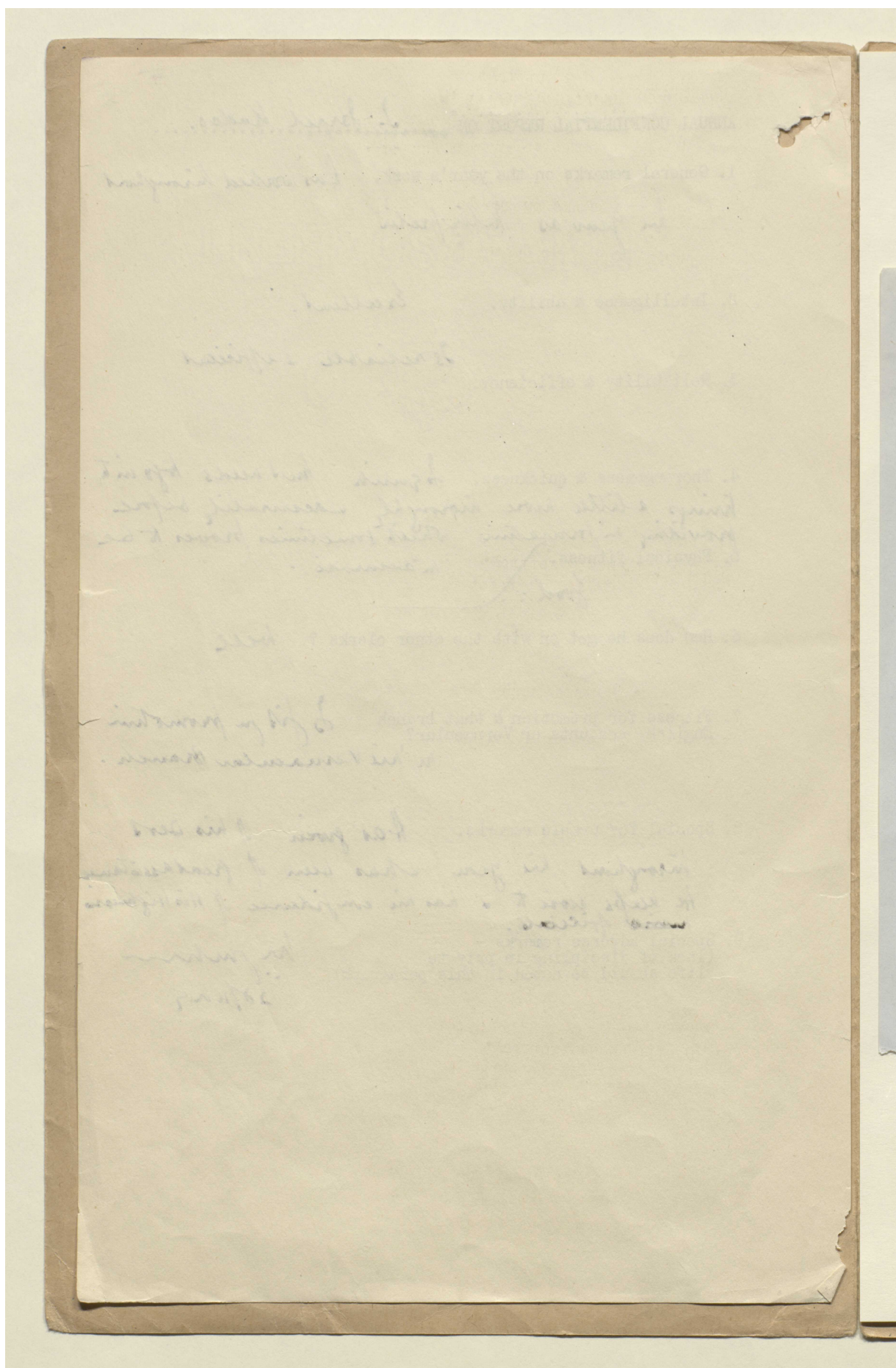
The file contains correspondence between officials at the Political Agency in Kuwait, the Persian Gulf Residency in Bahrain, and the Establishment and Organisation Department of the Foreign Office in London, about the pay, allowances and leave entitlements of the two local Arab clerks employed at the Kuwait Agency: Mr Kadoo (also spelt Kaddo) the interpreter and Mr Mohsin the passport clerk. The correspondence includes details of their pay and allowances, and in particular the figure of rent allowance for Mr Kadoo in view of the high cost of living in Kuwait. The correspondence also discusses their revised terms and conditions of employment, following their transfer from Government of India service to British Government service under Foreign Office rules. Included in the file is a secrecy declaration (confidentiality undertaking) signed by Mr Kadoo in which he promises to treat confidentially all matters relating to his employment by the British Government.

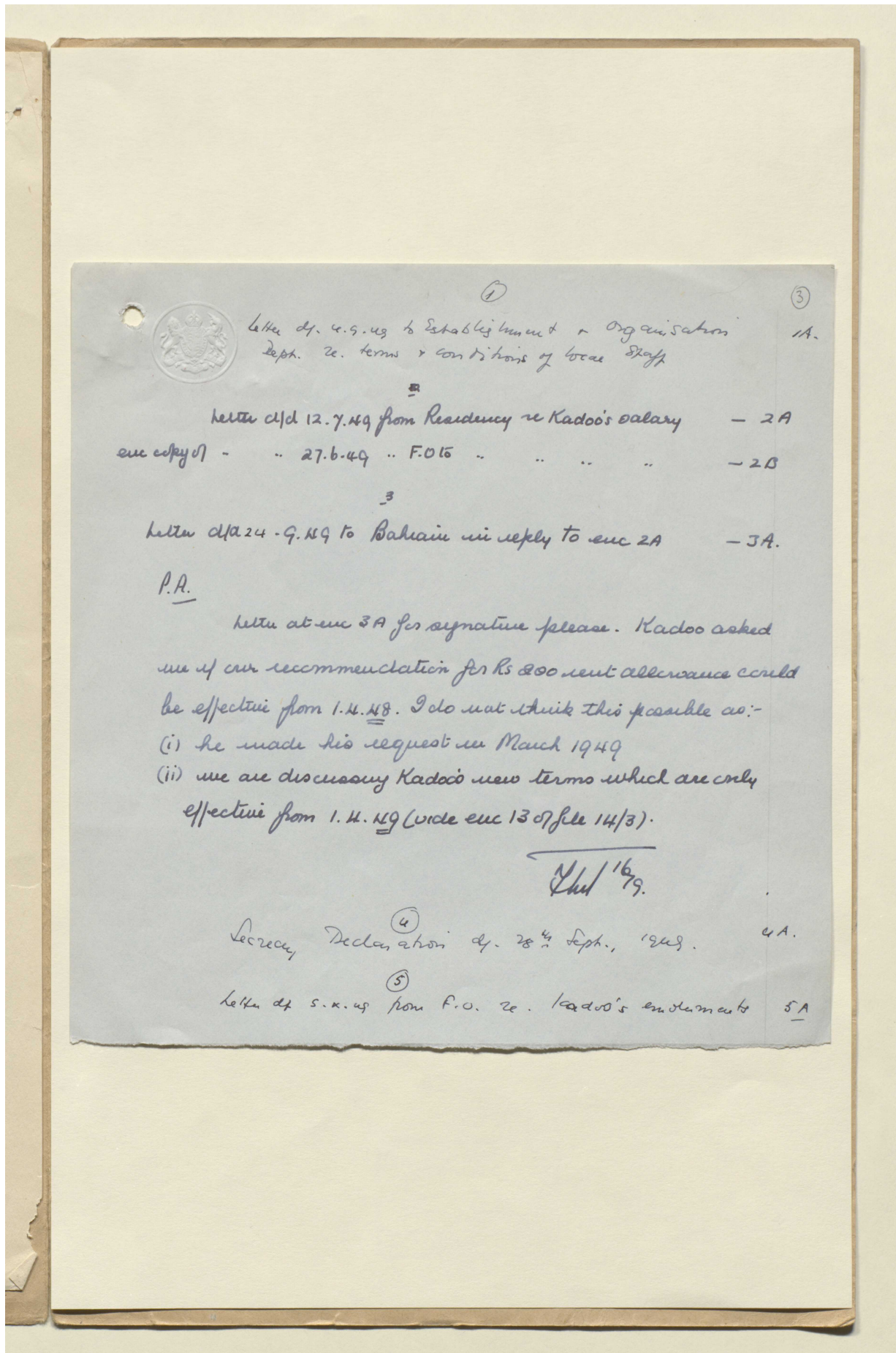




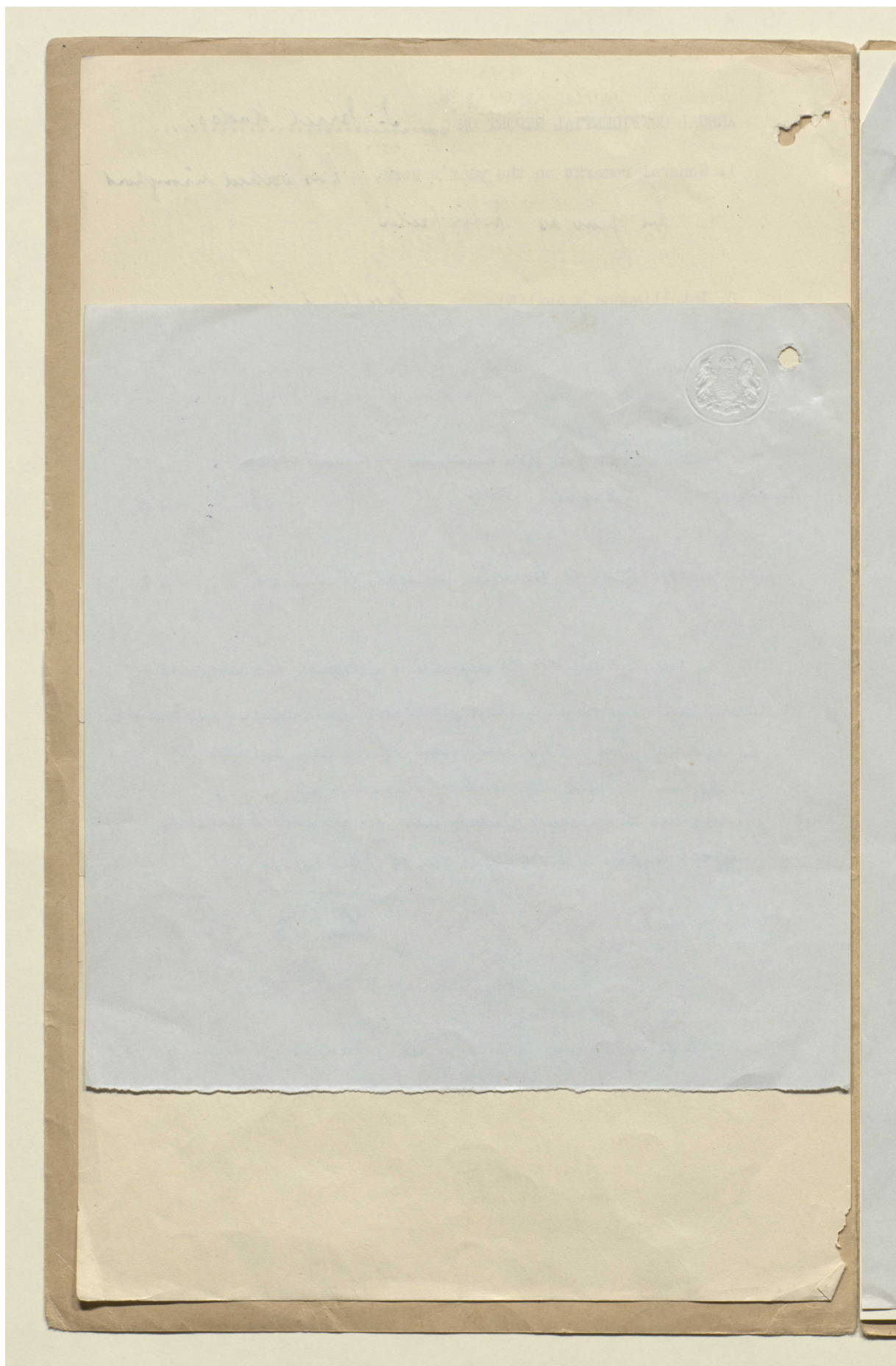
ANNUAL CONFIDENTIAL REPORT ON *I. Israel Kadoo*..... (2)

1. General remarks on the year's work. *Has worked throughout his year as Interpreter*
2. Intelligence & ability. *Excellent.*
3. Reliability & efficiency. *Is reliable & efficient*
4. Thoroughness & quickness. *I think he needs to go into things a little more thoroughly & accurately before providing information which sometimes proves to be inaccurate.*
5. Physical fitness. *Good.*
6. How does he get on with the other clerks? *well*
7. Fitness for promotion & what branch English, Accounts or Vernacular? *Is fit for promotion in the Vernacular Branch.*
8. Special favourable remarks. *Has given of his best throughout his year & has been of great assistance. He keeps close to & has the confidence of His Highness's main officials.*
9. Special adverse remarks -
(lack of discipline in private life should be noted in this paragraph) *He is fit for promotion*
28/11/15





'File C 14/11 ISRAEL KADOO (PERSONAL FILE)' [3v] (6/32)





MINUTE

PA.

6

4

Please see enclosure 5A. There are a number of points that arise from this letter regarding Kadoo's contract, leave, etc.

2. F.O. Contract. Kadoo has no contract and in view of the F.O. remarks I suggest he be given one as soon as possible for three years with effect from 1.4.49. I am drawing up a draft contract for both Kadoo and Mohsin and I suggest we refer this to the F.O. for approval when completed.

3. Salary. I cannot understand how the F.O. arrive at a basic salary of Rs. 310. Kadoo commenced his service on 1.12.41 and on the present basis of Rs. 250 x Rs. 10 - Rs. 350, his basic salary from 1.4.49 should be Rs. 330 (i.e. 7 years service to 1.12.48 plus one increment upon consolidation on 1.4.49.)

4. We have already informed the Residency of this (see enc. 3A) but I suggest we take it up with the F.O. direct.

5. Leave from 1.4.49 to 31.3.50 He will be entitled to the full annual 30 days for this period. He has already had 36 days leave during this leave year so has exhausted his present entitlement. The extra 6 days leave will count against certain accrued leave due to him - see next paragraph.

6. Leave prior to 1.4.49 The F.O. have agreed Kadoo can be allowed paid leave for the period 15.8.47 to 31.3.49 at the rate he was entitled to under Government of India rules.

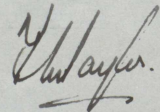
What this entitlement is nobody here seems to know. Israel held no contract during his Govt. of India service but from attached book of "Fundamental Rules" page 56, para 10A, it appears to be one twenty second of the period spent on duty. On this basis we have F.O. approval to allow Kadoo 27 days paid leave. However he has already had 6 days - see para 5 above. The rate of pay for the leave being that on the day the leave commences (see attached publication, page 57 para 16(1)(b)).

7. This is about one half of the 60 days accrued leave Kadoo requested when a contract with the F.O. was first discussed with him (see paras 2 & 3 of enc. 1A). It is not so much a question of his entitlement but rather who is to pay for the 33 days (i.e. 60 days less 27 days accepted by the F.O.). Here the F.O. are not very helpful - para 2 of enc. 5A refers. We have no precedent to go by and do not think the 33 days can be just struck off because no similar case exists.

8. I think we should refer this point again to the F.O. but before so doing I propose to enquire from the Residency whether they have had a similar case. A draft letter is submitted for approval.

9. Rent Allowance Although this question was not referred to the F.O., I suggest we now take it up direct with them as the Residency, to whom we wrote (enc. 3A), would undoubtedly prefer this.

10. As it is better to make our letter to the F.O. regarding Kadoo fully comprehensive I suggest we wait until we receive Bahrain's reply to our enquiry (para 3) before writing *to them*.



F.M. Taylor.

⑦
Issued letter C/272 dtd 31.1.49 to Residency, Bahrain - 7A.

Confidential.

No. C/298(14/11)

Political Agency,

Kuwait.

December 20, 1949.

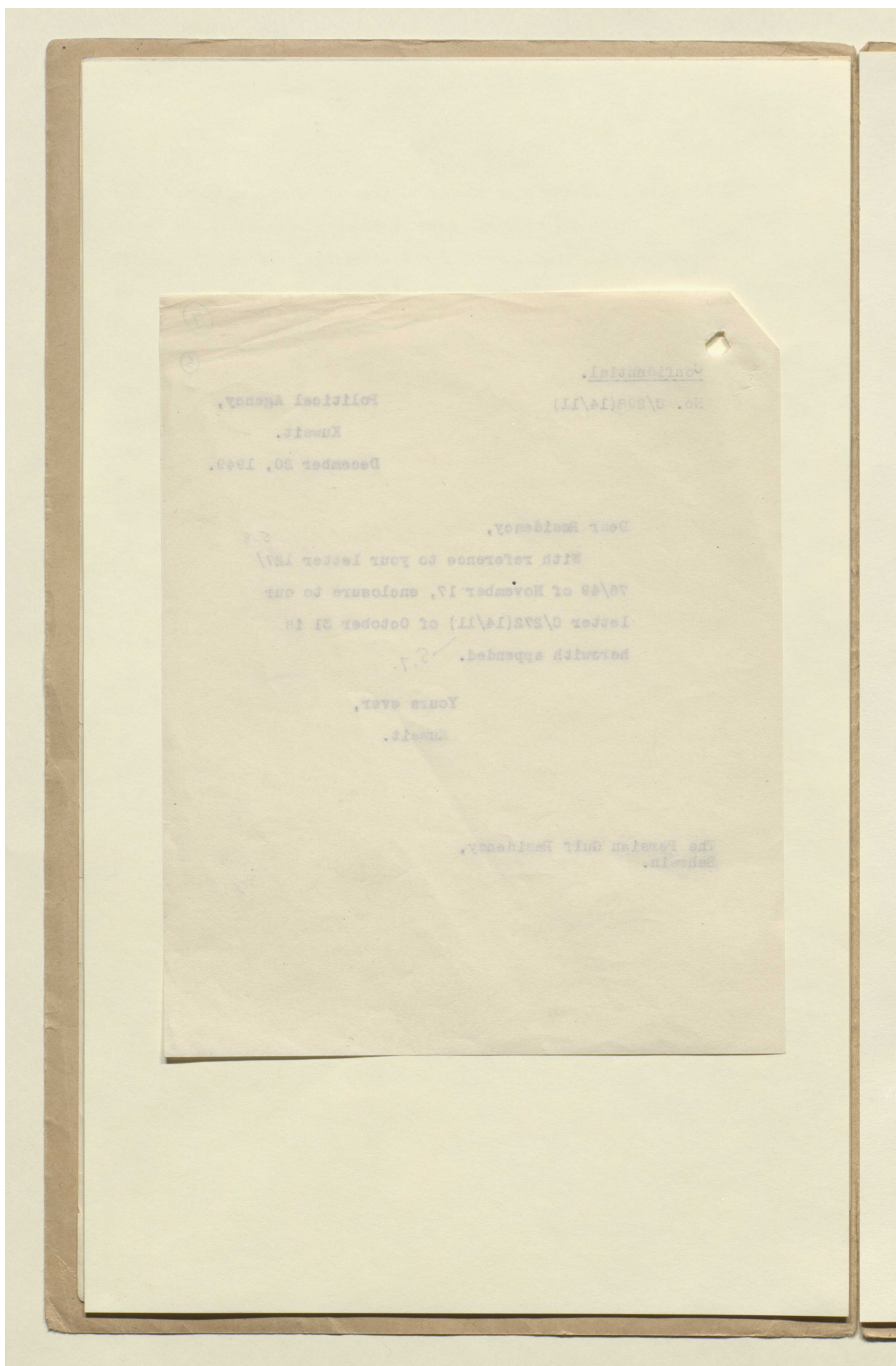
Dear Residency,

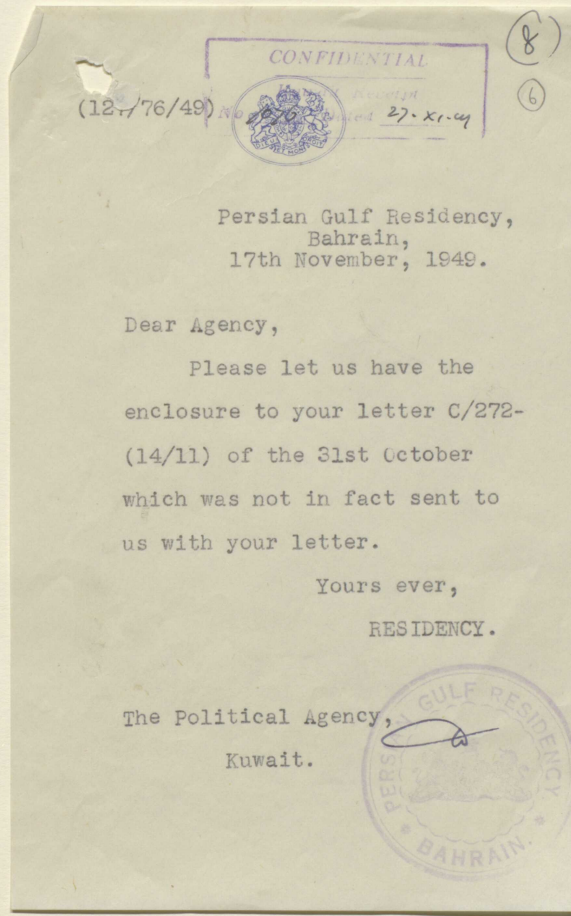
With reference to your letter 127/
76/49 of November 17, enclosure to our
letter C/272(14/11) of October 31 is
herewith appended. S.7.

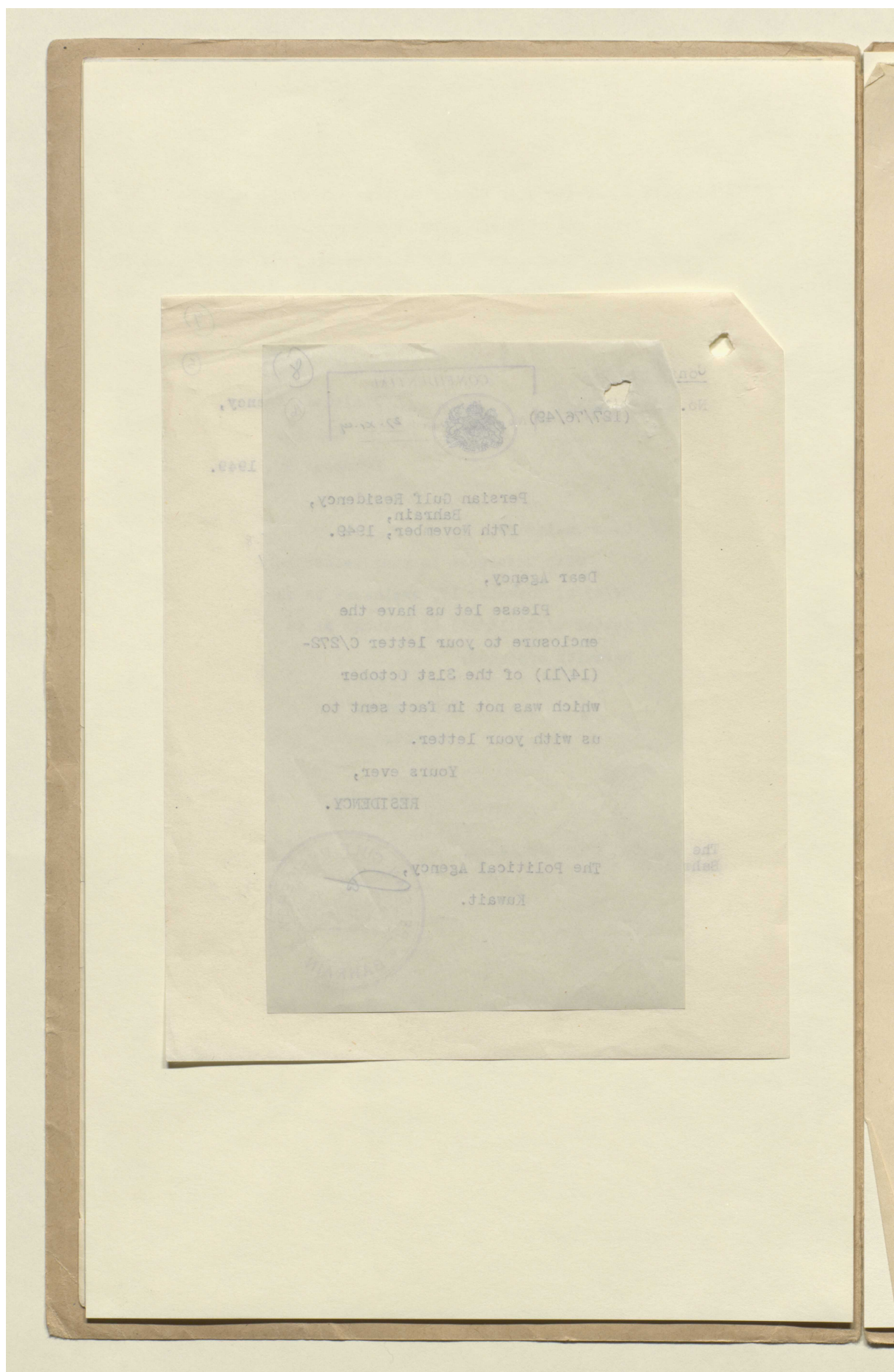
Yours ever,

Kuwait.

The Persian Gulf Residency,
Bahrain.







7

7.A.

The Political Agency,
Kuwait.

No. C/272(14/11)

31st October, 1949.

Dear Residency,

Please refer to our letter No. F/81(1/80) of the 4th September, 1949 to the Foreign Office a copy of which was sent to you regarding Kadoo and Mohsin and to our letter No. C/236(14/11) of the 24th September regarding Kadoo's rent allowance.

2. We are enclosing herewith a copy of Foreign Office letter No. X303/91K11(13/49) of the 5th October 1949 from which it will be seen that the Foreign Office agree to both men being allowed accrued leave for the period from 15th August 1947 to 31st March 1949 at the rates they enjoyed whilst in Government of India service.

3. We calculate this to be 27 days in both cases, so that the remaining 33 days of their accrued leave of 60 days was earned during Government of India service.

4. We think that both Kadoo and Mohsin are entitled to these 33 days but no precedent has been established here in a similar case by which we can be guided as suggested by the Foreign Office.

5. We propose to pursue this question with the Foreign Office but before so doing we should be grateful if you would let us know whether a similar case has arisen in Bahrain.

6. As the Foreign Office letter of 5th October 1949 also raises the question of Kadoo's salary and rent allowance - the latter being the subject of our letter No. C/236(14/11) of 24th September, 1949 to you - we consider it would be preferable if we dealt with this matter direct with them also. We therefore propose to write them on the whole subject of Kadoo's contract, salary, leave etc. as soon as a reply has been received from you to our enquiry at paragraph 5 above.

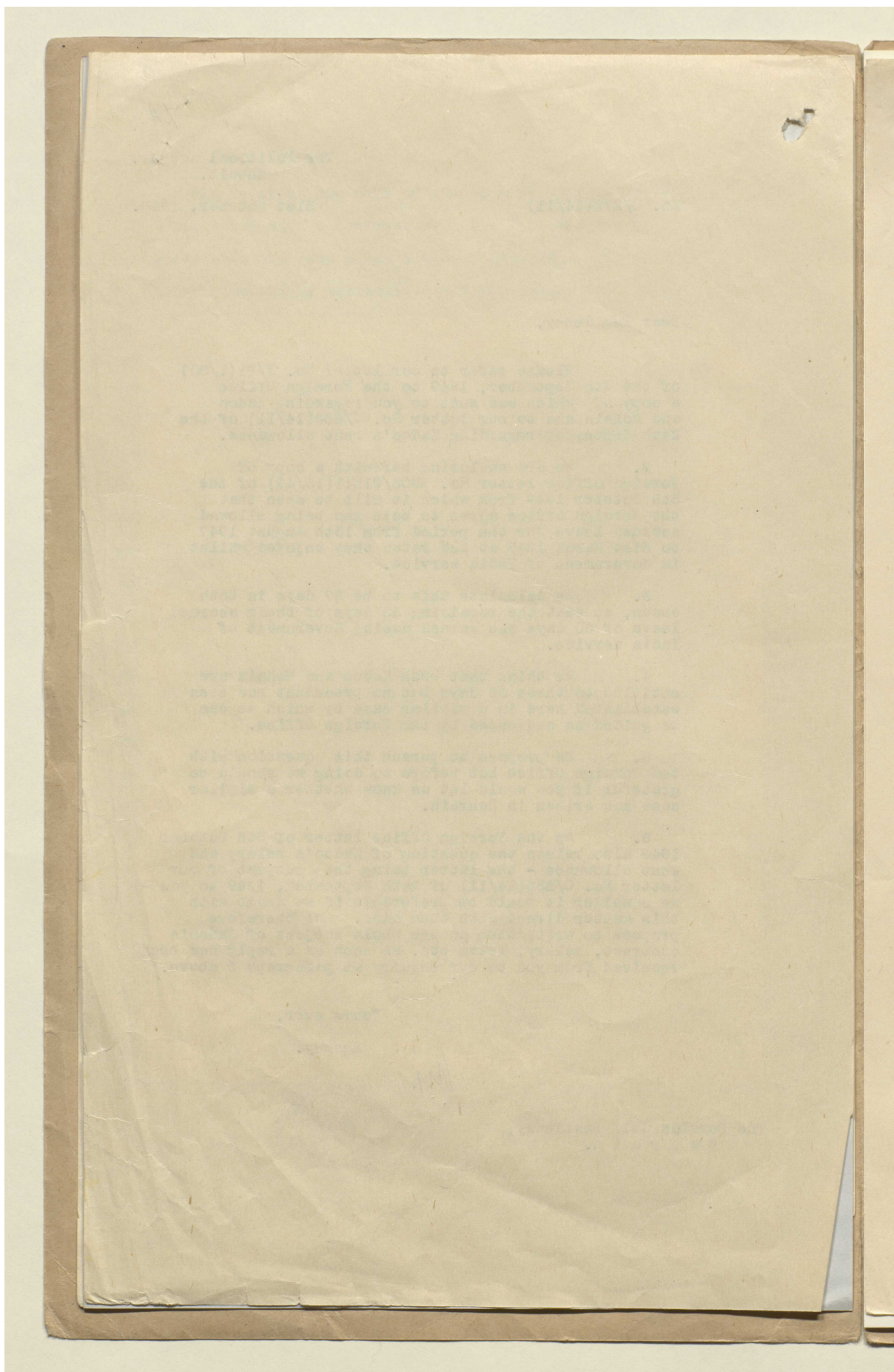
Yours ever,

Agency.

M.



The Persian Gulf Residency,
B a h r a i n.



COPY of memo 5A on C14/11
(XS03/91K11(13/49))

FOREIGN OFFICE, S.W.1.
5th October, 1949.

CONFIDENTIAL.

Dear Agency,

Please refer to your letter F.81/1/80 of 4th September on the subject of Messrs. Kaddoo and Mohsin. These employees were included in the list of staff submitted with Residency letter No. 127/2/49 of 31st January for whom revised conditions of service were approved with effect from 1st April, 1949 (Netting's letter XS03/91(5/49) of 4th April to Dredge refers). These conditions included one month's leave per annum on full pay and allowances.

Normal Foreign Office rules do not permit locally engaged staff to accumulate leave i.e. to carry forward from one year to another, but in special circumstances we are prepared to leave this to the discretion of the head of the post. So far as the period prior to 31st March 1949 is concerned it should be noted that His Majesty's Government took over responsibility for the posts in the Gulf with effect from 15th August 1947, administration being in the hands of the Commonwealth Relations Office up to 31st March 1948, after which date the Foreign Office assumed responsibility. It was agreed at the time of the transfer of power that temporary staff employed in the Gulf who were taken over by His Majesty's Government should retain their existing conditions of service. It follows therefore that from the period 15th August 1947 to 31st March 1949 Kaddoo and Mohsin were entitled to leave at the rates they enjoyed while in Government of India service. Insofar as these employees have been unable to take the leave due to them owing to the exigencies of the service, you may allow them to take the accumulated leave at the first available opportunity. We cannot authorise payment in lieu of leave. not

We do feel that we should at this stage contemplate the part of leave earned during Government of India service - we think it extremely unlikely that the former employers would agree to accept liability for this. It may be however that a precedent has been established in similar cases where employees had leave 'credits' at the time of the transfer, and you will have to be guided by this.

One further point we would like to mention concerns Kaddoo's pay. The revised emoluments approved for him with effect from 1st April 1949 are:

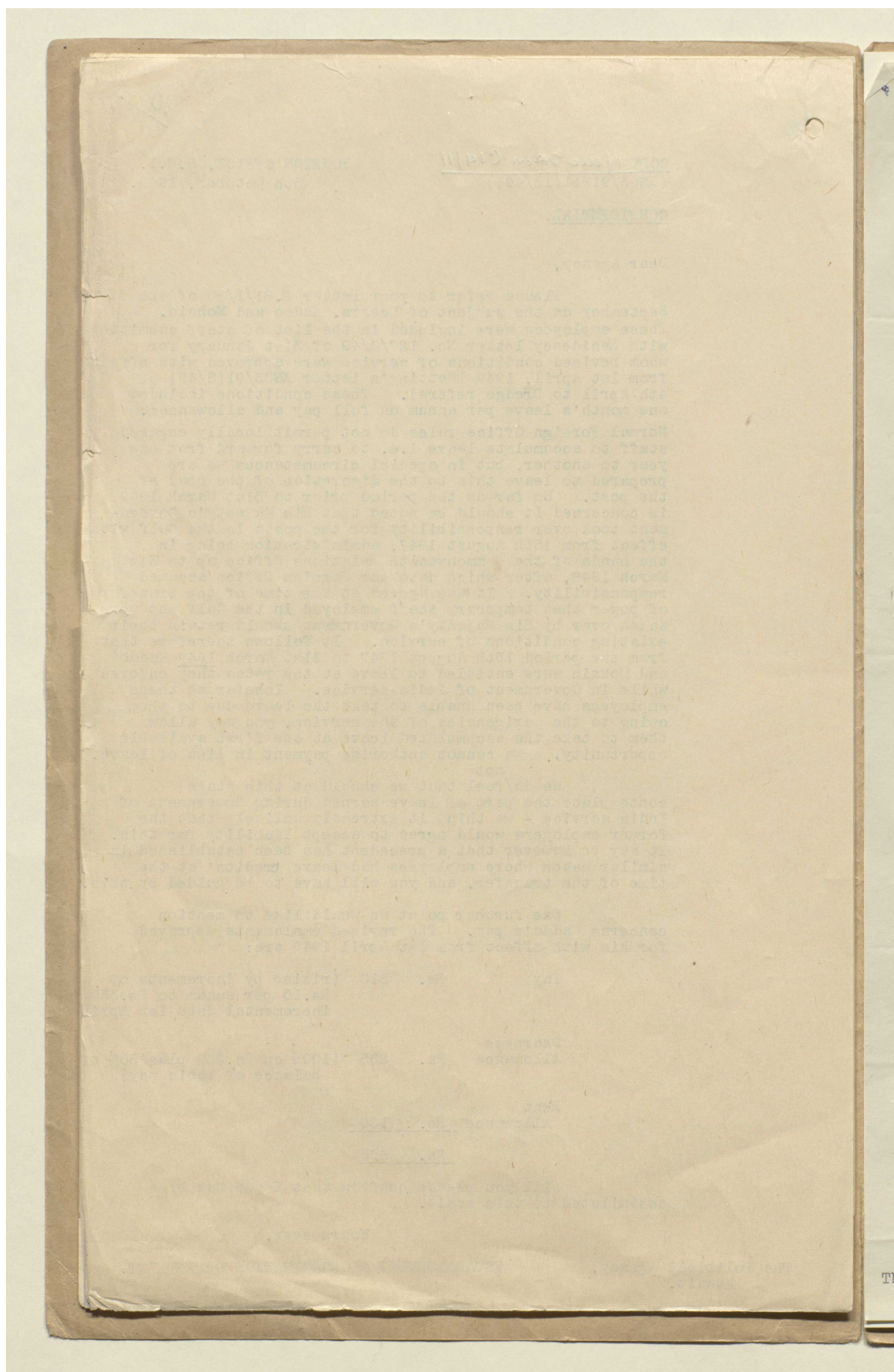
Pay	Rs.	310	(rising by increments of Rs.10 per annum to Rs.350 incremental date 1st April)
Dearness Allowance	Rs.	255	(100% on Rs.200 plus 50% of balance of basic pay)
Rent Allowance	Rs.	100	
	Rs.	665	

Will you please confirm that Kaddoo has been assimilated to this scale.

Yours ever,

The Political Agency,
Kuwait.

ESTABLISHMENT & ORGANISATION DEPARTMENT.





CONFIDENTIAL
Kuwait Receipt
No. 88 Date 15.10.49

9 5A
M. 17/10

FOREIGN OFFICE, S.W.1.

(XS03/91K11(13/49))

5th October, 1949

CONFIDENTIAL

Dear Agency,

Please refer to your letter F.81/1/80 of 4th September on the subject of Messrs. Kaddo and Mohsin. These employees were included in the list of staff submitted with Residency letter No. 127/2/49 of 31st January for whom revised conditions of service were approved with effect from 1st April 1949 (Netting's letter XS03/91(5/49) of 4th April to Dredge refers). These conditions included one month's leave per annum on full pay and allowances. Normal Foreign Office rules do not permit locally engaged staff to accumulate leave i.e. to carry forward from one year to another, but in special circumstances we are prepared to leave this to the discretion of the head of the post. So far as the period prior to 31st March 1949 is concerned it should be noted that His Majesty's Government took over responsibility for the posts in the Gulf with effect from 15th August 1947, administration being in the hands of the Commonwealth Relations Office up to 31st March 1948, after which date the Foreign Office assumed responsibility. It was agreed at the time of the transfer of power that temporary staff employed in the Gulf who were taken over by His Majesty's Government should retain their existing conditions of service. It follows therefore that from the period 15th August 1947 to 31st March 1949 Kaddo and Mohsin were entitled to leave at the rates they enjoyed while in Government of India service. Insofar as these employees have been unable to take the leave due to them owing to the exigencies of the service, you may allow them to take the accumulated leave at the first available opportunity. We cannot authorise payment in lieu of leave.

We do not feel that we should at this stage contemplate the part of leave earned during Government of India service - we think it extremely unlikely that the former employers would agree to accept liability for this. It may be however that a precedent has been established in similar cases where employees had leave 'credits' at the time of the transfer, and you will have to be guided by this.

One further point we would like to mention concerns Kaddo's pay. The revised emoluments approved for him with effect from 1st April 1949 are:

Pay	Rs. 310	(rising by increments of Rs. 10 per annum to Rs. incremental date 1st April)
Dearness Allowance	Rs. 255	(100% on Rs. 200 plus 50% balance of basic pay)
Rent Allowance	Rs. 100	
	<u>Rs. 665</u>	

Will you please confirm that Kaddo has been assigned this scale.

Yours ever,

The Political Agency,
Kuwait.

ESTABLISHMENT AND ORGANISATION DEPARTMENT

(10) 4A
SECRECY DECLARATION.

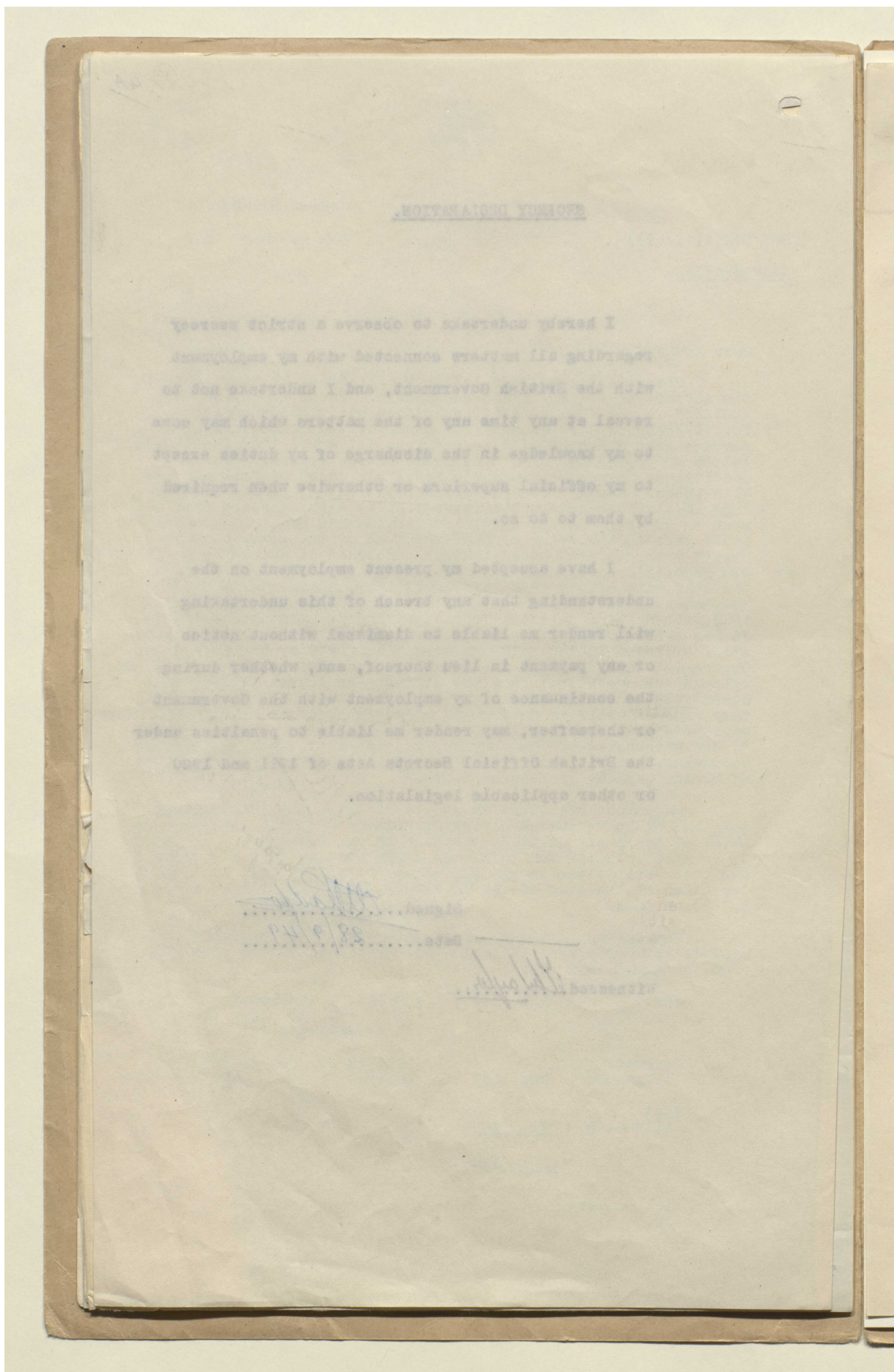
I hereby undertake to observe a strict secrecy regarding all matters connected with my employment with the British Government, and I undertake not to reveal at any time any of the matters which may come to my knowledge in the discharge of my duties except to my official superiors or otherwise when required by them to do so.

I have accepted my present employment on the understanding that any breach of this undertaking will render me liable to dismissal without notice or any payment in lieu thereof, and, whether during the continuance of my employment with the Government or thereafter, may render me liable to penalties under the British Official Secrets Acts of 1911 and 1920 or other applicable legislation.

Signed.....*AKaddo*.....

Date.....*28/9/49*.....

Witnessed.....*W. Taylor*.....



CONFIDENTIAL

THE POLITICAL AGENCY,

KUWAIT,

No.C/236 (14/8)

24 September, 1949.

Please refer to your letter of the 18th July, 1949, reference 127/55/49, regarding Kadoo's salary.

2. Kadoo commenced his service on the 1st December, 1941, and on the existing basis his salary from the 1st April, 1949 should have been Rs.330, i.e. 7 years service up to the 1st December, 1948, plus one increment upon consolidation on the 1st April, 1949. The net effect of this would be an increase of Rs.35.

3. However, this presupposes that when Kadoo was first engaged he would have entered at the minimum of the scale for his grade. This is not a correct assumption since his background and qualifications would have warranted a commencing salary higher than Rs.250.

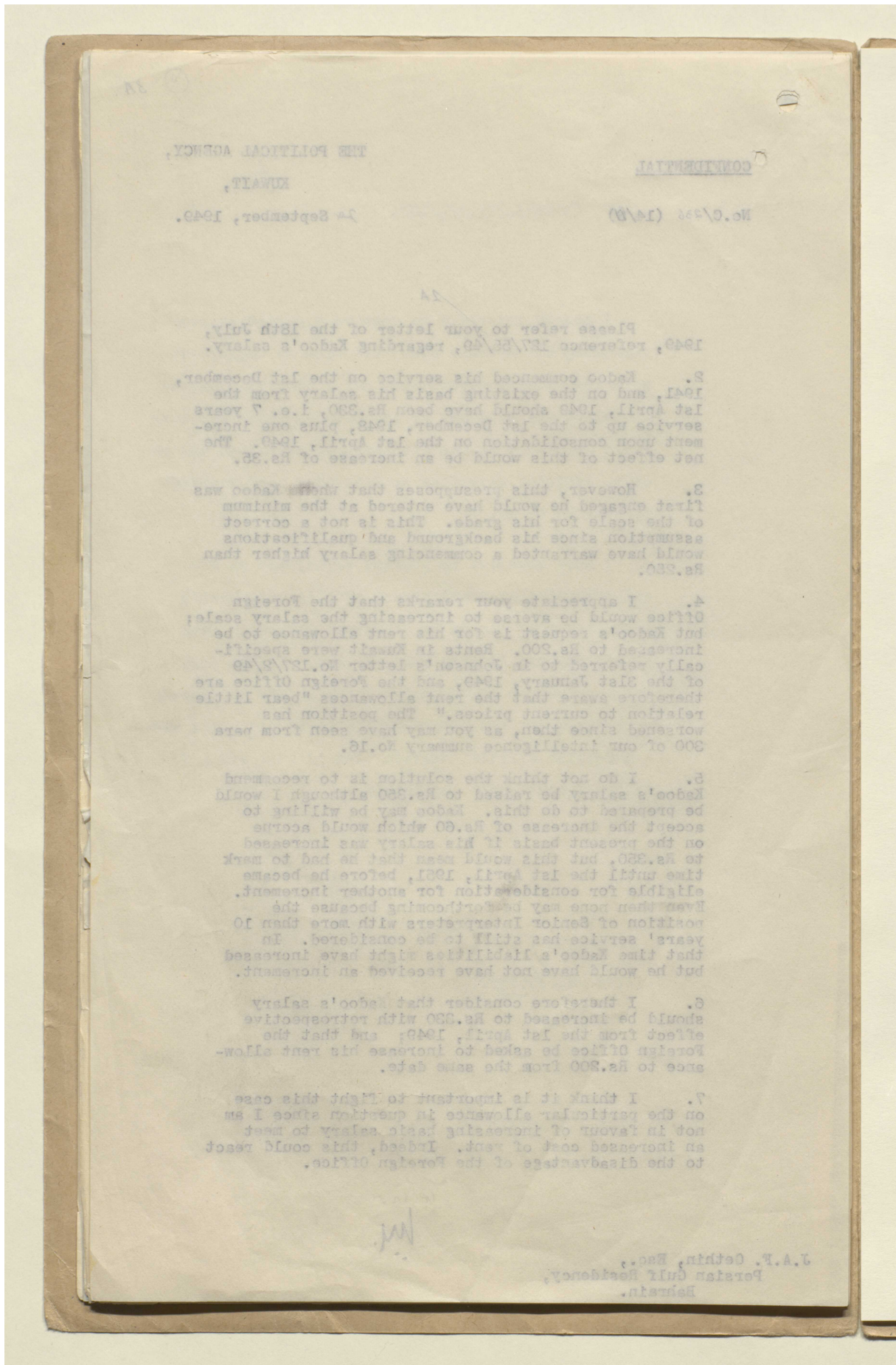
4. I appreciate your remarks that the Foreign Office would be averse to increasing the salary scale; but Kadoo's request is for his rent allowance to be increased to Rs.200. Rents in Kuwait were specifically referred to in Johnson's letter No.127/2/49 of the 31st January, 1949, and the Foreign Office are therefore aware that the rent allowances "bear little relation to current prices." The position has worsened since then, as you may have seen from para 300 of our intelligence summary No.16.

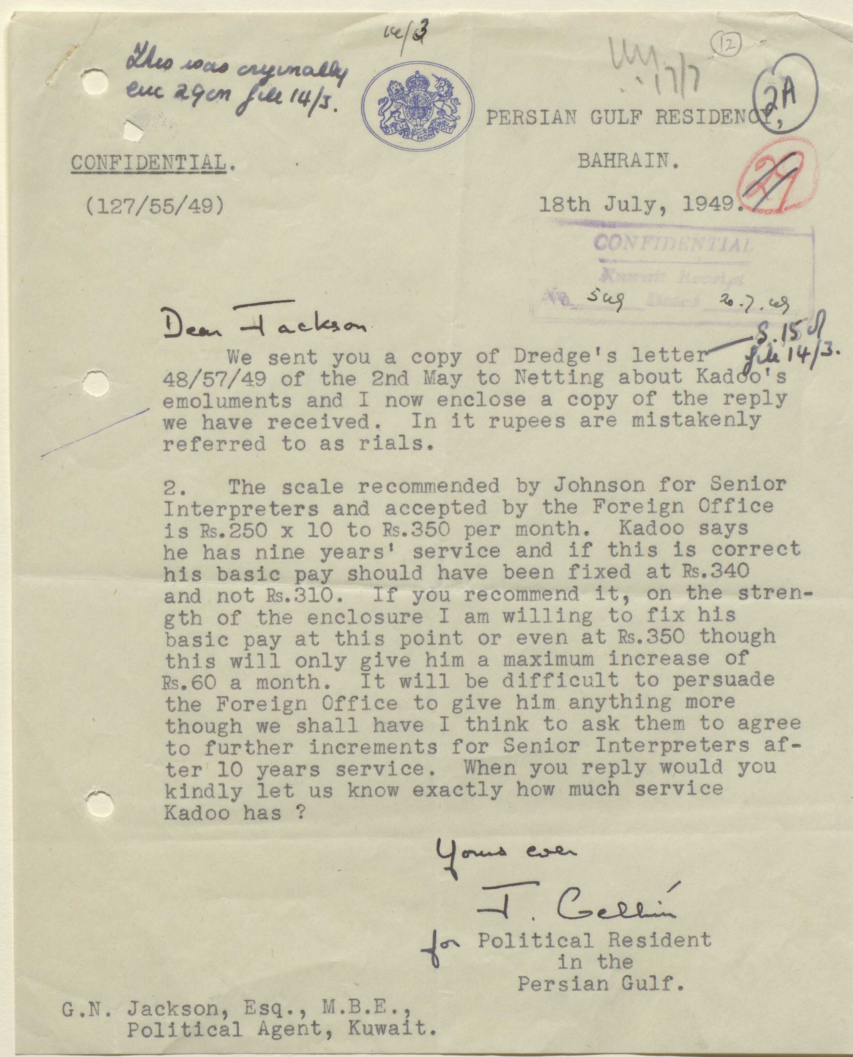
5. I do not think the solution is to recommend Kadoo's salary be raised to Rs.350 although I would be prepared to do this. Kadoo may be willing to accept the increase of Rs.60 which would accrue on the present basis if his salary was increased to Rs.350, but this would mean that he had to mark time until the 1st April, 1951, before he became eligible for consideration for another increment. Even then none may be forthcoming because the position of Senior Interpreters with more than 10 years' service has still to be considered. In that time Kadoo's liabilities might have increased but he would have not have received an increment.

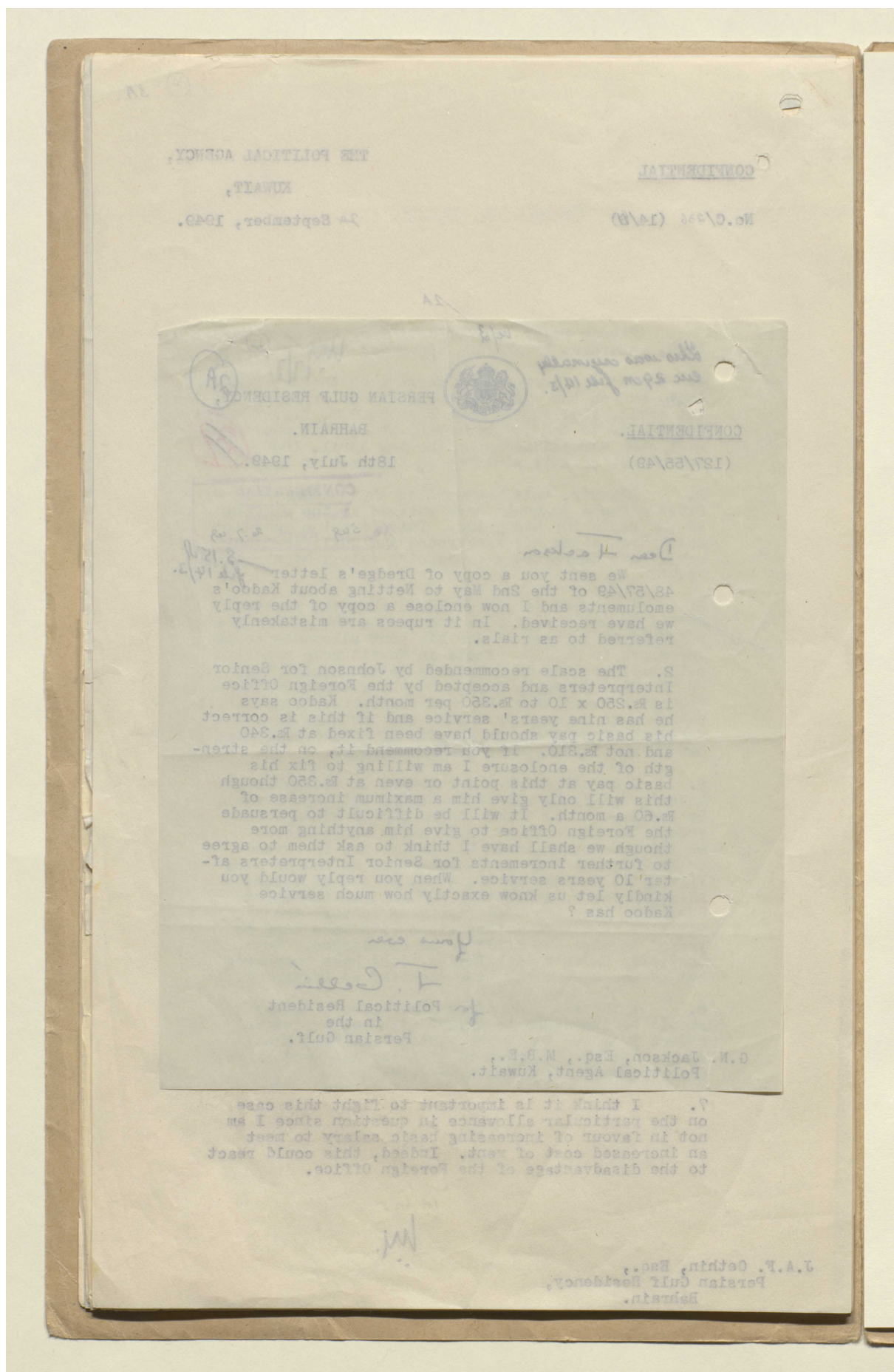
6. I therefore consider that Kadoo's salary should be increased to Rs.330 with retrospective effect from the 1st April, 1949; and that the Foreign Office be asked to increase his rent allowance to Rs.200 from the same date.

7. I think it is important to fight this case on the particular allowance in question since I am not in favour of increasing basic salary to meet an increased cost of rent. Indeed, this could react to the disadvantage of the Foreign Office.

J.A.F. Gethin, Esq.,
Persian Gulf Residency,
Bahrain.







COPY.

FOREIGN OFFICE, S.W.1.

(XS 03/91K11(7/49)

27th June, 1949.

CONFIDENTIAL.

Dear Residency,

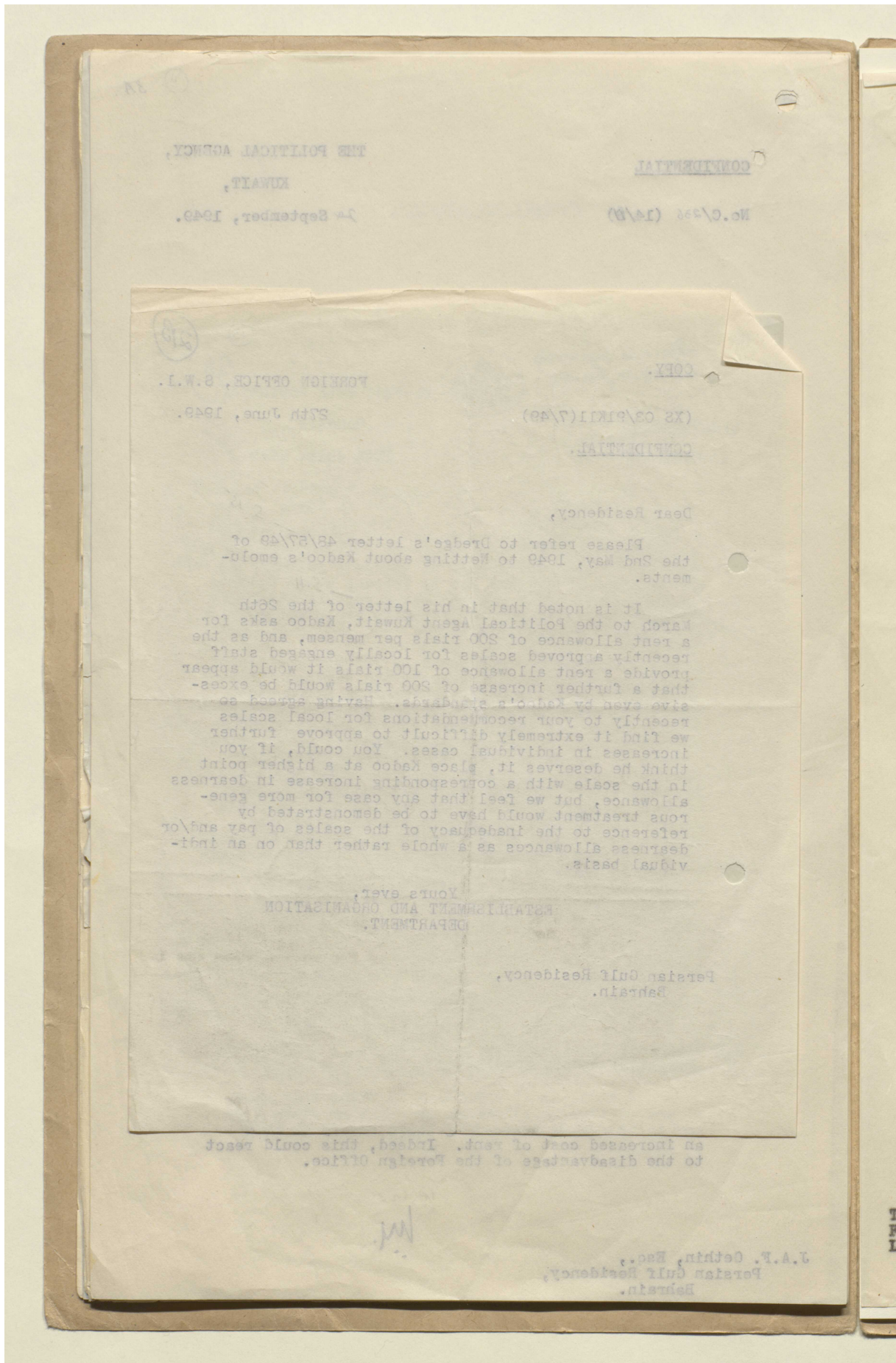
Please refer to Dredge's letter 48/57/49 of the 2nd May, 1949 to Netting about Kadoo's emoluments.

It is noted that in his letter of the 26th March to the Political Agent Kuwait, Kadoo asks for a rent allowance of 200 rials per mensem, and as the recently approved scales for locally engaged staff provide a rent allowance of 100 rials it would appear that a further increase of 200 rials would be excessive even by Kadoo's standards. Having agreed so recently to your recommendations for local scales we find it extremely difficult to approve further increases in individual cases. You could, if you think he deserves it, place Kadoo at a higher point in the scale with a corresponding increase in dearness allowance, but we feel that any case for more generous treatment would have to be demonstrated by reference to the inadequacy of the scales of pay and/or dearness allowances as a whole rather than on an individual basis.

Yours ever,
ESTABLISHMENT AND ORGANISATION
DEPARTMENT.

Persian Gulf Residency,
Bahrain.

'File C 14/11 ISRAEL KADOO (PERSONAL FILE)' [13v] (26/32)



Under Flying Seal

No.F/81 (1/80)

THE POLITICAL AGENCY,
KUWAIT,

14th September, 1949.

Dear Establishment & Organisation Department,

As you are aware we have two locally engaged Arab staff here, Mr. Israel Kaddo, the Interpreter and Mr. Abdul Mohsin, the passport clerk.

2. When the Foreign Office took over this post on the 1st April, 1948 the new terms and conditions of service for such staff were not known and it was not until October, 1948 that Mr. Kaddo and Mr. Mohsin saw the new Foreign Office conditions. They stated on the 3rd October, 1948 that they were prepared to accept the conditions but wished the 60 days leave that they had accumulated during the two years of Government of India service prior to their absorption by the Foreign Office to be allowed to them or, failing that, for payment to be made in lieu.

3. We consulted the Residency at Bahrain who agreed that they were both entitled to the 60 days accumulated leave but the Residency pointed out that a grant of pay in lieu of leave was not permissible.

4. No formal contract was entered into and no letters were exchanged with either Mr. Kaddo or Mr. Mohsin in respect of their employment with the Foreign Office; and it is difficult to know exactly from what date they came under the Foreign Office conditions. We consider that as they signified their agreement to the new conditions in October, 1948 they should be regarded as subject to such conditions as from the 1st of that month and that for the period from the 1st April, 1948 to 30th September, 1948 they should be regarded as being subject to the conditions applying to their temporary service with the Government of India. This is similar to the position of the Indian staff here who, until the new Foreign Office contracts were given them on the 1st June, 1948 were subject to Government of India conditions although paid by the Foreign Office.

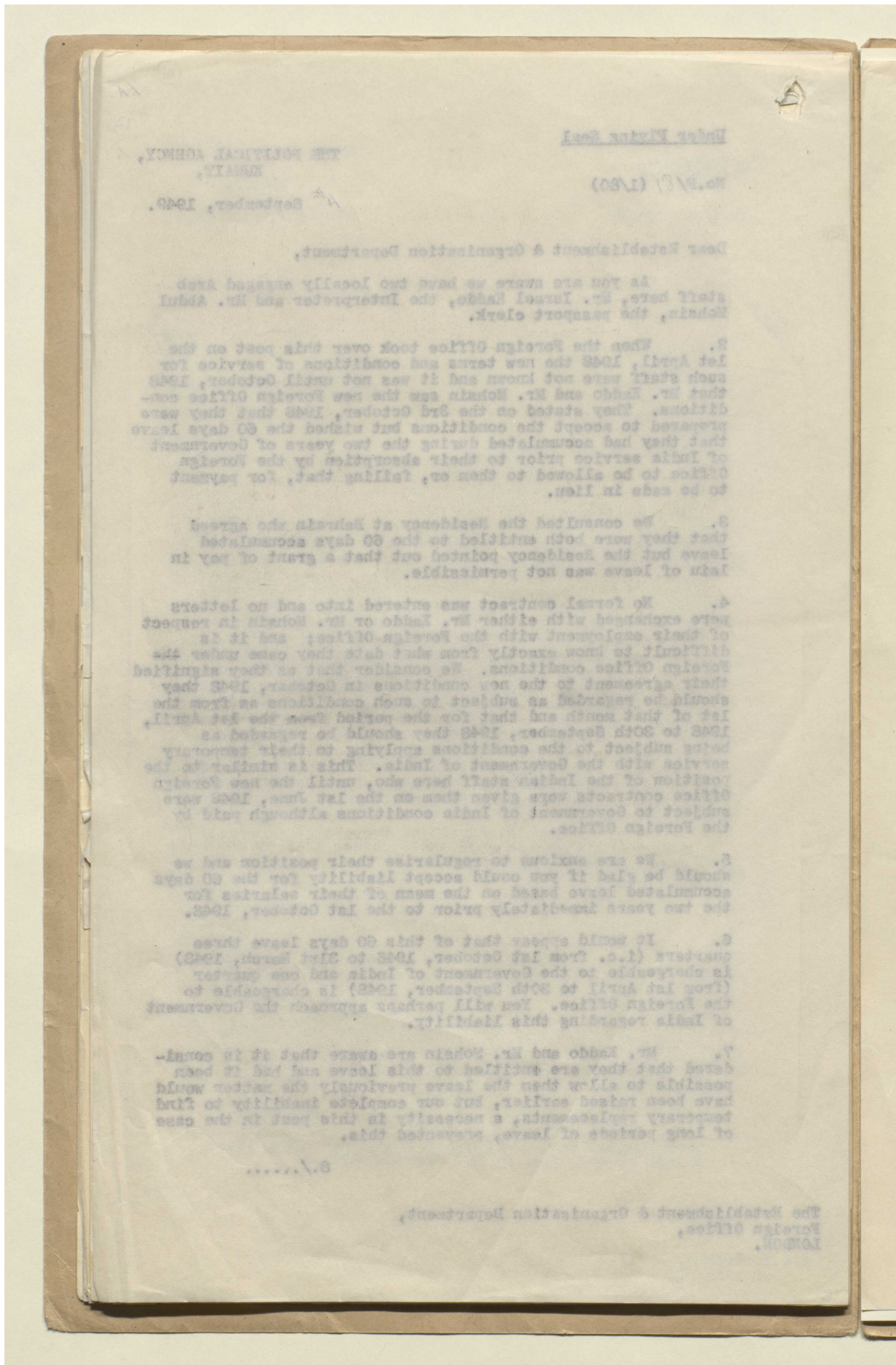
5. We are anxious to regularise their position and we should be glad if you could accept liability for the 60 days accumulated leave based on the mean of their salaries for the two years immediately prior to the 1st October, 1948.

6. It would appear that of this 60 days leave three quarters (i.e. from 1st October, 1946 to 31st March, 1948) is chargeable to the Government of India and one quarter (from 1st April to 30th September, 1948) is chargeable to the Foreign Office. You will perhaps approach the Government of India regarding this liability.

7. Mr. Kaddo and Mr. Mohsin are aware that it is considered that they are entitled to this leave and had it been possible to allow them the leave previously the matter would have been raised earlier, but our complete inability to find temporary replacements, a necessity in this post in the case of long periods of leave, prevented this.

2./.....

The Establishment & Organisation Department,
Foreign Office,
LONDON.



- 2 -

8. It is indeed improbable that we will be able to let either of them take their accumulated leave until 1950; but it is our desire to regularise their employment by formal contract. Neither Mr. Kaddo nor Mr. Mohsin are likely to agree to continue in Foreign Office employ if the accumulated leave to which they are entitled is refused them. We have experienced great difficulty in retaining their services in the face of rising prices in Kuwait and the other posts they could obtain. Local clerical staff are particularly hard to find on the present Foreign Office terms.

9. There is yet a further point with regard to these two persons and this is in connection with the leave they have taken since they changed over to Foreign Office employment in 1948.

10. In March, 1949 Mr. Kaddo requested three months' leave (i.e. 60 days accumulated leave plus 30 days under Foreign Office conditions). This was allowed but we were unable to find a suitable replacement for him and finally he was given 36 days leave from the 26th June, 1949 to 31st July, 1949. No replacement was engaged for this period. Mr. Mohsin also asked for long leave. This was denied to him also as no temporary replacement could be obtained. He was, however, allowed ten days leave in July, 1949.

11. If it is agreed that these men are subject to Foreign Office conditions with effect from the 1st October, 1948 as suggested, then 30 days of Mr. Kaddo's leave and Mr. Mohsin's ten days leave may count against their annual allowance for the period 1st October, 1948 to 30th September, 1949. The other six days of Mr. Kaddo's leave can either be regarded as offset against the 60 days accumulated leave previously referred to or can count against the leave which will be due to him for the period from 1st October, 1949 to 31st December, 1949. We propose bringing the contracts and leave entitlements of these two in line with the calendar year as from the 1st January, 1950.

12. We should be glad of your approval to our proposal in paragraph 5 of this letter and your advice regarding paragraph 9.

Yours ever,

Political Agency.



