

10th December Urgent.

Your dispatch of 23rd June 864

Thomas Crown Counsel who
is acting as Administrator
has been invalidated

and appointment of Stone
Registrar of the Supreme Court

Registrar General as
interim

Acting Registrar General

in January, also Stone will perform
the duties of Registrar of the Supreme Court

from 20th December ends 31st January

I should be glad if you would take an
early opportunity to appoint Registrar General
who should have experience in the

No. Suitab.

Respects

Governor

DRAFT Copy for

de

THE
RECORDS
OF
THE
UNITED STATES
DEPARTMENT OF
THE INTERIOR
BUREAU OF LAND
MANAGEMENT
WASHINGTON, D. C.

de

KENYA

No. 1785



986 ... ENT HOUSE

REC'D 7 JAN 24

RECEIVED

10th ...

My Lord Duke,

With reference to

despatch No. 1217 of the 23rd

I have the honour to transmit

received from the General

Uganda Railway relative to

of the appointment of Hazi Nusi

late Clerk on the Uganda Railway

EX-30 8.74
21.9.1924

I have the honour to be

My Lord Duke

Your Grace's most devoted
and most obedient servant,

R. T. ...

GOVERNOR.

GRACE

THE DUKE OF DEVONSHIRE, K.G., F.R.S., G.C.V.O., H.C.V.O.,
SECRETARY OF STATE FOR THE COLONIES,
LONDON, S.W.

In a country more European
perhaps there is some justification

for the generally higher salaries
I do not think we should

comment on this but we
might consider the possibility
that in the case of a salary

of £1000 a year it might be
better to make a provision
for automatic increases

but to avoid the possibility
of a def. to the service

of salary, we should consider
of the necessity of providing
cases where a salary

has been raised
provision for an examination
which will confine

the service to clinical
appointments. ~~assistants~~

? note this is also that
it is proposed to deal with
with technical appointments

Say that ~~the~~ when
provision is made for
bringing technical appo.

Don't put in the
provision for a salary
under the public health code

of Health & Regu

on 1914

1862



100

[Faint, illegible handwriting covering the right side of the page, possibly bleed-through from the reverse side.]

[Faint handwritten notes at the bottom left, including the words "The No." and "of"]

*sufficient for this purpose
without the necessity of*

As regards transport, as
 to the allowance of
 charge laid down in the report,
 I see no reason for making the
 Head of the Department the judge
 of what are necessary personal
 effects. The amounts are rather
 small and there is no reason
 why the principle should be
 departed from.

It is proposed to set up a
 body subject to the Uganda
 Service Board to control
 the recruitment of the
 Service. We must insist on
 creating a similar Board and on the
 Chief Native Commissioner, or his
 deputy on his behalf, being a member
 of the Board.

The principal difficulty in
 regard to this scheme is its applica-
 tion to the native clerks now in the
 Service, and we must ask the Governor
 to supply the deficiency which
 exists in his present despatch on
 this point.

I suggest that,
 subject to his views, the S. of S.
 should recommend that the Africans
 now in the Non-European Clerical
 Service should continue to be
 regarded as members of that
 Service and should proceed to the
 higher grades in the same way as

the members of the Non-

SECRET
WARREN
1920

416

to Your Grace's

1920. I have the
Report of
Legislative Council
on African Native

subject, copies of
the Table of the

This Report was refer-
particular in

was at the

the earlier report
as follows:

Plans with
of the special

be permitted to make
appointments.

THE KING OF SWITZERLAND
SECRETARY OF STATE FOR THE COLONIES,
DOWNING STREET, LONDON, S. W.,

appointments in all grades. The approval of the
or Technical Secretary being required in order to
order to safeguard the interests of individuals.

(d) Post pensions are not recommended for the
reasons given in paragraph 4 of the Report; steps will
be taken to provide such pensions as far as possible. All
engagements are to be on the basis of a 5-year agreement.

4. The proposed scales for both clerical and other
clerical and other posts. It is intended that the
scales of pay for technical posts, including those
for scales may in certain cases be adjusted to be
clerical, with the intention that they shall be
correspondingly either on a gradient of pay or
not pay, be considered as adequate for the

rates of pay invariably tend to rise in course of
the revision of the pay scales prepared in
the report has been made in recognition of the fact
it is felt that to meet the rising cost of living
pay, which would be considerably above the average
to which it seems can be expected to rise, would
the effect of creating such a demand for a
education that it would lead eventually to the
of a half-educated class for whom education would only
prove a disappointment or a disillusion.

5. It is hoped that as soon as the scheme is approved
is approved, that it will be possible to fill vacancies
from applicants on the new terms of service. In view
however, of the present state of African education, it
has been considered advisable to confine entrance to this
branch of the service to Africans including Arabs after
a certain period and as the education of the Africans

The Select Committee, in its report of the 19th, on a certain proposal in regard to the Civil Service, recommended that certain necessary changes in the Civil Service should be made under the provisions of the Civil Service Act, 1922, and now have the honour to submit an interim report on the second term of reference which reads:—

1. To consider and report on the desirability of providing for a Native Civil Service, when prepared.

2. This term of reference was considered by the

- THE HON. THE TREASURER (Chairman).
- THE HON. THE COLONIAL SECRETARY.
- THE HON. THE CHIEF NATIVE COMMISSIONER.
- THE HON. THE PRINCIPAL MEDICAL OFFICER.
- THE RIGHT HON. LORD DELAWARE.
- THE HON. T. A. WOOD, C.M.G., M.B.E., and
- THE HON. CONWAY HARVEY.

It was not, however, adopted until after the departure of the Lord Delaware and Hon. T. A. Wood. The Hon. J. B. Conroy and Hon. H. B. Schwartz were asked to take the vacant places on the Commission pending the reaction of the Legislative Council. The Hon. Sir Frederick Speight was unable to attend the meetings.

3. The Select Committee considered a draft scheme of regulations for a Native Civil Service compiled by a Committee presided over by the Hon. J. B. Conroy and submitted to the Government on 21st October, 1922. The proposals by that Committee were restricted to the clerical and book-keeping staffs and it is to this class of Native Civil Service alone that the terms of

reference submit their proposals with a view to enabling a committee to be made in the formation of an African Clerical Service on definite terms. The proposals alone can show whether the salaries suggested are suitable modifications may be necessary if it is found that they are so high as to lead to a disproportionate number of candidates or are sufficiently attractive to ensure a sufficient supply of native clerks. The Committee believe that it is of the utmost importance to ensure that suitable housing accommodation is provided for African clerks in the Civil Service, particularly in the larger towns where such accommodation is not readily available. They believe that the success or failure of the proposals applied to Nairobi depends almost entirely on the provision of such housing where the clerk can live in comfort with his wife and family. It is accordingly, therefore, that suitable housing accommodation be provided for such clerks and they believe that, if this is done, the main obstacle to the establishment of an African Clerical Service will have been removed.

4. In their report they recommend

(1) That immediate steps be taken to fill the ranks of such a Service;

(2) that the powers conferred by Regulations of terminating temporary appointments on the grounds of general inefficiency and unsatisfactory service should be freely exercised especially in the initial or experimental stages of the African Clerical Service;

(3) that, in the event of a special Pensions Law being introduced in respect of this Colony, a step which they contemplate recommending in a subsequent report, the suggestion they have made for the calculation of pension on the basis of the number of months of completed service (instead of on the number of years of service as at present) be incorporated in the Pensions Ordinance.

(4) that the widening of the basis of this Service with the object of allowing anyone to enter it regardless of his race should come up for consideration in five years time, and

(5) that facilities be provided by the Government at the earliest possible opportunity for enabling partially educated Africans to acquire the educational qualifications required in a candidate for this Service. The Committee accordingly recommend that provision for the establishment by Government of a night school in Nairobi be made in the Supplementary Estimates in the present year.

...in the Service shall be...
...without forfeiture of...
...Medical Officer. Failing such certificate he shall...
...not be entitled to pay for...
...order in circumstances in which in the opinion of the...
...if it is impossible for him to get a Medical Certificate...
...Head of his Department he was genuinely ill.

(6) A member of this Service may be granted sick leave for an absence of 20 days during any one period of twelve months without forfeiting vacation leave.

(7) If at the end of 20 days' sick leave in any one period of twelve months he is certified unable to return to his duties he may remain absent for a further period as may be certified by a Medical Officer to be necessary provided that on the expiration of three months' continuous absence from duty or in the event of an absence of four months in any twelve consecutive months apart in both cases from vacation leave, the Head of his Department shall take the necessary steps to obtain the appointment of a Medical Board to enquire into the absentee's fitness for further service.

(8) Where no Medical Officer is available, sick leave may be granted by the officer under whom the clerk is working, if he is of opinion that the clerk is unfit for duty.

14. No transport allowances will be made to members of this Service travelling on vacation leave. When travelling on first appointment, transfer or official duty a clerk will be entitled to the following transport allowances:

(1) On first appointment and transfer:

1st grade clerks:—

and class accommodation by rail...
...and children...
...free of charge...

12
1924

3
Fund
1803
74

365

Sir,

I acknowledge the receipt of your despatch

No. 1795 of the 17th December

transmitting copies of Mr. Kistner's

report of the tele. conference of the

Legislative Council, and I wish to thank

you for the information received from the

Legislative Council, and I wish to thank

you for the information received from the

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Legislative Council, and I wish to thank

London

FINITE.

Calcutta

Mr. B. ...

Mr. ...

Sir C. ...

Sir G. ...

Sir H. ...

Sir J. ...

Lord Arnold

Mr. ...

Mr. Thomas

Date of ...

(for ...)

17/11/23

Paragraph 4 of Sched

4. Page

will be taken to dr

as possible

to be most desirable

conditions should be

the inception of the

order that African youths

most prospects the African

Service offers. It seems

the small salaries proposed

Committee will not allow

retirement pension scheme.

Paragraph 7 of Schedule.

this clause, providing for

may need to be inserted when

prove themselves capable of

more responsible posts, but it

to me that it would increase

attractiveness of the African

service if it were clearly

that its members would be

eligible for acting pay when acting in

posts

not available as at ...

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(10079/22)

... of say. I note from paragraph 5 of Sir E. Northey's despatch No. 141 of the 30th of January 1922 that the C.M. of Native Commission's rough draft for a Combined Asiatic and Native Civil Service which was circulated to His Majesty's Agents and Senior Officials should be glad to see there was any degree of agreement with the scheme.

It appears to me that the scheme should afford the best means of giving Africans proper opportunities in the Government service and of hastening the day when they will fill the majority of subordinate Government posts as they do in West Africa. At the same time, I agree that the present scales of pay of the non-European staff which were fixed to meet the requirements

should

and that of the salaries

in the past and

as an overseas

the pay scales one-fifth less should

be paid in those grades in future to

officers promoted to them who are

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subject matter, and is again unlikely
of the territories

PARAPHRASE TELEGRAM from the Secretary of State for
the Colonies to the Governor of Kenya.

(Sent 7.45 p.m. 18th December 1923)

Clear the line...
Secret and Personal.
and Personal.

Your Confidant

Secretary of State for India
Urged on its extreme importance

Governor

Address

and

December 18th 1923
consideration and
Immigration Bill.
with viceroy who is still a tour
of India has not been physically
I will appreciate especially
recent election results in India
Government of India not being in position
to urge with any show of reason that Bill has been
rushed through without adequate opportunity of their
considering it and making representations on it
India Office.

It would be impossible for me in these
circumstances except for grave and compelling reasons
to authorise immediate passage of the Immigration Bill.

What would be the consequences in your
opinion in the event of (a) passing of both Bills being
delayed

SIAM/PERSE TELEGRAM from the Secretary of State
the Colonies to the Governor of Kenya.

(Sent 7.45 p.m. 18th December 1923)

Clear the line.
Secret and Personal.

Your Confidential Telegram
Your Com: Secretary of State for India

Urged on its extreme importance

December 1923
consideration

Immigration Bill.

with Viceroy who is still on tour
Government of India has not been physically
I will appreciate especially
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India Office.

It would be impossible for me in these
circumstances except for grave and compelling reasons
to authorise immediate passage of the Immigration Bill.
What would be the consequences in your
opinion in the event of (a) passing of both Bills being

Received

European... the higher
grades, the suggestion is made of the Treasurer to
press for an extension to the Customs and King's African
Bills accounts, of the principle of audit examination
and certification of accounts prior to their acceptance
by his department, and the need, consequent on the
necessity for financial economy, of obtaining the best
efficient service at the least cost. These powers of
Examiners of Accounts are designed to afford a degree of
supervision, that with the present limited staff, is
not possible to give of a lower cost than would be
incurred by the employment of an additional staff.

TELEGRAM From the Governor of Kenya
State for the Colonies.

Dated 12th Dec 1969

(Received Colonial Office 5.0 a.m.)

No. 580 12th December.

289 Senior Assistant Auditor.

5
9679
unsatisfactory arrears of work re-urgent
that staff be brought to full strength
trust that new appointment(s) will
possible. See draft Estimate 1970
will be paid from provision for 1970

May I enquire locally re-urgent
post of examiner of accounts Item
on leave.

CORYNDON.

TELEGRAM From the Governor of the
State for the Colonies.

Dated 12th Dec.

(Received Colonial Office 5.0)

No. 380 12th December.

289 Senior Assistant Auditor.
unsatisfactory arrears of work
that staff be brought to full strength
trust that new appointment(s) will be
possible. See draft Estimate 1941
will be paid from provision for

May I enquire locally
post of examiner of accounts
on leave.

CORYNDON.

CO. 533

255

300 12th December by telegram 10th Oct

189 Senior Assistant Auditor &

Auditor reports very unsatisfactory

areas of work rendering it most

urgent that staff be brought

immediately

to appointments will

30

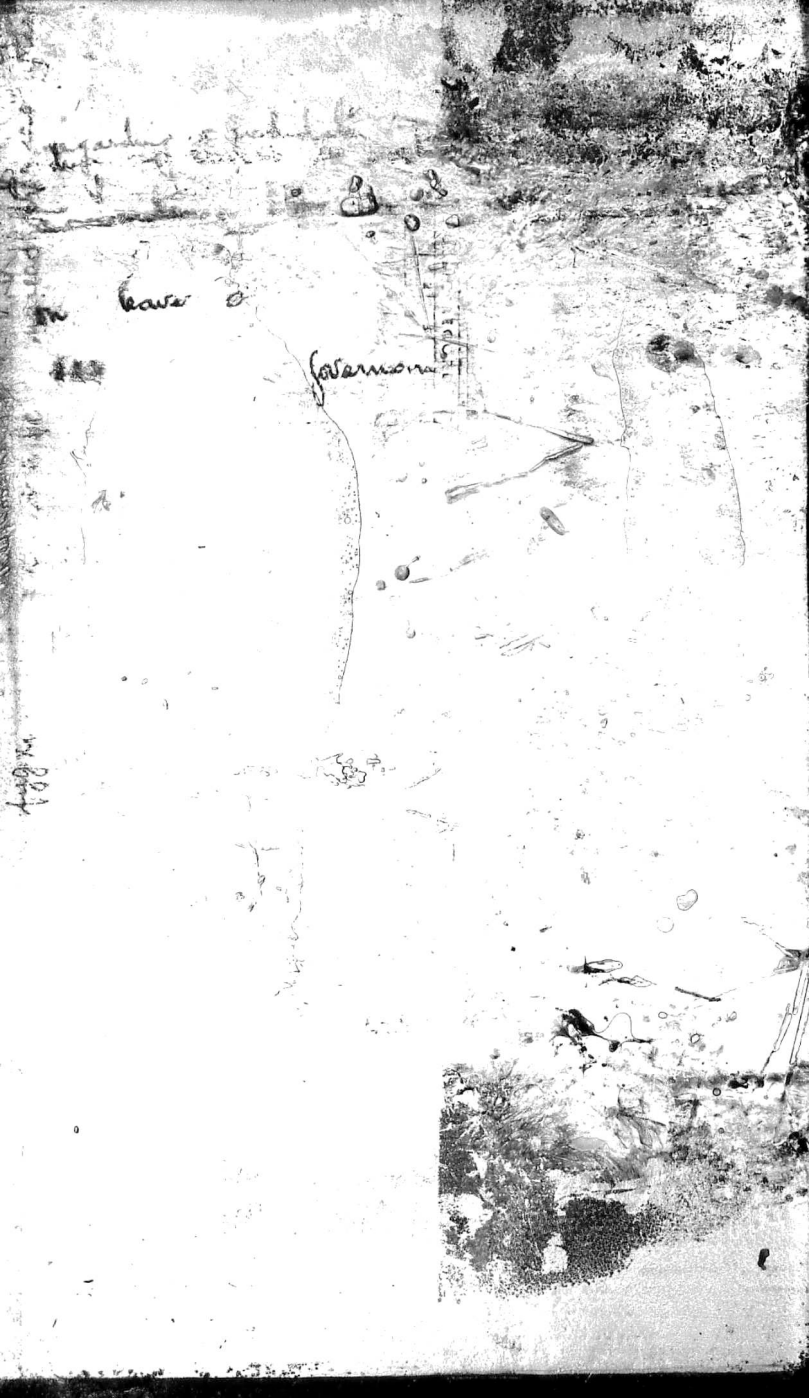
enquiries locally

regarding the ...

base

foramen

1881



62

O. D.
11 15 1914
26

23 Jan 1914

DRAFT. Code Tel

Your telegram
No 380. Approved by FORREST
being signed by the
Senior Audit Auditor present

seems
Main in

MINUTE.

- Sir Seal 23.6.14
- Mr Caldwell & Laton
- Sir
- Sir O. Davis
- Sir G. Grindle
- Sir H. Head
- Sir J. Masterton Smith
- Mr. Ormsby-Gore
- Duke of Devonshire

address
Please see
Cape
be account

by D.C.A. for info. L.P

for Commission

view of the lapse of time since
is available. is it desirable
to suggest that the Forest's
should be curtailed.

Please. as to further app of
Joint Commission & Auditor.
Copy on Forest's file.

What would
Officers for
further
of Director
to joint
Auditor.

Approved by one
Examiner of Accounts

1084

411

measured

in circumstances
with effect of
of Pts. 1300/

21, 1924

21

years, in

they will be

kind of

to the office on printing

they are ordering

to equip their new

we do. They may save an engineer's salary

for a year or two till the new comes

arrive, but if so, they have apparently been

overstaffed for years. Anywhere else the
Kings they would have terminated the

Subsequent Paper

So 21024