

1911

EAST AFR. PROT.

23835

a.

Date.

European Constables

Submits revised draft agreement

Preceding Paper.

23778

W. ~~W.~~ Tudor.

In Div of the Schedule "rank of Inspector" should be "rank of Assistant Inspector and Inspector"

In J of the Schedule "and subsequently" ... "rank" should be deleted

As to para 5 of C.A. letter, under the new Sal. Rate ... (para 5) ... Sal. ... Constables ... discharge ... rates ... the ... of the ... that ... is still ... by the Sal. ... law ... old Sal. ... which is still ... in force makes no

Vertical handwritten notes on the left margin: "To be done by 30 Jan 11"

Subsequent Paper

Mr. Beattie.

have now enacted the new
East Police Act which has
at least been enacted & (with
the exception of one or two
unimportant details) can now
I think, be sanctioned.

I wd. therefore ~~send~~ enquire
of the Gov. East whether he thinks
it wd. be well to include in the
agreement of European Constables
the terms on which under the Act
they may purchase their discharge
(as part of ~~clause~~ para G of
the Schedule) - & further say that
in para H of the Schedule "Commissioners"
will now be substituted for
"Inspector General of Police" - instruct
C.A. as to X at once acct

28/11

28/11

Ord. reached me
& passed on today.

Jan. 9

at 11/11

28/11

4847

ALL COMMUNICATIONS
TO BE ADDRESSED TO THE
CROWN AGENTS FOR THE COLONIES,
THE ABOVE REFERENCE AND THE
REST OF THIS LETTER BEING QUOTED.

TELEGRAMS, "CROWN, LONDON"
TELEPHONE 1622 VICTORIA

C O
23855
R 5 21 JUN 11

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WHITEHALL GARDENS,
LONDON, S. W.

20th July 1911.

East Africa Protectorate.

Sir,

I have the honour to acknowledge the receipt
of your letters No. 19017/1911 of the 20th and 27th
June requesting us to engage three European constables
for service in the East Africa Protectorate Police Force
and to inform you that we are taking the necessary steps
to fill the vacancies.

2. In view of the alterations in the conditions of
service as regards permanent employment and leave of
absence it has been found necessary to amend the usual
form of agreement, and we have taken advantage of this
opportunity to introduce a clause providing for the
refund of the cost of a constable's passage out in the
circumstances mentioned in the 2nd paragraph of your letter
of the 20th June. We have also inserted a clause calling
upon a constable to refund the cost of his passage if
dismissed for misconduct. We presume that this is in order.

3. The provision stating that if a constable resigns
his appointment before the completion of a tour of service

he

Under Secretary of State

&c &c &c

Colonial Office.

he will be called upon to refund the cost of his passage out will probably lead recruits to assume that they are at liberty to resign on making this refund and giving to the Government the usual notice. We shall be glad to learn, therefore, whether constables are, in this respect, treated as civilian employes or whether, under the conditions of their attestation or the regulations of the force, resignation is only permitted in specified circumstances.

4. I enclose herewith a draft form of the agreement as amended together with a copy of the existing form for easy reference and we shall be glad to learn as early as possible whether the Secretary of State approves of it as amended.

I have the honour to be,

Sir,

Your Obedient Servant,

H. M. S. P.

For Crown Agents.

Ca / 2885 Sal

21

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DRAFT.

Ca

1 Aug
July 1911.

MINUTE.

Cent.

Mr. Bickham 267
Mr. Tudor 267
Mr. Fiddes 27
Mr. Just.
Sir C. Lucas.

In reply to your letter M. 4827
of the 20th of July. I am etc.
to inform you that he approves
of the draft form of
agreement for European
Constables in the Sal.

Lord Lucas.
Mr. Harcourt.

Copy for Sir. 20249 4 30015

subject to the following
amendments -

(a) In para 5 of your
letter you raise the

The question of
Constable's right
to resign his
off. London
clause II of the
East Africa Police
Ordinance 1906

which is still in force
in the P.K. a
Police Officer may not
resign his office without
the leave of the Inspector
General of Police.

A paragraph should therefore
be inserted in the schedule
attached to the agreement
after para. G. to read:-

Resignation. A constable
is not at liberty
to resign his office
without the leave
of the Inspector
General of Police

In consequence of this
insertion, paragraphs
H, J, K and L of
the schedule ^{should be altered to} all become
I, J, K and L
respectively.

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Note (a)

(b) In para. D ⁽¹⁾ of
the schedule, the words
"rank of Inspector" should
be "rank of Assistant
Inspector & Inspector".

(c) In para. F(a) of the
schedule, it would be
considered desirable
to make quite clear
the meaning of the
phrase "full salary".

In addition should
therefore be made at
the end of para. F(a)
to the effect that by
"full salary" is to be
be

be understood full pay
at the consolidated rate.

(1) In para J of the
Schedule, ^{i.e. the new} ~~the~~ para. K,
~~the~~ words
"and subsequently if the
Governor so directs, the
concessions at the R. I. C.
debt paid down
for overseas recruits"
are to
be deleted.

2. I am to request that you
will furnish this Dept.

with ^{two} ~~three~~ copies of the new
form of agreement when
it has been revised, as
it seems to transmit

a copy of the same to the
Govt of the East Indies.



O.D.
R. 12 JAN
1941

C.A. / 23535

Sal

368

[Handwritten signature]

DRAFT.

C.A.:

12 Jan 1942

Genl.

et 11/1
Butler " f.3.

With ref. to the letter from
this Dept. of the 1st of August last,
1941, I am etc. to inform
you that ~~arrangements~~ in
any agreements with
such you may enter
with European Constables
for the East the word
"Commissioners" should be
substituted for the word
"Inspector General of Police"
in the ~~agreements~~

[Handwritten signature]

CA/28005 Sat

~~Sat~~

Supp. Ser No. 17
Pw. in Rhineland

2 Jan. 1942.

Sir,

Ref 11/1
and Butler 11/3.

(m.c.a. 30015)

With ref. to my disp. No. 519. of the

20th of September last, I have
the honor to enquire whether

you are of opinion that it
would be advisable to conclude

on the agreements signed by
men engaged as European

Constables a statement
of the terms on which

they may purchase their
discharge from the force

under the ^{South Africa} Police

Ord. 194.

Yours faithfully
This

Agreement

C. A. P.
Reg.
Appts.

_____ day of _____ One
 thousand nine hundred and _____ Between
 The Crown Agents for the Colonies
 of Whitehall Gardens, London, in the County
 of Middlesex acting for and on behalf of
 the Government of the East Africa Protectorate
 (hereinafter called the Government) of the
 one part and

 of _____
 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 East Africa Protectorate
 (hereinafter called the Protectorate) upon the terms
 and conditions set forth in this agreement ~~and in~~
~~the conditions of service hereto annexed~~
2. The said Recruit hereby undertakes and agrees
 to proceed forthwith to such port or ports 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 East Africa Protectorate
 European Police Force or to such other place as he
 may be directed by the Government or by any
 duly authorized 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 East Africa Protectorate European Police
 Force in accordance with any Proclamation Ordinance

11. Regulations for the time being in force providing for the discipline and organization of that Force.

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

13. The Recruit hereby undertakes and agrees that in the event of his not presenting himself for attestation as aforesaid on his arrival in the Protectorate 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 Government of the Protectorate or to the Crown Agents for the Colonies the amount paid for his passage to the Protectorate together with railway fare in England. 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.

14. If the person engaged shall at any time be dismissed from the Force (excepting from ill health not caused by his own misconduct as provided in Clause 13) all rights and advantages accrued to him by this agreement shall cease and he shall be liable to repay to the Government on demand the amount paid for his passage to the Protectorate including railway fare.

15. This agreement is subject to the conditions set forth in the conditions of service hereto annexed and the conditions of service shall be read and construed as a part of this agreement.

16. The Crown Agents for the Colonies shall not be personally liable for anything arising out of this agreement.

In witness whereof the said parties have hereunto set their hands the day and year above written.

Signed by

(on behalf of the Crown Agents for the Colonies as aforesaid) in the presence of

Whitehall London 5/11

Signed by the said

in the presence of

Signature
Address
Occupation

Conditions of Service for European Constables in East Africa Protectorate Police Force

Conditions of engagement

A. Candidates 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 inches in chest measurement.

II. They must be unmarried

Term of engagement

B. The term of engagement will be for 30 months dating from the day of enlistment in East Africa or from the date of disembarkation in the case of oversea recruits

Re-engagement

C. If of good character on the completion of his engagement the ~~person~~^{recruit} engaged may if he desires it and if the Government desires to retain his services either (a) be re-engaged for such further period as the Government shall determine or (b) if his services and conduct are considered to be in all respects satisfactory as to which the Government shall be the sole judge and its decision final be placed on the permanent and pensionable establishment of the Protectorate and he shall come under the regulations and privileges of the permanent staff as regards retiring allowance on his quitting the public service.

Pay and promotion

D. I. Pay 5/- per diem plus 1/6 per diem uniform allowance i.e. consolidated pay @ 6/6 per diem.

II. On promotion to 2nd Class Constable. Pay 5/6 per diem plus 1/6 per diem uniform allowance i.e. consolidated pay @ 7/- per diem.

III. On promotion to 1st Class Constable. Pay

5/6 per diem plus 1/6 per diem uniform allowance i.e. consolidated pay at 8/- per diem.

IV. 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~~^{re-embarkation} on the African Coast.

Note (a) Opportunity will be given for the promotion of suitable men to the rank of Inspector.

(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.

Passages

E. In accordance with the rules from time to time laid down for European Subordinate Officials in the Protectorate.

Leave of absence

F. (a) On the completion of thirty months continuous residential service the ~~person~~^{recruit} engaged may if the exigencies of the service permit be granted (a) leave of absence on full salary (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 together with a free passage home and (b) if he is returning to the Protectorate further leave of absence on full salary (known as return leave) for two and a half days in respect of

*The two and a half days are mentioned in this Clause 3 days may at the discretion of the Governor be substituted in respect of service at any station which is closed by the Government as an unhealthy station.

each completed month of continuous residential service and for the time necessarily spent on the voyage out together with a free passage out and the passage engaged hereby agree that if he should fail to return to the Protectorate 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 he is allowed home before completing the term of his ^{service} ~~leave~~ he will be subject to the same rule in respect of duration of leave as officers of the permanent establishment.

(b) The period of any voyage shall be reckoned as commencing on the day of embarkation and ending on the day previous to the day of disembarkation of the ^{recruit} ~~person engaged~~ both days included.

Discharge

- G 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

Discipline

H In accordance with the Regulations prescribed for their observance in the Police Ordinance

Examinations

I Language and Promotional examinations from time to time prescribed.

Course of training

J Candidates may be required to undergo a course of training at the local depot Police Headquarters and subsequently at the Government

so directs, the course at the Royal Irish Constabulary Depot as laid down for over sea recruits.

Marriage

K 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 2 years in the Force, with a good record and have attained the 2nd 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.

(Signature of Constable)

Signature of Witness

Agreement

made this _____ day of _____ 18__

*E. S. P.
Sign
app'd*

thousand, nine hundred and _____
Between
The Crown Agents for the Colonies of
Whitehall Gardens, London in the County of
Middlesex acting for and on behalf of the
Government of the East Africa Protectorate
(hereinafter called the Government) of the
one part and
of _____ of the other
part in the County of _____

Whereas the said
(hereinafter called the Recruit) has been selected as
a fitting and proper person to be enrolled in the European
Police Force of the East Africa Protectorate (hereinafter
called the Protectorate) upon the conditions of service
hereto annexed. Now therefore in consideration of
the grant to him of a free passage to the Protectorate
as hereinafter provided the said Recruit hereby undertakes
and agrees to proceed forthwith 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 East Africa Protectorate European Police Force
or to such other place as he may be directed by the
Government of the Protectorate 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 East
Africa Protectorate European Police Force in
accordance with any Proclamation Ordinance or
Regulations for the time being in force providing
for the discipline and organization of that Force

*3rd Grade Constable
European Police Force
East Africa Protectorate*

Agreement

*Crown Agents for
the Colonies*
and _____

And in consideration of the undertaking hereby given by the said Recruit the Crown Agents for the Colonies on behalf of the Government hereby undertake and agree to provide the said Recruit with a free second class passage from England to the Protectorate together with third class railway fare to the port of embarkation

And the said Recruit hereby undertakes and agrees that in the event of his not presenting himself for attestation as aforesaid on his arrival in the Protectorate he will refund on demand to the Government of the Protectorate or to the Crown Agents for the Colonies the amount paid for his passage to the Protectorate together with railway fare in England

Provided always that the Crown Agents for the Colonies shall not be personally liable for anything contained in this agreement

In witness whereof the said parties have hereunto set their hands the day and year above written

Signed by

(on behalf of the Crown Agents for the Colonies as aforesaid) in the presence of

Whitehall Gardens S.W.

Signed by the said on the presence of

Signature
Address
Occupation

Conditions of Service for European Constables in the East Africa Protectorate Police Force

375

Conditions of engagement

- A. Candidates must fulfil the following conditions.
- I They must not be under 25 or over 30 years of age, not under 5'6" in height or under 34 inches in chest measurement
 - II They must be unmarried.

Term of engagement

- B. The term of engagement will be for 36 months dating from the day of enlistment in East Africa or from the date of disembarkation in the case of over sea recruits

Engagement

- C. If of good character in the completion of his engagement or within six months of completing the term of his engagement he may be permitted to re-engage for further service by periods of 36 months until the completion of 24 years

Pay and promotion

- D. I Pay of per diem plus 7/6 per diem uniform allowance i.e. consolidated pay a 14/6 per diem
- II On promotion to 2nd Class Constable Pay 5/6 per diem plus 7/6 per diem uniform allowance, i.e. consolidated pay a 12/6 per diem
- III On promotion to 1st Class Constable Pay 4/6 per diem plus 7/6 per diem uniform allowance, i.e. consolidated pay at 12/0 per diem
- IV 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 rank of Inspector
- (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. Horses (if required for duty) frage arms and service equipment will be supplied free.

Passages

C In accordance with the rules from time to time laid down for European subordinate Officials in the Protectorate

Leave of absence

F (a) On the completion of thirty months continuous residence in service in the Protectorate the person engaged may if the exigencies of the service permit be granted three months leave of absence on full pay (known as vacation leave) and if he is returning to the Protectorate on a permanent appointment a further three months leave of absence on three quarter pay (known as return leave) should the person engaged fail to return to the Protectorate at the expiration of his return leave he will repay to the Government on demand the amount which may have been paid to him in respect of such return leave
(b) Leave is reckoned to begin on the date the person engaged leaves the African Coast and in the case of return leave to end on his return to the Coast on his way to resume his duties

Discharge

G A constable may be discharged at any time during the currency of any term of engagement.
(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

Discipline

H In accordance with the Regulations prescribed for their observance in the Police Ordinances

I

Language and Promotions examinations as from time to time prescribed

J

Candidates may be required to undergo a course of training at the local depot Police Headquarters and subsequently if the Governor so directs, the course at the Royal Irish Constabulary Depot as laid down for over-sea recruits.

K

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 2 years in the Force with a good record and have attained the 2nd class grade. 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

Signature of Constable,

Signature of Witness