

1922

KENYA

43533

GOVERNMENT
NOTIFY

190

DATE

9th AUGUST 1922

31 AUG 22

FOR CIRCULATION

Mr. *[Signature]*
Mr.
Mr.
Mr. *[Signature]*
Mr. *[Signature]*
Mr. *[Signature]*
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Mr. *[Signature]*
Mr. *[Signature]*
Mr. *[Signature]*

SUBJECT

ADMINISTRATIVE STAFF

463

REINFORCEMENT

Confirms telegram of the 9th June and schedule of proposed future allocations, as to Secretariat, Clerk of Councils, and Commissioner's Section and on the 9th June retracted.

DETAILS

This paper was before me in various connections but has hitherto not been initiated. It is perhaps unfortunate that the Ests. were not asked to furnish the views on this at the same time as of the reorganisation of the Ests. Office & the Secretariat; but as this was not done, and as much of the despatch is now out of date it does not seem necessary to take any action until the 1923 Ests. are received, when the position can be gone into. Meanwhile steps have

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Government Paper

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46649

MINUTES.

MINUTES NOT TO BE WRITTEN
ON THIS SIDE.

seen taken for the reports
on returned cadets in
the last para. to be
recorded in the individual
files

at once



GOVERNMENT HOUSE,
NAIROBI,
KENYA.

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8th August, 1922.

Sir,

I have the honour to confirm my telegram No. 194 of the 9th June reading as follows:-

* My despatch 24th March No. 374 - In view of need for economy regret must retrench Coxon now on leave. Please inform him if approved. Recommend him for transfer. Request reduction of retrench for same reason also following five Administrative Cadets viz Twonig, Lechene, Webber, Boyd and Lowder. Should be glad to be telegraphed. Despatch follows.

2. Certain suggestions for retrenchment in the staff of the Administration Branch, including personal staff and that of the Secretariat and Chief Native Commissioner's Office, have been submitted to me by the Economic and Finance Committee. Your despatch of 27th June is now sitting to consider means for reduction of Government expenditure.

3. I have given close consideration to these proposals and have arrived at the conclusion that these proposals for reductions of the Administrative Staff are possible in certain specified districts so as to give the following result:-

<u>Grade.</u>	<u>Establishment</u>	<u>Existing</u>	<u>Proposed.</u>
Senior	9	9	7
1st	49	38	40
2nd	92	95	79
Totals.	<u>150</u>	<u>142</u>	<u>126</u>

The allocation of this staff is clearly set out in the attached schedule, with regard to which I have to

make -

THE RIGHT HONOURABLE

WINSTON CHURCHILL, P.C., M.P.,
SECRETARY OF STATE FOR THE COLONIES,
DOWNING STREET, LONDON, S. W.

the following observations:-

Secretariat. In lieu of the Junior Assistant Secretary and one European Clerk, I have provisionally appointed to act as an Establishment Officer the present Office Superintendent, Mr. G. W. Knapman. I have approved that this post at £500 by £25 to £500 may be inserted for consideration in the 1923 Estimates. This Officer deals with all Statistics and Returns required by and from the Secretariat as well as with all personal matters such as applications for leave, appointments and inquiries regarding appointments. The post of Establishment Officer is, however, not on the schedule as it is special. My appointment will be given in my report.

Clerk of Councils. This is a special post not shown on the schedule; it is proposed to retrain this post upon the termination of the "vacation" leave of the holder, Mr. H. Malpass, and to divide his duties among the remaining staff in the Secretariat and at Government House.

Chief Native Commissioner's Section. The remaining two 1st Grade posts are the Principal Inspector of Labour and the Chief Registrar of Natives; the latter will be able, with the assistance of the Junior Assistant to combine with his duties the clerical and statistical work which it was intended should be performed by the Senior Inspector of Labour, this post being retrained. The four 2nd Grade posts are for three Labour Inspectors and one Junior Assistant. I have always been of opinion that Labour Inspection can best be carried out by officers who have had practical experience of Native administration and of the habits and customs of Africans in their own Reserves. My proposal, therefore, is to abolish the posts of Labour Inspector as such, equally increasing -

increasing the number of 2nd Grade Administrative posts, and attaching three Administrative Officers to the Principal Inspector of Labour for this work. With this I trust that you will agree. The two present holders, Messrs. Galway and Shields, will be absorbed into other posts as opportunity offers.

With regard to the Junior Assistant for the Chief Native Commissioner, in your despatch Confidential of 5th January, 1922, you were unable to allow the appointment of a Personal Assistant to the Chief Native Commissioner. Experience, however, shows that the Deputy Chief Native Commissioner is unable to deal with the volume of work which is required of him, and in the absence of a Junior Assistant, the Chief Native Commissioner and Special Commissioner are unable to deal with the volume of work which is required of them. It is therefore recommended that a Junior Assistant be appointed to the Chief Native Commissioner, and that a Personal Assistant be appointed to the Chief Native Commissioner, and that a Junior Assistant be appointed to the Special Commissioner. It is also recommended that the post of Junior Assistant to the Chief Native Commissioner be made a permanent post, and that the post of Junior Assistant to the Special Commissioner be made a permanent post. It is further recommended that the post of Junior Assistant to the Chief Native Commissioner be made a permanent post, and that the post of Junior Assistant to the Special Commissioner be made a permanent post. It is also recommended that the post of Junior Assistant to the Chief Native Commissioner be made a permanent post, and that the post of Junior Assistant to the Special Commissioner be made a permanent post. It is further recommended that the post of Junior Assistant to the Chief Native Commissioner be made a permanent post, and that the post of Junior Assistant to the Special Commissioner be made a permanent post.

Administrative work will be reduced, whilst allowing for the filling of vacancies which it is known will eventuate by the end of next year, it is desirable to take immediate steps to retrench some of the Cadets.

4. I have carefully considered the Progress Reports of all Cadets and am of opinion that steps should be taken to retrench the six officers named in my telegram above quoted. I wish, however, to make it clear that it is only the need for retrenchment that leads me to recommend the termination of the appointments of certain of these officers. In the case of the first named, Mr. Coxon, whose only defect is that he is reported to

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Adm. to Insp.

be "not very brilliant mentally and perhaps still suffering from shell-shock." I trust that it will be possible to find other employment for him, as he is undoubtedly hardworking and conscientious and accords very well with natives.

Major J. O'Brien-Twohig has been under particular observation since August last when it was necessary for me to warn him that certain untruthful reports which had come to the notice of Government had been claimed to have been made by him. He is a member of the Legion and has been under various other various conditions. I believe that his reliability is not sufficient for retirement.

However, of the attention needed for truthfulness in dealing with natives, I cannot recommend him for such a post although his energy and keenness deserve that he be considered for other Government employment if a suitable opportunity occurs.

Mr. O'Brien-Twohig has been showing a lack of sympathy with the natives and has been considered unsuitable for a post in the Native Administration. I do not recommend his re-employment in another such post.

Mr. R. L. Webber's work is characterised by lack of interest, and it is for this reason that I have selected him for retrenchment. I recommend him for further trial in another Crown Colony.

Mr. Boyd's reports shew him to be an officer of no particular merit or demerit; I have selected him for retrenchment rather than the four officers junior to him in that these latter have all received high praise

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from the District Commissioners under whom they have been serving, whereas Mr. Boyd's report can best be described as "negative". I recommend him for an appointment in another Crown Colony.

Mr. Lowden has put forward for retrenchment on the ground that "ceteris paribus" it is fair that the most junior should go; a good report has been received on his work and he is recommended for similar employment elsewhere.

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Dear Sir,

Sir,

Your humble, obedient servant,

Yours

sp

Edward North

GOVERNOR

RECEIVED
1914

	Under Staff			Main Staff			Reserve Staff		
	Strength	+	-	Strength	+	-	Strength	+	-
Magistrate	1					1			
Sub-Magistrate	1			1					
Deputy Magistrate				1(a)		1			
Total	2			2		2			

ADMINISTRATIVE STAFF - NON-NATIVE.

	Under Staff			Main Staff			Reserve Staff		
	Strength	+	-	Strength	+	-	Strength	+	-
Secretary				1			1		
Deputy Secretary				1			1		
Assistant Secretary				1(e)			1		
Chief Clerk				1			1		
Deputy Chief Clerk				1			1		
Assistant Chief Clerk				1			1		
Under Secretary				1			1		
Deputy Under Secretary				1			1		
Assistant Under Secretary				1			1		
Secretary to Government House	1			3			2		
Total	2			12			9		

- (a) Inclusion of Chief Justice and 3 Puisne Judges the Judicial posts number 7; 1 relief allowed = 8.
- (b) Not necessarily posted at Malacca.
- (c) To be filled at once; replaced by additional Malacca District Commissioner at Port Hill.

	Senior Grade		First Grade			Second Grade		
	Staff		Staff			Staff		
Total Native & Non-native	7		37		1	52		18
Malay			3	3		3	3	
Special Service								4
Reliefs		2			10	24	6	
Grand Total	7	2	40		9	79		18

Number of Office	26	Former	Stayover	154
Production	24			
Judicial	4			
	154			154

Senior Grade Posts. 7.

Existing -

Existing officers including Colonel Watkins 9 3

First Grade Posts 39 (Thika excluded)

Existing officers excluding Col. Watkins. 3

Second Grade Posts.

Including Mr. Butler. 80 (Extra Officer for Thika)
126

83 13
141 15