

EAST AFR. PROT.  
8079

C. O.  
8079  
REC'D 18 MAR 12

Governor Conf  
Board 18

Date  
1912

1st February

Previous Paper

22  
8079  
1/14/12  
2/1/12  
2/6/12  
2/6/12

ADMINISTRATIVE STAFF

Recommends promotion of Messrs G. E. SPENDER and F. A. HAMILTON to be District Commissioners. States reasons for passing over Mr Farrant and Capt Luckman. Proposes that MR HOPE and CAPT SALKELD should retain their rank and seniority as Dist. Commrs and be styled Officers-in-charge of the Northern Frontier Province and of Jubaland respectively, and that the salaries should not be personal but attached to the posts.

He has

noted JH  
H6

I think that all these recommendations may be approved - but if the Provincial Commr. it is clear that it is not of the question to promote Mr Hope & Capt Salkeld over the heads of the equally (or more) efficient District Commrs. and Sir P. Finlay's proposal to regard the new appointments as personal of these two officers, not as personal but as attached to the posts seems to

Subsequent Paper  
1912

to the best way out of the difficulty.  
but the proposal to increase the number  
of Provincial Commissioners to 8, 1000 miles  
incorporate into the T.P.S. scheme, and  
to have Kempie visit until the Treasury  
has approved the scheme.

W.S. 1/10/35

S.H. Yes.

But see that the paper is  
reconsidered as soon as Treas.  
approval is received.

at me.  
H. J. R.  
20/10/35

Er. J. Polder

See now - J.R.  
19/10/35

H.A.B.  
Pine 26  
H. J. R.  
20/10/35

the best way out of the difficulty.  
But the proposal to increase the number  
of Provincial Commissioners to 8. Will be  
to increase into the T.R.S. scheme, and  
to have Kemp's Unit until the January  
1970.

W.S. 1970 2/3

S.H. Yes.

But see that the paper is  
reconsidered as soon as Treas.  
approval is received.

at me.  
G. J. R.  
207/11

G. J. R.

See now G.M.  
1970:

W.S.  
June 26  
G. J. R.  
207/11

407  
C. G.  
8079  
FEB 16 1912

GOVERNMENT HOUSE,  
NAIROBI,  
BRITISH EAST AFRICA.

EAST AFRICA PROTECTORATE.  
CONFIDENTIAL No. 18.

21st February, 1912.

SIR,

33149  
H

With reference to your despatch of 610 of October 20th in which you approved of my making provision in the estimates for the year 1912-13 for two District Commissioners, I have the honour to submit the names of Messrs C. E. Spencer and F. G. Hamilton, Assistant District Commissioners, for promotion to these posts. Both these officers are highly qualified, they have passed the examinations in language and law, and are very well reported upon by the Provincial Commissioners and other officers under whom they have worked.

2. As on other recent occasions when promotions have been made in the Administration I propose to pass over Mr Farrant and Captain Luckman. The former, who was once a District Commissioner, was reduced in rank some years ago. He is an Eurasian of little education who first came to the country as a clerk, and he does not possess the qualifications required

THE RIGHT HONOURABLE  
LEWIS HARCOURT, P.C., M.P.,  
SECRETARY OF STATE FOR THE COLONIES,  
DOWLING STREET, LONDON.

(2)

required for present day administration.

Captain Luckman has repeatedly been warned that unless he passes in language and law he cannot hope for promotion. He has now passed the former examination but has not yet presented himself for the latter. Even if he succeeds in qualifying in law I should be loath to recommend him for promotion as he is lacking in energy and ambition and would not make a good District Commissioner.

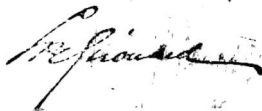
3. In Appendix III of the draft estimates I made provision for the Officer-in-Charge, Northern Frontier District, and the Acting Provincial Commissioner, Jubaland, to receive the pay and allowances of Provincial Commissioners. The present holders of these posts, Mr. Hope and Captain Salkeld, are virtually Provincial Commissioners; they were selected owing to their special qualifications and have performed the ordinary duties of Provincial Commissioners for some years. But I am aware that if these two officers are promoted over the heads of equally efficient District Commissioners who have waited for their promotion for several years it will cause much heartburning and discontent. I propose therefore that Mr. Hope and Captain Salkeld, whilst retaining their rank and seniority as District Commissioners, should be styled Officer-in-Charge of the Northern Frontier Province and Jubaland respectively, that the salaries and allowances

be not personal but attached to the posts, and that in the event of either of these officers being transferred to another part of the Protectorate he should revert to his present pay as District Commissioner. If you will accord your sanction to this proposal the two officers who have been mainly responsible for the good administration of the Northern Frontier and Subland will not be promoted merely by receiving increased emoluments, whilst their seniors in the Service will not be dissatisfied by being passed over. My recommendations for filling the two vacancies caused by placing Mr Hope and Captain Salkeld in charge of the two Provinces will be submitted later.

I have the honour to be,

Sir,

Your humble, obedient servant,



GOVERNOR.