

vacancies in question being reserved for him if, by the
end of January, three equally suitable candidates whose
services would be available earlier have not been found.

I have the honour to be,

Sir,

Your most obedient,

humble servant.

(Signed) J. Chamberlain

C. O.

38317/37 Kenya
REC. No. 27066/5/37
Sub. Control Kenya file of 11/12/37

Mr. Charnaud 30/11/37

Mr. Irby 1.12.37

Mr. Gerson 11/12/37
Mr. S. F. S. 11/12

Sir H. Moor. Mr. Parkin

Sir G. Tomlinson.

Sir C. Bottomley.

Sir J. Shuckburgh.

Perms. U.S. of S. (7) on despatch No. 748, dated the 11th of September,

Parly. U.S. of S. 27066/5/37

Secretary of State. 38047/37) informing you that I had, so far, been unable

Ans. (1) 16 December, 1937
8/12 f. 86

I have etc., to refer to my

DRAFT.

conson

Despatch
Governor
Kenya:

No. 1106. (3) on
38047/37.

with
G

(9) on
38317/37

with
G

with
G

FURTHER ACTION.

Copies for 30017

27066/5/37

27066/5/37

to secure a suitable candidate for appointment
as a temporary Veterinary Research Officer.

1. Since receiving your despatch
No. 213 of the 8th of April, requesting that
this appointment should be filled on a
temporary basis, it has become necessary for
me to ~~proceed with~~ ^{make arrangements for} the recruitment of the two
Veterinary Research Officers for the permanent
establishment referred to in the third
paragraph of my despatch No. 953 dated the
3rd of November.

A separate dep. is being addressed to
you by this mail on the subject of
a possible candidate for one of these
posts.

2. Unfortunately there is still a
definite shortage of qualified veterinarians in
this country, a state of affairs which is
especially marked in the case of men qualified
to fill posts of a research nature. Thus,

though

though the vacancies in question are being advertised in the United Kingdom, the response is ^{scarcely} likely to be small. Enquiries made in the Union of South Africa have shown that the Veterinary recruitment situation there is very much the same as it is in the United Kingdom. I am now, however, making enquiries as to whether any suitable veterinarians are available in Canada, a source of supply which has recently produced some good material. As regards the two vacancies on the permanent establishment I fear that some little time may elapse before both posts can be filled, although I have no doubt that candidates will eventually be forthcoming.

The third post ~~is a more~~ presents a more difficult problem, since ^{(it is evident that} in existing circumstances a temporary contract is ~~scarcely~~ unlikely to attract a really suitable candidate. I propose, therefore, unless you have a strong objection, to treat this post as one within the Colonial Veterinary Service and to proceed with the recruitment of three Research Officers, for appointment as probationers on the pensionable establishment, one of whom can be entrusted with the ^{special} pleuro-pneumonia investigation. If all three officers

prove

C. O.

Mr.

Mr.

Mr.

Sir H. Moore.

Sir G. Tomlinson.

Sir C. Bottomley.

Sir J. Shuckburgh.

Permt. U.S. of S.

Parly. U.S. of S.

Secretary of State.

DRAFT. (23)
27066/5/37

[has 5/26 have been put in a separate of (Chaville) to go ^{independently} ~~to~~ ^{Chaville} ~~the~~]

FURTHER ACTION.

prove satisfactory but, on completion of this investigation, it is desired to reduce the establishment by one post, the earliest possible ^{opportunity} ~~arrangements~~ would be ~~made~~ ^{take of} transfer one officer to a scheduled post elsewhere within the Colonial Veterinary Service.

The candidate mentioned in my despatch of the 11th of September Mr. D. R. Balcombe Brown, B.A., B.M., B.Ch., (Oxon), B.Sc. (London), M.R.C.S., L.R.C.P., M.R.C.V.S., has now returned to the United Kingdom, but is taking the Diploma in Bacteriology at the London School of Hygiene and Tropical Medicine at his own expense and will not therefore be available for an appointment until July. Mr. Balcombe Brown was awarded a Colonial Veterinary Scholarship in 1931 and was allowed, at his own request, to work for medical qualifications also. Unfortunately the strain ^{of} ~~which~~ the protracted study which this involved appeared at one time to have brought him to the verge of a nervous breakdown, but

I understand that he has now recovered his health as a result of a recuperative trip to his home in New Zealand. In the event, however, of his being selected for an appointment in the Colonial Veterinary Service the Consulting Physician would be informed of this past history and would be invited to give special attention to the condition of his nerves.

The authorities at the London School think very highly of Mr. Balcombe Brown and I shall be grateful if you will inform me whether you will have any objections to one of the three vacancies in question being reserved for him *'s capacity for ability & capacity for research'* *if, by the end of January,*

~~the~~ three equally suitable candidates whose services would be available earlier have not been found *by the end of January.*

(Signed) W. CHMSEY CORR.

C. O.

38317/37.

Mr. Costley-White. 22/10/37.

Mr. Paskin

Mr. Irby

Mr. Lloyd.

Sir H. Moore.

Sir G. Tomlinson.

Sir C. Bottomley.

Sir J. Shuckburgh.

Perm. U.S. of S.

Privy. U.S. of S.

Secretary of State.

84
28/10/37
29/10
C. O.
P. 2007
12/10/37

October, 1937.
3 NOV 1937

Sir,

DRAFT.

KENYA.

NO. 953.

Governor.

With further reference to

(6) your despatch No. 504 of the 2nd of September, on the subject of the staff of the Veterinary Department, I have etc. to inform you that I have given further consideration to the question of the vacancies as set out in paragraph 3 of your despatch.

2. With regard to the two vacancies for Veterinary Officers, the position is not entirely clear. As you were informed in my despatch No. 692 of the 27th of August the first of these vacancies has been filled by the appointment of Mr. K. D. S. MacOwan. As regards the

second

FURTHER ACTION.

(12 on
5455 E.A.)

second vacancy, which is described as being vice Dr. J. Anderson, I observe that, in your despatch No. 336 (2) of the 26th of June, it was stated that the transfer of Dr. Anderson to the post of Veterinary Research Officer would not cause a vacancy in the post of Veterinary Officer, since Mr. Anderson's post as Veterinary Officer was shown in the Estimates as in abeyance. It is therefore not clear to me whether the reference to this vacancy in your despatch of the 2nd of September is intended to mean (6) that you now wish steps to be taken to fill this vacancy.

3. With regard to the two vacancies in the permanent establishment of Veterinary Research Officers the position is that the vacancy mentioned in your despatch No. 336 (2) of the 26th of June was offered to an officer already in the Colonial Service, but he has declined to accept it. Steps are now being

- C. O.
- Mr.
- Mr.
- Mr.
- Sir H. Moore.
- Sir G. Tomlinson.
- Sir C. Bottomley.
- Sir J. Shuchburgh.
- Perms. U.S. of S.
- Parly. U.S. of S.
- Secretary of State.

(N.B. v.f. to be amended to include this further vacancy)

(No. 7 on 38047/37)

DRAFT.

*In point of fact /
the annual letter today
with the letter, so
that Mr. D. ... will
no doubt hear from him
but we are doing an
best for
25/10*

FURTHER ACTION.

are not being made
taken to endeavour to obtain

candidates, not already in the Colonial Service, both for this vacancy and for the vacancy created by the promotion of Mr. Hudson.

As, however, you are aware from my despatch No. 748 of the 11th of September, prolonged efforts have failed to produce any acceptable candidate for the vacancy for the temporary Research Officer who is required for work on pleuro-pneumonia. Further efforts will, however, continue to be made to fill all three vacancies.

I have, etc.

(signed) W. CHAMBERLAIN GORE.

I understand that he has now recovered his health as a result of a recuperative trip to his home in New Zealand. In the event, however, of his being selected for an appointment in the Colonial Veterinary Service the Consulting Physician would be informed of this past history and would be invited to give special attention to the condition of his nerves.

The authorities at the London School think very highly of Mr. Balcombe Brown and I shall be grateful if you will inform me whether you will have any objections to one of the three vacancies in question being reserved for him ^{'s capacity for ability & capacity for research'} if, by the end of January, ~~three~~ ^{three} equally suitable candidates whose services would be available earlier have not been found, ~~by the end of January.~~

(Signed) W. CHAMSBY GORE.

C. O.

38317/37.

Mr. Costley-White. 22/10/37.

Mr. Paskin

Mr. Irby

Mr. Lloyd.

Sir H. Moors.

Sir G. Tomlinson.

Sir C. Bottomley.

Sir J. Shuckburgh.

Perms. U.S. of S.

Parly. U.S. of S.

Secretary of State.

C. O.
P. 2007
6 2007

October, 1937.

3 NOV 1937

Sir,

DRAFT.

KENYA.

NO. 953.

Governor.

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second

FURTHER ACTION.

(12 on 54585 E.A.)

C. O.

Mr. Costley-White. 22/10/37.

Mr. Paskin 26/X

Mr. Irby 28/10/37

Mr. Lloyd.
Sir H. Moore.

Sir G. Tomlinson.

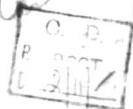
Sir C. Bottomley.

Sir J. Stuckburgh.

Perm. U.S. of S.

Parly. U.S. of S.

Secretary of State.



October, 1937.

3 NOV 1937

Sir,

DRAFT.

KENYA.

NO. 953.

Governor.

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(6) your despatch No.504 of the 2nd of September, on the subject of the staff

of the Veterinary Department,

I have etc. to inform you that I have

given further consideration to the

question of the vacancies as set out

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2. With regard to the two

vacancies for Veterinary Officers, the

position is not entirely clear. As

you were informed in my despatch

No.692 of the 27th of August the

first of these vacancies has been

filled by the appointment of

Mr.K.D.S. MacOwan. As regards the

second

I understand that he has now recovered his health as a result of a recuperative trip to his home in New Zealand. In the event, however, of his being selected for an appointment in the Colonial Veterinary Service the Consulting Physician would be informed of this past history and would be invited to give special attention to the condition of his nerves.

The authorities at the London School

think very highly of Mr.Balcombe Brown and I shall

's capacity for ability or capacity for research'

be grateful if you will inform me whether you will

have any objections to one of the three vacancies

in question being reserved for him

if, by the end of January,

three equally suitable candidates whose services

would be available earlier have not been found.

~~the end of January.~~

(SIGNED) W. CHAMSEY CORE.

FURTHER ACTION.

(12 on 5-555 E.A.)

second vacancy, which is described as being vice Dr. J. Anderson, I observe that, in your despatch No. 336 (2) of the 26th of June, it was stated that the transfer of Dr. Anderson to the post of Veterinary Research Officer would not cause a vacancy in the post of Veterinary Officer, since Mr. Anderson's post as Veterinary Officer was shown in the Estimates as in abeyance. It is therefore not clear to me whether the reference to this vacancy in your despatch of the 2nd of September is intended to mean (6) that you now wish steps to be taken to fill this vacancy.

3. With regard to the two vacancies in the permanent establishment of Veterinary Research Officers the position is that the vacancy mentioned in your despatch No. 336 of the 26th of June was offered to an officer already in the Colonial Service, but he has declined to accept it. Steps are now being

taken

- C. O.
- Mr.
- Mr.
- Mr.
- Sir H. Moore.
- Sir G. Tomlinson.
- Sir C. Bottomley.
- Sir J. Shuckburgh.
- Perms. U.S. of S.
- Parly. U.S. of S.
- Secretary of State.

DRAFT.

*In point of fact
no animal like today
with the water, so
that Mr. D. will
no doubt have been
but as we say an
fact say
25/10*

FURTHER ACTION.

and must be made
taken to Endeavour to obtain

candidates, not already in the Colonial Service, both for this vacancy and for the vacancy created by the promotion of Mr. Hudson.

(N.B. v.f. to be amended to include this further vacancy)

(No. 7 on 38047/37)

As, however, you are aware from my despatch No. 748 of the 11th of September, prolonged efforts have failed to produce any acceptable candidate for the vacancy for the temporary Research Officer who is required for work on pleuro-pneumonia. Further efforts will, however, continue to be made to fill all three vacancies.

I have, etc.

(Signed) V. ORMSBY GORE.

C. O.

35317/37 Kenya

Mr. Whiston 30/9/37

Mr.

Mr.

Sir H. Moore.

Sir G. Tomlinson.

Sir C. Bottomley.

Sir J. Shuckburgh.

Permt. U.S. of S.

Parly. U.S. of S.

Secretary of State.



57

Sept. 1937

7 OCT 1937

Sir,

I have etc. to ask. the

DRAFT.

Kenya

No: 872

Gov.

(4) recd. of your despatch No. 350 of the 19th. of July & to convey to you my approval of the following ^{promotions and} changes in the establishment ~~or personnel~~ of the Veterinary Dept. with effect from the 1st. of June, 1937 :-

The creation of a post of

Director of Veterinary Services with salary at the rate of £1,200 a year & the appt. thereto of Mr. R.

Daubney, Chief Veterinary Research Officer.

FURTHER ACTION.

For 6 Res. V. pers.

3 extra copies for P.F.s. pl..

Officers;

the creation of posts of
Deputy Director (Field Services) &
Deputy Director (Laboratory Services),
with salaries at the rate of £1,000 a year,
and the appt. thereto of
Mr. E. J. Mulligan, Senior Veterinary
Officer, & Mr. J. R. Hudson, Veterinary
Research Officer, respectively;

The post of Senior Veterinary
Officer, hitherto held by Mr. Mulligan,
to be ~~be~~ abolished.

2. I will ~~write~~ ^{write} you separately
~~write to you~~ ^{write to you} in reply to
your despatch No. 504 of the 2nd. of
Sept. ~~concerning~~ ^{concerning} the existing & future
staff requirements of the Dept..

(6)

J. Lane etc..

(Signed) W. ORMSBY GORE

Miss Wilder Gray

Many thanks. I
wanted to see the
figures in the debate
& have taken a note.
There is much food
for thought in the
envelope. But the
whole situation will
have to be considered
when the file is
complete (i.e. when we
have heard from (Tobago)
whether we are through
with the mammals work
- i.e. in Oct. or Nov.

is our
appts
for
July

attach & return in
due course

July 5/9

504

21 September, 1937.

Sir,

I have the honour to acknowledge the receipt of your despatch No.65 of the 20th January, in which you ask that you may be furnished with a short statement giving some indication of the probable scope of the operations of the Veterinary Department and any changes and extensions in the establishment of the higher grade veterinary staff, which may be expected to occur during the next five years.

2. In view of the proposals now under consideration for the development of the Colony's livestock industry, the introduction of Liebig's meat extract factory and the movement in favour of mixed farming, it appears reasonable to anticipate that the present establishment of the higher grade veterinary staff will at least be maintained during the five years 1937 - 1941.

This establishment, subject to approval of the proposals put forward in Kenya despatch No.360 of the 19th July, is as follows:-

1 Director of Veterinary Services.

Field Services.

1 Assistant Director (Field Services)
11 Veterinary Officers.

Laboratory Services

1 Assistant Director (Laboratory Services)
5 Veterinary Research Officers.
1 Veterinary Research Officer, temporary,
for pleuro-pneumonia research (vide your
despatch No.372 of the 7th May).

THE RIGHT HONOURABLE
W. OSMNEY GORE, P.C., M.P.,
SECRETARY OF STATE FOR THE COLONIES,
DOWNING STREET,
LONDON, S.W. 1.

3./

Answered 9

3. If the two posts of Assistant Director are filled by the promotion of Captain Mulligan and Mr. Hudson, as has been recommended in Kenya despatch No. 380 of the 19th July, vacancies exist or will arise in the immediate future as follows:-

- 1 Veterinary Officer. (This vacancy you have been asked to fill in Kenya despatch No. 53 of the 21st January).
- 1 Veterinary Officer. (Vice Dr. J. Anderson, transferred to the Veterinary Research staff).
- 2 Veterinary Research Officers (one of these vacancies you have been asked to fill in Kenya despatch No. 336 of the 26th June).
- 1 Veterinary Research Officer, temporary, for pleuro-pneumonia research.

4. In addition to the above vacancies, it appears probable that during the next four years three posts of Veterinary Officer and one post of Veterinary Research Officer will fall vacant on account of retirements. It should thus be possible to absorb the temporary Research Officer into the permanent establishment at the end of his term of temporary employment.

5. Vacancies on account of expansion cannot at present be anticipated. The Acting Director of Veterinary Services in a memorandum, of which a copy is enclosed for your information, estimates that in addition to the vacancies referred to in paragraphs 3 and 4 above, three vacancies for Veterinary Officers may be expected within the next four years. Such vacancies will not normally occur without increases in the establishment, and I am therefore unable to endorse this estimate. It should, however, be borne in mind that in the event

of/

of effect being given to the proposals considered at the Governors' Conference in June for the institution of a central research team at the Kabete Laboratory, vacancies will arise for a further four Veterinary Research Officers.

6. Mr. Daubney refers in his memorandum to the desirability of fixing the proportion of senior to junior scale posts. This matter is, as you are aware, the subject of separate correspondence.

7. It is not at present proposed to make provision in the Estimates for 1938 for the Livestock Research Officer referred to on the first page of Mr. Daubney's memorandum.

I have the honour to be,

Sir,

Your most obedient,

humble servant,

H. G. PILLING

GOVERNOR'S DEPUTY.

STAFF 7/45/2/64.

18th June, 7

The Hon. Colonial Secretary,
 Secretariat,
NAIROBI.

COLONIAL VETERINARY SCHOLARSHIP SCHEME.

Ref. C.VET.9/6/III/141 of the 2nd June, 1957.

With reference to paragraph 1 of the Secretary of State's despatch No. 65 of the 20th of January, it is assumed that with the new prospects that are opening out for the stock industry in this colony there will be need for some expansion of veterinary services in the next four years. I append a list of the appointments that will appear in the 1958 Estimates, together with an estimate of the vacancies that will occur during the next four years. I have also included an estimate of the additional staff that will be required for the central research laboratory, should the scheme now before the Conference of East African Governors be accepted.

There are altogether five vacancies on the staff which it is desired to fill, either at once or in the near future; and in estimating our probable requirements during the next five years, I have added six vacancies on the field staff and one on the research staff, three of which will be caused by retirements.

It is hoped that there will be no need to wait four years before the present vacancies can be filled, and I accordingly assess our requirements in colonial veterinary scholars at three ^{p-r annum} for two years.

The Animal Industry Committee of the Board of Agriculture has recommended the appointment of a livestock research officer, and presumably this appointment will come up for consideration in the 1958 Estimates. Other

2.

things being equal, I should prefer this officer to have a veterinary qualification in view of the sounder training that a veterinarian receives in physiology and biological sciences. If a veterinarian is available for this post, this may add one unit to our immediate requirements.

2. With reference to despatch No. 65, the position as disclosed in this despatch and despatch No. 788 of the 8th of October, 1956, is an unfortunate one. The statements made in paragraphs 2 to 5 of the latest despatch confirm the impression that one obtains from professional journals and from personal contact with education authorities. The situation seems to be that under the present conditions of the colonial veterinary service, recruiting for some years to come will be confined to colonial veterinary scholars drawn from the universities. The reason for this position is not difficult to understand. These four year scholarships offer to a science graduate the opportunity of obtaining a more expensive education free of charge to themselves and their parents, and eventual admission to a more lucrative profession. Indeed the value of the scholarship of £200 per annum compares very favourably with the remuneration that a newly qualified science graduate can expect to earn through any of the ordinary channels. On the other hand the £200 Colonial Veterinary Scholarship offered to a veterinary graduate compares unfavourably with the studentships for research in animal health offered by the Ministry of Agriculture and Fisheries, which are worth £500 per annum to veterinary graduates, or with the openings available at from £400 to £500 per year for newly qualified men in the municipal and other services at home.

It might be remarked that the Ministry of Agriculture differentiates between scholarships offered to qualified veterinarians and those offered to science graduates; in the former case giving £500 per annum for a period not exceeding three years, and in the latter £200 per annum for a period of not more than four years. It might help recruiting if the colonial veterinary research scholarships could be brought into line with those of the Ministry of Agriculture.

In a personal letter dated June the 9th, Mr. Hudson informs me that the Colonial Office advertised the post of research officer ~~for~~ the Colonial Development Fund scheme (pleuro-pneumonia research) on Saturday, May the 29th, and that by June the 9th there had not been a single application. They had also written to the colleges and consulted Dr. Andrewes, but no suggestion had been forthcoming.

He informs me also that the Colonial Office is awaiting the qualifying examinations in July next in the hope of filling four posts of veterinary officer that have been vacant since August last year.

Mr. Hudson has been trying to interest suitable men in the research posts that are, or will shortly be available here.

With regard to the Colonial Development Fund appointment, he states that the temporary nature of the appointment is the main difficulty. You will recall that I suggested in the first place that provision should be made for the pension contributions to be paid on behalf of this officer from the Colonial Development Fund with a view to his being absorbed into the colonial veterinary service at a later date. It seems that this is the only method by which we are likely to obtain suitable applicants, and there

should be no difficulty about absorbing him into the establishment in Kenya in four years time.

In my view the lowering of the initial salary of veterinary officers from £600 to £500 has adversely affected our recruiting. If we have to rely entirely on colonial veterinary scholars, who take four years to train, we shall lose a great deal in flexibility and ability to meet the needs of the service as they arise. Possibly, ^{however,} the service might be made more attractive if steps were taken to fix the relative numbers of junior and senior scale posts in accordance with the terms of the Secretary of State's despatch of the 24th of March, 1956, vide your S.E.48/1/6/30, Vol.II of the 5th of October, 1956, in which it was laid down that officers should pass from the junior to the senior grades without any undue delay at the promotion bar. It is desirable at the same time that a number of senior scale posts should be created for the ~~present~~ veterinary staff who were engaged on the old terms.

Possibly the best way to deal with this matter would be to ask the Secretary of State to fix the proportion of senior and junior scale posts, since he must be in a position to calculate accurately the influence of wastage upon the ratio required.

I have tried to deal with the matters raised by these despatches objectively, since I feel that the situation which has developed is liable greatly to impair efficiency of colonial veterinary departments in the next few years unless some corrective measures are promptly applied. Consequently I should be grateful if the contents of this minute could be communicated to the Secretary of State, even though they may not represent entirely the views of government.

PRESENT ESTABLISHMENT.

- | | |
|---|---|
| 1 Director of Veterinary Services. | |
| 1 Assistant Director
(Field Services). | 1 Assistant Director
(Laboratory Services). |
| 11 Veterinary Officers. | 5 Veterinary Research
Officers. |
| | 1 Veterinary Research
Officer, temporary.
(Pleuro-pneumonia
research). |

VACANCIES EXISTING OR ARISING IN IMMEDIATE FUTURE.

- | | |
|------------------------|--|
| 2 Veterinary Officers. | 5 Veterinary Research
Officers (one temporary). |
|------------------------|--|

EXPECTED VACANCIES WITHIN FOUR YEARS.

- | | |
|---|--|
| 6 Veterinary Officers, of which
5 are accounted for by retire-
ments. | 1 Veterinary Research Officer,
which can be filled by
absorbing temporary
Veterinary Research Officer
into permanent establish-
ment. |
|---|--|

GENERAL RESEARCH TEAM.

- 4 Veterinary Research Officers.

Subject to acceptance of the scheme by the
Conference of East African Governors.

AIR MAIL

KENYA
No. 380



GOVERNMENT HOUSE
NAIROBI
KENYA

19 JULY 1937.

Sir,

With reference to your despatch no. 349 of the 29th April, I have the honour to address you on the subject of the salaries and personnel for the senior posts of the Veterinary Department.

2. Major H.S. Brassey-Edwards, Deputy Director of Agriculture (Animal Industry) and Chief Veterinary Officer, proceeded on leave pending retirement on the 1st June, the effective date of separation of the Veterinary Department from the Department of Agriculture. His post was abolished upon his retirement on the 6th July, and subject to your approval the new post of Director of Veterinary Services will be created with effect from the 1st June, carrying a salary of £1,200 per annum, which is higher by £100 than the salaries of the corresponding posts in Tanganyika and Uganda. I recommend the appointment of Mr. R. Dauney, Chief Veterinary Research Officer, to this new post with effect, in the special circumstances, from the 1st June.

3. I propose that in this Department there should be two posts of Deputy Director, for field and laboratory services respectively, corresponding to the posts of senior veterinary officer and Assistant Chief Veterinary Research Officer in the previous organization. The post of senior veterinary officer (£720 by £30 to £840) is at present held by Mr. A.J. Mulligan on a salary of £920 per annum personal to himself. The

THE RIGHT HONOURABLE
W. GREGG COCKE, F.R.S., M.P.,
SECRETARY OF STATE FOR THE COLONIES,
DOWNING STREET, LONDON, S.W. 1.

field,

(5) on 38/73/2/37

James ⑥

field services of the Department are given a wider range by the proposals now contemplated for the development of the cattle industry in the pastoral native areas, including the introduction of control measures for cattle travelling to the meat extract factory at Athi River, and by the recent bringing into operation of the Cattle Cleansing Ordinance, 1929. It is improbable that the Director will be in a position to devote more than, say, a half of his time to the direction of field services. These added responsibilities justify, in my opinion, a salary of £1,000 per annum for this post, which I recommend should be created with effect from the 1st June. I further recommend that Mr. Mulligan should be appointed to the post, to be designated Deputy Director (Field Services), with effect from that date, the post of Senior Veterinary Officer at present held by him being abolished.

4. On the Laboratory side, the post of Assistant Chief Veterinary Research Officer, (£1,000) (head III, item 99 of the current Estimates) is in abeyance. I propose that this post should be brought out of abeyance with effect from the 1st June and re-designated Deputy Director (Laboratory Services), and I recommend that Mr. J.R. Hudson, Veterinary research officer, should be promoted to the post with effect from that date.

30034 C.R.

5. The separation of the two Departments involves a reduction in the duties and responsibilities of the Director of Agriculture. If and when the posts of Director of Agriculture and Deputy Director of Agriculture fall vacant, I consider, as at present advised, that the opportunity should be taken to reduce the salary of the post of Director of Agriculture by £50 to £1,450 per annum, which is £100 above the salaries of the corresponding posts in Tanganyika territory and Uganda, and to reduce

reduce the salary of the post of Deputy Director of Agriculture from £1,200 to £1,150 per annum.

6. I shall address you further in due course on the subject of experimental farms and agricultural schools in relation to the new Department organization. These are at present continuing to be maintained in the same manner as hitherto.

I have the honour to be,

Sir,

Your most obedient,

humble servant,

RB Brooke-Popham

AIR CHIEF MARSHAL

G O V E R N O R .

Offered to ... 4 37
Mr. R. Hudson ... 11/6/61

VACANCY FORM

Mr. *Jessup* 1017
Mr. *Prokin* 117

Reference *38317/37*

- (1) Promotions Branch
- (2) Appointments Department

J. Slavin (App.)

Colony: KENYA.

Vacancy: Veterinary Research Officer.

Cause of Vacancy: Additional post.

Date of Vacancy: On or as soon as possible after 1st September, 1957.

~~£500, £500, £550x25-£600x25-£720x15-£840x10-£1,000.~~

Emoluments: The successful candidate will be accorded the year's seniority in the salary scale for each year's post-graduate experience in research to five years. There is an efficiency bar at £720 and a promotion bar at £840. Promotion beyond £840 is dependent on the occurrence of a vacancy in a higher grade of the Department.

including any special notes as to

(a) Terms of appointment: Pensionable.

(b) Allowances:) quarters provided; if not available, an allowance 15% of initial salary; this £75 per annum.

(c) Quarters:)

(d) Passages: Free passage to selected countries; passage allowance of £40 per annum.

Remarks:

including any special notes as to

See minutes on 38317/37 regarding possible considerations [Mr. R. Hudson, leave] to be considered

(a) Married candidates: No objection.

(b) Duties: Veterinary research, diagnosis and routine production of laboratory products.

(c) Qualifications required:

(d) Age limits:

The job has asked that Mr Hudson may be permitted to assist in the selection.

N/S.

3

38317/37

C.D.
R 12 JUL
D 25 1

C. O.

- Mr. Grossmith.
- Mr. *Parkin*
- Mr.
- Sir C. Parkinson.
- Sir G. Tomlinson.
- Sir C. Bottomley.
- Sir J. Shuckburgh.
- Parlt. U.S. of S.
- Parly. U.S. of S.
- Secretary of State.

1077
12/7 f.

DOWNING STREET.

17 July, 1937.

Ans'd Sir,

5 I have etc. to acknowledge

(2)

the receipt of your despatch No. 336 of the 26th of June and to inform you that I approve the creation of one additional post of Veterinary Research Officer in the Veterinary Department in place of two posts of Laboratory Assistant, ~~was~~ ^{likely} increasing the establishment of Veterinary Research Officers from four to five.

2. I also approve your proposal

that Dr. J. Anderson, Veterinary Officer, should be transferred to the existing vacant ~~office~~ ^{post} of Veterinary Research Officer. I assume, however, that this officer will continue his work at the Naivasha Livestock Research Station, but I should be glad of an

assurance

DRAFT.

KENYA
NO. 551
GOVERNOR

FURTHER ACTION.

*V.F. 5
Kearney*

assurance on this point.

3. Steps will be taken to select
a suitable candidate for appointment to
the additional post of Veterinary Research
Officer and Mr. J.R. Hudson will be consulted, but
that it may be some time before a
it will be appreciated ~~that the search for a~~
is found.
suitable candidate ~~may entail some delay.~~

I have, etc.

(Signed) W. ORMSBY GORE.

AIR MAIL

KENYA
No. 336



GOVERNMENT HOUSE
NAIROBI
KENYA

RECEIVED
3 - JUL 1937
C. O. GREGY

26 JUNE 1937.

Sir,

I have the honour to inform you that, subject to your approval, it is proposed to create one additional post of Veterinary Research Officer in the Veterinary Department in place of two posts of Laboratory Assistant, which will be vacant with effect from the 13th March and the 28th July respectively on account of the death of Mr. J.T. Schultz and the retirement of Mr. H.J. Gray.

2. Head III, Item 100 of the 1937 Estimates provides for four posts of Veterinary Research Officer. Three of these posts are held by Mr. J.R. Hudson, Mr. W.E.C. Danks and Mr. W. Rotheringham. The fourth post is unfilled, but the salary of Dr. J. Anderson, Veterinary Officer, is paid from this item, subject to reimbursement from the Colonial Development Fund grant for the maintenance of the Naivasha Livestock Research Station, vide Sir Philip Cunliffe-Lister's (now Viscount Swinton's) despatch No. 699 of the 29th August, 1934. It is now proposed that this fourth post should be filled by the transfer of Dr. Anderson, whose training and inclination both fit him for research work, on which he has been engaged at Naivasha since 1933, rather than field work. The transfer will not create a vacancy in the post of Veterinary Officer, since Dr. Anderson's post is shown in the Estimates as in abeyance.

3. The additional or fifth post of Veterinary

Research

THE RIGHT HONOURABLE
W. CRESLEY CORE, F.C., M.P.,
SECRETARY OF STATE FOR THE COLONIES,
DOWNING STREET, LONDON, S.W. 1.

(3)

(29) or 2357/32

(3) on 38173/3/37

Research Officer which it is now desired to create is required for the following reasons. The appointment of Mr. R. Daubney as Director of Veterinary Services, which I propose to recommend shortly and which you have intimated in your despatch No. 349 of 29th April you are prepared to approve, will mean that Mr. Daubney will not be in a position to devote the same time as hitherto to research work. With the present reduced professional staff at the Veterinary Research Laboratory it is found impossible to give sufficient supervision to the work of eight Laboratory Assistants. Mr. Daubney considers that even if the additional Veterinary Research Officer is employed for a part of his time on routine production work which has been carried out by technicians there will be a very considerable gain in efficiency.

4) on 38047/37

4. If the proposal to substitute this additional post for two posts of Laboratory Assistant had your approval, I shall be obliged if steps may be taken to select a suitable officer for appointment on or as soon as possible after the 1st September next. I observe from your despatch No. 372 of the 7th May that it is possible that the finding of a suitable candidate may present some difficulty, and it is suggested that Mr. Hudson, Veterinary Research Officer, might be asked to assist in the selection.

5. I enclose the usual form of particulars of the vacant office.

I have the honour to be,

Sir,

Your most obedient,

humble servant,

RBrooke-Popham

AIR CHIEF MARSHAL.
GOVERNOR.

COLONY AND PROTECTORATE OF KENYA

PARTICULARS OF THE OFFICE OF VETERINARY RESEARCH OFFICER VACANT IN THE VETERINARY DEPARTMENT.

1. Duties of Office and qualifications required for their performance.	Veterinary research, diagnosis and routine production of laboratory products.
2. Salary of Office.	£500. £500. £550 x 225 to £600 x £30 to £720 x £30 to £840 x £40 to £1000. The successful candidate will be accorded 1 year's seniority in the salary scale for each year's post-graduate experience in research up to 5 years. There is an efficiency bar at £720 and a promotion bar at £840. Promotion beyond £840 will depend on the occurrence of a vacancy in the higher grade of the Department.
3. Allowance, quarters, and other circumstances affecting the value of the office.	quarters provided; if not available, house allowance 15% of initial salary; minimum: £75 per annum.
4. Nature, number and amount of securities required.	
5. Whether free passage is provided for person selected and his family.	Free passage to selected candidate, plus family passage allowance of £40 if married.
6. General particulars regarding accommodation, furniture, & etc. for information of candidate.	Stone or wood and iron bungalows plus an issue of essential articles of furniture comprising bed, chest of drawers, table and chairs.

15th June, 1937.

R. DAUBNEY.

NAIROBI.

HEAD OF DEPARTMENT.

41
E
DRAFT 2606/6/36 G.P.T.

Downing Street.

21 January, 1937.

KENYA

NO. 5 E

Sir,

I have the honour to refer to my despatch No. 788 of the 8th of October on the subject of the Colonial Veterinary Scholarship scheme and to say that it would be convenient if you would furnish me with a short statement giving some indication of the probable scope of the operations of the Veterinary Department in the territory under your charge, and any changes and extensions in the establishment of the higher grade veterinary staff, which may be anticipated to occur during the next five years, so far as they can be foreseen.

2. It was remarked in the last paragraph of my despatch under reference that the paucity of candidates with veterinary qualifications presenting themselves this year as candidates for Colonial Veterinary Scholarships was probably accounted for by the favourable prospects in this country which are open to newly-qualified veterinary practitioners at the present time. Further evidence has since reached me that, although the Veterinary Colleges are now very full, the general quality of the students is not high and the majority of the best men are being attracted by the posts which

are

THE OFFICER ADMINISTERING

THE GOVERNMENT OF

KENYA.

42

are being offered by County and Municipal authorities. It appears that the requirements of these authorities are expanding considerably and are not likely to be satisfied for some time to come.

3. During the period of economic depression there was no alternative, as you are aware, but to reduce the number of Colonial Veterinary Scholarships. There has, however, recently been a tendency for the number of vacancies in Colonial Veterinary Departments to increase again, with the result that there is a temporary shortage of trained scholars; and for the first time for several years vacancies in the Colonial Veterinary Service have been notified to the Veterinary Colleges and have been advertised in the Press. It has proved impossible by these means to supplement the supply of scholars to any extent; and it may be concluded that the Veterinary Colleges are unable, at the present time, to furnish the Colonial Veterinary Service with more than an occasional candidate of calibre similar to that of the recruits who are now forthcoming from the Colonial Veterinary Scholarship scheme; and it would appear that if the existing standard for entry into the Colonial Veterinary Service is to be maintained it will be necessary to recruit almost entirely through the Scholarships.

4. It is probably too early as yet to assess the work of most of the Colonial Veterinary Scholars who have so far been appointed to Veterinary Departments, but I have received very favourable reports on some of them. A

good

good deal of evidence is, in fact, available that the anticipations of the Lovat Committee are being realised and that these scholarships are effecting the entry into the Colonial Veterinary Service of a body of men of a definitely higher standard than would otherwise be available. It should be noted that the great majority of these men have been drawn from the science schools of the Universities since, up to the present, 28 scholarships have been awarded to candidates from these sources and only 5 to candidates with Veterinary qualifications.

5. After full consideration had been given to the matter by the Advisory Council of Agriculture and Animal Health it was decided in 1933 that not more than three Veterinary Scholarships should be awarded annually until further notice. When this year's award of scholarships took place it was becoming apparent that an increase in the number of vacancies was probable in the near future. I therefore decided to offer two scholarships of one year's duration (or thereabouts) to candidates already holding a veterinary qualification, as well as three to science graduates (which would necessarily be of four years' duration). Unfortunately I was only able to offer one scholarship of the former category (owing to the paucity of qualified candidates to which I have already referred) and several vacancies arose in the Colonial Veterinary Service shortly after the scholars who were completing their training had been given appointments and the annual award of scholarships was completed. It is accordingly very important that I should

should now be placed in possession of any information which may be of assistance to me in estimating the probable needs of the Colonial Veterinary Departments during the next few years and the number of scholarships which should be awarded in order to meet them.

I have the honour to be

Sir,

Your most obedient

humble servant,

(signed) W. S. B. V. D. K.