

1934

1934

23004

23004

KENYA

C.0533/440

Education Dept Staff

Previous

3350/33

Subsequent

39058/36

28<sup>th</sup> Nov 22  
Governor Byrd 162 Leaf  
Promotion of Mr W. N. Ostler as an Inspector of Schools with effect from 15<sup>th</sup> Oct. 22 to fill vacancy under Head of current Estimates under form of practice of the vacant post.

In the 1934 Estimates the salary of an Inspector of Schools is given as £600-920. A note in the Memo. in the 1934 D.P. Estimates explains that the salary was incorrectly given in the 1932 Estimates.

? Subjects & (S.O.) States. approve the appointment with effect from 16 Oct last. Since Mr P. was written perhaps will be aware that the new scale will be considered at the next Governors Conference

(4100/2103) E.H. is in circ. & difficult to get into of J.

M. Davies: 31 Jan

W. H. ...

1/2/24

St. Robinson

It is not correct to describe him as a first class honours man. He got a first class pass - a very different matter (see N.O.S on his file). But he is a good man clearly & does the job.

X

: as proposed

11.0.22

His P<sub>1</sub> is not right. Kings do not understand this conventional Respondent. ...

2 To Kenya Conf (2) (1 hour)

6 FEB 1934

3 To Gov. 864 — 2000 — 10/10/33

(Draft on 31204 R.A. Scott).

4 Governor Bygones 51 — 27 Jan 34

States that post of Chief Inspector of Schools is shown on the current Estimates as a vacancy & will forward records in connection with restoration of post in 1935 Estimates.

P.W. by

M.S. 202

20

The Visiting School

James Visiting

20.2.34

J. M. 2000

114

5. Gov. Bygones 63 (Nairobi) Conf — 16/1/34  
Furnishes details of vacancies for Education Officers who are to be required for duty Nairobi 22/2/34.

The Gov. has outlined the following vacancies and suggests that in view of reference to the Government's salary scale for officers of the same rank, the basis of remuneration for the candidates should be as shown below.

Vacancies

Salary Scale

- 1 Education Officer (Assistant Master, Prince of Wales School, Nairobi.)

Scale to £720 - £850 - £950 - £1050 - £1200 - £1350 - £1500 - £1650 - £1800 - £1950 - £2100 - £2250 - £2400 - £2550 - £2700 - £2850 - £3000 - £3150 - £3300 - £3450 - £3600 - £3750 - £3900 - £4050 - £4200 - £4350 - £4500 - £4650 - £4800 - £4950 - £5100 - £5250 - £5400 - £5550 - £5700 - £5850 - £6000 - £6150 - £6300 - £6450 - £6600 - £6750 - £6900 - £7050 - £7200 - £7350 - £7500 - £7650 - £7800 - £7950 - £8100 - £8250 - £8400 - £8550 - £8700 - £8850 - £9000 - £9150 - £9300 - £9450 - £9600 - £9750 - £9900 - £10050 - £10200 - £10350 - £10500 - £10650 - £10800 - £10950 - £11100 - £11250 - £11400 - £11550 - £11700 - £11850 - £12000 - £12150 - £12300 - £12450 - £12600 - £12750 - £12900 - £13050 - £13200 - £13350 - £13500 - £13650 - £13800 - £13950 - £14100 - £14250 - £14400 - £14550 - £14700 - £14850 - £15000 - £15150 - £15300 - £15450 - £15600 - £15750 - £15900 - £16050 - £16200 - £16350 - £16500 - £16650 - £16800 - £16950 - £17100 - £17250 - £17400 - £17550 - £17700 - £17850 - £18000 - £18150 - 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As regards the first vacancy mentioned above the Appointments Branch are on the point of sounding the University Appointments Board for candidates and offering a salary in the scale £350, £350, then £400 x 250 = £500 x £25 = £600 then £660 by £30 to £840 by £40 to £1,000, which is our suggested new <sup>scale</sup> for Education Officers. It will be seen that the Governor has suggested an inferior scale, i.e. in a memorandum to the Governors' Conference he has suggested that the salaries payable to European officers should be divided into five main classes:-

Special posts: Certain Headmasters and officers employed in the Education Department Head Office. £340-£450-£920; Inspectors of Schools £350 - £1,000.

Secondary education posts: Men - £350 - £840 Women - £350 - £720 (with lower rates of increments than in the case of men.)

Primary education posts: These posts should all come within the proposals for the local Civil Service.

As regards the Kabete post? Appointments Branch should endeavour to secure a candidate on the terms proposed by the Governor, i.e. long scale to £720. It might be explained to the University Appointments Board that the question of the maximum salary for Education Officers is under consideration. In view of Mr. Newbold's minute on 24658 Apts. below the matter is fairly urgent.

C.S.D. will wish to consider the other vacancies for which I submit V.F.'s.

*C. J. ...*  
14/5/34

*W. ...*  
14

Prince of Wales School Kabete.

In 17273/32 - No. 6. The S. of S. put forward certain proposals regarding the salaries of Education Officers in Kenya. Kenya never replied, and we have consequently remained in doubt about their actual attitude to Education Salaries. It now appears from the last enclosure to this despatch that they regard the scale £400 - £840 as the normal standard long scale for Education Officers (as against £400-£920 proposed by the S. of S. in 1932)

The new proposals we have recently put forward for revising education salaries in K.A. provide a scale £350 - £1000 (identical with the Administrative Scale) for Education Officers: this scale was expressly limited to officers "generally described as Superintendents of (Native) Education", and the memo. containing the proposals went on to say that different consens. applied in the case of officers employed in European Education and that no attempt at the standardisation of scales for such officers would appear to be useful.

It seemed to me, however, when minuting 3350/33 that assuming £350 - £1000 were accepted for Native Education - it would hardly be possible to justify a less favourable scale for officers requiring the same qualifications who were to be employed in European Education, and on that basis I suggested that we should endeavour to fill this vacancy on the £350 - £1000 scale.

It now appears that Kenya does not accept the proposals put forward from here that £350 - £1000 should be the standard long scale for European Officers engaged on Native Education. Precisely how their proposals would work out I am not sure;

but what is clear is that the salary which they would regard as suitable for officers appointed as teachers in European Secondary Schools would be £350 ~~to~~ £840; and pending a decision they suggest for this individual vacancy the scale £350 - £720.

On these facts I think that it would be dangerous to base ourselves at present on the new standard scale proposed by the S. of S. at all. We do not know how it is going to emerge from the Governor's Conference; if we start making appointments on interim scales based on the S. of S's proposals and if the Conference evolves an alternative which is radically different (as it may), we may find ourselves with three parallel scales for similar officers in Kenya viz. the existing scale, an interim scale, and a final new proposed scale. Moreover the £350 - £720 for the Prince of Wales School post involves by comparison with the scale which would presumably be appropriate in existing circumstances viz. £400 - £840 a reduction in the minimum from £400 to £350, a reduction in the maximum from £840 to £720, as well as the reduction in the pension constant.

I think the only safe course is to stick to existing scales for all vacancies which have to be filled until new scales are finally and definitely settled. On that basis I should put the scale for this post at (£400) - £840 with the reduced pension constant.

Other Vacancies.

The scales for the vacancies for officers

officers to take charge of the Schools at Nyeri and Nairobi - both apparently Native Primary Schools - can await the outcome of the salary proposals.

The salary proposed for the Assistant Master at Nyeri - for which post inferior qualifications are adequate - is the existing scale for such posts, so we need not bother about it.

This leaves the vacancy for an Assistant Mistress at the Girls Secondary School at Nairobi - a European School. I can find no parallel among existing scales for the scale proposed in her case: the staff list suggests that the normal scales are £320 - £16 - £480; and £354 - £18 - £500. The lady she is to replace - Mrs. Machugh - was on the latter scale. Here again until new scales are definitely settled I should stick to the existing scales and offer £354 - £18 - £500 for a candidate with a degree, and £320 - £16 - £480 for one without.

*To be kept in mind, Telegraph to Kenya for concurrence.*

*ADP/...*  
6. 7/5

*As regards other departments we have had to take the line that if appointments must be made, they should be made on the existing scales until new scales are settled. The trouble here is that - as regards the Nairobi post anyhow - there can't be said to be*

*+350*

an existing scale. The nearest  
approach to one is the  
old Administrative scale  
(£400 - £920).

But by the time we  
come to make an offer  
we may hope that something  
will be settled, and I  
should be disposed to ask  
the App'ts Dept. to proceed  
provisionally on the basis  
of £350 - £840. I agree  
with Mr. Acheson as to the  
other posts.

C. J. Jeffries  
22.5.34.

I agree that it would not be safe to go beyond  
£860 - £840 for the Kabete post. The Gov. gives £720  
as the maximum which is on the low side for a good man.  
But where they have put in definite salaries I am  
reluctant to vary them without the Governor's agreement.  
So I think we should telegraph as per draft  
herein. The estimates show salaries by the dozen.

V.S.K.D.

C. J. Jeffries  
22/5

It all seems rather confusing  
Hammick  
25.5

Yes, but I think Mr. Wood's  
dft. telegram is all right. The  
difficulty of fixing the scales for  
new appointees in the Educ. Dept.  
was discussed with me in Nairobi by  
Mr. Moore & Mr. Scott, but the salary  
revision proposals had not then reached  
Nairobi & it was impossible to  
reach any definite conclusion.

S. J. P. P.  
28.5.34

W.C.S. 29.5.34

To Gov. of No. 137 Govt - memo - 29<sup>th</sup> May '34  
1-1/2

H.C.  
Governor Byrne 126 Tel. of \_\_\_\_\_ 8 June 34  
States subject to certain stated qualifications proposals  
as to salaries for Education Officers are satisfactory.

European Education. Kabete Vacancy.

I regret that in drafting No. 6 I overlooked  
the fact that the Governors' Conference recommendation  
"Agreed that the scale for Education Officers should  
be the same as the administrative scale, but ~~with~~ <sup>with</sup> a  
promotion bar at £840" applied only to Education  
officers employed on African education. The C.O.  
memorandum

So did  
1934

memorandum submitted to the Governors' Conference stated that "..... it is proposed ..... to grant Education Officers the same long scale as Administrative Officers. It will be understood that by Education Officers are meant those generally described as Superintendents of (Native) Education. Different considerations apply in the case of teachers of technical subjects, and of officers employed in European education, and no attempt at standardisation of scales for these would appear to be useful".

? Appointments Branch may, therefore, go ahead with the Kabete vacancy with salary scale £550 - £720 (efficiency bar at £600). Candidates to be informed that promotion beyond £720 must depend on appointment to a vacancy such as Inspectorate or to Headmastership.

African Education. Two Vacancies.

The salary scale for the two Education Officers for African education, in accordance with the Governors' Conference recommendation should be the same as the administrative scale, but with a promotion bar at £840.

i.e. £ 350, 350, confirmation bar.  
£ 400, 450, 500, 525, 550,  
£ 575, 600 efficiency bar.  
£ 660, 690, 720, 750, 780,  
£ 810, 840, promotion bar.  
£ 880, 920, 960, 1,000.

The Governor has accepted the proposals as regards the Assistant Mistress, Nairobi, and the Education Officer, Nyeri. ? the V.F.'s may now go forward.

*CH proposed  
12/6/34*

*(A provision has been made for the Appointments Branch)*

*Capt. Newbitt*

*As you will see, we have had considerable difficulty in getting these particulars correct, but I think all is in order now. W.A. of late V.F.'s?*

*Dorchester  
12/6*

I am sorry that I have been unable to deal with this before. It came at a very busy time and at first glance we were not very happy about some of the proposals: I think Major Furse explained the circumstances to Mr. Freeston.

To start with, Appts. Dept. are not concerned, I think, with the vacancies for an Assistant Mistress and for an Assistant Master at Nyeri for primary education. The usual practice is for the Board of Education to be asked to deal with vacancies of this type.

Secondly, the vacancy for an Assistant Master at Kabete (European Education) - which has become rather urgent, as Captain Nicholson wanted the selected candidate to sail not later than the 20th August. The scale proposed virtually steps at £720. This is a bad snag for recruitment, and with all respect I cannot for the life of me appreciate this differentiation between the scale for European and that for African Education. It seems that what it comes to is that the Kenya Government propose to expend less (and run the risk of getting inferior teachers) on the education of the sons of European Settlers than on the education of the African Native. And the proposal goes back on the discussions with Mr. Moore and Mr. Scott here in 1932, when it was agreed that

for

for what we called Education officers in Class I the old long scale should apply equally to European, African, Arab, and Indian Education. See Table flagged T in 17273 Kenya.

But perhaps Sir G. Tomlinson will be able to throw some light on this as a result of his recent discussion with Mr. Moore and Mr. Scott in Nairobi?

Thirdly, there is a vacancy form for 2 Education officers for African Education, to take charge of two Native Primary Schools - both on the new long scale, but beginning at the bottom of it (£350). Here again, the proposal seems to go back entirely on what was agreed here in 1932. If these are Primary Schools (I take that from Mr. Acheson's minute of 22/5/34), the officers would belong to what was called Class II and would be on an appropriate lower scale for Elementary Education (the scale actually proposed in 1932 is the one now adopted for the Assistant Master at Nyeri, viz. £246 - £600). And if the officers selected are to be in fact Headmasters, it was recognised that as such they should start at £390 in the <sup>lower</sup> scale. And if I am right on those two points, the men would be selected by the Board of Education.

We are told, however, that candidates of the type of Mr. H.A.W. Chapman would be suitable. He was selected by us on the old long scale, starting at £400 (but virtually stopping at £240): but that was before all these discussions began. Under the 1932 agreement he would, I take it, have started at <sup>as a Headmaster</sup> not less than £600; and in any case the point I wish to make is that a Headmaster should surely

be appointed either by promotion or, if that fails, at some point up any long scale. You cannot expect to get a good man, with a Diploma and experience of Education, to take charge of a school, for the same initial salary as a young man just down from a University. (and on these I take the same view).

It was hoped that, in principle at any rate, the agreed scheme drawn up in 1932 would offer a real prospect of organizing the Kenya Education Dept. finally on a sound basis. It is a little disappointing to find that after all we seem to be back very much where we were before.

P. Marshall  
21.6.34

See minute on Trans. 870 as to course of serving and re-embodied officers for the posts of Asst. Master, African Education and Assistant Mistress, Girls Secondary School, Nairobi.

W. Harrison  
12/9/34

It has been decided on Trans 870 that the vacancy for Assistant Mistress should be submitted to the Board of Education & that for Assistant Master to Mr H. Barnshaw (P. 246 - 250) late Agricultural Schoolmaster, Nyeri.

W. Harrison  
12/9/34

The necessary action is being taken  
C.H.



27/6/34

L. In Kenya Conf. Pt. Station to review salary of teaching staff.  
9 In Kenya Tel. 970/4 - 27/7/34  
Requests date of sailing of Asst. Master, Kabete may be conveyed by tel.

MR. FLOOD.

Since Mr. Newbolt's minute of the 21st of June a further despatch and telegram have been received from the Governor (Nos. 8 and 9 in the file).

In No. 8 the Governor is prepared to agree that officers engaged in European secondary education should be appointed to the long scale, provided that they are clearly given to understand that promotion in that scale must depend on the possession of the qualifications laid down in the draft scheme enclosed in No. 9 on 17/7/31, and provided further that the officers appointed understand that promotion in the scale beyond 2720 must depend on promotion to definite posts.

European Primary Education.

The Governor invites reference to the proposals for the creation of the local European Civil Service. In this connexion I annex copies of the Governor's Confidential despatch No. 71 of the 23rd of May and the Secretary of State's reply of the 10th of July. The position is made clear in para. 4 of the Secretary of State's reply. Education Officers for African Education. Para. 3 of 8.

The Governor points out that in agreeing to the Governor's Conference recommendation, he did so on the understanding that the long scale would be restricted to "Superintendents of Education".

A further vacancy has now been reported, i.e. Assistant Mistress, Jeanes School, Kabete.

3  
(24004/2/51). The filling of this vacancy is a matter of urgency, particularly in view of the Assistant Master, Prince of Wales School, Kabete. I discussed these accounts with the Assistant Master and drafted a telegram with a view to clarifying the position.

*Ch... 21/7/34*

Mr. Graham  
Mr. Newbolt

I can see no other way out Kenya is trying to get salaries down and also seems to find the logic that if you talk about the long scale you ought to mean the whole long scale and not assembled bits of it stopping at £720 or £840 or £1100.

The Assistant Mistress Jeanes school is to have 80% of the long scale for males but for an assistant (whether that means 1/2 don't know) the scale should stop at £720. It is clear whether this means we are to offer 80% of £400 to £720 which gives the usual scale of £320 - £576 = 80% of £350 to £720 which gives £280 - £672 = 80% of £360 to £1000 which gives £280 - £800 or whether it is intended that the lady is herself to go up to £720.

The only thing to do is to get it out of them in black & white. We must accept the fact that they don't want to go over £720 for the European Asst. Mistress Kabete.

S. L. W. Flood  
21-7-34

*Revised*  
*21/7*

I agree - except that I would omit the sentence [ ] in the draft. If they do want a "Superintendent" it will be on the basis of the proposals which the Gov's Conference accepted that teaching & supervising staff covered by

*I have omitted this*

introduction: - the proposition that an special  
ministry should be assigned for any particular  
particular of the staff's proposal should  
- v. page 5.

*[Signature]*

Please see Major Furse's minute  
on next sheet. I have  
discussed with him and  
agree generally. I don't  
know why there should be  
this perpetual muddle over  
Education salaries in Kenya.

Alternative draft  
submitted.

C. J. Jeffries  
25/7/34

Kenya wants to  
reduce salaries & is  
inclined to pay expenses  
only to the long scale  
J.

The paragraph  
was merely meant  
to indicate that  
the Governor's  
Conference need  
not bother with  
this question which  
obviously has to  
be dealt with ad  
hoc in the countries  
where it arises. It  
doesn't arise in  
Uganda, Tanganyika  
or, I think, T.T.

*[Signature]*

Surely we can trust  
Kenya to be alive  
to this aspect of it  
also all others of  
J.

The main trouble is that Kenya have gone  
back on the agreement arrived at after consultation  
with Mr. Scott and Mr. Moore - see Memorandum enclosed  
in No. 9 on 17273/34 Kenya. It was then agreed -

- (1) that salaries for Education Officers whether in  
European education, African, Arab or Indian,  
were to be on the long scale.
- (2) That Headmasters should start at not less than  
£600, i.e. that there should be the proper  
difference between their pay and that of a young  
man appointed straight from this country to a  
junior appointment.

This last point was stressed in paragraph  
8 of the covering despatch (No. 9 on 17273/31  
Kenya).

The Kenya authorities, particularly Mr. Scott,  
seem to have pounced on the last paragraph of the  
Memorandum sent out to the Governors' Conference, as  
an excuse for departing from the earlier arrangement.  
The draft of this Memorandum is No. 6A on 4100/2/33  
East Africa, and the particular paragraph was apparent-  
ly added at the last minute in manuscript.

We are immediately concerned

- (1) with the vacancy for an Assistant Master for  
<sup>in part</sup> the school for the sons of settlers at Kabete.  
If it is decided that we must yield to Kenya  
and accept a maximum of £720 for this post instead  
of the full long scale we will of course do our  
best, but I am very sorry that this should be  
necessary. Apart from anything else it has always  
struck me as ~~particularly~~ dangerous from the  
political aspect that we should attempt to get  
a man for this school, which is of particular  
importance in the eyes of the settlers, on a  
cheaper rate than we pay for men employed on

on native education.

If I understand the position right the reason why the Director of Education does not want a higher maximum than £720 for this and similar posts is given in paragraph 11 of No. 8 on 23004/34 Kenya. I do not myself quite follow this argument, particularly the first part of it. I cannot see why it should inevitably happen that an Assistant Master should ultimately draw more than a Head Master, if the Department is properly organised *under* the proposal, which I have mentioned above, that Head Masters should start at £600 and not at the bottom of the scale *adopted*.

The adoption of the long scale for Assistant Masters may perhaps entail some revision of the salaries of certain important posts such as Chief Inspectors, which I suppose is in the nature of a specialist post and which might eventually have to be given a salary slightly above the maximum of the long scale. But is this an insuperable obstacle? It is not *likely* to be forced upon us for the *time being at any rate*.

To return to the second point i.e. the initial salaries of Head Masters; I think this is important and I am strongly opposed to Mr. Acheson's suggestion to omit the sentence on the subject as in draft. I should prefer, if anything, to have the sentence strengthened. If we are to get *good* organisations surely the salary attached to Head Masterships must be so much higher than that normally attached to junior appointments that the posts are either

either filled by promotion, which would be the natural and best method; or, if it is occasionally necessary to recruit straight from this country to a Head Mastership, ~~the salary should be as much better as to attract~~ a definitely more experienced and better equipped man.

R.D. Jones  
25/7

10 To Com Kenya Tel No 183

26-7-34  
9/10

*See draft below  
? copy tel. to  
attch to 23004/34*

1/8/34

11 To Bd. of Education (of C. L. of Service) - cons - 31 July 34

12 Board of Education - 2 Aug 34

~~DELETED UNDER STATUTE~~ with recruitment of Post Masters until the end of the school summer holidays, propose to advertise not early in September.

? Copy to Com Kenya, that draft by Air Mail. Ref 5- x subsequent copies.

E.H. Prosser  
4/8/34

R.D. Jones  
8/8/34

*By Air Mail  
14/8/34*

13 To Kenya, Conf. (w/c 12) 5 August

10 AUG 1934

112 Governor Byram Feb 1896/100  
 States in the colonies for 1st & 2nd Officer Rank of White School, educational officers for African school at Nyera, Nairobi & 1st. Officer in charge school. States also that he wishes much finality in the matter of education and prohibits methods for European Officers & Africans.

(a) European Education  
 Kabete post. The Governor maintains that he is agreeable to the long scale, but insists on modifying it, i.e. promotion above £840 must depend on a vacancy & professional qualifications.

(b) African Education  
 2 posts (Paragraph 23 of No 8.)  
 The 2 officers are to be recruited for general service & act as Headmasters. Long Scale with promotion one at £840.

(c) Senior School <sup>Kabete</sup> 24004/24004.  
 Salary for Assistant Teachers £320 x 16 to 480 x 16 to £576.  
 ? Appointments Branch will now go ahead with (a) & (c).  
 The Board of Education might be asked to advantage for (c) & the Director asked to assist in the selection of a candidate. There is no urgency about (c) as the office is not required before the end of January next.

copy to be kept a  
 out of the  
 letter

X Mr Fisher

The Governor asks for finality in the question of educational salaries. This must await the result of the discussions on the Governor's Conference recommendation 24009/24.

There also remains to be settled the question of qualification bars for those engaged in European primary education. The salary scale has been agreed to see para 4 of No 6 on 23068/2/82.

Discussed with Mr Flood, who agrees that we should proceed on the lines proposed by Mr Groombridge.

A V.F. under (b) has been sent (this Prom. Branch) to Capt Newbitt. Dft. hereafter to carry out action under (a) & (c). Then return for the remaining points.

As regards (a) an offer is being sent to Mr E.H.C. Lusham on 24479 Appr.

see minutes on memo 883. 4587

15 10 Kenya Tel. 199 Conf - Com - 21/9/24

Records under Mr. Flood's minute of 20/9/24 re Mr. E.H.C. Lusham off't Asst Master, Prince of Wales School, Kabete. see 51353 E.H.

16. Govt. Deputy Tel. 20/10/54 — 24 Aug 54  
State posts for Asst. Masters should be honourable

DESTROYED UNDER SECTION 17(1)(b)

Revised draft to B/E  
herewith, regarding 2 Asst. Masters  
Post. C.P. Gornall  
15/11/54

17 To B/E (Office of P.P. & Pensions Order) 11  
- 12. unword - Cons - 12  
18

News as  
in an answer memo of 2/7/54  
to be forwarded to the  
Secretary of State  
1/12

18. To D.A.G., B. Gurnea Tel. 20/10/54 - cons — 1 Sept 54  
(Draft on 20.2.54 C.H. copy attached.)

19. Board of Education — 24 Aug 54

DESTROYED UNDER SECTION 17(1)(b)

Requests that the Board may have the benefit of  
a representative of the G.O. as a member of the Selection Committee  
for filling vacancy for Asst. Masters, Seamus School.

The G.O. reply must depend upon  
the date of the meeting. It is uncertain  
from B/E (S.R.) how soon they  
expect the meeting to take place.

C.P. Gornall  
11/10/54

B/E (S.R.) consider that they  
will be ready to interview  
Candidates in about 3 weeks  
time. C.P. Gornall  
Their advertisement  
ask for applications to  
be sent in by the 1st October.

19. Head  
We might ask Mr. Morris to attend?  
The S.R. won't have arrived home.  
C.P. Gornall  
21/10

Since  
The only person I can  
find in the CE division  
who is in Ireland.

(It has to be ready to answer questions)  
1. 1. 6. 7. 8. 9.  
3. 10.  
10. 11.

In the main, fails on the 1st Nov, & is  
able to write to him in a  
more definite strain, I asked the  
B/E if they could say the actual  
date of the Selection Committee meeting.  
They give either the 19th or 26th of  
Nov. which even is suitable to  
do. I find that we would not  
then know immediately we heard  
from the Morris. — (The Selection  
Committee will deal with the  
2 vacancies, i.e. Asst. Masters  
Seamus School & Asst. Masters  
European Pri. Secondary School, Mainish.)

Draft to the Morris  
herewith C.P. Gornall  
11/10/54

20. To E. G. Morris (Special. as of) 20 5/10/54  
Cons. 21/10

C.P. Gornall

15/10/34  
24 October 34  
States that 26 Oct will be the most convenient date for  
him to attend meeting of Select Committee.

The Chairman of Education has left  
a day or so ago, & asks to be informed  
by phone as soon as we have  
which date would be convenient for  
the Hon. to attend.

I phoned Mr. ...  
Explains that the 26th of October  
will be suitable. He will  
arrange for the Selection Committee  
to meet at 2.30 pm on the  
26th & send parties of the candidates to

Mr. ...  
Candidate Drafts to Mr. E. L. ...  
12/10/34

Pf. them to Mr. Vischer.

B. Vischer  
12/10/34

To Bd of Education (19 ans.) }  
Elginville (act 22) (21 ans) etc }  
12/10/34  
Hanns Vischer  
- 16.10 -

24 Board of Education ..... 27th October 1934  
25 Board of Education ..... 27th October 1934  
26 Board of Education ..... 31 Oct. 1934.

No. 24.

Miss Lorna, who is the Board's first  
selection for the post of Assistant Mistress,  
European Girls' School, Nairobi, is a wife of the  
Colonial Public Works Department, and is  
Mr. ... In the ...  
discussed the ...  
to ...  
the Board ...  
containing ...  
the 1st March, 1934. This is due to ...  
on the part of the Board (see ...). Both ...  
candidates were interviewed by the Board's Selection  
Committee, on the 26th of October, the position was  
made clear to them.

Miss Lorna does not wish to be considered as  
a candidate. I understand that her parents are not  
agreeable to her accepting the appointment. In the  
circumstances the appointment may be offered to  
Miss A. K. Harding (the Board's second selection).  
Her attention should be drawn to the leave conditions  
as set out in African 973. She will be required to  
arrive in Kenya not later than the 12th or 13th of

See para. 2(2) on  
No. 5.

January

No. 25. Miss N.P. Hockley is the Board's first selection for the post of Assistant Mistress, Jeanes School, Kabete. Mr. Morris agrees with the recommendation. The appointment may be offered to Miss Hockley. ~~was~~ The offer, attention should be drawn to the leave conditions as set out in African 973 and to the fact that she will not be allowed to pass the efficiency bar at \$480 unless she holds a University degree and an approved teaching diploma. She will be required to arrive in Kenya at the end of January.

Slavery  
9th

See No. 1

We should acknowledge receipt of No. 2 and 2<sup>nd</sup> and thank the Board for the trouble which they have taken in this matter. Say that the Board will be informed in due course of the names of the persons appointed to the vacant posts.

No. 26. Harty

C.A. [Signature] 1/11/34

[Signature] 1/11/34

- 21 To Bd of Education (24+25 and)
  - Miss Hockley (Seluan)
  - Miss Harding (Seluan)
- } 13/11/34  
} Com. [Signature]

HV

No 28 transferred P.F. 51486 E.A.  
No 29 " " " " 51487 E.A.

30 To Governor Tele. [Signature] 23 Nov '34  
(draft on 51487 E.A.)  
Miss N.P. Hockley, Asst. Mistress, Jeanes School, Kabete.

Wain Powell 7/11  
Mr. Venning 5/11/34/1

- Mr. Parkinson
- Sir G. Tomlinson
- Sir C. Bottomley
- Sir J. Shuckburgh
- Permt. U.S. of S.
- Party. U.S. of S.
- Secretary of State.

13 Nov. 1934.

Sir,

I am etc to

ack. the receipt of

your letters of

the 27th of Oct,

(24) nos. SIR/CA 940/1934

(25) and SIR/CA 946/1934,

and to request

you to convey

his thanks to

the Board of

Education for

the trouble

which they

have taken

DRAFT.

The Sec.

Board of Education.

3 n/16 24/1

FURTHER ACTION.



in selecting candidates  
for the posts of Asst  
mistress, Jeanes School,  
Kakete, and Asst. mistress,  
European girls' secondary  
school, Nairobi.

2. A further communication  
will be addressed to you  
in due course giving the  
names of the candidates  
appointed to the posts.

I am, etc.

(Signed) L. B. FREESTON

26  
16

OFFICE OF SPECIAL INQUIRIES & REPORTS,  
BOARD OF EDUCATION,

WHITEHALL, LONDON, S.W.1.

31st. October, 1934.

Letters should be addressed to—  
The Secretary  
Office of Special Inquiries & Reports,  
Board of Education,  
Whitehall,  
London, S.W.1."

and should show the complete postal  
address and designation of the writer.

Telegraphic Address—  
"RESEARCH, F&R, LONDON."

In reply please quote—  
"CASIR."

SIR/CA 940/24

Dear Freeston,

With reference to the vacancy for an Assistant  
Mistress to teach Botany at the Girls' Secondary School  
Nairobi, and to Miss Logan's withdrawal, I am sorry that  
she was not correctly informed of the latest leave conditions  
before she applied. I am not at all sure that it would  
actually have made any difference, but it was of course  
rather unsatisfactory for her. I have now looked into the  
matter and find that we referred originally to your printed  
regulations, and in extracting the information from them the  
special paragraph referring to Kenya was overlooked and the  
regulations concerning Uganda, etc., were included instead.  
This oversight was unfortunate, though perhaps understandable  
considering the form of the regulations.

I am sure Miss Logan's withdrawal will have caused you

some inconvenience, but the Selection Committee were aware that they ran some risk of this sort in recommending her. The second candidate, however, said that the four years' tour would be no deterrent to her, so I hope you will have no further difficulty. In a very different way I should think that she is quite as suitable as Miss Logan for the post, and has, of course, the advantage of previous experience in South Africa.

Yours sincerely,

*D.H. Keble*

J. B. Freeston, Esq., O.B.E.,  
Colonial Office,  
Downing Street,  
S.W.1.

Letters should be addressed to—  
The Secretary,  
Office of Special Inquiries & Reports,  
Board of Education,  
Whitehall,  
London, S.W.1.  
and should show the complete postal  
address and designation of the writer.

Telegraphic Address—

"SERVEDER, PARL. LONDON."

In reply please quote—  
"CASIR."

SIR/CA 946/1934

Kenya: Kabete.

Sir,

With reference to Mr. Freeston's letter, 23004/34 of the 26th August 1934, I am directed to state that the Selection Committee at their meeting on the 26th instant decided to recommend Miss N.P. Hockley for appointment as Assistant Mistress for African education at the Jeanes School, Kabete. They also decided to recommend Miss W.A. Motley and Miss I.A. Midgley - in that order - as reserve candidates for this post.

Particulars of the qualifications and teaching experience of the above candidates will be found in the accompanying papers.

The Selection Committee were assisted on this occasion by Mr. E.G. Morris, Director of Education, Kenya, who agreed with the above recommendations.

I am, Sir,

Your obedient Servant,

The Under-Secretary of State,  
Colonial Office.

*D.H. Keble*

*20  
By CA 1, Miss Hockley, 5 Kenya / in Sir's hand (25)*

25  
OFFICE OF SPECIAL INQUIRIES & REPORTS,  
BOARD OF EDUCATION,

WHITEHALL, LONDON, S.W.1.

29th October, 1934.

18

P.O. 182

BOARD OF EDUCATION.

POST: Assistant Mistress, Jeanes School, Kabete, Kenya.

DATE: 26th October 1934. Post No. SIR/CA 946/1934.

The candidate whose name is given below has been interviewed by the Colonial Appointments Selection Committee. Further details will be found in the accompanying application form.

NAME:	Miss NAIVASHENE PHYLIS <u>ROCKLEY</u>	
ADDRESS:	37, Birdnurst Road, South Croydon, Surrey.	
AGE:	24	DATE OF BIRTH. 29th January 1910. (Kenya).
EDUCATION:	1922-1929. Loreto Convent <u>Nairobi</u> . 1931-1933. <u>London</u> . Camden house Training College. National Proebel Certificate (2nd Class).	
EXPERIENCE:	1927-1929. <u>Kenya: Nairobi</u> . Loreto Convent. Assistant, Kindergarten Mistress. 1933-1934. <u>London</u> Botanical Open Air School, Regent's Park Transition Mistress. Offers Geography, Nature Study, Drawing Painting and handwork in addition to the usual subjects. has lived in Kenya for 14 years, is thoroughly acclimatised and can speak Kis-Waneli fluently. Games: Net-ball, hockey, Tennis.	
REMARKS:		

24 25 19

OFFICE OF SPECIAL INQUIRIES & REPORTS,  
BOARD OF EDUCATION,

WHITEHALL, LONDON, S.W.1.

27th October, 1934.

Letters should be addressed to—  
The Secretary,  
Office of Special Inquiries & Reports,  
Board of Education,  
Whitehall,  
London, S.W.1.  
and should show the complete postal  
address and designation of the office.

Telegraphic Address—  
"SPECIALIST, EARL, LONDON."

In reply please quote—  
"GABIR."

SIR/CA 940/334

Kenya: Nairobi.

RECEIVED  
OCT 27 1934

NO 11  
20-11  
Copy C.A.S. (Miss Harding) to Messrs (7-51487)

Sir

With reference to Mr. Flood's letter 23004/34 of the 31st July 1934, and Mr. Freeston's letter 23004/34 of the 28th August 1934, I am directed to state that the Selection Committee at their meeting on the 26th instant decided to recommend Miss Margaret P. Logan for appointment as Assistant Mistress at the European Girls' Secondary School, Nairobi. They also decided to recommend Miss A.E. Harding and Miss G.E. Galloway - in that order - as reserve candidates for this post.

Particulars of the qualifications and teaching experience of the above candidates will be found in the accompanying papers.

The Selection Committee were assisted on this occasion by Mr. E.G. Morris, Director of Education, Kenya, who agreed with the above recommendations.

I am, Sir,

Your obedient servant,

The Under-Secretary of State,  
Colonial Office,  
S.W.1.

*D. Headley*

BOARD OF EDUCATION.

POST: ASSISTANT MISTRESS( Secondary School) Nairobi, Kenya.

DATE: 26th October, 1934. Post No. SIR/CA 940/1934

The candidate who's name is given below has been interviewed by the Colonial Appointments Selection Committee. Further details will be found in the accompanying application form.

NAME:	Miss ANNIE KATHLEEN HARDING	
ADDRESS:	16 Heron Road, TIFEHURST, Nr. Reading	
AGE:	32	DATE OF BIRTH. 15/3/1902
EDUCATION:	<p>1914-1920 <u>Hanley High School.</u> Higher School Certificate, 1920 Botany, Chemistry, Mathematics.</p> <p>1920-1924. <u>Manchester University.</u> B.Sc. (2nd Class) Botany. Secondary School Teachers' Diploma.</p> <p>Has taken a course of Singing Lessons and can play the piano.</p>	
EXPERIENCE:	<p>1924-1927. <u>Windsor.</u> County School Botany and General Elementary Science.</p> <p>1929-1931. <u>S. Rhodesia.</u> Salisbury High School. Botany Mistress.</p> <p>1932-1933. <u>Mitcham(Surrey)</u> County School. Botany Mistress.</p> <p>Offers <u>Botany</u> as the principal subjects. Subsidiary subjects: (Art, Mathematics, Chemistry, Geography Textile Design)</p> <p>Tennis and Hockey.</p>	
REMARKS:		

23004/34

C. O.

Mr. <sup>10/7/34</sup> ~~Edwards~~ <sup>Freestone</sup> " "

for Mr. Flood's signature

10 October 1934

- Mr. Parkinson
- Sir G. Tomlinson
- Sir C. Bottomley
- Sir J. Shuckburgh
- Permi. U.S. of S.
- Party U.S. of S.
- Secretary of State

DRAFT.

Eg. Morris, Eg. ORE  
(address No 21)

accy draft.

FURTHER ACTION.

Dear Mr Morris,

Thank you for your letter of the 7<sup>th</sup> of October regarding the Kenya educational vacancies. I enclose a copy of a letter which is being sent to the Board of Education from which you will see that the Selection Committee of the Board will meet at 2.30 pm on Friday the 26<sup>th</sup> of October.

Yours sincerely

(Signed) J. E. W. FLOOD

C. O.

23064/14.

Mr. Grosvenor

Mr. *Freestone*

Mr.

Mrs. Parkinson

Sir G. Tomlinson

Sir C. Bottomley

Sir J. Shuckburgh

Permt. U.S. of S.

Parly. U.S. of S.

Secretary of State.



DO NOT WRITE

12 October, 1944.

Sir,

*53*

DRAFT

THE SECRETARY,  
BOARD OF EDUCATION.

I am glad to acknowledge the receipt of your letter of the 21st of August (Ref: SIR/CA 246/144) and to request you to inform the Board of Education that Mr. E. G. Morris, C.B.E., who has recently been appointed Director of Education, Kenya, will be available to assist the Selection Committee of the Board in selecting candidates for the post of Assistant Mistress, Jeanes School, Kabete, and <sup>if necessary</sup> for the post of Assistant Mistress, European Girls' Secondary School, Nairobi. Mr. Morris has previously served as Director of Education in Uganda. It is understood, from telephone conversations with your Department, that the Selection Committee will interview candidates for these posts at 2.30 p.m.

*copy to I.G. Morris*

FURTHER ACTION.

*Recd to Mr. Tischer to see*



on Friday, the 26th of October.

Mr. Morris is being informed accordingly.

I am to add that it will be appreciated if particulars of the candidates to be interviewed may be forwarded direct to Mr. Morris before the date of the meeting. Mr. Morris's address is "Homecroft", Colin Road, Paignton, Devon.

I am, Etc.

(Signed) L. B. FRESTON

C. O.

Mr. Grossmith. 4/10

24095 34 2...

Mr. *Freston* 4/10

Mr.

Mr. Parkinson.

Sir G. Tomlinson.

Sir C. Bottomley.

Sir J. Shuckburgh.

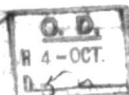
Perm. U.S. of S.

Parly. U.S. of S.

Secretary of State.

S/O for Mr. Flood's Signature.

*Answers to No. 21*



DOWNING STREET.

5 October, 1944.

DRAFT.

E. G. MORRIS, ESQ., O.B.E.,  
"HOMECROFT",  
COLIN ROAD,  
PAIGNTON,  
DEVON.

*Dear Mr Morris,*

A vacancy for an Assistant Mistress at the Jeanes School, Sabote, will occur early in 1945 and Sir Joseph Byrne has asked that you should be consulted with <sup>regard to</sup> the selection of a candidate. I enclose a paper of particulars of the post. Actually the selected candidate will not be required in Kenya before the end of January.

*(P of Jeanes School app.)*  
Encl. to No. 17  
*(to be copied)*  
*(P of Nairobi Philo Soc)*  
*Copy herewith.*

*See No 14*

FURTHER ACTION.

We asked the Board of Education to advertise the appointment in the usual way and they have now informed us that their Selection Committee will be ready to interview candidates on either Friday, the 19th, or Friday, the 26th of October, which

~~Considered~~  
is suitable to us, and that they will be glad to have your assistance. If you can make it convenient to attend a meeting in London on either of these dates, the Board ~~would~~ <sup>will</sup> send you particulars of the candidates to be interviewed, beforehand. Would you let me know as soon as possible which of the two dates is more convenient to you, so that I can arrange with the Board.

The Selection Committee will also be seeing candidates for the post of Assistant Mistress at the European Girls' Secondary School at Nakrobi. Particulars of the post are also enclosed. Perhaps you could assist the Selection Committee with this vacancy, too. The selected candidate for this post should arrive in Kenya not later than the 12th or 13th of January.

C. O.

Mr.  
Mr.  
Mr.

Mr. Parkinson.  
Sir G. Tomlinson.  
Sir C. Bottomley.  
Sir J. Shuckburgh.  
Permt. U.S. of S.  
Parly. U.S. of S.  
Secretary of State.

DRAFT.

(See para 2  
2 Nos.)

As a matter of fact the former would not have objected, if it would have assisted recruiting of the lady arrived in Kenya for the third time beginning in September, 1954. That of course is not out of the question.

YOURS SINCERELY

(Signed) J. E. W. FLOOD

FURTHER ACTION.

*Copy original on 40213 C.R.  
Jones W. W. L.*

40213 C.R.

TELEGRAM from the Secretary of State for the Colonies to the Officer Administering the Government of British Guiana.

(Sent 4 p.m., 7th September, 1934.)

Confidential.

No. 212.

Reference paragraph 5 of Colonial Office Despatch No. 293 of the 31st October 1933 in accordance with undertaking given and considering Jones in connection with immediate vacancy in Kenya. I appreciate that it may be difficult to release him from present duties and before proceeding with matter I should be glad to learn by telegram whether if offer were made and accepted it would be quite impossible for authorities at Queens College to carry on without loss of efficiency.

C.O.

Mr. Grossmith.

Mr. *Heister* 20 25/8

Mr. Hood

Mr. Parkinson

Sir G. Tomlinson

Sir C. Bottomley

Sir J. Shuckburgh

Permt. U.S. of S.

Party. U.S. of S.

Secretary of State

*10/2/34*  
*Received ready office No 16*  
*from Kenya letter #*  
*to Mr. Hood*  
*25-24*

Downing Street,

August, 1934.

C. O.  
A 25 AUG  
D. ...

*Handwritten initials*

**DRAFT.**

THE SECRETARY,  
BOARD OF EDUCATION.

(No 12)

I am etc. to ...  
The receipt of your letter ...  
and of the ...  
1934) and to state ...  
of Kenya has been informed ...  
Board of Education propose to  
advertise the post of Assistant  
Mistress at the Marjorie Girls'  
secondary school, Nairobi, in the  
Educational Press early in September.

2. As regards the leave  
conditions attaching to the vacant  
post, I am to invite reference to  
and 11  
10 of the accompanying copy of

Regulations for the Employment of  
Officers in the E.African  
Dependencies (African No. 973)

3. The Governor of Kenya has  
reported that a vacancy for an

*African 973.*  
*7 Pts of Particulars (Handwritten)*  
*Printed Revision 25/8*

FURTHER ACTION.

*Insert passage  
overleaf.*

Assistant Mistress for African education at the Jeanes School, Kabete, will occur early in 1935. Particulars of the terms and conditions of service in respect of this vacancy are <sup>also</sup> enclosed. The selected candidate will not be required in Kenya before the end of January next.

4 Sir Philip Cunliffe-Lister will be glad if the Board <sup>will</sup> advertise this appointment in the usual way, and if facilities may be arranged for ~~Mr. [Name]~~, <sup>47</sup> ~~Mr. [Name]~~ of this Department, ~~Mr. [Name]~~ ~~Messrs. [Name]~~, the new Director of Education, Kenya, to assist the Board in the selection of candidates for this particular post.

I am, etc.

(Note inserted in part 2)  
The post is pensionable. Under the ~~United Kingdom~~ ~~Ordinance for European Officers serving in the East African Dependencies~~, a copy of which is enclosed, pensions are calculated at the rate of  $\pounds \frac{1}{4}800$  of the Officer's pensionable emoluments at the time of his retirement in respect of each completed month of pensionable service. This rate was reduced to  $\pounds \frac{1}{6}000$  for new entrants into the East African Service, as from the 1st January, 1934, and the same rate will ~~apply~~ apply.

L. B. FREESTON

Draft

COLONY AND PROTECTORATE OF KENYA.

PARTICULARS OF THE OFFICE OF:

Assistant Mistress, Jeanes School, Kabete.

1. DUTIES OF OFFICE AND QUALIFICATIONS REQUIRED FOR THEIR PERFORMANCE:

- (i) Training of native teachers in method, school management etc. Charge of the Practice School.
- (ii) Charge of the training of the wives of the teachers.

Essential qualifications:

- Trained teacher, preferably practical in other Kindergarten methods.
- Experience of some 4 - 6 years in good infants' and/or junior schools.
- Ability to teach simple sewing and housewifery to women.

Qualifications:

Willingness to take part in religious instruction of undenominational character and to take charge of model Sunday school.

2. SALARY OF OFFICE:

£320 x 16 x £480 x 18 x £576. The appointee will not be allowed to pass the efficiency bar at £480, unless she holds a University degree and an approved teaching diploma.

3. ALLOWANCE, QUARTERS AND OTHER CIRCUMSTANCES AFFECTING VALUE OF OFFICE:

Free quarters.

4. PASSAGE:

Free passage on first appointment.

5. LEAVE:

As laid down in Regulations for the Employment of Officers in the E.African Dependencies (African No.973).

6.

*The post is pleasurable*

(Sgd.) H. A. Sale

Director of Education.

C.O.

23004/34

Mr. Crossmith 21/8/54

Mr. Flettin 21/8/54

Mr.

Mr. Parkinson

Sir G. Tomlinson

Sir C. Bolton

Sir J. Shuckburgh

Permt. U.S. 22

Parly. U.S. of S.

Secretary of State

Cable made 21/8/54

Amended No 16

W.N.

**DRAFT.**

Rec.

For Secy.  
Nairobi.

No. 199 Confidential

Your telegram 185. Confidential  
and previous correspondence.

Please inform me whether  
it is intended that

posts of Assistant  
Mistress Jeanes School  
and Assistant Mistress  
Nairobi should be  
reasonable.

Seen

FURTHER ACTION.

RECEIVED

1934

Telegram from the Governor of Kenya to the Secretary of State for the Colonies.

Dated 4th August, 1934. Received 3.56. p.m. 4th August.

No. 185. Confidential.

*No 10*  
 Your telegram No. 183 Confidential 26th July 1 assistant master Prince of Wales School. Your reference to a maximum of £840 is not understood. In paragraph 2 of my confidential despatch No. 96 27th June I proposed long scale with a promotion bar at £720 candidate being informed advances beyond that step must depend on vacancy and professional qualifications, I assume that suitable candidate cannot be obtained for this post unless promotion bar is placed at £840. If this is so I reluctantly agree in this special case subject to provisos above being applied at £840 in this instance. 2. 2 educational officers for African schools at Nyeri and Nairobi.

Recruitment should be for general service and not as Headmaster. Salary should be on long scale with promotion bar at £840 as recommended by the Governor's conference. 3. Assistant mistress Jeans school. Salary scale £320 by £16 to £480 by £16 to £576 but officer is not now required till the end of January.

*No 8*  
 I should be glad to reach finality in the matter of education salaries which have been under discussion for 4 years. My proposals for European officers are :- (a) secondary education Europeans and Indians. See paragraph 2 of my despatch No. 96 Confidential 27th June (b) primary education. Europeans as agreed to by you in your despatch of 10th July Confidential (2) and subject to your promised despatch on qualifications bars.

Africans. See para. 3 my despatch No. 96 Confidential 27th June



23004/20 Kenya

BY AIR MAIL

10 August 1954

C. O.

li.

Mr. Nicholls 9/8/54

Mr. Fleming 9/8/54

Mr.

Mr. Parkinson

Sir G. Tomlinson

Sir C. Bottomley

Sir J. Stuckburgh

Permt. U.S. of S.

Pub. U.S. of S.

Secretary of State

With reference to your

Compendium  
7 despatches N° 3 of the 26<sup>th</sup>

(5)

of April, and subsequent

copies, I have the

pleasure to transmit to you, for your

information, ~~the accompanying~~

copy of a letter from the

Board of Education

regarding the recruitment

of an Assistant Masters

to fill the vacancy

Yours etc

O. D.  
R 8 - AUG.  
D. 6/54

DRAFT.

Kenya

Conf

Secret

~~For C.O.B. / P.B. (N° 12)~~

FURTHER ACTION

C. O.

Mr. Grossmith.

Mr. ~~Frederick~~ *20/7/34*Mr. ~~Robinson~~ *19/7/34*

Mr. Parkinson.

Sir G. Tomlinson.

Sir C. Bottomley.

Sir J. Shackburgh.

Permt. U.S. of S.

Parly. U.S. of S.

Secretary of State.

Downing Street,

31 ~~11~~, 1934.

Sir,

I am etc. to request you to inform the Board of Education that the Governor of Kenya has reported that there <sup>is a</sup> ~~are~~ vacancies for an Assistant Mistress at the European Girls' Secondary School, Nairobi, ~~and~~ for an Assistant Master for African Education. The candidate selected for the latter post would most likely be posted to the Govt. African School at Nyeri. He should have had, if possible, experience in rural schools ~~with a bias towards agriculture.~~

Particulars of the terms and conditions of service in respect of the ~~two~~ vacancies ~~are~~ enclosed.

1. Sir Philip Cunliffe-Lister would be glad if the Board of Education would advertise the

appointment.

**DRAFT.**

THE SECRETARY,

BOARD OF EDUCATION.

FURTHER ACTION.

Revised.

appointments in the usual manner and recommend suitable candidates for selection.

~~It is to be noted that the Government of Kenya has stated that should it prove impossible to obtain an efficient candidate for the post of Assistant Master for African Education, at the initial salary proposed, he would have no objection to the person selected entering the salary scale at 2300.~~

I am, etc.

*Apt. J. C. W. Flood.*

C. O.

23004/34

Kenya

*Mr. Jeffries 25/7/34*  
*Mr. Flood 25/7*  
*Mr. Parkinson 26/7*  
*atoned*

CT  
# 26 JUL  
# 26

*23*  
*10*  
*Contd. from 26/7/34*  
Alternative

Mr. Parkinson  
Sir G. Tomlinson  
Sir C. Bottomley  
Sir J. Shackburgh  
Permt. U.S. of S.  
Party. U.S. of S.  
Secretary of State.

*Annex 5 No 14*  
*183*  
Confidential

*for union*  
DRAFT.

Tel. code

(8)

*Enema*

*Nairobi*

*(i.e. maximum of £840)*

FURTHER ACTION.

(7)

*126*  
You tel. No. ~~126~~

and ~~reference to~~

your despatch 27<sup>th</sup> June

One as regards Assistant Master Kabete I would

ask you to consider

whether it is not

deniable to offer

at least as good

terms as have been

proposed by Governor's

Conference for Superintendent

of Native Education

Differentiation of maximum

for posts requiring

graduate qualification  
must involve risk of  
prejudicing recruitment

for lower paid post

~~Recruitment should be open to all candidates of the~~

Two Education officers

I am not clear if these  
are to be recruited for  
general service or as  
headmasters. Your  
conf. desp. 26th April

(S)

No. 63 suggests latter

but it would seem preferable  
to recruit for general service  
leaving selection of staff

for particular posts entirely  
at discretion of Director

If recruitment is for specific  
posts of Headmaster I consider  
that higher minimum salary

C. O.

Mr.

Mr.

Mr.

Mr. Parkinson

Sir G. Tomkinson

Sir C. Bottomley

Sir J. Shuckburgh

Permt. U.S. of S.

Parly. U.S. of S.

Secretary of State

DRAFT.

must be offered to  
these candidates  
with necessary  
experience over and  
above what is expected  
from candidates for  
junior posts

Three which is exact  
salary suggested for  
Assistant Mistress  
James School (see  
(1m 23004/14) your conf. desp.

18th May No. 69)

Presume it is £320  
to

FURTHER ACTION.

to £576 but it is not

at all clear.

Kindly in reply please state precisely what  
solutions are recommended for each part.

S. Allen

COPY FORWARDED  
REGION REGISTRATION  
E 18 JUL 1934  
C.O. RECY

27004  
25 Feb 34 +  
wa  
9

Telegram from the Governor Kenya to the Secretary of State for the Colonies.

Dated 18th July. Received at 10-17am 18th July 1934.

No 170 Confidential.

Reference correspondence terminating in my

No/ 24030/34 telegram No 126 Confidential Assistant Master Kabete. Please telegram sailing date.

81487/22.5a  
Telegram from the Secretary of State for the Colonies  
to the Governor of Kenya.

35

(Sent 4.30 p.m., 23rd November, 1934)

No. 288 Confidential.

Your telegram NO. 197. Confidential. Assistant  
Misses Nairobi and Assistant Misses Jeanes School  
embark 14th and 29th December respectively.

AIR MAIL.

KENYA.

NO. 76...

June, 1934.

CONFIDENTIAL.

Sir,

With reference to my telegram No. 128 of the 8th June, I have the honour to address you regarding the scales of salary to be applied to officers of the teaching staff of the Education Department.

2. You will be aware from Kenya Confidential telegram No. 126 of the 8th of June and from the proceedings of the Governors' Conference that the agreement reached by the Governors on the subject of the salary scales for Education officers was only in respect of those officers who are engaged in African education since the basis of the discussions which then took place was the Memorandum enclosed in Lord Plymouth's confidential despatch of the 30th January, 1934. That Memorandum in so far as Education officers were concerned dealt exclusively with those engaged in African education and it is obvious that in Kenya special scales for officers engaged in European and Indian education will need to be formulated as envisaged in that Memorandum in which the following sentence occurs:-

"Different considerations apply in the case of teachers of technical subjects, and of officers employed in European education, and no attempt at standardisation of scales for these would appear to be useful."

If

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



If this is agreed then this Government agrees that officers engaged in European Secondary Education should be appointed on the Long Scale provided that they are given clearly to understand that promotion in that scale must depend on the possession of the qualifications laid down in paragraph 2 of the draft scheme enclosed in Sir Robert Hamilton's Confidential despatch of the 14th September, 1938, and provided further that the officers appointed understand that promotion in the scale beyond £720 must depend on promotion to definite posts.

For the salary scales of officers engaged in European Primary Education you are already in possession of this Government's views forwarded in Kenya Air Mail despatch No. 71 (Confidential) of the 23rd of May.

3. To return to the Governors' Conference recommendations regarding the scales of salary for officers engaged in African education, there is one point I think which may possibly need some clarification. In agreeing to the Long Scale I did so on the understanding that this scale would only apply to "superintendents of Education" by which I understood to be meant those senior officers of the Department charged with supervisory and inspection duties. If the application of the Long Scale were restricted in Kenya in the manner suggested, there would be some 20 posts, the holders of which could be paid on the Long Scale. This number does not appear to compare unfavourably with the 25 Superintendents employed in Tanganyika Territory in 1934.

The fact is that the Education Department

*Handwritten notes:*  
 17273/31  
 5.5.38

*Handwritten notes:*  
 Copy made  
 C.S. B.P.

in Kenya appears to employ a relatively larger number of European officers in African education than Tanganyika Territory and Nigeria and clearly that is to the good of the African, but it can only be continued if there are definitely two different scales of salary. In the course of time the number of posts of second grade will be reduced as the African is more able to carry out the work.

For the junior ranks of the teaching staff engaged in African education, the scales laid down in Class II of the draft scheme attached to Sir Robert Hamilton's despatch should suffice.

4. In this connection I transmit a Memorandum prepared by the Director of Education on the general question which I recommend for your favourable consideration and, subject to your approval, I propose that the suggestion in paragraph IV of Mr. Scott's Memorandum should be adopted.

I have the honour to be,  
Sir,  
Your most obedient, humble servant,

J. BYRNE

BRIGADIER-GENERAL

GOVERNOR.

1. In the Education Service in Kenya there are two main divisions of officers. These are

- (1). Officers employed in African Education.
- (2). Officers employed in European Education.

2. These two divisions are again capable of sub-division into classes.

African Education.

- (i). Officers employed in African Education of the rank generally described as Superintendents of African Education (vide last paragraph of section 4 of Memorandum contained in Lord Plymouth's Despatch of January 30th, 1934).
- (ii). Officers employed in African Education in subordinate ranks.

European Education.

- (i). Officers employed in secondary education of Europeans.
- (ii). Officers employed in primary education.

3. It is in the first place necessary to emphasize the words of the memorandum attached to the despatch of January 30th. "Different considerations apply in the case of teachers of technical subjects and of officers employed in European Education, and no attempt at standardisation of scales for these would appear to be useful."

4. I assume that the Governors' Conference restricted its discussion to the matters contained in the memorandum which I have quoted. I have no doubt that the Secretary to the Governors' Conference and His Excellency the Governor of Kenya will be able to confirm the correctness of this assumption.

5. The reply to the telegram 137 (Confidential) in so far as it applies to the posts for which Education Officers in African Education are required as headmasters with qualifications and responsibilities of men "generally described as superintendents" should therefore be in the affirmative. That is to say these men should be appointed on the long administrative scale in view of the decision arrived at by the Secretary of State on the reorganisation of the Government.

6. It is, however, to be presumed that the possession of adequate qualifications may be made a condition for the crossing of a bar. It is important to emphasize this in a technical department. I would therefore ask that the affirmative answer be qualified by the statement that the possession of necessary professional qualifications will be a condition of passing one or other of the efficiency bars. These conditions are not unreasonable. If men are to be recruited for a professional service they should be professionally qualified. The professional qualifications laid down in paragraph 2 of the draft scheme attached to Sir Robert Hamilton's Despatch should be described as acceptable provided that the alternative to the possession of a diploma or the London Institute course, namely ~~teaching experience~~ should not in my opinion be accepted as an easy option for real professional study. I would therefore suggest that it be made clear that while appointment to the scale might be reasonable in the case of a graduate with proved teaching experience, progress on that scale should depend on the acquisition of one of the other two requirements unless the teaching experience is highly satisfactory and reported on by the Director of Education as sufficiently satisfactory to justify him in forgoing either of these other requirements. It would be reasonable to demand that a decision should be reached on this point while the officer is still in the grade J150-350-400-55-600. It is,

I fear, impossible to demand these additional qualifications at entry but it should be a condition of promotion that they be obtained before the first bar is passed, save in the exceptional circumstances I have indicated.

7. I come now to the post described in the telegram as "Education Officer, Nyeri". This post it is proposed to fill on the scale 2246 - 2500, described in the draft scheme enclosed in Sir Robert Hamilton's despatch as a Class II post. This was the scale given in the requisition which was sent. The initial salary might require to be above the minimum.

8. The only point I would wish to make in this connection is that it would simplify matters if we now made posts of this class, posts in the Local Service so as to avoid a multiplicity of scales. On that basis the initial salary would be slightly higher and the final salary would be the same though it is to be noted that the absence of free quarters and free pension would reduce the emoluments. None the less I think we should get this type of man for this salary and it would be a great help to avoid a separate scale for these officers.

9. We have now to consider the question of the scale on which assistant masters in the European Secondary School are to be appointed. The telegram proposes the long scale on the ground that the Governors' Conference has agreed to this. I have indicated reasons for assuming that the

12

Governors' Conference has not agreed to this.

10.

In requisitioning for this officer the Kenya Government asked that the salary should be on the long scale but should not go beyond 4780. I must urge the Kenya Government to adhere to this. I feel confident that the full effect of making this appointment on the full long scale has not been put clearly before the Secretary of State.

11.

If assistants are appointed on the scale running through to 21000, then the position must ultimately arise that we shall have assistant masters, quite efficient as assistant masters but with no special aptitude for organisation, or control, drawing larger salaries than their own headmasters, drawing larger salaries than inspectors, and drawing the same salary as the Chief Inspector of Schools. Such a situation would, I submit, be grotesque. The ultimate result would be that the Director would have to make strong representations for a higher maximum to be paid to inspectors and to the headmaster of the Secondary School and to the Chief Inspector of Schools. These representations the Kenya Government would find it difficult to resist and the salary of the Director of Education himself (and incidentally of other Departmental Heads) would have to come under review.

12.

Quite apart from these considerations there is the vital consideration of cost. I suggest that the staffing of a secondary school on the basis of the very ~~high~~ long scale is

entirely impracticable from the financial point of view.

13. I would therefore very strongly urge that the Secretary of State be asked to inform the selected candidates for this post that though he is appointed on the long scale, promotion beyond £720 must depend on promotion to vacancies in the higher grade such as Inspectorship or a Headmastership or transfer to the full roll through scale in African Education.

14. In this connection we might not unreasonably allow ~~£525~~ or ~~£550~~ of the posts at the Prince of Wales School to go on to £640.

15. I fear that the officers responsible for advising the Secretary of State may raise the question of recruitment. I can only reply that the most effective recruit whom the Secretary of State has appointed during the last 5 years to a post of this type was Mr. E.A. Astley who is definitely restricted to a maximum of £720. This officer I have now decided to recommend for advancement to the Inspectorate, with a view to promotion. The Rev. J. Gillett was also appointed on a scale rising to £720.

16. In the case of the woman's post the Secretary of State proposes to advertise on the long scale stopping at £576 which is 50% of £720 and this is precisely what is asked for.

17. I suggest that the question of efficiency here on the long scale in African Education should be referred by the Home Government to the annual Conference of Directors of Education. If the ~~Home~~ ~~Government~~ ~~of~~ ~~Education~~ ~~is~~ ~~not~~

Africa can agree to something on the lines of paragraph 4 above than the difficulties of recruitment for Kenya alone would be reduced.



COPY FOR REGISTRATION

RECEIVED

9 - JUN 1934

C. C. 12

45 7/2

Telegram from the Governor of Kenya to the Secretary of State for the Colonies.

Dated 8th. June, 1934. Received 3.54. p.m. 8th. June.

No. 126. Confidential.

*Nab*

Your telegram No. 127 <sup>137</sup> Confidential Governors Conference agreed to salary scale for educational officers in African education but did not deal with scale for educational officers in European education. Candidates for post of Assistant Master Kabete should be informed that promotion beyond £720 must depend on appointment to vacancy such as Inspectorate or to Headmastership. Candidates for all posts should be informed that promoting must generally depend on possession or acquisition of adequate professional qualifications described in paragraph 2 of draft scheme enclosed in Sir Robert Hamilton's despatch of September 14th. 1932. *Nog*

Subject to these qualifications proposals are satisfactory to the Government. *127/3*

*King*

C. O.

- Mr. Crossin
- Mr. ~~...~~ 29
- Mr. ~~...~~ 29
- Mr. Parkinson
- Mr. Tomlinson
- Sir C. Bellamy
- Sir J. Stauchburgh
- Perms. U.S. of S.
- Parly. U.S. of S.
- Secretary of State.

*Announced by Nap*  
*No. 137*  
*He*

*Coded 4500*  
*8 Super. 26*  
*29/4/34*

CONFIDENTIAL  
 D 3 0

Confidential.

In view of agreement...

Governors Conference regarding salary...

scale for... to... officers...

to offer... to... salaries...

educational... mentioned in...

Confidential despatch of 28th April...

No. 65. Assistant Master Keyte and...

two Education Officers £350 to £400...

with promotion bar at £340.

Assistant Mistress Nairobi £320 to £370.

Education Officer Nyeri £246 or £300...

to £600.

Please inform me whether you agree.

**DRAFT** Code tel.

GOVERNOR

NAIROBI

*20/4/34*  
*29*

FURTHER ACTION

*[Handwritten signature]*

*(A.O. The question of Efficiency Bars is this and should see page 25 of the previous Conference Report)*

AIR MAIL

KENYA  
No. 65



GOVERNMENT HOUSE  
NAIROBI  
KENYA

47  
5

CONFIDENTIAL

RECEIVED  
26<sup>th</sup>  
APR 1934

26<sup>th</sup> April, 1934.

Sir,

I have the honour to inform you that the following vacancies exist in the Education Department for Education Officers who will be required for duty towards the end of this year and I transmit forms of particulars of the vacant offices for information.

2. It will be noted that the scales of salaries shown in the forms of particulars do not conform with the scales laid down in your Confidential despatch of the 30th of January, 1934, but pending the result of reference to the Governors' Conference and your decisions I suggest the terms indicated below should be the basis for remuneration to the candidates selected.

I. European Education.

- (1). One Assistant at the Prince of Wales School, Kabete.

This appointment has already been referred to you vide my Confidential telegram No. 231 of the 22nd November, 1933, and my subsequent Confidential telegrams Nos. 14 and 71 of the 18th January and the 29th March.

Scale of Salary - Long Scale to £780 for an Assistant.

*Amund*

L100/2/33

No 1

1560/35

No 2 3350/35

No 3 3350/33

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

I

Form No. 1.

I transmit the usual form of particulars of the vacant office (numbered 1).

(2). One Assistant Mistress Girls Secondary School.

This post will become vacant early in 1935 on the termination of the appointment of Mrs. E. E. MacHugh and the candidate selected would be required to arrive for the first term in that year not later than the 12th or 13th January. If, however, recruiting would be assisted by the arrival of this lady for the third term beginning in September 1934, she could be employed here satisfactorily.

The appointee will not be allowed to pass the efficiency bar at 2480, unless she holds a University degree and an approved teaching diploma.

Form No. 2.

No 6 18/11/32  
No 10 30/9/33

I transmit the usual form of particulars of the vacant office (numbered 2).

As you are aware from the terms of Secretariat Circular No. 48 of 1932 as amended by Circular No. 38 of 1933 the grade of passage to which an officer drawing a salary of £300 per annum is entitled is Grade V British India or Third Class Union Castle, but I consider that the appointee in this case should be granted a First Class passage Grade T British India or Grade B5 Union Castle Line.

II. African Education.

- (1). One Education Officer to take charge of the large Provincial School at Nyeri, but he may be employed elsewhere.

The Director of Education wishes to obtain an officer who in addition to being a good schoolmaster will, if possible, be prepared to organise Association Football and other athletic pursuits for the boys of the school. The selected candidate is required to arrive in this country in September 1934.

The usual form of particulars (numbered 3) is enclosed. The Scale of Salary should be the Long Scale, but I prefer to defer recommending whether the whole of this scale should be applied until after the Governors' Conference in May next.

Form No. 3.

- (2). One Education Officer to take charge of the new School which may be built in Nairobi from Municipal funds, but he may be employed elsewhere.

This officer should have similar qualifications to the officer selected for the Nyeri School. The appointee is required to arrive in this country in September 1934.

The usual form of particulars (numbered 4) is enclosed. The Scale of Salary should be the Long Scale, but I prefer to defer recommending whether the whole of this scale should be applied until after the Governors' Conference in May next.

Form No. 4.

FOR REFERENCE to the above two appointments, the Director of Education

suggests that candidates of the type of Mr. H. A. W. Chapman would be suitable - vide Lord Passfield's despatch No. 863 of the 5th November, 1930.

40408  
E.A.

- (3). One Education Officer as Assistant possibly at Nyeri.

The candidate selected should have had, if possible, experience in rural schools with a bias towards agriculture.

Scale of Salary - Scale as laid down for Class II officers in Memorandum to Sir Robert Hamilton's despatch Confidential of the 14th September, 1932.

No. 9  
17274/3

Form No. 5.

The usual form of particulars (numbered 5) is enclosed. Should it prove impossible to obtain an efficient candidate on £246 per annum an initial salary of £300 is suggested.

A further Assistant Master will be required with similar qualifications and on the same scale as the immediately preceding candidate, but the Director of Education considers that as an officer with definitely agricultural qualifications may be necessary he is postponing his requisition for the appointment.

3. In view of the particular problems of the salaries to be paid to Education officers engaged in the Primary and Secondary Education of three races in this Colony and of the general question of salary revision under reference to the Governors' Conference I take this opportunity of enclosing an extract from a Memorandum which has been circulated to that Conference. I regret

Extract.

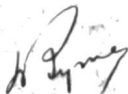
that,

that, the subject being sub judge, it has not been possible in this despatch to recommend salaries in conformity with approved scales.

I have the honour to be,

Sir,

Your most obedient, humble servant,



BRIGADIER-GENERAL.  
GOVERNOR.

No. 1.

PARTICULARS OF THE OFFICE OF: Assistant Master (Education Officer) in the Prince of Wales Secondary School for boys at Kabete, 5 miles from Nairobi.

1. DUTIES OF OFFICE AND QUALIFICATIONS REQUIRED FOR THEIR PERFORMANCE:

Essential qualifications:

He should, if possible be an Honours Graduate of Oxford or Cambridge with some teaching experience and must be unmarried. are ability to teach French up to the Standard required for the Cambridge Higher Certificate examination and general subjects; with enthusiasm for the life of a boarding school.

Other qualifications:

The officer appointed will be expected to take his share in the supervision of boarders, and will receive free board in allowance therefor during school term.

It is very desirable that the holder of the post should be keen on outdoor life. A good cricketer would be welcomed. Ability to teach singing would also be a recommendation.

2. SALARY OF OFFICE:

£350, £350, £400, £450, £500,-

£25 - £600 - 30 - £720.

Promotion beyond £600 should depend on the possession of both a University degree and an educational diploma.

3. ALLOWANCE, QUARTERS, AND OTHER CIRCUMSTANCES AFFECTING VALUE OF OFFICE:

Free bachelor quarters will be provided in one of the school boarding houses, with the usual allowances of Government furniture. The officer appointed will be expected to take his share in the supervision of boarders and will receive free board in allowance thereof during school term.

4. PASSAGE:

Free passage as allowed under the Rules.

.....  
W. Bradshaw

3 DIRECTOR OF EDUCATION.



No. 2.

COLONY AND PROTECTORATE OF KENYA.

PARTICULARS OF THE OFFICE OF: Assistant Mistress Girls' Secondary School, Nairobi.

1. DUTIES OF OFFICE AND QUALIFICATIONS REQUIRED FOR THEIR PERFORMANCE:

Essential qualifications:

Other qualifications:

To teach up to Matriculation Standard.

- (i) Advanced Botany.
- (ii) Drawing if possible.

Music, with Class singing most desirable.

Geography.

Ability to help with games an advantage.

2. SALARY OF OFFICE.

2320 x 16 x 2480 x 16 x 2576.  
The appointee will not be allowed to pass the efficiency bar at 2480, unless she holds a University degree and an approved teaching diploma.

vide Kenya Confidential despatch No. 63 of the 2nd April, 1934.

*Cont.*

3. ALLOWANCE, QUARTERS AND OTHER CIRCUMSTANCES AFFECTING VALUE OF OFFICE:

Free quarters or House Allowance. The officer will probably be required to take residential supervision on duty and if so will be entitled to free board during the school term.

4. PASSAGE:

See Kenya Confidential despatch No. 63 of the 2nd April, 1934.

*Free passage on first app. etc.*

*H. J. Bradshaw*

DIRECTOR OF EDUCATION.

*As the Director of Education for the Employment of Misses in the E. African Dependencies (African No 973)*

*5/ leave*

*6*

*The post is favourable.*

PARTICULARS OF THE OFFICE OF: Education Officer  
Education Department.1. DUTIES OF OFFICE AND  
QUALIFICATIONS REQUIRED  
FOR THEIR PERFORMANCE:Essential qualifications:A good degree of an English  
University with a teaching  
diploma if possible.Other qualifications:

Must be good at games.

## 2. SALARY OF OFFICE:

Long Scale but see Kenya

Confidential despatch No. 63

of the... 26 April ..... 1934, regard-  
ing maximum.3. ALLOWANCE, QUARTERS AND  
OTHER CIRCUMSTANCES AFFECT-  
ING VALUE OF OFFICE:Quarters to be found for  
officer. Pension and leave  
conditions as laid down.

## 4. PASSAGE:

First class passage  
provided.

  
.....  
DIRECTOR OF EDUCATION.

(a) Education officers.

Present Scale.	£400, £400, £475 x 25 to £600 x 30 to £720 x 30 to £840.
	Special posts £380 x 40 to £920.
Proposed Scale.	£350, £350, £400 x 50 to £500 x 25 to £600 x 60 to £660 x 30 to £840 x 40 to £1000.
Kenya Suggestion.	£350, £350 x 50 to £500 x 25 to £600 x 60 to £660 x 30 to £720 x 30 to £840 x 40 to £920.

In Kenya the Education Department is concerned not only with Africans but also with European and Indian education, and this Government is unable to subscribe to the view that an Education officer engaged in native education should automatically proceed to a salary of £1000 a year regardless of the duties he is performing. In the opinion of the Kenya Government the salaries payable to European Education officers should be divided into five main categories:-

Special Posts e.g. certain Headmasters of Schools and, in the case of native schools, Headmasters with inspecting and organizing responsibilities in the neighbourhood. Certain officers employed in the Education Department Head Office employed in Administration work. For these the salary of £640 x 40 to £920 is suggested. In the case of Inspectors of Schools, however, provided that it is feasible departmentally this Government would have no objection to the scale £350-£1000.

Secondary Education Posts (men).  
For these the salary of £350 to £840 is suggested.

Posts (women).  
For these the salary of £350 to £720 with lower rates of increment than in the case of men is suggested.

Primary Education Posts (men).  
It is suggested that these posts should all come within the proposals for a Local Civil Service in Kenya.

Posts (women).  
The same suggestion is made, with the proviso that the maximum should be lower than in the case of men and that the incremental rates should be allowed down.

It is further suggested that qualification bars should be laid down to operate at the same stages as the efficiency bars in the cases of both Secondary and Primary Education officers.

It is noted that Education officers for the Colonial Service are largely drawn from the same general sources as Administrative officers, although this has not been the general practice in the case of Kenya, and that the majority of the candidates who present themselves from the Universities are more attracted by administrative than by education work. In the opinion of the Kenya Government a difference of £30 between the maxima applicable to the two services will not deter recruitment amongst those candidates who have the necessary vocational call for teaching and to whom the school holidays will afford ample opportunity for other work or for private study.

- ..... = Confirmation bar.
- = Efficiency bar.
- ===== = Promotion bar.

Copy by me 2002/1/14

59  
4

KENYA

No. 51

27<sup>th</sup> January, 1934.

Sir,

With reference to your despatch No. 864 of the 15th of November, I have the honour to inform you that the question of the appointment of a successor to Mr. R. S. Scott, Director of Education, has been discussed in Nairobi with Sir George Teulissen who agreed that there were no local candidates who could be recommended as suitable for the vacancy.

msg for union  
230 CH/1/34

2. In regard to the appointment of a successor to Mr. R. S. Rice as Chief Inspector of Schools, I have to point out that in the current draft Estimates the post is shown as in abeyance.

Mr. Scott considers that if financial circumstances permit the restoration of this post will call for serious consideration in connection with the draft Estimates for 1935. Should it be decided to restore it, I consider that it should be filled by promotion within the Department, and will forward my recommendations in the usual way.

I have the honour to be,  
Sir,  
Your most obedient, humble servant,

J. BYRNE.

REGADIER-GENERAL.  
GOVERNOR.

THE RIGHT HON. MR. ...  
HONORABLE MEMBER OF THE ...

RECEIVED BY ...

Copy original on 31207EA  
S.H.

Copy

KENYA.  
NO. 864.

DOWNING STREET  
15th November, 1933.

Answered by N.H.

Sir,

I have the honour to inform you that my attention has been called to the fact that Mr. H. S. Scott, Director of Education, proposes to retire next year, and I should be glad to learn your views as regards the appointment of a successor to him.

2. I should also be glad to learn your views as regards the filling of the existing vacancy for Chief Inspector of Schools, recently held by Mr. A. A. Biss.

I have etc.

(Sgd) P. COMLIFFE-LISTER.

THE OFFICER ADMINISTERING  
THE GOVERNMENT OF  
KENYA.

11004

File  
- 61  
L

C. O.

Mr. Davies. L. Fedo

Mr. Freeman Z.P.

Mr.

Mr. Parkinson.

Mr. Tomlinson.

Sir C. Bottomley.

Sir J. Shuckburgh.

Parml. U.S. of S.

Party. U.S. of S.

Secretary of State.



Downing Street,

6 February, 1934.

Sir,

I have the honour to  
acknowledge the receipt of your

(1) Confidential despatch No. 163 of the  
28th November and to inform you that  
I approve the promotion of Mr. W.N.  
DOLTON (1934)  
Dolton as an Inspector of Schools on  
the scale of salary set out under  
Head VIII Item 4 of the revised  
estimates for 1934 with effect from  
the 15th of October last.

2. AS you are aware from the

on 4100/2/33 H.A. (in an)

(1) See  
writable  
(2) See  
writable

Confidential despatches of the 31st  
of October and the 30th of January, I  
consider that the question of revising  
European  
the scales of salary in services other  
than the Colonial Administrative  
Service should be discussed at the

FURTHER ACTION.

For the signing

forthcoming Governors' Conference.

I have, etc.

(Signed, PLYMOUTH

(for the Secretary of State)



KENYA.

No. 163

CONFIDENTIAL.



GOVERNMENT HOUSE,  
NAIROBI,  
KENYA

2. Oct 1933  
C O 131

28 November, 1933.

Sir,

With reference to the Colonial Secretary's Note No. S/Est.19/1658/49 of the 24th February, 1931, I have the honour to inform you that the Director of Education has recommended the promotion of Mr. W. N. Dolton, M.A., F.C.P., as an Inspector of Schools with effect from the 16th October, 1933, to fill a vacancy under Head VIII Item 4 of the current Estimates.

2. Mr. Scott reports that although the Department has carried on up to the present time with four Inspectors the arrangement by which the Coast Inspectorate was not filled is causing a loss of efficiency.

Mr. Dolton graduated with first class Honours from Trinity College, Dublin, being second on the Year List; he holds the Board of Education Teachers' Certificate and is a Fellow of the College of Preceptors. He served throughout the war from 1915, was commissioned in 1917 and from 1918 - 1920 was Captain and Adjutant of the Field Survey Battalion, Royal Engineers, and was mentioned in despatches.

He has acted with acceptance both as Inspector of Schools and as Principal of the

Allidina

THE RIGHT HONOURABLE

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

Remond (2)

No/3

52484

EA  
Dillon

He did not! he got a first class pass!

Allidina Visram High School, Mombasa, the latter since the 20th September, 1928, until the 16th October, 1933, when he was appointed to act in the present vacancy in the Inspectorate.

Mr. Scott adds:-

"Mr. Dolton took over the duties of Headmaster when conditions in Mombasa were extremely unsatisfactory owing to our difficult relations with the Indian community. It is not too much to say that by his skill as a Headmaster and his effective personality, Mr. Dolton has created an atmosphere in Mombasa which is, both from the point of view of the Indian community and the point of view of the Government, extremely satisfactory".

3. I share the Director of Education's views as to Mr. Dolton's qualifications for substantive appointment to the post of Inspector of Schools and recommend for your favourable consideration his advancement thereto with effect from the 16th October, 1933.

4. In accordance with standing regulations, I enclose the usual form of particulars of the vacant office from which it will be seen that the salary scale is therein set out as £600 x 30 x £720 x 30 x £840 x 40 x £920 per annum. You will no doubt advise me if any revision of that scale is contemplated in the near future, vide your Confidential despatch of the 31st October, 1933.

Form.

4100/1/13  
EA  
m and

I have the honour to be,  
Sir,  
Your most obedient, humble servant,

BRIGADIER-GENERAL.  
GOVERNOR.

b4  
END

COLONY AND PROTECTORATE OF KENYA.

PARTICULARS OF THE OFFICE OF INSPECTOR OF SCHOOLS, EDUCATION DEPARTMENT, KENYA.

1. DUTIES OF OFFICE AND QUALIFICATIONS REQUIRED FOR THEIR PERFORMANCE:

To inspect and report upon schools in the colony. To assist in the organisation of education generally. To be able to take part in the administration of the Department if stationed at any time in Nairobi.

To act generally as the representative of the Director of Education in the area to which he is posted.

-----  
SALARY OF OFFICE:

£600-30-£720-30-£840-40-£920 per annum.

-----  
3. ALLOWANCE, QUARTERS, AND OTHER CIRCUMSTANCES AFFECTING THE VALUE OF THE OFFICE:

Free quarters or house allowance at 15% of minimum of grade of scale. Free medical attendance.

-----  
4. PASSAGE.

First class passage.

*H. P. S. C.*

DIRECTOR OF EDUCATION.

22nd November, 1933.