

18267

1932

18267

KENYA

C0533/426

NATIVE MEDICAL SERVICE.

162-61/30. Clinical  
& African Service.

Patient

		Mr C. Bottomley	23/9
		Mr R. Hamilton	26.9
		R 297	20/9
		Mr Ireland	30/9/32
		P.D.	20/10
		Mr Ireland	20/10/32
		R 297	6/12
		Mr. Stewart	7/12
		Mr. Stanton	7.12.32
R 297	29/7/32	Mr. Jeffrey	13/12
Mr. Stanton	29/8	Mr. Allan	14/12
Mr. Allen	1/9	Mr. Green	14.12
Mr. Stanton	2/9	Mr. Tomlinson	15/12
Mr. Green	2/9	Mr. C. B. Mulvey	16/12
Mr. D. Hall	3/9	R. 209	16/12
Mr. Jeffrey	6/9	Mr. D. Hall	—
Mr. Allen	1/9	R 297	6/1
Mr. Stanton	16.9.32	Mr. 309	11/1
Mr. Allen	6/9	297	
Mr. Stanton	15.9		
Room 309	16/9		
Mr. Allen	20/9		
297	1/9		
Mr. Stanton	23		

1. For Kenya — 268 — 6/9/32 2  
Recommendations for favourable consideration  
scheme submitted by the D.M.S.S. for  
the immediate institution of a Native  
Medical Service on the lines of the African  
& Arab Clerical Section. Request telegraph  
reply.

(Note & 46 treatment  
attaches - No 2.)

The proposed scheme is based on the  
approved Arab and African Clerical  
Service Regulations - 1924 & 10057/27  
a report on the working of which was  
promised in 1932.

The terms are slightly more advantageous  
during the "leaves" stage as uniform con-  
ditions are provided.

? subject to any objections by  
C.S.D. and by Dr. Stanton approved  
by telegram.

Just to Dr. Stanton & C.S.D.

H.S. Potts  
29/8/32

J.N. Allen

18/32

The progress made in training Africans  
at the medical depot in Nairobi has  
exceeded expectations and several medical  
officers, with whom I have discussed the  
matter, spoke highly of the capabilities  
& intelligence of the men that were in  
training. Kenya has been behind other  
African Colonies in this work. It is  
obvious that there must be some sort of  
service for these Africans to suit  
them their period of training has come  
to an end. One of the main objects  
of their training was that they would

be of assistance to the department,  
the scheme should be approved.

May 1 - Enclosure to printed form  
the C.A. series.

Printed  
M. J. J. J.  
20.10.32.

A. J. J. J.  
79.

No comments.

W. J. J. J.  
39.72.

We should express satisfaction  
at the progress which has been  
made.

C. J. J. J.  
6.9.32.

I kept this for Dr. Stanton as he  
has written to me concerning  
the arrangements for training  
subordinate in the medical Dept.  
I have not been able to discuss  
it with Dr. Stanton. I do not  
know to what extent (if any) the  
paper is relevant.

W. J. J. J.  
17/9/32

W. J. J. J.

I agree with Dr. Stanton's  
comments.

I have discussed with  
Sir R. Hamilton the general  
question of the training of  
Africans as medical assistants.  
Sir R. Hamilton desires that  
every encouragement should  
be given to proposals for the  
training of Africans as  
assistants in the technical  
services of Governments, on  
grounds both of economy in  
administration and of the  
interests of the native peoples.

The proposals in R.O. 1 are  
on the right lines and should  
be approved.

Dr. Stanton  
15.9.32

has been discussed  
with Dr. Stanton  
W. J. J. J.

Then approve the proposals as  
suggested by the 1st & 2nd parts of the  
document as the affairs progress.

Dr. Stanton  
W. J. J. J.  
17/9/32

RECORDED UNDER STATUTE

Feb 20 185 to Governor Kenya 16/9/32

4 To Gov 726 (1 answer) 28 SEP 1932

108

Copies of No. 1 are available to the Com. Sec.  
of the ... ..

Official  
3/1/33

? P. ...

A. D. ...

4/1/33  
H. P. ...  
11/1/33

20



RECORDED UNDER STATUTE

Feb 20 185 to Governor Kenya 16/9/32

To Sect 726 (1 amended) 28 SEP 1932  
No

Chas of No. 1 are amended to the Can. Act  
of 1932 in the early part of 20/12/32.

Official  
3/1/33

? P. ...

A. D. ...

4/1/33  
H. P. ...  
11/1/33

C

U

pe  
H 4

C. O.

Mr. Priestman 23/8

Mr. *Smith* 23

Mr.

Mr. Parkinson.

Mr. Tomlinson.

x Sir C. Bottomley. 23.9.32.

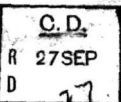
Sir J. Shuckburgh.

Permt. U.S. of S.

x Parly. U.S. of S. *26.9.32 J.S.*

Secretary of State.

28 September 1932



Sir,

I have etc. to refer to your

**DRAFT.**KENYA

NO 726

GOVERNOR

(1)

despatch No. 368 of the 6th of

August recommending the immediate

institution of a native Assistant Medical

Service, and to confirm my telegram

(3)

No. 166 of the 16th of September

which reads as follows:-

"Your despatch No. 368. I approve proposals in principle. Secer".

2. The memorandum by the Director of Medical and Sanitary Services setting out the aims and objects of the scheme and the Progress Report enclosed with your despatch under reference above have been read with interest and I desire to express my satisfaction

satisfaction at the progress which  
has been made.

I have etc.

3. I am anxious to encourage  
any reasonable proposal for the  
training of African as assistants  
in the technical services of Govt.  
on grounds both of economy in  
administration and of the interests  
of the natives themselves.

(Sd.) P. CUNLIFFE-LISTER.

satisfaction at the progress which  
has been made.

I have etc.

3. I am anxious to encourage  
any reasonable proposals for the  
training of Africans as assistants  
in the technical services of Govt.  
on grounds both of economy in  
administration and of the interests  
of the natives themselves.

(Sgd.) P. CUNLIFFE-LISTER.

3

The report of the East Africa Commission of 1926 (Cmd. 2387) page 57 commented adversely on the inadequate provision in Kenya for the training of native Medical subordinates and recommended that every effort should be made to increase the number.

A local Departmental Committee was appointed in 1926 to consider the question and recommended the formation of an enlisted African medical Corps on a basis somewhat similar to the police (vide Annual Medical report for 1926). This scheme depended on the provision of buildings estimated to cost £15,000, and as funds were not available no progress was reported in the 1926 Annual Medical Report. The 1927 Annual Medical report page 3 indicates that it was proposed to proceed with buildings of a temporary nature and to abandon the idea of the formation of an enlisted Corps in favour of a system of apprenticeship as adopted in the railway workshops. (See appendix c) for the need of Apprenticeship. In the estimates for 1927 £300 was provided for a Sergeant Instructor and provision was also made for £1400 for the training of Africans. Similar provision appeared in the estimates for 1928 and 1929 but the training scheme was apparently not fully put into operation until November 1929 and the Sergeant Instructor was not engaged until March 1930 (see 15829/29 Kenya).

The provision for this service in the current estimates is as follows:-

Head XV.	Item 30, Chief Inspector,	£420
	Item 43, Native Attendants, etc. Native Medical Training Depot, Nairobi,	£1150
	Item 77, Training of Africans,	£890

and presumably also pro rata provision under rations and uniforms.

3

The report of the East African Commission of 1925 (Cmd. 2387) page 57 commented adversely on the inadequate provision in Kenya for the training of native Medical subordinates and recommended that every effort should be made to increase the number.

A local Departmental Committee was appointed in 1925 to consider the question and recommended the formation of an enlarged African Medical Corps on a basis somewhat similar to the British Indian Medical Corps. The 1926 Annual Medical Report for Kenya (page 10) stated that the scheme depended on the provision of buildings estimated to cost £15,000, and as funds were not available no progress was reported in the 1926 Annual Medical Report. The 1927 Annual Medical Report page 3 indicates that it was proposed to proceed with the building of a temporary nature and to abandon the idea of the formation of an enlarged Corps in favour of a system of apprenticeship as adopted in the railway workshops. (See Appendix 1 for the List of Apprenticeship). In the estimates for 1927-1928 £300 was provided for a sergeant instructor and provision was also made for £1400 for the training of Africans. Similar provision appeared in the estimates for 1928 and 1929 but the training scheme was apparently not fully put into operation until November 1929 and the sergeant instructor was not engaged until March 1930. (See 15849/24 Kenya)

The provision for this service in the current estimates is as follows -

Head XV.	Item 30, Chief Inspector,	£8420
	Item 43, Native Attendants, etc.	
	Native Medical Training Depot, Nairobi,	£1150
	Item 77, Training of Africans,	£890

and presumably also pro rata provision under rations and uniforms.

As it is proposed to apply this grading also to Laboratory Assistants, and probably to Sanitary Assistants, it should be mentioned that training for the former has been provided for some years, vide page 91 of the annual Medical report for 1927 where it is stated that the training had been undertaken of a considerable number of Africans for work as Laboratory Assistants in hospitals at other centres than Nairobi, and that all Africans employed in laboratory work had been placed on definite grades of pay according to their abilities. The provision in the current estimates under Item 71 for African Laboratory Assistants (learner grade) is £2030.



As it is proposed to apply this grading also to Laboratory Assistants, and probably to Sanitary Assistants, it should be mentioned that training for the former has been provided for some years, (vide page 91 of the Annual Medical Report for 1927 where it is stated that the training had been undertaken of a considerable number of Africans for work as Laboratory Assistants in hospitals at other centres than Nairobi, and that all Africans employed in laboratory work had been placed on definite grades of pay according to their abilities. The provision in the current estimates under Item 71 for African Laboratory Assistants (learner grade) is £2030.

X. 18267/32 L No. 17

6



GOVERNMENT HOUSE,  
NAIROBI,  
KENYA.

KENYA

(No. 368)

RECEIVED  
27 AUG 1932  
COL. OFF.

PROVIDED FOR USE OF  
MISCELL.  
No 431  
COLONIAL OFFICE

6<sup>14</sup> August, 1932.

Sir,

I have the honour to inform you that the Director of Medical and Sanitary Services has suggested the immediate institution of a Native Medical Service with definite conditions and scales of salary on the lines already laid down for the Arab and African Clerical Service for the African employees of the Medical Department now undergoing a technical training at the Medical Training Depot, Nairobi.

*See letter 1/30*

2. In this connection I transmit a memorandum prepared by the Director of Medical and Sanitary Services which sets out the aims and objects of the scheme and as I am fully in sympathy with the project and as Dr. Gilks does not consider that the introduction of such a Service will commit Government to additional expenditure in 1933 I recommend it for your favourable consideration.

Memorandum.

3. As the Director of Medical and Sanitary Services is anxious for departmental reasons to introduce the scheme at as early a date as possible I shall be glad if your approval in principle can be conveyed to me by telegraph. The actual date of its introduction will be considered in connection with the

*Ans'd. tel. 16/9/32.  
Dir. General 72628 16/9 1932*

THE RIGHT HONOURABLE  
MAJOR SIR PHILIP CUNLIFFE-LISTER, P.C., G.B.E., M.C., M.P.,  
SECRETARY OF STATE FOR THE COLONIES,  
DOWNING STREET, LONDON S.W.

*Medical. - G.O. 174/2792. 24. 10/32. (14167) M. + S.*



GOVERNMENT HOUSE,  
NAIROBI,  
KENYA.

~~KENYA~~  
(No. 368)

RECEIVED  
27 AUG 1932  
COL. OFFICE

PRINTED FOR USE OF  
MISCELL.  
No 421  
COLONIAL OFFICE

6<sup>14</sup> August, 1932.

Sir,

I have the honour to inform you that the Director of Medical and Sanitary Services has suggested the immediate institution of a Native Medical Service with definite conditions and scales of salary on the lines already laid down for the Arab and African Clerical Service for the African employees of the Medical Department now undergoing a technical training at the Medical Training Depot, Nairobi.

*See 16/9/32*

2. In this connection I transmit a memorandum prepared by the Director of Medical and Sanitary Services which sets out the aims and objects of the scheme and as I am fully in sympathy with the project and as Dr. Gilks does not consider that the introduction of such a Service will commit Government to additional expenditure in 1933 I recommend it for your favourable consideration.

Memorandum.

3. As the Director of Medical and Sanitary Services is anxious for departmental reasons to introduce the scheme at as early a date as possible I shall be glad if your approval in principle can be conveyed to me by telegraph. The actual date of its introduction will be considered in connection with the

*Ans'd. Tel. 16/9/32  
For. Comm. 72628 000 1932*

THE RIGHT HONOURABLE  
MAJOR SIR PHILIP GUNLIEVE-LISTER, P.C., G.B.E., M.C., M.P.,  
SECRETARY OF STATE FOR THE COLONIES,  
DOWNING STREET, LONDON S.W.

*Medical: - 174/2792. 24. 10/32. (14167) M.T.S.*

the 1933 Estimates.

I have, the <sup>90</sup>honour to be,

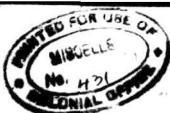
Sir,

Your most obedient, humble servant,

*Wm. McLeod*

*Wm McLeod*  
≡

GOVERNOR'S DEPUTY.



TRAINING OF AFRICAN STAFF OF THE MEDICAL DEPARTMENT.

- Status*
1. The necessity for the reorganization of the African staff of the Medical Department in Kenya.

It has long been apparent that the African staff is unquestionably far from satisfactory, inasmuch as it is with few exceptions partially trained, indifferently efficient and almost undisciplined.

Its personnel is drawn from the poorly educated class of native, and affects adversely the efficiency of the Medical and Sanitary Services of the Colony.

The factors chiefly responsible for this state of affairs are as follows:-

(a) Until recently there was no organized mechanism by which African staff might be trained in the highly technical duties which they are required to perform.

Formerly such training as could be carried out was due to the individual efforts of the officers of the Department who have but little leisure to devote to such energies.

(b) There is an unfortunate tendency on the part of the African, if becoming dissatisfied or objecting to some of the duties which he is called upon to perform, to leave the Department and thus a large proportion of employees do not remain long enough to acquire either proficiency or efficiency.

(c) The lack of an African Civil Service, the lack of uniformity of pay, the absence of definite prescribed conditions of service as to increased emoluments in respect of efficiency, promotion, leave, pensions, and gratuities, etc., and the generally unorganized state of/

of the African staff has made it impossible for the Department to attract a sufficiently good type of native from which an efficient and reliable service can be constituted.

2.2. The lines upon which a reorganization might be effected.

In 1926 after a great deal of attention and thought a scheme was prepared for the complete reorganization of the African staff with the institution of a central Training Depot at Nairobi under the control of a senior officer of the Department with the necessary auxiliary staff.

The scheme, to describe it briefly, visualized the enrolment, on an indenture system, of all grades of departmental employees.

Training was to be provided at a central Training Depot at Nairobi, and in order to obtain uniformity all recruits were in the first instance to pass through the Depot, the period of their training depending on their future occupation in the Department.

The scheme made full provision for definite terms of service, pay and allowances; conditions governing promotion, leave, discipline, pensions, etc., were carefully laid down.

The scheme was submitted to Government and obtained Government's full approbation.

3. Modifications afterwards effected to bring a scheme of training immediately into being.

In 1929, as, for various reasons, provision could not be made for the full requirements either with regard to buildings or staff for the Medical Training Depot it was decided with the approval of Government to put into immediate execution a modified scheme by which certain

2

67



certain selected natives could undergo systematized technical courses of instruction in hospital duties over a period of 3-4 years.

Such natives when selected are termed medical apprentices and are apprenticed to the Director of Medical and Sanitary Services for the prescribed period.

In the meantime it had been found possible to erect the necessary buildings at Nairobi for the reception of a small number of pupils.

A Medical Officer of experience was detailed to take charge of the training and additional staff (R.A.M. Corps Instructor) was engaged from England.

Training was commenced in November, 1929, and by June, 1931, thirty pupils were under instruction.

The present instructional staff at the Training Depot includes at the present time a full time Medical Officer, a R.A.M. Sergeant, a native teacher, a drill instructor and a clerk.

Instruction is also given by the staff at the Native Hospital, Nairobi, to which the Depot is attached. The staff includes Medical Officers and European Nursing Sisters.

After the period of instruction at the Training Depot the learners will be termed Hospital Assistants.

The scheme correlates the preliminary training of native laboratory assistants which is already being undertaken and will be extended, it is anticipated, to training sanitary assistants.

These will be apprenticed in a fashion similar to the Medical apprentices and will on completion of training be termed Laboratory Assistants, Sanitary Assistants respectively.

5

6



It was suggested that the terms of service for the natives joining the Department under this scheme should be almost identical with those of the "Arab and African Clerical Service". The conditions suggested together with the deeds of apprenticeship actually in use are submitted in the Appendix attached to this letter. These conditions were adopted because it is understood that the Arab and African Clerical Service has been a successful and useful organization, and although certain modifications may be necessary in order to provide for future conditions yet its introduction has been of great value and benefit.

The scheme has progressed to a stage when at the end of this year a certain number of the pupils undergoing training will have completed their courses of instruction, and will pass from the "learner" grade to Grade 11, vide Appendix, and will be posted for duty at various Hospitals throughout the country.

It is submitted that the successful issue of the training depends to a large extent on the formulation of terms of service which guarantee to the African certain definite conditions of service and rates of pay, without such benefits, with no prospects, no security of tenure and nothing to look forward to, it is believed that a proportion of the pupils, who during their training have shown themselves to be keen and energetic, may leave the Department and seek employment elsewhere.

The training at the Medical Training Depot has cost from its inception up to the end of 1931 the sum of £4,750 approximately, and unless it can be ensured that the majority of the apprentices will continue in service with the Medical Department, the main object of the scheme will have been stultified and much effort wasted.

It/

6

67

It is considered that the training, so far as it has gone, has been a marked success, far greater progress has been actually made than was anticipated, some forty pupils are at present in the Depot, representing the pick of a great number of candidates. These pupils have proved themselves industrious, steady, eager to learn, <sup>a</sup>will disciplined and will, it is considered, be a credit to themselves and to the Department.

Such training merely as a means of propaganda cannot fail to be of advantage in raising the general standard of education in health matters amongst the natives of this Colony while the practical benefit of highly trained Hospital Assistants as staff for native hospitals does not require any emphasis.

I have no desire to embarrass Government at the present juncture with schemes, the formulation of which will increase our financial liabilities, yet I submit that, as no civil service yet exists to which these pupils may be admitted, it is desirable and practicable to formulate a departmental African Medical Service on the lines already proposed, such a service might be of a provisional nature and would no doubt be liable to alterations if and when the Arab and African Service for other than clerks is initiated. Such a procedure will give confidence and security to the present pupils and continuity in the scheme of training.

I do not consider that the introduction of a Department Service will commit Government to further expenditure in 1933. Any small additional expenditure on account of the small number of pupils who will have finished their period of training, and these are not likely to exceed ten, can be more than counterbalanced by additional economy in the respective votes to which the expenses of the menial staff of this Department are charged to.

It/

5

67

It is not considered necessary or desirable at the present moment to formulate any scheme that will qualify Africans for higher posts than those proposed for the Assistant Grade category, viz., a very efficient and capable Hospital Assistant.

Advancement by natives to posts commensurate with those now held by Indian Sub-Assistant Surgeons is not contemplated.

In conclusion I venture to trust that these proposals may receive the sympathetic consideration of the Secretary of State as it is my profound belief that the welfare and progress of the Medical Department is intimately bound up with the question of training Africans, a question of paramount importance.

I attach a very short report of the progress which has been made at the Depot since its inception.

Appendix 'A' Report upon progress.

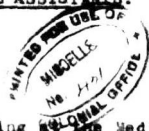
Appendix 'B' Regulations of proposed service.

Appendix 'C' Deed of Apprenticeship.

Appendix 'D' Departmental Circular 407 dated 12/2/30.

to February, 1931.

## TRAINING OF HOSPITAL ASSISTANTS.



The second year of training at the Medical Training Depot, Nairobi, has now been completed with satisfactory results.

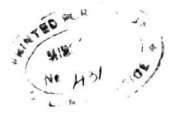
The standard of keenness shown by the pupils has been amazing and the senior class has had a good grounding in anatomy, physiology, medicine, nursing, surgery and pharmacology. This class is now employed in ward duties at the Native Hospital for ninety per cent of its time. A sense of responsibility is being inculcated as each student has charge of a ward for one month. The usual practical ward work is undertaken including washing the patient, cleaning the ward, changing bed linen, serving food, preparation of blood slides and specimens, giving injections, etc. Examinations are set from time to time and the results are distinctly encouraging.

The junior class consisting of 14 pupils has now completed a year's training, they have been taught elementary anatomy, physiology, hygiene, first-aid and drill. They have attended lectures by the Medical Officer in charge and clinics at the Hospital and have also received instruction by the European nurses. Several of the students have displayed remarkable keenness and one pupil has now given over one hundred general anaesthetics in a satisfactory manner.

Discipline has been well maintained and both outdoor and indoor games are encouraged and are very popular.

A most interesting item of their training is the debating society which meets once a week and takes a variety of subjects; the debates are held in English and are most beneficial and instructive.

to. 'B'  
APPENDIX.



Copy

REGULATIONS SETTING FORTH CONDITIONS OF SERVICE FOR AFRICAN MEDICAL, LABORATORY AND SANITATION ASSISTANTS OF THE MEDICAL DEPARTMENT AND PERSONNEL UNDER TRAINING AS SUCH.

1. There shall be a Departmental Establishment of 200 posts.

2. The grades shall include :-

A. Learner Grade - Shs.10/- to Shs.60/- per mensem. Salaries are paid by the Head of the Department. No fixed scale of increment. Dressers in training under this Regulation and already in the employment of the Department may enter at the salary they are drawing provided this is not above the maximum of the grade.

B. Assistant Grade.

- (a) Grade II, Shs.65/- by annual increments of Shs.10/- to Shs.90/-.
- (b) Grade I, Shs.95/- by annual increments of Shs.10/- to Shs.150/-.
- (c) Special Grade (without increments) according to special qualifications.

- 3. (1) Promotion from one grade to another will be made by selection as vacancies occur and may be subject to a qualifying examination.
- (2) Increments may be paid at Shs.15/- per mensem annually in case of special grades.
- (3) Increments will be granted at the discretion of the Director of Medical and Sanitary Services.

4. No appointments will be made to the Assistant Grade unless the candidate has passed the recognized departmental training.

5. Leave. As laid down in Secretary's Circular No.64 of 4th August, 1927, Regulations, etc., Section 9.

6. Allowances/

6. Allowances. As laid down in Secretariat Circular No.64 of 4th August, 1927, Regulations, etc., Section 10.

7. Quarters. As per Circular quoted above, Regulations, Section 11.

8. Transport and Travelling. As per above quoted Circular.

9. Travelling Allowance. As laid down in Secretariat Circular No.64 of 4th August, 1927.

10. Medical Attention. As laid down in Secretariat Circular No.64.

11. Discipline. The provisions of Secretariat Circular No.64, Regulations, Section 15, will apply. To paragraph (1) add "or taking fees or money for their services."

11

68

6. Allowances. As laid down in Secretariat Circular No.64 of 4th August, 1927, Regulations. etc., Section 10.

7. Quarters. As per Circular quoted above, Regulations, Section 11.

8. Transport and Travelling. As per above quoted Circular.

9. Travelling Allowance. As laid down in Secretariat Circular No.64 of 4th August, 1927.

10. Medical Attention. As laid down in Secretariat Circular No.64.

11. Discipline. The provisions of Secretariat Circular No.64, Regulations, Section 15, will apply. To paragraph (1) add "or taking fees or money for their services."

11

67



COLONY AND PROTECTORATE OF KENYA  
MEDICAL DEPARTMENT.



Medical Training Depot - Nairobi.

DEED OF APPRENTICESHIP.

(Under the Master and Servants Ordinance, 1910).

THIS DEED made the .....

BETWEEN.....

Registered number ..... of the one part, and  
the Director of Medical and Sanitary Services of the other  
part, WITNESSETH as follows:-

1. The said .....

not being already engaged under an existing contract and  
being of the age of 16 years and upwards, hereby binds him-  
self as a learner or dresser in the service of the said  
Director of Medical and Sanitary Services from .....  
..... until ..... and  
agrees during that time to serve faithfully the said  
Director of Medical and Sanitary Services or officers of  
the latter under whose orders he may be placed and to obey  
the lawful commands of the said officers both within and  
beyond hours of actual instruction, and not absent himself  
by day or night from his service without leave.

2. The said Director of Medical and Sanitary  
Services agrees with the said .....

that during the said term he will provide him with such  
Government uniform as is specified in Clause 3, which the  
latter engages to wear on all occasions except when special  
permission is given to do otherwise, will see that he  
obtains/

obtains medical attention and medicine during illness, will pay him a commencing salary of twenty shillings a month and such increases as his conduct and progress may warrant up to but not exceeding sixty shillings per month, subject to partial stoppages in the event of disobedience, unpunctuality, insubordination, or wilful destruction of Government property, or full stoppage for illness due to his own neglect or misconduct, and will give him one month's leave on full pay for every twelve months' service with return passages to the railway station nearest to his home.

3. The specified Government uniform will consist of the following items, for any of which a substitute considered suitable by the Director may be provided in the event of inability to obtain supplies of the approved types:-

Khaki tunics	}	Two suits a year.
Khaki shorts		
White Overalls		Two, when working in Hospital Wards, to be renewed when necessary.
Tarboosh		Three for two years.
Fatigue shirts		Two a year
Blue Puttees		One pair a year.
Sandals		One pair a year.
Cane	}	One, to be renewed when necessary.
Leather belt		
Hat Badge		One
Set of buttons		One

Bedding and utensils, the property of the Department, will be provided.

4. Learners/

4. Learners or dressers will be provided with quarters and a suitable ration, except when on leave, and with an issue of one soup plate, one bowl, one mug and one tablespoon.

5. Absence from work without leave, or neglect or misconduct on the part of the learner or dresser will necessitate continuance under instruction until the full period of contract has been served, and in addition will render the learner or dresser liable to punishment by stoppage of pay or otherwise.

6. The said Director of Medical and Sanitary Services will cause the learner or dresser to be instructed in the course of training laid down for medical assistants.

7. The period of training shall ordinarily not exceed four years, provided however that failure to pass any of the examinations may entail such further period of attendance at classes or of study as may be specified by the Director of Medical and Sanitary Services.

8. The course of training shall include such period of training or of duty in the wards or operating theatre of a hospital, or in any other medical institution, as may be prescribed.

9. In the event of the learner or dresser proving to be unteachable, or unwilling or unable to try to improve and take advantage of the educational facilities offered at the Depot or repeatedly fail to pass the prescribed examinations, it shall be competent for the Director to cancel these indentures.

10. The Director may at any time expel the learner/

14

67

learner or dresser for grave misconduct detrimental to the discipline or morals of the Depot, and thereupon the said learner or dresser shall return uniform and any other Government property in his charge, shall leave the Depot, shall have these indentures cancelled and shall not be entitled to any leaving certificate.

11. Uniform or other Government property shall be returned on completion of training or upon dismissal from the Depot, or on leaving the Depot from any other cause.

IN WITNESS whereof the said .....  
..... and the Director of Medical and Sanitary Services have hereunto set their hands and seals this day and year first before written.

DIRECTOR OF MEDICAL & SANITARY SERVICES.

Signature and/or left thumb mark.

DRESSER or LEARNER.

15

67

P. O. Box No. 541.  
Telephones No. 295.

No. 387/2005/28 Vol. VII

MEDICAL DEPARTMENT  
(CIRCULAR NO. 407.)

MEDICAL DEPARTMENT,  
HEAD OFFICES,  
NAIROBI, 12th February, 1929.

RE: TRAINING OF AFRICANS.

Ref. Medical Department Circular No. 387 dated  
22nd May, 1929.



A Medical Training Depot has been established at Nairobi and fifteen applicants for training as Medical Assistants have already been admitted.

The period of training will probably be three and a half years. On completion of training Medical Assistants will be posted to Nairobi for a period of six months before being available for service elsewhere.

It is intended to extend the accommodation at the Depot in accordance with the number of approved applicants presenting themselves for training. Applications for admission to the Depot should be addressed to the Medical Officer, I/c Training of Africans, Medical Training Depot, P.O. Box 135, Nairobi. A sound general education is an advantage and a fair standard of knowledge of Arithmetic, Writing and the English language is essential. Preference will be given to applicants in possession of the Elementary "C" Certificate.

Approved applicants enter the Depot for a period of probation during which period they may leave or be discharged from the Depot at any time without obligation. If selected and electing to remain, they are then required to sign the amended Deed of Apprenticeship, of which a copy is attached. A copy of the Suggested Regulations for Employment of Medical Assistants is appended.

It is/

22  
END

It is requested that you will bring this scheme of training and the prospects of service as Medical Assistants to the notice of all concerned.

*A. Williams*  
= *and*  
4 DIRECTOR OF MEDICAL & SANITARY SERVICES.

ADDRESSED TO;

ALL SENIOR MEDICAL OFFICERS,  
MEDICAL OFFICERS.

---

~~ADW/SFS~~

17 END

67