

1937

38058

C0533/478
KENYA

38058

EDUCATION DEPARTMENT STAFF

: EUROPEAN EDUCATION. X
PRIMARY TEACHERS : ARAB & AFRICAN EDUCATION

Previous

1936

297
M. Parkin 5/8
R. 299 11/8
297 5/8
309 7/8

Subsequent

1938

R. 299 20/9
R. 309 /
P. Hudson 20/9
P. Hudson 1/9
P. Hood 5
M. Fowler 7.10

R. 297

5/4/37

R. 309

4/10

M. Parkin

6/14

M. Hood

26

M. Mayhew

19

D. Hood

19

S. G. Tomlinson

24/4/37

M. Hood

26

R. 309

2951

11.5

297

25/6

R. 309

26/6

R. 297

13/7

R. 309

13/7

M. Parkin

29

C.I.

EDUCATION.

1. *Ag. fr. Kenya* — 178 — 2072/272
Enclose form of Parties for Office of
Primary Education Officer (2000) &
request that C.A. be asked to
appoint a Candidate as soon as possible

2. *Gov. Kenya* — Tel. 86 — 1574/37

DESTROYED UNDER STATUTE

Enquire whether appointment of
Education Officer is likely to be made
in time for selected Candidate to
arrive for the next term which
commences 19th May.

*See Nos 344
on 380518/36*

In the early part of last year when Kenya asked for two Primary Education Officers for the Local Civil Service. it was arranged that the Crown Agents should advertise the posts and be advised in the selection of candidates by the Board of Education. This was done and candidates were duly selected and engaged by the Crown Agents.

The method of recruitment was subsequently discussed and it was decided in the early part of this year that the Board of Education should be asked to undertake the recruitment of candidates for educational posts in the Local Civil Service (see ^{No 20 on} 38121/35). I have had some difficulty in getting hold of 38121/35 and No.1 has been somewhat delayed. I now submit draft letter to the Board of Education.

As regards No.2, I suggest that it is impossible ^{for a B.P.E} to advertise the post, arrange for an interview and the completion of selection in time to get a man out to Kenya by the 19th of May. The Board would want at least a month, and a further month or six weeks must elapse before the person

selected

selected could arrive in Kenya.

? The Governor of Kenya might therefore be informed by telegram that no selection has yet been made and that the selected candidate should not be expected in Kenya before the end of June at the earliest. I submit draft telegram.

C.A. Crosswell
16/4/37

17th May 1937

As the C.A. had a large field of good ones a few months ago & B/E assisted at vetting them I think we need go through the notions of advertising & consulting B/E again.

What I suggest is that C.A. be authorized to engage the best of the rejects (they were all good) explain to him that a new vacancy has arisen

and tell Mr Richardson we are doing so in view of a) urgency b) the fact that there was this field available
What do you think?
J.S.G. Kent

16/4

(How Kenya expect to get a man selected & out there in 7 weeks beats me)

I agree.

M. H. Hughes

19-5

Sir G. Tomlinson

? Then proceed as at X & Y and tell Gov. we are doing as at X but that he can't expect a man as early as 19 May & probably not till after the summer term as the selected man will have to give notice & arrange his affairs

J.S.G. Kent

18/4

I agree. I have delayed mentioning until I could find out who from Mr. Hughes (who has been away on one of Committees) whether in making their last selection the C.A. had any help from him or Major Vischer or from the Board of Education. I now understand that neither Mr. M. nor Major V. came into it, but I am not sure about the B/E. Anyhow I agree that the C.A. should go ahead as you suggest using the same machinery as before. But we had better tell them to let us know the & ask for further instructions if they find that the good reject has disappeared.

S.J.P.P. at once
24.4.37

as regards the arrangements for the selection of 2 candidates last year see No. 9 on 38058/4/36. Mr. Holmes (B/E) went through the list & drew up a list of candidates to be interviewed, & these were done by Mr. Bradshaw (Kenya).

J.P. Poon
18/4

4 To Richardson ——— 8.5.37

5 To CA (w/c end to) ^{Coms} 11.5.37

6 W.R. Richardson (S/o) ——— 10.5.37

DESTROYED UNDER

Dict. (4) and state that the Board of Education will be glad to assist Crown Agents if they have to advertise the post.

See note by Mrs Barker

Petty

D. J. ...
R 297
26.5.37
W. J. ...
26/5/37

No reply has been received to ⑤. ? communication

G. ...
R 297
25
37

The Crown Agents are ^{visiting} candidates on the 5th of July with an officer of the Bd. of Education. The selected candidate will, it is hoped, be available to leave about the end of July.

C. J. ...
26/6

wait.

7. GOV. KENYA.....367.....5.7.37. 14
Ref. (3) requests selected candidate arrive in Kenya in first or second week in Sept., 1937 and enquires whether it will be possible.

Mr Swallidge (Crown Agent) tells me that with the assistance of the Board of Education they have found a first candidate, but the candidate wants to take his wife to Kenya. The C.A. have telegraphed to Kenya asking if permission is granted. If the reply is favourable the candidate will be ready to leave in the early part of August.

Mr Swallidge will telephone me as soon as the previous reply arrives.

C. J. ...
By in 10
Days unless called
for earlier. 12/7/37

Yes. B.n. 26/7

Holiday 9/8
19/7

Revised as directed above.

W. J. ...

The Gov. Kenya has agreed that the candidate (Mr Marshall) may take Mrs Marshall to Kenya. They leave Mombasa on the 13th August in

In the Handover Centre

Supra Kenya
as in draft
herewith

A. H. Rossmith
578

8 Tokoyar-632 - (7 ann) - (1837)

No reply yet received to (22) in 1936 file

? Continue to wait

2.297
25.8.37

It can wait.

A. H. Rossmith
2678

9. Lewis dep. 129. Conf. 11.9.37
Submits for appraisal revised scales of salary

Attempts to get a copy of the circular referred to
in para 2 have as yet been unsuccessful.
But I don't think it is really necessary. The
purpose of NO 22 in the 1936 file was to point out
that the "situation" in regard to these salaries
was obscure and did not seem to be based on
any rational principles. These proposals
and that situation, and it is as the posts are
local Civil Service posts I don't think we are
called upon to examine them in detail. I
should accept them as they stand.

A. H. Rossmith
6.279

File not
answered.
J.P.

No 24 or
23068/2/34

They have now done what I should
have thought any reasonable person
would have done in the first instance,
viz. they have taken the scales
already approved for Primary
Education Officers (European Schools)
as set out on p. 15 of Secretariat
Circ. No 2 of 1935, & have specified,
in relation to the various types of
qualifications required of candidates
for appointment as Primary Education
Officers - African & Arab Schools,
the scales which will apply.

For practical purposes it
means that there is a long scale
of £240 x 20 - 360 x 20 - 420 x 20 - 520 x 10 - 600
Candidates will enter at £240, 360
or £420 according to their
qualifications.

Even the lowest qualified candidates
who are shown as on the scale £240 x 20 - 360
will not (I imagine) have to
strive at £360, because by that
time they will have had 6 years
experience which will entitle them
to go on up the scale.

As regards the Technical

Instructors, who have no counterpart in the "European" Primary Education scale, are proposed to provide a lower monthly salary, which will be appropriate for youths passing out of the apprenticeship stage, seems reasonable.

It will be sufficient simply to approve these proposals.

J. J. Pascoe
2/10

Yes saying these scales seem simple and satisfactory

J. S. G. Flood
3/10

Mr. Visden

You may like to see. These scales are not too bad but they won't attract the top-notch, but he isn't needed for this work. Our Africans will be replaced in due course by native teachers, & the European "teacher" isn't worth more.

J. S. G. Flood
5/10

Mr. Kato

Under the circumstances this seems all right.

Hanna Visden

Then approve

J. S. G. Flood
7/10

10 L. S. Kenya Conf (C) - 9 Approved - 12 OCT 1937

C. O.

6
10

Mr. Costley-White. 8.10.37.

38058/4/37.

Mr. Parkin *Src SJ*

Mr.

Sir H. Moore.

Sir G. Tomlinson.

Sir C. Bottomley.

Sir J. Shuckburgh.

Permi. U.S. of S.

Parly. U.S. of S.

Secretary of State.

Downing Street. *SJ*

12. October, 1937.

Sir,

I have etc. to acknowledge

the receipt of your confidential despatch

(9) No. 129 of the 11th of September ~~1937~~

regarding the scales of salary to be

attached to the posts of Education

Officers engaged in Arab and African

primary education. The revised scales

of salary as proposed in your despatch

appear to be simple and satisfactory,

and I therefore give my covering

sanction to their application.

I have, etc.

(Signed) W. ORMSBY GORE.

DRAFT.

KENYA.

CONFIDENTIAL. (2)

GOVERNOR.

FURTHER ACTION.

KENYA
No. 129

CONFIDENTIAL.



7
9
GOVERNMENT HOUSE
NAIROBI
KENYA



September, 1937.

Sir,

I have the honour to refer to your confidential despatch(2) of the 26th January last on the subject of the inclusion in the Kenya European Local Civil Service, of the posts of Education Officers engaged in Arab and African Primary Education and to inform you that the position regarding the scales of salary to be attached to the posts has now been reviewed.

2. With regard to the points raised in paragraph 3 of your despatch I would observe that while it is true that the scales recommended by the Director of Education formed two parts of the long scale £246 x 18 x £390 x 18 x £480 x £20 x £600, the scales proposed by Government were intended as a compromise between the Director's recommendations and the scales laid down in Secretariat Circular No.2 of 1935 for Primary Education Officers engaged in European Education.

3. The recommendations regarding the re-engagement of Messrs. Young, Gilbert and Le Riche were made as an interim measure pending a final decision on the scales to be applied to this class of officer. When this decision is reached the question of the absorption of the two latter and any other officers concerned will receive further consideration. Proposals for certain of these officers to receive the option between pensionable status and voluntary transfer to the local Service have already been

THE RT. HON.

W. ORMSBY GORE, P.C., M.P.,

SECRETARY OF STATE FOR THE COLONIES,

DOWNING STREET, LONDON, S.W.1.

approved/

2.

3. 11. 35/21/27

approved in your Confidential despatch of the 1st May last.

4. After further consultation with the Director of Education in the light of the opinion expressed by you it has now been agreed to assimilate the scales of salary for Education Officers employed in European, Arab and African Primary Education. In the circumstances, I attached a revised Schedule of Salary Scales for officers engaged in Arab and African primary education based on those laid down in Secretariat Circular No.2 of 1935 for officers engaged in European primary education, with certain modifications in regard to the type of professional qualifications required.

5. In accordance with the request in paragraph 7 of your despatch proposals are also made in the schedule for candidates with qualifications inferior to a degree or Board of Education (or other approved) Certificate whereby arrangements should also be made for the appointment of European Learners, which will make it possible to experiment in the training of local European youths for posts in Arab and African Education. I may state that at present no facilities exist for the training of such youths in either Agriculture or Animal Husbandry but on the introduction of a Learner Grade it may prove possible in future to provide opportunities for training of this nature.

I support the proposal of the Director to alter the scale for Technical Instructors from £300 x 20 x £420 to £240 x 20 x £420; thus providing a lower commencing salary which would allow for the absorption of youths passing out of the apprenticeship stage.

6. As regards women teachers, in the event of your approval of the recommendations contained in the enclosed schedule the relative scales for women would be

Scale A.

3.

Scale A. £360 x 20 x £420 x 10 x £500.

Scale B. £315 x 15 x £360 x 20 x £350 x 20
x £420 x 10 x 10.

Scale C. £225 x 15 x £315.

I trust that the scales now proposed, assimilated as they are to those for European Primary Teachers, will receive your covering sanction.

I have the honour to be,

Sir,

Your most obedient, humble servant,



GOVERNOR'S DEPUTY.

SCHEDULE.

I. Primary Education Officers (Assistant Masters) African and Arab Schools (includes Senior Technical Instructors at the N. I. T. D.)

<u>Qualifications</u> <u>Academic</u>	<u>Professional.</u>	<u>experience.</u>	<u>Scale of</u> <u>Salary.</u>
Graduate of a recognised University.	Certificate equivalent to a Board of Education Cert. in one or more of the following: Agriculture Animal Husbandry Dairying A Handicraft Teaching welfare work	-	£420 x 20 - 520 x 10 - 600
Unspecified	do		£360 x 20 - 520 x 10 - 600
Unspecified	full apprenticeship to a trade or a certificate in above subjects less than a Board of Education Certificate.	6 years	£360 x 20 - 420 x 20 - 520 x 10 - 600.
Graduate of a recognised University.	{ Nil	{	£240 x 20 - 360
Unspecified	{ Certificate recognised as less than board of Education certificate in subjects as above and/or full apprenticeship to a trade.	{	

II. Technical Instructors (N. I. T. D.)

Existing Scale - £300 x 20 - 420
Suggested scale - £240 x 20 - 420.

III. Learners.

As for Technical apprentices and Learners.
Appendix I - Section 11, Local Civil Service regulations.

- Note. Learners may be accepted to be trained:
- In a trade at the N.I.T.B.
 - In Agriculture or Animal husbandry by the Agricultural Department in the event of facilities becoming available.
 - In schools as teachers obtaining a teaching qualification by external examination.

Learners in Category (a) on completion of apprenticeship would be employed, according to suitability, either in I as Primary Education Officers (Assistant Masters) or in II as Technical Instructors at the N.I.T.B.

8

38058/4/37.

C. O.

Mr. Grossmith.

Mr. *Pashin*

Mr.

Sir H. Moore.

Sir G. Tomlinson.

Sir C. Bottomley.

Sir J. Shuckburgh.

Perms. U.S. of S.

Parly. U.S. of S.

Secretary of State.

S/S
6/8 f.

Sc



DOWNING STREET. W.

11 August, 1937.

Sir,

I have etc. to acknowledge the receipt of your despatch No.367 of the 5th of July, and to inform you that the Crown Agents for the Colonies, in consultation with the Board of Education, have selected and engaged Mr. Leonard Hassall for the vacant ~~Local Civil Service~~ post of Primary Education Officer in the Education Department.

2. I understand from the Crown Agents that you have *granted permission* ~~agreed that~~

for Mr. Hassall ^{*15*} may be accompanied by his wife and that the Crown Agents have accordingly reserved passage accommodation for Mr. and Mrs. Hassall in the s.s. *Illovo* Castle, leaving Marseilles on the 13th August.

DRAFT.

KENYA

NO. *632*

GOVERNOR

FURTHER ACTION.

AIR MAIL

KENYA

No. 367

13 JUL 1937

REGISTRY



GOVERNMENT HOUSE
NAIROBI
KENYA

5 July, 1937.

Sir,

I have the honour to refer to your telegram No. 100 of the 3rd May on the subject of the recruitment of a Primary Education Officer (male) in the Education Department of this Colony and to inform you that the staff question in the Department is likely to become critical in the third term of the year owing to the number of teachers who will be absent on leave.

In the circumstances it would assist matters considerably if the selected candidate could leave England to arrive in this Colony in the first or second week in September, 1937, and I shall be glad to learn whether this will be possible.

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

A. Brooke-Pollock

AIR CHIEF MARSHAL,

G O V E R N O R.

THE RIGHT HONOURABLE

W. ORMSBY-GORE, P.C., M.P.,

SECRETARY OF STATE FOR THE COLONIES,

DOWNING STREET, LONDON S.W.

Answer - (S)

38058/4/37.

C. O.

Mr. Parnin 3/5 fr.

Mr.

Mr.

Sir C. Parkinson.

Sir G. Tomlinson.

Sir C. Bottomley

Sir J. Shuckburgh.

Permi. U.S. of S.

Parly. U.S. of S.

Secretary of State.

copy
No 1
54625 EA
Massall L

11.0.37

Gentlemen,

With ref. to the letter
from this Dept. No 38058/36
of the 7th of April 1936 &
subsequent correspondence
in regard to the selection
of candidates for two
posts of Primary Education
Officers (European Education)
in the Kenya Local Civil
Service, I am to
inform you that the
Gov. has now requested
that a candidate ~~for~~
shd. be selected for
a further vacancy ~~at~~
in that service. The
usual paper of particulars
of the vacant office is
enclosed.

(No. 4 on
38058/36)

DRAFT.

C.A.

42

Particulars
(Send to No 1) Sub?

FURTHER ACTION.

Since making his request
 the Gov. has enquired by Tel.
 whether it is likely that the
 selected candidate will be able
 to arrive for the next term
 which commences on the 19th of Nov.
 The Gov. has however been
 informed that it is unlikely
 that the selected candidate will
 be able to leave England
 until after the end of the current
 school term.

It is understood that
 a suitable candidate may be
 available among those who
~~have~~ applied
 in connection with the vacancies which were
 filled last year. In that event I
 am to request you to proceed
 with the selection of a candidate
 for the present vacancies in accordance
 with the usual arrangements for
 making appointments to the Kenya
 Local Civil Service.

(Signed) J. E. W. FLOOD

(Mr. Broadstreet,
 C.A., has
 confirmed this
 by phone.)

38058/4/37.

G. O.

Mr. Grossmith.

Mr. ~~Ward~~

Mr.

Sir C. Parkinson.

Sir G. Tomlinson.

Sir C. Bottomley

Sir J. Stuckburgh.

Perms. U.S. of S.

Parly. U.S. of S.

Secretary of State.

16/4
 9.9.P. 3/5 f.
 4 - MAY
 D 6

See
 No 3
 38058/4/36

Downing Street,

April, 1937.

For Mr. Mayhew's sig. 8 May

Dear Mr. Richardson,

Dear Richardson

You will remember that about

this time last year Vischer wrote to you
 about two
 regarding vacancies for Primary

Education Officers in the Kenya Local
 Civil Service and that you were good
 enough to assist
 enough to arrange for representatives of

the Board to advise the Crown Agents in
 the selection of candidates. The

Acting Governor of Kenya has just
 now asked that a candidate
 reported that it has become necessary
 to select another Primary Education

Officer to fill a ~~vacancy~~ vacancy in
 the Education Department.

The question of the method of
 the selection of candidates for
 educational posts in the Kenya Local
 Civil Service has been under
 consideration here recently, and it has
 been

DRAFT.

W.R. RICHARDSON, ESQ.,
 BOARD OF EDUCATION.

FURTHER ACTION.

been agreed that we could not do better than ask the Board to take on the recruitment of teachers for this Service. We should be most grateful therefore, if the Board would agree to do this in the same way that they recruit women teachers for the Colonial Service. An official letter is being sent to the Board with particulars of the present vacancy.

Yours sincerely,

has since

~~SECRET~~

The Gov. ~~has~~ telegraphed

to enquire whether a candidate could be selected in time to arrive in Kenya for the next term which commences on the 19th of May, but he has been told that (in view of the requirements as to giving notice etc.) it is unlikely that the selected candidate could leave England until after the end of the current term.

In view of the urgency ~~of the~~ and the fact that a number of suitable candidates applied for the two vacancies which were

14

filled last year, the C.A. are being
requested to engage one of them
if still available. If they are
not to do so, it will be
unnecessary for us to trouble you
in connection with this vacancy.
If, on the other hand, it becomes
necessary to advertise again,
we should be grateful if ~~you~~ the C.A.
could again have the assistance
of someone from your Dept. ~~in~~
in making the selection.

}

Yours sincerely,
(Sgd) Arthur Mayhew

AIR MAIL
KENYA
No. 178



GOVERNMENT HOUSE
NAIROBI
KENYA

RECEIVED
31 MAR 1937
C. O. REGY

20 March, 1937.

(2) on 38058/36

Sir,

I have the honour to refer to Sir Joseph Byrne's despatch No.137 of the 14th March, 1936, and to inform you that it has now become necessary to recruit another Primary Education Officer (male) to fill an existing vacancy in the Education Department.

2. The Director of Education states that a suitable local candidate is not forthcoming and I should therefore be glad if the Crown Agents for the Colonies could be asked to engage a suitable candidate in England. The usual Form of Particulars of vacant office is enclosed.

FORM

3. I would request that a similar arrangement to that proposed in paragraph 3 of the despatch under reference should be made in this case and I should be glad if the candidate selected could be sent out to this Colony as early as possible.

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

W. Wade

ACTING GOVERNOR.

THE RIGHT HONOURABLE

W. GRENBY-GORE, P.C., M.P.,

SECRETARY OF STATE FOR THE COLONIES,

DOWING STREET, LONDON S.W.

1. A Primary Education Officer (male) to be appointed to the Kenya European Local Civil Service.
2. The post is vacant immediately and the second term in the school commences on the 19th May, 1937.
3. The terms of service are as laid down for the Kenya European Local Civil Service.
4. It is essential that the officer should possess a Board of Education certificate or equivalent and it is desirable that he should also have a University degree. An untrained graduate will not be accepted.
5. If the officer selected possesses a University degree in addition to the Board of Education certificate, appointment will be made on the initial salary of Scale A - £420 x 20 - 520 x 10 - 600, 520 being an efficiency bar.
6. The officer must be able to teach general subjects in elementary schools from Std. II to Std. VI in both mixed classes and classes for boys only. *Special* The particular subject of the officer selected must be mathematics and the subsidiary subject desired is science (physics and chemistry). The officer must be able to take an active part in school games particularly association football, cricket and athletics. He should be under 30 years of age and preferably unmarried.
7. If the officer is required to undertake boarding duties he will be allowed free board in the school dining hall during term time and no charge will be made for light and conservancy in quarters. Quarters will, however, not be free.
8. The officer is required for duty in any Government European school. These schools are all in the healthy white highlands. The officer would probably be appointed to Nairobi in the first instance and later to a school at either Nakuru or Eldoret.

RHWW/WAF.
dict.