



- ① 2<sup>nd</sup> app't to Mr Glover direct returning his papers etc
- ② 2<sup>nd</sup> app't through G.P.O. to the feet of candidates

- W.H.T.
- Templeton
- Kane
- Lickhust
- Graves
- Worle
- Beny
- Beard
- Wilkinson

suggesting the  
Time 18 Great  
in each case

and say app't is being offered to Glover as being convenient

- ③ write to R. T. R. Bradford saying that W. Lickhust may shortly present himself for exam

W. D. Dig.

Lickhust We are not called upon to cure

his petition in writing to Mr Bradford we should say that it is not clear that his health is <sup>so</sup> ~~so~~ <sup>seriously</sup> ~~seriously~~ <sup>affected</sup> ~~affected as that if they are not <sup>so</sup> ~~so~~ <sup>serious</sup> ~~serious~~ it is not <sup>so</sup> ~~so~~ <sup>improbable</sup> ~~improbable~~ that he should be <sup>so</sup> ~~so~~ <sup>referred</sup> ~~referred~~.~~

I think  
will be  
set out  
Sir J. R. R.  
in a meeting  
of the  
Committee

According to the discharge certificate we must have been born in 1885, but the discharge certificate appears to be 22 or 23 years of age, and the certificate of birth is only 32

as the discharge certificate is P/1 re out

W.H.T. 2/2/44

Yes  
H.

Mr. Battenbury among others 15/14  
Mr. Battenbury

Mr. Glover's P/ attached.  
? P/ referees and J/ they are satisfactory  
Offer probationary appt. as in the case  
of Tyler (no. 4248).

N.D. 15-5-14

I did not notice that copies of the report  
had not been made in accordance with the note  
in the dept to Mr. G. on this paper  
ask him to return the books  
in order that copies may be made  
in the Dept.

sent  
16/5/14

W.C.S. 16/5/14  
P/ sent to Mr. Glover's referees.

MB  
M/11/14

Mr. Battenbury

Teatle's record and attached  
? to CD for purpose of all except the Certif  
of Discharge  
and return originals 3/

W.C.S. 19-5-14  
Will you kindly take  
two copies of the test

Copies enclosed.

Return orig. with copy to  
CCS 19.5.14

Mr. Battenbury

Mr. Lichner (see 18407/14) is reported  
unfit on account of his phthisis  
? ask G.P.O. to inform Mr. Lichner

SA  
10/

10



Private Sec<sup>y</sup>

As to Mr. Glavin?

H. J. R.

25/11/14

Mr. Glavin

L. Reed  
Mr. Bottomley

The app't is quite out of our  
beat & if you approve of  
Mr. Glavin, I think it would  
be simplest for you to offer  
him the app't as you  
have done with the others —  
the D.P. & unless taking so

responsibility — The app't in  
any case too small  
to trouble the D.P. with  
a submission

H. J. R.  
25/11/14  
Offer app't to Mr. G.  
at once.

Mr. Bottomley

Mr. P. H. (19225) has w. K. ...  
and offer app't. Hingl S.P.O.  
to the next reserve candidate Mr. L. A. B. Small

W.S. H.M. 29/5/14  
30/1/14 at once

(10)

At Baltimore to Read

Prof. Globe has failed to pass the medical exam. (see 20264)

We have now exhausted the S.P.O. list, including reserves.

Out of 10 candidates (including one vice Tyler resigned) we have filled 5.

(Holt, Templeton, Kane, Graves, W. Hanson)

We are waiting for replies from Wilbur, Crane, Edwards, Smith and Small.

Wait till we hear from them and have received M.A.'s reports, before writing to S.P.O. for any more.

N.F.D. 5614

All 5 accepted and passed  
H.S.

Send this on for you see that our difficulties over these postal appointments. A good proportion of the candidates are unfit and there are always a lot who wash out. As the Govt. is not prepared to begin to alter being the ordinary clinical set of things this is the way out.

Proposed

If matters do not improve, but let better let the Govt. know the difficulties at once.

H. J. R.  
5/27/14

Ex 11

Member  
Roller

quoting Registered No. 141058/13

GENERAL POST OFFICE, LONDON.

4 May 1914.

15375

MAY 5 1914

Sir,

With reference to your letter of the 10th of February, No. 1050/1914, I am directed by the Postmaster General to state, for the information of the Secretary of State for the Colonies, that he can recommend for appointment as Male Postal Clerks and Telegraphists in the East Africa Postal Service the officers shown on the accompanying schedule, which also contains a list of 5 candidates who can be recommended if any of the original candidates decline appointment or are rejected on medical grounds.

It should be explained that the 4th recommended candidate, Mr. Ticehurst, was in 1911 absent from duty for 170 days suffering from pulmonary phthisis: his health has however been satisfactory since that date and he is on duty at the present time. He has only had one absence amounting to 5 days since 14 January 1912. The Chief Medical Officer to the Post Office, who has been consulted in the case, is of opinion that his health will improve if he can be given employment in British East Africa.

An application for one of these appointments is enclosed from Mr. E. H. Glover, who was formerly in the Post Office Service. Mr. Glover gave satisfaction during his employment in the Post Office and I am to state that the Postmaster General would have no objection to one of

Secretary of State,

the

COLONIAL OFFICE

Candidates recommended for appointment as Male Postal and Telegraph Clerks East Africa Postal Service.

Name.	Rank	Office	Age	Date of Established appointment in Post Office.
F.C.	S.C.&T.	Carrick-on-Shannon.	28	6 April 1903.
leton F.T.	do.	Stafford	28	16 Aug. 1903.
A.	do.	Liverpool	28	1 Nov. 1903.
hurst F.E.	do.	Eastbourne	27	20 Sep <sup>r</sup> . 1904.
es I.F.	do.	Southport	25	13 Dec. 1905.
G.E.	Sorter	London Postal Service.	26	5 Aug. 1906.
W.	S.C.&T.	Cardiff	25	4 Aug. 1907.
L.H.	do.	Hungerford	23	14 Oct. 1907.
nson J.N.	do.	Brandon	28	2 April 1912*.
Reserve Candidates.				
urn H.C.	S.C.&T.	Bridlington	22	12 July 1908.
ar J.	do.	Tralee	27	17 April 1909
ms H.J.	Telst.	Central Telegraph Office.	24	17 Oct. 1909.
W.T.	S.C.&T.	Stockbridge S.O. Winchester.	25	29 Nov. 1909.
L.A.B.	do.	Southampton	21	12 Dec. 1909.

\* Mr. Wilkinson has served in the Indian Telegraph Service for 3<sup>1</sup>/<sub>2</sub> years.

All the candidates are unmarried.



Draft

S.P.O. 16375/1914  
E.A.P.

415

u. f. s. to G. P. O.

34220/1913

Downing Street,

~~London, 1913~~  
11 May 14

Drafts

- Mr. F. C. Holt.
- Mr. F. T. Templeton.
- Mr. A. Kane.
- Mr. F. E. Ticehurst.
- Mr. L. E. Graves.
- Mr. G. E. Hoyle.
- Mr. W. Berry.
- Mr. L. H. Beard.
- Mr. J. N. Wilkinson.

Small file

OK 8/5/14

Income

Bottomley 8/5/14

Sir,

I am directed by Mr. Secretary Harcourt to inform you that, subject to your being passed as physically fit for service, he proposes to select you for appointment as a Postal Clerk and Telegraphist in the East African Postal and Telegraph Department with salary at the rate of £13 per annum rising by annual increments of 2s to £16 per annum. Government quarters free rent (but not of rates or other similar outgoings) provided for single men when such quarters are available; when such quarters are not available, a hut or other temporary shelter is provided, or in certain cases allowance in lieu of quarters is granted at the discretion of the Government. Free second class passage provided to and from East Africa. Half pay is granted from the date of leaving England and full pay from the date of arrival at Bombay. It is to be understood that you will be liable to serve either in the East African Protectorate or in Uganda according to the Governor may direct.

2. A memorandum, showing the general conditions attached to appointments in East Africa and a copy

of

1/2 in each

ANTHONY

145 29 44

*Nov. 1913*  
~~1913~~

*Nov 24, 13*  
~~Oct 29, 13~~

*1st Nov.*

of the leave and passage regulations for civil officers are enclosed herewith, but you are to understand that you will be subject to any regulations which may hereafter be introduced by or with the sanction of the Secretary of State. A copy of the regulations as to pensions and a copy of the Colonial Regulations are also enclosed.

3. You will be seconded in the first instance in the Home Service for a tour of thirty months in East Africa and the leave incidental thereto, on the understanding that the period of your seconding (including passage and leave as well as the time spent in East Africa) shall not exceed three years. At the end of that period (provided that your services have been satisfactory) it will be open to you to accept permanently in colonial employment or to revert to the Home Service.

*A. H. H. S. L. 6*  
*is given in the*  
*letter*

4. If you are prepared to accept the appointment on these conditions, you should present yourself to one of the Medical Advisers to this Department whose names are given on the enclosed letter for the purpose of being medically examined. The letter is to be left with him, and he will send his report direct to this Department. The fee for the examination will be paid by the Government and you may apply to this Department for a refund of return railway fare (3rd class) in connection with your visit to the Medical Adviser.

5. I am to request that you will inform me as soon as possible whether you wish to accept this offer. You should also inform me what is the earliest date

on which you will be able to leave for East Africa where your services are urgently required.

C. At the same time you should furnish me with an address to which communications intended for your relatives or friends can be sent during your absence from this country.

*File 1962/13*  
 A copy of ~~notes for officers appointed to East Africa and Uganda~~ *a memorandum containing information relating to the app. and opened to you* is enclosed.

Sir,

Your obedient servant,

S.P.O. 16375/14  
S.A.P.

Draft 3 p.m.

to the Under Secretary for the Colonies

W

The Under Secretary for the Colonies  
presents his compliments to the Medical Adviser to the  
Colonial Office, and ~~requests for personal and return, the~~

~~begs to inform him that~~  
~~medical reports relating to the case of the Officer~~  
~~mentioned in the margin~~ Mr F. E. Ticehurst

~~\* This Officer has been~~ (b) instructed to present

himself for medical examination ~~the fee for which will be~~

~~paid by the Government~~ as to his fitness  
for service as a Postal  
Clerk and Telegraphist in  
East Africa

The letter from the S.P.O.  
recommending Mr Ticehurst  
for the appointment states that he  
was in 1911 absent from  
duty for 170 days suffering

DL 875/14  
Home 8-6-14  
Kinross 15-14

May 1914

\* This paragraph is to be struck out when required. One of the  
above mentioned paragraphs is always to be struck out.

(P.T.O.)

16-9-14

S.P.O. 16375/1914

410

S.P.

80

11 May 1914

Sir,

I am directed by Mr  
 Secretary Harcourt to  
 acknowledge the receipt of  
 your letter of the 4<sup>th</sup>  
 of May, N<sup>o</sup> 141058/13, and to  
~~inform you that~~ request  
 that, if the P.M.C. has  
 no objection, the  
 enclosed letters offering  
 appointments as Postal Clerks  
 and Telegraphists in East  
 Africa may be  
 forwarded to Messrs.

F. C. Holt, F. J. ~~Templeton~~  
 Templeton, A. Kane, F. E.  
 Icehurst, L. E. Graves,

DRAFT.

The Secretary  
 S.P.O.

MINUTE.

- Mr. Harper 8/5/14
- Mr. Downie 8/5/14
- Mr. Buttowley 8/5/14
- Sir G. Fiddes.
- Sir H. Jush.
- Sir J. Anderson.
- Lord Emmott.
- Mr. Harcourt.

9 letters

64944

(P.T.O.)

J. E. Hoile, W. Berry, L. H. Beard and J. M. Wilkinson, who have been recommended by the P.M.G. for vacancies in the Postal Establishment.

2. Mr. Starcoub wishes to express his thanks for the trouble which has been taken in <sup>selecting</sup> selecting these candidates.

3. The application of Mr. E. H. Glover, referred to in the third para of your letter, is receiving consideration

J

9/1

G.P.O. 16375/1914 East.

11 May 1914

Sir,

With reference to the letter from this Office of the 21<sup>st</sup> of March I am <sup>pleas</sup>ed to inform you that your application for appointment as a Postal Clerk and Telegraphist in East Africa has been submitted by the P.M.G.

I am ~~to ask you~~ to transmit to you the accompanying form

DRAFT.

E. H. Glover.

[£ 100 90]

MINUTE.

Mr. Downie

Mr. Bottomley

Mr. G. Fiddes.

Sir H. Just.

Sir J. Anderson.

Lord Emmott.

Mr. Harcourt.

Mr. Anderson  
has been  
16375

0/1

once with objections  
L.A. 8/5

16375-447

application for completion  
and return, when  
your name will be  
considered with those  
of other candidates

3. It will not be necessary  
for you to send testimonials  
with the form of application,  
as your original test's <sup>which</sup> ~~which~~  
<sup>are returned herewith</sup> ~~are returned herewith~~ have  
been sent to the Dept  
from the G. P. C. ~~They will~~  
~~be returned to you when the copy~~  
~~is received~~

# Application for Colonial Employment.

422

to be filled up by the Applicant himself, and returned to the Private Secretary to the Secretary of State, Colonial Office, London.

Name in full ... Ernest Henry Glover

Date of Application ... 12<sup>th</sup> May 1914

Profession or Occupation ... Telegraphist  
Address ... Glover Lodge, Rd. Small Heath  
Birmingham

Other Name ... Henry Glover

Profession or occupation ... Clerk Money Order Dept. P.O.

Address ... 111 Coventry Rd. Small Heath  
Birmingham

If dead, his Name and Profession ...  
If nevertheless be given.

Date and year of birth ... 27<sup>th</sup> Sept 1882 ... Age last birthday ... 31

Place of birth ... Birmingham

Whether single, married, or a widower ... Single

Number of children ... Sons ... Aged respectively ...  
Daughters ...

Employment desired.  
I wish to apply for a ...  
appointment ...  
and state to what ...  
post you would go ...  
and what is the lowest ...  
salary that you would ...

Clerk and Telegraphist  
East Africa

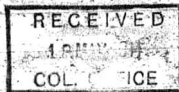
Education (general ...  
and professional) ...  
at the Schools or ...  
places at which you ...  
received your education ...  
and in each case ...  
state the date of entry and ...  
and any special ...  
distinctions ob- ...

King Edwards ... School  
Camp Hill  
Birmingham

If you have obtained ...  
academic distinctions ...  
and held any posi- ...  
of responsibility at ...  
of College, you ...  
will state it here.



Islip Villa 423,  
717 Coventry Road,  
Small Heath  
Birmingham



May 17<sup>th</sup>

16375/14 EAP

Enclosed please find testimonials  
requested in yours of 16<sup>th</sup> inst.

The last testimonial from the  
Commercial Cable Company was supplied  
by the Company to the  
Major General and my service with  
from June 1911 to Jan<sup>y</sup> 1914

Yours sincerely  
Ernest Highley

2. A memorandum, showing the general conditions attached to appointments in East Africa and a copy of the leave and passage regulations for civil officers are enclosed herewith, but you are to understand that you will be subject to any regulations which may hereafter be introduced by or with the sanction of the Secretary of State. A copy of the regulations as to pensions and a copy of the Colonial Regulations are also enclosed.

3. You will be seconded in the first instance in the Home Service for a tour of thirty months in East Africa and the leave incidental thereto, on the understanding that the period of your seconding (including passages and leave as well as the time spent in East Africa) shall not exceed three years. At the end of that period (provided that your services have been satisfactory) it will be open to you to remain permanently in Colonial employment or to revert to the Home Service.

4. If you are prepared to accept the appointment on these conditions, you should present yourself to one of the Medical Advisers to this Department whose names are given on the enclosed letter for the purpose of being medically examined. The letter is to be left with him, and he will send his report direct to this Department. The fee for the examination will be paid by the Government and you may apply to this Department for a refund of return railway fare (3rd class) in connexion with your visit to the Medical Adviser.

973. March 1913.

974. Oct. 1911

Nov 1913

975. Oct. 1911.

1. Regulations.

5. I am to request that you will inform me as soon as possible whether you wish to accept this offer. You should also inform me what is the earliest date on which you will be able to leave for East Africa where your services are urgently required.

6. At the same time you should furnish me with an address to which communications intended for your relatives or friends can be sent during your absence from this country.

7. A copy of *Memorandum containing* ~~the names of the officers appointed to~~ *information relating to the appointment of you* ~~to the office of Honorary~~ *is enclosed.*

*in Jan 1962/13/14*

I am,

Sir,

Your obedient servant,

G.P.O. 16375/1914  
E.A.P.

C.D.  
21 MAY 1914  
J.W.

Sc

22 May 1914

Sir,

With reference to the letter from this Office of the 11<sup>th</sup> of May I am &c.

to inform you that the M.A. to this Dept. has reported that Mr. F.B. Ticehurst is not physically fit for service in East Africa and to request that Mr. Ticehurst may be inf<sup>d</sup> accordingly.

I am also to inform you that Mr.

DRAFT.

The Secretary  
G.P.O.

MINUTE.

- Mr. Soper May 21/1914
- Mr. Bottomley 21/5/14
- Sir G. Fiddes.
- Sir H. Just.
- Sir J. Anderson.
- Lord Emmott.
- Mr. Harcourt.

for comment

to the Wilton  
Mr. Crean  
(draft to Harcourt)

12/1/14

G.P.O. 16375/1914  
rap

C.D.  
21 MAY  
1914

Sr

22 May 1914

Sir,

With reference to the letter from this Office of the 11<sup>th</sup> of May I am directed to inform you that the M.A. to this Dept. has reported that Mr. F. B. Ticehurst is not physically fit for service in East Africa and to request that Mr. Ticehurst may be informed accordingly.

I am also to inform you that Mr.

DRAFT

The Secretary  
G.P.O.

MINUTE

- Mr. Harper May 21/1914
- Mr. Bottomley 21/5/14
- Sir G. Fiddes.
- Sir H. Just.
- Sir J. Anderson.
- Lord Emmott.
- Mr. Harcourt.

for comment

to Mr. Alderson  
Mr. Green  
(draft to Harcourt)

1/2 4/6

[This half-sheet to be torn off, filled up, and returned in the envelope sent herewith.]

STATEMENT respecting

*W. B. H. Glover*

is an applicant for

*appointment as Postal Clerk  
and Telegraphist in East Africa*

QUESTIONS.

ANSWERS.

1. Will you be good enough to state how long you have been acquainted with the applicant?

1. From *W. H. Falkon Nightingale*  
to Sec<sup>y</sup> of State for Colonial Department  
*More than twenty years*

2. Under what circumstances does your knowledge of him arise?

2. *His family were neighbours, he was school fellow and friend of my two sons, and frequently attended Church with us.*

3. With what persons were you acquainted with him who he

- a. honest?
- b. sober?
- c. industrious?
- d. generally well conducted?

a.  } *Yes.*  
b.   
c.   
d.

4. Is his health good?

4. *Yes*

5. (a) If he has been employed under you will you state the nature of his duties and how he discharged them?

5. (a) *No*

(b) What was the cause of his leaving, whether by voluntary resignation, dismissal, or otherwise?

(b)

(c) If he was educated under you will you give your opinion as to his intellectual ability and powers of work, and state the circumstances under which he left the school or college?

(c) *He was educated for the most part I believe at King Edwards' Grammar School, Cairo; Camp Hill.*

QUESTIONS

ANSWERS

6. Do you consider him to be qualified to undertake the duties of such an appointment as he now desires?

Yes. to my knowledge he has been employed as Marconi telegraphist on board the Lusitania etc to foreign land

7. Are you aware of any circumstances tending to disqualify him for such an appointment?

No.

8. The Secretary of State will be glad to receive any information which you may have to give respecting the candidate's character, or intelligence in addition to what is contained in the answers to the foregoing questions, particularly as to whether he has shown any special capacity for

- (a) command of men.
- (b) organisation or administration of any kind.

Carmichael

Signature Thomas Neal  
 Occupation, Professional Qualifications, &c. Director of the  
 Address 239. & 715. Coventry Road  
Small Heath. Birmingham  
 Date 20. 5. 14.

CERTIFICATE OF CHARACTER

439

Birmingham Post Office,  
11th May, 1907.

This is to certify that Mr. E. H. Glover  
was appointed <sup>haul</sup> Learner on the 12th June 1899 and  
proceeded in due course to position of Sorting  
Clerk and Telegraphist and that he quitted the  
Service on the 7th September 1901, having been  
transferred to the Cape Telegraph Service.

During the time he was in the Service  
his conduct was good and he performed his work  
satisfactorily.

(Sd.) C. S. COURT,  
per P. J. S.



## GENERAL POST OFFICE.

## CERTIFICATE OF SERVICE.

This Certificate is given without alteration or erasure of any kind. No Certificate will be furnished in the case of an employee discharged for an offence of a serious nature.

General Post Office,

Cape Town.

22nd May, 1907.

I hereby certify that Ernest Henry Glover was employed in the Post and Telegraph Service of the Government of the Cape of Good Hope in the capacities and during the periods stated below.

Date of entry into Service. 28<sup>th</sup> September 1901

First Appointment. Assistant Queenstown.

Last Appointment. do: Port Elizabeth

Date of leaving Service. 31st January 1907

Cause of leaving Service. Voluntary resignation

Character and Conduct. Satisfactory

(Sd.) GEO. WILSON

for Acting Postmaster-General.

THE COMMERCIAL CABLE COMPANY.

63 & 64 Gracechurch Street,

London, E.C.

March 21st, 1911

432

Mr. Ernest H. Glover,

Islip Villa,

717, Coventry Road,

Small Heath,

Birmingham.

Dear Sir,

In reply to your letter of the 20th instant, the Company does not furnish certificates of service but you may refer intending employers to us and we shall be pleased to give a favourable reply.

Yours faithfully,

(Sd.) FRED. WARD,

Manager in England.

Resigned January 6th. Kindly refer direct to Company for further information if required.

Nearly 3 years service here.

(Sd.) ERNEST GLOVER.

1910 16375/1914  
Earl

433

Drafts

~~28~~

16375/1914.

Downing Street,

- 1. Mr. H. Edwards
- 2. Mr. W. T. Smith

28 # 28, 1914.

W. T. Smith  
Sir,

I am directed by Mr. Secretary Maccourt to inform you that, subject to your being passed as physically fit for service, he proposes to select you for appointment as a Postal Clerk and Telegraphist in the East African Postal and Telegraph Department with salary at the rate of 13/- per annum rising by annual increments of 2/- per cent per annum. Government quarters free of rent (but not of rates or other similar outgoings) are provided for single men when such quarters are available. When such quarters are not available, a flat or other temporary shelter is provided, or in certain cases an allowance in lieu of quarters is granted at the discretion of the Government. Free second class passages are provided to and from East Africa. Half pay is granted as from the date of leaving England and full pay as from the date of arrival at London. It is to be understood that you will be liable to serve either in the East Africa Protectorate or in Uganda according as the Governor may direct.

- 2. A memorandum, showing the general conditions attached

26/5/14  
26/5/14

returns  
each

drafts  
28

soon as possible whether you wish to accept this offer. You should also inform me when is the earliest date on which you will be able to leave for East Africa where your services are urgently required.

At the same time you should furnish me with an address to which communications intended for your relatives or friends can be sent during your absence from this country.

A copy of a memorandum containing information relating to the appointment offered to you is enclosed.

Sir,

Your obedient servant,



(Signed) H. J. READ,  
for the U.S. Secretary of State

Draft. *Sno* 16375/1914 *Case* 128

~~34229/1913.~~

*S.L.C.*  
*Ans. 20299*

Downing Street,

~~9 October 1913~~

28 May 1914.

*E. H. Glover*

*26/5/14*  
*since 26/5/14*  
*Embly 26/5/14 p*

Sir, with reference to your application of the 12<sup>th</sup> May, I am directed by Mr. Secretary Harcourt to inform you that, subject to your being passed as physically fit for service, he proposes to select you for appointment as a Postal Clerk and Telegraphist in the East African Postal and Telegraph Department with salary at the rate of £130 per annum rising by annual increments of 28 to £158 per annum. <sup>provisionary</sup> Government quarters free of rent (but not of rates or other similar outgoings) are provided for single men when such quarters are available. When such quarters are not available, a hut or other temporary shelter is provided, or in certain cases an allowance in lieu of quarters is granted at the discretion of the Government. Free second class passages are provided to and from East Africa. Half pay is granted as from the date of leaving England and full pay as from the date of arrival at Mombasa. It is to be understood that you will be liable to serve either in the East Africa Protectorate or in Uganda according as the Governor may direct.

[Enclosure]

2973 March 1913

~~2. A memorandum, showing the general conditions attached to appointments in East Africa and a copy of~~

~~the~~

E. F. SKULLY.

*Drafts 73 44*

~~SALARY, ETC. — £120 per annum, rising by annual increments of £8, to £160 per annum. Quarters will be provided free of rent (but not of rates or similar outgoings) or an allowance will be given in lieu.~~

~~Candidates should be at least 21 years of age and unmarried, and should have had not less than three years' established service. They are required to have a thorough knowledge of postal work and to be able to send and receive telegrams at not less than 20 words per minute.~~

~~Free second class passages will be provided to and from East Africa; half salary will be paid from the date of leaving England and full salary from the date of disembarkation on the coast of Africa.~~

~~The candidates selected will be liable for service in any part of British East Africa or~~

3 Uganda, but Subject to the exigencies of the service Junior Clerks are employed at Nairobi until they are selected for promotion to the Senior Grade carrying salaries on the scale of £160 by £8 to £200 per annum. For service at Nairobi the outfit required is limited to ordinary summer clothing as worn in England, with the addition of a helmet. It is unnecessary to take furniture as Junior Clerks of the Post Office at Nairobi usually reside in Boarding Houses at a cost which does not exceed £100 per annum for board, lodging, attendance and laundry. Clerks residing in Boarding Houses draw £40 per annum in lieu of Government quarters, their

their emoluments at Nairobi on first appointment being then £150 + £40 or £170, per annum.

The climate of Nairobi is usually slightly warmer than that of an ordinary English summer, but an overcoat is sometimes required. For service elsewhere than Nairobi certain articles of furniture, supplementary to the Government allowance, have to be purchased and tropical clothing is desirable, but these things can best be obtained in East Africa as required.

~~If, at the end of three years' service (including leave and voyages) under the administration of the Protectorates, it is decided not to continue the services of any officer selected, or should he decide to leave the service of the Protectorates, he will be allowed, subject to proof of satisfactory conduct and physical fitness, to return to the service without loss of seniority, as soon as a suitable vacancy occurs, at the salary he was receiving at the time of his departure.~~

~~Pension, etc. Any officer appointed shall be entitled to privileges of leave and pension in accordance with the regulations for the employment of officers in British East Africa and Uganda. He shall retain his title to pension in respect of his service if he retires in circumstances entitling him to pension under the Superannuation Act, 1909, and is entitled to the benefits of the Superannuation Act, 1909, and if his aggregate pensionable service is in the Imperial Post Office and in that of British East~~

4. A memorandum showing the general conditions attached to appointments in East Africa and a copy of

Nov 7 1913  
October 1911  
Nov 21 1913  
October 1911  
Regulations.

the leave and passage regulations for civil officers are enclosed herewith, but you are to understand that you will be subject to any regulations which may hereafter be introduced by or with the sanction of the Secretary of State. A copy of the regulations as to pensions and a copy of the Colonial Regulations are also enclosed.

4. You will be succeeded in the first instance in the Home Service for a tour of thirty months in East Africa and the leave incidental thereto, on the understanding that the period of your incumbency (including passages and leave as well as the time spent in East Africa) shall not exceed three years. At the end of that period (provided that your services have been satisfactory) it will be open to you to remain permanently in colonial employment or to revert to the Home Service.

5. If you are prepared to accept the appointment on these conditions, you should present yourself to one of the Medical Advisers to this Department whose names are given on the enclosed letter for the purpose of being medically examined. The letter is to be left with him, and he will send his report direct to this Department. The fee for the examination will be paid by the Government and you may apply to this Department for a refund of return railway fare (3rd class) in connexion with your visit to the Medical Adviser.

*per [unclear]*

6. I am to request that you will inform me as soon as possible whether you wish to accept this offer. You should also inform me what is the earliest date on which



which you will be able to leave for East Africa where your services are urgently required.

2. At the same time you should furnish me with an address to which communications intended for your relatives or friends can be sent during your absence from this country.

~~3. A copy of "Notes for Officers appointed to East Africa and Uganda" is enclosed.~~

I am,

Sir,

Your obedient Servant,

472 16375/1914 Ea?

~~to~~

28 May 1914

Draft

Sir,

The Secretary

GPO

28/5/14

Attorney, GPO

Extraneous  
simult. (off. source)

With reference to the letter from  
 this Office of the 14<sup>th</sup> of May  
 I am directed to ~~inform you~~  
~~that~~ request you to inform  
 the Com. that Mr. L. H.  
 Beard has declined the  
 appointment offered to him  
 as a Postal Clerk and  
 Telegraphist in the East  
 African Postal and Telegraph  
 Dept. and also that a  
 further vacancy in that  
 Dept. has occurred owing  
 to the resignation in the  
 Prov. of Mr. A. E. Tyle, whose  
 application was forwarded  
 with your letter No. 14058/3 of the

[16, 5885]

[16, 4087/10]

45-  
14

7<sup>th</sup> of February 1914.

2. I am to request that, if the P.M.F. has no objection, the enclosed letters offering appointments as Postal Clerks and Telegraphists in East Africa to Mr. H. Edwards and Mr. W. T. Smith may be forwarded to these officers.

3. I am to add that a similar appointment is being offered direct to Mr. E. S. Glover whose application was forwarded with your letter No 741038/13 of the 4<sup>th</sup> of May 1914.

[App.  
16375/4]

L. J. READ.

for the Under Secretary of State.

G.P.O. 16375/1914

442

DRAFT.

E.A.P.

RECEIVED  
MAY 30 1914  
2

SV

3 June 1914

Secretary  
War Office  
G.P.O.

30/5/14  
Bottomley 30/5/14 fb

Small  
(all handwritten)

Sir  
With reference to the  
letter from this Office of the  
11<sup>th</sup> of May I am

request you to inform the P.M.G.  
~~Army Council~~ that Mr J. B.  
Hole has declined the  
appointment as a Postal Clerk  
and Telegraphist in East  
Africa offered to him.

I am to request  
that, if the P.M.G. has no  
objection, the enclosed letter  
offering an appointment as a  
Postal Clerk & Telegraphist in  
E.A.P. may be forwarded to Mr.  
L. B. Small, one of the

*Draft* *J.P.O. 16375/9/14*  
*EAR* 443

Communications on this subject  
should be addressed to—

THE UNDER SECRETARY OF STATE,  
COLONIAL OFFICE,  
LONDON, S.W.,

and the following  
Number quoted. 16375/1914.

Downing Street,

*W. L. A. B. Small*

~~16375/1914~~ 1914.

*3 June*

*Recd. 30/5/14*  
*Mr. Bottomley 28/5/14*

Sir,

I am directed by Mr. Secretary Harcourt to inform you that, subject to your being passed as physically fit for service, he proposes to select you for appointment as a Postal Clerk and Telegraphist in the East African Postal and Telegraph Department with salary at the rate of £130 per annum rising by annual increments of £8 to £160 per annum. Government quarters free of rent (but not of rates or other similar outgoings) are provided for single men when such quarters are available. When such quarters are not available, a hut or other temporary shelter is provided, or in certain cases an allowance in lieu of quarters is granted at the discretion of the Government. Free second class passages are provided to and from East Africa. Half pay is granted as from the date of leaving England and full pay as from the date of arrival at Mombasa. It is to be understood that you will be liable to serve either in the East Africa Protectorate or in Uganda according as the Governor may direct.

2. A memorandum, showing the general conditions attached to appointments in East Africa and a copy

of

973, March, 13.

~~E. H. H. H.~~

*5-14-14*

of the leave and passage regulations for civil officers are enclosed herewith, but you are to understand that you will be subject to any regulations which may hereafter be introduced by or with the sanction of the Secretary of State. A copy of the regulations as to pensions and a copy of the Colonial Regulations are also enclosed.

3. You will be seconded in the first instance in the Home Service for a tour of thirty months in East Africa and the leave incidental thereto, on the understanding that the period of your seconding (including passages and leave as well as the time spent in East Africa) shall not exceed three years. At the end of that period (provided that your services have been satisfactory) it will be open to you to remain permanently in Colonial employment or to revert to the Home Service.

4. If you are prepared to accept the appointment on these conditions, you should present yourself to one of the Medical Advisers to this Department whose names are given on the enclosed letter for the purpose of being medically examined. The letter is to be left with him, and he will send his report direct to this Department. The fee for the examination will be paid by the Government and you may apply to this Department for a refund of return railway fare (3rd class) in connection with your visit to the Medical Adviser.

5. I am to request that you will inform me as soon as possible whether you wish to accept this offer. You should also inform me what is the earliest date

on

on which you will be able to leave for East Africa where your services are urgently required.

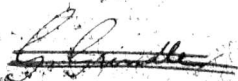
6. At the same time you should furnish me with an address to which communications intended for your relatives or friends can be sent during your absence from this country.

7. A copy of a memorandum containing information relating to the appointment offered to you is enclosed.

I am,

Sir,

Your obedient servant,



(Signed) H. J. READ.  
for the Under Secretary of State

Memorandum.

in for 1962/74  
copy in S.R.