

EAST AFR. PROT.

No.

46371

REC'D
18 DEC 08

1908
561

(Subject.)

Tropical African Service Course

Expresses approval of course - idea of proposal
to appoint a certain no of supernumeraries
later the process to be completed on
completion of course

(Minutes.)

W. R. Anderson H. J. R.

13/xii

Mr. Anderson

Mr. Riddell

Mr. Riddell the other replies to our staff

on 12/19/08 are all in order, but
they may vary well the number
of separate

The for. order, referred
to be sent out at once and
left at home until they are
satisfied but until occurrence
of this course is adopted, the
person appointed will have to
be sent home without

19 Nov
not previous Paper
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46371

of having more men qualifying for
pension than there are pensionable
posts. The simplest plan might be to
tell men who go out as superannuated,
that their service will not begin
to count towards pension until they
can be absorbed in the ordinary
course of service but on the whole I
think it wd be better to explain
the position to the Deans & Indentors
to obtain their sanction for the
very slight overlapping of pensionable
service which is likely to occur.
(If the latter course is adopted all the Deans
concerned should be dealt with in one
letter. Answer to the Deans

63 22
1/09

of having more men qualifying for
pension than there are pensionable
posts. The simplest plan might be to
tell men who go out as superannuaries
that their services will not begin
to count towards pension until they
can be absorbed in the ordinary
work of the service. But on the whole I
think it wd be better to explain
the position to the Army & indicate
to obtain their sanction for the
very slight overlapping of pensionable
service which is likely to occur.
(If the latter course is adopted all the Posts
concerned should be dealt with in one
letter - Army to the Secy)

1/09

Governor's Office

Nairobi.

November 19th

46371
 Recd
 18 DEC 08

MEMORANDUM

10.5

1. 1911.

I have the honour to acknowledge the receipt of
 your letter of the 11th inst. Nos. 462 and 463 of the 11th
 inst. and the 12th inst. respectively, on the subject of
 the necessity for the appointment of officers newly appointed to

596
 11/19/11

the various branches of the
 Government.

The officers selected for
 the various branches of the Government, including
 the various branches of the Government, including

the various branches of the Government, including
 the various branches of the Government, including

the various branches of the Government, including
 the various branches of the Government, including

the various branches of the Government, including
 the various branches of the Government, including

the various branches of the Government, including
 the various branches of the Government, including

Devilling Street

ness in the language, and in law, during their period of probation.

4. I thoroughly approve the proposal to select a certain number of candidates, in addition to those required to fill existing vacancies, in anticipation of vacancies, and I would strongly recommend that in the case of East Africa the second alternative suggested in paragraph 3 of despatch 459 be followed.

B. For one thing such a system would help us with the shortage of officers which so frequently occurs being mainly of officers proceeding on leave, and there are always savings on salaries from which their salaries could be met.

I have the honour to be,

With the highest respect,

My Lord,

Your Lordship's most Obedient,

Walter's servant,

Walter

no
1256
WAF

For 861
u (62)

John Weeks S.C.

DRAFT

The Secretary,
Treasury

19 Jan 21, 1909
May 1908
MN

I am to

MINUTE.

- Mr. Arthur C. ...
- Mr. William H. ...
- Mr. Ellis
- Mr. J. ...
- Mr. Andrews.
- Mr. C. ...
- Mr. C. Lucas.
- Mr. F. Hopwood.
- Col. ...
- The Earl of ...

inform you that
since April last
~~for some time past~~

arrangements have
been in force by
which selected
candidates for

(The ...
any other ...
reprinted ...
alpha ...
in ...
through a course of
preliminary ...
before ...

their appointments. The
 subjects of instruction
 are Law, Accounts,
 Tropical Hygiene &
 Tropical Economic
 Products, and three
 courses, lasting from
 two to three months,
 are held in the year.
 In the order to obviate
 the delay in filling
 vacancies which would
 otherwise occur
 under this system,
 it has been found
 desirable to select
 candidates at the
 beginning of each course
 in view of the number
 of vacancies in anticipation
 of the occurrence of further
 vacancies before the end

of the course. The
 number of candidates
 selected in this
 way has been 2
 and will continue to be
 based on carefully
 recorded experience
 of past requirements
 on former occasions,
 but it must be
 expected that
 occasionally the
 anticipated number of
 vacancies will not
 have occurred at the
 end of the course of
 instruction. In that
 case it becomes a
 question of
 (a) sending the returned
 candidates to the
 Col. or Pro. in order

vacancies are most likely to occur as supernumeraries to be absorbed on the first opportunity or (b) retaining such candidates at home, pending the occurrence of vacancies, and paying them an appropriate allowance in return for their holding themselves available to take up appointments whenever called on to do so. The

feats of the facts concerned have been consulted & have all expressed themselves in favour of the first alternative. It may be anticipated that these would in every case

DRAFT

MINUTE.

- Mr.
- Mr.
- Mr. Justice
- Mr. Anson
- Mr. Cox
- Sir G. Lushington
- Sir F. Hopwood
- Col. Doby
- The Earl of Ogle

be available to take place to delay in filling vacancies & to the point of loss or reduced salary) from which the salaries of supernumeraries could be met, and the only difficulty that is likely to arise in practice is with regard to the pension rights of the officers concerned. Lord Brougham is strongly of the opinion that an officer sent out, in the cases described, as a supernumerary should be treated on the same footing in every respect as

officer filling a post
on the ordinary establishment;
that is to say, among other
things, that his services
should be pensionable
from the commencement.
It is the practice to offer
appointments to superannuated
candidates who are
not selected to fill
actually existing
vacancies in the general
services, the Colonies or
Part² to which they are
to be allocated being
left unoccupied as long
as possible, so that the
there may be no want
of one Colony or Part² being
supplied
with a suitable
number of superannuated
candidates while there

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The pension
in the Colonies is
reduced to a minimum
and, as the explained
above, the number
of men selected is
based on past
experience of
requirements. It may
fairly be assumed,
therefore, in Lord
Crew's opinion, that
in the long run the
liability for pension
incurred by any of
the Colonies or Part²
concerned ^{would} not
at the most exceed
that which would be
incurred if they
post on the permanent
establishment.

constantly filled; but,
as the cases of the case
are somewhat unusual,
his Lordship has
thought it right to
bring the matter to
the notice of the L.C. of
the Trees? He trusts, however,
that they will see no
objection in agreeing
to what is proposed.
The Prot. affected are
A. Inf., S.A.C., Beaula,
Byaraband & Bonaband