

1938

Kenya

No. 38317

SUBJECT.

C0533/499

**CLOSED
UNTIL**

1970

Veterinary Department Staff

Previous

1937 file

Subsequent

1939 file

Docs (1) in 1937 file with comments

Appointments Dept should see ~~Govt~~ Kenya
raises no objection to the recruitment of
three permanent Vet. Research Officers as
proposed in (1) in 1/37.

Clotby White
1/5/38

Mr. Clotby White:

Vacancy for Veterinary Officer

(Vice Mr Anderson)

2537/37 Kenya

This vacancy form - issued on last year's
file - has been placed on Appts. 27066/38 ("Veterinary
Vacancies, 1938") as No. 7. It makes 10 vacancies for
veterinarians on our books and prospects of filling
most of these are poor until we get a better wicket
vis-à-vis the National Veterinary Medical Association.
Steps to this end are being taken by the Office as a
whole. Mr. Daubney is, however, well aware of the
present difficulties and will be home in the summer.

So that we need say nothing more on the subject to
Govt. I take it

Vacancies for Veterinary Research Officers.

Now three in number.

I have cancelled the V.F. for a temporary
officer (herewith), which was issued in April last
and we can eventually put by the Appts. file on which
it was registered (as No. 1) - (Appts. 27066/5/37).

I have placed the V.F. which you have now
issued - as the result of No. 1 above - on 27066/8/37 &
38 ("Veterinary Research Officers, Kenya") ~~as No. 4~~

(27066/8/37/38)

I now find, however, that we are still short
of one V.F. for a Veterinary Research Officer. If you
look at our file you will see that the first V.F. we
registered (No. 1) was that which was issued in October
last. A little later it became generally known that
there were two vacancies on the permanent establishment
~~for us to fill~~
since Mr. Hutson had refused one which had arisen in
July; but we did not appear ever to have received the
V.F. Perhaps it is still with Proms. Dept. or with
the file of Mr Hutson?

Gen. Clotby 18.2.38

Mr Ivby

I'm sorry about all this confusion. As regards the three Veterinary Research Posts I think what has happened in this:— In (2) on 38317/37 Kenya asked for an additional Post of Vet Research Officer and in due course a VF was prepared and put at 3A in that file (see in the minutes annex). Mr L.R. Hudson of the Seeward was offered this post and declined it (see note in minutes on 38317/3) above No. 4). The VF at 3A was then taken (see marginal note below No 8 in that file) and put on 27066/8/37 Apts. Thus the VF was not issued till October, although it was dated July. By that time a second vacancy had already arisen viz Mr J.R. Hudson (see @ in Mr Flood's minute of 8/9/37 on 38317/37) who in No 8 in that file was promoted to Deputy Director (Laboratory services). As far as I can see no VF was prepared for the post vacated by Mr J.R. Hudson, so I attach one now, and pass through Prinos in order that they may see what is happening.

As regards vacancy for a Veterinary Officer

The position ~~now~~ appears to be clear though the outlook gloomy. The subject is shortly to be discussed in the Dept (see minutes on 10/4 at -37).

Clotley White

2/2

No 1 position V.F. / ~~27066/8/35~~ 27066/8/35 - as No. +1)
1937
11

Mr. H. K. Percy
Vet Record Office

1937
24/1
The minutes of the meeting on 2/11/37 of the Veterinary Committee held at the University of Cambridge are being forwarded to you for your information. The minutes are being forwarded to you for your information. The minutes are being forwarded to you for your information. The minutes are being forwarded to you for your information.

See
9/11/37
2/15

See also J. Jeffries' minute of 4/5/38 - it refers to S. of N. Edmund's draft His proposal is that the most suitable as regards concession, since it accords with the principle of N. Edmund's special scale in terms of the dept. of 21/4/38. Another very

seen
W.H. Haseman
28/2

would be to let them go
£1000, the ones we
£840 being more reasonable.

S. J. James
25/5

On 20643/37 Sir G. Tomlinson
Permmel

has recorded his conclusion
that owing to the parlous
state of recruitment the
scales of salary for veterinary
officers in Africa will have
to be substantially improved.

To work out a scheme and
to prepare the "case" will take
a little time. Meanwhile the
Kenya position needs to be
dealt with independently, since
apart from recruitment there
is a risk of the Dept.
disintegrating if the present
organisation is not revised.

I have amended the
dft. somewhat in order to
bring out these points. It
is for comment whether the
reference to Mr. Dambrey should

be retained. On the whole I
think so. It will be assumed
in any case that we have
been in consultation with him
and we may as well be
frank about it.

I agree.
djs

C. J. Jeffries
27.5.58

In Whitehall
25/5

A. J. [unclear]
30.5

to [unclear] 30.5.58

at [unclear]

2/a

2 Kenya Comf (2) (7/2.62 on 31088 EA) Comf 2 JUN 1958
(1. known)

[Handwritten signature]

3 Gouss dep 347

30.6.58

notes that a tel. off. since 7.8.58 [unclear] may
be applied at early date, and [unclear] of [unclear]

The particulars of vacant of the show that
Kenya has accepted the suggestion in paras 3 & 4
of No 2 that a number of posts of Senior Veterinary
officer should be created with a salary ~~scale~~ ^{starting from the present}
maximum of £870 up to £1,000. We
shall no doubt have a despatch in due
course dealing with the question in full and,
in particular, stating how it is proposed to

Great One Officers at present serving at the old maximum (see para 5 of No 2). The only point that arises at the moment is whether the salary scale for the other outstanding vacancy for a Vety Officer (see Mr Eley's minute of 18/2) should be altered to conform with the ~~new~~ salary being offered in connexion with this very vacancy. Presumably it should be so altered, & Kenya informed at an imminent opportunity.

I think we can wait a little for the return to P2 NS

After decision on this point, to

Be 245 for a VF to be prepared on No 3.

Clarke White 19/7

17/7/38

245

VF Please

Clarke White 15/7

Mr Eley has pointed out that my minute of 14/7 wrongly interprets the Paper of Particulars enclosed in No 3. The salary scale there given shows no change from the old scale (though in fact it is impossible to go above £870 as there are as yet no senior posts). ~~The VF is being~~ It will therefore be unnecessary

to alter the old VF as yet.

Clarke White 19/7

VF taken see on 933 Pious.

S. F. Barnett approved
see 56546 EA

Thomas

21/7/38

~~Two of the following officers
Two Officers~~

~~DESTROYED UNDER STATUTE~~

Requested telegraphic information regarding appx of three Vet Officers (ref no 1) and two Vet Officers to replace Anderson and McBride.

received from 311
letter
10/7/38

Mr Eley - Could you please say what the answer to this should be?

From your minute on Pious 933 dated 24/7/38 - see that one of the VRO vacancies has been filled & the purchase of N. Rhoad is being offered in return - leaving one, & that the two post of V.O. still remain unfilled. Is it possible to add anything to this?

Clarke White 16/8

I am afraid that there is nothing that we can add at the moment. We can only say that when the increase in the ^{initial} salaries is made know we hope to collect a field of candidates. At present we have no one on our list except a Mr Jones

Also, I gather, must go to Mr. Plunkett in order that Mr. Purchase may be released. Mr. Daubney has kept in touch with us and has been informed of the position.

R.E. Clipperton

8.8.38.

Draft submitted Clatworthy 11/8

Send

hsm:sg

ac m

2/8/38

To Kenya tele 106 13.8.38

JEBTROVE

STATUTE

B U no reply received to No 2

J Jackson 29.7.

2/9

? Remind LF.

Clatworthy 2/9

is in order to early to remind.

B - a month.

J Jackson 2/9

done

Still no reply to No 2.

J Jackson 29.7.

1/10

? now remind LF.

Clatworthy

3/10

I understand from other papers, which I have recently seen, that the recruiting situation is now very much easier and can no longer be regarded as an immediate reason for pushing on with the improvement of prospects in the Veterinary Department in Kenya.

I imagine that the reasons for the delay in replying to our despatch of the 2nd June (2), have been that in the first place they kept it for discussion with Mr. Daubney on his return from leave, and that it is now probably under consideration in connection with the Estimates for 1939. In the circumstances, unless you have any special reasons for hurry, I should be inclined not to remind for another month or two.

J. J. Jackson

9.10.38.

I think we ought to push on with this. We are by no means out of the wood, in spite of an improvement in recruiting. The N.V.M.A. are still dissatisfied.

J. J. Jackson 12/10

4th. Remind now 5.1.39 15.10.38

29.7.38
1/10
2/9
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31/10

6. Kenya - 11/2 20.10.38

[Handwritten mark]

Mr Parkin

I asked for this file in another connexion yesterday, & in giving it we the Reg^y said it had been noted to be brought up about now to see if anything should be said to Kenya in amplification of (5).

? Refer to App's

Clotby White
15/11

B. U. No reply to 706

? wait a month

Jackson 297
5/12

Clotby White 8/12

Mr Foot
12/12/38

Mr Parkin spoke to me about this. He delayed action on my (earlier) minute as he thought he remembered that the vacancies had been filled, & he did not wish to bother you.

It occurred to him however that as a general practice it was advisable that some device should be found whereby it was automatically recorded in these (geographical) papers when vacancies, which in the first place had come to notice in dispatches at these papers, had been filled.

C.S.D. & the "Personal Files" people of course get to know as soon as an offer goes out. But the Dept. does not, & if, as often happens, Kenya telegraphs asking the position, we don't know where to start enquires - with you or with C.S.D.

If you agree I think we might send this file to Establishment Branch to see if the matter is considered important enough to raise generally.

In the meantime we would be grateful for information on this particular case of the Veterinary vacancies.

Clotby White

9/12

Mr. Coetly White

I have attached reports on V.F.s for which apps have been made with the names of the selected candidates written on each. There remain in Kenya two vacancies unfilled - one, a research post & the second a field post. We shall be filling these posts in January. Mr. Coetly knows the position perfectly well through semi-official correspondence & there does not seem any reason

to communicate further with Kenya.
With regard to the notification
in Dept. of the filling of vacancies,
I would suggest that some arrangement
shall be made to get the people who
fill the people with you. Regularly as
soon as an appl. is completed.

A. D. Lock
- 12/12

Mr. Pasquin

In view of A.D. in Mr. Lock's minute
no need to give Kenya any more info
in amplification of (5).

As regards the general question, I
understand from Mr. Room (311) that machinery
exists whereby ^{the machinery} (R. 297) is notified of the
filling of vacancies, and notes made on
the relevant geographical file. There is
one on this file above the entry of No
4 in the minute sheets above. The
machinery now in existence does not
work very rapidly, however, and that
is no doubt why there is no note in
this file of the appointments of Mr.
Purchase and Mr. Spain. Nor is it
always possible to call for notes
on the files like that above No 4
hence, which of several outstanding

vacancies have been filled: all that one
can tell is that a vacancy has been
filled. In many cases of course this
difficulty does not arise as there is only
one vacancy outstanding at a time & one
can see at a glance whether or not
it has been filled.

Procedure for the Dept on receipt of
enquiries like No 4 hereon should, it
appears, be ① see if there are notes
on the file like that above No 4, ② ask
R-297 if there are any notes of this
kind in the register waiting to be put
in the file ③ ask R311 if they have
any info, & if not ④ ask them
to find out the position from Pious &
A.P.H.S.

Mr. Ashworth's comments on this
might perhaps be asked.

The 3 VFs which Mr. Lock has
attached should go back to him in
due course: no need to send the file.

Cloakery/12/12

Mr. Ivy rang up this morning to
say that at last they had a
field of candidates for the two
remaining

remaining vacancies. Selection is being complicated by the fact that he had heard from Mr Dantrey that a new field post would become available as a result of the Estimates. If possible Mr Eving would like to be able to deal with all these vacancies, and

The new field post becomes available owing to the creation of a new post of Senior Veterinary Officer (Head XXVIII Item 41) and the promotion into that post of one of the present Veterinary Officers (see p 14 of the Memorandum on the Estimates). It is perhaps advisable to anticipate the Sog's approval of the Estimates in general, approve this particular new item forthwith, & make the way open for the ^{selection to} ~~appointment~~ to be made straight away.

If this is done Mr Eving will no doubt consider the advisability of telling Mr Dantrey & Co what is happening.

Clarity White 15/12

Mr. Peckin has passed a telegram asking whether the King is free, and wants us to fill a second field post, should a suitable candidate be available. When this has gone perhaps the file is return to Apple Dept. to open comments on Mr Clarity White's minute of 23/12. J. White 22/12

Del no 241 to Governor }
 Nairobi } - 22.12.88
 Congo 2011

NOT RECORDED DESTROYED UNDER STATUTE

heard of this Dept
 not
 check for approval
 2/1/89

Understand that the King post does want an extra man. As we have two people we do not take to submit now for field posts, perhaps the telegram could be referred to Mr Clarity White in case he may be able to let us have a v.f. J. White 2/1/89

Dep Gov Del 228 30/12/88
 Requests one Vet Officer additional to one referred to in No 5 be selected as soon as possible on understanding that two vacancies will exist when two Vet Officers have been provided to post of Senior Vet Officer.

The new rate of salary is shown as follows -
 (a) £200 to £600, £620 to £820 to £1000.
 £720 to £820 to £840 to £940 to £1000.
 (c) £600 to £720 to £720 to £820 to £840.
 In view of (a), I presume that (b) is the correct salary for new appointments, provided

that the estimates are prepared again in view of
 (a) which originated from the office, in my
 presence that the particular item was a
 thousand.
 I understand that Mr. L. G. ...
 possible.
 V.F. ...
 To R. 311 for V.F. on salary ...
 shown as (c) of ...
 6.1.29.

Mr. Zarkin
 You asked me to try to elucidate
 this question of salary.
 The old scale in the 1/80 fraction
 was of 600-840. The new scale in the
 1/80 fraction is of 500-840; at 840 there
 is a promotional bar before entering the
 top part of the new pay scale which
 runs up to £1000, a promotion into
 this top part depends upon vacancies
 being available. The scale shown for
 items 18, 42 & 66 of Head XXVII of the
 Estimates is, consequently, misleading in
 that it shows the scale for Vety officers
 going up to £1000. In fact the top
 part of the scale will apply to officers
 on the low fraction who get appointed to
 the posts of Senior Vety Officer (Items 17,
 41 & 65) now held by men on the 1/80
 fraction. When approving the
 Estimates this might be mentioned, as there

is no indication in the Memo in the
 Estimates or in the SFC's Report that this
 apparent error has deliberately been included.
 As stated above, the new scale is £500-840.
 Owing to the difficulty in getting records
 at £500, the starting point has been
 temporarily raised, to e.g. 1/7/38, to
 £600. The scale now in operation
 is shown in ink on the attached print.
 V.F. submitted. When this has
 been taken by Xpts please return
 this paper to R. 89 for comparison
 between the Estimates

See 1939 file
 V.F. Taken & placed
 upon App't file No.
 27066/39 as No. 5.
 We are submitting a
 Mr. A. J. Hans 216241 App't.
 10/1
 10/1
 10/1

Recalculated rate minute of 22/12
 fraction 1/80
 24/2
 I have spoken to Mr. Ashworth about the
 points raised by Mr. Costley White in his minute
 of 13.12.38. Perhaps this minute could now
 be broken up & this file closed. Then go to
 Mr. Ashworth to discuss the points in
 question. - J.M. 29.12.39.

Arrangements have been made which should result in considerable improvement.

I should be grateful for your cooperation in ensuring the return of each v.f. to the Registry as soon as the vacancy to which it relates has been filled - pl.

H.T. Ashworth,
4/5/39

Mr. Bunker: I don't think that we have ever had a definite ruling as to whether v.f.s. relating to appointments which have been filled should be returned to the appropriate Registrar or to the Registrar of the appropriate Department; but it is now clear that once the last of a batch of v.f.s. is filled the v.f. should be returned to the Registry. It is usually convenient if a v.f. refers to only one vacancy to send it up with the v.f. of the candidate who is in office - in which case we may not get it back, presumably. However, the ruling is quite clear & should be kept on an appointment file & kept seen by all in the Registry? (initials) 4/5

v.f.s. are sent back to the appropriate Registrar almost as soon as the files are returned to us following preparation of p.f. files.

* see minutes on opposite side of file.

Difficultly sometimes arises though in cases where a v.f. relates to more than one vacancy and proposals were in train* to have a v.f. for each vacant post (except Administrative & other annual selection vacancies).

The outbreak of hostilities changes the position however but the members of the Dept are quite aware of the necessity of returning v.f.s. as soon as possible.

? This file can now be put by.

H. Bunker
19/9/39

H.T. Ashworth
19/9/39
at once.

see note, overleaf

Recy action
very late

9. E.A. Govt. Conference. Del. No. E.2. 24.6.38
Ref. 16 - 20663/32 states that Government of Kenya, Uganda, T.T., and N. Rhodesia agree to restore £600 minimum salary scale for Veterinary Officers as a temporary arrangement (original on 20663/37 Peril)

10. Gov. Kenya No. 428. (draft on 20663/37) 25.7.38

KENYA.

Downing Street,

NO. 428.

25th July, 1938.

Sir,

I have the honour to transmit to you, for purposes of record, a copy of telegraphic correspondence with the Secretary to the Conference of East African Governors regarding the scales of salary of Veterinary Officers, and to inform you that in view of the present difficulties attending recruitment for the Colonial Veterinary Service referred to in my telegram of the 21st of June, I have decided that, as a temporary arrangement the lower segment of the time scale for Veterinary Officers should be £600 for 2 years, then £630 + 30 - 840.

2. The new scale will be applied until further notice to all Veterinary Officers appointed after the 1st of July, 1938, and, if you see no objection, I suggest that any serving officers of this grade receiving less than the minimum salary now approved should be placed on that minimum as from that date.

I have, etc.,

(Sgd.) MALCOLM MACDONALD.

GOVERNOR

AIR CHIEF MARSHAL

SIR ROBERT BROCKE-POPHAM, G.C.V.O., K.C.V., C.M.G., D.S.O., A.F.C.
etc., etc., etc.,

COPY.

Original n 20643/37 Per

13

TELEGRAM from the Secretary to the Conference of East
African Governors to the Secretary of State for the Colonies.
Dated 24th June, 1938. Received 1-16 p.m. 24th June, 1938.

No. E.2.

16 n
20643/37
Your telegram No.14 Governors of Kenya Uganda
Tanganyika and Northern Rhodesia in conference agree to
restore £600 minimum salary scale Veterinary Officers as a
temporary arrangement. Nyasaland unrepresented has been
requested to reply independently.

Mr. Lohy.

With reference to the minutes on 38317/38 Kenya attached, difficulties will always arise in keeping the geographical Depts. aware of the position regarding the filling of vacancies where two or more vacancies are referred to Appts. Dept. on one vacancy form.

It is suggested therefore that a separate vacancy form ^(except in the case of Administration) should be sent to Appts. (& Proms.) in respect of each vacancy to be filled, instead of one form covering a number of similar vacancies, as is done at present.

It would then be an easy matter to make a strict rule that every candidate's file sent for offer should have a vacancy form with it (with a note (X) inserted on the v.f. by Appts Dept. "For offer to Mr. --- (date)").

A considerable time usually elapses after a man has accepted appl. & been passed fit, for his file to be returned to us to complete and the v.f. is usually tied up with the bundle all that time.

It would be an advantage if the Personal file Registry, at the time of sending the red card notifying acceptance etc. to appts. also made a note (following X above) on the v.f. to the effect that "Mr. --- accepted".

accepted & was passed fit" and returned the v.f. direct to the appropriate geographical registry for re-attachment to their file.

Separate vacancy forms for each vacancy would also be of advantage in cases where a number of similar vacancies are to be filled partly by Proms. & partly by Appto. Depts. as each Dept. could retain the appropriate forms until selection of their candidates was decided, without any danger of confusion arising between the two Depts.

W. S. 39.

Mr. Ashworth.

Would the ~~proposed~~ above procedure be workable as regards Rm. 309 and the Clerical Section.

Not proceeded with (see minute of 19/9/39 on 38317/38 ~~Kenya~~)

W. S. 39.
19/9/39

COPY FOR REGISTRATION

38 317 / 388
15

31 DEC 1938

C. O. LEGG
Telegram from the Governor's Deputy Kenya to the Secretary
of State for the Colonies.

Dated 30th December, 1938 Received 11.52am 30th December, 1938

No 228.

Your telegram No 241. I shall be glad if one
Veterinary Officer additional to the one referred to in your
telegram No 106 may be selected as soon as possible. This
will be on the understanding that two vacancies will exist
when two promotions, regarding which I shall address you
shortly, have been made among existing Veterinary Officers
to two new posts ^{of} Senior Veterinary Officer created in 1939
Estimates as passed by the Legislative Council.

~~R 297~~ P 98 16

VACANCY FORM

Mr. Lawrence 10/1

Mr. Corzley White 10/1

Mr. Parkin 10/1 at once

Reference No 8 on
38317/38 Kenya

(~~1~~) Promotions Branch

(~~2~~) Appointments Department

A. J. H. ... Appd 4

Colony: Kenya

Vacancy: Veterinary Officer

Cause of Vacancy: Promotion to new post of Senior Veterinary Officer of an office previously serving as a Veterinary Officer

Date of Vacancy: 10/1

Emoluments: £600 - £600 - £630 - 30 - £720 - 30 - £840 - efficiency pay at £720

including any special notes as to—

(a) Terms of appointment:

(b) Allowances:

(c) Quarters:

(d) Passages:

None

Remarks:

including any special notes as to—

(a) Married candidates:

(b) Duties:

(c) Qualifications required:

(d) Age limits:

None

V

VACANCY FORM

12/31
7

Mr. Busby 1817
 Mr. Busby 1917
 Mr. Busby 2117
 (1) Promotions Branch 227
 (2) Appointments Department

Reference 38317/34 Kenya
 S.F. Barnett appointed 1917
 J.C. Percay
 56594
 257004/4/46

Colony: Kenya

Vacancy: Veterinary Officer (Colonial Veterinary Service)

Cause of Vacancy: Resignation of Mr. J.B. McEneaney

Date of Vacancy: new candidate required as soon as possible

Emoluments: ~~£500~~ ⁶⁰⁰ a year for two years, then on confirmation ~~£500~~ ⁶³⁰ x 30
 including any special notes as to

- (a) Terms of appointment:
- (b) Allowances:
- (c) Quarters:
- (d) Passages:

~~£30~~ ~~£30~~ ~~£30~~ ~~£30~~ ~~£30~~
 w £840. ~~Minimum maintenance~~ efficiency
 base at £720 ~~Minimum maintenance~~
~~Minimum maintenance~~. Pension constant $\frac{1}{60}$.
 Usual travelling allowance when absent
 from station ~~one quarter of allowance~~
 on leave (15% of ~~usual salary~~)
 as in ~~of~~ 473, except

term 36-48 months (Junior)
 and $\frac{1}{2}$ Lt days for each completed
 month of residential service (Junior)

Remarks:

including any special notes as to—

- (a) Married candidates:
- (b) Duties:
- (c) Qualifications required:
- (d) Age limits:

unmarried man preferred. But if married
 Swane's permission required for wife
 to accompany.
 Central and eradication of animal
 Diseases and advice in animal
 husbandry.
 M.R.C.V.S. Science degree in
 Biology or agriculture.
 no information.

KENYA
No. 377



18
3
GOVERNMENT HOUSE
NAIROBI
KENYA

30 June, 1938.

Sir,

dear sir.

of Mr. McClure
of the 30th April last from Mr. Ormsby-Gore (now Lord
Harlech) regarding the resignation of Mr. T. B. McClure,
Veterinary Officer, I have the honour to request that
steps may be taken to select a suitable candidate to
fill the resultant vacancy.

Form

2. I enclose the usual Form of Particulars of
the vacant office and shall be glad if the selected
candidate can be sent out to this Colony as soon as
possible.

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

W. H. G. Wilson
GOVERNOR'S DEPUTY.

THE RIGHT HONOURABLE

MALCOLM MACDONALD, M.P.,

SECRETARY OF STATE FOR THE COLONIES,

DOWLING STREET, LONDON S.W.

19

COLONY AND PROTECTORATE OF KENYA.

PARTICULARS OF THE OFFICE OF VETERINARY OFFICER VACANT
 IN THE ANIMAL INDUSTRY DIVISION OF THE DEPARTMENT OF AGRICULTURE.

<p>1. Duties of Office and qualifications required for their performance.</p>	<p>Control and eradication of Animal Diseases and advice in Animal Husbandry.</p> <p>Qualifications: M.R.C.V.S., Science degree in Biology or Agriculture.</p>
<p>2. Salary of Office</p>	<p>£ 500. £ 500. £ 550 x £ 25 to £ 600 x £ 30 to £ 720 x £ 30 to £ 840 x £ 40 to £ 1,000. Efficiency bar at £ 720 and promotion bar at £ 840.</p>
<p>3. Allowance, quarters, and other circumstances affecting the value of the Office.</p>	<p>Usual travelling allowance when absent from Station. Free quarters or an allowance of 15% of salary in lieu of quarters. Initial</p>
<p>4. Nature, number and account of securities required.</p>	<p>None.</p>
<p>5. Whether free passage is provided for person selected and his family.</p>	<p>Free passage for person selected and £ 40 Family passage allowance.</p>
<p>6. General particulars regarding accommodation, furniture, &c., for information of candidate.</p>	<p>Accommodation is not always available as the duties of the post necessitate travelling in Native Reserves. Suitable tentage is provided. In view of the above an un-married man is preferred.</p>

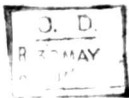
..... 11. 1938.
 NAIROBI.

S. Mulligan

 HEAD OF DEPARTMENT.

38317/38. Kenya.

C. O.



Mr. Edmonds. 25/5/38.

Mr. James. 25/5.

Mr. Paspin. S.M.C. 25/5.

Mr. Jeffries. 27/5.

* ~~Sir H. Moore~~ Sir F. Stockdale 29/5

* Mr. Dawe. 30.5 -
Sir G. Tomlinson.

* Sir C. Bottomley. 30/5

Sir J. Shuckburgh

Perm. U.S. of S.

Parly. U.S. of S.

Secretary of State.

Minutes on 38317/37 and minute of 25/5 on this file.

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KENYA,

CONFIDENTIAL.(2)

GOVERNOR.

Fr. Mr. McClure 19/4/38.
(62 in 31058 E.A.)

Downing Street,

~~May 1938~~

2 JUN 1938

Sir,

I have the honour to inform you that in connection with the shortage of qualified candidates for appointments in the Colonial Veterinary Service, of which you are aware from the correspondence ending with your despatch No. 50 of the 31st of January, it has been found necessary to consider closely whether the Service offers reasonable prospects of advancement to new officers, and to those already in the Service. In so far as Kenya is concerned with other Colonies in this matter, the opportunity has been taken, during his presence in this country, to discuss this matter with

Mr.

FURTHER ACTION.

Mr. R. Daubney, the Director of Veterinary Services.

2. ~~I may state, for your information, that~~

The present and prospective situation with regard to the recruitment of veterinarians for the Colonial Service is so unpromising that I am giving urgent consideration to the question of generally improving the conditions of employment. In the meantime, I have reason to fear that Kenya in particular is exposed to a risk not only of failing to secure new men but of losing existing staff, ^{special} unless some action is taken (apart from any general measures which may later be found desirable) to revise the present organisation of the Veterinary Department of the Colony. You will be aware from my predecessor's staff despatch No. 87 of the 30th of April that Mr. T. B. McClure, Veterinary Officer, recently tendered his resignation of his appointment, and it is feared that other resignations may be expected unless some steps are taken to improve the prospects of the officers. In this connection Mr. McClure's letter tendering his resignation is of interest, and I enclose a copy for your information. I need hardly say that I do not accept his conclusions;

but

(31058/EA)

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Mr.

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Sir H. Moors.

Sir G. Tomlinson.

Sir C. Bottomley.

Sir J. Shuckburgh.

Parli. U.S. of S.

Parly. U.S. of S.

Secretary of State.

DRAFT.

(18) on
46507/2/37
East Africa.

FURTHER ACTION.

but the letter is obviously symptomatic of discontent which, however ill-conceived, is necessarily detrimental both to efficiency and to recruitment.

3. I observe that, apart from the three super-scale posts, the staff of the Department consists of 11 Veterinary Officers and 6 Veterinary Research Officers; all these posts are in the lower grade of the time-scales approved in my predecessor's confidential despatch of the 15th of September, 1937, carrying salaries of £500 - £840 per annum. The Department is unique among the larger Veterinary Departments of the Colonial Veterinary Service in having no establishment of posts in (or corresponding to) the higher grade of the new time-scale, i.e. £880 - £1,000; and it cannot be said that the absence of this grade is compensated by

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an exceptionally high proportion of super-scale appointments. I also observe that no fewer than 9 of the existing staff (excluding Mr. McClure) are shown in the Staff List dated July, 1937, as having reached the maximum of their scale of salary, viz. £840. ~~In this connection~~ I would invite your attention to the remarks in paragraph 8 of Mr. Thomas's confidential despatch of the 24th of March, 1936, and to paragraph 5 of my predecessor's confidential despatch of the 15th of September, 1937, regarding the desirability of providing such a number of higher grade posts in the various Services as will ensure that officers will enjoy the normal expectation of advancement (subject to efficiency) to the maximum of the standard scale without undue delay at the promotion bar.

(4) on
46507/2/36
East Africa.

4. I consider that it is essential, from the point of view of recruitment as well as in the interest of the Colonial Veterinary Service in general and the Veterinary Department of Kenya in particular, that adequate prospects of reasonable advancement in the Service should be available. It is sufficiently clear from the details given above that

C. O.

- Mr.
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- Mr.
- Sir H. Moore.
- Sir G. Tomlinson.
- Sir C. Bottomley.
- Sir J. Shuckburgh.
- Parul. U.S. of S.
- Parly. U.S. of S.
- Secretary of State.

DRAFT.

especially as it is recognized that the Veterinary Department must play an ever increasing part in the development & economic welfare of the Colony.

FURTHER ACTION.

that the position of the Veterinary Officers in Kenya cannot be regarded as satisfactory. It is true that the unification of the Service offers them the prospect of promotion on transfer to higher-grade appointments elsewhere, and that, conversely, they would have no absolute claim to be selected for any higher grade posts established in Kenya. But these considerations do not justify a particular Government in not making its proportionate contribution to the establishment of the higher grade. I earnestly trust, therefore, that you will consider the assignment of a reasonable number of the existing posts of Veterinary Officer and Veterinary Research Officer to the higher grade, with the title "Senior Veterinary Officer" and "Senior Veterinary Research Officer." I consider that the ratio of lower to higher grade posts should be in the neighbourhood

neighbourhood of four to one. You will no doubt appreciate the importance of dealing with this matter urgently, especially in view of the present serious difficulties in recruitment for the Colonial Veterinary Service, and I should be grateful if I can receive early intimation of your proposals, both as to the fixing of an establishment and as to the selection of individuals for promotion to the new posts.

5. It will be necessary to consider, in the light of the general proposals made in my predecessor's confidential despatch of the 21st of April for the conversion of officers to the new scales of salary, on what terms the officers now serving in Kenya who are regarded as fitted for advancement to the new higher grade posts should be promoted. In view of the fact that the officers in question are already on the maximum of £840 a year, the special scale proposed in paragraph 7 of that despatch would clearly not be suitable in these particular cases, and while the normal scale of £880 - £1,000 would be appropriate for future entrants on the new pension conditions,

(8) on
46507/2/38
East Africa.

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C. O.

- Mr.
- Mr.
- Mr.
- Sir H. Moore.
- Sir G. Tomlinson.
- Sir C. Bottomley.
- Sir J. Shuckburgh.
- Parli. U.S. of S.
- Parly. U.S. of S.
- Secretary of State.

DRAFT.

FURTHER ACTION.

I suggest that a maximum of £920 a year would be appropriate for officers serving on the old pension terms. Since the ~~above~~, etc. present proposals are concerned with the rectification of an anomaly in the existing organisation, and do not in themselves arise out of the revision of salaries, I do not consider that it is desirable or necessary to wait for a settlement of the general "conversion" ~~scheme~~ ^{scheme}.

(Sgd.) MALCOLM MacDONALD

VACANCY FORM

41/24

Mr. ²²isallo ₂

Reference 38314/38 Kemp

Mr. Venning 23/2/38

~~Mr. Parker~~
(1) Promotions Branch W.D. 28/2

(2) Appointments Department

H. Purchase [D. ...]

Colony: Kenya

Vacancy: Veterinary Research Officer

Cause of Vacancy: Promotion of W. J. R. Hudson

Date of Vacancy: As from date of W. Hudson's promotion

Emoluments: £500; £500; £550 x 25 - £600 x 30 - £840 Efficiency at £720. ^{between} £750

including any special notes as to—

- (a) Terms of appointment: As in African 973. Leave regulations have been amended to provide for a tour of from 36-48 months with leave at rate of 2 days for each month of resident service (junior officers). For senior officers the tour is 24-30 months with leave at rate of 4 days a month.
- (b) Allowances:
- (c) Quarters: Free, or an allowance in lieu is paid.
- (d) Passages: Free on appointment, and when proceeding to and from leave. Family passage allowance (as in African No 973) is payable.

Remarks:

including any special notes as to—

- (a) Married candidates: No objection. But in the case of officers whose salary does not exceed £500 it is necessary for him to obtain the Governor's permission for his wife to accompany him or to join him before he has completed six months service.
- (b) Duties:
- (c) Qualifications required: As shown in Special Regulations for the Colonial Veterinary Service.
- (d) Age limits:

VACANCY FORM

Mr. Macdonnell 20/4

Reference 38048/87 Kenya

Mr. Paskin 20/4 as usual.

(1) Promotions Branch see slip below

(2) Appointments Department

Handwritten notes and signatures:
G
20/4
[Signature]

Colony: Kenya.

Vacancy: Temporary Veterinary Research Officer

Cause of Vacancy: Special work arising from investigation of enteric
bovine pleuro-pneumonia.

Date of Vacancy: Immediate

Emoluments: £600 X 30 - 720 (initial salary £600; but up to £660 may
be offered as starting salary if necessary
to secure suitable candidate).

(a) Terms of appointment: Temporary & non-pensionable.
Appointment will be on the usual 36/48 months

(b) Allowances: Agreement with leave at rate of 4 days per
month. In the absence of any special
arrangements selected will be expected to do a tour
of 4 years - Kenya.

(c) Quarters: Free quarters furnished in accordance with
prevailing scales, or allowance in lieu up
to 15% of initial salary, of the scale.

(d) Passages: Free passages in accordance with regulations.

Remarks:

including any special notes as to—

(a) Married candidates:

(b) Duties:

(c) Qualifications required: At least one year's experience of research
in a bacteriological laboratory.

(d) Age limits: Dr. Anderson & Mr. Hudson to be consulted
in the selection of this candidate.

(Dr. Hudson is working at the Research Institute
of the R.V.C. & it is suggested that he may be
aware of suitable candidates)



31 January 1938.

sir,

with reference to your despatch no. 1106 of the 10th December last regarding the engagement of veterinary research officers, I have the honour to state that I have no objection to the course proposed by you in paragraph 4 thereof, that the post of the special research officer required in connection with the pleuro-pneumonia investigation to be financed from the Colonial Development Fund should be treated as one within the Colonial Veterinary Service and that three Research Officers should be recruited as probationers on the pensionable establishment.

2. I note that if all three officers prove satisfactory but, on completion of the pleuro-pneumonia investigation, it is desired to reduce the establishment by one post, the earliest possible opportunity would be taken of transferring one officer to a scheduled post elsewhere within the Colonial Veterinary Service.

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

R. Brooke-Popham

AIR CHIEF MARSHAL
GOVERNOR G.

THE RIGHT HONOURABLE
W. GRIMSBY GORE, P.C., M.P.,
SECRETARY OF STATE FOR THE COLONIES,
DOWNING STREET,
LONDON, S.W. 1.