

1929

Kenya

No. 15677

SUBJECT

C O 533/388

Asst. Supts of Police

Vacancies

Previous

15231/28

Subsequent

14047/31

See 16209/30

045 - 12.10.47

Requests may steps be taken to appoint me again
near Ass: Dept of Police. Remaining vacancies
will be filled by promotion.

Head xvi - 10000 provides for
3 new Asst Supts. One of these posts
was added in select class to provide
for further police in the A.P.P.
These officers are apparently
required for service at Marasahit,
Mantam a Moyale, & Navrashta.

Case
12/11/47

It appears from no 7 on
15559/29 that the police provision
in the 5th has now been
approved, so this can be proceeded
with.

V.F. Loo

Eastern

I had added as to what ^{15.4.29} allocated
in accordance with the recent decision

J.W. Allen

16/4/29

V.F. Loo

Walter Stokes

17/4/29

stall

(100)

Kenya wishes candidate should
behave in such a manner (unmarried)

Offer a letter - see 15574/25

JN Allen

16/5/28

Offered to Mr R.G. Bennett 2/c 14805 apply

Offer to W. R. Bennett withdrawn - 32752 & 4

1488 Approves submission of Mr K.M. Holmes
being sent over to day for offer
of app. M. Stormy 11.7.28 32776

Mr. J. M. Lines appointed - file 376 A.A.

1929. 10.3.30. P. 13. AT REST, 1929.
requests that all Police Agents appointed be
informed that it is considered undesirable that
they should marry during the first two tours of
their service.

Mr. Allen

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
tours of service". On this you minuted as
follows:- "The condition as to not marrying
during the first two tours seems unreasonable.
If 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 Electrical Section of the East
African Department and Private Secretaries
(Appointments) should see for guidance in case of
future of vacancies.

3/11
26/5/28

[In 1929, this has been delayed, but it has
been a great deal of research into the matter more
pressing matters were ~~not~~ attended to.] The
suggestion that in 1928 regarding the last night
of when two still unmarried were offered this year
and this is not surprising in view of the fact
did not supply any papers of particulars, and these
special

Major Purse.

1. 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 ^{to} select married men ^{for all ranks in which single men are preferred} has been greatly reduced. We could not, however, promise that we should always be in a position to select a single man ^{in such a case} 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.

Left a copy of the paper to the Director to check before Jan 4/26

Handwritten signature and initials

(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.

John Hutchinson

31/10/49

I agree generally with the language of Hutchinson. There are few things which you cannot impose on a man which you cannot enforce. And I think that to try to prevent men from worrying until after they are 30 is, in these post-war days, unwise in itself & likely to prove a serious obstacle to good recruitment. I should not go beyond the limits suggested by Hutchinson in regard to selection (b) war-time (c) withdrawal of privileges.

J. Sturtevant

1/11/49

Draft submitted - in which I have made certain alterations (as compared with my original

draft) after reference to Mr. Hutchinson & Prof. J. Sturtevant. H.S. Allen

Receipts Noted
2 Kenya C. & P. Receipts
3 Log. Receipts W.N.

DFT, & amended, submitted 5
for revision
Recd. Parliament
14.11.49

at a meeting of the
earlier meeting
3. To Hon. Conf. (2 Amended) 30/11/49

- Mr. Cliffe
- do. [unclear]
- do. [unclear]
- do. [unclear]
- do. [unclear]
- do. [unclear]
- do. [unclear]
- do. [unclear]

and
Private Secretaries (Appointments)

to see pl.

(Copy attached to 27/10/49 paper)

X 15677/29. Kenya.

C
R 15677/29
D 15

Downing Street,
18 November, 1929.

Sir,

SH

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 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.

DRAFT.

Caps.
V. Richards

KENYA

CONFIDENTIAL

gov. 9/19

3717/26.

Mr. Pakenham

Can have points out that the Police Constables Agreement in Kenya does contain a condition as to marriage, i.e. permission must be obtained. Doubtless as in a different category but I have altered the draft to meet the point. 20/11/29
14/11/29

~~Opinion, it is said to be~~
~~2. There can, therefore, be no~~

~~question of imposing as a condition of~~
~~the appointment of Police Cadets the view~~

of your Government that it is undesirable
for a Cadet
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 open to considerable objection.

could not properly
be imposed as a
condition of
appointment. Even
be independent

According to the memorandum of the
Commissioner of Police, which accompanied

your Confidential despatch No. 45 of the
22nd March 1914, 22 years is apparently
regarded as the most suitable age for

X 3717/26.

such candidates, and I cannot regard it

as desirable if the Government would
assume the responsibility of discouraging

the marriage of candidates until they

reach the age of 22, even by suggesting

~~on grounds which have not been stated in~~
~~either of the despatches under reference~~

that

that marriage at an earlier date is undesirable. I am not aware that there are any special circumstances in the case of the Police Service of Kenya which justify such a course.

The grounds for doing so have not been stated in the report under reference.

3. The present practice is to inform candidates when they are interviewed 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 considerable 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 definite guarantees 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.

92



KENYA.

No. 93

GOVERNMENT HOUSE,
NAIROBI,
KENYA.

CONFIDENTIAL.

1st August, 1929.

RECEIVED
26 AUG 1929
COL. OFFICE

Gov. 3/4/26

unrecorded copy

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,

ACTING GOVERNOR.

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

candidate apply
© K.T.M. Holmes

V.

VACANCY FORM.

Mr. Easton 16/11/74
MR. Allen

REFERENCE 15677/29 Kenya.

(1) PROMOTIONS BRANCH.

(2) PRIVATE SECRETARY (APPOINTMENTS).

COLONY Kenya

VACANCY Probationary Assistant Superintendent of Police

CAUSE 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.

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

(c) Qualifications required.

RECEIVED
10 APR 1929
OFFICE

11
END

TELEGRAM from the O.A.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 vacancies noted in your despatch of 18th February No. 115 and the remaining vacancies under quoted item of the estimates by promotion will be made in the near future.

231/28
10 5