/## 1928**//**

SUBJECT CO 533/377

Lace constables

Form of agreement

Previous (1)

Self y 25/16

Sulsequent

Self y 35/6 // 19

Self y 35/16 // 19

FILE C.

al Aratacha 1'000-1014

I have obtained from the C.Agenta to copyant of the eristing agreement, and compared the with with the proposed new agreements. The two new agreements are, epart from the bavious differences, practically identical, and if the home agreement is passed, the local one can, I think, also be accepted.

There are, however, various differences be-

tween the two proposed new agreements and the old one.

I have marked the main additions in the new tome
agreement in rad. Comparing that with the old home
agreement:

Cl. 1. Alterations and additions, and one omission!
(the provision for repayment of expenses or manying of

without consent) I suppose that cl. 11 is considered masufficient security.

81. 3. Altered.

Cl. 8(2)(b) Equals old cl.10 with an alteration a

C1. 8(2)(b). Equals old c1.10 with an alteration at the end.
C1. 9(1). A clothing allowance of £10 is to be given.

every year instead of only after the first year of

Cl. 9(2). Six months becomes twelve.

service.

Cl.10. Is an addition.

Cli12. The biggest alteration. I don't saskting.

on first agroument any mention of pension or gratuity.

Is really, as a recommend, may easily.

Clv18 An Addition, perhaps an improvement, to the

100 to U. Agents for observations

"I disquesed this with Mr. wllen and Mr. Wiseman before the former went on leave, and it was suggested that we should find out from A the Crown Agents in the first place whether they have any observations to offer moon these reviser agreements. I have, however, already prepared certain motes myself, and parhaps these might be sent to the Grown agents along with the duplicate of the despatch and buolostros for their observations, as in the draft herewith.

> I have not examined their in detail hending C.A. otions, but I have niggested same modifications

of an Seel i note.

Where the local people have gone wrong is in trying to make the agreement too comprehen it the to lay down the andinais of sening for the whole of his life instead of being confined to the tour which it covers. also il cartain a good deal

much as details of uniform of dischan as to where to bright boots) which are not approprie to an agreement. all these wanted to the standard Clair B agreement with a few insdifications file a leaglet of information for Candidate I have piege 6 start again anth a fresh draft rather than hatch up Ris (w) copy not and hote) cons &

tractore draft agreement and memo por concen

1 4 Garanous Dep Martin 421. 23 Stales hat lower Police has enlested locally as a kuropean Police Constable, his F.C. toke is only 17 years of 8 months of age

appropriate to proposous pending

Memints as to

have now re-executive the C.A. with no 2 itre exciting agreement property remain in the encique J. We

Haviallerid

wednest with the Page 3 y can leating car Citing Eponomican , Police encoles misea to questia of principle is with the minimum ages of Constitute engineer CA, commission, while not be seen for every up me, en

6 70 900 749 - 1 aus de Cous 16 OCT 1928 The Depin wich is debted to The for the extreme amount & boutles . he has latten . I have frança the hew draft agreement + memos of wform alter for chying as willower to the draft despated, marded that the draft thele is paned. I bect after unflit humans love at Paras 3+4 8 12 wellow 6 No (: and Paras 6.77 the draft despite as although they ward do not select P. C. ; they may have general news on this be have not attempted D'teal with the draft form for locally enjoyed Candidates sent a bol; the tamble done locally when the form for candidation bookly Engaged by CAN in softend I hape been viewelf the the canada by bushing in war the Mi will My hand for the handel.

(w/cohy enclosures & 3 as amender)

Nava and and July 3 263 5 12 A. Mr Lee 24.9.28. 1 (april) 8ml 28/9 Parketa Timod that is though Mr. Bollomley Sir E. Harding. have the honour to refer to Sir G. Davis 51r S. Wilson your despatch No. 55, of the 28th January, Mr. Ornisby Gore. forwarding for my consideration drafts of revised forms of agreement proposed for Prafor conson vaminutes DRAFT. adoption in the case of European Police Constables engaged locally or by the Crown Aments for the Colonies. I have to express , Cov regret that hit has not been found possible been not been asint with copy enclosures be reply/to your despatch at an earlier The 5 copies 2 for grown learns) The draft agreements have now been carefully examined in consultation with the Crown Agents for the Colonies and as a result; it has been suggested that the Anh Sugar ones andred in t drafts as submitted will need a certain luped post amount of revision. It would appear that,

generally speaking, they are of somewhat too comprehensive a nature. In that an endeavour is made to lay down in them conditions of service for the whole period of a Uonatable's employment under the Kenya Government whereas their provisions should properly be confined to those which will obtain during the one tour if service, which is covered by the agreement signed by the candidate selected.

3. In particular the following criticisms have been made on the draft prepared for use in the case of Constables engaged in this country in the first instance:-

Clause 1 (3) and (4). As the course of instruction at Newtownards is preliminary to final selection and engagement, it appears unnecessary to refer to this in the agreement itself.

lause 3. No reason is given for the departure from the standard form of Plause 3 in the model

Agreement already in use by the Crown Agents.

Under the Kanya Police Ordinance, Constables
may be admitted to the pensionable establishment

generally, speaking, they are of somewhat too comprehensive a nature, in that an endeavour is made to lay down in them conditions of service for the whole period of a Constable's employment under the Kenya Government whereas, their provisions should properly be confined to those which will obtain during the one tour of service, which is covered by the agreement signed be condidate selected.

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Under the Kanya Police Ordinance, Constables may be admitted to the cens onable establishment

after a tour of twenty months' service. it is however, apparently interded to secure by this new clause that a Constable's service shall be allowed to count for pension, but that he should ben retained on temporary agreements throughout his service until he reaches the age of But the last sentence of the clause de inappropriate, as an agreement of this kind is not the proper place in which to lay down what shall be deemed to be permanent service under the European Officers' Pensions Ordinance; and it is probably ultra vires, as the mondes (Section 60) Ordinance/secs that service on agreement cannot count for pension except when followed by confirmed service. The original form of Clause 3 would appear to be preferable to this revised

The words "if the person engaged shall have been provided by the jovernment on engagement with a free

form.

Clause 8(b)

passage to the Colony" appear to be superfluous. In view of the opening words of Clause 8(2).

Further, it seems desirable that the provisions of this sub-clause should be retained as E separate clause, as in Clause 10 of the existing form of agreement.

Clause 8. There would appear to be no provision in the draft agreement for the grant of a passage in the event of discharge for inefficiency or on of establishment, as provided in Clause $\delta(c)$ - xisting agreement. It is not clear why this provision has been omitted in the draft, and in the absence of any explanation it would appear that it should be retained.

Clause 11. In the draft the words "and all other expenses incurred in respect of his engagement" have seen added to the corresponding clause in the existing agreement. It is not clear what additional expenses are intended to be covered by these words.

Constable" is inappropriate in an agreement

Clause 12.

individual.

It is not unigration why it has been thought becassary to reamanga the original Clause 12 since a Constable serving under an agreement of this nature can have no pension rights whatever; (on the other hand, a Constable who has been admitted to the permanent staff ceases thereupon to be bound by the terms of his agreement and his case is governed entirely lead agreement.

film men para'

Endown 1 Not.

It is not considered that any objection need be taken to the raising of the rates of purchase of discharge which are explained in the fifth paragraph of the Acting Commissioner's letter of the 29th Accembar, 1927.

Clause 13: This clause appears to be unnecessary in view of the last sentance of Clause 4:

Vlause 14. There appears to be no reason
for departing from the stelling forms of

which would be made with a particular individual

The reference to "any European"

the Clause (0), relating to leave.

Clause 17. The addition to bring application or suit on this agreement for and on behalf of the Government of Kenya seems unnecessary, as such power is implied in the general authority given to the Crown Agents for the Colonies in the preceding part of the clause.

Elause 19. This Glause appears to be lecessary in view of Clause 4, where it that "the person selected must conform the General or Standing Orders of the Government and to the regulations for prescribed in the Pansions Ordinance and the Colonial Regulations in so far as the same are applicable".

4. In the circumstances, it was thought desirable that a new draft agreement and schedule should be prepared, following as closely as possible the existing form of agreement for Police Constables, together and with a draft Monorandum of Information for

CIPEL WILLIAM SAL

modifications as, taking into consideramodifications as, taking into consideration the foregoing observations, it
seemed desirable to retain, and to
include
incomparate all matter relating to
general conditions of service, which is
not a necessary part of the agreement,
in a separate memorandum of information
for candidates.

form of Agreement for Constables engaged in this country by the Crown Agents for the Colonies and of the separate memorandum which have been prepared in consultation with the Orown Agents are accordingly enclosed for your consideration. You will no doubt furnishme in due course with any observations which you may have to offer on these furnits. Subject to your observations, the Crown Agents will

be authorised to adopt this for

of Agreement in future, and to prepare a similar form for use in the re-engagement of Constables selected by them in the first

instance. As regards Constables locally alla funt colonic engaged you will no doubt cause forms

of agreement to be drawn up on similar

lines, what is mutant when the four of court from the court from t

with reference to the third paragraph of
the letter from the acting Commissioner of
Police forwarded with your despatch, that

have no objection to the minimum age for fonstables engaged locally for the Kenya Polica

Force being fixed at twenty-one years.

7.* With reference to your despatch No.421

of the 23rd July, regarding the local enlistment

of Mr. Francis Carlton Holmes as a European Police Constable, at the age of 17 years and 8 months.

cand bulk feeling bould, on ferrial promis, of I do not consider the desirable, so a general soil. Bening a builty of entering so young a man

that persons of that ago should be entrusted with

The faith when the real

وملاليتماند التأسي

approving his encapement I shall be glad to be

furnished with a application for employment

in the usual form, together with copies of the reports of his feferees on the strength of which the Commissioner of Police recommended that he should be smilleted.

I have, etc.

(Signed) L S. ANIER)

DOLONY AND PROTECTORATE OF KENYA.

Roropenn Police Constable Agreement.

11/40

AGREDIENT mode this day o One Thousand Hine Hundred and Sotweon the Grown Agents for the Colonies. London, acting for and on behalf of the Government of the Colony and Protectorate of Kenya (hereinafter called "the Government") of the one part and

in the County of of the other met (hereignfter called "the person selected").

The person selected agrees to proceed to the Kenya Colony and Protectorate (hereinafter called the Colony") when and as directed by the Grown agents for the Colonies, and undertakes that he will on errival in the Colony proceed to the Headquarters of the Kenya Police or to much other plage as he may be directed by the Covernment or by any dely anthorised officer and will report himself at the Headquarters or such other place as aforceald in order that he may be attented as a Constable in the Kenya Folige in accordance with any Proclamation Ordinance or Regulations now in force or thich may from time to time be promigated providing for the discipline and organization of that Force, and will act in all respects according to the instructions or directions given to him by the Coverment through the Commissioner of rollog or other only cuthorised officers. In this agreement the

term "Commissioner of colice" shall mean the person for the time being acting as Commissioner of Folice.

- Should the person selected fail to report himself for attestation at the earliest opportunity the Government of Kenya may duclare this agreement cancelled, but the person selected will be liable to may to the Government oll expenses incurred by or on behalf of the Government. under this agreement to the same extent as if the agreement had not been gengelled.
- The salary of the office is at the rate of two hundred and forty-six pounds (£246) per annum, provided that if the person engaged passes the necessary examinations and patiefics the Commissioner of Police of his efficiency. he may be granted annual increments of eighteen pounds (£18) until his selery amounts to three hundred pounds (2300) per annum.
- This agreement is subject to the conditions set forth in the Schodule here to america, and the Schodule chall be read and construed as a part of the percental
- The Grown Agents for the Colonies shall not be in any way personally liable for anything crising out of this agreement.

	AS WITHE	38 our	hands	the	day a n d	l you	r above	o writte	'n,
81gne	d by		 	_			•		
7	chalf of			ento	for the	001	onies)	in the	
of th	office	of the	Orown	Agen	ts for	tho	Coloni	96.	
	ligned by					•			

	Signed by _	
	in the presence	of
	(Signature .	1. A. A. A.
f witness	Address	
	Compation	

0:

HOHEDULE.

Egrlago

1. The person selected must be unmarried, and shall not marry uples permission is first obtained from the Commissioner. If the person selected shall marry without such consent he may be required to reliminsh his employment and all rights and advantages reserved to him by this exposure shall comes, and he shall be liable to repay to the Covernment or to the Grown Agents for the Colonies on demand the amount paid for his passage to the Colony including railway fare to the port of embarkations

Term of engagement

- 2. (1) The engagement of the person soldered is for a tour of not less than twenty are zero than thirty ments continuous residential service beginning from the date of disembarkation at the port of arrival but the engagement may be expected as provided for in Clause 2 (3).
- (2) A tour chall be deemed to be completed upon the expiration of such period within the limits abovementioned, as may be fixed by the Commissioner, or, if no such period shall be fixed, upon the expiration of the maximum period of thirty months, service:
- (3) The person selected may, so this tending the completion of his four at service, be detained in the Colony at the option of the Government for a further period, if, in the opinion of the Government, the exigencies of the public corrier defined it; provided that the tour of service and such extended service shall not telephone exceed thirty-six months, and the provisions of this exceedent shall apply to such extended period accordingly.

Further employment

3. At some time, not more than three menths and not less than one month before the completion of a full tour of thirty months' service of if the Commissioner shall

shall fix an earlier period than the expiration of thirty menths for the completion of the tour, then as seen as possible after receipted the notice fixing such earlier period, the person selected shall give notice in writing to the Government whether he desires to remain in its employment. The Government shall decide whether it will effer him further employment, in which case it shall be open to the Commissioner to recommend his admission to the permanent and pensionable establishment, or he may be re-engaged on such terms and for such period as may be matally agreed.

Dutins

The duties of the porson sologted shall includ. the usual duties of the office for which he is engaged. and any other suitable dation which the Government may call noon him to perform. The person selected shall resides in such place and compay biaself in each manner as the Government, through its only authorized officers days direct, andhe shall not, either directly or indirectly. energy or be concerned in any other service or business whatsoever or receive commissions or profits of any kind. but shall dovote the thole of his time and attention to the service of the Covernment, shall use his utmost exertions to promote the interests of the Government, and shall conform to the Constal or Manding Orders of the Covernment and to the regulations predoribed in the Police Ordinances and to the Colonial Regulations in so for is the same are applicable.

Salary.

5. On first ongagement half salary will be paid from the date of leaving angland. Full salary will begin from the date of dispublication at the port of arrival.

x In the event of the person solected travelling overland to and opharking at Marsellles on the optsurd rower from keeping hill salary will be paid from the day previous to the date of departure from Marselles of the steamer by which the person selected travels.

uarters

6. Government quarters, free of rent (but not of rates or other similar outgoings), will be provided when such quarters are available. When such quarters are not available the person selected will be provided with a time or other temporary shelter, or, in deriving cases, he will be granted an allowands in they of quarters at the discretion of the Government.

Travelling

Then travelling on duty away from his station the person delected wither shall be provided with transport or shall be paid travelling expenses according to the scales haid down for transport and travelling expenses, respectively.

Passagen

- G. (1) "Passage" in this agreement wans a secondclass presers and inclines conveyance by railway, steamer of other transport between the port of disembarkation and the station of the person selected in the Colony, and conveyance by railway on the Continent of Europe were necessary.
- (2) The Covernment shall provide the person selected with a free passage to the Colony, and shall provide him with a free passage back to England in the following circumstances only:
- (a) On the completion of a tour of service to the satisfaction of the Community
- (b) If the person relative is invalided homebafore the completion of a four of service, as provided in Clause 18 (a) of this Schedule:
- (d) on the determination of the engagement by the Government as provided in Clause 13 (c) and (d) of this Schedule.

(3)

HOTE

The Government endoayaura to provide officers with second dation of the claim by which the vary originate to travel, but it must be understood that it directed a lower remier it necessary for an officer to travel by a lower class no claim for compensation will be entertained.

(3) The Government shall provide the person extended with railway fare (third class) to the port of ambarkation on first engagement.

9. (1) percon selected will on first enlistment be provided with the following outfit which will be issued to him in the Colony:

> 2 tunios 2 paira shorto 1 pair riding brosches 1 heines 2 pairs puttees 2 pairs puttees 2 paira puttees

and at the end of each year's service he will be granted an allowance of £10 per annum for upkeep of uniform.

- (2) In the event of the person selected being discharged within twelve months of his collation the will be required to rearn the articles issued to him by the Government.
- (3) The person selected will be required to supply himself and keep himself supplied with two pairs of brown leads shooting boots.

if the person selected shall be compelled by

reason of ill-health (not caused by his own misconduct) to relinquish his employment, or if at any time it shall be certified by a Government Medical Officer that the person selected is by reason of ill-health, not caused by his own misconduct, incapable on physical grounds of rendering further efficient service in the Colony, then the person selected must relinquish his employment as from such date as may be notified to him by the Government; and (in either case) the Government shall pay him salary up to, but not including the date of his departure from the Golony by the first steamer by which in the opinion of

the Government he chould have embarked for England and shall furnish him with a free passage to Angland, provided

Invaliding on account of incappoity produced by ill-health.

Outfit

provided that he claims and avails himself of such return passage by the first available atomor by which in the opinion of the Government he could have travelled.

Displayed and Rasignation

- 11. (1) The person selected shall not be at liberty to resign from the force unless and until the consent of the Commissioner be obtained.
- (11) If he resigns without having first obtained such consent or if he is dismissed from the Force prior to the expiration of the term of his engagement all rights and advantages reserved to him by this agreement shall seems, and he shall be liable to repay to the Government or to the Grown Agents for the Colonies on demand the amount paid for his passage to the Colony including railway fare to the port of embarkation.

Discharge

- 12. The person selectedany be discharged at any time:
 - (a) When presounced by a Medical Officer designated by the Government to examine him to be mentally or physically untit for further service.
 - (b) When sentenced to be dismissed from the Force for minophast.
 - (c) If the Commissioner shall consider that he is unlikely to become or has accord to be an efficient Comstable.
 - (d) On reduction of establishment.
 - (c) On purchase of discharge if approved by the Commissioner at the following rates:

275 during the firstnyon of service. 250 during the second year of service. 235 during the third year of service.

and, unless the constable has completed 20 months' continuous residential service on refunding the whole or such portion of the cost incurred by the Government in bringing the Constable to the Colony as the Commissioner shall determine.

Absonce from duty 13. If the person colored shall absent himself from duty through ill-health he shall produce a medical certificate to that effect signed by a Medical Officer designated

designated by the Gevernment for that purpose, and if his sickness should be caused through his can impropriety of conduct he shall forfeit his calary for the number of days he shall be absent from daty. If he shall absent himself from the days from any cause whatever without leave or without such medical certificate he shall forfeit his salary for the number of days he shall be absent from daty, and shall render himself liable to such disciplinary sotion exis provided for in any Proclamation, Ordinance of Regulation in force at the time of such absence, and it shall be lawful for the Government to dismiss him forthwith as for mis conduct.

Contribution under Ridors and Critains Possion Scheme 14. The person solveted willbe required to again that under the East African Sidoral and Orphoral Pension Scheme in accordance with the rules and regulations in force from time to time, and the contributions may be reserved by deductions from his salary.

Ocurse of training 10. The person relacted may be required to undergo a course of training at the Depot in the Colony either on joining or at any time during his term of service.

Payments in England 16. In the event of the person selected being entitled, on the expiration of this agreement to any payment in England, before payment can be made it will be necessary for him to produce to the Grown agents for the Colonies a certificate from the Government of the amount due.

Pover of Orown Agents. 17. When the person solected is not in the Colony the Grown Agents for the Colonies, when duly anthorised by the Covernment or by the Secretary of State for the Colonies, shall be competent to exercise any of the powers of the Covernment under this agreement, and to bring my nation or suit on this Agreement for and on behalf of the Covernment.

Leavo.

is. While leave of absence is not a legal right included in the contract, the person engaged after a tour of service, or if invalided home before completing the tour, or if, when he is in the Colony, his engagement is summinated by reason of ill-health, in accordance with the provisions of Clause 10 of this Schedule, will ordinarily be granted so for as the exigencies of the public service permit, leave under the following regulations for Kenya European Constables orgaged in England.

LRAVE REQUIATIONS, FOR KENYA KUFOPKAN ODNSTABLES ENGAUED ON AGRECUNIT IN ENGLAND.

I. Subject to the assessition of the service, constables may, after a tour of residential service, be granted vacation leave with full pay for the time accessarily taker on the journey to England, plus 3 days for such completed calendar month of residential service; and if especially detained by the Cogernment on public grounds after the completion of a tour of 30 months, service they may be granted undertion leave for 3 days make with full pay in respect of each completed calendar month that they may have been detained.

In the case of constables who are totaining to kest africa for further service, there may be added to their vacation large a further period of leave with full pay.

Inour as "return leave" for D days for each completed calendar month of residential envice, plus the time necessarily telephon the journey from impland. Constables to whom return leave in granted will be required to algan an agreement to the effect that in the event of their failing

x = 21 in respect of service in certain stations.

failing to return to East africa for further service they will, if called upon to do so, rofand the amount of any pay drawn in respect of such leave, and that in the event of their rature— to East Africa for further service but determining the engagement with the approval of the Commissioner or being discharged under Clause 12 (a), (c) or (1) of the foregoing Schedule before the completion of a further tour of nervice, they will, if called upon to do so, round the amount of any pay drawn in respect of such leave or such part of that pay as the Government may direct, together with the cost of their return passage from England or such part thereof as the Government may direct.

II. Constables invalided before completing a tour of corvice of 20 months may be granted sick leave, with full pay, for the time necessarily taken on the journey to dugland, plus 3 days in respect of each completed calendar month of residential service.

In addition to the sick leave which may be granted under the foregoing regulation, if there is reason to believe that a constable will ultimately be fit to return to East Africa for duty, and if the Government desires to retain his services for a further tour, he may be granted "return sich leave" with full pay for 3 days more (making 6 days in all) in respect of each completed calendar month of residential service, plus the time necessarily taken on the journey from England, subject to the same conditions with regard to repayment as return leave.

ill. No extension of wantion leave will be granted in the ordinary course, but in exceptional dironmetances, such

88

^{1 - 20} in respect of service in certain stations.

os continued ill-health, constables who are not returning may be granted an extension of leave at the dispretion of the Secretary of State for a period not exceeding six calendar mon's, with such salary as the Secretary of State may direct.

IV. Return leave or return sick leave may be extended with full pay, on the ground of alli-health for any period not exceeding six calendar months, and if necessary for a further period of six months with half salary; or it may be extended with full pay if the constable is detained in angland by the Secretary of State on public grounds.

V. Any extension of leave, however, short, which may be granted on any other grounds than those mentioned above, will be without pay unless for special reasons the Secretary of State authorises full pay or half pay.

VI. For the purpose of reckoning the amount of leave due to a Countable, residential scruigs is taken to begin on the day on which he arrives at Mombasa and to end on the day preceding that on which he langue Mombasa. OOYORY AND PHOPPOTORATE OF KRITA

Notes for information of candidates for enlishment as European Police Constables.

Agg &

The person colected must not at the time of engagement be under 23 nor over 30 years of age, nor under 5'8" in height nor under 35" in chast measurement.

Reixiena.

He must be uncerried, and shall not carry unless paraisation is first obtained from the Commissioner.
(Such permission is not usually granted to European Constables).

instruction.

He must be prepared, should the Grown agents for the Colonies deem it necessary, to undergo a source of instruction at the Hoyal Ulater Constabulary Depot.

Newtownards, for a period of not less than 3 months, during which period, he will receive an allowance at the rate of Alsoper annua from which a deduction will be made of 2/6d.per diem for messing, and he will receive a free issue of uniform.

The possession of a satisfactory certificate on completion of the course from the officer in Charge will be a condition precedent to the final engagement of the candidate.

Course of

Constables my be required to undergo a course of training at the Depot in the Colony either on joining or at any time during their term of service.

Ontfit

Constables on thrut enlistment will be provided with the following outfit which will be issued to them in the Colony:

2 pairs aborts
1 pairs aborts
1 pairs aborts
1 hains (supplied in England)
2 pairs puttess
2 blanksts
1 rest cost

and

and at the end of each year's service they will be granted an allowance of #10 per annum for upkeep of uniform

In the event of the Constable being discharged within 12 months of his enlistment he will be required to return the articles issued to him by the Government.

Record to supply himself and keep himself supplied with two pairs of brown laced shooting boots. It is desirable that these boots should be purchased in England.

A horse or mule (if required for duty) and forage, arms and service equipment will be supplied free.

Promotion

Promotion can be obtained to the following ranks provided the Constable has passed the necessary examinations and is considered suitable by the Commissionari

Assistant inspector \$300 by \$18 to \$272 per accom-

officiency are eligible for promotion to the communicationed ranks if the Secretary of State for the Colonics on the recommendation of the Coverhor of the Colony approves.

Nomittonoon

It should be clearly understood that the initial salary of a Constable on joining the Force is insufficient to pormit of his making a regular home remittance, unless he has other manns.

Exeminations

Language and promotion examinations are held from time to time.

Conditions of

A Constable on arrival at sembase is provided by the Government Const agent with a 2nd class railway ticket for htmsolf.

himself to proceed by the first train to Mairobi at which the Police Beadquartors is situated. He has one night in the train and it is essential that he should have in his possession and readily accessible at least two good rugs or blankets. Therailway ticket covers transport for Juggogo up to 560 lbs.

on admpletion of the Constable attestation, he is posted to the local Police Station, where he is given every opportunity of making himself acquainted with the laws of the Colony, and in his spare time it is essential that he make himself convergent with the Aiswahili language.

When stationed in Bairobi the Constable is provided with quarters and the necessary furniture. He becomes a member of the meso, in which he partness of his mosts at a cost of about £0 to £7 a menth. The Force has a Sport Club, and Constables are given time to take part in all branches of sport at a menthly subscription of 2/-.

The Colony is divided into police districts with a center rolline Officer in charge, with a number of cutatations which are officered by an Inspector of Constable.

for whom the outstation officer is responsible. The majority of police stations are situated in the most healthy parts of the Colony.

Camp equipment and expenses of travelling All comp equipment and means of travelling in the Colony are supplied free.

Medical attention In case of illness Constables, like other European officials, receive free medical attention while in the Colons, but not in this country.

COTONIAL OBLICE

1928

COLONY AND PROTECTORATE OF KENYA.

EUROPEAN POLICE CONSTABLE AGREEMENT.

Aprenient made this One Thousand Nine Hundred and Between the Crown Agents for the Colonies. London, acting for and on behalf of the Government of the Colony and Protectorate of Kenya (hereinafter called "the Government") of the one part and In the County of							
Dae Thousand Nine Hundred and London, acting for and on behalf of the Government of the Colony and Protectorate of Kenya (hereinafter called "the Government") of the one part and In the County of	Agreement me	de this	day of				
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1.—The person selected must be unmarried, and shall not marry unless permission is first obtained from the Commissioner. (Before permission our be granted it will generally be accessed that the person selected shall have completed two years' service in the Force and bean premoted to the 2nd gradier If the person selected shall marry without such consent he may be required to relinquish his employment and all rights and advantages reserved to him by this agreement shall cease, and he shall be liable to repay to the Government or to the Crown Agents for the Colonies on demand the amount paid for his passage to the Colony including railway fare to the port of embarkation.

2-(1) The engagement of the person selected is for a tour of not less than twenty nor more than thirty months continuous residential service beginning from the date of disembarkation at the port of actival but the engagement may be extended as provided for in Clause 2 (3).

(2) A tour shall be deemed to be completed upon the experation of such period within the limits abovementioned, as may is fixed by the Commissioner, or if no such period shall be fixed, upon the expiration of the maximum period of thirty months service

(3) The person selected may, notwithstanding the completion of his tour of service, be detained in the Oxlony at the option of the Co-convent for a farther period, if, in the opinion of the Government, the extended of the public service demand recovered and the tour of service and such extended service shall not together exceed thirty ax month. and the provisions of this agreement shall apply to such extended period secondinals

. At some time, not more than three months and not less than one month before the completion of a full tour of tauty months, service or if the Concaissioner shall ax an earlier period than the ex gration of thirty months for the completion of the tour, then as soon as possible after receipt of the time fixing such earlier period, the person selected shall give notice in writing to the Government or he desires to remain in its equilorment. The Government shall decide whether it will offer him picyment, in which case it shall be open to the Commissioner to recommend his admission to

mt and pen somable establishment, or he may be re engaged on such terms and for such be mutually agreed.

thes of the pass a selected shall be inde the usual duties of the office for which he is engaged, and suitable divises which the Government may an upon him to perform. The person serve test share reside in such that and occupy himself in such accurate as the Government, through its and a shortest office retained the standing shall not either directly or indirectly, engage or be concerned . . . utility action or than my a take ever or small economics or profits of any kind, but shall devote of his to us and along top to the service of the those import, shall use his utmost exertions to "threats of the "movern hear, and shall conform to the General or Standing Orders of the the employs and by the p.g. when the scriber in the Police Orderance and to the Colorial Regulations the distantion of are applicable

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(2) The Hovernment shall provide the person selected with a free passage to the Colony, and shall provide him with a free passage back to England in the following circumstances only :---

. On the satisfaction of a tour of service to the satisfaction of the Government;

the control of the control of the day previous to the date of departure from Mangelles of the steamer by which . iterationes: endravours to provide Charts with we approviation of the class by which they are privileged man for congression with the externation? cumstance reads: it merchany for an object to trevel by a lower cla

(b) If the person selected is invalided home before the completion of a tour of service, as provided in Clause 12 (b) of this Schedule;

(c) On the determination of the engagement by the Government as provided in Clause 12 (c) (d) and (c) of this Schedule.

(3) The Government shall provide the person exected with railway fare (third class) to the port of embarkation on first engagement.

9.-(1) The person selected will on first enlistment be provided with the following outfit which Const will be issued to him in the Colony :--

2 rate Matthe putters plankets

he will be granted an allowance of \$10 per annum for upkeep of uniform.

(2) In the event of the person selected being discharged within a mouths of his collistment he will be required to return the articles issued to him by the Government.

(3) The person selected will be required to supply himself and keep himself supplied with two pairs of brown laced shooting boots.

10.- If the person selected shall be compelled by reason of ill-health (not caused by his own ansconduct) to relinquish his employment, or if at any time it shall be certified by a Government Medical Officer that the person selected is by reason of ill-health, not caused by his own misconduct, incapable on physical grounds of rendering further efficient service in the Clony, then the person selected must relinquish his employment, and (in either case) the Government skall pay him salary up to, but not including the date of his departure from the Colonylandfurnish him with a free passage to acce. England, provided that he cleams and avoide himself of such return passage by the first available

ateauer by which in the opinion of the Government be could have travelled the first reason of these two Seasons.

11. If the parson enforced whall at any tunor of the reasons of from options the Power prior to the Dismission. expiration of the toric of his engagement all rights and advantages reserved to him my vius as syment shall cease, and he shall be liable to repay to the " evernment or to the Crown Agents for the Colonier.

on demand the amounts said for his passage to the Colony including railway fare to the port of embarkation. 12 - The power relected may be hacharged at any time :-

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When pronounced by a Medical Officer designated by the Government to examine him to be mentally or physically unfit for further service.

When sentenced to be dismissed from the Force for misconduct. For the cases it is 16 11 the Commissioner shall consider that he is unlikely to become an efficient Constable.

(w to On reduction of establishment.

(4. A On purchase of discharge if approved by the Commissioner at the following rates 200 00. 0d. during the first year of service. 299 10s. 0d. during the second year of service.

\$15 Co. Od. during the third year of service 10 months' tone more and unless the constable has completed hin talks of source on refunding the whole or such portion of the cost induced by the devernment in bringing the Constable to the Colony as the Commissioner shall determine.

12. The person selected is use at liberty to range his wifee without the feate of the Commissioner. 13. 12: If the person selected shall absent himself from ducy through ill-health be shall produce a medical certificate to that effect signed by a Medical Officer designated by the Government for that purpose, and if his sickness should be caused through his own impropriety of conduct he may be called force sports forfeit his salary for the number of days he shall be absent from duty. If he shall absent himself from his duty from any cause whatever without lux of the chall rander bilaself hable to bush disciplinary estion as is provided for in any Proclematics, Collegers of Population in large as sit sine of such

The person selected will be required to contribute under the East African Widows and Orphans Pension Scheme in accordance with the rules and regulations in lorge from time to time, and the contributions may be recovered by deductions from his salary.

13. He. The person effected may be required to andorge a course of training at the Depor in the Colony Ourse of either on joining or at any time during his term of service.

interest with the things to they was been from his men in the second fine with how here render timely there I from discious ancie to is no Generally Dayses, They are Come Hotel Come , July again and

4 The Melmat to supplied in England. . .

47. In the event of the person selected being entitled, on the expiration of this agreement to any payment in England, before payment can be made it will be necessary for him to produce to the Crown Agenta for the Colonies a certificate from the Government of the amount due.

17 18 - When the person selected is not in the Colony the Crown Agents for the Colonies, when they authorised by the Government or by the Secretary of State for the Colonies, shall be competent to excipise any of the powers of the Government under this agreement, and b busy an 17 10 - While leave of absence is not a legal right included in the contract, the person entraged after a tour of service, or if invalided home before completing the tour, or if, when he is in the Colony, his engagement is terminated by reason of ill-health, in accordance with the provisions of Clause 10 of this Schedule ordinarily be granted so far as the exigencies of the public service permit, leave under the following regulations for Kenya European Constables engaged in England.

LEAVE REGULATIONS FOR KENYA EUROPEAN CONSTABLES ENGAGED AGREEMENT IN ENGLAND.

1. Subject to the necessities of the service, houstables may, after a tour of residential service, be granted vacation leave with full pay for the time necessarily taken on the journey to England, plus 3* days for each completed calendar month of residential service; and if especially detained by the Government on public grounds after the completion of a tour of 30 months' service they may be granted vacation leave for 3" days more with full pay in respect of each completed calendar month that they may have been detained.

In the case of constables who are returning to East Africa for further service, there may be added to their vacation leave a further period of leave with full pay, known as "return leave," for a days for each completed calendar month of residential service, plug the time necessarily taken on the journey from England Constables to whom return leave is granted will be required to sign an agreement to the effect that in the event of their failing to return to East Africa for further serving they will if called upon to do so, refund the amount of any pay drawn in respect of such leave, and that in the event of their returning to East Africa for further service but determining the angagement with the approval of the Comme one or being discharged under Clause 12 (a), (c) or (f) of the foregoing Schrödite before the completion of a further tour of service, they will, if called upon to do so, refund the amount I any pay frawn in respect of such leave or such part of that pay as the Government may direct, together with the cost of their return passage from England or such part thereof as the Government may direct

II Constables invalided before completing a tour of service of 20 months may be granted sick water, with tail pay, for the time necessarily taken on the journey to England, plus.3* days in respect of each completed calendar month of residential service.

In addition to the sick leave which may be granted under the foregoing regulation, if there is reason to believe that a constable will ultimately be fit to return to East Africa for duty, and if the convergment desires to retain his services for a further tour, he may be granted "return sick leave" will, full pay for 3° days more (making 6† days in all) in respect of each completed calendar month of residential service, plus the time accessarily taken on the journey from England, subject to the same conditions with regard to repayment as return leave.

- III No extension of vacation leave will be granted in the ordinary course, but in exceptional encounstances, such as continued ill-health, constables who are not returning may be granted an extension of leave at the discretion of the Secretary of State for a period not axceeding six calendar months. with such salary as the Secretary of State may direct.
- Return mave or return sick leave may be extended with full pay, on the ground of ill-health for any period not exceeding six calendar months, and if necessary for a further period of six months with half salary or it may be extended with full pay if the constable is detained in England by the Secretary of State on public grounds.

V .- Any extension of leave, however short, which may be granted on any other grounds than those mentioned above, will be without pay unless for special reasons the Secretary of State authorises full pay or half pay

VI ... For the purpose of reakoning the amount of leave due to a Constable, residential service is taken to begin on the day on which he arrives at Mon and to end on the day preceding that on which be leaves MombaadCiffiliti

^{-3}} in respect of service in certain station -6 in respect of service in certain stations

2

KENTA No ma GOVERNMENT HOUSE

NAIR JB.

KENYA

25 td July, 1928.

Sir,

Forms of Agreement to be used in connection with the future enlistments of European Police Constables, I have the honour to invite your attention to the copy of a letter from the Commissioner of Police enclosed with the despatch under reference, from which it will be observed that Mr. Spicer was of opinion that the minimum age of recruitment for local appointments should be 21 years as opposed to 25 years in respect of candidates obtained in England.

With reference to Kenya despatch No. 55 of

2. A case has now arisen in which the Commissioner of Police has found it desirable to enlist locally as a European Police Constable, Mr. Francis Carlton Holmes, who is 17 years and 8 months of ago.

Mr. Spicer states that European Police Constable Holmes, who is particularly well built for his age, is a desirable recruit with the additional advantages of speaking both the Swahili and Kikuyu languages fluently.

THE RIGHT HONOURABLE

LIEUTENANT COLONEL

and 747, 16 Date /23

L.C.M.S. AMERY, P.C., M.P.

SECRETARY OF STATE FOR THE COLONIES, DOWNING STREET, LONDON, S.W. 3. I concur in Mr. Spicer's recommendations that, as a special case, this enlistment should be permitted, but I have caused him to be informed that until your covering sanction is received the appointment of European Police Constable Holmes must be regarded as purely provisional on the grounds of age.

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

W7 Mile !...

SOVERNOR'S DEPUTY

M/S.A. 17

RECEIVED, 16MAY 1923 COLOFFICE

Mr. Jefferies,

Colonial Office.

In reply to your minute of 3rd April No. 15120/28, we concur in the opinion expressed in the last panagraph thereof and accordingly enclose a draft agreement and memorandum for your consideration.

(Charles

Crown Agence

VLAGY

Joren donne to Nafr despatch (otherwa Speed 176 alonce (subject to Traff despatch

COLONY AND PROTECTORATE OF KENYA.

NOTES FOR INFORMATION OF CANDIDATES FOR ENLISTMENT,

AS EUROPEAN POLICE CONSTABLES.

AGE & HEIGHT. The person selected must not be under 23 nor over 30 years of age, nor under 5'8" in height nor under 36" in chest measurement.

at he tem of general

narri age

He must be unmarried, and shall not marry unless permission is first obtained from the Commissioner.

(Such permission is not usually granted to European Constables.)

INSTRUCTION.

He must be prepared, should the Grown Agents/deem it necessary, with the concurrence of the Kenya distinction.

Government to undergo a gourse/at the Royal Ulster Constabulary Depot, Newtownards, for a period of not less than 3 months, during which period, he will receive a salary of £150 per amount from which amount a deduction will be mede of 2/6f per diem for messing, and he will receive a free issue of Uniform.

The possession of a satisfactory certificate on completion of the gourse from the Officer in Charge will shall be a condition precedent to the final engagement of the candidate.

COURSE OF TRAINING.

Constables may be required to undergo a course of training at the Depot in the Colony either on joining or at any time during their term of service.

Constables on first enlistment will be provided
with the following outfit which will be issued to ther
with the Colomyr-

/2 Tunics

OUTFIT

- 2 Tunics
- 2 pairs shorts
- l pair riding breeches
-) We met (supplied in England)
- 2 pairs puttees
- 2 blankets
- 1 Greatcoat

Chief Inspector

and at the end of each year's service they will be granted an allowance of £10 per annum for upkeep of Mniform.

In the event of the Constable being discharged within 12 months of his enlistment he will be required to return the articles issued to him by the Government.

Each Constable is required to supply himself and keep himself supplied with two pairs of brown laced shooting boots. It is desirable that these boots should be purchased in England.

A horse or mule (if required for duty) forage, arms and service equipment will be supplied free.

Promotion can be obtained to the following ranks provided the Constable has passed the necessary examinations and is considered suitable by the Commissioner: -

Assistant Inspector £300 by £18 to £372 per annum. £372 by £18 to £480 Inspector 0480 by £20 to £540 "

Non-commissioned officers of outstanding merit and efficiency are eligible for promotion to the Commissioned Ranks if the Secretary of State for the

/Colonies

PROMOTION.

REMITTANCES.

Colonies on the recommendation of His Excellency the on the carry Governor, sees fit, approximately.

It should be clearly understood that the initial salary of a Constable on joining the Force is insufficient to permit of his making a regular home remittance, unless he has other means.

Language and promotional Examinations are held from time to time.

A Constable on arrival at killindini/is met by the Government Coast Agent, and given a 2nd class Railway ticket for himself and for his baggare up to 560 lbs. to proceed by the first train to Nairobi at which the Police Headquarters is situated. He has one night should know in the train and it is essential that he has in his was the country of the constable of the constable of attestation, he is

posted to the local Police Station, where he is given every opportunity of making himself acqueinted with the Laws of the Colony, and in his spare time it is essential that he makes himself conversant with the language (Kiswahill)

white stationed in Netrobi the Constable is provided with quarters and the necessary furniture.

Also he becomes a member of the mess, in which he partakes of his meals at a cost of about £6 to £7/p.m.

The Force has a Sports Club, and he leggiven time to take part in all branches of sport at a monthly subscription of Sheef.

/The

EXAMINATIONS.

CONDITIONS OF LIFE ETC. The Colony is divided into police districts with a senior Police Officer in charge with a number of outstations which are officered by an Inspector or Constable.

Each outstation has a detachment of native police for whom the outstation officer is responsible. The majority of police Stations are situated in the most healthy parts of the Colony.

All camp equipment and means of travelling are supplied free.

alle attention while in the country?

Cornel office.

DAMP EQUIPMENT IND EXPENSES OF TRAVELLING.

14 id out attention

COLONY AND PROTECTORATE OF KENYA,

EUROPEAN POLICE CONSTABLE AGREEMENT.

Agreement made this One Thousand Nine Hundred and Middler, acting for and on behalf of the	day of Government of	.)	the Ottow Agents	
called "the Government") of the one	part and	· · · · · · · · · · · · · · · · · · ·		<u> </u>
m the County of			other part (herein	after called " the
I The person selected agrees in called "the From" y what workships had been also been also been a called the control of the co	dododalayathe.Or weeksto shorifide Qowertherens so ather planoade	to Kenya Col angulgasto to alifastica of u physical successive physical successive	rshulleldnier, and the Keryan Pulice unreperied telled derubet he imp	interested as a full better the country with important to the country of the coun
Constable in the Kenya Police in according or which may from time to time that force and will act in all respects	be promulgate according to t	d providing for the instructions	r the discipline un s or directions giv	d organisation of su to site by the
Government through the Conin sioner the term "Commissioner of Police" st				
of Ponce. 2 . x .	/ an	d forty s	ix_(£246)	provided tha
person The salar, of the office is at the person The salar, of the office is at the person of the first that the person of th	e nedersku 200 and 1200 118) finds	rdred pounds to Tangy , and Tangy , and	and one and the series of a mount	Sattsifes the
Schedule shall be read and construed a	s a plant of the	agreement.	Sound are never to	and the
of K.—The Brown Agent Lord har Abbot		e in any way p	ersonally hable for	r anything arising
out of this agreement.	1			
AS WITNESS our hands the day	and your above	e written.		
digned by		i		
(on behalf of the Crown Agents for th	e Colomas) in	the L		
presence of				
of the office of the Crown Agents for th	e Colonies	}		
Signed by		— <u>}</u>		
m the presence of				
§ (Bigusture		}		
Address				,
5 (Occupation		J		

1 The person selected must be unmarried, and shall not marry unless permission is first obtained from the Commissioner. Before permission can be granted it will generally be necessary that the person selected shall have completed two years' service in the Force and been promoted to the 2nd grade. If the person selected shall marry without such consent be may be required to relinquish his anniorment and all rights and advantages reserved to him by this agreement shall cease, and he shall be hable to repay to the Government or to the Crown Agents for the Colonies on demand the amount paid for his passage to the Colony including railway fare to the port of embarkation.

Ferm of

- / V. (1) The engagement of the person selected is for a tour of not less than twenty nor more than thirty months continuous residential service beginning from the date of disambarkation at the nort of arrival but the engagement may be extended as provided for in Clause \$ 200
- 12) A tour shall be deemed to be completed upon the exteration of such period within the limits abovementioned, as may be fixed by the Commissioner or, if no such perced small be fixed, upon the expiration of the maximum period of thirty months, service
- (3) The person selected may notwithstanding the completion of his tour of service, be detained in the Colony at the option of the Government for a further period, if, in the option of the Covernment, the exagencies of the public service behalf it provided that the tour of service and such extended service shall not together exceed that any handle and the processors of this agreement shall apply to such extended period accordingly

A. -At some time, not more than three moreths and not less than one can the bore the connucletion of a full tour of thirty months secure or if the Commissioner shall be an excer period than the expiration of thirty months for the completion of the tour, then as soon as possible after receipt of the notice fixing such earlier period the person selected shall give notice in writing to the Covernment er be deares to remain in its employment. The Government shall decale whether it will offer him ple nent in which case it shall be open to the Commissioner to resommend has admission to and pensionable establishment, or he may be re-engaged on such terms and for with . intually agreed

 I the person selected shall include the user of this of the office for which have entried d while dates which the theoretizes there will upon him to perform. The person selected shall r sale desire jusce and only a named in soft manner as the Government transactions dally authorised officers and, fired, and is shall not either due by or indirectly engage or by operared in any other service or training whaten ver or receive communities of a troubts of any kind, but shall devicte the whole of his time and account of no the service of the Government, shall use his utimest exertises to promote the interests of the Charlemont, and shad conform to the Control of Standing Orders of the troversers that it is the research and prescribed in the Pour of Otherwise and to the Compast Regulations these sat he life bather are distourable

begin from the national fiscalibations of the control of the call. X General agent admits by the contra and also a realist of the manufact of the artist in a be provided when such controls are available. We will content at a granulation or a group solected with the

discoled with a test of the foreign fat a refer to

distribution of the second

S. On test engagement full sature will be said in a the late of lowing ingtant. Will said, will

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and the second of the present is noted eather shall be presented who the post of an expect man graph can properly a special against the energy had some for transport and Street, and a contract was the country

- the agreement mean associations causaged and itemplies conversance by rankan, steamer of the that sport between the port that have baratum and the station of the person selected in the Colons, and a case value to railway on the confinent of Europa where necessary
- (2) The Government sharps rule the person selected with a tree passage to the colony, and shail provide him with a free passage back to England and in the consultation in stances on a
 - jul. On the completion of a tool of service to the satisfaction of the theveriment
- * In the event of the person selected in the and the arrange of the other of the introductionary reco-
- one or with a commentation of the same by which they are privile on committee outremeation will be entertained

- (b) If the person is letted is invalided home before the completion of a pour of service, as provided in Clause 18 70 of this Schedule:
 - c. (c) On the determination of the engagement by the Government as provided in Clause 13 10 (M) and (W) of this Schedule.
- (3) The Government shall provide the person selected with railway fare (third class) to the port of embarkation on first engagement.
- 9. -(1) The person selected will on first enlistment be provided with the following out it which will be issued to him in the Colony

2 Tunies 2 pairs Breaches

t! Helmet

2 pairs Putties 2 Blankers

and after his first year of service by will canted an allowance of \$10 per annum for upkeep of uniform.

(2) In the event of the outson selected being discharged within six months of his enlistment he will be required to remain the articles usued to him by the Government.

(3) The person selected will be required to supply lumself and keep himself supplied with two pairs of frown lased abouting boots.

7. M. If the person selected shall to compelled by reason of ill-health 6 t caused by his own misconduct) to relinquish his employment or if at may tube u shall be certified by a Government Medical Officer that the person selected is by reason of ill quarte not caused by his own misconduct. produced by meanable on physical grounds of condering further efficient service in the Colony, then the person selected must relationable his employment; and fin either ease) the Government shall have bun salary an to, but not including the date of his departure from the Celory and farnish time with a free resease to England, provided that he claims and avails humself of such return passage by the first available steamer by which in the opinion of the Government be could have travelled

The II the person colected shall at any time buddesmosed from or tener the Force prior to the expression of the term of his engagement all rights and advantages reserved to him by this agreement on demand the amount part for his passage to the Covernment or to the Crown Agents for the Colones of the Colon shall cease, and he shall be liable to repay to the Government or to the Crown Agents for the Colonies

Lect

a (b) When pronounced by a Medical Officer desurated by the Coverage to express here to be mentally or physically unfit for further service.

to (b) When sentenced to be dismissed from the Force for mesondart.

- at (V) If the Commissioner shall consider that he is unlikely to become at efficient Constable a (t) (in reduction of establishment
- c(f) On purchase of discharge if approved by the Commissioner at the following cates £75 £80 6s. Ed. during the first year of service.

£ > 0 feet 10m.0d. during the second year of service 2 2 1 115 Car Od during the third year of service

and unless the constable has completed his tour of service on refunding the whole or an h portion of the cost incurred by the Government in bringing the Constable to the Volony as the Commissioner shall determine

13. The remon sciented is not at itimety to reson by affine without the less

1/ 14: If the person selected shall absent himself from duty through di-health he shall produce a medical certificate to that effect aggred by a medical officer designated by the Government for that purpose, and if his sickness should be caused through his own impropriety of conduct he may be called ment to fortest has safary for the number of days he shall be absent from thaty. If he shall absent himself 3. I from his duty from any cause whatever whiteout leave he shall render himself hable to such disciplinary action as is provided for in any Proclamation. Ordinance or Regulation in force at the time of such absence

12 46. The person telected will be required to contribute under the Nast African Widows' and 'Orphans' Pension Scheme in accordance with the rules and regulations in force from time to time, and the contributions may be recovered by deductions from his salary.

16. - The person selected may be required to undergo a course of training either on joining or at any time during his term of service.

I Ild Helmer is emplied in Popland

and Orphani

Paymouters England 17. In the event of the person selected being entitled, on the expiration of this agreement to any payment in England, before payment can be made it will be necessary for him to produce to the Crown Agents for the Colonies a certificate from the Government of the amount due.

Lower of a ten Agente. 18. - When the person selected is not in the Colony the Crown Agents for the Colonies, when duly authorised by the Government or by the Secretary of State for the Colonies, shall be competent to exercise any of the powers of the Government under this agreement

Leave

its.— While leave of absence is not a legal right included in the contract, the person engaged after a tour of service or if invalided home before completing the tour, or if, when he is in the Colony, his engagement a terminated by reason of ill health, in accordance with the provisions of Clause Moof this schedule, will ordinarily be granted so for as the exigencies of the public service permit, leave under the todowing regulations for Kenya European Constables origined in England.

LEAVE REGULATIONS FOR KENYA EUROPEAN CONSTABLES ENGAGED ON AGREEMENT IN ENGLAND.

1. Subject to the necessities of the service, constables may, after a tour of readential service, be stated vacation leave with full pay for the tire necessarily taken on the journey to England, plus 3* takes to each completed vacation ments of readential service; and if especially detained by the forcer ment on public grounds after the completion of a tour of 20 months' service they may be granted vacation, nate for 3* days more with tub jour in respect of each completed calendar month that they has been detained.

In the case of constables who are returning to East Africa for further service, there may be added to their vacation leave a further period of sease with full pay, known as "return leave," for 3* days for own to impleted calemant month of sestential service, plus the time accessarily taken on the journey from Engagent Constables to whom return cases as granted will be required to sign an agreement to the effect of their fauncy to return to East Africa for further service thay will, if about 19 to to the servicing the amount of any pay drawn in respect of such leave, and that in the entit of treat returning to East Africa for further service but determining the engagement with the approximation to be such as a further rount of service, they will, if called upon to do so refund the amount of the pay drawn in respect of such leave or such part of that pay as the Government may direct, getter with the cost of their return passage from England or such part thereof as the Government and these of such leave or such part thereof as the Government and these of such leave or such part of that pay as the Government and these of such part thereof as the Government and these of such part thereof as the Government and these of the forces.

11 constances available before completing a tour of service of 20 months may be granted sick leave, with the pay for the time necessarily taken on the journey to England, plus 3* days in respect of each condition calculate months of residuatial service.

In addition to the sack beave which may be grantest under the foregoing regulation, if there is reason to their victoria as constable will internate vite fit to return to lists. Africa for duty, and if the investment distinct to the major to the major to the property of each completed calendar month of residential service, just the times necessity is sken, as the journey from England, subject to the same conditions with regard to replayment as return necessity.

- (1) No extension of variation leave will be granted in the ordinary course, but in exceptional accumination with a small variation of the section of the Secretary of State for a period not exceeding six calendar months, with such saidly as the Secretary of State may lired.
- (A) Return between recurn such bears and the extended with full pay, on the ground of ill-health, for any period to exceeding six calendar in onths, and if necessary for a further period of six months with half salary for it may be extended with full pay if the constable is detained in England by the Secretary of State on public grounds.
- A. Any extension of case, nowever short, which may be granted on any other grounds that those mentioned above, will be without puly ancess for species, reasons the Secretary of State authorises full pay or half pay.
- VI. For the purpose of regleoning the an wint of feave due to a Constable residential service is taken; so tagge, on the day on which he afrives at Mondassa and to end on the day proceding that on which he leaves Mondassa.

⁻²⁴ in respect of service in switchin etiments

¹⁻⁻⁻ in respect of service in certain stations

I.15120/28 Kenya:

ansa

NO 8 CO DOWN

4. 5001 29 . 2 28.

Mr. Boltamley, 12

Sir I-Shuckburgh: Sir U-Shuckburgh: Sir O-Grinzia

Sir Oc Davis.

Sir S. Wilson. Mr. Ormsby-Gors.

Lord Longs.

THE CROKE AGENTS
FOR THE COLONIES.

(M. Department).

With reference to correspon-

DRAFT. MINUTE.

(75\$6/24)

dence endang with your letter M/S.A.lr.

or the leth rebruary, 1924, I am enclosing a duplicate of a destatch which we have received from Kenya, submitting

draft revised forms of agreement for the

engagement of European Folice Constables,

In the Colony and in this country.

A note has been prepared on

certain points in connection with the

draft agreement for Constables ensuged

This couldn't be the from the from

is analoged. Before going further,

however, we think it desirable to know whether you have any observations to offer sither upon the terms of the draft

for come on

From Gov Kanya No. 551

tota (d.h.)

agreement

agrice out or on the anglosed note. We should be tille if ca could let us anow whether you have any such observations or any other suggestions as to the reply which should be regurned to the governor. • we are ounclos inclined think that it would wife to have a the sprinkfiel Clan B agreement with only the justinas modificarion. Borrow it applicable constables; and to incorporate all natter ulaking to general undidine of serve which is not necessary part of the agreement .. reparate leaglet of information for cardidates

Map 22.38 ahra

NOTES ON SCHEDULY TO THE PROPOSED AGREEMENT FOR EUROFFIAN
POLICE CONSTABLES ENGAGED BY

THE CROWN AGENTS FOR THE COLONIES.

CHOWN AGENTS FOR THE COLONIES,

Clause 1 (I): It seems unnecessary and inadvisable to provide to be companied to the case of any

Olauses 1, 3 to 1 As the course of instruction at Newtonnards is a preliminary to final selection and engagement, it appears unnecessary to refer to this in the agreement itself, to 1 if it is the Crown Agents: practice to enter into the agreement before a capalidate takes a course, these

DEGATERADA CON DE INITERIA

The reason for departure from the original form of Clause 3 is not indicated. Under the Folios Ordinance constables may be admitted to the possionable establishment along brother including the the factor of the possionable establishment along brother where a service. It is apparently intended to sequence by the new clause that a constable a service shall be allowed to count for pancion, but that he should be ratained out temporary agreements throughout his service until he reaches the age of 50. Thus, a constable with a years of service might be discharged under Clause 12 (1)(a)(a) if he cases, in the optnion of the Commissioner, to be an

particular tour he is then serving wandilt is provided that in those guees discharge small be without pension or

time of discharge he has not completed 20 month

tronstable, or under Clause il (1)(a)(il) it estate

Chronical Constitution of the Constitution of

Clause 3:

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rrainity

gratuity This campot, apparently, be reconciled with the provision under Clause 3 that continuous service phal be deemed to be permanent service for the purpose of gension rules. In any case, the last sentence of Clause 3 id ley inappropriate, as an agreement of this kind is not the proper place in which to lay down what shall be deemed to be permanent service under the Panelons Ordinance. A The originals form of Clause & would appear to be preferable

Clause 8(1):

to this revised form.

and then it

in hadrably ultra lives as

the Ordinance

pays that persie or apreement

of period laulet when followed by south confirmed nevice. "in the agreement" should be "in this agreement".

Clause 8(2): There would appear to be no provision for the grant of a passage in the event of discharge for inefficiency or on reduction of establishment, as in the earlier agreements. It is not clear why this provision has been omitted, and it would appear that it should be retained.

Clause 12 (1): The reference to "Any European constable" is inappropriate in an agreement which would be made with particular individuals. . 12 (0/4) id one

As already pointed out, Clauses 12 (1)(a)(i)/to no consistent with the provision in Clause 3 that continuous service should be deemed to be permanent for pension purposes. In any case, however, it is not understood why it has been thought pecessary to re-arrange the original Clause 12, since a constable serving under an agreement of this nature cen have no penalon rights whatever; on the other hand, a constable who has been admitted to the permanent staff occases thereupon to be bound by the terms his agreement; and his case is povered entirely t is not considered that any objection need be taken to the raising of the rates of purchase of discharge,

doldy

which are explained by paragraph 5 of the Acting

Clause 13: This clause appears to be unnecessary in view of least sentence of Clause 4, of which it is to all intents and purposes a repatition.

Commissionsria letter of the 29th December.

Clause 15: (Time 8): "Work" should epparently read "duty". It does not appear appropriate that a constable who absents himself from duty, any owing to unforeseen ill-health or other emergency in his family, or nerely because he wishes to give up his employment, should be stigmarised as having been dismissed for misconduct.

7 must I



GOVERNMENT HOUSE.

27 FEB 1928 Ot. OFFICE

With reference to your despatch No. 970 of the

22nd November, I have the honour to transmit for your consideration a copy of a letter received from the Acting Commissioner of Police, together with a Form of Agreement which it is proposed to adopt in respect of Locally engaged Ruropean Police Constables.

Form.

- I also enclose a form which has been premared rocally and which it is considered is suitable for use by the Crown Agents for the engagement of Constableg from overseas.
- 3. As a Police Bill to amend Chapter 36 of the Revised Laws of Kenya is shortly coming under consideration. I shall be glad to receive your early observations so that any necessary amendments can be incorporated in the new measure.

I have the honour to be.

GOVERNOR

THE RIGHT HONOURABLE

LIEUTENANT COLONEL

L.C.M.S. AMERY, P.G., M.P.,

SECRETARY OF STATE FOR THE COLONIES. DOWNING STREET, LONDON, S.W.

P. O. Box Ho.83.

Mairobi.

goth December 1927

The Colonial Secretary, Reignli

GONDIANO COMBINATION OF STATE OF STATE

Attached please find the Agreement for locally engaged men for forwarding to the genretary of State for the Coloniess

- g. The agreement has been sublitted to the Bon ble the Attorney General and passed by Min.
- the minimum eyes for local man as all years of age, whereas the minimum age for those solicies by ib.
- a my remons are that a youth of al years of age resident in the Octony is at least 8 years in advance of a man from home.
- 6. Also I have made po alteration in the amounts for 'discharge by purchase'. It is hoped that the high dost for "purchase on discharge" till hot as a deterrant to those one may will to join the yorceise a somyentened to theseaves only, and then purchase their discharge in the event of more favourable apployment against to their notice.
- 6. The agreement cont to you under my no. P. 69/58/22 dated 8:12.27, was not specially asked for by the Colonial diffice, but I desire that it be submitted, as a revised agreement is now assential.

9.F. Wolvely Bowwe.

Agrino Comunescency by Police

ODIONY AND PROTECTORATE OF HINVA ACCUUSIT - EUROPEAN POLICE CONSTABLE TOTATON TRUCKSEN

ROTESMENT made this

Between the Commissioner - Kenya Police acting for and public for the Governor of the Colony and Protectorate of Kenya acting on behalf of the Government of the Colony and Protectorate of Kenya (hereinafter called "the Government") and

(hereinafter called "the person engaged").

- 1. The person engaged agrees that he will in the colony the Protectorate of Kenya (hereinafter referred to as "the Colony") diligently and faithfully perform the duties of a European Constable in the Kenya Police, and that he amail be attested as a Constable in the Kenya Police, in accordance with any Proclamation, Ordinance or Regulations now in force or which may from time to time be promulgated providing for the discipline and organization of that Force, and will act in all respects according to the instructions or directions given to him by the Government through the Commissioner of Police or other duly authorised Officers. In this Agreement the term "Commissioner of Police" shall mean the person for the time being acting as Commissioner of Police.
 - 2. The salary of the office is at the rate of £246 p.a. (Two hundred and forty six) per annum, provided that if the person engaged passes the necessary examinations and satisfies the commissioner of his efficiency he may be granted annual increments of £18 until his salary amounts to £300 per annum.
 - 3. This Agrooment is subject to the conditions set forth in the Schedule hereto annexed and the Schedule shall be read and construct as a part of the Agreement.
 - 4. The Commissioner Kenya Police shall not be in any way personally liable for anything arising out of this Agreement.

AS WITNESS cur hands the day and year above written

Signed by

The Commissioner, Kenya Police, on dehlat of the Governor of the Colony and Protectorate of Kenya in the presence of

Name Address Occupation

signed by in the presence of

Address Occupation 1.Age Height

(1) The person engaged must not be under 21 or over 30 years of age, nor under 5 36 in chest measurement

Marriage

(II) He must be unmarried; and shall not marry unless the permission is first, obtained from the Commissioner (Such permission is not usually granted to European Constables).

Course of Training (III) Constables may be required to undergo a course of training at the Dagot in the Colony either on joining or at any time during their term of service)

Term of Engagement

- (1) The engagement of the person engaged is for a tour of not less than twenty nor more than thirty months' continuous residential serviced engagemential of the engagement may be extended as provided for in clause 2 (3).
- (2) A tour shall be deemed to be completed upon the expiration of such period within the limits shows mentioned, as may be fixed by the Commissioner, or if no such period shall be so fixed, upon the expiration of the maximum period of thirty months!
 - (5) The person engaged may, notwithstanding the completion of his tour of service, be detained in the colony at the portion of the government for a further period, if in the opinion of the Government, the exigencies of the public service demand it provides that the tour if service and such extended service shall not together exceed thirty-six months; and the provisions of this agreement shall apply to such extended periods accordingly.

S:Re-engagement and Pengion of good character on completing this engagement or within six months of completing the same, the person engaged may if he desires it and if the government desires to retain his services be re-enging for further service by periods of thirty months until hi attain the age of fifty years. Continuous service shall be deemed to be permanent service for the purpose of the Pension Rules laid down from time to the for European Officials in the service of the Colony.

3 M.Duties

The duties of the person engaged shall include the usual duties of the office for which he is engaged, and any other suitable duties which the Government may call upon him to perform. The person engaged shall reside in much place and occupy himself in such manner as the Government, through its duly suthorised officers, shall direct, and he shall not either directly or indirectly engage or be concerned in any other service or business whatsoever or receive commissed one or profits of any kind, but shall devote the whole of his time and attention to the survice of the government, shall use his atmost exertimes to provide the interests of covernment and shall conform to the caperal or standing orders of the Government and to the glagulations presenting the same are applicable.

5.Salar:

ful, selar, will begin from the date of a testation in the Kenja Poline.

6.240.0018

tal sorters free if rent (but not at rates or other similar outgoings) will be provided it available. When such quarters are not available the Constable will be provided with a tent or other temporary shelter.

(b) A horse or mule (if required for duty) forage, arms and service equipment will be supplied free.

7.Travelling Allowance

When travelling in duty away from his station, the person engaged either shall be provided with transport, or shall be paid travelling expenses according to the scales laid down for transport and travelling expenses respectively.

8.Cutfit (* The person engaged will on first enlistment be provided with the following outfit:-

> Tunics pairs shorts

pair riding breeches

Relmet

pairs puttees Planke's

Greatcost

and at the end of each year . service he will be granted an allowerce fill per manum f r unkeep of Uniform.

(471) In the eyest of the person all alled be no disphared with within (13) months of his enlistment he will be required and to return the articles issued to him by the Government.

(IIII) Bach Jona's blocker the required to supply himself and kee himself applied with two pairs of brown laced shorting beats.

3.Lesignation and Dismissai

₽e

The yers, n engaged shall n toe at liberty to resign his office, unless and until the consent of the Icamasioner te obtained. If such person resigns without such consent being first octaired, or is dismissed from his office prior to the way and advantages reserved to him by this Agreement shall cease.

The person engaged may be discharged at any time:-

- When pronounced mentally or physically unfat for further service by a Bedical Officer designate, by the Government to examine him.
- If the Semmi stoner shall consider that he is an lively to become an efficient Constable.
 - C. recuetion of Establishment.
 - On purchasing of discharge if approved by the te missioner at the following raves:-

£75 during the first year of tour " Becrird " £50 " third £35

di Discipline Shall be in accordance with the provisions of any Ordinance constituting or regulating the Polker Bords and any regulation that may be made under any such Ordinance.

12.Licava

while leave of absence is not a legal right included in this contract, the person engaged, after a tour of service, or if invalided before completing the tour or if invalided before completing the tour or if when he is in the colony, his engagement is terminated by reason of ill-health, not caused by his own misconduct, will ordinarily be granted, so far as the exigencies of the public service permit, leave under the regulations for the time being in the colony so far as the same may be applicable.

13 Apsence from duty If the person digaged shall absent himself from dify through ill-health log shall produce a Medical Certificate to that effect signed by a Medical Certificate to that effect signed by a Medical Cff.ider designated by the covernment for the purpose and if his steiness should be caused through his own impropriety of conduct he shall forfeit his salary for the number of days he shall be absent from duty. If he shall absent himself from his work from any cause whatever without leave or without such wedical Certificate he shall forfeit his salary for the number of days he shall be absent from duty, and shall render himself liable to such disciplinary action as is provided for in any produmation, ordinance, or regulations in force at the time of such absence, and it shall be lawful for the Covernment to dismiss him forthwith ag for misconduct.

14.Payment in England In the event of the person engaged being entitled, on the expiration of this Agreement, to any payment in personal perso

15.Powers of Grown Agents when the person ongaged is not in the Colony, the Grown Agents for the Golonies, when daily authorised by the Government of Kenya or by the Secretary of State for the Golonies shall be composent to exercise any of the powers of the Government of Kenya under this Agreement and bring any action or suit on this Agreement for and on behalf of the Government of Kenya.

16.Contributions under Widows & Orphens Pension Scheme The person engaged will be required to contribute under the East African widows and Orphans Pension Orchimmes or any chainence emphasis or rockering the same and the contributions may be recovered by deductions from his galary.

17.General

Notwithstanding enything aforegaid the person engaged will be subject to any regulations which may nereafter be introduced by ar with the enaction of the Secretary of State

NOTES FOR INFORMATION CO CAMBILLAT

Remotion (Promotion can be obtained to the following ranks (provided the candidate was passed the hetesiary examinations and is considered suitable by the Commissioner:-

Applicant Inspector £300 by £18 to £372 per annua

Inspector

£372 by £18 to £480

Chief Inspector

The Mary The Server

£480 by £20 to £540

Non-Commissioned officers of outstanding merit and efficiency are eligible for promotion to the domnissioned Ranks if the Secretary of State for the Colonies on the recommendation of His Excellency the Governor sees the

2.Examinations

Language and promotional Examinations are held from time to time.

3.Conditions of Tife etc.

of travelling

on completion of the candidates attestation, he is nested to the local Police Station where he is given every opportunity of naking himself shoughted with the laws of the colony, and in his spars time it is essential that he makes himself convergant with the language Kismaili.

while stationed in Mairobi the candidate is provided with quarters and the necessary functions. If he hecked in which he partales of his meals at a cost of about £1 to 27 provided has a Sports Club, and he is given that to take part in all branches of sport at a monthly subscription of Shs.2/-.

The Colony is divided into police districts with a Senior Police Officer in charge with a number of outstations which are officered by an Inspector or Constable.

Each outstation has a detachment of native police for whom the outstation, officer la responsible. The majority of Police Stations are situated in the most healthy parts of the golony.

All camp equipment and means of travelling are 4.Camp supplied free. Equipment & expenses

AGREMENT - EUROPEAN POLICE CONSTANLE

of the one part and in the County of

LE !

of the other part

AGREEMENT wade this day of one thousand nine hundred and Between the Orom Agents for the Colonies, London, acting for and on behalf of the Government of the Colony and Protectorate of Keny protector

(hereinafter called "the person engaged"). The person engaged agrees to proceed to the Kenya Colony and Protectorate (hereinafter called 'the Colony") when and as directed by the Crown Agents for the Colonies, and undertakes that he will, on arrival in the Colony, proceed to the Headquarters of the Kenya Police, or to such other place, as he may be directed by the Covernment or by any duly authorised differ and will report himself at the Headquarters or such other place as aforced in order that he may be attested as a Constable in the Kenya Police, in accordance with any Proclamatica, Ordinance or Regulations now in force or which may from time to time, be promulgated providing for the discipline and organization of that Rorce, and will not in all respects according to the instructions or directions given to him by the Government through the Countspioner of Pelice or other duly authorised Officers. Is this Agreement the term "Commissioner of folige" shall mean the person for the time being acting as Commissioner of Police.

The salary of the office is at the rate of 1245 (Two hundred and forty six) per annua, provided that the person engaged passes the nessary examinations are satisfies the Commissioner of his efficiency be an granted annual increments of the until his salary to 155 per annual.

). This Agreement is subject to the concilions at in the Schedule hereto annexed, and the Schedule shall read and construct as a part of the Agreement.

4. The Crown Agents for the Colonies shall not be in saw way personally liable for envising srising out of this Agreement.

AS BUTYESS our hands the day and very above and cen-

Signed by

(on behalf of the Crown Agents for the objects in the presence of of the office of the Crown opens for the Colonies

(Signed by (in the presence of E) (Signature E) (Address (Ocumation

1.Age (1) The person engaged must not be under 2) or over neight y years of age, nor under j' " in height nor under jb" in chest measurement.

Marriage (II) He must be unmarried, and shall not marry unless permission is first obtained from the Commissioner. (Such permission is not usually granted to European Constables).

Instruction (III) he must be red, should the Grown Agents deem
it necessary, with the concurrence of the Kenya
Government to undergo a Gourse at the Goyal Ulster
Constabulary Depot, Newtownsrds, for a period of
not less than) months, during which period, e will
receive a salary of £150 per annua from which amount

receive a salary of £150 per annua from which amount a deduction will be made of £/5 or diem for mersing, and he will receive a free issue of Uniform.

(IV) The possession of a satisfactory pertificate on completion of the Course from the Officer in Charge, shall be a condition precedent to the final engagement of the candidate.

Course of Training

1. Term of Engagement

1. The engagement of the person engaged is for a tour of not less than twenty nor wore than thirty months continuous residential service beginning from the date of disembarkation at the port on arrival, but the compagement may be extended as provided for in

olause 2 (3).

(2) A tour shall be decaded to be completed upon the expiration of such period within the limits abovementioned, as may be fixed by the Commissioner, or, if no such period shall be fixed, upon the expiration of the maximum period of thirty months

(3) The person engaged may, notwithstanding the completion of his tour of service, be detained in the Colony at the option of the Government for a further neriod, if, in the epinion of the Covernment, the exigencies of the public service demand it; provided that the

of the public service demand it; provinged that the tour of service and such extended service shall not together exceed thirty-six months; and the provisions of this Agreement shall apply to such extended period accordingly.

J. Re-engagement and Pension or within six months of completing the same, the

or within all months of compares it and if the person engaged may if he desires it and if the Government desires to retain his services be re-emgaged for further service by periods of thirty months until he attains the age of fifty years.

Gontinuous service shall be deemed to be personent gervice for the purpose of the Pension bules laid down from time to time for European Officials in the service of the Colony.

4.Duties

The duties of the parson engaged shall include the usual duties of the office for which he is engaged, and any other suitable duties which the Covernment may call upon him to persons. The person engaged shall upon him to persons.

may call upon him to perform. The person engaged shall roside in such place and occupy himself in such manner as the Covariscat, through its duly authorised Officers, shall direct, and he shall not either directly or

shall direct, and he shall the citate in any other service indirectly engage or he concerned in any other service or business shatsoever or receive commissions or profits of any kind, but shall devote the whole of his time and seartion to the service of the Government, shall use his utcost curricular to promote the interests of the covernment, and shall conform to the General or Standing Covernment, and shall conform to the General or Standing

his utmost expresses to produce to the General or Standing Government, and shall conform to the General or Standing Orders of the General or Standing Orders of the Colors and to the regulations presspilled in the Police Ordinances and to the Colors and Formal Regulations in so far as the same are applicable.

5. Solary On first engagement half salary will be paid from the date of leaving impland. Bull salary will begin from the date of dischargation at the port of arrival.

6.Quarters (a) Quarters free of rent (but not of rates or other similar outgoings) will be provided if available. When such quarters are not available the Constable will be provided with a tent or other temporary sholter.

(b) A horse or mule (if required for duty) forege, arms and service equipment will be supplied free.

7.Travelling
Allowance or shall be provided with transport, or shall be paid travelling emeases according to the scales laid from for transport and travelling expenses respectively.

8.Passages (1)**Passage** in the agreement means a second class passage and includes convergance by reilway, steamer or other transport between the port of disembarkation and the station of the person engaged in the Coloir, and conveyance by reilway on the Continent of Europe where necessary.

(2) The Covernment chall provide the person engaged with a free passage to the Colony, and shall provide him with a free passage bank to England in the following circumstances only:-

(a) On the completion of a tour of nervice to the satisfaction of Government:

The the event of the person travalling overland to and embarking at Margeilles on the emtward voyage from England, half salary will be paid from the day previous to the date of departupe from Margeilles of the steamer by which the person engaged travels.

The Covernment endagours to provide Officers with accommodation of the class by which they are privileged to travel; but it must be understood that if circumstenses render it necessary for an officer to travel by a loss class on claim for opmensation will be entertained.

1 L. C. 533/

(b) If the person engaged shall be compolled by reason of ill-health (not caused by his own sinconduct) to relinquish his employment, or if at my time it shall be certified by a Government ledical Officer that the person engaged is by reason of ill-health; not caused by his own misconduct, incamable from bodily or mental infirmity of rendering further efficient service in the Colony, then the person engaged must relinquible and the the foreign as trom such date as may be intificed to his by the Covernment; and (in either dase) the Covernment shall, (if the person engaged shall have been provided by the Covernment on engagement with a free passage to the Colony;) pay him his efficient provided by the first stemmer by which, in the opinion of Covernment, he could have embarked for the please from thich he was brought on engagement at the expense of the Covernment, and shall furnish him with a free passage to the please of engagement at the expense of the Covernment of shall furnish him with a free passage to the please of engagement, provided that he claims and avails himself of such section passage by the first available steamer by which, in the opinion of the Government, he could have cabarried.

(a) The Government shall provide the person engaged with railway fare (third class) to the port of embartation on first engagement.

9. Outfit (I) The person engaged will on first enlistment be provided with the following outfit which will be issued to him in the Colony:-

2 Tunics
2 pairs shorts
1 pair riding breeches
1 lielbet
2 pairs puttees
2 Blenkets

and at the end of each year's service he will be granted an allowance of EID per summ for which of Uniform.

Grantcont

- (II) In the event of the person engaged being discharged within 12 months of his enlistment he will be required to return the articles issued to him by the Government.
- (III) /Rach Constable is required to supply himself and himself supplied with two pairs of L run lead shooting boots.

*The Helmet is supplied in England.

Lit is desirable that the boots be purchased in England.

10.Congeliation of Centroot

Ochelment }

11.Resignation and Discissol

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Should the person engaged fail to report himself for attestation at the carliest opportunity then the favoragent of Kenya may declare this Agreement to be connelled but the person engaged will continue to be liable to pay to the Covernment of Kenya all typeness incurred for or on behalf of the Covernment under this contract to the same extent as if the contract had not been cancelled.

The person engaged shall not be at liberty to resign his office, unless and until the consent of the Countswiener be obtained.

If such person resigns without such consent being first obtained, or is disalesed from his office prior to the emiration of the term of his engagement all rights and advantages reserved to his by this Agreement shell sense, and he shall be liable to repay to the Government or to the Green Agents for the Colonies, of decand, the amount paid for his passage to the Golory including railway fare to the

Discharge of European constables (1) Any European constable may be discharged by the lommissioner at any time:-

cert of embarkation and all other expenses incurred

- a althout pension or gratuity:
 - i) If the Commissioner such consider that he is unlikely to become or has dessed to be an efficient constable;
 - (ii If he has not completed twenty month continuous residential service; and it pronounced by a Government medical officer to be mentally or physically unfit for further service;
 - (iii) On purchase of his discharge, with the approval of the Commissioner at the following rates:-

£/5 during the first year of service; £50 during the second year of service; £35 during the third year of service;

Provided that if at the date of the purchase of discharge such surpresent completed tearly

the purchase of discharge such suropean constable has not completed twenty month's continuous residential service he shall refund the whole or such portion of the cost (if any), as the Commissioner may determine, incurred by the Government in bringing him to the Colony;

- (iv) If no has been sentenced to be dismissed from the Police Force for misconduct.
- (b) With pension or gratuity according to length of service:-
 - (i) If he has completed twenty menth's continuous residential service and is pronounced by a Government medical officer to be mentally or physically unfit, not through his own mischaduct, for further corvice:

On reduction of establishment.

10 Cangolistion of Cantract

Should the percen engaged fail to report himself for ittestation at the earliest opportunity then the logical state of Kenya may declare this Agreement to the amodelet but the person engaged will continue to the liable to pay to the Covernment of Kenya all expenses incurred for or on behalf of the Covernment inter this contract to the same extent as if the contract had not been cancelled.

11.Resignation and Dismissal

The permingaged shall not be at liberty to resign his office, unless and until the consent of the Commissioner be obtained.

If such person resigns without such consent being first obtained, or is dismissed from his engagement prior to the explication of the term of his engagement all rights and advantages reserved to him by this Agreement shall deaded, and he shall be liable to repay to the Covariment or to the Grown Agents for the Colonies, on desand, the amount paid for his passage to the Colony including railway fare to the port of embarkation and all other expenses incurred in respect of his engagement.

2.Disobarge

The person engaged may be discharged at any time:-

- (a) Then pronounced centally or physically unfit for further service by a Medical Officer designated by the Coverment to examine him.
- (b) If the Commissioner shall consider that he is unlikely to become an efficient Constable.
- (c) On reduction of Establishment.
- (d) On purchasing of discharge if approved by the Commissioner at the following rates:-

£75 during the first year of tour £50 " second " " " £35 " third " "

and on refunding the whole or such portion of the cost incurred by the Government in bringing the Constable to the Colony as the Commissioner of Police shall determine.

13.Discipline

Shall be in accordance with the provisions of any ordinance constituting or regulating the Police Force and any regulation that may be made under any such Ordinance.

14.Leave

shile leave of absence is not a legal right included in this contract, the person engaged, after a tour of service, or if invalided home before completing the tour, or if, when he is in the Colony, his engagement is terminated by reason of ill-health, not caused by his own miscondunt, will ordinarily be granted, so far as the exigencies of the public service permit, leave under the regulations for the time being in force for European Officers serving on agreement in the Colony so far as the same may be applicable.

15.Absence from

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if the person engaged shall absent himself from dity; through ill-health he shall produce a Modical Gertificate to that effect signed by a Medical Officer designated by the Covernment for the purpose, and if his nickness should be caused through his own impropriety of conduct he shall forfeit his salary for the number of days he shall be absent from duty. If he shall absent himself from his work from any cause whatever without leave/or without such medical certificate he shall forfeit his calary for the number of days he shall be absent from duty, and shall render himself liable to such disciplinary action as is provided for in any proclamation, ordinance, or regulations in force at the time of such absence, (and it shall be lawful for the Government to dismiss him forthwith as for misconduct.)

16 Payment in England In the cvent of the person engaged being criticle, on the expiration of this Agreement, to any payment in England, before payment can be made it shall be necessary for him to produce to the Grown Agents for the Colonies a certificate from the Covernment of the mount due.

17. Powers of Grown Agents When the person engaged is not in the Colony, the Crown Agents for the Colonies, when duly authorised by the Government of Kenya or by the Scoretary of State for the Colonies shall be competent to example my of the powers of the Covernment of Kenya under this Agreement (and bring any action or suit on this Agreement for and on behalf of the Covernment of Kenya.)

18.Contributions under Vidove and Orphans Pension School The person engaged will be required to contribute under the East African Widows and Orphans Pension ordinance or any Ordinance emending or replacing the same and the contributions may be recovered by deductions from his salary.

19.General

Notwithstanding enything aforesaid the person engaged will be subject to any regulations which may hereafter be introduced by or with the senction of the Secretary of State.

1.Prose lion

Promotion can be obtained to the following ranks provided the candidate has passed the necessary examinations and is considered suitable by the Countestioner:

Assistant Inspector £383 by £13 to £372 per manum Inspector £372 by £16 to £254 " " Chief Inspector £485 by £20 to £546 " "

Non-Commissioned Officers of outstanding merit and officiency are eligible for promotion to the Commissioned Ranks if the Secretary of State for the Colonies on the recommendation of his Excellency the Governor sees fit.

2.Remittances It should be clearly understood that the initial salary of a Constable on joining the Force is insufficient to permit of his making a regular home remittance, unless he has other means.

).Examinations Language and promotional Examinations are held from time to time.

4.Conditions of Life etc.

A condidate on arrival at Rilindial is met by the Coverment Coast Agent, and given a 2nd Class Railway ticket for himself and for his baggage up to 560 lbs to proceed by the first train to Noirobi at which the Folice Headquarters is oftented. He has one night in the train and it is essential that he has in his possession at least two good rugs or blankets.

On completion of the candidates attestation, he is posted to the local Police Station where he is given every opportunity of making himself acquainted with the laws of the Colony, and in his spare time it is essential that he makes himself conversant with the language Kiswahili.

While stationed in Mairobi the candidate is provided with quarters and the necessary furniture. Also he becomes a member of the mass in which he partakes of his meals at a cost of about £6 to £7 p.m. The Force has a Sports Club, and he is given time to take part in all branches of sport at a monthly subscription of ms.2/-.

The Colony is divided into police districts with a Senior Police Officer in charge with a number of outstations which are officered by an Inspector or Constable.

Each outstation has a detectment of gative police for whom the outstation officer is responsible. The majority of Police Stations are situated in the most healthy parts of the Colony.

5.Comp All or Equipment supplied fr and expenses of travelling

All comp equipment and means of travelling are supplied free.

Lee Est a memo - p. 45. · Gartzon. teagor Line of Mallen 1/1/28 malten" The forther schoten will be in July I papert, of until the conditions up before the Board where since as to their technical qualified time, it is not possible way whether we shall be able to give you this men by go onto tonce or not of the B. I shid may none of the cond that sufficiently advanced to Joship the bring sent above without The I. 7. 2 course, West & I suppose saplain & Kenya what has Office will pass the VF zonial note the vacancier was the pass that Soon good, were come along who are fit to send straight Kus Blaxler I V. J. harmith - phohaps in ship send exply there a be less I raft hearth I. P. Dete apple blesseather to an mer think off faces the smaller of 3/38 pec 31845 Sa

1 2 To Par- 186 - (fand) 112 MAR 1829 CESTROYED COME STATUTE Of - 2576 by De const

> W. seel Kenya han not yet replied to our let of 11 de may 28.

DEBTROYED CHOSER OFFICE TEL CONS 2 July 1928

M. allen By orde you note on draft (2).

candidatis regioned for 1929 but requests selection of one candidate under Hourma forest review ment scheme to lake de let 1928 at own expense with a vew bat

> call toley After speaking & you are the Estifichman I sent this & you for for othering a Ka first place

Mr. Allen (through Captain Newbolt)

I spoke to you about this and you asked me to minute, setting out the pros and cone of the Kenya Government's proposal.

The present method of selecting Forestry candidates is to select them ofter they have taken their Forestry Degree, and it is definitely stated in our pamphlet Miscollaneous 280, that condidates are selected in that way. scheme to which reference is made is to take suitable candidates straight from school and tell them that if they take the Forestry degree datisfactorily they will obtain appointments in the Burma Porest Service at the end of their forestry dourse. Kenyo spearent ly think that they are likely to get better man by solection made under the Burms conditions rather than under the rules which we follow, and it is quite possibly true. Kenys is a popular service, and if

we fould make it known that a man who took up Forestry and completed his course satisfactorily would bo given an appointment in Kenya in 1931 we should probably get some really good applicants. The diff

at present in getting an adequate supply of Forestry condidates is the uncertainity/whether, if they take up Forestry they will get a job at the end of their course. If the Kenya propogal is now adopted the alternative is for us to select a condidate in the ordinary way in 1930, send him to the institute for a year, so that he will be svalighted to so out in 1921.

As Professor Troup is leaving for Australia on Thursday I thought it might be a good thing to find out meni-officially his views, so I telephoned to him this morning. If the Kenya suggestion is to be followed, there seem to be three ways of getting them the men they want.

- School and is going up to University, and tell him that if he takes his Forestry degree estisfactorily he will be given an appointment in Kenya in 1931. Professor Troup favours this method, as he says that during a three years course the selected man could do a good deal of tropical botany and would be fit to go out when he had taken his degree.
- 2. To take a man who has already done one year of his Forestry course and tell him that, if he takes the other two years followed by a year at the Imperial Forestry Institute, and is reported on satisfactorily, he will be appointed to Kenya.
- the take a man who has done one year's fietural Science and let him change over to Forestry and do a two years' Forestry course followed by a year at the Imperial Forestry Institute.

There are, I believe, a certain number of people

who start on a Natural Science course at the University without a very clear idea of what they are going to do at the end of it, who would be only too glad to take up Forestry if they knew there would be a post for them at the end of, their training

tirst thing, however, seems to be to decide whether the Kenya proposal can be adopted. The objection seems to be that, if we follow a specia method of selection for Kenya, we could not very well refuse to do it for any other Colony who asked, and we might in a year or two find ourselves with two different methods of selection in operation at the same time. We are trying at present to get Colonies to give us an astimate of their requirements five years in advance in order that we may let the Forestry Schools know the number of vacancies several years ahead. If at the same time as we start this arrange ment, we commence selecting in certain cases by an entirely different method, we should upset the continuity of policy which we at present are trying to establish.

on the other hand it is possible that we might get Kenys a better man by the method that they propose than if the vacancy is filled in 1930 from the candidates who present themselves in that year.

I must say I feel rather that we ought to follow one method or the other in all cases. There is no reason to suppose that we cannot obtain reasonably good candidates for Kenya in 1930, and I cannot see why a special and rather difficult arrangement should be set up specially for them. If it is decided to do what the Kenya Covernment want, we ought, I think, to write to all the Forestry Schools and ask them to much tames. Most of the poorle

who are at present in the middle of their Forestry course will probably want consideration, because Kenya is a popular Colony, and it means a guarantee of a job beforehand. This will mean that we may have to interview now a number of candidates who would be coming along to us in the ordinary way in 1930, unless we definitely gay that we want candidates straight from gabool, who have not started forestry. This is what the Kanya Covernment have in mind, and what professor Proup would advise.

the Searctory of State should refuse to make exceptions and explain to the Kenya Government apportingly.

all things considered, I suggest that

Kers-Blanker 25. 9 28

Letter from Pulperon houp attached. Jou will see that he trink, the product a ford many but the house of shill thrink we wight he shill to the mattered of orlection laid down, rank make seeptimo Kind Blay ling.

I agree generally with Mr. Blaxtor. It is possible that Kenya Have not fully appreciate; that the novel procedure proposed (which surns is scing to experiment with this year for the first time) would constitute an innovation in the present methods of selection for the

Colonial Service which might have far reaching effects.

The proposed procedure might have its advantages and
is probably worth thinking about further, but it
cannot be applied suddenly to the dase of one individual Dependency and one particular class of appointment
without consideration of its possible reactions on
others.

I sm strongly in favour of deferring the matter until after the return of our Forestry experts from Australia.

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Colonial Service which might have far reaching effects. The proposed procedure might have its advantages and is probably worth thinking about furth but it cannot; he applied suddenly to the case of one individual papendancy and one particular class of apprintment without consideration of its possible reactions on others.

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mus Ar Nicholson wrote to you . about the views held in Kenya (1.0.hls.own) and Aregov de his labter is amount fold about broposed alternature to those tributing ancies

In regard to biological appointments in the deniral-the "Hurma system" was advocated by "r" Vassall of Harrow at the recent meeting of the Board of Education which Ergorpsby Jore attended The (General) papers will doubtless circulate to you shortly. Mr. Vassall explained that as things are at massent we are and to lose men who Atake up hiology with our services in view as they Job taken by the chemical combine and other by commercial concerns which now beke boys when at shool and Suarantee them employment provided they -quate satisfactorily. Mr. Vassall was not of a thinking of Forestry so much as a riculture ... The a ricultural science; as the boy who wants definition to 30 infor Forestry whitest always has the Jovernment Cervice in view.

Mr Alles. Spirms togo carefule, with the of the working of they the Burn Syntam shorts = whent Em for the report of the Emp For Canto The replaint on the Part 1) ky to a frity konutreal Ilaga um a jour dout of spinaning with a Androidea to it bother push adviso tages of the race be untied to the " col finates for line to think it will farm

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It would be as well to say something more to Kenya in continuation of the S. of S's. despatch of the Sth of September, 1928, (No.6).

80 ? inform the C.A.G. with reference to that despatch that the S. of S. has now had an opportunity. If consulting his Forestry Advisors on their return to this country, and that it is proposed in connection with the recruitment of Forestry Officers for the Colonial Services generally to rive further consideration to the question of adopting a system of recruitment/followed in the case of the Burma Forestry Service, but that as already indicated in No.6 It will not be resable to adopt that system in the case of any particular Colony in the meantime.

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Un Care) as a course to all the of the King a Commence I East He was the second would be as well to be recomething more to Kenya in continuetion of the S. of S's. despatch of the Sth of September, 1928, (No.6) So ? inform the O.A.G. with reference to that despaton that the S. of S. has now had an opportunity or consulting his Forestry Advisors on their return, to this country, and that it is proposed in connection with the recruitment of Forestry Officers for the Colonial Services generally to give further consideration to the quention of adopting a system of regruitment/followed in the case of the Burma Forestry Service but that as already indicated in No. 6 it will not be possible to adopt that eyetem in the case of any particular Colony in the meantime. 1 St. 50 1574

first him sentable occurred for the Kenne Friend Steph I regret havenery for that owing to the Shortage Towns of candidates it was only found Lomiter to select me Deterop, whose affortment was notified the 19 th lite 1928 (3) in commerce with the المعلىلينية الم foresty abby streem stone to blanch in my w let Colonies porterales, (Evenlar defata of the 12th may 1928 afa. to me Considerable difficulty is at thing treasure oring experienced in finding Sufficient conditates to file Forestry vacanices, but all the difficulty in the week he taken place.

1 R. Dale appointed. record vacancy unfiled. VACANCY FORM RÉFÉRENCE X 18124128 (1) PROMOTIONS BRANCH. (2) PRIVATE SECRETARY (APPOINTMENTS). KENYA. Two Amelant Consentations of Foresto. CAUSE OF VACANOY Extension of work of the Dop! molhding any special notes 1440 & 400, ring & animal increment of the Etence (annual inonomons 9, \$30 42,720 (a) Terms of appointment subject the paring of an expecting bour at the (b) Allowances. On probation for Two years Kinesforward fremanent & Pentionalle -(c) Quarters. Dree analors or an allorane in (Traveling allorane of Of for dian. The 19th class persons & a grount of \$40 forwards (d) Passages. parray of right for family once said town rach way (but me bell REMARKS including any special notes as to Candridate shoul be annavied during first town of sense. Primerity as booking Hans Officer should be able to amy out Phose talk survey so remoderate & calculations of sample areas (c) Qualifications required. Assurable 2000 from the grant of sample and the same of week the same of the sam Differe a Time in Switz of action church I of Edward Will 18100 TEU OD 180 KO 1. 18 TY E BLAK To be proposed to take saper by come at line The light control of any of and of winds

478 .15126/Kenya I have the honour to meknowledge the receipt of your telegram, No. 178 of the lith of July on the subject of vacancies in the Porest papartment. and to inform you that I have noted that no further candidates are required at present in addition to the two for shom you have askes in year despetch see 69 of the 5th br I have been capathoring your regreet that a candidate should be sologated this summer under the conditions recently adopted for the Burme Forces Gervice in order that he might take the university course beginning mext ocyober with a view to his appointment to the Kenya Pogest As you are awaract

24/8/28 Mr. Blaxter Capinsoupoli, 25.8

S11

Pebruary.

Service in 1931.

aund toutes fore at present selected for the colonial Forest Services offer they

Mr. Bottoniley 3.4 Mr. B. J. Harding

Fir J. Shuckburgh.

Br G. Grindle. Sir O. Davis. Sir S. Wilson.

Mr. Ormsby-Gora Lord Lorent.

Mr. Amery.

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while therefore involve a wise departure from the selectine method of repruitment hat only for the separations by the selectine method of repruitment hat only for the separation of the selectine method of repruitment that only for the separation and before any change in made eithers in individual cases or in the method of recruitment to the selection of the selection will be needed.

I do not propose, therefore, to take any
eteps to find a candidate who could commence a
course this year, but the metter will be further
considered on the return of the delegated from the

I have the honour to he str

With report to gover request that was coulded Should be soluted, under conditions similar to trong which are being adopted by the Port of Brimes undrelate a Kniversty course in Bresty beginning in Oct 1928 with a new to assuming an aft in Kanga in 1934 , I report them I have not found it possible to proceed in the water for interprint that the procedure proposal which implies the schooling of a candidate before , instead of after, his course at the thinwort would involve a winds departure from scienting methods of runnitusents not only of the foresty Darts but for other bracker of the Colonies Service ; and the question of its edeption in one particular come comments by considered without fell engine int it possible effect another In is well propose to defer theter Covin of the water until after the ration of who are at furant attending the Suffice Formity Conference in australia ... New Techen

There is

(Signed

Richmond Torrecu.

whitefull, 8.0.1.

gend August, 1928

peor lire Bourne.

with reference to my biter to Professor Trough of the 25th of July Regarding the possibility of salecting a candidate for the Konya Porcet Service this summer and sending him for a three years University course so that he could take up his appointment in 1931.

I write to say that it has him been decided not to proceed with the matter, at any rate for the present.

Yours sincerely.

(Sd) KWBlade



School or Forgatav.

25th July 1928

Dear Mr. Blaxter,

With reference to your letter of the 24th July, I shall put the question of selecting a suffectle candidate for Kenya before Mr. Equipme, and I think there should be no difficulty in selecting a good probationer. I am open minded as to which of the three alternatives mentioned by you is adopted. The heat plan in my opinion would be to select the best man available irrespective of the category into which he falls.

Yours sincerely.

RETroup.

K.S. Blaxter, Eng., Colonial Office, 2, Richmond Terrace, London, S.R. 1. gritchbil. 6.7.1

Dear Professor Troop.

In confirmation of my telephone convergation with you thin merning, hard to to cay that we have had a telegram from Konya Soverment asking whether a Forestry bendigate and by released this summer under the ties adoptions recently adoption in the case of the summer break Service. To undertake a University course beginning in notober at his own Expense with a riew to an appointment of a present Officer in Kenya in 1981.

to you before you up rather hurriedly in order to spent to you before you lest ansigned, and we have since them, thinking the matter over further. There ecemy to be three possible ways of dualing with this request, to could, as you suggest, take a man straight from scapped and let him do the three years course in Forestry, specialising in transcript botany; ar atternatively take a man who had already done one year of his forestry course and let him do the other two years followed by a year at the Emperial

PROPESSOR R.S. TROUS

2. Bighmond Forrebe. shitchbil. S.v.l

Dear Professor Troop,

In confirmation of my telephone convergation with you this merming, L write to say that we have had a telegram from Konya Severament asking whether a Forestry conditions recently edepths in the case of the guma Forest Service. To undertake a University course beginning in Cotobar at his own arrense with a view to an appointment as a Porest Officer in Kerma in 1981.

to you before you less seeing and we have since been thinking the matter over further. There seems to be three possible wors of dealing with this request. To could, as you suggest, take a man straight from school and let him do the three years course in Forestry, specialising in hyperal botson; or alternatively take a man who had already done one year of his Porestry course and let him do the other two years followed by a year at the Imperial

C. T.R. P.B.S.

Forestry Institute: or as a further alternative we could take amar ... has done a year's natural science and let him do a two years' Forestry course, followed by a year at the Imperial Forestry Institute. I understand that you rather favour the first method.

We feel here that we ought to give all the Forestry Echoold an Opportunity of recommending candidates, as otherwise I think we should be open to criticism.

the Kenya proposal is, however, quite a new departure and suggestible bythod of selection which is different from the method which is at present leid down. It is possible, therefore, that it may be decided that it would be preferable not to depart from the existing method. If so the proposal may of course come to nothing, but if it is finally arranged that we should try to find a condidate to be appointed, on the terms suggested by the Kenya deverment, I will write again at once to Mr. Bourne in case he may be able to suggest any likely men.

Yours sincerely.

(Sd) KusBlaxles

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Porestry Institute: or as a further alternative we could take a man who has done a year's retural science and let him do a two years' Forestry course, followed by a year at the Imperial Porestry Institute. I understand that you rather favour the first method.

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Yours sincerely.

(Sd, KWBlaxlis

SALTER HO 15126/28 Kenya u, 18ay 6:11 Haim Tura My Dominiter - Py Talle M_{f} , E, J/Harding. Sir J. Shuokburgh. Sir G. Grindle. Sir C. Davis. Sir 8. Wilson: Mr. Ormsby-Gore Lord Lovat Mr. Amery. DRAFT.

nave the honour o the roceipt of your desputch lio. of of the 6th of February with regard to two vacacies for assistant Conservators of Porests in the Forestry Department of Kenyu. 2. It is antistpasse that the

Downing Street,

March, 1926.

Freshy appointments is due to will take place in July, but intil

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GOVERNMENT HOUSE.

RECEIVED 27 FEB 1928 OL. OFFICE

I have the honour to refer to the two new appointments of Assistant Conservator of Forests for which provision appears under Read XXIII Item 4 of the 1928 Estimates.

- The Acting Conservator of Forests 1: anxious that two suitable candidates should be selected to arrive here, if possible, in August after the end of the University summer term. It is understood, however, there is at present a considerable chartage of trained candidates for these posts and if it is impossible to obtain the services of two fully-trained officers with the requisite qualifications, the Acting Conservator of Forests would be prepared to wait for a few months, if necessary, to obtain one or more partially-trained officers who are considered suitable in other respects.
 - The appointess will be required, in any case, to take a refresher course at the Imperial Forestry Institute during their first leave.
- I transmit the usual Form of particulars of the vacant post, and hope to send you an estimate hof the Colony's requirements for the next five years as requested in His Grave the Duke of Devonshire's despatch No. 497 of the 9th April, 1923, so soon as the Forestry Adviser - ur. Nicholson - has had an

Form of Particulars.

TENANT COLONEL L.C.H.S.AMERY, P.C., U.P.,

opportunity of studying the position comprehensively and submitting recommendations for my consideration.

I have the honour to be,

Sir,

Your most obedient, humble servant,

Towar Douham

A GOVERNOR.

EAST AFRICA PROTECTORATE.

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Particulars of the Office of Aget, Concervator of Porceto vacant

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	les tous Dister Primatily as Working Plane Office should be able to carry out Plane surveys stol measurements and alle intions of Sample irage and break of Morning Plane should also be a bit of Administrative Potes Office in case of need;
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3. Allowance, quarters, and other circumstances affecting the value of the Office.	2000 by 220 to 2720. Tree quarters sultable to a sing min man in a saston, or mouse.
4. Nature, number and account of securities required.	4
 Whether free passage is provided for person selected and his family. 	Free Panings for themselves. 240 towards Family Panishes, but selected employees should burnswied during first tour.

114h Johnson

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Head of Department.

EAST AFRICA PROTECTORATE.

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1.	Duties of Office and qualifications required for their performance.	Qualifications, Diplome of Degree in Boyesty o Oxford, Combridge or Dinbuggi U
	· /	vorsities. To be prepared to take course a Double largestry Institute after The fault.
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2.	Salary of Office.	Prof. Troub of the LFL CATO conversant with the consistency as requirements of this Daportment.
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4.	Nature, number and account of securities" required.	3
5.	Whether free passage is provided for person selected and his family.	Prec Papago for themsolven. 260 towards Remily Papage, but malented condidates abould undersed during first tour.
в.	General particulars regarding accommodution, furniture, &c., for information of	As per rulian in force for the
	candidate.	Chapter 1

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NAIROBI,

Head of Department.