

1929

Kenya

No. 15416 C 0533/388

SUBJECT

Technical Officers for P. T. Dept
Recruitment from S African Govt

Period of probation & pensionable status

Previous

1000/0030/2450
10200/27 (1924)

Subsequent

Revision of Records 7/1/57
Miss Calcutt 823.F

Submits that in the case of technical officers recruited from the establishment of the Union Service, the usual period of five years' probation should be waived and should be considered for pensionable status after one year of service of not less than 2½ years.

I have been going to find precedents for a proposal such as this, but the only useful one I can find is 14665 E.A. (Mr J.D. Henderson).
 No other officers

A. Hamilton Smith
 16/5/29

Although the despatch suggests that these Officers have been recruited on similar terms as men from the Home Service it was not at all clear that this was actually the fact. I therefore took an opportunity of discussing the matter with Mr. G.P. Willoughby, Chief Telegraph Engineer, when he called on the 17th of May. From the reference to the correspondence ending in March, 1927, it might be assumed that the men in question are those engaged as an immediate result of that correspondence and that they have therefore almost completed a year. The fact, however, is that 4 people were obtained on secondment from South Africa and arrived in the Colony at the end of 1927 or the beginning of 1928. They were seconded not for 2½ years like Home Service men but were given the option of returning to South Africa or permanent appointment in Kenya at the end of 6 months - and at the end of that time they all elected to return to South Africa. 4 more people were then obtained from South Africa and arrived in the

Colony

1929

Colony about October or November; ~~the first~~
three being established Officers in South
Africa who were seconded for a period of
6 months with the option of returning to
South Africa or permanent appointment in Kenya
but the fourth man was an ^{un-}established Officer
in South Africa and the secondment arrangements
did not apply to him, so presumably he is
serving under the same conditions as other
technical Officers, namely, he is required
to do two tours before the question of
confirmation arises.

Mr. Willoughby seemed clear that as
regards the three men, the question of
pensionable status must be considered at the
end of the 6 months and not deferred until
the end of a tour; and this seems reasonable
in view of the fact that the option of
returning to South Africa is only open to them
for 6 months.

I don't think that Mr. Willoughby was
very keen to have his name brought into this
so I reply to the Acting Governor asking
whether in view of the reference to the
case of Technical Officers recredited from the
Cape Service it is to be understood that the
Officers engaged from South Africa were all
seconded on the pensionable establishment in S. A.
and have been appointed for one tour
of 2 1/2 years in the first instance with the
option

option at the end of that time either of
reverting to the South African Service or
accepting permanent and pensionable
appointment in Kenya if offered by the
Colonial Government. - Mr. Day West

W. Allen

2/5/34

if this carried by agreement
the position is clear
gives the necessary approval
under the

200P
27.5.28

To Gen. HIO - 10/1/34
B. J. ...

3. O.A.G. 607. 10 AUGUST, 1929.
States that three of the officers were serving on the
pensionable staff in South Africa, but the fourth
officer was not and it is proposed that he serve
an agreement for two tours.

This may interest the S. A. Govt. even
for Kenya. But can you solve the position
of the man referred to in para 2? They
have asked their Chairman with S. A.
but are apparently not favourable in
view of an agreement in agreement if
they have accepted the position. They
themselves at the time were agreed because
of the fact I suppose we need not
discuss I can agree to what the S.
has me. W. Allen
2/5/34

period of 6 months. In fact it seems clear that the Union Govt would not now agree to such a course.

In the case of might be suggested, as regards officers recruited in the future from the pensionable staff of the Union Govt, that they should be recruited on terms similar to those issued upon in the case of the Bilderson 15 for 6 months, without the option

of re-employment at the end of that period. Kenya are prepared to recommend the permanent transfer and provide to cover the Union to an agreeable

in regard. The officers would be recruited there on a permanent basis. Kenya are prepared to recommend the permanent transfer and provide to cover the Union to an agreeable

in the second paragraph of the dispatch

Before action is taken the file should be referred to the Union Govt for their observations

K. King

all

10 4 80
I agree that pensionable status from the date of original appointment should be given to the officers already recruited from the pensionable staff of the Union.

As to conditions in regard to future cases recruitment for six months, with the possibility of permanent transfer at the end of that period at the sole discretion of the Kenya Govt, whether the offer is or is not, strikes me as being very unreasonable, and I doubt whether many candidates will be forthcoming on that condition.

I don't know why the Union Govt should the period of recruitment to six months it will be more satisfactory if it could be arranged that the period should be 20-30 months plus leave, with permanent transfer at the end of that period if mutually agreeable.

It is thought that the Kenya Govt should be consulted in view of Kenya as to the conditions in view

case, it might be suggested that
the S.W. endeavor to arrange an
agreement to cover such cases with
the University, on the basis of
recruitment for two years, leave &
permanent transfer of the officer
whose it is thought would want him.

Garwood
11.4.30

Mr. Jeffries

In your various places

I had the pleasure to say
nothing on the general
question, but am fully
open to the proposal
made in the previous
status. ~~nothing~~ from date
~~will be~~ the officers
first started to serve
under the Garwood Plan.

Agreement by me that
only if his wife
Worship by name -
11.4.30

Files complete as per
all next to them
is a note as to the
position of each on the
other file. all persons
W.C. 30

11.4 with the proposals in
paras 2 & 3 of the draft

11.4.30

asked to approve
your proposals
11.4.30

11.4.30

6 to Cav 305 - 5 Award - 14 APR 1930

Recd. 11.4.30
W.C.

4012
Wood V.F.
4013
Wood V.F.

C. O.

15716/29 Kenya.

Mr. Pooler 11/4/30.

Mr. Tenning.

Mrs.

Mr. Bottomley

Sir J. Shackleton

Sir G. Grindley

Genl. U.S. of S.

Parly. U.S. of S.

Secretary of State.

12
17

1st April, 1930

Handwritten initials and scribbles

Sir,

I have etc. to acknowledge the receipt of your despatch No. 109 of the 25th February, and to inform you that I approve your

DRAFT.

Kenya.

No. 305

Gov. Grigg.

Messrs Rindlar, B. Hauke, F. S. Gale, V. F. Wood + Alderson + any others who may be similarly

proposal that Telegraph Inspectors recruited from the pensionable establishment of the Union of South Africa or elsewhere, who were on the pensionable staff prior to transfer to the Kenya service, should be admitted to the pensionable establishment of Kenya with effect from the date on which their transfer to Kenya takes effect

PERSONAL FILES TO BE NOTED

made

I have etc.

(Signed) PASSFIELD.

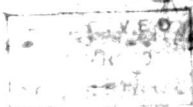
KENYA.

No. 109



GOVERNMENT HOUSE,
NAIROBI,
KENYA.

58



February, 1930.

My Lord,

With reference to Your Lordship's despatch No. 727 of the 16th September, 1929, regarding the date of admission to the pensionable staff of this Colony of Telegraph Inspectors recruited from the Union of South Africa who were on the pensionable staff before transfer to this Service, I have the honour to inform Your Lordship that while the usual procedure would have been followed in the case of transfers from another Colony I was not aware that this applied to transfers from the Dominions.

2. I am informed by the Postmaster General that the officers in question now maintain that they understood they would be absorbed into the Kenya pensionable establishment as from the date they severed their connection with the South African Service and in view of this it would appear only reasonable to grant them the concession of pensionable status with effect from the dates of their permanent transfer from South Africa.

3. Since Sir Jacob Barth's despatch No. 507 of the 10th August, 1929, was written two additional officers have been recruited from the pensionable staff of the Government of the Union of South Africa and I now recommend that the following officers:-

Messrs. R. Sinclair, F. S. Naude, F. S. Gale, V. F. Wood
and A. W. Weaver, 40196A

and any others who may be similarly recruited in future-

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

from

from the pensionable establishment of the Union of South Africa, or elsewhere, be admitted to the pensionable establishment of this Colony with effect from the dates of their original appointment to Kenya.

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

Edward Clegg

G O V E R N O R .

Mr. Pooley 9/9/29.

Mr. Hatcher.

Mr.

Mr. Bottomley.

Sir E. Harding.

Sir J. Shuckburgh.

Sir G. Grindle

Sir C. Davis.

Sir S. Wilson

Mr. Ormsby-Gore

Lord Lovat.

Mf. Amery.

Ans 5

CD
148

16 September, 1929.

Sir,

I have etc. to acknowledge
Sir J. Shuckburgh
the receipt of your despatch

DRAFT.

(No.3) No.507 of the 10th August,

Kenya.

No. 727

Governor.

regarding the position of certain
Telegraph Inspectors recruited
from South Africa, and to point
out that it is usual for pension-
able status to be recorded
automatically to an officer on
permanent transfer from pension-
able service elsewhere.

2. I shall be glad to be
informed whether the special
arrangement by which these
officers are not to be admitted
to the pensionable establishment
of Kenya until they have served

Mr. Pooley 9/9/29.

Mr. Hatcher.

Mr.

Mr. Bottomley.

Sir E. Harding.

Sir J. Shuckburgh.

Sir G. Grindle

Sir C. Davis.

Sir S. Wilson.

Mr. Ormsby-Gore.

Lord Local.

Mr. Amery.

*Ans'd
5*

CD
10/14

16 September, 1929.

Sir,

I have etc. to acknowledge
Sir James Bland
the receipt of your despatch

DRAFT.

(No.3) No.507 of the 10th August,

Kenya.

No. 727

Governor.

regarding the position of certain
Telegraph Inspectors recruited
from South Africa, and to point
out that it is usual for pension-
able status to be accorded
automatically to an officer on
permanent transfer from pension-
able service elsewhere.

2. I shall be glad to be
informed whether the special
arrangement by which these
officers are not to be admitted
to the pensionable establishment
of Kenya until they have served

a tour of not less than 2½ years

was clearly understood and accepted
by them before they were permanently
transferred to the service of the
Government of Kenya.

I have etc.

(Signed) PASSFIELD.

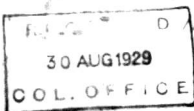
KENYA.

No. 507



GOVERNMENT HOUSE,
NAIROBI,
KENYA.

August, 1929.



My Lord,

With reference to Mr. Amery's despatch No. 410 of the 3rd of June, regarding the period of probation to be served by certain Telegraph Inspectors recruited from South Africa, I have the honour to inform Your Lordship that three of these officers were serving on the pensionable staff in South Africa.

2. The Government of that country was willing to second them to this Colony for six months only and their permanent transfer to the service of Kenya has already been recommended and approved. They therefore have not the option of reverting to the South African Service on the expiry of their present agreement.

3. The fourth officer, Mr. C.L. Whitfield, who was recruited at the same time was not on the pensionable staff in South Africa and it is proposed that he should serve on agreement for two tours of service in accordance with the usual conditions applicable to the technical staff.

I have the honour to be,

My Lord,

Your Lordship's most obedient,
humble servant,

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

ACTING GOVERNOR.

52038 16 SEP 1929

- Mr. Franklin Smith 27/5
- Mr. Allen 27
- Mr.
- Mr. Bottomley
- Sir E. Harding
- Sir J. Shuckburgh
- Sir G. Grindle
- Sir C. Davis
- Sir S. Wilson
- Mr. Ormsby-Gore
- Lord Lovat
- Mr. Amery

H-28MAY
 0 3

Amery No. 3

3/11/29

DRAFT.

Kenya
 No. H-10
 O.A.G.

Sir.

I have the honor to acknowledge your Dep. No. 231 of the 13th April in regard to the proposal to be served by certain of the telegraph inspectors recruited from S. Africa.

In view of your reference to the pool of Technical Officers recruited from the Home Service, I am unable to say whether it is possible to understand that the telegraph inspectors in S. Africa will be serving on the permanent establishment in S. Africa, and have been appointed for one term of 2 1/2 years in the first instance, with the option at the

the end of that line either

of referring to the S. African

service or of accepting personnel

as permissible affc. in Kenya,

& ~~the~~ offered by ^{the} ~~the~~

Govt

3. If the above correctly

represents the position I give

the covering approval for which

you ask

I enc. etc

(Signed) J. S. AMERY

13
END



KENYA
No. 231

GOVERNMENT HOUSE,
NAIROBI,
KENYA

RECEIVED
6 MAY 1929
COL. OFFICE

13 April, 1929.

Sir,

With reference to correspondence terminating with your telegram of the 26th of March, 1927, approving the engagement from South Africa of officers to fill certain vacancies in the Post and Telegraphs Department of this Colony, I have the honour to inform you that suitable officers have now been obtained as Telegraph Inspectors from the Government of the Union of South Africa.

200/27 (ho. 5)

720
10
9

2. The Postmaster General has submitted a recommendation that, in view of the fact that the men selected were established officers in the Union service, the usual period of five years' probation required in the case of technical officers should be waived and that these officers should be considered for pensionable status after one tour of service of not less than 2½ years.

3. In the circumstances I agree that this recommendation is fair and equitable and I trust that you will be prepared to accord your covering approval.

I understand that technical officers recruited from the Home service for pensionable posts are similarly treated.

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

THE RIGHT HONOURABLE
LIEUTENANT COLONEL L.C.M.S. AMERY, F.C.M.P.,
SECRETARY OF STATE FOR THE COLONIES,
DOWNING STREET,
LONDON S.W.

ACTING GOVERNOR.