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A few hours Conf. 11 The A debug 2 Atter as to vacancies for Commissioner and Aircland Commissioner of Pricons vacant by retriement of his Africa and revision of may hunn to Aone device frafores his Spencer be allowed to remain until may 1932 and that has I'L williseds be seconded to Pricesso Deft to enable his expense to form an expension if he to fitted to freeze week. Intlaces application for food of homometers of treezes. The impredicing retrievest of the C.O.P. Lis. Spanier in horember but: He severation of the A.C.O.P., hayor Thum, to the Home Office: and the prospective aparties on been best Nov. of the bession Supt., her. Poulder will leave the Person best with the three top places recent, one. however, temporarily oney. Him accordingly purposed @ to bring in an Administrative Officer. major Willeston, make him undergo a comon in England at his soon upwase, and then, Subject to his commence make his within C. or ACP-P. This means to imperior to Marya , weight the difference Letiseen hair William produces, por and that which he will receive wheat ag. A.C.O.P., but the loss of an officer to the administration.

If The extension of The Paulinis town from Nor. to may, so that he saw inferronce Major Willevika. The question of the bacang to be filled can then be taken up. These arrangements would appear to heet the case for economy; convenience and

The Kenya Prisons Administration has left much to be desired in the past, though the fault does certainly not rest wholly or even mainly perhaps with the officers of that administration. Conditions have, however, improved and it is to be hoped with the result of that recent endeavours still further improvement will be secured.

As you know, the Prison Commissioners hold pretty strong views as to the condition of the Kenya prison service generally, and in particular as to the system of recruiting and the inadequacy of the salaries offered. You will see from paragraph 10 of this despatch that the proposals for giving Major Willcocks the necessary insight into the system of modern methods of Prison administration are dependent to a large extent, if not wholly on the goodwill of the Commissioners who are to be asked to advise as to what special instruction, he should have in addition to the course referred to in the circular of the 24th December, 1930, which, as Will be seen from paragraph 1 of the circular. is intended for "officers engaged in the administration of prisons overseas". Major Willcocks is not so engaged and the Prison Commissioners may, I fear, object not only to advise at to further instruction but even to his

attending

attending the ordinary course. Having regard to their present views of the Kenya service it may lead them to form a very adverse opinion of this proposal to appoint an inexperienced officer as second in command. (The Frison Commissioners recently refused to agree togKenya Chief Warder being attached to one of their prisons for instruction as they objected to the recruitment of untrained officers for such posts).

agreed to recommend the Secretary of State to accept
the local proposal it would seem necessary, before
any such recommendation were made, to ascertain whether
the Prison Commissioners would make any difficulty
about those proposals in so far as they are concerned
with preliminary training.

Division in the first instance but even if it were

This must of course, go to the Personnel

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Ports' proposals it am for the clear worked the transport with care.

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withing further contin, West DRBnown would relevant. up, or jor jackory, Can only my that of or furt and one with fur we were to have a VF for the Ole Parlinian from of Commissioner of Prisons, : 1u 3.31 been no doubt that we could (in collaboration with the Prise Communicans) had forward a considerte O / show byefic to sold- will ligh Willows arish in view of the difficulties in the the Presum. Commissioners about stiff of Kenya. who was thoroughly havine o coned be relied upon to do the job. I there frie any an angement is This is , in the prist mistance , a question of holicy. It is, made with report to hearing I believe, admitted that the billcocks' secondumes, I hast holing in regard to human myest that is should be with administration in Kenya is, reference & the assistant. to say the court, open to Commissioneiship only, + that criticism. The question is he should not be gwin any whether it is most likely to espectation of the Commissionship be reformed by an officer Knuice in proper prising C.J. Jestres administration or 9 and improvide office who knows I fully you as and his Kenza. Considerations 9 I with ment to accept only assumption economy - though they went be met buyor will creb. is ? taken with account and the denie of the key. Co. 5 . New our Niversian W. provide openings for local

5 Thomas Joseph When Carles .. and Sum is Jamber D. Chamber of Somen He also saw Mr. Parkinson. o accupation functionally He was told of the contents of No. 2 on 17102/31 K. M venmensetin-(he already had seen Noll). His idea in taking on duty as Asst. Commissioner of Prisons for six with besteres ar months on secondment was that on the retirement rove unestruis of Mr. Spencer he should succeed to the Commissioner. Ja sinus queus ship - he doesn't a bit want to remain Asst. He was told however mejor will conting Commissioner permanently. that it would be rash to assume that he would get when hoskedin the Commissionership: in fact that it was most frut cout it he did unlikely that he would get it after only six months! gw, we at one experience; If however he then wanted to revert pay is the mining which so met to the administration he could do so and no harm The Custile commence one enout In the circumstances he wants w with would be done. to go on with the course. the Prison pours I could not get hold of Mr. Bevir, but ascertained from Mr. Fox of the Prison Commission semi-officially in the that the date of the course is June 29th to July 10th fuir vistance. I promise that he should hear further on the all farhura subject in the next few days. Mr. Bevir will write لبسلسك 15.3.32 beld. 20.3.31 M. Bein The above is a egg of a morning on him 1 1 1 10: Can bom (2) - 1 tomowo - 2 & MAR 1834 personal file. Lovie you preme get in found with him? There is no difficulty obout the Course itself it which on can fin him a vacancy. There may be difficulty about getting him spacine failthe in fair 10 4 1 and be if I care

werlxplam on bally in the sense of At The public interest taken in its Jeffreis minute of 17:3.31, and that also gin the good of ME astronom. minute, I kind I could get by Paltason affairs. It is quite possible that it may be found demiable to take an interest in the a hillionth. of see that he done wally get some other h. B. hair to fel the Commissionership for of prison working our less ... subside the Colonial Service If I can say that on in and to consult. Them chut the Consussimenthip New !! altzether. falls vacant (ressiving discrebing to ourcles to dis apre); and that hair I think therefore that W. has been told that he would be rest hu Berri may capely tell to assume that he would get the the Commission that is in appointment, they would publish to Their best of Major W. If he is part proposed to connect them in mough for the ist . They wile get a due course about the vacancy; chance of recognizing it when he is but the proposal appects alen 94/11 holicy o regimes authority. In view of your minute of 17/3, we the Busi may do Ris? Robinson 144. J. Jrfhis: 14:4.31. Jagrie . It is not the usual practice (they we my willcook, to consult the Poison Communican (since judge of v moth come seria pressis posts ace Parluis in the Colonies, but in 14.4.31 witing a 1) /3 I had in muid that in the particular 14.4.32 9. J. 15.401 case of Kenya we should ale die . we be well advised & do tout lear as such give him charmy, ", 20 , considering the hart I will funcied as an time yet oder "" history of the Colony and 15 " 12/4/21 ada 15/4/21 dans

Hear see his bear to primit Extract for Deptated bon I for longer application Home ! These bu you much of 15 pipers relating to & Barry Johnston have the taken from Noron de file and regulared on 45 83 445. The show to Me to the address fling on 6) seff to flow close hour hules building A For 603 hel feter trans we Should consult the dut to first of ESTROYED UNDER STATUTE Commissione] that they (we my thing from) + Governor and world have no names to put aft. that the might he an fewir line Liabud Comme Officials - would you like the li beter a suitable offentium & of telling qile. A love a Mi Patrison that Report on unjor Willcock's coursein Prison Administration; could not recommend a better man Extract ruga for appointment to Kenya prison service. from by he eight have truesee also 91827 32 hayir bollowing wild but here had a night to unefile to Thin? It and so letter upont. It should astauly go out to no have a horiby to wife flow Kenga! a. a. (siggine Mat the leet way of sometime Cin Cl broken. doing this would be to send it in a s.o. letting to the gar, saying liket heave be such to . Yes, I think this work be have Jurde a poort other are that the shall peristrucia to her low be gets on as acting a good idea. A. C. A Painns. affirmi be should place ack. O was thank Palinon (sor from his Berin) for the high I ame I I ach me athing Shiel le Prison lonniermen Les green in Am all come of it. hutter , and for the Krishe to will then like sw 8137 etane don 85 in pur Kenselin Priker A: Ben way its

Japa with his Bari. White le refer to the print recised in · Cy lymin Silie minte of 6/434 5-10.31 Spothermbert on 210 2 BORRE. But I b is suit to thrown. عَلَمْ مِنْ الْمُسْتَامِنُ مِنْ لِلْمُ لِمُ _ بِلَامُمُ اللَّهِ مِنْ اللَّهُ مِنْ اللَّالِمُ مِنْ اللَّهُ مِنْ اللَّهُ مِنْ اللَّهُ مِنْ اللَّهُ مِن اللَّهُ مِنْ مِنْ اللَّهُ مِنْ اللَّهُ مِنْ مِنْ اللَّهُ مِنْ اللَّهُ مِنْ ال Instead of sender; an % of the E fill the vaccing for Grant of I was To I think (as no off has the By militie contraded - see The fiffing! her sent to 1 the that mint of 17 March. Marine amangement here mades it amen be better to auform the Ear: } I am really only concerned as for as the substance of 6 is in courting. I think dpath with refer to to 2 lias Mr Paterson has enough evidence for this the 1 Canairs were afformached of very favormable report. Though he down not duow all an Prison Officers, he wade arrangements and Explore Sees a good many - Especially on this annual Cours - a la finion is hearfor on the touse the Centainly worth having could ask him bessages at AM a Br (for manife) how he would annaface him with M' Hancook or Sun olin River Patersais letter Open with a good wood, to sea how far the ration in fortunt MS. strike addition to the second line of page 2 was premeditated ! I do not think 8/10/31 This is necessary however, as in how promies to consult the Presen Committee John the last salace of M. when this vacancy arises, and if we Pater Pais letter showld also be Lan a better man H' Pater son with Sudd. Otherwise . Perfored. exakains, pubolly know him. (NB. Thate is no eniberce of 1 swell cour the substance jour bois 81.7.7 et acc this file link action how the familie with souther. which the a ۱ مادان مراولته -And color on what he frien file

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X710431X ... (0.D) (0.d) (0.d) (0.d) (0.d) (0.d) (0.d) M. Detern D 16.4 Mr. I for i i wa who is no Sir C. Bottomley. Money Could boy . wo . II of Fig. Sir I. Shuckburgh. Sir G, Grindle. Judebia low Paupolité Permt. U.S. of S. (124) cult. But: 10 2 9 the Parly. U.S. of S. 26 years last monthy Secretary of State. the annufactor for DRAFT. Makine we Prison Beyn. Kenza Son. 2. On tracks brilliandes! amina in this country. Commissions Commissions ires approached 4 amanymesta nake fr A Colvery A B &C. Recon him to him the Rossman Hominiblation Course & subsequently to obtain firther 'fui. allow experience of the Home Prestico

Stylen 1 wider 67 gon into a upod a his Rajalbillishi hock disch has been received. Can Ma Alexande Paterson on of Risal Commissioner . (SIGNED) J. H. THOMAS. $((\epsilon A))$

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PRISON COMMISSION, HOME OFFICE, WHITEHALL, S.W.1

29th September, 1931.

My dear Bevir.

Fox is away and they have handed me your letter of
September 14th (17102 E.A.) about Major Willcocks. As you
know, he attended the Prison Administration Course, and showed
himself to be one of the most interested and intelligent
members of the party. He and Grice of Irak, were two
outstanding men.

After the Course was over I arranged for Willcocks to apend three weeks as a sort of supernumerary Deputy Governor at Wakefield, where he had a chance of learning the details of the deily routine at a progressive establishment. There was also at Wakefield at that time a session of the Training School for Prison Officers, and he was able to study the way

in which they were trained.

I have seen Willcooks subsequently and had a further talk with him, and I am convinced that, apart from the obvious fact of his being a man of high character and healthy outlook, he is really interested in particular we healthy outlook, he is really interested in particular we

A. Bevir, Esq.

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be congratulated on having such a man in their Prison

Service. We certainly could not recommend you a

better man from our Service: I do not think we can

give much higher preise than that. Yours sincerely,

Alexander

Oto po he Kenis ing. Mr. Willarian 1074/31.
Mr. Bevir 16 / 5.
Mr. Ma Hatander, 43. Mr. Tomlinson. Sir C. Bottomley. Will hay dear The, Sir J. Shuckburgh. Sir G, Grindle. Permit, U.S. of S. May I refu Parly, U.S. of S. Secretary of State. to any letter to spir of: DRAFT. (Med) he 6 h. heay last in heyard to pajor brekoaks w. fox, ling, med. and the posts of Communications of Phisons, Kengy Colomp? - Could you a Pate 1500. Prison Commission Some Office) hory in a position to pours let han "... we with a first report of Your views as to

. his histability for the work? We have , of lower , pecines the quest report in his year's Prison Melministration lower which high hillocks returded, in Pattersu's letter [80-284] s [few [11° 11]. - of 23 cd. July land. Your sweerely (sd) A. Benn

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ay door Pox.

I apoke to you yesterday about facilities for major J.L. fillcooks, D.J.O., M.C. of the administrative Service in Kenya in obtaining insight into methods of prison working in this country.

The position about him is an follows. The present Commissioner of Prisons in Kenya is due to ratire in the course of 1938, and there is at present no-one in the rison pervice in that territory when the local authorities are at present prepared to recommend for the peat. They have accordingly suggested that Enjor Villcooks should be accorded from the administrative Service to not in the post of Assistant Commissioner during the leave of the holder of that peat. Helper Villcooks is at present on leave in this country, and it is auxiceated that

LE POR ESQ. M.C.

that he should take the Ordinary Prisons Course next, July, and in addition, such special instruction as H.M. Prison Commissioners may advise. He would then return to Kenya and serve directly under the present Commissioner until he proceeds on leave prior to This would give an opportunity of observing retirement. his aptitude for the post of Commissioner or possibly Applicant Commissioner.

I may explain that the post itself is one which may be filled by appointment of an officer either from the rison service of another Colony or, if necessary, from outside the Service, and it has been explained to major silleocks that it would be rash to assume that he would be appointed to the Commissionership, and, in fact, that it was most unlikely that he would get it after only six months' experience. If he proves to be unsuited to Prisons work, he would merely revert to the Administrative Service.

I indicated to you that in the special circumstances "se should be propured to commult you before filling the post of Commissioner, though naturally no undertaking can be given that we should accessarily be bound by your advice.

a. o. Mr. Ohamberlain 21/3. Mr. Allen Mrs Cancus Mr. Tomlinson. Sir C. Bottomlev. Sir 1. Shuckburgh. DOWNING STREET Br. G. Grindle Permi. U.S. of S. 26. MARCH, 1931 Parly. U.S. of S. Secretary of State. Sir. DRAFT. I have the honour to acknowledge the receipt of Mr. Moore's KE HYA donfidential. (2) onfidential despatch No.11 of the GOVERNOR. 7th February regarding the post of Assistant Commissioner of Prisons. I am prepared to accept provisionally the proposals in paragraph 10 of Mr.Moore's despatch, but this is necessarily subject to its being possible to make the necessary arrangements with the Prisons Commissioners, and I propose to defer approaching the Commissioners li ave "A" ai

Commissioners until Lejor Willcooks

arrives in this country.

I have etc.

(Bigned) Masspield.

Lander March

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9 MAR 1931 CONFIDENTIAL. COL. OFFICE KENYA.

My Lord.

I have the honour to refer to the vacancy created in the Prisons Department by the reversion of Major F.L.R.Munn, D.S.C., M.C., Assistant Commissioner of Prisons, to the Home Prisons Service.

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- Your Lordship is aware from the correspondence terminating with Your Lordship's despatch Confidential of the 3rd July, 1930, that Mr.C.E.Spencer, the Commissioner of Prisons, has been informed that he will be required to retire from the Service in November next, and that his application to be allowed to proceed on leave prior to retirement in May, 1932, after a full 30 months tour was refused on grounds of public interest.
 - That decision was taken at a time when it seemed not unlikely that lajor munn would continue in the service of this Government and would, therefore, be available to act as Commissioner during Mr. Spencer's leave, and until such time as he or some other candidate was appointed to the substantive post. Further at the time the decision was taken the necessity for stringent economy and retrenchment was not such as it is to-day.
 - When, however, the Prison Estimates came to be considered by the Select Committee on the 1931 Estimates, they were in common with the Estimates of all other Departments most rigorously sorutinised in the endeavour to make all possible economies consistent with the

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TATE FOR THE COLONIES.

DOWNING STREET, LONDON S.W.

maintenance of departmental efficiency. On these grounds Elected Members resisted the proposal to increase the emoluments of the post of Assistant Commissioner from £750 to £800, and further recommended in paragraph XXII page 33 of the Select Committee's Report that the claims of local candidates should be considered when recommendations for filling a vacancy in the post were made.

No increase in the emoluments of the post of Assistant Commissioner were, therefore, made, and in addition careful consideration has been given to the best method of effecting further economies during the current year. Mr. Spencer informs me that for the next ten months he is prepared to carry on without filling the substantive vacancy, as Mr. Poulden, whose promotion to Senior Superintendent of Prisons with effect from January 1st, 1930, was approved in Your Lordship's despatch No. 611 of the lat of August last, will be available to act as Assistant Commissioner for that period. Mr. Poulden is, however, due for leave on the 18th November next, which would mean, if the present order made in Mr. Spencer's case were to stand, that in November next the Department would be left with no experienced officer available to fill the three senior posts.

6. The obvious way to get over this difficulty would be to take steps to fill the vacant post of Assistant Committee oner at once. The objections to this course are that it would result in no immediate economies, particularly if Your Lordship contrary to the expressed wishes of the Select Committee filled the vacancy from outside the Colony. Of local candidates I know of no one with the possible exception of Mr. Poulden, whom I could recommend for immediate appointment without at least some preparator.

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ones showing before

period of training. Mr. Poulden has only quite recently received promotion to the rank of Senior Superintendent. and though he is well versed in Prison routine and practice, and should in Mr. Spencer's opinion be ultimately suitable for further promotion, Mr. Spencer does not consider any hardship would be done him, were he required to serve somewhat longer in his present post, more particularly as Mr. Spencer does not feel able to recommend him for the post of Commissioner of Prisons, should the vacancy arise now or in the future-

- In these circumstances I see no alternative but to ask Your Lordship on the grounds of public interest to reconsider the order made in Mr. Spancer's cage, and to allow him to proceed on leave prior to retirement in May 1932. This he is willing and indeed anxious to do, and the Government will have the double advantage both of effecting economies and giving fuller consideration to the selection of Mr. Spencer's successor. 8. In this connection I have received the
 - accompanying applications for the post of Commissioner of Prisons made on the assumption that it would fall vacent in the immediate future. They will naturally fall to be considered with those of other candidates when the time comes for the appointment to be made, but. Mr. Spencer informs me that to none of the four. applicants could be give his unqualified support. Mr. Spencer is of opinion, and I agree with him, that it would be preferable, were a suitable officer forthcoming, to secure the services of an Administrative Officer with practical experience both of local conditions and of native administration, provided after the necessary period of secondment he shewed the necessary aptitude and power of command to take charge

Applications.

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of the Department. Such an arrangement would have the added advantage that it would both effect some economies, and also enable the Government to return the officer at once to the Administration, if during his period of secondment he proved himself unlikely to make a good Prison officer.

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9. Such an officer is, I believe, forthcoming in the person of Major J.I. Willcooks, D.S.O., M.C. He joined the Administrative Service considerably older than many of those who came in after the war, and is therefore relatively junior for his age. He had, however, a distinguished military record as a regular officer both before and during the war, which has been fully maintained out here. The Chief Native Commissioner has spoken to me in the highest terms of the manner in which he has performed his duties in his office, and it was both on that account and on the opinion which I had independently formed of him that I selected him to act as my Private Secretary while administering the Government. In that capacity he has given me every satisfaction.

of Mr. Spencer, who considers the selection of Major Willcooks in every respect a suitable one, that Major Willcooks, when he proceeds on leave in March next, should take in June the special Prisons Course referred to in Your Lordship's diroular despatch of the 24th December last, and, if considered necessary, such special instruction as His Majesty's Prisons Commissioners may advise. During his leave he would draw his substantive salary as an Administrative Officer, the coats of any course or courses being borne by himself.

On return to Kenya at the expiration of his leave in October mext he would be seconded to the Prisons.

Department to act in the post of Assistant Commissioner, and so allow of Mr. Poulden's departure on leave. During his secondment he would draw half the difference between his substantive salary and that of the Assistant Commissioner according to the usual rules governing acting allowances.

would be working under Mr. Spencer's observation for about six months, which should give Mr. Spencer ample opportunity to form an opinion before his retirement as to his suitability for Prisons work, and for permanent appointment to either of the vacancies.

existing or prospective, of Assistant Commissioner or Commissioner of Prisons. Major Willcooks under such an arrangement would be required to serve on secondment in the Department in any case until the effective date of Mr. Spencer's retirement, and should then be called upon to decide whether he desires to remain in the Department or revert to the Administrative Service.

12. In view of the departure of Major Willcooks on leave I should be glad if Your Lordship would cause him to be informed in London of Your Lordship's decision in the matter.

I have the honour to be, My Lord, Your Lordship's most obedient, humble servant,

fru. he hoors

ACTING GOVERNOR.