

1929

Kenya

No. 15677

SUBJECT

CO 533/388

Ass't. Supts. of Police

Vacancies

Previous

15231/28

Subsequent

14247/31

See 16204/30

OAG - Telangana  
Legislative steps to be taken to appoint one officer  
as Ass't App't of Police. Remaining measures  
will be followed by procedure.

Act XVII, para 5 provides for  
3 new Asstt. App'ts. One of these posts  
was allotted in Select Com. to provide  
for private police in the NTP  
These officers are apparently  
required for service at Marathat,  
Dantewada & Nagara, & Narasara.

(Asstt. App't)  
It appears from no. 7 on  
15559/129 that the police provision  
in the Estm has now been  
approved, so this can be proceeded  
with.

V.F. L.

(Signature)

I had added as to app't allotted  
in accordance with the recent decision

N. Miller

1646/2

V.F. taken

T. Tamm

1714/2

(P.M.)

Wait Miller  
17/14/2

stace

Kenya with candidate selected  
Please advise all Panmesscares  
Offer as soon - see 155744/29

N.W.H.

16/5/29

Offered to Mr R.G. Bennett date 14/8/29 apply

Offer to Mr R.G. Bennett withdrawn - 32752/89

Approved submission & Mr K.F.M. Holmes  
having sent over to day for offer  
of app't. M. Stover  
11.7.29

32776

Two names appointed - file 326 A.

15.8.29. S.O.C. #3. ALL FIRST, 1929.  
Request that all Police cadets appointed be  
informed that it is considered undesirable for  
them to marry during the first two years of  
their service.

In Allier

In the despatch to which Sir  
Jacob Bath refers, the Governor wrote as  
follows: "Unmarried candidates only  
should be considered, and they should be  
informed that it is considered undesirable  
that they should marry during the first two  
years of service". On this you minuted as  
follows: "The condition as to not marrying  
during the first two years seems unreasonable.  
Action on it should be limited to letting  
candidates know that that is the opinion of  
the Colonial Government". This action was  
approved and presumably the Private  
Appointments have continued.

to pass on this advice to all candidates  
thinking of Kenya Police appointments.

Sir Jacob Bath now reiterates the word  
"conditions", and apparently wishes the rule as to  
not marrying to be made rigid. There are obvious  
objections to laying down any exclusive rule on  
this point, and I suggest that we should point this  
out to the local Government, saying that while the  
Secretary of State does not consider it advisable  
to make it a definition condition of appointment  
that an officer should not marry within his first  
two tours of service, steps will be taken, as in  
the past, to inform all the candidates for  
appointment as Cadet Officers in the Kenya Police  
that in the opinion of the local Government, it  
is considered undesirable that they should marry  
during the first two tours of service.

If this course of action is agreed to,  
members of the Clerical Section of the East  
African Department and Private Secretaries  
(Appointments) should see for guidance in case of  
future of vacancies.

3/29

in J.E.

for reference

In my copy this has been deleted, but it has  
been included at the end of research papers for further and more  
detailed examination. [The  
presiding officers were ~~not~~ <sup>not</sup> consulted.] The  
proposal came in the 1926 despatch and last night  
I suggested that in the 1928 despatch the last eight  
sentences may be omitted. It is difficult to bear  
in mind when two similar conditions are required to be  
met when this is not clearly indicated by the colon, and this  
did not supply any papers or particulars, and these  
special

Major Nurse.

I am afraid that this paper has been delayed. I found it necessary to search for further relative papers which it was difficult to trace.

2. As we cannot enforce conditions that a man must remain single after his selection for an appointment, it would seem wiser not to press the point unduly and I agree with Mr. Allen that candidates should not be informed that it is undesirable for them to marry during the first two tours of their service. If married privileges are to be withheld at all, it should not be for longer than one tour.

3. In regard to the selection of married candidates, the position is as described in our confidential despatch of the 11th of February on 4191/25, except that efforts to improve the supply of young unmarried candidates, referred to in paragraph 7, have met with a considerable measure of success, with the result that the number of occasions when we have had ~~to~~ <sup>in such cases</sup> selected married men has been greatly reduced. We could not, however, promise that we should always be in a position to select a single man, though every endeavour will continue to be made to obtain the services of single men in cases where they are preferred.

4. When candidates for appointment to Kenya Police are interviewed here, they are always told that (a) a junior Police Officer is always liable to be called on suddenly to perform duties which may entail his absence from Headquarters for a considerable period and that he would obviously carry out his duties more readily and efficiently if he could leave his Headquarters without having to make arrangements for the care etc. of his wife during his absence.

(b) That the rate of pay during the earlier years of his service is not sufficient for a married man, whether his wife is with him in Kenya or not.

G. H. Hutchinson

3/10/29

I agree generally with Major Hutchinson. There are few difficulties, though, that are trying to impose a man condition which you cannot impose. And I think that to try & prevent men from marrying until after they are 28 is in these particular days, unless it itself is likely to prove a serious obstacle to good recruitment, could not go very much the merits suggested by Mr. Hutchinson in regard to an election (b) marriage with the day of privilege.

J. D. Bruce

1/10/29

Draft submitted - in which I have made certain alterations (as suggested with my advice)

Draft after referred to  
Maj. Hutchinson above June 11/10/29

Proposed. Noted  
2. Kenya C.R. & Predece<sup>st</sup> to D.F.T., as amended, submitted 5  
for review  
See Patterson  
16.11.29

3. To Govt. Conf. (2nd meeting) 18 Nov 1929

M. G. Bruce  
do. Impeachment  
do. Immigration 1929  
do. Ventilation 23  
do. Warcombs 1/1  
do. Flies 14/1  
do. Railways  
do. Posts  
and  
Private Secretaries  
(Appointments)

to see pl.

(Copy attached to 1.7.1929 paper)

Mr. See 8/11

X 15677/29. Kenya.

Major Hutchinson n/n

Major Lee n/n

M. Parkes 14/11/29

Mr. Bottomley 15/11/29

Sir B. Harding

Sir J. Shuckburgh

Sir G. Grindall

Sir C. Davis

Sir S. Willing

Mr. Ormsby-Gore

Lord Lovat

Mr. Amery

DRAFT:

Cols  
V. Grants

KENYA

CONFIDENTIAL

Gov. Guv

Sir,

I have etc., to acknowledge

the receipt of Sir Jacob Barth's

Confidential despatch No. 93 of the 1st

August, in which he asked that Cadet

Officers appointed to the Police

Department of Kenya may be notified

of the "conditions" laid down in para. 5

of your Confidential despatch No. 45 of

3717/26.

The 22nd March, 1926, as to marriage

during the first two tours of service.

2. In view of the reference to "conditions"

in the first instance  
I must explain that a similar question

made it clear that in my  
recently arose elsewhere in the case

of an officer appointed on agreement,

and that, in accordance with previous

rulings, it was laid down that no such

requirement could be imposed as a

condition of appointment.

Mr. Parkes

I have pointed out  
that the Police Constables  
Guard in Kenya does  
certain a condition as to  
marriage, & permission  
must be obtained. Constable  
are in a different category  
but I have altered the draft  
to meet the point. 3717/26  
14/11/29

~~opinion, it would be~~  
~~2. There can, however, be no~~  
~~question of imposing as a condition of~~  
~~the appointment of Police Cadets the view~~  
of your Government that it is undesirable  
~~for Cadets~~  
that they should marry during their first  
two tours of service ~~and apart from this,~~  
the suggestion that candidates should be  
informed that marriage during such a  
period is undesirable, appears to me to  
be perfectly reasonable objection.

could not properly  
be imposed as a  
condition of  
appointment. Even  
so, however

According to the memorandum by the  
Commissioner of Police, which accompanied  
your confidential despatch No. 46 of the  
2nd March 1911, 20 years is apparently  
regarded as the most suitable age for

settled families, and I cannot regard it

as correct that the Government should  
assume that it is either encouraging  
the marriage of men until they

reach a certain age, or by suggesting  
other grounds which have not been stated in  
either of the despatches under reference.

X 3717/26.

The grounds for  
doing so have  
not been stated  
in the Report but  
will be referred to  
in the Appendix.

After

that marriage at an earlier date is

understandable. I am not aware that

there are any special circumstances

In the case of the Police Service of

Kenya which justify such a course.

3. The present practice is to

inform candidates when they are inter-

viewed for appointment as Cadet

Officers of the Kenya Police, that a

Junior Police Officer is always

liable to be called on suddenly to

perform duties which may entail his

absence from headquarters for a con-

siderable period and that he is

obviously in a better position to

comply with his instructions readily

and efficiently if he can leave his

headquarters without having to make

arrangements for his wife during his

absence. It is also pointed out to

candidates that the rate of pay on

first appointment is scarcely adequate

8

services in which single men are

preferred has been greatly reduced.

But, although every endeavour will

continue to be made to obtain the

services of single men in such cases,

I do not consider that the state of

recruitment would justify me in

giving a definite guarantee that

single candidates will be invariably

selected in the future, as that

might in any given case necessitate

the selection of a single man so

inferior to an available married

candidate as to be contrary to the

best interests of the Service".  
Force".

\*  
I have etc.,

(Signed) PASSEFIELD.

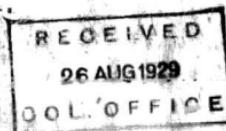
KENYA.  
No. 93



GOVERNMENT HOUSE,  
NAIROBI,  
KENYA.

CONFIDENTIAL

15 August, 1929.



My Lord,

With reference to Kenya despatch Confidential No. 48 of the 22nd of March, 1926, on the subject of the appointment of Cadet Officers in the Police Department, I have the honour to invite Your Lordship's attention to the last sentence of paragraph 5 thereof and to ask that the conditions therein laid down may be brought to the notice of all officers who are appointed to these vacancies.

2. It is considered undesirable that Cadet Officers should marry during the first two tours of their service.

I have the honour to be,  
My Lord,  
Your Lordship's most obedient,  
humble servant,

A handwritten signature in black ink, appearing to read "M. H."

ACTING GOVERNOR.

THE RIGHT HONOURABLE  
LORD PASSFIELD, P.C.,  
SECRETARY OF STATE FOR THE COLONIES,  
DOWNING STREET, LONDON S.W.

**VACANCY FORM.**

MR Allen 16/11/74

REFERENCE 15677/29 Kenya.

**(A) PROMOTIONS BRANCH.****(2) PRIVATE SECRETARY (APPOINTMENTS).**COLONY KenyaVACANCY Probationary Assistant Superintendent of PoliceCAUSE OF VACANCY New post.EMOLUMENTS £360 for 2 years, then if confirmed in

including any special notes as to appointment £425-£25-£600.

(a) Terms of appointment On probation for 2 years, then if confirmed, pensionable.

(b) Allowances £30 outfit allowance on first appointment

(c) Quarters. Free quarters or an allowance in lieu.

(d) Passages Free first-class passage. (and to married officers a grant of £40 towards passage of their wife and/or family) once each way each tour.

**REMARKS.**

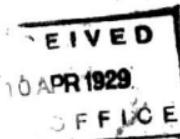
including any special notes as to

It is desired that an appointment should be made as soon as possible.

(i) Marriage Candidates.

Married candidates no objection, but the permission of the Governor is required for an officer to be joined by his wife before he had completed six months service.

(e) Qualifications required.



TELEGRAM from the O.M.G. of Kenya to the Secretary of State for the Colonies.

Dated 10th April.

(Received, Colonial Office, 11.33 a.m., 10th April, 1929).

No. 97. 10th April. Glad if early steps can be taken to appoint one of the new Assistant Superintendents of Police on probation vide Head XVI Item 5 of the Estimates. Recommendation to fill vacanc~~y~~ noted in your despatch of 231/28 18th February No. 115 and the remaining vacanc~~y~~ under 4° 5 quoted item of the estimates by promotion will be made in the near future.