

of use to you and to your medical advisers.

I have, &c.,

EAST AFRICAN REPORT



Belfield 284

1914

26 Feb.

Last previous Paper.

120.31

mining leases
to the Moyogah & the Paquelin

Regrets & explains delay in furnishing
Account info.

I had another visit from Messrs Moyogah
& Paquelin to-day. They are going to
write further on various points.

Wiat.

at once.

H. J. R.

21/2/14

Put by

at once

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21/2/14

Put by

Last subsequent Paper.

by the adoption, in these cases, of the arrangements for post graduate courses, referred to in my circular of the 21st of February, to which you replied in your despatch No. 300 of the 28th of March last. It might also be well to bear in mind the importance of selecting carefully the nurses who are to be placed on the pensionable establishment, as there can be little doubt that the effects of prolonged service in a tropical climate operate very unequally on different women. In West Africa it has been laid down that the mere fact that there is a vacancy on the pensionable establishment for a nurse is not, in itself, a reason for proposing the appointment of one of the nurses to the pensionable establishment; and that only those nurses shall be recommended for pensionable posts whose services are exceptionally valuable to Government. On the other hand, a nurse who has served two tours in West Africa without

being placed on the permanent and pensionable establishment may, if she is well reported on and found physically fit, be re-employed in another ^{or a dependent} ~~post~~ for a further two tours. Under this system there is some possibility of judging each case on its merits, without infringing general rules. 405

3. It is also customary in West Africa to give gratuities to nurses whose service has been satisfactory but who are not re-engaged in the same dependency at the end of the second tour; and this arrangement mitigates the hardship of being required to leave the service <sup>altogether or to resume employment on a non-
with footing, and then dependent</sup> I should be glad if you would consider the desirability of adopting, to some extent at any rate, the West African practice in these respects.

5. I enclose ^{two} a copy of a pamphlet issued by this Department, containing information in regard to the appointment of nurses in West Africa, which may be of

15 MAY 1914

to be

401

DOWNING STREET

20 May, 1914.

DRAFT.

EAST AFRICA PROTECTORATE.

478

MEMORANDUM FOR H. H. CONWAY BELFIELD, R.C.M.G.

MINUTE.

- Mr. Doune 13/5/14
- Mr. Fiddian 15
- Mr. Bolt 15.5.14
- Sir G. Fiddes 15
- Sir H. Just.
- Sir J. Anderson.
- Lord Emmott.
- Mr. Harcourt.

copy for Conson

Ref. No. 692.

2 copies

Divd. 50010

Mr. [unclear] 6 } cons. 5/11/16 for 300/10
Mr. [unclear] 32 }
Gov. [unclear] 7/5 }
copy

Sir,

I have the honour to acknowledge the receipt of your despatch No. 283 of the 26th of March 1914, with its enclosure, on the subject of proposals for the improvements of the Colonial Nursing Service in the East Africa Protectorate.

2. I have considered Dr. Haran's proposals, but I regret that I see no prospect of carrying them into effect.

In my opinion, the disadvantages which in his judgment result from placing nurses on the pensionable establishment can be to a great extent counteracted

I have recast the draft so as to
 more into detail about the
 A. arrangements, & by way of
 completing the connexion between
 that part of the report to Dr. Haran,
 have added the reference to the
 of graduate courses - though this
 goes beyond the minutes)

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435

3. It is also customary in West Africa to give gratuities to nurses whose service has been satisfactory but who are not re-engaged in the same dependency at the end of the second tour; and this arrangement mitigates the hardship of being required to leave the service ^{or to resume employment on a non-remunerable footing in another dependency} ~~or to resume employment on a non-remunerable footing in another dependency~~. I should be glad if you would consider the desirability of adopting, to some extent at any rate, the West African practice in these respects.

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16 MAY

Handwritten scribbles and initials

DOWNING STREET,

20 May, 1914.

Ans'd 50010

DRAFT

AFRICA PROTECTORATE.

478

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ac. ac. ac.

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- Mr. Doune 13/5/14
- Mr. Fiddian 15
- Mr. B. B. 15.5.14
- Sir G. Fiddes. *1st Recd 15*
- Sir H. Just.
- Sir J. Anderson.
- Lord Emmott.
- Mr. Harcourt.

Handwritten notes:
 cons 5 Mch 16 Jan 18/10
 Mr. G. 6 }
 pages 32 }
 for 40 }

copy for cons
 P. W. No. 692.
 2 copies

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by

433

e) To enable the above scheme to be carried out an increase of staff will be required so as to allow of the sojourn at the Home Base Hospital being performed. A yearly contribution from each of the Protectorates paid into the Crown Agents will provide the means for paying these nurses who are engaged on the Home Tour. With the various Protectorates thus providing for salaries it is not clear that the Home Base Hospital will require any contribution inasmuch as it will receive an addition to its Nursing Service free of expense.

H. H. H. H.

H. H. H. PRINCIPAL MEDICAL OFFICER,

Nairobi,

5th. February 1914.

known temporary engagement of suitable nurses will become increasingly difficult if not impossible.

3. If the statements made in the previous section are correct it follows that, in time, the Nursing Service will become inefficient if continued to be maintained on existing lines. In that belief, accordingly, I venture to submit the following outline of a scheme as a possible remedy:-

a) Organise the Nursing Establishment as a permanent and pensionable service and base it on a modern large hospital at home. Vacancies can continue to be filled, as at present, by the Nursing Association's nomination.

b) When a nurse has completed two tours of service in a Protectorate and enjoyed the leave she has earned thereby, she should be detailed for twelve months duty (on Protectorate pay rate) at the Home Base Hospital. This procedure will enable her to renew her acquaintance with home technical work and afford her the opportunity to regain her energy.

c) On completion of twelve months Home Duty the nurse will be again detailed for two further tours of foreign service (with the leave thereby earned) after which she will again return for work to the Home Base Hospital - and so on until her service is completed for pension purposes.

d) After performing a twelve-month period of duty at the Home Base Hospital the nurse need not be sent abroad to the same Protectorate - in fact it would be better if she were sent to another. (I may here observe that I am unaware that the effect on Europeans of the monotony of primitive tropical countries is sufficiently realised).

A MEMORANDUM ~~PROPOSING~~ A SUGGESTION WHEREBY
 THE COLONIAL NURSING SERVICE OF THE A-
 FRICAN PROTECTORATES MIGHT BE IMPROV-
 ED.

431

-----ooOoo-----

1. At present Nurses engaged for service in the Medical Departments of these Protectorates are employed for terms of thirty months during which time they receive pay at the rate of £165 per annum together with £10 uniform allowance, quarters, and first class passages to and from Europe. Some of those so engaged are on the pensionable staff while others are not. In the latter case a Nurse is not usually employed by Government for a longer time than that included within two terms of service.

2. I do not think that this system leads to the best results because

a) so far as the pensionable section is concerned, physical slackness resultant from unvarying residence in the Tropics is liable to ~~assess~~ itself and loss of ground from lack of opportunity to keep in touch with the advance in nursing methods ^{which are} constantly ~~occurring~~ ^{occurring} in large European Hospitals is likely to ~~occur~~ ^{occur}.

and b) so far as the non-pensionable section is concerned, it will in time be appreciated by those accepting temporary appointments that their so doing both causes them to lose their home connection and also places them under conditions whereby they may suffer lengthy or permanent injury to health and be thus debarred from earning their livelihood on their return to Europe. As these possibilities become more generally

No. 283.

March 26th, 1914.

433

SIR,

At the request of the writer I have the honour to forward herewith a memorandum by the Deputy Principal Medical Officer on the Colonial Nursing Service and suggested improvements there

Memorandum

2. I am not personally impressed with the value of Dr. Heran's proposals nor am I convinced that the premises on which he bases his conclusions are correct.

3. It would further appear that, although his remarks have been confined to the case of the Nursing Staff, they would apply equally to all officers, whose duties require the exercise of professional qualifications.

I have the honour to be,

Sir,

Your humble, obedient servant,

A. Lawa Beyica

GOVERNOR.

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

think the same nurse might to wait more than one course during her official life.

AF. 2/5/14

Yes - so far as Dr Harau's objection applies to the permanent staff they are largely met & the post-graduate course the object of which is to enable nurses to bring themselves up to date in hospital methods in this country, (as indicated on 3/11/14, announcing this course, in a letter to the staff) I do not know if the S.A. Rules have the same rule as the W.A. Rules as to possible re-employment after two terms in another Protectorate, or, quite, whether there would be any departmental objection to such a rule. TCH 4/5/14

We have not got the W. Afr. system of graduation after 2 terms as to re-employment beyond two terms, see dep. of Dr. J. J. - it is the exception. * 3536/111
We have no regular system of re-employment in another Protectorate after two terms in one Protectorate, but our nurses, in practice, often come back to us.

[* But I am not sure that course is so strict as W.A. when there is a vacancy on the permanent staff]

The re-employment system is worth introducing. As regards gratuities, there is difficulty in getting courses at

is known that it is so acute as to justify in passing the Treasury.

As regards the last part of the despatch - I think Dr. Harau's remarks as to loss of home connection are applicable to other professional staffs especially experienced staffs.

I am inclined merely to ask & say the I.H. reports that he sees no prospect of carrying Dr. Harau's proposals into effect. Oct 5/5/14 429

Yes?

H. J. H. 6/5/14

Pr 7 5 14

I agree as to Dr. Harau's scheme. The W.A. arrangement is a good one, and I should put it to the Gov. for sanction.

Atorel
Ch. 7.5.14

are much stronger objections, at least in the D.P.M.O.'s mind, against appointments, whether they be permanent or whether they be temporary.

Perhaps your Committee might like to read the scheme.

In any case, I do not know why the D.P.M.O. should submit a scheme at all except through the D.M.O. This should be commented on when we reply?

1960
23/4/64

The last para. of the Governor's despatch is almost certainly opposed by the facts. It is generally admitted that nursing in hospital conditions is particularly trying to women, but that the effects differ considerably with the individuals, & I doubt whether this is equally true of other professional officers - still less of all.

I deplore bringing the T.A.H.S. Committee into this business. Not that they have less knowledge than they had of W.A. when we decided not to ask their advice in regard to the question of the conditions of service for W.A. nurses.

I am not very familiar with the conditions of employment of nurses in E.A. but I should say at once that the scheme put forward by Mr. Haran is impracticable; no large hospital at this end would look at it. Besides, the expense is out of all proportion to the result to be gained, so far as bringing the nurse up to date is concerned. It treats me as if I had any man who knows what the work of a large hospital is like can suppose that 12 months attachment to one for duty will afford a nurse "the opportunity to

31738/104
in bundle

I should have said the effect was bound to be the exact opposite - to diminish the good & recuperative effect of the leave. 428

I think a nurse who has had two courses in one of the E.A. Protectorates without being placed on the pensionable establishment might, if well reported on & found physically fit, be reemployed in another Prot.

for a further two courses, as we do in W.A. But whether reemployment could be allowed to go further I hardly know. I am inclined however to think that the W.A. system is the best. Under it we have a means of selecting the judging each case on its merits, without enforcing general rules.

On the other hand, of course this means constant watching to see that Govt & P.M.O.'s do not place nurses on the pensionable establishment about whose exceptional services there is any doubt.

no go on reengaging nurses for kind & subsequent loss without special grounds. And we have been rather rigorous in insisting that there is a vacancy in the pensionable establishment of a Colony is not in itself, a reason for reappointing a nurse to fill it. I am not quite sure from the despatch on 35361/11 C.A.P. that this line is taken in E.A.

But the bringing up to date can be done by postgraduate courses - see 21007/15 Gen. Order below - & if it is thought that nurses on the pensionable establishment need all the leave that the regulations allow for holiday purposes then it would be quite the whole thing as an alternative - a full pay leave of absence.

It is not clear whether the W.A. system is any greater than nurses who are reengaged, but have served actively. It is doubtful.

AT