

4th. January, 1913.

Dear Topley,

I have been busily exploring avenues about the computational work you suggested at the Galton Laboratory in view of what you said on Tuesday.

Miss Schafer won't come yet awhile: she thinks it would be unfair to her present employers, and is satisfied she is being useful. She is I think really attracted to the idea of helping me later in the arduous business of reconstruction, so far as the Galton Laboratory is concerned, when the balloon goes down.

Looking at it with no ulterior responsibility beyond that of getting a job of work suitably done, I still think it would be a mistake to pass over my ex-actuary Mr. Williams. If it is a matter of public policy that Conscientious Objectors should not be employed when suitable more dutiful citizens are available, I still do not think that his employment in this case can properly be regarded as barred. Would you like it any better if I appointed him Secretary in my department in place of Miss Simpson, who has now gone to the Censorship, as for this appointment the Agricultural Research Council could not be regarded as responsible? I hope and believe that the Rockefeller Committee will still be willing to keep this post alive. In that

position it would be sheer waste of man-power if a good deal of his time were not given to calculations arising out of S.E.C. work; just as a good deal of Miss Lucke's time, who is paid by University College is now given. In fact within the Laboratory there must be a lot of flexibility as to what each of us is doing from time to time, for which no one can be responsible but myself. If you would find such a plan tolerable I should want to supplement his pay up to £250, rising to £300, out of funds made available to my department by the Agricultural Research Council, if the A.R.C. can let its responsibilities cease at the stage of making some sort of a block grant to my department.

No one is responsible for anything but his own conscience, and I should not feel that I were acting in any way unfairly if by some such arrangement as I suggest William's conscientious objection, and yours would be both made consistent with a decent job of work being done.

Yours sincerely,