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KENYA
50534

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29

WAR GRATUITIES FOR E.A. POLICE

Gives full details of services of Police and trusts that it will be agreed all ranks are entitled to gratuities and that payment to native ranks will be authorised on same scale as for K.A.B.

CR 161
Y
20
SEPTR

ious Paper.

938 Uga

Dr. J. M. ...

It is instructive to learn that all European ranks of the police received gratuities in 1919, and I suppose we must accept this.

As regards natives, our attitude has been that we cannot let Kenya have what Uganda cannot have. The Treasury turned down Uganda as they could not see their way to give military gratuity to police who had not seen active service (23958/20).

It seems to be established that the Kenya police from 5000 to 13307 were all in active and proper active service. All ranks seem to have been changed about as required from civil to purely military work, and vice versa.

City Uga 4. 3 Jan 21 21/62/15012, Uga

ment Paper

regarded as being in what was called, in the East, Army, home

service, but they probably had a more modern complexion but unimpaired

In view of B above we might

write to Kenya saying that SPS is not prepared to sanction for Kenya police and not for Uganda; that when matter referred to Treasury they refused Uganda for reasons given at B above; SPS is not prepared to approach Treasury again under similar conditions as Uganda police similar that of Kenya; request him to consult Uganda and report fully by mail. B PC 11/11/30

* But it

(a) as to the Uganda Kenya & Uganda Police

Treasury declined in case of Uganda on the grounds of given in paras 7 23958

(b) to ask Gov. Uganda to report to Dept. whether he is within rules as stated in the book.

Dept. will then consider whether SPS can be asked to reconsider

11/11/30

SPS for comment

11/10/30

W. J. Hardy

50534

GOVERNMENT HOUSE

NAIROBI

RECEIVED 3 OCT 20

3 September, 1930

My Lord

30

Treas 239⁵/₄

I have the honour to refer to Your Lordship's telegram of June 23rd on the subject of the payment of War Gratuities to the East Africa Police and, as it would appear that full information as to the position of the Police has not been placed before Your Lordship, to furnish details thereon with the request that the decision communicated by your telegram may be reconsidered.

2. The East Africa Police was brought under active service conditions by Proclamation No.17 of August 5th 1914, and thereupon, under the provisions of Section 42 of the East Africa Police Ordinance 1911, became subject to Military Law and the orders of the Officer Commanding Troops.

The Police took up their duties under the pre-arranged Protectorate Defence Scheme and men were withdrawn from Stations throughout the Protectorate for Railway Defence, which duty they continued to perform until relieved in December 1914 by Troops of the Indian Expeditionary Force.

Police formed a portion of the garrison at Mombasa, the Superintendent of Police being for

Some

RIGHT HONOURABLE
 VISCOUNT MILNER, P.C., G.C.B., G.C.M.G., &c., &c.
 SECRETARY OF STATE FOR THE COLONIES,
 DOWNING STREET,

LONDON, E.W.

some time Officer Commanding, Troops there, and served with the King's African Rifles in the operations in Shimoni and Gazi Districts, South of Mombasa, losing one Non-Commissioned Officer killed in action.

At Kisumu they formed the main portion of the garrison and the detachment at Kisii at the outbreak of war was strengthened by detachments withdrawn from Stations north of the Railway Line and took part in all operations in that District, until it was finally cleared of the enemy, losing one officer (Assistant Superintendent Coburn) and eight Non-Commissioned Officers and men killed in action.

At Taveta one man was killed in action before it was abandoned before the attack of the enemy.

African Police were detailed for duty with the Intelligence in the Magadi area from November 1914 to November 1916 and the Water Police, Mombasa, were under the direct command of the Senior Naval Officer, for harbour defence duty, from the outbreak of war until the end of 1916, two being accidentally shot during an alarm.

It was not until the Railway Defence was taken over by the Indian Expeditionary Force in December 1914 that the Police Service Battalion was formed. It proceeded, in January 1915, to Turkana and one Company remained there after the operations as garrison the remainder proceeding in June 1915 to the Kagera District on the Uganda-German boundary and thence to Nairobi in February 1916 where they were re-organized

to the Police Service Companies and proceeded to the Northern Frontier District, eventually being transferred temporarily to the 5th Battalion, King's African Rifles.

In December 1917 General Headquarters ordered the Commissioner of Police again to take over Railway Defence from Kisumu to Nairobi thereby relieving 2 Indian Regiments and Police were withdrawn from Units throughout the country for this purpose, their places in the Districts being filled, where necessary, by ex-police re-enlisted on temporary duty.

Sections were commanded by the Police Officers in the Districts through which they passed, while the Officer Commanding, Railway Defence, was an Officer of the 17th Infantry.

In March 1917 Railway Defence was considered no longer necessary and General Headquarters approved of the East Africa Police ceasing to be on active service conditions which were withdrawn by Proclamation No. 22 of March 15th 1917.

3. I have detailed somewhat fully the duties performed by the East Africa Police from August 5th 1914 to March 15th 1917, and it will be noted that both Officers and men were withdrawn throughout the Protectorate for purely military duty. No record was kept of men so employed as all ranks wherever stationed were subject to military law and sickness and other casualties were filled continually by transfer between men employed in Districts and those on purely military duty.

4. I trust that Your Lordship will agree that all ranks of the East Africa Police are entitled to War Gratitudes, irrespective of whether they served in the Service Battalion or not, and that payment to Non-European ranks will be authorised on the same scale as that approved for the Native Ranks of the King's African Rifles.

War Gratuity was paid to all European Ranks in 1919.

I have the honour to be,
Your Lordship's
humble, obedient servant,

Edward Northey

GOVERNOR.

ansd 2018

DRAFT Telegram
to Nairobi

2:5 pm
WTC

MINUTE.

29 October Your copy of
and Sept. No. 961

- Mr. Hartley
- Mr. ...
- Mr. ...
- Mr. ...
- Mr. ...
- Mr. ...
- Mr. ...
- Mr. ...
- Mr. ...

... to base Africa
... to consider
... that
... Kenya
... Uganda Police
... necessary
... original proposals
... for Uganda Police
... chiefly on the grounds
... of

is technically, whether, force who
are not shown in active operations
in the field open to serious
objection. If position in regard
is same as stated by your chief
of staff there might be cause
for asking I presume of recorder
that Governor of Virginia
report to me fully by
acceptable whether, this is so

Wm. L. ...

Co
9711/20. *Edf*

Dossing Street,
12 March, 1920.

Sir,

Proposals for revising the salaries of European officials in the East African Protectorates have recently been submitted for the approval of the Lords Commissioners of the Treasury, and the question of certain improvements in the Conditions of Service, which arise out of the reports of the East African and Uganda Protectorate Civil Service Commissions, is dealt with in this letter.

to officers
to A. & Uganda

2. It is considered that the changes which are now recommended should apply to all the East African Administrations; and the concurrence of their Governments is therefore required, before they can be introduced in the Protectorates.

3. The proposed changes are concerned with age for retirement, leave, free quarters, furniture, free passages, local transport, travelling allowances, and outfit allowances. It will be convenient to take each of these separately:

(1) Age of retirement.

Under the East African pension regulations, an official may retire on pension at the age of fifty; but he may only retire on pension before reaching this age, if he is invalided out of the Service on medical certificates. Representations have been made that the retiring age should be reduced to forty-five or even to forty. There is considerable force in the arguments

SECRETARY,
TREASURY.

in

year of such an arrangement as it is frequently
that in a tropical service a man's usefulness is
usually finished at forty-five, while to retain him
at 50 means in many cases that he is unable
start any fresh career in this country. It seems
available however to keep the retiring age at fifty.
ent to the modification that an official may retire
at that age on the completion of twenty years service
in many cases this would enable officials to
retire at about the age of forty-four, e.g. Administrative
Officers, who would usually be appointed at about the
age of twenty-three or twenty-four. On the other hand,
it would ensure a reasonable length of service prior to
retirement in the case of men entering the Service later
in life, e.g. professional men such as Barristers,
Medical Officers, Veterinary Officers, Engineers.

At the same time, it is proposed to remedy
a defect in the existing pensions regulations, which
do not provide for compulsory retirement. Such a regulation
would have been of value to the Government in several
instances, and the Governors press strongly for its adoption.
It is recommended therefore that the age for compulsory
retirement should be the same as that for voluntary
retirement, viz. after twenty years' service or at the
age of fifty, whichever is the earlier, provided that an
official may be retained in the Service beyond the age for
retirement if the Government so desire, and if
the official himself is willing to remain. In this connection, a
provision has been made that additional pay should be
allowed if an official is retained beyond the normal age for
retirement, but it is not desired to adopt it.

As the application to existing officials of the new rule as to compulsory retirement involves a change in their conditions of service, it is proposed that it should not take effect until April 1st, 1921, and that pension should be calculated on the new basis without averaging except in the event of promotion. The latter privilege would have to apply also to cases of voluntary retirement and retirement for medical reasons, and it is justified on the ground that the increase of salaries is in a large measure a rectification of the past inadequacy of the emoluments in the East African service.

(2) Leave

Certain recommendations were made by Sir Alfred Lascelles for improving the leave of European officials. It is not desired to submit proposals for the present, as these recommendations are based on the existing regulations which allow for "vacation leave" and "return leave" and the question of reverting to the old system, which does not distinguish between "vacation leave" and "return leave" is under consideration.

There is, however, one improvement which it is desired to effect at once. At present, an official who is granted an extension of leave on grounds of ill health is placed on half pay for a period not exceeding four months, and thereafter if a further extension is required, he receives no pay. It is proposed that, in future, extensions of leave on grounds of ill health should be granted with full pay up to a maximum of six months, and then with half pay for a further period of

... if required. It is unnecessary to point out
... an official is ill, he requires money to pay
... fees, nursing etc., and it is a serious hard-
... for him to be placed on half pay at such a time.
... be objected that full pay extension of leave is
... a step, but an extension of leave on grounds of
... health can be granted without the definite recom-
... of one of the Colonial Office Medical Advisers,
... is regarded as an adequate safeguard.

From time to time, officials have asked that
... should pay for medical treatment in this
... and they argue that if they receive free
... treatment in the Protectorate they should also
... free medical treatment in this country in res-
... of illness contracted in East Africa. While the
... of State can always refund medical expenses
... special cases, e.g. when an official has to be
... to this country for an operation arising out of
... illness in East Africa, and the Governor
... see that it is not possible for the operation to
... in the Protectorate there appears to be
... reason to grant free medical treatment in this
... generally.

Quarters.

Under their Conditions of Service officials
... Africa are granted quarters free of rent or an
... in lieu. It is proposed that, on the lines
... of the East Africa Protectorate
... of the report, a copy of
... has already been sent to you. 10% of the initial
... of an officer's appointment should be the rate
... in lieu of quarters, whether for making
... the

the actual allowance when free quarters are not given, or for the purpose of assessing pensionable emoluments. If this recommendation is accepted, it would be necessary to fix a minimum rate for the allowance, and it is suggested that in no case should this be less than £50 per annum.

(4) Furniture

The quarters with which officials are provided are described as "furnished", but only the bare minimum of furniture is provided. The scales generally in force in East Africa will be seen in the enclosed copy of "Notes for officers appointed to East Africa and Uganda". The Government allowance of furniture is not adequate, and it is proposed to introduce the scales in force in the Gold Coast. These scales are shown in a separate enclosure.

(5) Passages

At present East African officials are provided with free passages between the United Kingdom and East Africa on first appointment and on leave, but no assistance is given to married officials, except that as a temporary arrangement the Government now pays the difference between the pro-rata rate and the actual cost of passages for a married official's wife and child once each way during his tour of service. There is a general consensus of opinion that it is desirable that a married official should be accompanied by his wife to East Africa, and although it is not recommended that the cost of the wife's passage should be paid by Government, it is desired to afford some assistance to married officials in this respect. It is proposed that

ried official, whose salary is £500 per annum
should be allowed the cost of a single pas-
sage 50% instead of having his passage booked
by the Government, and that he should then make his
arrangements for his own passage, as well as for
of his wife. If an official's wife cannot sail
with him but follows him to East Africa, there would
be no reason why the concession should not
be given in the form of the 50% addition, which could
be paid to the wife, who would make her own arrange-
ments for the journey. Hitherto, an official entitled
to a first class passage has been required to
travel first class; but if this new arrangement for
officials is approved, an official entitled
to first class passage would be permitted, if he
wishes, to travel second class, and still receive
from the Government the cost of a first class pas-
sage for himself and the 50% addition for his wife.
Local transport.

It is undesirable that an official should
suffer pecuniary loss on transfer from one station
to another in East Africa on duty, and it is recom-
mended that in such cases of transfer an official
should be permitted to submit to the Protectorate
a statement of his actual expenses, and
these should be refunded to him if they are pass-
ed by the Transport Officer and approved by the
Governor. The present system under which definite
rates govern the exact amount of transport per-
centage is not satisfactory, and there is no reason to
think that the privilege now proposed will lead to

abuse.

married official, whose salary is 2500 per annum
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by the Government, and that he should then make his
arrangements for his own passage as well as for
his wife. If an official's wife cannot sail
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allowances govern the exact amount of transport pay-
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think that the privilege now proposed will lead to
abuse.

abuse, as all claims will be carefully scrutinised.

(7) Travelling allowances.

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Special rates of travelling allowances have been laid down in the Protectorate generally. It is proposed that when an official who is travelling on duty has to stay in a town in which there is an hotel, he should be granted reasonable hotel expenses instead of the ordinary travelling allowance as the latter is not sufficient to meet necessary hotel expenses. As hotels are to be found only in the chief towns, it is not anticipated that this concession would lead to a large number of claims.

(8) Outfit allowances.

The copy of "Notes for officers appointed to West Africa and Uganda" to which reference has already been made, shows that a newly-appointed official requires a considerable amount of outfit. Officers of the King's African Rifles have for many years received an allowance of £30 on first appointment to assist them in purchasing the necessary outfit, and it is proposed that a similar grant should be made to all newly-appointed officials without regard to status, provided that the salary of the appointee does not exceed £200. The allowance would be given subject to an undertaking that it will be refunded if the official does not take up the appointment, or if after taking up the appointment he resigns or leaves the Service, for any reason other than mental or physical infirmity, before completing a tour of service.

4. In conclusion, I am to say that it is desirable to announce the changes now contemplated at

the

...king to the revised salaries, and I am to
therefore that Their Lordships will give
proposals early consideration.

I am,

Sir,

Your most obedient servant.

view as the revised salaries; and I am to
therefore that their Lordships will give
propose early consideration.

I am,

Sir,

Your most obedient servant,

W. J. HEAL