

1921

KENYA

22069

CROWN AGENTS

Date
MARCH 1961

of
5-11-21

A CIRCULATION

Mr. Parkman

SUBJECT
EUROPEAN POLICE SERVICE FILES

187

AGREEMENT AND CONDITIONS OF SERVICE

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CONDITIONS OF SERVICE FOR EUROPEAN CONSTABLES IN THE KENYE COLONY AND PROTECTORATE POLICE FORCE.

A.—Recruits must fulfil the following conditions:—

Conditions of
engagement.

(1) They must not be under 23 or over 30 years of age, not under 5 ft. 6 ins. in height or under 34 ins. in chest measurement.

(2) They must be unmarried.

B.—The term of engagement will be for thirty months, dating from the day of enlistment in the Colony or from the date of disembarkation on the African coast in the case of overseas Recruits.

Term of
engagement

C.—If of good character on completion of his engagement, or within six months of completing the same, a Recruit may, if he desires it and the Government desires to retain his services, be re-engaged for further service by periods of thirty months until he attains 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 time for European officials in the service of the Colony.

Re-engagement

D.—(1) Pay £300 per annum.

(2) On promotion to 2nd Class Constable, pay £225 per annum.

(3) On promotion to 1st Class Constable, pay £250 per annum.

Pay and
promotion.

(4) Half pay will be paid from the date of embarkation on first engagement. Full pay will begin from the date of disembarkation on the African coast.

(a) Quarters, free of rent (but not of rates or other similar outgoings), will be provided if available. When 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.

E.—(a) The Recruit will on first enlistment be provided with the following outfit, which will be issued to him in the Colony:

- 2 Tunics
- 2 Pairs Breeches
- + 1 Helmet
- 2 Pairs Putties
- 2 Blankets;

Uniform
Equipment,
&c.

and after his first year of service he will be granted an allowance of £10 per annum for upkeep of uniform.

(b) In the event of the Recruit being discharged within six months of his enlistment he will be required to return the articles issued to him by the Government.

* The Helmet is now issued in Regiments.

(c) Each Constable is required to supply himself and keep himself supplied with two pairs of brown load shooting boots and it is desirable to purchase these in England.

Notes.—(a) Two uniforms should last a year.

(b) Helmet, with care, should last 30 months.

F.—(a) "Passage" in this agreement means a second-class passage, and includes conveyance by railway, steamer, or other transport between the African Coast and the station of the person engaged in the Colony, and conveyance by railway, second class, on the Continent of Europe where necessary.

(b) The Government shall provide the Recruit with a free passage to the Colony but shall provide him with a passage home only as hereinafter provided.

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

G.—(a) After a tour of thirty months continuous residential service the recruit (a) may at the discretion of the Government be granted leave of absence on full pay (known as vacation leave) for the time necessarily spent on the voyage home, and for two and a half days in respect of each completed month of continuous residential service, and shall be provided with a free passage home provided that he claims and avails himself of it within two months and (b) if he is returning to the Colony for further service, may, at the discretion of the Government, be granted further leave of absence on full pay (known as return leave) for two and a half days in respect of each completed month of continuous residential service, and for the time necessarily spent on the voyage out, and shall be provided with a free passage out. The Recruit hereby agrees that if he should fail to return to the Colony at the expiration of his return leave he will repay on demand the amount which may have been paid to him in respect of such return leave. If invalided home before completing the tour of service he will be subject to the same rules in respect of duration of leave as officers on the permanent establishment.

(b) The period of any voyage shall be reckoned as commencing on the day of embarkation of the person engaged and ending on the day previous to the day of disembarkation of the person engaged, both days inclusive.

In the case of any outward voyage from England, via Marseilles, the day of embarkation shall be taken to be the day previous to the date of departure from Marseilles of the steamer by which the person engaged travels, and in the case of any voyage to England, via Marseilles, the day of disembarkation shall be taken to be the day after the date of arrival at Marseilles of the steamer by which the person engaged travels.

H.—A Constable may be discharged at any time.

- (a) When pronounced mentally or physically unfit for further service by a Medical Officer.
 (b) When sentenced to be dismissed from the Force for misconduct.
 (c) If the Commissioner shall consider that he is unlikely to become an efficient Constable.
 (d) On reduction of establishment.
 (e) On purchase of discharge if approved by the Commissioner at the following rates—

£20 during the first year of service,

£15 during the second year of service,

£10 during the third or any subsequent year of service,

and on refunding the whole or such portion of the cost, if any, incurred by the Government in bringing the Constable to the Colony as the Governor shall determine.

* Wherever two and a half days are mentioned in this paragraph three days may, at the discretion of the Government be substituted in respect of service at any station which is classed by the Government as an unhealthy station.

I.—A Constable is not at liberty to resign his office without the leave of the Commissioner. — Resignation

J.—In accordance with the Regulations prescribed for their observance in the Police Discipline Ordinance.

K.—Language and Promotional examinations as from time to time prescribed.

L.—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. — Examination

M.—A European non-commissioned Officer or Constable is not allowed to marry unless Marriage permission is first obtained from the Commissioner. Before permission can be granted to a Constable it will generally be necessary for him to have served at least two years in the Force with a good record, and have attained the Second Class Grade.

No quarters are available for married non-commissioned officers and constables.

DUTIES, SOCIAL POSITION AND PROSPECT OF PROMOTION OF EUROPEAN POLICE.

1.—The duties of European Constables, stationed in towns such as Nairobi include ordinary Town beat and point duty, Charge Office duty, investigation of cases, etc., and mounted or cycle patrol work; those of Constables stationed at out-stations in the Highlands consist chiefly of patrolling (usually mounted on a horse or mule) European Settlement areas and of investigating cases occurring therein.

2.—The social status of European Police in the Colony is similar to that of a Constable in England.

3.—Suitable men, who are required to pass a qualifying examination in police duties and orders, also an examination on their colloquial knowledge of the native language (Kiswahili) prior to promotion to the 2nd and 1st grades, may also obtain promotion to the non-commissioned rank of Assistant Inspector as vacancies occur; it must, however, be understood that vacancies in the non-commissioned ranks are not of frequent occurrence.

4.—An Assistant Inspector's pay is £250-£15-£300 per annum and £10 per annum Uniform allowance, and that of an Inspector £300-£15-£400 per annum and £10 per annum Uniform allowance.

INFORMATION RELATING TO UNIFORM AND EQUIPMENT.

List of articles issued free (to be returned to store on discharge, proceeding on leave, etc.)

Sam Brown belt complete.	1 baton.
Revolver and lanyard.	9 buttons with rings.
50 rounds ammunition.	1 button brass and brush.
1 whistle and lanyard.	1 water bottle complete.
1 waterproof cape.	1 pair shoulder badges.
1 haversack.	1 duty badge.

House furniture supplied with quarters—

1 bed with spring mattress and mosquito net.	1 set bedroom crockery (enamel)
1 chest of drawers [when necessary]	1 bonnetmode
1 dining table	1 washstand (iron)
2 chairs, dining room	1 filter

A tent is supplied when necessary for the performance of the duties for which a constable is detailed.

March, 1921.

Agreement

made this _____ day of _____
 One thousand nine hundred and _____ Between THE
 CROWN AGENTS FOR THE COLONIES of 4 Millbank
 S.W. London in the County of Middlesex acting for and
 on behalf of the Government of the Kenya Colony and
 Protectorate (hereinafter called the Government) of the one
 part and

KENYA
 POLICE
 REGR.
 APPTS.

in the County of _____

of the other part.

Whereby it is agreed between the said parties as follows --

1. The said _____
 (hereinafter called the Recruit) is hereby selected as a fitting and proper
 person to be enrolled in the European Police Force of the Kenya
 Colony and Protectorate (hereinafter called the Colony) upon the terms
 and conditions set forth in this agreement

2. The said Recruit hereby undertakes and agrees to proceed forth-
 with to such port as may be designated by the Crown Agents for the
 Colonies in a vessel to be indicated by them and that he will upon his
 arrival at such port proceed to the Head Quarters of the Kenya
 European Police Force or to such other place as he may be directed by
 the Government or by any duly authorised officer and will report
 himself at the Head Quarters or such other place as aforesaid in order
 that he may be attested as a Constable in the Kenya European Police
 Force in accordance with any Proclamation or Regulation of Regulations
 for the time being in force providing for the discipline and organization
 of that force.

3. The Government shall provide the said Recruit with a free
 second-class passage from England to the Colony together with third-
 class railway fare to the port of embarkation.

4. The Recruit hereby undertakes and agrees that in the event of
 his not presenting himself for attestation as aforesaid on his arrival in
 the Colony or in the event of his resigning from the force before the
 expiration of this agreement for any other reason than ill-health not
 caused by his own misconduct he will refund on demand to the Govern-
 ment of the Colony or to the Crown Agents for the Colonies the
 amount paid for his passage to the Colony. A certificate signed by a
 duly qualified medical officer employed by the Government shall be
 conclusive evidence on the question whether or not the Recruit was
 compelled to resign by reason of ill-health within the meaning of this
 clause.

CONDITIONS OF SERVICE FOR EUROPEAN CONSTABLES IN THE KENYA COLONY AND PROTECTORATE POLICE FORCE

A.—Recruits must fulfil the following conditions—

(I.) They must not be under 23 or over 30 years of age, not under 5' 6" in height or under 34" in chest measurement.

(II.) They must be unmarried.

B.—The term of engagement will be for 30 months dating from the day of enlistment in the Colony or from the date of disembarkation on the African Coast in the case of oversea Recruits.

C.—If of good character on completion of his engagement or within six months of completing the same the Recruit may if he desires it and the Government desires to retain his services be re-engaged for further service by periods of thirty months until he attains 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 time for European officials in the service of the Colony.

D.—(I.) Pay £200 per annum.

(II.) On promotion to 2nd class Constable—Pay £225 per annum.

(III.) On promotion to 1st Class Constable—Pay £250 per annum.

(IV.) Half pay will be paid from the date of embarkation on first engagement. Full pay will begin from the date of disembarkation on the African Coast.

NOTES.—(a) Quarters free of rent (but not of rates or other similar outgoings) will be provided if available. When 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.

E.—(I.) The Recruit will on first enlistment be provided with the following outfit which will be issued to him in the Colony:—

- 2 Tunics
- 2 Pairs Breeches
- † 1 Helmet
- 2 Pairs Putties
- 2 Blankets

and after his first year of service he will be granted an allowance of £10 per annum for upkeep of uniform.

† The Helmet is now supplied in England.

(II.) In the event of the Recruit being discharged within six months of his enlistment he will be required to return the articles issued to him by the Government.

(III.) Each Constable is required to supply himself and keep himself supplied with two pairs of brown laced shooting boots, and it is desirable to purchase these in England.

NOTES. — (a) Two uniforms should last a year.

(b) Helmet, with care, should last 30 months.

F. — (a) "Passage" in this agreement means a second class passage, and includes conveyance by railway, steamer, or other transport between the African Coast and the station of the person engaged in the Colony, and conveyance by railway, second class, on the Continent of Europe where necessary.

(b) The Government shall provide the Recruit with a free passage to the Colony, but shall provide him with a passage back to England only as hereinafter provided.

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

G. — (a) After a tour of thirty months' continuous residential service the Recruit (a) may at the discretion of the Government be granted leave of absence on full pay (known as vacation leave) for the time necessarily spent on the voyage home and for two and a half days in respect of each completed month of continuous residential service and shall be provided with a free passage home provided that he claims and avails himself of it within two months and (b) if he is returning to the Colony for further service may at the discretion of the Government be granted further leave of absence on full pay (known as return leave) for two and a half days in respect of each completed month of continuous residential service and for the time necessarily spent on the voyage out and shall be provided with a free passage out. The Recruit hereby agrees that if he should fail to return to the Colony at the expiration of his return leave he will repay on demand the amount which may have been paid to him in respect of such return leave. If invalidated home before completing the tour of service he will be subject to the same rules in respect of duration of leave as officers on the permanent establishment.

(b) The period of any voyage shall be reckoned as commencing on the day of embarkation of the person engaged and ending on the day previous to the day of disembarkation of the person engaged both days inclusive.

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And on refunding the whole or such portion of the cost (if any) incurred by the Government in bringing the Constable to the Colony as the Governor shall determine.

I. — A Constable is not at liberty to resign his office without the leave of the Commissioner.

J. — In accordance with the Regulations prescribed for their observance in the Police Ordinance.

K. — Language and Promotional examinations as from time to time prescribed.

L. — 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.

M. — An European Non Commissioned Officer or Constable is not allowed to marry unless permission is first obtained from the Commissioner. Before permission can be granted to a Constable it will generally be necessary for him to have served at least 2 years in the Force with a good record and have obtained the 2nd Class Grade.

No quarters are available for married Non-Commissioned Officers and Constables.

(Signature of Recruit)

Signature of Witness.