

1911

EAST AFR. PROT.

C O
30015
REC'D
13 SEP 11

30015

on Sept

Date.

Police Constables.

12 Sept

at previous Paper.

29562

I find difficulty in obtaining candidates. Calls attention to expense involved in candidates being interviewed by Capt. Edwards, who is in Cornwall, & request instructions. Sends copies of revised Form of Agreement

Mr. Beutler.

We have told the Governor on 28/10 that the C.A. were finding it hard to get men for the Constables' posts suggested that he should take any good men whom he could find in S. Africa.

CA/12372/10 here with explains in same measure the difficulties ~~encountered~~ met with - competition of more attractive services, and the large numbers required for the metropolitan police.

It has occurred to me that as the P.A. now has its own

to get Beutler's copy of agreement to go 5/9, 20 28 11
copy to Govt. Grand C. O. 27/9 11
forward to go 7/11 28/9 11

Subsequent Paper

Training Depot. They might be
willing to take men who have
had no Police training in their
country. No other difficulties
must, I fear, be faced as they
are. I had have thought the
prospects of a Constable in Ed.
were pretty good: he can rise to the
rank of Inspector @ £200.

A
It is was the local Govt. which
suggested that Capt. Edwards should
interview the candidates. We
certainly do not want to have
him coming up to London several
times from Cornwall; but if there
are two likely men, I think he might
prefer to make the journey for them
so as to get them off to S.A. quickly.
The agreement is all right
now.

I @ ask receipt - say that S.P.
regrets the delay which is however
unavoidable & point out that as
the 'constables' apply are pensionable
as they have every prospect of
promotion to Dist. Insp. & Insp.
[@ £150 & £200 + free quarters] in the event of being
S.P. does not really have the terms
of service could be improved -
say

say that it was the local Govt. which
suggested that candidates should be
interviewed by Capt. Edwards & that
C.A. must use their discretion
as to ^{has of the day being} ~~bringing~~ them up to London.
but that S.P. is of opinion
that the two likely candidates, 426
should be interviewed ^{by him} as soon as
possible so as to expedite
their appointment -

② send a copy of Coy 23855 + S.P.
of the agreement as now printed
to Gov. End for info. Lt.
[See mem. on that paper].

③ write to Capt. Edwards specially,
telling him of the C.A.'s difficulty
in getting candidates & put forward
him the suggestion at A. above -
saying that if he ~~considers~~ thinks
the suggestion feasible S.P. will
consult the Govt., but that
it wd. clearly be necessary if
untrained men were taken, that
the C.A. should be given ⁱⁿ ~~in~~
ing for their guidance ~~in selecting~~
men as to the kind of man who

M
4847

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

TELEGRAMS, "CROWN, LONDON."
TELEPHONE 1632 VICTORIA.

C O
30015
Recd
R/S 13 SEP 11

427

WHITENALL GARDENS,
LONDON, S. W.

12th September 1911.

ENCLOSURES.

East Africa Protectorate.

Sir,

I have the honour to acknowledge the receipt of your letter No. 28185/1911 of the 5th September asking us to engage an additional third grade constable for service in the East Africa Protectorate Police Force and enquiring what progress has been made in the selection of candidates for the other four appointments.

2. In reply, I regret to have to inform you that we have not so far been able to engage any candidates for these vacancies. We communicated with numerous candidates for appointment as constable who were on our list and interviewed several men but they have all either withdrawn their applications or proved unsuitable. A number of Police Forces in this country which have previously assisted us have also been notified of the vacancies but with very little success. I would explain that we are experiencing the same difficulty in getting candidates for these appointments as on the last occasion (see our letter M.4086 of 26th April 1910). We have now, as we had then, to fill at the same time a number of vacancies in the Straits Settlements and Hong Kong Police Forces

6. a.
12342
10

Under Secretary of State
&c. &c. &c.
Colonial Office.

forces, and service in these Forces appears to be more attractive to candidates than in the East Africa Police.

3. We have now received applications from two candidates who will, we believe, prove suitable, and every effort will be made to fill all the vacancies as early as possible.

4. In your letters of the 20th and 27th June last you state that candidates should be interviewed before final selection by Capt. Edwards who is now staying at Wadebridge, Cornwall. When the last vacancies in the East Africa Police Force were being filled we arranged for candidates to be interviewed by a Police officer home on leave but the Protectorate Government subsequently objected to the expense incurred in this connection and instructed us only to avail ourselves of the services of an officer on leave when one happened to be in London and no expense would be thereby incurred. We shall be glad therefore to receive the Secretary of State's further instructions on this point, as bringing Capt. Edwards to London more than once would entail considerable expense, while to wait until we have sufficient candidates from which he could select suitable men for all the vacancies would no doubt cause delay, which, we understand to be very undesirable.

5. I take this opportunity of forwarding three copies of the revised form of agreement for East Africa Police Constables as requested in your letter of the 1st August.

I have the honour to be,

Sir,

Your obedient Servant,

J. R. G. Jones

for Crown Agents.

62
22855

Agreement

C O
30015
13 SEP 11

E. A. P.
Recr.
Appts.

made this _____ day of _____ 18____
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
_____ 429
of
_____ of the other
in the County of _____
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
2. The said Recruit hereby undertakes and agrees
to proceed forthwith to such part as may be
designated by the Crown Agents for the Colonies
in a written order to be indicated by them and that
he will upon his arrival at such part 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 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

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

2. 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.

3. 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.

4. If the recruit shall at any time be dismissed from the Force all rights and advantages reserved to him by this agreement shall cease and he shall be liable to repay to the Government or to the Crown Agents for the Colonies on demand the amount paid for his passage to the Protectorate including railway fare to the port of embarkation subject to the conditions of service hereinafter mentioned and the conditions of service shall be read and construed as a part of the agreement.

7. 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 Gardens 5/11

Signed by the said

in the presence of

Signature
Address
Occupation

Conditions of Service for European Constables in the 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.

The engagement

C. If of good character on the completion of his engagement, the recruit may if he desires it and if the Government consent 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 7/6 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 7/6 per diem uniform allowance i.e. consolidated pay @ 7/- per diem.
- III. On promotion to 1st Class Constable. Pay

6/6 per diem plus 7/6 per diem uniform allowance i.e. consolidated pay at 5/- 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 Assistant Inspector and 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, forage, arms and service equipment will be supplied free.

Passages

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

Leave of absence

F. (a) 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 continuous residential service together with a 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

*Whichever two and a half days are mentioned in this paragraph 3 days may be the duration of the leave on establishment on respect of recruit at any station which is stated by the Government as an unhealthy station.

a free passage out and the recruit hereby agrees that if he should fail to return to the Protector 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 invalid 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.

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

(C) 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 both days inclusive.

G. A Constable may be discharged at any time

Discharge.

- (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.

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

Resignation.

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

Discipline.

J. Language and Promotional examinations from time to time prescribed.

Examinations.

Course of Training.

K. Candidates may be required to undergo a course of training at the local depot Police Headquarters.

Marriage.

L. 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

Dated 19

Crown Agents for the
Colonies

and

24 Broad Street
European Police Force
East Africa Protectorate

Agreement

CA / 300151 Sal
See

DRAFT.

CA

16 Sept 1940.

MINUTE.

Genl

- Mr. Pakenham 15/9
- Mr. Beetham 15/9
- Mr. Fiddes 15/9
- Sir H. Just.
- Sir C. Lucas.
- Sir J. Anderson.
- Lord Lucas.
- Mr. Harcourt.

I am cli. to ask: the receipt
of your letter M/4227 of
the 12th of September on
the engagement of
the subject of the European
Constable, for the E.A.P.

20/9

and in reply to state that,

which he requests the delay
in ~~obtaining~~ ^{obtaining} suitable
candidate, he realizes
that in the circumstances
that it is inevitable
in view, however, of the

copy of Cap 23555
+ 1/1/40
agreement from
the letter from
in this paper
to a Genl Sal
in my dk

the facts that these
Constables will hold
reasonable appointments
& that they have
every prospect of
being promoted, if their
services are satisfactory;
to the rank of
Assistant Inspector &
Inspector with salary at
the rate of £150 & £200
i.e. respectively,
he does not see
his way to consider
any improvement in
their terms of ^{service} ~~work~~
they are appointed to
~~the rank of~~

2. With regard to the 4th
para. of your letter, I am
to inform you that it was
at the request of the Gov.
of the East that notices
were sent to you in the
letter from this Dept. of
the 20th & 27th of June
to the effect that
Candidates for these appointments
should be interviewed by
Capt. Edwards, so that
no objection to expense
incurred in this connection
need be anticipated on
the part of the local
Govt. It must of
course be left to your
discretion how to determine
whether or not in any
given case you will be

Cap 30075 Col
[Signature]

be satisfied in requesting
Capt. Edwards to
make the journey to
London, but Mr. H.
is of opinion that the
two ^{likely} candidates offered
to us are likely to be
interfered by him as
soon as possible, in
order that, ~~their engagement~~

~~may~~ in the event of
them being selected,
they may be engaged &
~~may be selected~~
sent off to the job without
further delay.

[Signature]

DRAFT.

Capt W.F.S. Edwards D.S.O.

16 Sept 1911

MINUTE.

Sir,

- Mr. Peckham 15/7/11
- Mr. Butler 15/7/11
- Mr. Fiddes.
- Sir H. Just.
- Sir C. Lucas.
- Sir J. Anderson.
- Lord Lucas.
- Mr. Harcourt.

to inform you that the C.A.
for the (Mr. note that they have great
difficulty in obtaining
candidates for the to fill the
vacancies for European
Police Constables in the
East

Copy to 711.20 May 13
 Copy to 29607/13
 Copy to 27 Sep 2022

2. Mr. Farrant does not
consider that the terms on
which Constables are
engaged or their prospects

A promotion can
be improved. but
it has occurred
to him that, now
that a Police Training
Depot has been
established at
Nairobi, it might
be possible to engage
men for these posts
without any previous
experience of police
work - let them
be trained in their
trade at the depot.
If this were done,
it would doubtless
enable the C.A. to
obtain recruits from
with less difficulty.

as it ~~is~~ appears
that at present suitable
trained candidates,
as required by other
Police forces (including
the Metropolitan ^{Police}),
white men ~~already~~ ¹³⁶
serving in the R.I.C.
~~do~~ not find the
service in the C.A.
sufficiently attractive
to offer themselves for
the engagement.

3. but it would be
glad to learn whether
in your opinion the
suggestion in paragraph
2 is feasible. If so,
he is prepared to
~~submit~~ ^{communicate} his views to the
Govt.