

EAST AFR. PROT  
UNION OF  
SOUTH AFRIOA  
31160

C.O  
31160  
REC'D  
SEP 13

ly  
ning  
1913  
Sept.  
last previous Paper.  
30187

Police Constables

My Police strongly opposed to Army or ex-Army men  
Suggest candidate being obtained from S Africa.  
Propose recruit being selected by experienced agents in  
S Africa - If proposal approved, contact to be inf.

First find out for <sup>himself</sup> CA what their  
prospects are of finding them <sup>reputable</sup>  
proclaiming that Army & ex-Army men are barred  
W.H.

6/7/13

Mr. Baskomley

I rang up the CA at the time. They have  
at present 3 men under contract for the 5  
vacancies - and hope with an effort to  
get the remaining two men within a reason-  
able time - but prospects are certainly  
not good.

W.H.

I am in? aft del to Gov? CAP and deep  
to Gov. Gen. U.S.A. in case on your instructions

W.H. 4.9.13

W.H.  
Mr. G. Redder

Should not be surprised if the  
Board say the H.C. had or would follow  
the records. W.H. 4.9.13

W.L. 30-897-18  
W.L. 30-897-18  
W.L. 30-897-18

W.L. 30-897-18

Sir G. Fiddler.

Sir H. J. I discussed this with Mr. Rodwell yesterday. He thinks there is little chance in the Union but that the Protectorates might occasionally be able to open some who are blocked for promotion. I should of course not get the best men. As regards the Protectorates he deprecated the idea of agents & thought the Resident Commissioners should be allowed to make such arrangements as they thought best. In the vic<sup>o</sup> Sir H. J. was disposed to deprecate our approaching Lord Gladstone on this rather slipshod telegram.

As the C.A. are making some progress with the selection, I substitute for the last part of the letter an "interim" draft, & do not write to Lord G. at present.

Be right to let C.A. know that Army & Navy men are not wanted.

W.L.S. 11/2/75

Prof. Secretary  
S. A. H. J.

C.O  
31160

Telegram.

The Officer Administering the Government of the East Africa Protectorate to the Secretary of State for the Colonies.

(Received, Colonial Office, 7.10 p.m. 5th September, 1913.)

014  
3017

No. 207. your telegram of 3rd September Inspector General of Police strongly opposed to Army or ex-Army men as they have been proved failure as Police in this country and South Africa. Suggests South Africa being tapped frequent applications being received from that source but owing to protracted procedure occasioned by satisfying himself as to suitability of candidates little success has been achieved. Offers proposal to enlist sympathy of Governor-General of South Africa and to obtain recruits through experienced agents nominated by that authority who should be given power to make definite selection provided that candidates fulfil physical and other requirements. Members of existing Police forces preferred. This proposal receives support. If you agree please inform Governor-General of terms of service and necessary qualifications.

BOWRING.

What does Mr Bowring mean - He has said



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# TELEGRAM

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423



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	LITTLE	SUCCESS	HEARTDEEP	SCHIEVED	SILVERGRAY	OFFERS	PROGRAM
	ENLIST	SYMPATHY	OF	GLYPHIC	SHACKLEY	AND	OBSTUPEFY
	RECRUITS	THROUGH	EVITANSE	ASENTS	NOMINATED	BUTLERSHIP	
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# TELEGRAM



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*W.H. H. 1915*



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A. Canal

W. H. G. S.

Sept 29/13

My Lord,

I have the <sup>pleasure</sup> to address you  
 on the subject of a telegram  
 that I have received from  
 the Gov<sup>t</sup> of the E. A. P. a  
 telegram on the subject of  
 respecting the recruitment  
 of candidates for the  
 Police Force of that Post<sup>office</sup>  
 in which, in view of  
 the ~~proposal~~ <sup>suggestion</sup> submitted  
 by the Gov<sup>t</sup> of the difficulty  
 experienced in obtaining  
 suitable candidates from this  
 country, the Gov<sup>t</sup> submits  
 a ~~proposal~~ <sup>suggestion</sup> made by  
 the I. C. of Police that  
 arrangements should be made  
 to recruit <sup>constables</sup> from South  
 Africa through experienced  
 agents

DRAFT

Union of S. A. No

to General  
Lord Gladstone

MINUTE

Mr. Dorman 29/13

Mr. B. M. M. 9

Mr. G. P. 10

Sir H. M. 11

Sir J. Anderson.

Lord Emmott.

Mr. Harcourt.

Considered by the E. A. P. Police  
to be sufficient

By the Secy of  
the

agents nominated by <sup>the Government</sup>  
Government. It is proposed  
that these agents should  
be given power to  
make definite selection  
provided that candidates  
fulfill physical and  
other requirements. Members  
questioning the above  
would be preferred.

I understand that the  
3. The I. S. of P. S. C.  
will communicate direct  
with the Chief Commissioner of Police  
~~with your Government~~  
for the Union of South Africa  
~~on the subject~~ and I  
should be glad if you  
would move your Ministers  
to give all possible  
assistance to the Gov<sup>t</sup>

of the E. A. P. in the matter.  
4. Copies of the  
Conditions of Service for  
European Constables in  
the C.A.P. Police Force  
are enclosed for your info.  
I have

# CONDITIONS OF SERVICE FOR EUROPEAN CONSTABLES IN THE EAST AFRICA PROTECTORATE POLICE FORCE

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A.—Candidates must fulfil the following conditions :—

- (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 date of disembarkation on the African coast.

C.—If of good character on completion of his engagement, or within six months of completing the same, a constable 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.

D.—(1) Pay 5s. per diem, plus 1s. 6d. per diem for uniform allowance, *i.e.* consolidated pay at 6s. 6d. per diem.

(2) On promotion to Second Class Constable, pay 5s. 6d. per diem, plus 1s. 6d. per diem uniform allowance, *i.e.* consolidated pay at 7s. 6d. per diem.

(3) On promotion to First Class Constable, pay 6s. 6d. per diem, plus 1s. 6d. per diem uniform allowance, *i.e.* consolidated pay at 8s. 6d. per diem.

(4) Half pay at the consolidated rate 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) Opportunity will be given for the promotion of suitable men to the ranks of Assistant Inspector (£150 per annum and £10 per annum uniform allowance) and Inspector (£200 per annum and £10 per annum uniform allowance).

(b) Quarters, free of rent (but not of rates or other similar outgoings), will be provided if available, or Constables will be granted an allowance in lieu of quarters. Horse (if required for duty), forage, arms and service equipment will be supplied free.

E.—Free second class passage to the Protectorate and home again on satisfactory expiration of engagement will be provided.

Leave of absence

F.—(c) On the completion of thirty months continuous residential service, the recruit may, if the exigencies of the service permit, be granted (a) 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 continued residential service, together with free passage home, and (b) if he is returning to the Protectorate 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, together with a free passage out. If the recruit fails to return to the Protectorate at the expiration of his return leave he will be required to repay 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.

(d) In this paragraph full pay means pay at the consolidated rate mentioned in paragraph "D" of these conditions of service.

Marriage

G.—A 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 he must have served at least two years in the Force with a good record, and have attained the Second Class Grade. No exception will be made to this rule unless the applicant can prove to the satisfaction of the Commissioner that he is in receipt of sufficient private income, over and above his pay, which will enable him to support a wife.

Any non-commissioned Officer or Constable who marries without permission will be severely dealt with.

Discharge

- H.—A Constable may be discharged at any time.
- (a) When pronounced by a medical officer mentally or physically unfit for further service.
  - (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 at the following rates—
    - £20 during the first year of service,
    - £15 during the second year of service,
    - £10 during the third or any other subsequent year of service.

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

\* Two months and a half days comprehended in this paragraph three days may, at the discretion of the Commissioner, be subtracted in respect of service at any station which is classed by the Government as an unhealthy station.

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 East Africa 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.

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 cap.        | 1 pair shoulder badges.   |
| 1 haversack.             | 1 duty bag.               |

In addition to the above the following are issued to European Police—

- |   |               |
|---|---------------|
| 1 bed complete, mattress and 2 pillows. | 1 camp bed.   |
| 2 chairs.                               | 1 camp chair. |
| 1 table.                                | 1 camp table. |
| 1 kit box.                              |               |

according to the requirements of the duty they are detailed for. A tent is supplied when necessary for the performance of his duties. Each Constable is required to supply himself and keep himself supplied with the following—

	Approximate cost locally. Rs.
2 blankets (according to his personal requirement)	4 each.
1 helmet	18 "
2 uniform suits	15 "
2 pairs puttees	2 "
2 pairs brown laced shooting boots	16 "

- Notes.—(a) A rupee = 1s. 3d.
- (b) Two uniform suits should last a year.
- (c) Helmet, with care, should last 30 months.

Constables will find it more convenient and economical to purchase their uniform and blankets locally on arrival in the Protectorate. The only article of uniform which it is perhaps desirable to purchase in England is boots.

## INFORMATION ON COST OF LIVING

### CURRENT AVERAGE COST OF PROVISIONS.

Articles.	Price. Ru. Cents.
1.—Beef, per lb.	0 25
Mutton, per lb.	0 18 to 25c.
Bread, per loaf of 1 lb. 2 ea.	0 25
Butter, per lb.	1 25
Milk, per bottle	0 25
Potatoes, per load of 60 lb.	1 50 to Rs. 2
Other vegetables, per diem	0 06
Tea, per lb.	1 50
Coffee (local), per lb.	1 25
Coffee (home), per lb.	1 75
Onions, per lb.	0 25
Firewood, per ton	9 00
Sugar, per 5 lb.	1 00
Jam, per lb.	0 50
Bacon, per lb.	0 80
Cheese, per lb.	1 00
Flour, per lb.	0 15
Butter, per 5 lb.	1 00
Eggs, 12-16	1 00
Kerosene oil, per gallon	1 00

NOTE.—A rupee = 1s. 4d.

2.—The wages of a native servant may be estimated at from 10s. to 15s. a month.

3.—There is a Constable's Mess at Nairobi at which messing costs from £4 to £5 per mensem, but rarely exceeds £4 10s.