

1930

Kenya

No. 15982

SUBJECT

C.O. 533/393

Vacancies for Female Teachers

Education Department

Previous

15303/1928

Subsequent

1. Gov. Grigg. 784. 20th. Decr. 30. 2

the form of particulars in respect of a vacancy for a European Teacher (female) in the Education Department - vice Miss N.R. Whitehead.

Mr. Allen

V.F. Bennett

P.S. Appts will no doubt wish to bring Mr. Whitehead (a ? the Education Cttee) into this.

Mr. Chiffy

17/1/30

Normally the Sec (App't) does not deal with such a vacancy & goes to the Board of Education.

But as she began of you

stands in the first instance, especially under I minute a. 50.3.74 with a
Mr. Allen Review meeting

17/1/30

Mr. Allen.

I thank you for referring this matter to me. I think the Board of Education are very well-qualified for getting a candidate for this vacancy, and I would rather not have anything to do with it, except of course that I am always willing to attend their Selection Board to give the usual information about local conditions when asked to do so. I often have occasion to discuss with Directors of Education the various vacancies likely to occur, and when these refer to women I think I can help to find suitable candidates with the assistance of Miss Burstall and

Miss Whitelaw who are members of our Committee and well-acquainted with the various local needs and circumstances and who have wide connections enabling them to produce suitable people. What happens in such cases is that the Department direct, or through the Private Secretary (Appointments) refer the matter to me and I submit names of suitable candidates seen by an informal Selection Board consisting of Miss Whitelaw, Miss Burstall and, when possible, a representative from the territory home on leave, to the Private Secretary who then takes up the references and does all the rest.

Regarding this vacancy for a lady to replace Miss Whitehead, see paper 32055 (10), the latter's appointment was terminated, as the Acting Governor says, on account of her lack of qualifications as a teacher. Later we were informed by Kenya that Miss Whitehead's application for further services might be considered "if at any future date she is able to produce evidence of the possession of a teacher's certificate or a diploma in education approved by your Lordship." (23).

As you will see we had considerable correspondence about this and I am still feeling very sore, as it is not the usual practice in the Service to make a request for special qualifications retrospective, so to speak.

In asking us to fill this new vacancy, the Kenya Government makes no mention of any special qualifications such as diplomas or certificates, only mentioning the necessity for fact.

Kenya requested
ref. 35 of
29 Oct 1939

that this would be the
preferred request in the
case that she could
be fully trained
& certified to
the standard required

I think it would be safer when we ask the Board of Education to find candidates, to state at once that candidates should possess a teacher's certificate or a diploma in education recognised by the Board.

Will you please return Miss Whitehead's file, No. 32055, to me, as she will call here before returning to Kenya, on the 28th.

Hammond Kisch

22. 1. 30.

This copy to Bd of Educ. giving
particulars of the vacancy
and saying which they wd. be
good enough to recommend
a suitable cand. for the post.
Add that, if desired,
Mr Kischer wd. be prepared
to attend the Selection Bd.
wh. interviews candidate.

ack

22. 1. 30

alone

no Kischer
to see

2 To Bd of Education - cont.
(w/ paper of particulars)

8 FEB 1930

Hammond Kischer

file

6. 2. 30

Vacancy form.

Board of Education. 11th. Feb. 30.

Enclosed drafts of an advertisement and of a paper of particulars which it is proposed to issue and will be glad to learn whether the S. of S. approves of the drafts.

M. Allen

The paper of particulars is practically the same as that which we sent with a small addition to the end.

I don't think there is any harm in stating a preference for a University graduate - Kenya would be only too glad to get me. But the expression in the third line and later to some extent is too strong we really want the teacher for Mombasa, & only wish to safeguard the D. of E's right to transfer her elsewhere.

? ~~Return dft~~ Act & agree to the dft but suggest alterations or for and later I see the passage referred to ^{in the p. of p.} _{to p. 10 is} ⁱⁿ _{the} ^{draft} as dft.

C. H. Cliffe

M. Allen 13.2.30

M. Allen

(In the advertisement) I share for the pencil alterations than made 11/17/30

I think the draft is all right with the pencil alterations in it. I also think they are wise in saying that preference will be given to University graduates.

Hammond
14.2.30

2. send 50, note to the Secy with saying that if the p. of p. is to be circulated, it seems desirable to make the alteration suggested.

17.2.30
at once

4 To Secy of Educ. (3 enclosed) }
5 - A. R. Cunningham (w/4 in one) } 21 FEB 1930

6. Board of Education. 26th. Apr. 30.

Recommends Miss. I. H. GRAHAM for appt. as Lady Teacher, encls. papers.

? Then ~~offer~~ offer has the post on the terms given in the memo above no. 1, subject to no. 2 & 3.

Hammond

15.5.30

The offer should be a £300 - £500 as in the p. of p. with reference to the new proposals, just approved.

M. Allen

all 30.3.30
2/8/30

(not in been in 11)

7 To Miss J. H. Graham - Cons. -
(Office)

8. Miss Graham. 13th. May 30.
Declines offer of appointment.

? a - R.
Graham
17.5.30

No 8 should have been ackd but it
is too late now.

We must first consider
this as in off tel be will

JW Allen
27/5
atacc

(9) Tel to Gen. Lange - cons - 24 May 1930

10. Gov. Grigg. 298. 10th. May 30.

States as vacancy vice Miss H.M. Reynolds
and tra a form of particulars of the vacant office

This has better await

copy to No 9.

JW Allen
4/6
atacc

11. Gov. Grigg Tel. Confd 196. 5th June 30.
States recruit as suggested (in reply to
No 9.)

The Dept in the general question
is no 3 on 16/5/30. This doesn't
affect the question of the number
of female teachers at all, &
we may therefore proceed.

I now submit for
consideration to the Bd of Govt
(a) as to Miss Graham's refusal
(b) as to the new vacancy
reported in no. 10.

Various points arise :-

1. In view of no 11 / para 1. of
the particulars enclosed in no. 3
requires some modification.

2. We have now for the first
time to face the knotty point of
how we are to describe the
scale of salary & the position of
lady teachers under the new
scheme. (In para 8 (b) of no. 11
of 16/5/30 it was contemplated
that the scales for lady teachers
should be ~~the same~~ subject to the same

↓
↑

progress as those for male
teachers, with the additional
proviso that the grade
bands of 576-624 & 672-720
be reserved for senior and
mistresses & the grade of 672-720
& 736 would be reserved for the
Principal of the Secondary School
at Nairobi.

In para: 2 of no. 3 on
16.11.30 the S/S indicated the
manner in which the scales for
male teachers will be treated
& said that those for women
will be "treated similarly".

To meet these two points I have
drafted for review ~~the~~ a
revised form of the first two
pages of the paper of particulars
enclosed in no. 3 in this file.

E. Carbone

12.6.30

Mr. W. J. P. [unclear]
Please see [unclear] in particular
I want you to vet para 2
of the [unclear] paper of particulars.
I think it will suit the
position currently.

I have written advised
when Miss Graham was
refused because the
salary is too low, that
we still offer less, but
there is no alternative
at present. What
activity Miss G. has
for the statement is not
clear. But if all
candidates refuse, then
the Kenya Govt. will
have to think again.

W. J. P.

16.6.30

I have suggested the alterations in pencil.
The word "minimum" at the 400 stage has
always meant - and ought to be - the
There is no real basis of knowledge or training
nowadays that it is no longer necessary to
refer to "degrees".

W. J. P.

17.6.30 advised

John [unclear]
H. M. [unclear] 16-6
16.6

N. B. When reviewing this
apps to the Gov. we should
explain that they have, in
the case, an view of the terms
the total been made to the
European Education branch but
ask whether in future similar
cases it would be preferred to
make the affairs handle for
service in the Education
Dept generally although
largely to European Education
in the first instance.

to Temple
to Eastwood / voice
Room 31
H. Allen

11/1/30

14/1/30 To Miss Forbery come 4/10/30
(offer)

15/1/30 To Miss Motcom come 4/10/30
(offer)

16/1/30 To Board of Education No 13 dated 4/10/30
S/O correspond cc with Mr. Burrows (Bd. of Ed)

J. H. Burrows s/o to Mr. Mayhew. 10th Oct.
DESTROYED UNDER STATUTE
Ack. of No. 16.

Done

Put by Reed

See *
approved when
writing to
Gov. about
Miss Forbery
& Miss Motcom

C.O.

Despatched 8.10.30

Handwritten initials/signature

Mr. Allen *7/10*
Mr. *Johnson 2.10.30*
Mr. Mayhew 8.10

X.15982/30 Kenya.

Mr. Bottomley
Sir J. Shuckburgh
Sir G. Grindal
Parlt. U.S. of S.
Parlt. U.S. of S.
Secretary of State.

For Mr. Mayhew's signature.

2 Blenheim
Downing Street.

October 1930.

Dear Burrows

DRAFT.

J.H. BURROWS, ESQ.
(Board of Education).

On the receipt of your letter of the 4th October I consulted the East Africa Department which deals with appointments to Kenya with regard to the delay in the despatch of the offer to Miss Fosbery, which actually went off on the 4th October.

Your official letter was received on the 17th September, but owing to the Department being very short-handed *three days were lost* at that time there was some delay in giving *before action was started* instructions on it. Also, when these *for Miss Fosbery's appointment* instructions were given, the Section concerned with the drafting of the offer was exceptionally busy with the numerous annual appointments to the Administrative Service.

160

to which they have ~~been~~^{had} told to give precedence in view of the early opening of the University terms. There were, therefore, in this case, special circumstances making for delay which should not normally occur. It might be ~~left~~^{thought}

that the preparation of the actual offer of appointment ~~was~~^{is} a purely routine matter, but in practice they frequently raise awkward points of detail, and require special care: ~~they did in this particular case.~~

The anxiety of candidates for

early information is, of course, appreciated, ~~the Dept. will gladly do what~~ and I have no doubt that but for the special ~~it can to get off the official~~ circumstances to which I have referred

letters, in the ordinary course of events, Miss Fosbery would have had a much earlier

intimation ~~with as little delay as possible~~

~~I trust I could tell you of aspects of State in which it will be achieved a triumph of speed, in normal circumstances, ~~sent off the offer of appointment~~ ~~in the time which was taken in the actual execution in the process.~~~~

to which they have ~~been~~^{had} told to give precedence in view of the early opening of the University terms. There were, therefore, in this case, special circumstances making for delay which should not normally occur. It might be ~~felt~~^{thought} that the preparation of ~~the~~ actual offer of appointment ~~was~~^{is} a purely routine matter, but in practice they frequently raise awkward points of detail, and require special care: ~~they did in this particular case.~~^{they did in this particular case.}

The Anxiety of candidates for early information is, of course, appreciated, ~~the Dept. will gladly do what~~ and I have no doubt that ~~but for the special~~ ~~it can be got off the official~~ ~~circumstances to which I have referred~~ letters, in the ordinary course of events, Miss Fosbery would have had a much earlier intimation ~~with~~^{with} as little delay as ~~possible~~.

~~I trust I could tell you of details of State in which it will be admitted a triumph of speed, in normal circumstances, when the letter sent off ~~the~~ ~~offer~~ ~~to~~ ~~Miss~~ ~~Fosbery~~ ~~in~~ ~~the~~ ~~time~~ which was ~~taken~~ ~~in~~ ~~the~~ ~~actual~~ ~~case~~ ~~in~~ ~~the~~ ~~present~~ ~~case~~.~~

Mr. Parkinson:

The Board of Education letter was received on Wednesday, the 17th September. The Department was very short-handed that week, both Mr. Acheson and Mr. Eastwood being away. Mr. Eastwood returned on Monday, the 22nd and sent the paper away the same day for drafts to be prepared. These, however, did not reach the Department until the 29th, the reason being that the Clerical Section was at that time rather overwhelmed with the numerous offers of administrative appointments to which precedence have to be given. I sent the paper to you for authority to make the offer on the 30th September. You "at once" it on the 1st October; I passed the drafts on the 2nd October and they went off on the 4th October. There was no real delay there as these things naturally take time and require care. I submit for conso. a draft of a reply which Mr. Mayhew might send to Mr. Burrows.

Then he is clear of all responsibility for delay and indeed there was only real delay allowing for first office intervention & get office mechanism. aed

aed

✓ written

7/10/30

to Mayhew

Yes - there is a cheerful idea in the top of the - and the same idea is cherished by the P.S. (appet) - that next they have done their bit towards a Cal. applt, the C.O. has nothing else to do but get off the official paper in the next

often looking for leisurely invest. aed

24 hours! - Actually
offers of appt. require
care - these particular
offers were specially
'crabby' quite apart
from the staggering
amount of work for
available individual here
to get through.

Lee

2.12.20

Mr. Pugh

Letter has been signed & despatched.

I have explained to Mr. Perkins
by phone my reason for writing the
last part, and have also told him
that my reason for sending in Mr. Burns
letter was anxiety on behalf of the
candidate - with my wish to send
a complaint against the Africa Dept.

John Pugh

8-11-20

Lee

9/60

24 hours - actually
offers of appt. require
care - these particular
offers were specially
'lively' - quite apart
from the increasing
amount of work for
available individual here
to get through.

ell

7.11.20

Mr Payne

Letter has been signed & dispatched.

I have explained to Mr Perkins in

my phone my reason for writing the

last para. and have also told him

that my reason for sending in Mr Burns

letter was anxiety on behalf of the

candidate - not any wish to send in

a complaint against T. Africa Dept.

Arthur Payne

8.11.20

Len Jones

9/10

Letters should be addressed to
The Secretary,
Office of Special Inquiries & Reports,
Board of Education,
Whitehall,
London, S.W.1.

and should show the complete postal
address and signature of the writer.

Telegraphic Address—

RENSIGNS, PARL. LONDON.

In reply please quote—
"CASIR."



OFFICE OF SPECIAL INQUIRIES & REPORTS
BOARD OF EDUCATION,

WHITEHALL, LONDON, S.W.1.

4th. October, 1930.

Dear Maynew,

I enclose copies of correspondence with Miss Fosbery, whom you will remember as a most outstanding candidate for the Kenya post. She is a relative of Biss, the Chief Inspector in Kenya.

If anything could be done to speed up the Colonial Office procedure in regard to these applications, it would be a very great kindness both to the teachers themselves and the Headmasters and Headmistresses in this country. In the case of Miss Fosbery, her agitation can well be understood. It is now three weeks since she was told that she would be recommended for the Kenya post and she has still heard nothing from the Colonial Office. As you know, we are bound to tell the candidates that the Committee's recommendation does not mean a definite offer of appointment. This became very clearly necessary because of a Scottish case which led to political scandal. The result is, that until the teachers hear officially from the Colonial Office, they are suspended between Heaven and Earth, and their Heads do not know whether or not they are going to lose them. This is particularly awkward when the period of doubt happens to be about the beginning or the middle of a school term.

A. J. Maynew, Esq. C.I.E.

as in the present case.

In case you may not remember Miss Fosbery, I should say that we interviewed her towards the end of the meeting, and that there was no sort of doubt whatever about her. She stood out head and shoulders above all the other candidates and we recommended her to the Colonial Office in no uncertain terms.

Yours sincerely,

JHR

as in the present case.

In case you may not remember Miss Fosbery, I should say that we interviewed her towards the end of the meeting, and that there was no sort of doubt whatever about her. She stood out head and shoulders above all the other candidates and we recommended her to the Colonial Office in no uncertain terms.

Yours sincerely,

J.H.B. Durron

COPY

12
12, Tavistock Road,
Jesmond,
Newcastle-on-Tyne
Oct. 3rd.

The Secretary,
Office of Special Inquiries and Reports.
Reference "Casir" C.A. 891-892/1930.

Dear Sir,

You wrote to me on Sept. 15th informing me that the Selection Committee had recommended me to the Secretary of State for the Colonies for the post of Teacher (post B) in the Kenya Education Department.

I am writing at the request of my Headmistress to ask you if you will let me know how long I should wait before considering that I have no further chance of being appointed. I have had no communication from the Colonial Office, so I would also like to know whether I shall hear from them still, in the event of not being required by them.

I should have handed in my resignation to the Headmistress this week, so naturally I am in a difficult position through uncertainty and I would like to know whether I have no further chance of this post.

Incidentally, too, I shall want to apply for other posts, if necessary.

I shall be most grateful if you will explain my position to me and give me some definite assurance about my prospects for

13
.2.

for this post.

Yours truly,

M. MARGARET ROSEBERRY

(Miss)

2.

for this post:

Yours truly,

M. MARGARET FOSBERY

(Miss)

G.O.

15982/30 Kenya.

Mr. Poolley, 29/9/30.

Mr. Venning, 29/9/30

Mr. J.

Sir G. Bottomley

Sir J. Shuckburgh

Sir G. Grindle

Persec. U.S. of S.

Parly. U.S. of S.

Secretary of State.

4th Oct 1930.

Sir,

DRAFT.

(No. 13)

The Secretary,

Office of Special
Enquiries and Reports,

Board of Education,

With reference to your letter,

"CASIR" (S. I.R./C/A. 891/892/1930),

of the 15th September, recommending

Miss C.G. Morcom and Miss M.M. Fosbery

for appointment as Lady Teachers in

the Education Department of Kenya,

I am etc. to request you to inform

the Board of Education that offers of

appointment are being sent to these

two ladies.

2. Lord Passfield desires that

an expression of his thanks may be

conveyed to the Board for its assist-

ance in the selection of candidates

for these appointments.

I am etc.

3 dfts and 2 lff.

(Signed) A. G. C. PARKINSON

C. O.

Mr. Pooley 29/9/30

15982/30 Kenya.

Mr. Venning 29/9/30

Mr. Allen

Sir C. Bottomley

Sir J. Shuckburgh

Sir G. Grigg

Permit U.S. of S.

Early U.S. of S.

Secretary of State.

15

C. O.
R 2nd OCT
D

DRAFT

MISS C.G. MORCOM.

Downing Street,

October, 1930.

Madam,

I am directed by Lord Passfield to inform you that, subject to your being passed as physically fit for service he proposes to select you for appointment to the Colonial Service, on probation, as a Lady Teacher in the Education Department of Kenya, with salary at the rate of £320 a year, rising by annual increments of £16 to £480 a year. From this stage you would be eligible, on receiving a certificate of efficiency, to proceed by further

Colonial Regulations

Art. No. 973

Notes for Officers (Kenya and Uganda)

Hints on Health.

To follow

J/1a (herewith)

J/1b

3 dfts and 2 lff.

further increments of £16 to £576 a year. There is a limited number of appointments for Senior Assistant Mistresses with salary at the rate of £376 a year, rising by annual increments of £24 to £672 a year, and there is one appointment with salary at the rate of £672 a year rising by annual increments of £32 to £736 a year. You would be eligible for consideration for promotion to these posts.

As a member of the Colonial Service you would be subject to the Colonial Regulations for the time being in force, and you would be eligible to be considered with other members of that service, at the discretion of the Secretary of State, for appointment in other Dependencies. A copy of the current edition of the Colonial Regulations is enclosed.

2. The conditions attached to appointments in Kenya are shown in the following

further increments of £16 to £576 a year. There is a limited number of appointments for Senior Assistant Mistresses with salary at the rate of £576 a year, rising by annual increments of £24 to £672 a year, and there is one appointment with salary at the rate of £672 a year rising by annual increments of £32 to £736 a year. You would be eligible for consideration for promotion to these posts.

As a member of the Colonial Service you would be subject to the Colonial Regulations for the time being in force, and you would be eligible to be considered with other members of that service, at the discretion of the Secretary of State, for appointment in other Dependencies. A copy of the current edition of the Colonial Regulations is enclosed.

2. The conditions attached to appointments in Kenya are shown in the following

16
11
Following memoranda which are enclosed:

Regulations for the Employment of
Officers in the East African
Dependencies; and the Model Pensions
Ordinance and Regulations.

Copies of "Notes for Officers
appointed to Kenya and Uganda"

"Hints on the Preservation of Health
in Eastern Africa" are also enclosed.

Further information
regarding local conditions and advice
as to outfit required in Kenya may be
obtained from the Eastern African
Dependencies Trade and Information
Office, 32 Cockspur Street, London

S.W.1.

3. It is expected that you would
be required in the first instance to
organise, control and teach in an
Elementary Day School for European
children at Mombasa, but you should
understand that you would be required

to serve in any post at Mombasa
or other European centre, at the
discretion of the Director of Education.

Also, in the event of your marrying
at any time during your service under
the Government of Kenya, you may be
required to resign your appointment.

4. The appointment carries first
class passage privileges.

If you are prepared to accept
the appointment on these conditions,
you should inform this Department
without delay, and should present yourself
to one of the Consulting Physicians
to the Colonial Office, whose names
are given on the enclosed letter,
for the purpose of being medically
examined. You will be required to
pay him a fee of one guinea and a half
guineas.

You should complete the enclosed
Form (J/1b) and hand it to the
Consul at the British Consulate, the name

of the examination. He will send a report direct to this Department.

6. If the Consulting Physician's Report is satisfactory, you will receive further instructions regarding your passage. You should state in your reply to this letter, what is the earliest date at which you can be ready to sail in the event of your final selection.

7. I wish to request that, in the event of your not accepting this offer, you will be good enough to return the enclosures to this letter.

I am, etc.

O.O.

15982/30 Kenya.

18
B

Mr. Pooley 20/9/30.

Mr. Venning.

Mr. Allen.

Sir C. Bottomley.

Sir J. Shackleton.

Sir G. Grindle.

Permt. U.S. of S.

Parly. U.S. of S.

Secretary of State.

Handwritten notes:
A
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1930.

DRAFT.

Miss M.M. Fosbery.

Madam,

I am etc. to inform you that, subject to your being passed as physically fit for service, he proposes to select you for appointment to the Colonial Service, on probation, as an Acting Teacher in the Education Department of Kenya, with salary at the rate of £320 a year, rising by annual increments of £16 to £480 a year. From this stage you would be eligible, on receiving a certificate of efficiency, to proceed by further increments of £16 to £576 a year. There is a limited number of appointments for Senior Assistant Mistresses with salary at the rate of £575 a year, rising by annual increments of £24 to £612 a year, and there is one appointment with salary at the rate of £675 a year, rising by annual increments of £32 to £736 a year.

Colonial Regulations.

African No. 973.

Notes for Officers (Kenya & Uganda)

Hints on Health. (E.E.)

J/1a (herewith)

J/1b

3 dfts and 2 iff.

you would be eligible for consideration
for promotion to these posts.

As a member of the Colonial Service, you
would be subject to the Colonial Regulations
for the time being in force, and you would
be eligible to be considered, with other
members of that Service, at the discretion
of the Secretary of State, for appointment
in other Dependencies. A copy of the
current edition of the Colonial Regulations
is enclosed.

Conditions attached to appointments
in Kenya are shown in the following
memorandum which are enclosed.

Regulations for the employment of Officers in the
East African Dependencies, and the
Local Rules, Ordinances and Regulations,
Notes on Officers appointed to Kenya &
Uganda and their preservation of Health in
East Africa are also enclosed.

Further information regarding local conditions and advice as
to outfit required in Kenya, may be obtained from the Eastern
African Trade and Information Office, 32, Cockspur Street, London, S.W.1.
You would be required in the first instance

to teach the infant and lower classes in
a European school, and to take part in the
duties connected with boarding school life
and the supervision of games, etc., but it
is to be understood that you would be liable
to perform such duties as the Director of
Education may assign to you. Also, in the
event of your marrying at any time during
your service under the Govt of Kenya you
may be required to resign your appointment.

*Wanted to be
referred to the
European Board of
Education 1940
Generally*

You would be eligible for consideration

for promotion to these posts.

As a member of the Colonial Service, you would be subject to the Colonial Regulations

for the time being in force, and you would

be eligible to be considered, with other

members of that Service, at the discretion

of the Secretary of State, for appointment

in other Dependencies. A copy of the

current edition of the Colonial Regulations

is enclosed.

Conditions attached to appointments

to Kenya are shown in the following

Memorandum which are enclosed

Regulations for the employment of Officers in the

East African Dependencies; and the

Medical Personnel Ordinance and Regulations, Uganda

Notes for Officers appointed to Kenya & Uganda

and Rules in the Preservation of Health in

the Territory are also enclosed.

Further information regarding local conditions and advice as to outfit required in Kenya, may be obtained from the Eastern African Trade and Information Office, 32, Cookspur Street, London, S.W.1.

You would be required in the first instance

to teach the infant and lower classes in

the European school, and to take part in the

duties connected with boarding school life

and the supervision of games etc., but it

is to be understood that you would be liable

to perform such duties as the Director of

Education may assign to you. Also, in the

event of your marrying at any time during

your service under the Government of Kenya you may be required to resign your appointment.

*Would be referred to the
European Board of
the Education, D.S.C.
Council*

You would be eligible for consideration

for promotion to these posts.

As a member of the Colonial Service, you would be subject to the Colonial Regulations for the time being in force, and you would be eligible to be considered, with other officers of that Service, at the discretion of the Secretary of State, for appointment to a Staff Dependence. A copy of the current edition of the Colonial Regulations is enclosed.

2. The conditions attached to appointments in Kenya are shown in the following memoranda which are enclosed:

Regulations for the Employment of Officers in the East African Dependencies; and the Model Pension Ordinance and Regulations.

Copies of "Notes for Officers appointed to Kenya & Uganda" and "Hints on the Preservation of Health in Eastern Africa" are also enclosed.

Further information regarding local conditions and advice as to outfit required in Kenya may be obtained from the Eastern African Trade and Information Office, 32, Goodenough Street, London. You would be required in the first instance

to teach the infant and lower classes in a European school, and to take part in the duties connected with boarding school life and the supervision of games etc., but it

is to be understood that you would be ^{required} to perform such duties as the Director of Education may assign to you. Also, in the event of your marrying at any time during your service under the Govt. of Kenya you may be required to resign your appointment.

which is the subject of the Eastern African Trade and Information Office, 32, Goodenough Street, London.

4. The appointment carries first class passage privileges.

• If you are prepared to accept the appointment on these conditions, you should inform this Dept. without delay, and should present yourself to one of the

Consulting Physicians to the Colonial Office whose names are given on the enclosed letter, for the purpose of being medically examined. You will be required to pay him a fee of one and a half guineas.

You should complete the enclosed form (J/1p) and hand it to the Consulting Physician at the time of the examination. He will send a report direct to this Department.

~~6~~ If the Consulting Physician's report is satisfactory, you will receive further

instructions regarding your passage. You would not be required to proceed to East Africa until about the beginning of ~~before~~ December ~~and~~ 0

~~2~~ I am to request that, in the event of your not accepting this offer, you will be good enough to return the enclosures to this letter.

I am, etc.

Letters should be addressed to—
The Secretary
Office of Special Inquiries & Reports
Board of Education,
Whitehall,
London, S.W.1

Telegraphic Address—
"CASIR",
PARIS, FRANCE, LONDON.

In reply please quote—
"CASIR"

RECEIVED
17 SEP 1930
C.O. OFFICE

OFFICE OF SPECIAL INQUIRIES & REPORTS
BOARD OF EDUCATION,
WHITEHALL, LONDON, S.W.1

15th September 1930

S.I.R./O.A. 891 - 892/1930

Sir,

With reference to Mr. Parkinson's letter 15982/30
of the 20th June 1930, I am directed to state that the
Selection Committee at their meeting on the 12th September
decided to recommend Miss Caroline Gregor Morcom for
appointment as Lady Teacher in the Education Department of
Kenya, (Post A). If it should not be found possible to
appoint Miss Morcom the Selection Committee desire to recommend
Miss Margaret Mackercher Lawson for this post.

For the post of Teacher in Infant and Lower Classes
(Post B) the Selection Committee desire to recommend
Miss Nellora Margaret Fosbery.

Particulars of the qualifications and experience
of these candidates will be found in the accompanying papers.

The Under Secretary of State,
Colonial Office,
Downing Street,
S.W.1

(No. 12)

21/9/30

13 29

The Selection Committee were assisted by
Mr. E. E. Biss and Mr. A. Mayhew C. J. E. who agreed with
the above recommendations.

I am, Sir,

Your obedient servant,

CHB

Educational Appointments in the Colonies.

FORM OF APPLICATION to be filled up by persons desiring Educational Employment in the Colonies. It is requested that this form may be returned in a cover marked "C.A." to The Secretary, Board of Education, London, S.W.1.

15 NOV 1930
 CAP 908 567 in 40391 EA

1. Name in full:—	Melona Margaret Fosbery
2. Address:—	1, Oxford Row, Bath
3. Age last birthday, with date and place of birth:—	26 years. Born at Bath on October 9 th , 1903.
4. Married or Single (Number and ages of children, if any):—	Single.
5. Health (past and present):	Always excellent.
6. Father's name, nationality, and occupation (State whether living or dead):—	Francis C. Fosbery, British, Medical Practitioner; Living.
7. Permanent domicile of candidate's family:—	1, Oxford Row, Bath.
8. Post and approximate salary desired:—	Post (b) as Assistant Mistress in the European Branch of the Education Department of Kenya.
9. Duration of visits or residence abroad:—	None
10. Names of districts abroad of which the applicant has special knowledge:—	None
11. Particulars and dates of any important appointments, e.g. Headmaster-ships or Principalships, Administrative posts, University Professorships, Lectureships, or the like, for which the applicant has stood or is standing:—	None
12. Athletics—(a) experience in organising games; (b) proficiency in athletics:—	<p>a) I have coached games for 6 years & have been responsible for a great deal of organisation.</p> <p>b) I have been in teams at School & College & consider myself proficient, to teach Tennis, hockey, netball, rounders etc.</p>
13. Date of application:—	July 22 nd 1930

	Name of School or College	Name of Principal	Date of joining and leaving	Scholarship, Certificate, Degree and other Honours <small>(It should be stated whether the degree is Honours or Pass) also in which class and Division the candidate was placed in the examination qualifying for degree.</small>
14. School education:—	1) Heritage House School, Bath	Miss Webster	Sept. 1908 - April 1919	
15. University education, if any:—	2) Bournemouth High School for Girls	Miss Broad	May 1919 - July 1921	Senior Oxford Certificate
16. Professional training as a teacher, if any:— <small>(If a holder of the Board of Education's parchment certificate, the registered number of certificate and any distinctions in each part of the examination must be shown.)</small>	Froebel Educational Institute, Roehampton Lane, S. W. 15	Miss Lawrence	Oct. 1921 - July 1924	1) National Froebel Union Higher Certificate (1st class) with Distinction in Mathematics. 1st class in English, History, Handwork, Hygiene, Principles of Education, Practice of Education. 2nd class in Nature Study, History of Education. 2) Board of Education Certificate for permission to teach in Elementary Schools.
	Name of School (or place) where employed.	Name of Principal or Employer	Dates of joining and leaving.	Position and character of work done, also salary received.
17. Teaching employment:—	1) The High School, Wells, Somerset.	Miss Piles	Sept. 1924 - July 1925	Kindergarten & Form I mistress, & games & needlework with the whole school. Salary - £90 per annum resident.
18. Other employment:— <small>(All employment to be entered in order of time)</small>	2) Princess Helena College, Ealing, W. 5.	Miss Parker	Sept. 1925 - July 1927	"Junior" Form mistress teaching children of 9 to 14 years. Also 3rd games mistress and Girl Guide Captain. Salary £100 to £109 resident.
	3) Central High School, Newcastle-on-Tyne [G. P. D. S. T. School]	Miss Heley	Sept. 1927 - the present	Form II mistress teaching children of 9 to 11 years practically all their subjects, and Arithmetic to the form above. Also games with the whole school, i.e. Tennis, Hockey, Netball. Salary £183 - £208 non-resident.

10. References.

1. Name,

Address,

Occupation of position,

2. Name,

Address,

Occupation or position,

Miss D. F. P. Huddy
 Central High School, Exchalester, Newcastle-on-Tyne
 My present Headmistress
 George F. Rowe, M.A. (Uncle by marriage)
 Woodthorpe, Thripp, Nr. Sturton, Lincs
 Retired Classics Master of St. Paul's School, London, & also
 author of several educational books.

(These should be persons resident in the United Kingdom, who have known the applicant intimately, and are in a position to answer any enquiries that may be made of them. They should not be relations, and should be holders of responsible positions who are acquainted with the applicant's character and work in recent years. The names of Officers of the Board of Education should not be given.)

20. Copies of testimonials from:-

1. Miss Broad, Bournemouth High School for Girls.
2. Miss Lawrence, Froebel Educational Institute, Southampton.
3. Miss Biles, The High School, Wells, Somerset.
4. Miss Parker, Princess Helena College, Salisbury, W.S.

*TWO sets of copies of testimonials should be submitted with the application form. Original testimonials should not be forwarded unless asked for by this Office.

21. Observations.

[Subjects the applicant is prepared to teach and any special qualifications or experiences (e.g., in music and singing, commercial subjects, languages, literary work, organization or inspection) not mentioned under heads 14-18 above, should be given here.]

Besides the usual form subjects I should be prepared to teach:-

- 1) Games
- 2) Needlework
- 3) Handicrafts e.g. leather work, wood-painting etc.
- 4) Elementary Drawing

In addition, I have been connected with the Girl Guide movement for ten years and have a Captain's & a Bismarck Girl's warrant & several Bismarck Girl's Guides & Bismarck

(Copy of Testimonial).

The High School for Girls,
 Forwich Avenue,
 Bournemouth,
 25th January, 1924.

Miss Margaret Fosbery was a pupil at this school from May 1919 to July 1921. She was satisfactory in every way, and I consider she has the qualities that would make her an excellent teacher of young children.

I shall be very happy to answer any questions about her.

(Signed) Mary Broad.

COPY

The High School,
Cathedral Green,
Wells, Somerset.

December 1925.

I have much pleasure in writing a testimonial on behalf of Miss M. Fosbery who was in this school as Kindergarten and Form I mistress from September 1924 to July 1925, when she left of her own accord.

She also had charge of the Needlework, Drill and Games throughout the school.

Her little pupils made good progress with her, and the elder girls much improved in their Needlework and Games, and they were all sorry when she left.

While here, she did some very good Guide work locally, and we all found her an agreeable member of the staff.

(Signed) ETHEL BILES
Principal.

75
COPY OF TESTIMONIAL.

The Incorporated Froebel Educational Institute
Training College for Teachers.

Grove House,
Rushampton Lane
S.W. 15
May 1924.

Miss Fosbery is just completing a three years course of training at the Froebel Institute. Her work throughout has been very satisfactory. She is intelligent and hardworking, and her influence on children is very good. She has a very bright and pleasant personality.

I shall be glad at any time to answer questions about Miss Fosbery's work, and to recommend her as a Teacher.

(Signed) Esther E. Laurence.

(Principal)

Copy

26

The Princess Helena College,
Ealing, W.5.

July 27th, 1927.

I have pleasure in writing on behalf of Miss Margaret Fosbery who has been on the Staff as Junior mistress since September 1925 and resigned in July 1927 in order to obtain further experience. Miss Fosbery had charge of the Junior Division A & B consisting of children from the ages of 9 to 14. She taught them all their subjects except Latin, French, Drawing, Geography. She also had the supervision of their preparation, and helped with the Games & Guides.

Miss Fosbery had had only one year of experience before she came here and she has gained very much by her two years here. She has a pleasant manner & has got on well with her colleagues on the Staff.

This is a resident post.
(signed) Mary England Parker, M.A.
Principal

3c

The candidate whose name is given below has been interviewed by the Selection Committee. Further details concerning her will be found in the accompanying application form.

NAME: MISS MELIORA MARGARET FOSBERY

ADDRESS: 1, Oxford Row, Bath.

AGE: 26 ¹⁰/₁₂ Date of Birth: 9.10.03.

EDUCATION: Bournemouth High School for Girls 1919-21.
Froebel Educational Institute 1921-24.
 (i) National Froebel Union Higher Certificate (1st Class).
 Distinction in Maths.
1st Class in: English, History, Handwork, Hygiene, Principles of Education and Practice of Education.
2nd Class in: Nature Study and History of Education.
 (ii) Board of Education Certificate.

EXPERIENCE: Wells (Somerset) The High School 1924-26.
 Kindergarten and Form I Mistress.
 Games and Needlework for whole school.
Ealing Princess Helena College 1925-27.
 Junior Form Mistress. 3rd Games Mistress and Girl Guide Captain.
Newcastle-on-Tyne Central High School.
 (G.P.D.S.T.) 1927 to the present.
 Form II Mistress. Games with whole of school.
 Connected with Girl Guide movement for ten years.

REMARKS:

Confidential
REFERENCE

TELEGRAMS 116

WOODTHORPE,
THE THRUFF,
NA. STROUD, GLOS.

CASEY

August 4, 1930

Dear Sir,

In reply to your letter of the 2nd inst.
let me say first that I have known Miss
M. M. Fosberg all her life, & am glad to testi-
fy to what I consider her exceptional apti-
tude for such an appointment. She is capable,
vigorous & straightforward, not at all
pernickety. While always taking her teaching
work seriously she can drive a car, is
good at most games, & enjoys outdoor life.
Her professional qualifications will be
dealt with by others, but I have good
reason to believe that the control of chil-
dren has never been a trouble to her.
Any further questions I shall be glad to
answer in so far as I am able.

Yrs truly,

J. H. Barnes Esq.

John C. Moore

Confidential

REFERENCE 29

"Cass" C. A. 6/8/30

Dear Sir,

In reply to your inquiry

I am glad to say that I

think Miss M. M. Fosberg

would be admirably fitted

for a post in the Dominion

She is adaptable, cheerful,

healthy, sees the amusing

side of things, has sufficient

Confidential

REFERENCE

29

"Casi" C. A. 6/8/30

Dear Sir,

In reply to your enquiry
I am glad to say that I
think Miss M. M. Fosberg
would be admirably fitted
for a post in the Dominion.
She is adaptable, cheerful,
healthy, sees the remaining
side of things, has sufficient

spirit of adventure, is not a
grower, & usually gets on
well with people. She is
quite clearly of good social
standing & has had. I think,
to learn to mix with people
of all sorts, but the very fact
that she had to learn it,
will enable her to hold her
own in whatever circle, or

circles, she is placed. 20
Miss Fosberg is not a scholar,
but has the background, I
judge, of a cultivated home
in addition to the subjects
she has learnt. She gets on
very well with children & is
fond of them without senti-
mentality. In teaching she
has had the advantage of
working under the direction
of very good senior mistresses
in several subjects. Criticism

spirit of adventure, is not a
grosser, & usually gets on
well with people. She is
quite clearly of good social
standing & has had, I think,
to learn to mix with people
of all sorts, but the very fact
that she had to learn it,
will enable her to hold her
own in whatever circle, or

circles, she is placed. ²⁰
Miss Fosberg is not a scholar,
but has the background, I
judge, of a cultivated home
in addition to the subjects
she has learnt. She gets on
very well with children & is
fond of them without senti-
mentality. In teaching she
has had the advantage of
working under the direction
of very good senior mistresses
in several subjects, & I think

English & History & has learned
much from them. She has
attractive manners & appearance.

Believe Me,

Yours very truly

W. P. Hiley

The Secretary
Board of Education.

P.S. Miss Forbey has only
taught children of 10-11 with
no infants. She has successfully
dealt with games, under the
Physical Training mistress, with
children of about 10 to 17 or 18.

The candidate whose name is given below has been interviewed by the Selection Committee. Further details concerning ^{her} ~~him~~ will be found in the accompanying application form.

NAME:	MISS CAROLINE GREGOR MORCOM
ADDRESS:	Dean Street, Liskeard, Cornwall.
AGE:	30. Date of Birth: 13.6.1900.
EDUCATION:	<u>Liskeard</u> Highwood House 1905-1914. <u>Exeter</u> St. Hilda's School 1914-18. <u>London</u> Maria Grey Training College 1918-22. (i) Higher Froebel Certificate (1st Class in Teaching and Handwork). (ii) Board of Education Teachers' Certificate.
EXPERIENCE:	<u>Cheltenham</u> Ladies' College 1922-26. Assistant Mistress. <u>Japan</u> , Kobe. 1926-29. Tutor in private family. <u>Cheltenham</u> Ladies' College 1930 - Assistant Mistress (temporary).
REMARKS:	

	Name of School or College	Name of Principal	Dates of joining and leaving	Scholarship, Certificates, Degrees and other Honours
14. School education :-	Highwood House, Liskeard S. Kidas School, Exeter	Miss Rapson, M.A. Miss Sanford	1905-17 1914-18	Senior Cambridge Exam. (Matric. exemption) Royal Drawing Society Certificates
15. University education, if any :-	✓	✓	✓	✓
16. Professional training as a teacher, if any :- <small>(If a holder of the Board of Education's permanent certificate, the registered number of certificate and any distinctions in each part of the examination must be shown.)</small>	Maria Grey Training College, London	Miss Johnston	1919-1922	(i) Higher Incebel Certificate (1 st class in Teaching & Handwork.) (ii) Board of Education Teachers Certificate. <small>(unable to quote number, at the moment)</small>

	Name of School (or place) where employed.	Name of Principal or Employer.	Dates of joining and leaving.	Position and character of work done, also salary received.
17. Teaching employment :-	① Ladys' College Cheltenham.	Miss Sparks.	1922-1926	Assistant mistress (salary Bunsen scale non-graduate) Experience in teaching children aged five to twelve, all junior form subjects, as well as coaching junior games.
18. Other employment :- <small>(All employment to be entered in order of time.)</small>	② Kobe, Japan ③ Ladys' College Cheltenham.	MR ^s Rozhevar (British) wife of P.O. Shipping Agent	1926-1929 1930-	Position as tutor in private family coaching one child for entrance to this college. (Salary, £130 p.a. resident) Temporary work as assistant mistress, (taking post of mistress on sick leave) similar work to that done 1922-26. (Salary £240)

19. References:

1. Name,
Address,
Occupation or position.
2. Name,
Address,
Occupation or position.

A. W. Penning Esq.
17 Lisburne Cornwall
Scholeat
Mr. R. E. Kozlovac (High in England)
24 No. Chancery Lane 38 Bedford Sq. W. C. 1

(These should be persons resident in the United Kingdom, who have known the applicant intimately, and are in a position to answer any enquiries that may be made of them. They should not be relations, and should be holders of responsible positions who are acquainted with the applicant's character and work in recent years. The names of Officers of the Board of Education should not be given.)

20. *Copies of testimonials from:—

1. Miss Sparks, Principal of Cheltenham Ladies' College.
2. Mrs Kozlovac.
- 3.
- 4.

TWO sets of copies of testimonials should be submitted with the application form. Original testimonials should not be forwarded unless asked for by this Office.

21. Observations.

[Subjects the applicant is prepared to teach and any special qualifications or experience (e.g. in music and singing, commercial subjects, languages, literary work, organization or inspection) not mentioned under heads 14-18 above, should be given here.]

I should like to add that I am keen on organising, I have had opportunities when Head Girl at School, Senior Student at Hall of Residence at Maria Grey College, & deputy-senior student at the College. With my experience (4 years) as assistant-mistress and three years private work in the East, I feel capable of undertaking really responsible work.

I have taught all junior form subjects with the exception of music & singing. I am artistic & have been successful with classes in Drawing & Handwork.

Glos.

August 8th 1930.

The Secretary
Office of Special Inquiries & Reports,
Board of Education.

Dear Sir,

In reply to your letter Case C.A. 4 of the
5th ind. — Miss C.G. Morrison was with
me in Japan as governess to my daughter
from Jan. 1927 to November 1929 & left
me at the expiry of her contract & because
we ourselves were coming home.

Due chiefly to her careful tuition
my daughter has recently at the age of
14 years & 10 months passed her entrance
examination into the Ladies' College
Cheltenham and taken a good place
in Division I. in a class known as I 2 c.

I found Mrs. Moore entirely satisfactory
 both as a member of our household and
 as an instructor of my daughters. She
 has a bright manner, like her pupils and
 a gift of making her lessons interesting as
 well as a very pleasant way of forming
 any necessary connections. During the
 three years Mrs. Moore was with us in
 Japan, she kept in excellent health.

She was very popular with all who came
 her way both Europeans and Japanese
 and stood out as a pleasant and sane
 type of young English woman here.

If I can safely recommend her
 as well qualified to fill either of the
 parts to which you refer in your letter.

Yours very truly

Ernest Kohman

Confidential

36

TELEGRAMS: CAUNTER & VENNING
TELEPHONE NO 57.

CAUNTER & VENNING,
SOLICITORS
11, BALFORTH
AVENUE, LONDON, W.1.

REFERENCE

Lisheard

Ref: - "CASIR".

9th August 1930.

Dear Sir,

Kenya. Posts A and B.

G.A. No. 891. - 892/1930

I thank you for your further letter of the 7th inst. with enclosure.

I have known Miss G.G. Morcom all her lifetime. I am thoroughly conversant with her scholastic training and have followed her subsequent career, and consider her in every way fitted for the post she now seeks to obtain, especially as regards character and efficiency. I observe you make a point of firmness and tact. In my opinion she possesses both in a marked degree.

She is not a University Graduate, but her ability, experience, and the possession of the H.F.U. Diploma should weigh in her favour.

Yours truly,

Alfred W. Venning

The Secretary,
Office of Special Inquiries and Reports,
Board of Education
Whitehall

LONDON. S.W.1

*PC acc'd
11/8/30
108*

Copy of Testimonial of Carolyn Morcom

Ladies' College, Cheltenham

Miss C.G. Morcom has been a member of the staff of this College since 1922.

I have very much pleasure in saying that throughout her time here she has proved herself to be most dependable & pleasant as a colleague. She is thorough & conscientious in her work, & I have always found that her systematic method & sense of punctuality have an exceedingly good effect upon the children in her charge.

Miss Morcom's natural cheerfulness & evenness of temper, always secure a pleasant atmosphere in her class-rooms, whilst her ability as a teacher of young children varying from 6-10 years is undoubted.

She has done particularly well with classes in Arithmetic, Geography, & Nature Study, but she is fitted to undertake all the usual subjects of a Preparatory Department.

Signed B. M. Sparks
Principal.

7 April 1926.

Copy of Testimonial of Caroline Morcom

This is to say that Miss C.G. Morcom has been with us in Kobe for the past three years as Governess to our daughter.

She has proved an efficient instructress as well as a pleasant personality in the house.

We have always found Miss Morcom well-tempered, tactful & contented. We have been considered fortunate in securing the services of one who has proved both educationally efficient & socially attractive.

Miss Morcom is leaving us tomorrow to go home on the expiry of her contract, & in view of our almost immediate departure from the East to place our daughter in school in England.

27. 11. '29

Signed Margaret Rozkova
2 Kitano-cho, Ichino
Kobe, Japan

The candidate whose name is given below has been interviewed by the Selection Committee. Further details concerning her will be found in the accompanying application form.

NAME:	MISS MARGARET MACKERCHER LAWSON
ADDRESS:	Woodlands, Old Kilpatrick, Nr. Glasgow.
AGE:	35. Date of birth 22.8.95.
EDUCATION:	<p><u>Duns</u> (Berwicks) High School 1907-12.</p> <p><u>Edinburgh</u> Gilmour Place Free Kindergarten 1 year.</p> <p><u>Leicester</u> Kellands Kindergarten Training College.</p> <p>(i) Complete Higher Certificate of National Proebel Union</p> <p>(ii) Scottish Education Department Certificate (Art. 35).</p>
EXPERIENCE:	<p><u>Edinburgh</u> St. Margaret's Ladies College. March 1918 - July 1919 Kindergarten Mistress.</p> <p><u>Dunstable</u> Grammar School Sept. 1919 - March 1921 Assistant (Junior Form).</p> <p><u>Bridge of Weir</u> Ranfurley Castle Sept. 1921 - July 1923. Assistant (Transition).</p> <p><u>Montreal</u> Trafalgar Institute Sept. 1924 - June 1927 Assistant (Form I) and Boarding House duties.</p> <p><u>Edinburgh</u> Ladies College Oct. 1927 - July 1929. Assistant (Form I) Games Needlework.</p> <p><u>Glasgow</u> Laurel Bank School Sept. 1929 to the present. Kindergarten - Games - Country Dancing.</p>
REMARKS:	

Educational Appointments Overseas

I.C. 240
SCOTTISH EDUC. DEPT.
1930

FORM OF APPLICATION to be filled up by persons desiring Educational Employment Overseas. It is requested that this form may be returned, without delay, to the Secretary, Scottish Education Department, Whitehall, London, S.W. 1.

<p>1. Name in full:—</p> <p>2. Address:—</p> <p>3. Date and place of birth:—</p> <p>4. Married or single (Number and ages of children, if any):—</p> <p>5. Health (past and present):—</p> <p>6. Father's name, nationality and occupation (State whether living or dead):—</p> <p>7. Post and approximate salary desired:—</p> <p>8. Duration of visits or residence abroad:—</p> <p>9. Names of districts abroad of which the applicant has special knowledge:—</p> <p>10. Particulars and dates of any important appointments, e.g., Headmasterships, or Principalships, Administrative posts, or the like, for which the applicant has stood or is standing:—</p> <p>11. Athletics (a) experience in organizing games; (b) proficiency in athletics:—</p> <p>12. Date of application:—</p>	<p>Margaret Mackenzie Lawson</p> <p>Woodlands Old Killypatrick, N. Glasgow.</p> <p>22nd Aug. 1895 Giffarth, Newcastle</p> <p>Single</p> <p>Very good.</p> <p>Duncan Lawson, Estate manager (British.)</p> <p>Windygates, Pimsey of Junie's Walk</p> <p>Montreal Canada. 3 yrs. Uruguay 1 yr.</p> <p>Eastern Canada Uruguay</p> <p></p> <p></p> <p></p> <p>Have assisted with games of practically all kinds. I have taught in particular with tennis, hockey & netball. (b) Play tennis & golf. Swim, ride, skate & ski</p> <p>July 25th 1930</p>
--	--

	Name of School or College	Name of Teacher	Date of joining and leaving	Scholarships, Certificates, Degrees, and other Honours
13. School education	Berwickshire Hgt. Schol. Dumf.	T. F. Waackon, P.S.	1907-1912	Intermediate Certificate Senior Oxford Local Certificate
14. University education, if any:- (a) Has the applicant graduated?				
15. Professional training as a teacher, if any:	Glenmore P.S. Kirkcaldy in Edinburgh 1915 Kirkcaldy P.S. Kirkcaldy Training College Kirkcaldy	Miss Hodgson Miss Morgan		Complete Higher Certificate of Normal Factual Theor. Schools Educ. Dept. Certificate (Article 33)

	Name of School, Place or where employed.	Name of Principal or Employer.	Dates of joining and leaving.	Position and Character of work done, also salary received.
16. Teaching employment:	St Margaret's Ladies College, Edinburgh Dunstable Grammar School, Thurso Rampside Centre, Bridge of Weir, Captain C. Foran Trafalgar Institute, Montreal Edinburgh Ladies College, Miss Tweedie Lower position Lanark B.N.H. Schol., Glasgow Miss Watson	Mrs. Buchanan Thurso Captain C. Foran Miss Cumming Miss Tweedie Miss Watson	Jan. 1918 - July 1919 Sep. 1919 - March 1921 Sep. 1921 - July 1923 Sep. 1924 - June 1927 Oct. 1927 - July 1929 Sep. 1929 -	Kirkcaldy P.S. Assisted with gymnastics & games £60 resident Junior Form (Boy 7-9 to 10 yrs.) £90 - £120 resident Transition Form, Handicraft with Junior Schol., Games £80 - £240 Form I (10-11 yrs.), Boy & Girl Home duties - £200 - £200 resident Form I (7-8 yrs.), Games, Needlework £200 - £220 Handicraft, Pictorial, Games, Country Dancing £250

17. Other employment -
(All employment to be entered in order of time.)

18. References —

1. Name,
Address,
Occupation or position.
2. Name,
Address,
Occupation or position.

Miss Tweedie, M.A.
Edinburgh Ladies College, Queen St., Edinburgh
Headmistress.

Dr. J. Dawel
5 Broomhill Avenue Glasgow
Dental Practitioner

(These should be persons resident in the United Kingdom, who have known the applicant intimately, and are in a position to answer any enquiries that may be made of them. They should not be relations, and should be holders of responsible positions who are acquainted with the applicant's character and work in recent years. The names of Officers of the Scottish Education Department should not be given.)

19. *Copies of testimonials from:

1. Inverurie Grammar School.
2. Raanfurley Castle School.
3. Trofalgav Institute.
4. Edinburgh Ladies College.

* Original testimonials may be required, should you applicant be selected for interview. Copies of testimonials should be submitted in duplicate.

20. Observations:

[Subjects the applicant is prepared to teach and any special qualifications or experience (e.g., in music and singing, drawing, physical exercises, manual instruction, needlework, and domestic subjects, commercial subjects, languages, literary work, organization or inspection) not mentioned under heads 13-17 above, should be given here.]

All junior form subjects, drawing and most forms of Handwork. Have taught Handwork to Guides; organised and ran a pack of Brownies for three years while in Canada spent 8 weeks of each summer vacation in Canada as Games Counsellor in a large camp for girls.

(b) Special qualifications to teach Infants. (In the case of women candidates.)

High Froebel Certificate

19. References:

Name
Address
Occupation or position.

2. Name
Address
Occupation or position.

Miss Tweedie M.A.
Edinburgh Ladies College, Queen St., Edinburgh
Headmistress.

Dr. J. Davel
5 Broomhill Avenue, Glasgow
General Practitioner

(These should be persons resident in the United Kingdom, who have known the applicant intimately, and are in a position to answer any enquiries that may be made of them. They should not be relations, and should be holders of responsible positions who are acquainted with the applicant's character and work in recent years. The names of Officers of the Scottish Education Department should not be given.)

20. *Copies of testimonials from:

1. Inveralle Grammar School.
2. Raufuley Castle School.
3. Trafalgar Institute
4. Edinburgh Ladies College.

*Original testimonials may be required, should the applicant be selected for interview. Copies of testimonials should be submitted in duplicate.

20. Observations:

[Subjects the applicant is prepared to teach and any special qualifications or experience (e.g., in music and singing, drawing, physical exercises, manual instruction, needlework, and domestic subjects, commercial subjects, languages, literary work, organization or inspection) not mentioned under heads 13-17, above, should be given here.]

All junior form subjects, drawing and most forms of Handwork. Have taught Handwork to Quindies I organised and ran a pack of Broomhills for three years while in Canada. spent 8 weeks of each summer vacation in Canada. Games Commissioner in a large company girls.

(b) Special qualifications to teach Infants. (In the case of women candidates.)

Highly Froebel Certificate

REFERENCE

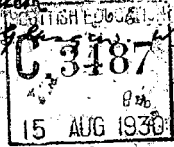
42

to Broomhall Avenue.

Confidential.

Partials

14-8-30.



The Secretary,

Scottish Education Department

Sir,

I beg to thank you for your letter regarding Miss Margaret Lawson, Woodlands Old Kelpitock. I have known Miss Lawson for three or four years, and in my opinion I think Miss Lawson would be a very suitable person for the vacancy you mention.

Her health has been very good - during the time I have known her, - and her physical endurance is unusually good. She is fond of outdoor sports, and is a splendid walker.

Mrs. Lawson is a very sensible and
kindly individual, and would be a
great help to the social life of any
Town or country-side. To be found
she is approachable without loss of
dignity and has a very high
sense of loyalty and duty.
She seems devoted to her work.
If she is successful she will be
greatly missed by her friends
in Glasgow, chiefly on account of
her cheerful disposition and
unfailing good humour.

I shall be very pleased to
give any further information if
you wish it.

I am,

Sir

Your obedient servant

J. D. Jones.

COPY.

43
C. 3282

28 JUL 1930

Edinburgh Ladies' College,
70 Queen Street,
EDINBURGH.
28th March, 1929.

I have pleasure in stating that Miss Margaret Lawson has been a member of the staff of the Edinburgh Ladies' College for two years (1927-1929). Her work has lain chiefly in the Preparatory Department with girls of the age of seven to eight years. In handling these children she has shown originality and resourcefulness. Her methods appeal markedly to the intelligence and her classroom is a happy and eager place.

Miss Lawson has special knowledge of and interest in the application of Handwork to educational aims and she has shown a keen interest in the general work of the school. I consider her to be an excellent teacher, loyal, conscientious and thoroughly well qualified for her work. Her leaving us will be a loss to this school, but I appreciate her desire to be placed nearer her own home.

(Signed) MARY TWEEDIE.
Headmistress.

44
C. 3282
28 JUL 1930

COPY.

The Trafalgar Institute,
M O N T R E A L.
18th June, 1927.

Miss Margaret Lawson has been a resident Mistress at the Trafalgar Institute for the past three years. She is leaving of her own free will to return to Scotland.

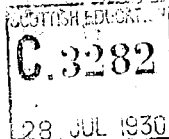
Miss Lawson has been form mistress of form 1 and she has also helped with the younger children. Her work in school has been excellent. She has planned her own schemes, arranged her own time-tables and taken full responsibility for her form. Her pupils are keenly interested, eager to work and she teaches them respect for good work.

Miss Lawson is a very good disciplinarian. She can deal with large numbers and manage them easily.

In the House Miss Lawson has been very helpful. She is active, energetic and observant, and can be depended upon to carry out to the best of her ability any piece of work entrusted to her.

(Signed) JANET L. CUMMING,
(Principal.)

COPY



The School House,
Dunstable.
26th February, 1921.

Miss M. M. Lawson has taken the Junior Form in this school from September 1919 to the present date. All her work has been most satisfactory. She has maintained excellent discipline whilst interesting the boys in all their lessons, and being most popular with them.

Miss Lawson has had, too, to work under difficulties, for her class has been, for the last few terms, overfull, and the room in which she works is not well adapted to the purposes of a class-room.

Miss Lawson takes the greatest interest in the out of school life of the boys, and her pleasant manner has made her a most popular member of the staff. She has lived in my own house, and we shall all miss her not only as a most loyal colleague, but also as a personal friend.

I shall be exceedingly sorry to lose her services and most willing, at any time, to answer any further enquiries on her behalf.

(Signed) L.O.R. THRING, M.A.
(Oantab.)

Headmaster

COPY

SCOTTISH EDUCATION
C. 3282
28 JUL 1930

46

Ranfurly Castle School,
BRIDGE OF WEIR.
June 29th, 1923.

Miss M. M. Lawson has been on the staff of this school since September 1921. During this period she has had sole charge of the Transition Class consisting of about twenty-four children of average age nine and a half. Miss Lawson has also had charge of the Handwork in Classes 1 and 2.

Miss Lawson has invariably carried out her duties to our entire satisfaction, and in fact we cannot speak too highly of her capabilities as a teacher.

She is a good disciplinarian, is sympathetic and has a sound knowledge of her subjects, but above all is a student of educational methods, and is well abreast of modern theory and practice. She has made several interesting and successful experiments and has always been eager to adopt any suggestions made to her.

(Signed) G. K. COTTON, B.A.
Gentle

(Signed) W. L. DUDLEY, M.A.
TCCED

C.O.

L. 15982/1930 Kenya

1247

Eastwood 12/6/30

14.6.30

Am 13

*no margin
no [unclear]*

Downing Street,

20 June, 1930.

Sir G. Grindle.

Permt. U.S. of S.

Permt. U.S. of S.

Secretary of State.

C. N.
1930
19

Sir,

I am etc. to refer to

(No. 6)

your letter 3.1.37/CA.13/30 of

the 26th of April, in which you

14

recommended Miss Graham for

appointment as Lady Teacher in

the Education Dept. of Kenya,

and that the appointment was duly

offered to Mr B. Grindle who, however,

refused it on the grounds

that the scale of salary was in-

adequate in view of the cost of

living at Mombasa.

The scale of salaries

of Teachers in the Education

Department of the Colony

recently been the subject of

correspondence between the S. of S.

and the Governor, and the S. of S.

has now approved the introduction

of

DRAFT

THE SECRETARY

OFFICE OF SPECIAL AGENT

BOARD OF EDUCATION

Paper of [unclear]

J.H.

*The S. of S. [unclear] to
[unclear] of another [unclear]
[unclear] the [unclear]
[unclear]*

of revised scales of salary. ~~In this~~ In this particular instance
adding the Governor now states
that ~~in view of the delay, other~~ the modification involves a
arrangements may have to be made ~~to be offered, to be offered~~
for the vacancy existing at Mombasa.

*the modification involves a
salary reduction ^{of 10%}
to be offered, to be offered
in view of the circumstances*

Some modification of the paper
of Particulars enclosed in the ~~your~~
letter from this Department of the
Secretary last is, therefore,
necessary.

3. The S. of S. has also been
notified that a further vacancy for
a Lady Teacher will arise in January
1931, and he would be grateful if
the Board of Education would be
good enough to recommend a suitable
candidate for this post, as well
as for the vacancy already notified.

apt. which Miss Graham has refused.

4. A paper of Particulars,
showing the revised particulars of
the existing vacancy, and the parti-
culars of the vacancy which will
occur in January next, is enclosed

(2)

^{enclosed}
in substitution of that ~~sent~~ in
your ^{last} letter of the 20th February last

I am, etc.

(Signed) G. C. PARKINSON.

Vacancies for Lady Teachers in the Education Department of Kenya.

Drafts for copies
Eaton's copy
Mr. Parkinson 16.6.50
Mr. Magill
Mr. Parkinson
Zabani

Two for lady teachers
The following vacancies exist in the European

Branch of the Education Department, Kenya:-

- 1. (i) One

~~Teacher~~ Teacher is required as early as possible for the Education Department of Kenya. She would be appointed for service generally in the European Branch of the Education Department, and would be required to serve in any post at the discretion of the Director of Education. It is ~~probable~~ ^{expected} however, that in the first instance, she would be required to organise, control, and teach in an Elementary Day School for about fifty European children (mostly young) at Mombasa, where she would have one Assistant Teacher.

Her age should be about 30-35 years, and she should ~~possess a Teacher's Certificate or a Diploma in Education~~ ^{have taken a recognized course of training in teaching & have had at least three years teaching experience. Reference will be given to a University the Board of Education} ~~1815~~ should be capable of dealing firmly and tactfully with a European population which is ~~expensive~~ mixed socially, and not always easy to get on with.

The Government of Kenya has laid special stress on the necessity for the qualifications specified above, and on the possession of ^{firmness of} tact.

(ii) ~~The second~~ ^{The second} Lady Teacher will be required for service in the Education Department of Kenya to arrive in January 1951. She would be appointed to the European Branch of the Education Department generally, and would be required to serve in any post at the discretion of the Director of Education. Her duties would be to teach the Infant and Lower Classes in a European School, and to take part in the duties connected with boarding school

but she may be called in for service at any European school. It is not possible to say definitely where she will be posted

copy to Secy of Education 24.4.1951

life and the supervision of games etc. She should
 be thoroughly well-trained ^{car in mechanics} and experienced in ^{Kindergarten} ~~infant~~
 and Lower Class work. ~~She should hold a Diploma of either~~
~~good Kindergarten, or a Certificate in Singing, Handwork~~
 and drawing are very desirable accomplishments, and
 also experience ^{with} and knowledge of games with infants
 and older girls. Her age should be ~~about 25-30~~ ³⁰ years.

2. The salary attached to ~~the~~ ^{with} posts is on the
 scale of £320 a year, rising by annual increments of
 £16 to £480. ^{from this stage} ~~On reaching the maximum of £480, the~~
 officers would be eligible, on receiving a certificate
 of efficiency to proceed by further increments of £16
 to £576 a year. There are a limited number of
 appointments for Senior Assistant Mistresses with salary
 at the rate of £576 a year rising by annual increments
 of £24 to £672, and ^{for consideration} Officers would also be eligible for
 promotion to these ~~same~~ posts.

3. Paragraphs 3 to 12 to ~~remain~~ as in the enclo-
 sure to ~~the~~ Colonial Office letter of the ¹⁵ 12th February.
 Bonyon G. Smith

There is one appointment with salary at the rate
 of £672 rising by annual increments of
 £32 to £736

11-51
TELEGRAM from the Governor of Kenya to the Secretary of State
for the Colonies.

(Dated 5th June Received Colonial Office 6.50.p.m. 5th June,
1930.)

Confidential. No. 196.

1169
Your telegram No. 62 of 24th May female teacher. Please
recruit as suggested. Owing to delay may have to make local
arrangements for Mombasa so candidate should be informed that
she may be called on for service in any European centre not
necessarily at Mombasa. It is not the intention to retain
female staff for two years on minimum as with male staff but
to grant the former progressive increments as has been cus-
tomary hitherto. I have not received your despatch on the
general question and intention referred to above may need
modification in the light of your comments.

KENYA.

No. 298



GOVERNMENT HOUSE
NAIROBI,
KENYA.

RECEIVED
- 2 JUN 1930
COL. OFFICE

May, 1930.

My Lord,

I have the honour to inform Your Lordship that a vacancy for Assistant Mistress in the Education Department of this Colony has occurred by reason of the resignation of Miss H.M. Reynolds, of which notification was forwarded to Your Lordship in Kenya Note No. S/Est. 19/916/66 of the 4th December, 1929.

2. The Director of Education is desirous that a thoroughly well-trained and experienced Mistress for infant and lower class work should be selected to fill the vacancy in question, and I shall be glad if the necessary steps can be taken to appoint a suitable candidate on probation in the first instance.

3. In compliance with standing regulations I transmit a form of particulars of the vacant office.

Form

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

Edward Gigg

G O V E R N O R .

THE RIGHT HONOURABLE

LORD PASSFIELD, P.C.,

SECRETARY OF STATE FOR THE COLONIES,

DOWNING STREET, LONDON S.W.

COLONY AND PROTECTORATE OF KENYA.

53

Particulars of the Office of Infant and lower class mistress vacant
in the Education Department.

1. Duties of Office and qualifications required for their performance.

To teach infant and lower classes in an European School, and to take part in the duties connected with boarding-school life and the supervision of games etc. Should be a trained mistress holding Higher Froebel or other good Kindergarten Certificate, ~~in the Kindergarten~~. Singing, handwork, and drawing are very desirable; also experience in and knowledge of games with infants and older girls. Age 25 to 30 years of age. Required in January, 1931.

2. Salary of Office.

£354 by £18 to £500.

3. Allowance, quarters, and other circumstances affecting the value of the Office

Free quarters or an allowance of 15% of salary with a minimum of £50 - also ordinary advantages of Class A Appointment.

4. Nature, number and account of securities required.

Nil.

5. Whether free passage is provided for person selected and his family.

Yes, First Class.

6. General particulars regarding accommodation, furniture, etc., for information of candidate.

It is probable that the successful candidate will be required to live in quarters close to the school. A minimum of furniture is supplied.

KMG.

X *most* *mess* *handing*
as this *offers*
can *offer* *in*
the *present*
accp

H. Bradshaw

DIRECTOR OF EDUCATION.

C.O.

K.15982/1930 Kenya

(9)

Mr. Allen *14/15/30 atara*

*boxed and sent
5 pm 24 May 1930*

54

Mr. G. Grindle
Parip. U.S. of S.
Secretary of State.

~~SECRET~~
N.E.A.

Confidential No. 62...

DRAFT Tel.

Governor, Nairobi.

(No.1)

Your despatch 20th December 1929
No. 784 candidate offered special
ment on salary of £354/£2500 as
declined on receipt of informa-
tion that scale inadequate in
view of cost of living Mombasa
Pregme endeavour should now be
made to fill vacancy on terms
given in par. 8(b) of your Conf-
dential despatch 4th March 1930
but is it intended that on basis
of relation to scale male teachers
salary should be £320 during two
years probation then £380 further
increments being eighty per cent
of men's increments instead of
as stated in above-mentioned
paragraph. Telegraph reply.

(No.1 on
16113)

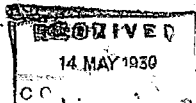
7 PARK ROAD,
NEWLANDS,
GLASGOW, S. 3.

18:5:30

835

The Under Secretary of State
Colonial Office.

15982/30



Dear Sir,

(No. 7) I beg to acknowledge receipt of your communication of the 4th inst. I beg to inform you that since receiving your letter I have been in communication with overseas and from a cable received to-day, I learn that the cost of living inombasa is prohibitive when compared with the salary offered. Under those circumstances, I am reluctantly compelled to decline this offer of appointment. I am,

Yours faithfully,

Isabella D. Graham

Encl sent to
R. P. ...

7 56

Mr. Pooley 6/5/30.

Mr. Hatcher. *js*

Mr. Allen. *js*

am 1/1 8.

Downing Street;

9 May, 1930.

SIR, Madam,

Miss L. H. Graham.

Road,

Leicester,

England.

I am directed by Lord Passfield to inform you that, subject to your being passed as physically fit for service, he proposes to select you for a temporary appointment as a Lady Teacher in the Education Department of Kenya, with salary at the rate of £354 a year, rising by annual increments of £18 to £500 a year.

African No. 973

African No. 1107.

Colonial Regulations.
Notes for Officers
(Kenya and Uganda)

Health Hints (E. Africa)

J/1a: (herewith)

J/1b.

The conditions attached to appointments in Kenya

57

are shown in the following memoranda which are enclosed:-

- ← Regulations for the Employment of Officers in the East African Dependencies (C)
- Model Pensions Ordinance and Regulations (C)
- ← ~~Regulations for the Employment of Officers in the East African Dependencies~~ The Colonial Regulations.

You should, however, understand that you would be subject to any regulations which may hereafter be introduced by or with the approval of the Secretary of State.

Copies of "Notes for Officers appointed to Kenya and Uganda" and "Hints on the Preservation of Health in Eastern Africa" are also enclosed.

4. The appt. carries first class passage ^{privileges.}
5. If you are prepared to accept the appointment on these conditions, you should inform this Department without delay, and should present yourself to one of the

You would be required in the first instance to organise, control & teach in the elementary day school for European children at Mombasa. It is to be under-

stood that you would be liable to perform such duties as the Director of Education may assign to you and that in the event of your marrying at any time during your Govt. service under the Kenya of Kenya you may be required to resign your appointment.

Whether at Mombasa or elsewhere

... OFFICE LONDON

Consulting Physicians to the Colonial
Office whose names are given on the

56

enclosed letter for the purpose of being
medically examined. You will be
required to pay him a fee of one and a
half guineas.

*Mr. [unclear]
[unclear]
[unclear]
[unclear]
[unclear]*

You should complete the enclosed form
(N/1b) and hand it to the Consulting
Physician at the time of the examination.
He will send a report direct to this
Department.

If the Consulting Physician's report
is satisfactory, you will receive further
instructions regarding your passage. You
should state, in your reply to this letter,
what is the earliest date at which you can
be ready to sail in the event of your
final selection.

I am to request that, in the event of
your not accepting this offer, you will be
good enough to return the enclosures to
this letter.

[Signature]
I am, etc.

(Signed) M. C. PARKINSON.

PUBLIC RECORD OFFICE, LONDON

59
6

Letters should be addressed to:
"The Secretary,
Office of Special Inquiries & Reports,
Board of Education,
Whitehall,
London, S.W.1."

OFFICE OF SPECIAL INQUIRIES & REPORTS
BOARD OF EDUCATION,
WHITEHALL, LONDON, S.W.1.

RECEIVED
28 APR 1930
C.O.L. OFFICE

26th April, 1930.

Post Office Address:
"Buckingham Palace, LONDON."

In reply, please quote
"CASIR."

S.I.R./O.A. 13/30. Lady Teacher : Kenya.

Sir,

(No 2) (15982/30) With reference to Mr. Parkinson's letter of the 3rd February last, I am directed to state that the Selection Committee, at their meeting on the 25th April decided to recommend Miss Isabelle Hendry Graham for appointment as Lady Teacher in the Education Department of Kenya. Particulars of the qualifications and experience of this candidate will be found in the accompanying papers.

JUN 1930
20

I am to add that Mr. A.J. Mayhew, C.I.E., was a member of the Selection Committee on this occasion and that he concurred with this recommendation.

I am, Sir,

Your obedient servant,

The Under Secretary of State,
Colonial Office,
Downing Street,
S.W.1.

J.H.B. [Signature]

The candidate, whose name is given below has been interviewed by the Selection Committee. Further details concerning ~~her~~ ^{him} will be found in the accompanying application form.

NAME:

Miss ISABELLA HENDRY GRAHAM

ADDRESS:

7, Park Road, Newlands, Glasgow.

DATE:

1/10/28 (date of birth 30.1.1898).

EDUCATION
AND
TRAINING:

- Glasgow (1) Queen's Park Junior Student Centre 1915-1917.
Junior Student's Certificate.
- (2) Glasgow Provincial College for the Training of Teachers, 1917-1918. Certificate issued by the Provincial Committee. Special qualifications in Kindergarten teaching.
- (3) Glasgow School of Art, 1924-25.
Primary School Teachers' Certificate in Drawing.

TEACHING

EXPERIENCE:

Glasgow.

Assistant Mistress in various schools, from 1920 to present time, except for one year as Interchange Teacher at the Model Infant School, Durban, NATAL (1928-29).

Has taught Preparatory, Junior and Advanced Classes.

Subjects: Prepared to teach all general subjects including Singing, Drawing, Needlework and Physical Exercises.

Games: Hockey, Cricket, Tennis, etc. Badminton, Swimming, Riding.

REMARKS:

Her brother engaged in medical practice in Tanganyika and South Africa.

Educational Appointments Overseas

SCOTTISH EDUCATION
1933

FORM OF APPLICATION to be filled up by persons desiring Educational Employment Overseas. It is requested that this form may be returned, without delay, to the Secretary, Scottish Education Department, Whitehall, London, S.W. 1.

1. Name in full	Isabella Hendry Graham
2. Address	7 Park Road, Newlands, Glasgow.
3. Date and place of birth	30th January, 1898. Glasgow.
4. Married or single (Number and ages of children, if any)	Single.
5. Health (past and present)	Excellent - both past and present.
6. Father's name, nationality and occupation (State whether living or dead)	William Graham. British Cashier (Living)
7. Post and approximate salary desired	Kenya Education Dept. Vacancy for Lady Teacher As stipulated - £354-18-£500.
8. Duration of visits or residence abroad	One year - on Exchange.
9. Names of districts abroad of which the applicant has special knowledge	Durban, Natal.
10. Particulars and dates of any important appointments, e.g. Headmasterships or Principalships, Administrative posts, or the like, for which the applicant has stood or is standing	Applied in 1928 for appointment overseas, but at that time there was no recruiting for Kenya so name was entered upon the Department's general list of candidates.
11. Athletics (a) experience in organizing games, (b) proficiency in athletics	(a) Organized games for 10 m.p. games throughout teaching career. Taught special classes (Infants) for games (Natal Infant School, Durban) (b) General proficiency in hockey, cricket, tennis, football, riding and swimming.
12. Date of application	27th March, 1930

	Name of School or College	Name of Principal	Dates of joining and leaving	Scholarships, Certificates, Degrees, and other Honours
13. School education :-	Shawlands Secondary School	James Sinclair, M.A. B.Sc.	1913 - 1915	Intermediate and Higher Certificates Bursary, tenable for two years.
14. University education, if any :-	(n) Has the applicant graduated?		No.	
15. Professional training as a teacher, if any :-	Queen's Park Junior Student Centre	Leander Fyfe, M.A.	1915 - 1917	Junior Students' Certificate
	Glasgow Provincial College for Training of Teachers	D. Macleod, M.A.	1917 - 1919	Certificate issued by Glasgow Provincial Committee for the Training of Teachers
	Glasgow School of Art	John Revel, ARCA, R.P.S.	1924 - 1925	Primary School Teachers' Certificate in Drawing
	Name of School (or place) where employed.	Name of Principal or Employer.	Dates of joining and leaving.	Position and character of work done, also salary received.
16. Teaching employment :-	Battlefield Public School	Glasgow Education Authy	1920 - 1923	Assistant Mistress, Junior Division
	Queen's Park Secondary	"	1923 - 1924	Preparatory Classes (English and Mathematics)
	Sir John Cuthbertson	"	1924 - 1925	Advanced Division (taught English)
	Sir John Marshall	"	1925 - 1928	Junior Division
	Model Infant School	Durban Natal Education Authy	1928 - 1929	Junior Division
	Battlefield Public School	Glasgow	1929 - at present	Junior Division
17. Other employment :- (All employment to be entered in order of time.)				Salary as per Authority Scale £120 - £150

18. References —

- | | |
|------------------------|---|
| 1. Name | Robert Mengies M.A. |
| Address | 1600 Bathington Avenue, Langside, Glasgow |
| Occupation or position | Minister |
| 2. Name | Andrew O'Hanlon M.B. Ch.B. |
| Address | 12, Luchman Drive, Shawlands, Glasgow |
| Occupation or position | Doctor |

(These should be persons resident in the United Kingdom, who have known the applicant intimately, and are in a position to answer enquiries that may be made of them. They should not be relatives, and should be holders of responsible positions who are acquainted with the applicant's character and work in recent years. The names of Officers of the Scottish Education Department should not be given.)

19. *Copies of testimonials from —

1. Headmaster, Balfour School
2. Rector, Queen's Park Secondary School
3. Headmistress, Model Infant School, Durban
4. Headmaster, Sir John Maxwell School

* Original testimonials may be required, should the applicant be selected for interview. Copies of testimonials should be submitted in triplicate.

20. Observations: —

[Subjects the applicant is prepared to teach and any special qualifications or experience (e.g. in music and singing, drawing, physical exercises, manual instruction, needlework, and domestic subjects, commercial subjects, languages, literary work, organization or inspection) not mentioned under heads 15-17 above, should be given here.]

Prepared to teach all subjects, and have taught all subjects on general curriculum including singing, drawing, physical exercises and needlework.

Special qualification in needlework

(b) Special qualifications to teach Infants. (In the case of women candidates.)

Special qualification in Kindergarten (Glasgow Provincial Committee)

18. References —

Name	Robert Hendry M.A.
Address	100 North Glasgow Avenue, Langside, Glasgow
Occupation or position	Minister
Name	Andrew O'Hanlon M.B. Ch.B.
Address	2 Lochart Drive, Shawlands, Glasgow
Occupation or position	Doctor

(These should be persons resident in the United Kingdom, who have known the applicant intimately and are in a position to answer enquiries that may be made of them. They should not be relatives and should be holders of responsible positions who are acquainted with the applicant's character and work in recent years. The names of Officers of the Scottish Education Department should not be given.)

19. Copies of testimonials from —

1. Headmaster, Bantlesfield School
2. Rector, Queen's Park Secondary School
3. Headmistress, Model Infant School, Durban
4. Headmaster, Sir John Maxwell School

Original testimonials may be required, should the applicant be selected for interview. Copies of testimonials should be submitted in triplicate.

20. Observations: —

[Subjects the applicant is prepared to teach and any special qualifications or experience (e.g. in music and singing, drawing, physical exercises, manual instruction, needlework, and domestic subjects, commercial subjects, languages, literary work, organization or inspection) not mentioned under heads 13-17 above, should be given here.]

Prepared to teach all subjects and have taught all subjects on general curriculum including singing, drawing, physical exercises and needlework.

Special qualification in needlework.

(b) Special qualifications to teach Infants. (In the case of women candidates.)

Special qualification in kindergarten. (Glasgow Provincial Committee)

COPY.

63

Education Authority of Glasgow.

129 BATH STREET

GLASGOW, C.2, 3rd May, 1927

SCOTTISH EDUCATION

C 1337

10 10 23

ALL COMMUNICATIONS TO BE ADDRESSED TO
THE DIRECTOR OF EDUCATION.

A. DOUGLAS 1974

In your reply refer to

M.C.

Miss Isabella R. Gordon,
7 Park Road, Newlands.

I certify that I have this day
examined the above-named.

She is in good health and is fit
for transfer to the colonies as a
teacher.

(Signed) Ernest T. Roberts,
Principal Medical Officer.

Isabella H. Graham

No.465.

Kenya.

Lady Teacher.

COPY OF REPORT BY H.M. INSPECTOR MR. ANDREW.

"I regard Miss Graham as a very suitable candidate for the post in question. She is alert, competent and a very good teacher. Moreover she has had some colonial experience, having recently returned from a year's service in Durban. She thrives in a hot climate. I might add that she has two brothers on professional appointments in East Africa. The only point against her is that she is not a graduate, but possibly this requirement may not be stressed."

"G.A."
11.3.30.

COPY.

Education Authority of Glasgow,

65
SCOTTISH EDUCATION

C 1337

10 MAR 1930

Sir John Maxwell Public School,

6th March 1930.

This is to certify that Miss Ella H. Graham was a member of this staff from September 1925, till December 1928, during which time she taught in the Junior Division of the school. Her work was always marked by careful preparation, and judicious presentation and the results produced were very satisfactory. She spent the year 1928 on exchange in Natal, South Africa.

She is a capable teacher, and should do well either at home or overseas,

Alex. M. Hill,

Headmaster.

COPY.

Model Infant School,

Durban,

December, 1929.

SCOTTISH EDUCATION

C 1337

10 12 1930

Report on Tone, and Discipline.

Standard I.C.

Tone, and discipline are excellent. Teacher and pupils have worked in harmony with the happiest results. At the beginning of the year, this class was very mediocre, but the teacher's enthusiasm and untiring efforts, aroused these pupils from their state of apathy, and they now take a delight in giving of their very best.

I cannot speak too highly of the work accomplished by Miss Graham.

Report of Examiner on English.

English has been thoroughly taught, and an excellent foundation has been laid for the more difficult work. Exam. test brought forth record results for Std. I.C. Miss Graham is to be congratulated.

Criticism is unnecessary.

H. Dixon,

Headmistress.

COPY.

67

Education Authority of Glasgow.

SCOTTISH EDUCATION

C 137

10 1935

Copeland Road Public School.

Sir. March 1929.

Miss Ella H. Graham was sent to me, while I was Headmaster of Sir J.N. Cuthbertson School, as a temporary assistant teacher and served as such from August 1924 till January 1926.

She taught in the Advanced Division of the School and had charge of a class of boys.

Miss Graham was a very good teacher, indeed she prepared her work faithfully and taught with care and ability. Although the boys were all over twelve years of age, she had neither difficulty in maintaining discipline nor in getting her pupils to work. I am confident Miss Graham will make good in her profession.

H. Gromar M.A.

Headmaster.

COPY.

Education Authority of Glasgow.

Battlefield Public School,

5th. March, 1926.

Miss Ella B. Graham served as a Certificated Teacher in the Junior Division of this school from February 1920 till February 1923. During six months of that period I was headmaster of the school and found Miss Graham a bright, enthusiastic, and painstaking teacher, regular and punctual in attendance, and highly successful in dealing with her class,

W. Baird, M.A.,

(Headmaster).

N.B. The Headmaster who preceded Mr. Baird died in 1922.

68
SCOTTISH EDUCATION

C 1337

10 MAR 1930

COPY.

Queen's Park Secondary School,

Langeside,

Glasgow,

March 1926.

I have much pleasure in supporting the application of Miss Ella Grant.

For two years, 1923, 1924, she has on the staff of Queen's Park Secondary School, and in both years engaged in carrying on the so-called "preparatory" classes, really beginners of age 12 or so, who had passed the "qualifying" or entrance examination, and were entering upon work of Form I.

Her work in this respect embraced English, History, Geography and Mathematics, and her ability as a teacher was amply demonstrated by the success of her pupils in the usual term examinations. We feel confident that she will repeat this success on the larger scale.

James Knight J.P., M.A., D.Sc., F.R.S.E., etc.

69
SCOTTISH EDUCAT

C 1337

10 MAR 1926

X 15 82 York

Mr. *Carters* 18/2/5

Mr.

Mr.

Mr. *Eden*

Sir E. Harding

Sir J. Shuckburgh

Sir G. Grindal

Sir C. Davis

Sir S. Wilson

Mr. Ormsby-Gore

Lord Lyal

Mr. Amery

S.O. for Mr. *Particulars* 21/2/50

Dear *Amworth* J. E.

I enclose an

official letter in answer to
your official letter of the
11th Feb^y about the vacancy
for a Lady Teacher, though

It seems better that
if the paper of particulars
is to be circulated, it
should not contain a
statement that the lady
selected should be capable of

~~DRAFT~~
Amworth

offices in 1950

Advertisement

"Large Teachers require for the
what depth of knowledge & manage
control & teach with firm instinct
in an elementary day school for
European children, but is not
to be called upon to serve as any
part at the discretion of the
Director of Education etc."

Paper of Particulars para. 1

omit the sentence
the capacity of handling family &
dealing with a European population
which is somewhat mixed socially
and the paragraph on the possession of
"business tact"

372

Letters should be addressed to—
The Secretary,
Office of Special Inquiries & Reports,
Board of Education,
Whitehall,
London, S.W.1.

OFFICE OF SPECIAL INQUIRIES & REPORTS
BOARD OF EDUCATION

WHITEHALL, LONDON, S.W.1

Telegraphic Address—

EDUCATION, PAUL, LONDON.

In reply, please quote—
"CASIR."



RECEIVED
14 FEB 1930
COLONIAL OFFICE

Sir,

(No. 2.) — With reference to Mr. Parkinson's letter of Thursday 3rd (12/31/30)

I am directed to state that the Board propose to issue an advertisement
to the educational press and to issue
to inquirers a paper of particulars, a draft of which is also enclosed.

It will be observed that the Board propose to offer preference
to University graduates. The main reason to believe that unless some
such restriction is made they are likely to be overwhelmed with
inquiries and applications.

The Board would be glad to learn whether Lord Passfield approves
the enclosed drafts.

I am, Sir,

Your obedient Servant,

W. H. ...

The Under Secretary of State,
Colonial Office,
S.W.1.

Received 21 FEB 1930

KENYA EDUCATION DEPARTMENT

Head Teacher required for the Education Department of Kenya, to organise, control and teach ^{in the future} in an Elementary Day School for European children, and later to serve in any post at the discretion of the Director of Education. Age limits 30-35 years. Tact and adaptability essential. Candidates must have taken a recognised course of training, University graduate preferred. Salary scale £364 - £18 - £500 per annum. Free first-class passage, further information and Forms of Application from A. (), The Secretary, Board of Education, Whitehall, London, S.W.1. Scottish candidates should apply to (), The Secretary, Scottish Education Department, Whitehall, London, S.W.1. The list of applications will close on 31st March, 1960.

Three insertions:

Times Educational Supplement.) Feb. 15th. 22nd. March 1st
Scottish Educational Journal.)

Officers proceeding to their posts are paid half salary from the date of embarkation, and full salary from the date of arrival at Mombasa.

5. The selected candidate will be required in the first instance to serve for two years on probation, after which the question of her appointment to the permanent and pensionable staff of the Colony will be considered.

The grant of pensions to officers appointed to East Africa is governed by the provisions of an Ordinance enacted in identical terms in each of the East African Dependencies. Under this, pensions are calculated at the rate of $\frac{1}{480}$ th of the retiring^x salary, plus the annuity value of free quarters,^y for each completed month of unbroken service. On certain conditions, the officer may, at his or her option, commute not more than a quarter of his or her pension for a gratuity equivalent to ten times the amount thus commuted. The age for compulsory and voluntary retirement is 50; but the officer may be retained in the Service, with his or her own consent, for such further service as the Government may desire. If retired on medical certificate before completing ten years' service, officers are eligible for a gratuity only. If an officer should die in the Service with not less than five years' service a gratuity of one year's salary plus the value of free quarters would be payable to his or her estate.

7. A Government officer receives free medical attendance while in the Colony (but not while in England) from the Colonial Medical Staff.

^xIn certain circumstances, an average is taken instead of the actual retiring salary.

^yThe value of free quarters for pension purposes is normally taken as 15 per cent of the initial salary of the grade in which an officer is serving.

8. A free first-class passage from London to Kenya will be granted to the candidate selected.

9. At the end of a tour of 20-30 months' residential service, the selected candidate will be granted "vacation" leave with full pay for the period necessarily spent on the voyage to England plus three days (2½ days in certain stations) in England for each completed month of residential service. If her admission to the permanent staff of the Colony is approved by the Governor of State, she will be granted, before returning to East Africa, in addition to the vacation leave already mentioned, "return" leave with full salary calculated at the same rate for each month of residential service, plus leave with full salary for the period necessarily spent on the return voyage.

10. A free passage will be granted to the selected candidate returning to this country for the vacation leave mentioned in paragraph 9, or if she may be compelled to return to this country before the expiration of the period of probation, with reasons. If she is appointed to the permanent staff, she will be granted free passages to and from this country on all occasions on which she takes leave (other than leave "on urgent private affairs.")

11. The selected candidate would be liable to be required to resign her appointment in the event of her marriage.

12. The selected candidate will be expected to hold herself in readiness to leave this country at an early date after her selection is completed.

13. Applications should be submitted, not later than 5th March, to C.A. The Secretary, Board of Education, Whitehall, London, S.W.1. Scottish candidates should apply to the Secretary, Scottish Education Department, Whitehall, London, S.W.1.

A general account of Kenya will be found in the Dominions Office and Colonial Office List, published by Messrs. Waterlow and Sons Ltd., which can be consulted at most Public Libraries.

VACANCY FORM

77

Mr. Cliffe D. 1130

MR. Allen

REFERENCE X 15982/30

(1) PROMOTIONS BRANCH.

KENYA

(2) PRIVATE SECRETARY (APPOINTMENTS).

COLONY. KENYA

VACANCY. Teacher, European School, Mombasa (Female)

CAUSE OF VACANCY. Termination of the appointment of Miss N.R. Whitehead.

EMOLUMENTS. including any special notes as to £354 - £18 - £500.

- (a) Terms of appointment. Pensionable: two years probation
- (b) Allowances. } See quarters or an allowance (minimum £50 a year) in lieu, at the Governor's discretion. If quarters are provided, a limited amount of furniture is supplied.
- (c) Quarters. }
- (d) Passages. See first-class passages

REMARKS. Candidate required as early as possible including any special notes as to

- (a) Married Candidates. Candidates ^{eligible} will be required to resign on marriage.
 - (b) Duties. To organise, control & teach ^{at Mombasa} for about 50 European children (mostly young children). Work to be done ^{at Mombasa} (Mombasa West generally).
 - (c) Qualifications required. Should be fully trained & certificated for the work required. Age about 30-35. Should be capable of dealing ^{at Mombasa} friendly & tactfully with a European population which is somewhat ^{at Mombasa} backward socially & not always easy to get a work.
- The Governor lays special stress on the necessity for the qualifications specified in the process of test.

Mr. Gifford 27/1/30

Mr. Allen 28/1/30

Mr. Macdonald

Mr. Balfour

Mr. B. Harrell

Mr. J. Shuckburgh

Mr. G. Grange

Mr. J. Lewis

Mr. S. Wilson

Mr. Ormsby-Gore

Lord Lond

Mr. Amey

File 3
Downing Street
3/1/1930

Downing Street

3/1/1930

Sir,

am etc to request

you to inform the Board of Education that a vacancy exists for a Lady Vischer in the Education Department of Kenya. A paper, showing the particulars of the vacancy, is enclosed herewith.

B. Lord Passfield would be glad if the Board of Education would be good enough to recommend a suitable candidate for this post. If desired, Mr. HANS Vischer, C.E.B., Secretary to the Advisory Committee on Education in the Colonies, would be prepared to attend the Selection Board which interviews candidates for the appointment.

DRAFT

SECRETARY,
BOARD OF EDUCATION,

Paper of Mr. Harrell
17/1/30

1 an etc

7/1/30 (3)

Draft

CBZC. 27/1

SWN 23/1

W.A. Kearsley

KENYA EDUCATION DEPARTMENT.

Vacancy for a Lady Teacher.

1. A Lady Teacher is required as early as possible for the Education Department of Mombasa. She would be required to be in the first instance to organise, control, and teach in an Elementary School of about fifty European children (mostly young) at Mombasa, where she would have one Assistant Teacher. She would, however, be appointed to the Education Department generally, and would be required to have a minimum of 12 years' experience as a Teacher in the Director of Education's Service. Her age should be about 30-35 years, and she should possess a Teachers' Certificate or a Diploma which is recognised by the Government of Kenya. She should be capable of dealing tactfully with a European population which is somewhat mixed socially, and not always easy to get on with. The Governor of Kenya has laid special stress on the necessity for the qualifications specified above, and on the possession of tact.

2. The salary of the post is on the scale of £354 a year rising by annual increments of £18 to £500 a year.

3. Government quarters, free of rent (but not of rates, or similar outgoings) and equipped with a limited amount of furniture are provided when such quarters are available. When such quarters are not available, temporary accommodation is provided, or an allowance in lieu of quarters may, at the discretion of the Governor, be granted.

Such allowance is normally paid at the rate of 15 per cent of the initial salary of an officer's grade.

grade, with a minimum of 250 a year. *to include an*
let walk at the Mombasa Day School at Mombasa

4. Officers proceeding to their posts are paid half salary from the date of embarkation, and full salary from the date of arrival at Mombasa.

5. The selected candidate will be required in the first instance to serve for two years on probation, after which the question of her admission to the permanent and pensionable staff of the Colony will be considered.

6. The grant of pensions to officers appointed to East Africa is governed by the provisions of an Ordinance enacted in identical terms in each of the East African Dependencies. Under this, pensions are calculated at the rate of 1/30th of the retiring salary, plus the annual value of free quarters, for each completed month of unbroken service. On certain conditions, the officer may at his option, commute not more than a quarter of his pension for a gratuity equivalent to two times the amount thus commuted. The age for compulsory and voluntary retirement is 50, but an officer may be retained in the Service, with his own consent, for such further service as the Government may desire. If retired on medical certificate before completing ten years' service, officers are eligible for a gratuity only. When an officer who has not with less than five years' service dies in the Service, a gratuity of one year's salary plus the value of free quarters is payable to his estate.

x In certain circumstances, an average is taken instead of the actual retiring salary.

6 The value of free quarters for pension purposes is normally taken as 15 per cent of the initial salary of the grade in which an officer is serving.

7. A Government officer receives free medical attendance while in the Colony (but not while in England) from the Colonial Medical Staff.

8. A free first-class passage from London to Kenya will be granted to the candidate selected.

9. At the end of a tour of 20-30 months' residential service, the selected candidate will be granted "vacation" leave with full pay for the period necessarily spent on the voyage to England plus three days (or days in certain stations) in England for each completed month of residential service. If her admission to the permanent staff of the Colony is approved by the Secretary of State, she will be granted, before returning to East Africa, in addition to the vacation leave already mentioned, "return" leave with full salary calculated at the same rate for each month of residential service, plus leave with full salary for the period necessarily spent on the return voyage. Special terms regarding the grant of leave to officers of the Education Department are under consideration, but the above terms, which are applicable to officers in general, hold good at present.

9. *omit*

10. A free passage will be granted to the selected candidate returning to this country for the vacation leave mentioned in par. 9, or if she may be compelled to return to this country before the expiration of the period of probation for health reasons. If she is appointed to the permanent staff, she will be granted free passages to and from this country on all occasions on which she takes leave (other than leave "on urgent private affairs").

11. The

11. The selected candidate would be liable to be required to resign her appointment in the event of her marriage.

12. The selected candidate will be expected to hold herself in readiness to leave this country at an early date ^{after} her selection is completed.

KENYA

No. 794



GOVERNMENT HOUSE,
NAIROBI,
KENYA.

20th December, 1929.

I have the honour to transmit form of particulars in respect of a vacancy for ~~European~~ Teacher (female) in the Education Department of this ~~territory~~. It is desired that you should be taken as a candidate if you possess the requisite qualifications and fill in the post as specified in the first page of the form.

If a suitable candidate is available, please engage at as early a date as possible.

I may mention that the ~~vacancy~~ the vacancy created by the ~~resignation~~ resignation of the appointment of Miss N.R. Whitehead is the correspondence terminating ~~the~~ the resignation No. 665 of the 29th October last.

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

Edward Glegg
GOVERNOR

(No 23 in 32055 E.A.)
WHITEHEAD
(in care)

THE RIGHT HONOURABLE
LORD PASSFIELD, P.C.,
SECRETARY OF STATE FOR THE COLONIES,
DOWNING STREET, LONDON S.W.

COLONY AND PROTECTORATE OF KENYA

PARTICULARS OF THE OFFICE OF TEACHER at the European School at Mombasa.

1. Duties of Office and Qualifications required for their performance:

To organize, control and teach in an Elementary day school for about 50 European children at Mombasa where there is one assistant teacher. The school is mostly for young children. The successful candidate should be fully trained and certificated for the work required. She should be capable of dealing firmly and tactfully with a European population that is somewhat mixed socially, and not always easy to get on with. About 30 to 35 years of age.

2. Salary of Office:

£554 by £18 to £500.

3. Allowance, quarters and other circumstances affecting the value of the office:

Free quarters, or an allowance at the ordinary rates will be provided; minimum £50 per annum. No quarters are yet built at the school, but it is hoped that they may be built shortly.

4. Nature, number and account of Securities offered:

Nil.

5. Whether free passage is provided for person selected and his family.

Free first class passage and leave on the ordinary scale.

6. General particulars regarding accommodation, furniture etc., for information of candidate:

If quarters are provided, a limited amount of furniture is supplied for them.

Dated: 2nd December 1929.

H. R. ...
HEAD OF DEPARTMENT

W. ...

1930

Kenya

No. 15983

SUBJECT

CO 533/393

Pensions and gratuities -

- Non European Staff

Previous

15522/29

Subsequent

17004/31

1. Secretariat. 3.p.m. 18th. Jan. 30.

For information and record, a copy of particulars of gratuity awarded to ALL BIN HDOKA, First Class Lance Corporal of Customs.

G. D. [Signature]

This is all right, may be put by

C. A. Cliffe

Wednesday 17.1.30

17/1/30
Mon 18 at once

2. Secy. Grigg. 3. 16th. Jan. 30.

States Solomon bin [Name] formerly a junior clerk in the late Jubaland Province, has been awarded a gratuity of Shs. 210/27.

3. Secretariat. 3.p.m. 18th. Jan. 30

For information and record, a copy of the form of particulars of pension awarded to Lachman Singh, 1st. Grade Clerk, Police Dept.

4. Secretariat. 3.p.m. 18th. Jan. 30.

For information and record, a copy of the form of particulars of pension awarded to Mohamed Ali Khan, Sub-Assistant Surgeon, Medical Dept.

G. D. [Signature]

Any others, please?

C. A. Cliffe

2. See 30 on X 15522 (Part II) below. Put by.

3. These are all right I think, although the form is has been rather carelessly drawn up.

Put by.

Wally read

17/30

is a case of abolition
17/2/30
17/2/30

Extract from letter from Col. Walker to Mr. Parkinson. Original reg'd on 1967/30.

Part 2
E. S. Ahmed

26.2.30

Noted and if necessary in
(B. V. ...)

6. Secretariat. 3.p.n. 10th. Feb. 30.

For information and record, a copy of the form of particulars of pension awarded to KASSUM MOHAMED, Carpenter and Stereotyper, Govt. Press.

? Put by

7. Secretariat. 3.p.n. 14th. Feb. 30.

For information and record, a copy of the revised form of particulars of pension awarded to MIRZA SULEMAN AHMED, in substitution for the one fwd in No. 53 (on 15522/29).

Noted by me in the previous
We could not check the pension scale

? Put by

Handwritten initials

10/2/30
Minister 7/30

Handwritten initials

17.5.30

Handwritten initials

8. 2001. Sec. 7. pln. 20th. March 30.

Trans. for info. and record, a copy of the Form of particulars of pension awarded to Mr. S. Fernandes, 1st Gde. Clerk, Posts and Tels. Dept.

9. Secretariat. 3.p.n. 20th. March 30.

For information and record, a copy of the Form of particulars of pension awarded to H. H. H. H., 1st. Grade Clerk, Posts, and Tels. Dept.

G. D. (Pensions)

Noted by me in the previous
Handwritten initials
26.2.30

Minister 22/3/30

Handwritten initials
22/3/30
Handwritten initials

10. Secretariat. 3.p.n. 12th. April 30.

For a copy of the form of particulars of pension awarded to J. F. RIDGEO, 1st. Grade Clerk, Registrar General's Dept.

Handwritten initials
Handwritten initials
8.5.30
Handwritten initials

11. Secretariat 3.p.n. 16th. April 30.

For a revised form of particulars of gratuity awarded to J. RIDGEO, Sub-Overseer, P.W.D. in substitution for the one forwarded in No. 58 on 15522/29.

12. Secretariat. 3.p.n. 16th. April 30.

For a copy of the Form of particulars of pension awarded to Ibrahim Mohamed Jaffar, Machinist, Govt. Press.

11. No record date from 30 May 1913 and not as stated in 58 of X 15522/29 dated 1 April 1930

Handwritten initials
Handwritten initials
Handwritten initials
25.3.30

Minister 12 at ...

No need to
circulate form
in Dept. in future

13. Secretariat 3.p.m. 28th April 30.

The form of particulars of gratuity awarded to Haji bin Athmen, Interpreter.

14. Secretariat 3.p.m. 8th May 30.

The a copy of the form of particulars of pension awarded to J.R. Duff, 1st. Grade Clerk.

15. Secretariat 3.30 p.m. 10th. May 30.

The a copy of the form of particulars of gratuity awarded to J.S. Sequiera, 1st. Grade Clerk.

16. Secretariat 3.p.m. 10th. May 30.

The form of particulars of gratuity awarded to J. SURGAT, Interpreter.

Secretariat 3.p.m. 10th. May 30.

The form of particulars of gratuity awarded to J. SURGAT, Interpreter.

Secretariat 3.p.m. 10th. May 30.

The form of particulars of pension awarded to J. SURGAT, Interpreter.

In (14) (15), (18) the officer was promoted within 3 yrs of retirement. In view of decision on (13) in Part I of X 15522 the point need not be raised.

As proposed / Hunter
Jan 19, 1930

W. Jeffries

Yes, if you agree.

W. P. Harrison

I am afraid I have not been with the work of the grading of Arabic Clerks in Kenya. But

I have an impression that the grades, which were formerly a matter of promotion are now a matter of efficiency bars, in which case clearly in question of overlapping arises.

Alternatively these people may come under same rule laid down to preserve the rights of those appointed prior to 1/8/23. I think we need better look at

J. Jeffries
28/6/30

M. Parkinson

You asked me to check X. I find from no. 12 on 17034 127 that the long scale was introduced in Kenya W.E. from 1st Jan 1928

J. Parkinson
28/6/30

Put by
W. P. Harrison
28/6/30

19. Secretariat, S.P.N. 12th June 30.

The form of particulars of pension awarded to M. Pathak, Asst. Teacher, Education Dept.

*7 Nov 30
P.N.H. 74.30
Hunter 7/30*

20. Sec. Grigg, 396. 19th June 30.

States as to representations that Abdulla bin Rashid, Mufti of Mombasi, should be granted a compassionate pension in lieu of the gratuity which has already been awarded to him.

This appears to be a very deserving case, and the proposal to award a compassionate grant equivalent to three quarters of the retiring allowance for which he would have been eligible had he held a pensionable post, subject to adjustment in respect of gratuity already issued, might be approved.

*ENHorne
15.7.30.*

*This is in conn. of the Kenya Dept.
(Some Colonies make provision for the grant of pensions at the 3/4 rate in the case of non-pension officers).*

Hunter July 15, 1930

I don't think this is the first case of the kind from Kenya.

It would be better if they had this sort of thing properly provided for by a regulation, but they seem to have a rooted objection to codifying the non-European pension

*acc'd 20/7/30
I hereby approve
ENHorne 16/7/30*

DESTROYED UNDER STATUTE

22. Secretariat, S.P.N. 14th July 30.

The copy of the form of particulars of gratuity awarded to Nystrive Ochiong, Milk Wagon Driver, P.W.D.

23. Secretariat, S.P.N. 9th July 30.

The copy of the form of particulars of gratuity awarded to Galyebagan Mail Guard, Posts and Tels. Dept.

24. Secretariat, S.P.N. 10th July 30.

The form of particulars of pension awarded to J.X. Pereira, 1st. Grade Clerk, Prov. Admin.

*P.N.H. 78.30
Hunter 7/30*

25.

Gen. Grigg. 471. 17th. July 30.

States as to the case of Daria Singh, originally engaged in 1908 and suggests that the pension be based on a final retiring salary of Rs. 340/- per mensem.

If the Governor (on the analogy of Reg 12 under the European Officers Pensions Order) had proposed to give a pension based on 380/- I think it could have been approved. The case is peculiar and the proposal for a comp allowance based on 3/4 of 240/- might be approved.

J Hunter
13. 8. 30

I agree but ~~what is the~~
~~proposition~~ compare 60
on 155 22/4 + 20 on 15983/30

[I don't know on what principle the it is decided whether these cases shd. be registered separately or on the big file. Precedents created on separate pp like this are liable to be overlooked.]

J Hunter
13/8/30
agreeing to
approve

(at the time the special order was made the understanding was that)

* now reg'd herewith
the pension register was
for convenience only
W.N.
27/8/30

Trans 3 Col. 6 15.8.27/29
above 1/4th case let him
write to note absence as
4/18 and amount
forward (o/a the 200/- amount)

1/11/30
14/8
atance

Civ. 6/4/24-26. Approved 20 AUG 1930

- 2 Col. S. 5th Aug. 30.
Trans. for infn. and record, a copy of the form
of particulars of pension awarded to N. de Sa,
1st Jde. Clerk, Customs.
- 28 Col. S. 3 p.n. 8th Aug. 30.
Trans. for infn. and record, a copy of the form
of particulars of pension awarded to P. Kochhar,
1st Gde. Clerk, Posts and Tels. Dept.
- 29 Col. S. 8th Aug. 30.
Trans. for infn. and record, a form of partic. of
gratuity awarded to M. Michael, 2nd Gde. Clerk, Arab
and Africa Medical Service.

3/9/30
atance

30 Secretariat, S.p.n. 4th Sept. 30.
The form of particulars of gratuity awarded
to Ali bin Khamsa, Jun for Clerk, Judicial Dept.

7 p.m. Aug
1.10.30
atance

31. Secretariat, S.p.n. 10th. Oct. 30.
The form of particulars of gratuity awarded
to K.A. Khatani, Chief of Warehouse Administration

Put by
3.11.30
atance

32 Col. Sec. 3 p.m. 24 October
To, for information and record, form of particulars
of gratuity awarded to Peter Salwago, Dresser
Medical Dept.

Put by
3.11.30
atance

33. 4th Dec 34r _____ 29 October
In. for information and record, form of particulars of pension awarded to M. Khandel
Dir, Comptroller (2nd Grade), Bond. Serv.
Pur by
Enclome
Hunter 22 above

34. 4th Dec 34r _____ 1st, Oct.
In. for information and record, form of particulars of gratuity awarded to Adar Abdi, ex member of Station, whose appt. terminated in 1930.
Enclome
Hunter 25, 1930

35. 4th Dec 34r _____ 25 October
In. for information and record, form of particulars of gratuity awarded to Mohamed bin Hassan, 1st Class Inspector, Customs Dept.

36. 4th Dec 34r _____ 4 November
In. for information and record, form of particulars of gratuity awarded to Kellangal Deep Nagich, Messengers Administration.

37. 4th Dec 34r _____ 25 September
In. for information and record, form of particulars of pension awarded to M. R. ... Cashier ...
... has been awarded pension ...
... 5 days before reaching age of 50 years

35 and 36. 4th Dec 34r _____
In. for information and record, form of particulars of pension awarded to M. Khandel
Dir, Comptroller (2nd Grade), Bond. Serv.
Pur by
Enclome
Hunter 22 above

Some notice should be taken of the irregularity. They could have given him 4 days more leave surely. J. Hunter Dec 3, 1930

The interval was so short that the result is irregular (except on ground of principle and I think not very much more than that). The interval would have been better if the retirement had not had effect until 6/11/30. The interval being judged by the fact of leave either side ...
J. Hunter

I do not understand as to 11/37's leave - see first page of form - but presumably he went off on vacation (or leave) earlier in the year -
as proposed by Mr [unclear]

38. 4th Dec 34r _____ 19 DEC 1930
(37. Award.)

P.T.O.

39

9. Col. Mac Sp...
to, for information and record form of particulars
of gratuity awarded to Douglas R. ...
Roy, P.W.D.

? per ley.
Guthorne 17.12.30.
Albion 17 at once

39

4. 1st Dec 39
for information and record form of particulars
of gratuity awarded to Benjamin Massey
Roy, P.W.D.

? per my
EntHothe 17.12.30
Alminta 17 at once

166



9
39

THE SECRETARIAT,
NAIROBI,
KENYA.

WHEN REPLYING
PLEASE QUOTE
NO. S/A. 20251/3/54/2.
AND DATE

RECEIVED
15 DEC 1930
COL. OFFICE

4
November, 1930.

The Acting Colonial Secretary of the Colony and Protectorate of Kenya presents his compliments to the Under Secretary of State for the Colonies and begs to transmit, for information and record, a Form of Particulars of gratuity awarded to Wanjeru Karanja, Yard Boy, Public Works Department.

Form.

2. The gratuity amounts to Shs. 420/- and instructions are being issued for the payment accordingly.

-----00000000-----

MLM

COLONIAL PENSIONS, &c.

PARTICULARS required to be furnished in reference to persons recommended for Superannuation, Compensation or Compassionate Allowances, or Gratuities of retirement.

Name of Applicant in full No. 0458572 Janjeru Karanja.

Office or Situation Yard Boy, Public Works Department.

3. Recommended for a pension of Shs. 480/- gratuity

4. Age

5. Service 23 Years 4 months and days

6. Salary or wages (actual/average) Shs. 600/-

7. Value of quarters (actual/average)

7a. Other Emoluments (actual/average)

Total amount of Salary or Wages and Emoluments on which Superannuation, &c. is claimed. Shs. 600/-

8. Cause of retirement Ill-health.

9. Absence, beyond ordinary Vacation leave: Leave without pay.

Year.	Period of Absence.		Number of Days		Cause of Absence.
			On full salary	On half salary	
1919/20	From 1.1.19	To 30.4.20	15	29	
1923	3.4.23	31.7.23	3	28	
1925	3.3.25	30.6.25	3	29	
1926/27	31.12.26	2.5.27	4	3	
19	"	"			
19	"	"			
19	"	"			
19	"	"			
19	"	"			
	TOTAL		27	29	

10. Date of Cessation of duty 31st. July, 1930.

(Granted leave, with pay, from to)

11. Date of Cessation of Salary 31st. July, 1930.

12. Date from which, inclusive, pension will commence 1st. August, 1930. Date on which gratuity falls due

14. Whether each of the Appointments held by the Applicant has been on the Fixed Establishment of the Colony: Y E S
15. Whether the duties of the several offices or situations held since the Applicant entered the Civil Service have been such as to require that the holder should give his whole time to the public service: Y E S
16. Whether holding any other Public Appointment, or receiving or claiming to receive any public money by Compensation, Half-pay or otherwise: N O
17. If any kind of Pension or other Allowance has been commuted under the Imperial Pensions Commutation Acts, 1869 and 1871, the annual amount or Pension or Allowance so commuted and the date of commutation should be inserted: N O N E

18. Statement, if the circumstances warrant it, that the Applicant "has discharged his duties with diligence and fidelity, to the satisfaction of the Head Officer of his Department," to be signed by any two of such Head Officers, if there shall be more than one, or by such Head Officer, if there shall be but one, together with "such a statement as will exhibit the merit, and value, and labour of the services of the person recommended, embracing as long a period of his public service as can be authentically stated," and observations as to Special Services, Suspension, Reprimand, &c. with full particulars of any injuries received on duty, or other claims or matters for consideration.

The Applicant had discharged his duties with diligence to the satisfaction of the Head Officer of his Department. He has been punctual and regular in his attendance. No Special Services have been required of him; on no occasion ordered to be reprimanded, suspended, or otherwise punished; nor has he suffered any injuries while performing his duties. There are no other claims or matters for consideration.

W. J. Lane
Ag. H. Engineer
C. H. W. ...
Ag. A.S.P.M.

19. Computation, by the Treasurer, of the Pension &c.—
 gratuity,

I certify that the pension-gratuity which may be paid to the Applicant according to the Rules of the Colonial Service, amounts to four hundred and twenty shillings
 (£50. 420/-).

and I base my Certificate on the following calculation:—

Date of 1st appointment: 1st. April, 1907
 Date of Retirement: 31st. July, 1930.
 Date of Transfer: _____

	Years	Months	Days
Actual service	23	4	0
Deduct period of leave without pay	2	3	29
Balance	21	0	1

Service for purposes of ^{pension} gratuity 21 years.

Actual salary and emoluments Shs. 600/- a year.
Average

Whereof _____

Gratuity earned under Section IV of the Superannuation Act, 1987


being at the rate of 21 for each year of service = Shs. 420/-

N.B.—Mr. _____ has exercised the option to receive a reduced pension and gratuity according to _____

The pension payable to him is therefore _____ a year with a gratuity of _____

THE TREASURY,

NAIROBI, 17th October 1930


for Treasurer,

Colony and Protectorate of Kenya.

C. D.
R. 11 DEC
D. *by*

Mr. Horne 9/12
Mr. Hunter 9
Mr. Lloyd 10/2
Mr.

- Mr. Tomlinson.
- Sr. C. Bottomley.
- Sir J. Shuckburgh.
- Sir G. Grindle.
- Permt. U.S. of S.
- Parly. U.S. of S.
- Secretary of State.

Handed to 76 on 14/11/30

13 December 1930

Sir,

I have etc to ack. the receipt of your despatch No. 632 of the 25th Nov. and to convey to you my approval of the retirement of Mr A.P. Barbosa Cashier in the Provincial Administration with effect from the 2nd Nov., 1930.

2. It is for congn., however, whether it would not have been a more convenient arrangement had this officer's retirement taken effect from the 6th Nov. (the date on which he attained the age of 50) the interval being bridged by the grant of leave, either with or without pay.

3. I would point out that the pension form which accompanied

DRAFT

Kenya
No. 982
Governor.

your despatch under reply
^{did}
does not contain the usual

certification as to diligence
and fidelity.

I have etc

Wm. PASSFIELD

14 37
DUPLICATE



KENYA

GOVERNMENT HOUSE
NAIROBI,
KENYA.

No. 632

RECEIVED
- 1 DEC 1930
COL. OFFICE

25th September, 1930.

My Lord,

I have the honour to transmit pension papers in respect of Mr. A. P. Barbosa, Cashier in the Provincial Administration, who has been awarded a pension at the rate of Shs. 3,711/84 per annum with effect from the 2nd November, 1930, on retirement from the Service on the attainment of the age limit.

Papers.

Answer G.S. - 13 DEC 1930

2. It is the case that Mr. Barbosa will not be 50 years of age until the 16th November, 1930, but I trust that your Lordship will raise no objection to Mr. Barbosa's retirement from the Service five days before actually reaching the age limit, as his departure on leave was arranged on public grounds to fit in with departmental requirements and the short hiatus in any event does not affect the amount of the pension to be awarded.

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

SD. H. T. MARTIN

GOVERNOR'S DEPUTY.

THE RIGHT HONOURABLE
LORD PASSFIELD, P.C.,
SECRETARY OF STATE FOR THE COLONIES,
DOWNING STREET, LONDON S.W.

COLONIAL PENSIONS, &c.

PARTICULARS required to be furnished in reference to persons recommended for Superannuation, Compensation or Compassionate Allowances, or Gratuities on retirement.

1. Name of Applicant in full Aleixo Prato Barboza.
 2. Office or Situation Cashier, Eldoret.
 3. Recommended for a ^{pension}_{gratuity} of Shs. 3,711/64 a year.
 4. Age Fifty (50) years - Born 6th. November, 1880.
 5. Service 27 Years 5 months and 15 days
 6. Salary or wages (actual/average) Shs. 7,176/40
 7. Value of quarters (actual/average) 1,072/13
 - 7a. Other Emoluments (actual/average) _____
- Total amount of Salary or Wages and Emoluments on which Superannuation, &c., is claimed. Shs. 8,248/53
8. Cause of retirement Attainment of 50 years of age.
 9. Absence, beyond ordinary Vacation leave :

Year.	Period of absence.		NUMBER OF DAYS.			Cause of Absence.
			On full salary.	On half salary.	Without salary.	
19 06	From 15.7.06	To 29.7.06.			15	Extension of leave.
19 14	" 23.2.14.	" 4.4.14.	41			-do-
19 18/19	" 28.1.18.	" 10.1.19.			14	-do-
19 22	" 24.1.22.	" 6.3.22.		44		-do-
19 26	" 2.9.26.	" 28.9.26.		27		-do-
19	"	"				
19	"	"				
19	"	"				
19	"	"				
19	"	"				
		TOTAL	41	71	29	

10. Date of Cessation of duty 21st. May, 1930.
(Granted leave, with pay, from 22nd. May, 1930. to 1st. November 1930.)
11. Date of Cessation of Salary 1st. November, 1930.
12. Date ^{from which, inclusively, pension will commence}_{on which gratuity falls due} 2nd. November, 1930.

13. Dates of Commencement and Termination of the several Appointments held by applicant, with their Emoluments, distinguishing Salary from other Allowances, and specifying such Allowances.

Designation of post and rate of salary.	From	To	Salary p.a.	Vicar of quarters p.a.	Any Other Allowance		Total emoluments p.a.	Amount of Aggregation
					Nature	Rate p.a.		
Clerk.	13.5.03.	30.6.03.	2160					
	1.7.05.	31.3.04.	2640					
	1.4.04.	30.10.05.	3000					
	1.1.05.	31.3.07.	3240					
	1.4.07.	31.3.08.	3360					
	1.4.08.	31.3.09.	3600					
	1.4.09.	31.3.10.	3840					
	1.4.10.	31.3.11.	4080					
	1.4.11.	31.3.12.	4320					
	1.4.12.	31.3.13.	4560					
	1.4.13.	31.3.15.	4800					
	1.4.16.	31.3.17.	5040					
	1.4.17.	31.3.20.	5280					
1.4.20.	31.12.27.	5768						
1.1.28.	1.11.30.	7200						

USable allowed to 3640/-
 by 240/- to 4800/- p.a.
 1st. Grade Clerk (Min. 2400/- p.a.)
 Cashier, Enrohet.

- Whether each of the Appointments held by the Applicant has been on the Fixed Establishment of the Colony? Y E S
- Whether the duties of the several offices or situations held, since the Applicant entered the Civil Service have been such as to require that the holder should give his whole time to the public service? Y E S
- Whether holding any other Public Appointment, or receiving or claiming to receive any public money by Compensation, Half-pay or otherwise? N O
- If any kind of Pension or other Allowance has been granted under the Imperial Pensions Commutation Acts, 1833 and 1871, the annual amount of Pension or Allowance so commuted and the date of commutation should be inserted. N O N R
- Statement of the circumstances warranting that the Applicant has discharged his duties with diligence and fidelity to the satisfaction of the Head Officer of his Department, to be signed by any two of such Head Officers, if there shall be more than one, or by such Head Officer, if there shall be but one, together with "such a statement as will exhibit the merit and value, and labour of the services of the person recommended, embracing as long a period of his public service as can be authentically stated," and observations as to Special Services, Suspension, Reprimand, &c. with full particulars of any injuries received on duty, or other claims or matters for consideration.

19. Computation, by the Treasurer, of the Pension, &c.—
 I certify that the Pension which may be paid to the Applicant according to the Rules of the Colonial Service, amounts to three thousand seven hundred and eleven and eighty four cents (Shs. 3711/84) a year.
 and I base my Certificate on the following calculation:—
 Date of 1st appointment 16th May, 1903.
 Date of Retirement 1st. November, 1930.

	Years.	Months.	Days.
Actual service	27	5	1
Deduct period of leave without pay			2
Balance	27	5	1

Service for purposes of Pension 27 years.

Average salary and emoluments Shs. 5,227 a year.

Whereof 2780 lbs. Shs. 3,217/84 a year.

Gratuity earned under

the rate of

N.B. has exercised the option to receive reduced pension

and gratuity according to

The pension payable to Shs. 4,000 a year with a gratuity of

DA. J. MOSS.

THE TREASURY,

Jan 1958

Nairobi, Kenya, 1958

Colony and Protectorate of Kenya.

Mr. Moss has allowed to exceed clearance a few days early owing to circumstances fitting in with administrative requirements. His retirement takes effect four days before he attains the age of 50 years but this makes no difference to the pension.

Average emoluments from 1.11.57 to 1.11.58.

	Salary.		Value of Quarters.	
	Rate.	Amount.	Rate.	Amount.
From 2.11.57 to 30.11.57.	504	545.20	78	75.40
From 1.12.57 to 31.12.57.	564	564.00	78	78.00
From 1.1.58 to 31.10.58.	500	2040.00	90	3060.00
From 1.11.58 to 31.10.58.	500	320.00	90	3.00
		21529.20		3216.40
Whereof one third.		7176.40		1072.13

1

15983/30

17
36



THE SECRETARIAT,
NAIROBI,
KENYA.
4 November, 1930.

WHEN REPLYING
PLEASE QUOTE
No. B. 20251/3/16/1
AND DATE

RECEIVED
1 DEC 1930
COL OFFICE

The Acting Colonial Secretary of the Colony and Protectorate of Kenya presents his compliments to the Under Secretary of State for the Colonies and begs to transmit, for information and record, a form of particulars of gratuity awarded to Kiblangat Arap Magiche, Headman, Administration, whose appointment terminated on the 31st. May, 1929.

2. The gratuity is computed at Sh. 150/- and instructions are being issued for payment accordingly.

-----000-----

COLONIAL PENSIONS, &c.

PARTICULARS required to be furnished, in reference to persons recommended for Superannuation, Compensation or Compassionate Allowances, or Gratuities on retirement.

1. Name of Applicant in full Kiblangat trap Mariche.
 2. Office or Situation Headman of Location, I.A. Setik.
 3. Recommended for a ~~pension~~ gratuity of Shs. 400/-
 4. Age _____
 5. Service _____ Years _____ months and _____ days
 6. Salary or wages (actual/average) Shs. 600/-
 7. Value of quarters (actual/average) _____
 - 7a. Other Emoluments (actual/average) _____
- Total amount of Salary or Wages and Emoluments on which Superannuation, &c. is claimed Shs. 600/-
8. Cause of retirement Ill-health
 9. Absence, beyond ordinary Vacation leave :

Year	Period of Absence		NUMBER OF DAYS			Cause of Absence
			On full salary	On half salary	Without salary	
19	From	To				
19	"	"				
19	"	"				
19	"	"				
19	"	"				
19	"	"				
19	"	"				
19	"	"				
19	"	"				
	TOTAL					

10. Date of Cessation of duty 31st. May, 1929.
(Granted leave, with pay, from _____ to _____)
11. Date of Cessation of Salary 31st. May, 1929
12. Date from which, inclusively, pension will commence 1st. June, 1929.
on which gratuity falls due

1. Dates of Commencement and Termination of the several Appointments held by applicant, with their Emoluments, distinguishing Salary from other Allowances, and specifying such Allowances.

Designation of post and scale of salary	From	To	Salary p. a.	Value of quarters p. a.	ANY OTHER ALLOWANCE		Total Emoluments p. a.	Amount of Aggregation
					Nature	Rate p. a.		
Headman.	1905	31. 5. 29.	Shs. 460 00					
TOTAL								

14. Whether each of the Appointments held by the Applicant has been on the Fixed Establishment of the Colony Y E S
15. Whether the duties of the several offices or situations held since the Applicant entered the Civil Service have been such as to require that the holder should give his whole time to the public service Y E S
16. Whether holding any other Public Appointment, or receiving or claiming to receive any public money by Compensation, Half-pay or otherwise N O
17. If any kind of Pension or other Allowance has been commuted under the Imperial Pensions Commutation Acts, 1869 and 1871, the annual amount or Pension or Allowance so commuted and the date of commutation should be inserted: N O N E
18. Statement, if the circumstances warrant it, that the Applicant "has discharged his duties with diligence and fidelity, to the satisfaction of the Head Officer of his Department," to be signed by any two of such Head Officers, if there shall be more than one, or by such Head Officer, if there shall be but one, together with "such a statement as will exhibit the merit, and value, and labour of the services of the person recommended, embracing as long a period of his public service as can be authentically stated," and observations as to Special Services, Suspension, Reprimand, &c. with full particulars of any injuries received on duty, or other claims or matters for consideration.

in
KIBLANGAT ABAP MAGICIEE has been continuous Government employ since 1905. He has discharged his duties with diligence and fidelity to the satisfaction of all Administrative Officers under whom he has served, and has rendered special service in the suppression of stock thieving on the Esasi Border.

R. Maxwell
 CHIEF NATIVE COMMISSIONER.

19. Computation, by the Treasurer, of the ~~pension~~ &c.— gratuity.

I certify that the ~~pension~~ gratuity which may be paid to the Applicant according to the Rules of the Colonial Service, amounts to four hundred and sixty shillings (Shs. 460/-)

and I base my Certificate on the following calculation:—

Date of 1st appointment 1905

Date of Retirement 31st. May, 1929.
 Transfer

	Years.	Months.	Days.
Actual service	23	?	?
Deduct period of leave without pay			
Balance	23	?	?

Service for purposes of option gratuity 23 years.

Actual average salary and emoluments Shs. 800/- a year.

Whereof _____

Gratuity earned under Section IV of the Superannuation Act, 1887,

being at the rate of £1 for each year of Service = Shs. 450/-

N.B.—Mr. _____ has exercised the option to receive a reduced pension and gratuity according to _____

The pension payable to him is therefore _____ a year with a gratuity of _____

THE TREASURY,

NAIROBI, 17th October 1930

[Signature]
for Treasurer,

Colony and Protectorate of Kenya.

Copy.

Medical Officer's Depart.

Kenya.

21st July, 1930.

CERTIFICATE.

I have examined Arap Kiplangat (Headman, Location 14).

He is in good health physically, but shows signs of mental deterioration, which prevent him carrying out his duties satisfactorily.

(Sd) C.J. CADDICK.

DISTRICT SURGEON.

Certified true copy:— (Signed) I. E. SOEM.

15983/30

DUPLICATE



THE SECRETARIAT,
NAIROBI,
KENYA

WHEN RECEIVED
PLEASE RETURN
NO. AND DATE

19/2/154/17

RECEIVED
1 DEC 1930
COL. OFFICE

25th September, 1930

The Colonial Secretary of the Colony and Protectorate of Kenya presents his compliments to the Under Secretary of State for the Colonies and has the honour to transmit herewith, for information and record, a copy of the Form of Particulars of gratuity Pension Papers, awarded to Mohamed bin Hassan, 1st Class Corporal, Customs Department, whose appointment terminated on the 31st July, 1930.

1. Instructions have been issued for the payment of this gratuity to Mohamed bin Hassan amounting to Shgs. 380/-

-----0000000000-----

MJM

COLONIAL PENSIONS, &c.

PARTICULARS required to be furnished in reference to persons recommended for Superannuation, Compensation or Compassionate Allowances, or Gratuities on retirement.

- 1. Name of Applicant in full Mohamed bin Hassan.
 - 2. Office or Situation 1st. Class Corporal. 2
 - 3. Recommended for a ~~penalty~~ gratuity of Shs. 580/-
 - 4. Age _____
 - 5. Service 19 Years 4 months and 3 days
 - 6. Salary or wages (actual/average) Shs. 816/-
 - 7. Value of quarters (actual/average) " 120/-
 - 7a. Other Emoluments (actual/average) _____
- Total amount of Salary or Wages and Emoluments on which Superannuation, &c., is claimed. Shs. 936/-

- 8. Cause of retirement: Ill-health.
- 9. Absence, beyond ordinary Vacation leave: _____

Year.	Period of Absence.		NUMBER OF DAYS.			Cause of Absence.
			On full salary.	On half salary.	Without salary.	
19	From	To				
19	"	"				
19	"	"				
19	"	"				
19	"	"				
19	"	"				
19	"	"				
19	"	"				
19	"	"				
19	"	"				
	TOTAL					

- 10. Date of Cessation of duty 31st. July, 1930.
(Granted leave, with pay, from _____ to _____)
- 11. Date of Cessation of Salary 31st. July, 1930.
- 12. Date from which, inductively, pension will commence 1st. August, 1930.
on which gratuity falls due

19. Dates of Commencement and Termination of the several Appointments held by applicant, with their Emoluments, distinguishing Salary from other Allowances, and specifying such Allowances.

Description of post and scale of salary.	From	To	Salary per Annum.	Value of Gratuity per Annum.	AW OULDS (A. GRAV.)		Terminations	Amount for Appropriation.
					Year	Rate		
4th Class Watchman.	29.3.11.	31.3.12.	336					
3rd Class Watchman.	1.4.12.	31.10.14.	384					
5th Class Watchman.	1.4.14.	31.3.16.	480					
3rd Class I/Corporal.	1.4.16.	31.5.19.	504					
1st Class I/Corporal.	1.5.18.	30.6.20.	552					
2nd Class Corporal.	1.7.20.	31.5.23.	600					
1st Class Corporal.	1.6.25.	31.12.26.	756					
	1.1.27.	31.7.30.	816					
Total								

14. Whether any of the appointments held by the Applicant has been made under Establishment of the Colony: _____
15. Whether the duties of the several offices or situations held since the Applicant entered the Civil Service have been such as to require that the holder should give his whole time to the public service: Y E S
16. Whether holding any other Public Appointment, or receiving or claiming to receive any public money by Compensation, Half-pay or otherwise: N O
17. If any kind of Pension or other Allowance has been commuted under the Imperial Pensions Commutation Acts, 1867 and 1871, the annual amount or Pension or Allowance so commuted and the date of commutation should be inserted: N O N E
18. Statement, if the circumstances warrant it, that the Applicant "has discharged his duties with diligence and fidelity, to the satisfaction of the Head Officer of his Department," to be signed by any two of such Head Officers, if there shall be more than one, or by such Head Officer, if there shall be but one, together with "such a statement as will exhibit the merit and value, and labour of the services of the person recommended, embracing as long a period of his public service as can be authentically stated," and observations as to Special Services, Suspension, Reprimand, &c., with full particulars of any injuries received on duty, or other claims or matters for consideration.

19. Computation, by the Treasurer, of the pension &c. — gratuity.

I certify that the pension gratuity which may be paid to the Applicant according to the Rules of the Colonial Service, amounts to three hundred and eighty shillings (Shs. 380/-)

and I base my Certificate on the following calculation:—

Date of first appointment 29th March 1911

Date of Retirement 31st July 1930

Date of Transfer _____

	Years	Months	Days
Actual service	19	4	3
Deduct period of leave without pay			
Balance	19	4	3

Service for purposes of pension gratuity 19 years

Average salary and emoluments Shs. 936/- a year.

Whereof _____

Gratuity earned under Section IV of the Superannuation Act, 1887,

being at the rate of 21 for each year of service Shs. 380/-

N.B.—Mr. _____ has exercised the option to receive a reduced pension and gratuity according to _____

The pension payable to him is therefore _____ a year with a gratuity of _____

THE TREASURY,

NAIROBI, _____ 19__

for Treasurer, _____
Colony and Protectorate of Kenya.

Allocation of Gratuity:—

Total Gratuity earned _____ Shs. 380/-

Date of 1st. Appointment - 29th. March 1911.

Date of Amalgamation - 1st. April, 1917.

	<u>Years, months, days.</u>		
Actual Service.	<u>6</u>	<u>0</u>	<u>3</u>

Service for purposes of gratuity 6 years.

Average yearly salary from <u>1.4.14.</u> to <u>31.3.17.</u>	Shs. 224.00
<u>1.4.14.</u> to <u>31.10.14.</u> @ Sh. 32 p.m.	Shs. 680.00
<u>1.11.14.</u> to <u>31.3.15.</u> @ Sh. 80 p.m.	Shs. 504.00
<u>1.4.15.</u> to <u>31.3.17.</u> @ Sh. 42 p.m.	

Shs. 1408.00

Whereof one third Shs. 469.33

Gratuity earned under Section IV of the Superannuation Act, 1887, being at the rate of one pound for each year of service (Kenya Share),

Shs. 120.00

Balance (Common Share),

Shs. 260.00

WHEN REPLIING
PLEASE QUOTE
NO. S. E. 22374/63/18
AND DATE

RECEIVED
EXAMINED
COL. OFFICE

THE SECRETARIAT
NAIROBI,
KENYA.

31
3/ October, 1930.

The Acting Colonial Secretary of the Colony and Protectorate of Kenya presents his compliments to the Under Secretary of State for the Colonies and begs to transmit, for information and record, a form of particulars of gratuity awarded to Ndar Abdi, ex Readman of Station Hands, Kisumu, whose appointment terminated on the 31st July, 1928, due to the Cession of Jubaland.

2. The gratuity is computed at the rate of Shs. 415.38 and instructions are being issued for the payment accordingly.

3. The delay in issuing this gratuity is due to the fact that Ndar Abdi raised the matter only recently and at this date it is not possible to trace any record of the reasons why no gratuity was paid to him at the time of retrenchment.

-----000000000-----

HJM.

COLONY AND PROTECTORATE OF KENYA

COLONIAL PENSIONS, &c.

PARTICULARS required to be furnished in reference to persons recommended for Superannuation, Compensation or Compassionate Allowances, or Gratuities on retirement.

- 1. Name of Applicant in full Umar Abdi
 - 2. Office or Situation aman of Station House
 - 3. Recommended for a pension of Shs. 115/36
gratuity
 - 4. Age 31/11
 - 5. Service 20 Years ? months and ? days
 - 6. Salary or wages (actual/average) Shs. 960/-
 - 7. Value of quarters (actual/average) Shs. 120/-
 - 7a. Other Emoluments (actual/average) _____
- Total amount of Salary or Wages and Emoluments on which Superannuation &c. is claimed. Shs. 1,080/-
- 8. Cause of retirement Abolition of Office
 - 9. Absence, beyond ordinary vacation leave: _____

Year.	Period of Absence.		NUMBER OF DAYS.			Cause of Absence.
			Full salary.	On half salary.	Without salary.	
19	From	To				
19	"	"				
19	"	"				
19	"	"				
19	"	"				
19	"	"				
19	"	"				
19	"	"				
19	"	"				
19	"	"				
	TOTAL					

- 10. Date of Cessation of duty 31st. July, 1922
(Granted leave; with pay, from _____ to _____)
- 11. Date of Cessation of Salary 31st. July, 1922
- 12. Date ~~from which, inclusively, pension will commence~~ 1st. August, 1922.
on which gratuity falls due _____

Date of Commencement and Termination of the several Appointments held by applicant, with their Emoluments, distinguishable Salary from other Allowances and specifying such Allowances.

Designation of post and date of entry.	From	To	Salary p. a. f.	Value of quarters p. a.	ANY OTHER ALLOWANCES: Nature	Receivable	Emoluments p. a.	Amount for Aggregation.
Headman of Station hands	1901	31.7.23	32s. 6d. 950					
TOTAL								

14. Whether each of the Appointments held by the Applicant has been on the Fixed Establishment of the Colony: YES
 15. Whether the duties of the several offices or situations held since the Applicant entered the Civil Service have been such as to require that the holder should give his whole time to the public service: YES
 16. Whether holding any Public Appointment, or receiving or claiming to receive any public money by Compensation, Grant, or otherwise: 0
 17. If any kind of Pension or other Allowance has been commuted under the Imperial Pensions Commutation Acts, 1869 and 1871 the annual amount of Pension or Allowance so commuted and the date of commutation should be inserted: NONE
- Statement, if the circumstances warrant it, that the Applicant "has discharged his duties with diligence and fidelity, to the satisfaction of the Head Officer of his Department," to be signed by any two of such Head Officers, if there shall be more than one, or by such Head Officer, if there shall be but one, together with "such a statement as will exhibit the merit, and ~~value~~ ^{value} and labour of the services of the person recommended, embracing as long a period of his public service as can be authentically stated," and observations as to Special Services, Suspension, Reprimand, &c., with full particulars of any injuries received on duty, or other claims or matters for consideration.

Under Abdulsalam his duties with diligence and fidelity, to the satisfaction of officers under whom he served.

Herbert
 29.10.30
Maxim Rastor
 Acting Colonial Secretary

19. Computation, by the Treasurer, of the pension &c. gratuity.

I certify that the pension gratuity which may be paid to the Applicant according to the Rules of the Colonial Service, amounts to four hundred and fifteen shillings and thirty eight cents (Shs. 415/38).

and I base my Certificate on the following calculation:-

Date of 1st appointment: 1901

Date of Retirement 31st. July, 1922

Date of Transfer

	Years	Month	Days
Actual service	20	?	?
Deduct period of leave without pay			
Balance	20		?

Service for purposes of London gratuity 20 years

Actual salary and emoluments Shs. 1,089 - a year

Whereof _____

Gratuity earned under Part IV of the Superannuation Act, 1937

being at the rate of 1 month's salary for each year of service - Shs. 415/58

N.B. - Mr. _____ does not exercise the option to receive a reduced pension and gratuity according to _____

The pension payable to him is therefore _____ a year with a gratuity of _____

THE TREASURY,

NAIROBI, 17th October 1938

[Signature]
for Treasurer,

Colony and Protectorate of Kenya.

33

THE SECRETARIAT
NAIROBI,
KENYA.

RECEIVED
20 NOV 1938
OFFICE

WHEN REPLYING,
PLEASE QUOTE
No. S. Est. 19/1/272/39
AND DATE

October 1938.

The Acting Colonial Secretary of the Colony and Protectorate of Kenya presents his compliments to the Under Secretary of State for the Colonies and begs to transmit, for information and record, a form of particulars of pension awarded to Mr. Kamal Din, Composer (2nd Grade), Government Press, who is retiring from the service of this Colony on the attainment of the age limit about the 1st March, 1931;

Form.

2. The pension is computed at the rate of Shs. 1,685/40 a year and instructions are being issued for payment accordingly with effect from the date following Mr. Kamal Din's retirement.

-----00000000-----

MTM

COLONY AND PROTECTORATE OF KENYA.

COLONIAL PENSIONS, &c.

PARTICULARS required to be furnished in reference to persons recommended for Superannuation, Compensation or Compassionate Allowances, or Gratuities on retirement.

- 1. Name of Applicant in full KAWAL DIN.
- 2. Office or Situation Compositor (2nd Grade)
- 3. Recommended for a pension of Shs. 1688/40 a year.
- 4. Age Over fifty (50) years.
- 5. Service 21 Years 5 months and 15 days
- 6. Salary or wages (actual) Shs. 4320.00
- 7. Value of quarters (actual) 504.00
- 7a. Other Emoluments (actual/average)

Total amount of Salary or Wages and Emoluments on which Superannuation, &c., is claimed. } Shs. 4824.00

- 8. Cause of retirement Attainment of 50 years of age.
- 9. Absence, beyond ordinary Vacation leave.

Year	Period of Absence.	NUMBER OF DAYS.			Cause of Absence.
		On full salary.	On half salary.	Without salary.	
19 22	From <u>6.10.22</u> To				Extension of leave. - do -
19 26	" <u>29.10.26</u> " <u>23.11.26</u>		26		
19	" " "				
19	" " "				
19	" " "				
19	" " "				
19	" " "				
19	" " "				
19	" " "				
	TOTAL		26	1	

10. Date of Cessation of duty 18th September, 1930.
(Granted leave, with pay, from 19.9.30. to approximately 28.2.31)

11. Date of Cessation of Salary (Approximate) 28th February 1931.

12. Date from which, inclusively, pension will commence (approximate) 1st March 1931.

13. Dates of Commencement and Termination of the several Appointments held by applicant, with their Emoluments distinguishing Salary from other Allowances, and specifying such Allowances.

Description of post and scale of salary.	From	To	Salary p.a.	Value of quarters p.a.	ANY OTHER ALLOWANCE.		T. of appointments p.a.	Amount for Aggregation.
					Nature.	Est. p.a.		
Shorthand	14.2.10	31.3.17	1980					
Composer, IV Grade	1.4.17	31.3.19	2160					
Composer III Grade (Shs 3000 by Shs 180 to Shs 3720 R.P.)	1.4.19	31.3.20	3000					
Scale advanced to Shs 3000 by Shs 240 to Shs 4320 p.a.	1.4.20	31.7.23	4320					
Compositor, II Grade (Shs 3350 by Shs 180 to Shs 4320 R.P.)	1.8.23	28.2.31	4320					
TOTAL								

14. Whether each of the Appointments held by the Applicant has been on the Fixed Establishment of the Colony: Yes.
15. Whether the duties of the several offices or situations held since the Applicant entered the Civil Service have been such as to require that the holder should give his whole time to the public service: Yes.
16. Whether holding any other Public Appointment, or receiving or claiming to receive any public money by Compensation, Half-pay or otherwise: No.
17. If any kind of Pension or other Allowance has been commuted under the Imperial Pensions Commutation Acts 1869 and 1871, the annual amount of Pension or Allowance so commuted and the date of commutation should be inserted: None.
18. Statement, if the circumstances warrant it, that the Applicant "has discharged his duties with diligence and fidelity, to the satisfaction of the Head Officer of his Department," to be signed by any two of such Head Officers, if there shall be more than one, or by such Head Officer, if there shall be but one, together with such a statement as will exhibit the merit, and value, and labour of the services of the person recommended, embracing as long a period of his public service as can be authentically stated, and observations as to Special Services, Suspension, Reprimand, &c., with full particulars of any injuries received on duty, or other claims or matters for consideration.

I hereby certify that Mr. Kamal Din has discharged his duties with diligence and fidelity.

J. M. M. M. M. M.
 Government Printer.
 22nd October, 1930

19. Computation, by the Treasurer, of the pension, &c. —

I certify that the pension which may be paid to the Applicant according to the Rules of the Colonial Service, amounts to one thousand six hundred and eighty eight Shillings and forty cents (Sh. 1688/40) a year.

and I base my Certificate on the following calculation: —

Date of 1st appointment 14th February, 1910.

Date of Retirement 28th February, 1931.

	Years.	Months.	Days.
Actual service	21	0	15
Deduct period of leave without pay	0	0	1
Balance	21	0	14

Service for purposes of pension 21 years.

Actual salary and gratuity Shs. 4824/- a year.

Whereof 27/60ths Shs. 1688/40 a year.

Gratuity earned under _____

being at the rate of _____

Mr. _____ has exercised the option to receive a reduced pension

and gratuity according to _____

The pension payable to him is therefore _____ a year with a gratuity

of _____

THE TREASURY,
NAIROBI. 17th 1930

[Signature]
for Treasurer,
Kenya and Protectorate of Kenya.



THE SECRETARIAT
NAIROBI
KENYA

WHEN REPLYING
PLEASE QUOTE
NO. 20251/3/53/2
AND DATE

RECEIVED
7 NOV 1930
COY OFFICE

24
October 1930

The Acting Colonial Secretary of the
Colony and Protectorate of Kenya presents
compliments to the Under Secretary of State for
the Colonies and begs to transmit, for information
and record, a form of particulars of gratuity
awarded to Estero Salwango, Dresser, Medical
Department, whose appointment terminated on the
30th June, 1930.

2. The gratuity is computed at the rate of
Shs. 80/- and instructions are being issued for the
payment accordingly.

COLONIAL PENSIONS, &c.

① PARTICULARS required to be furnished in reference to persons recommended for Superannuation, Compensation or Compassionate Allowances, or Gratuities on retirement.

1. Name of Applicant in full Petero Salvango
2. Office or Situation Drasser, Medical Department.
3. Recommended for a pension of Shs. 380/-
gratuity
4. Age _____
5. Service 19 Years ? months and ? days
6. Salary or wages (actual/average) Shs. 720/-
7. Value of quarters (actual/average) _____
- 7a. Other Emoluments (actual/average) _____

Total amount of Salary or Wages and Emoluments on which Superannuation, &c., is claimed. Shs. 720/-

8. Cause of retirement ill-health.
9. Absence, beyond ordinary Vacation leave:

Year.	Period of Absence.		NUMBER OF DAYS.			Cause of Absence.
			On full salary.	On half salary.	Without salary.	
19	From	To				
19	"	"				
19	"	"				
19	"	"				
19	"	"				
19	"	"				
19	"	"				
19	"	"				
19	"	"				
19	"	"				
	TOTAL					

10. Date of Cessation of duty 30th June 1950
(Granted leave, with pay, from _____ to _____)

11. Date of Cessation of Salary 30th June 1950

12. Date from which, inclusively, pension will commence 1st July 1950
on which gratuity falls due

COLONIAL PENSIONS, &c.

① PARTICULARS required to be furnished in reference to persons recommended for Superannuation, Compensation or Compassionate Allowances, or Gratuities on retirement.

1. Name of Applicant in full Petero Salwango
2. Office or Situation Dresser, Medical Department.
3. Recommended for a pension of Shs. 360/- gratuity
4. Age _____
5. Service 19 Years ? months and ? days
6. Salary or wages (actual/average) Shs. 720/-
7. Value of quarters (actual/average) _____
- 7a. Other Emoluments (actual/average) _____
- Total amount of Salary or Wages and Emoluments on which Superannuation, &c., is claimed. Shs. 720/-
8. Cause of retirement Ill-health.
9. Absence, beyond ordinary Vacation leave:

Year.	Period of Absence.		NUMBER OF DAYS.			Cause of Absence.
			On full salary.	On half salary.	Without salary.	
19	From	To				
19	"	"				
19	"	"				
19	"	"				
19	"	"				
19	"	"				
19	"	"				
19	"	"				
19	"	"				
19	"	"				
	TOTAL					

10. Date of Cessation of duty 30th June 1930
(Granted leave, with pay, from _____ to _____)
11. Date of Cessation of Salary 30th June 1930
12. Date from which, inclusively, pension will commence on which gratuity falls due 1st July, 1930.

13. Dates of Commencement and Termination of the several Appointments held by applicant with their Emoluments, distinguishing Salary from other Allowances, and specifying such Allowances.

Designation of post and scale of salary.	From	To	Salary p.a.	Value of quarters p.a.	ANY OTHER ALLOWANCE		Total emoluments p.a.	Amount for Aggregation.
					Name	Rate p.a.		
Dresser.	1910	1911	Shs. 240 00					
	1911	1912	286 00					
	1912	1913	336 00					
	1913	1914	360 00					
	1914	1915	408 00					
	1915	1916	452 00					
	1916	31.10.20	456 00					
	1.1.17.	31.10.20	480 00					
	1.1.20.	30.4.22.	576 00					
	1.5.22.	30.4.25.	600 00					
	1.5.25.	30.4.29.	640 00					
	1.5.29.	30.6.30.	720 00					
TOTAL								

- 3
- Whether each of the Appointments held by the Applicant has been on the Fixed Establishment of the Colony: Y E S
 - Whether the duties of the several offices or situations held since the Applicant entered the Civil Service have been such as to require that the holder should give his whole-time to the public service: Y E S
 - Whether holding any other Public Appointment, or receiving or claiming to receive any public money by Compensation, Half-pay or otherwise: N O
 - If any kind of Pension or other Allowance has been commuted under the Imperial Pensions Commutation Acts, 1869 and 1871, the annual amount of Pension or Allowance so commuted and the date of commutation should be inserted: N O N E
 - Statement, if the circumstances warrant it, that the Applicant "has discharged his duties with diligence and fidelity to the satisfaction of the Head Officer of his Department," to be signed by any two of such Head Officers, if there shall be more than one, or by such Head Officer if there shall be but one, together with "such a statement as will exhibit the merit and value, and labours of the services of the person recommended, embracing as long a period of his public service as can be authentically stated," and observations as to Special Services, Suspension, Reprimand, &c., with full particulars of any injuries received on duty, or other claims or matters for consideration.

Petero Salvaggio has performed his duties with diligence & fidelity to the satisfaction

John J. Jones
+ *Ball*

19. Computation, by the Treasurer, of the pension &c. gratuity, P. S. J. Jones
I certify that the pension gratuity which may be paid to the Applicant according to the Rules of the Colonial Service, amounts to three hundred and eighty shillings (Shs. 380/-)
and I base my Certificate on the following calculation:—
Date of 1st appointment 1910
Date of Retirement 30th. June, 1930
Transfer

	Years.	Months.	Days.
Actual service	19	?	?
Deduct period of leave without pay			
Balance	19	?	?

Service for purposes of pension gratuity 19 years

Actual average salary and emoluments Shs. 720/- a year.

Whereof _____

Gratuity earned under Section IV of the Superannuation Act, 1937,

being at the rate of £1 for each year of service = Shs. 380/-

N.B.—Mr. _____ has exercised the option to receive a reduced pension and gratuity according to _____

The pension payable to him is therefore _____ a year with a gratuity of _____

THE TREASURY,
NAIROBI, 17th October 1930

J.M.C.
1st Treasurer,
Colony and Protectorate of Kenya.

31



THE SECRETARIAT,
NAIROBI,
KENYA

WHEN REPLYING
PLEASE QUOTE
NO. B 20251/3/49/18.
AND DATE

RECEIVED
3 NOV 1930
COL OFFICE

10 October, 1930

The Acting Colonial Secretary of the Colony and Protectorate of Kenya presents his compliments to the Under Secretary of State for the Colonies and begs to transmit for information and record, a form of particulars of gratuity awarded to Kibure Arap Kiptala, Chief of Marichor, Administration, whose appointment terminated on the 31st December, 1929.

The gratuity is computed at the rate of Shs. 80/- and instructions are being issued for the payment accordingly.

COLONIAL PENSIONS, &c.

PARTICULARS required to be furnished in reference to persons recommended for Superannuation, Compensation or Compassionate Allowances or Gratuities on retirement.

- 1. Name of Applicant in full Fiburer Arap Tiptel
 - 2. Office or Situation Chief of Marjono
 - 3. Recommended for a Pension of Shs. 380/- gratuity
 - 4. Age Over fifty five (55) years
 - 5. Service Nineteen Years 11 months and 7 days
 - 6. Salary or wages (actual/average) Shs. 400. 00
 - 7. Value of quarters (actual/average)
 - 7a. Other Emoluments (actual/average)
- Total amount of Salary or Wages and Emoluments on which Superannuation, &c., is claimed. Shs. 400. 00

- 8. Cause of retirement Attainment of 55 years of age
- 9. Absence, beyond ordinary Vacation leave:

Year.	Period of Absence.		NUMBER OF DAYS.			Cause of Absence.
			On full salary.	On half salary.	Without salary.	
19	From	To				
19	"	"				
19	"	"				
19	"	"				
19	"	"				
19	"	"				
19	"	"				
19	"	"				
19	"	"				
19	"	"				
	TOTAL					

- 10. Date of Cessation of duty 31st. December 1929.
(Granted leave, with pay, from _____ to _____)
- 11. Date of Cessation of Salary 31st. December 1929
- 12. Date from which, inclusively, pension will commence 1st. January, 1930.
on which gratuity falls due

13. Dates of Commencement and Termination of the several Appointments held by applicant, with their Emoluments, distinguishing Salary from other Allowances, and specifying such Allowances.

Designation of post and scale of salary.	From	To	Salary p.a.	Value of quarters p.a.	ANY OTHER ALLOWANCES		Amount for Aggravation.
					Nature	Rate p.a.	
Chief of Marikhor.	1910 1.1.	1.1.29.	376. ? 400.00.00				
TOTAL							

- 3
- Whether each of the Appointments held by the Applicant has been on the Fixed Establishment of the Colony: YES
 - Whether the duties of the several offices or situations held since the Applicant entered the Civil Service have been such as to require that the holder should give his whole time to the public service: YES
 - Whether holding any other Public Appointment, or receiving or claiming to receive any public money by Compensation, Half-pay, or otherwise: NO
 - If any kind of Pension or other Allowance has been commuted under the Imperial Pensions Commutation Acts, 1869 and 1911, the annual amount or Pension Allowance so commuted and the date of commutation should be inserted: NO
 - Statement, if the circumstances were such that the Applicant "has discharged his duties with diligence and fidelity, to the satisfaction of the Head Officer of his Department," to be signed by any two of such Head Officers, if there shall be more than one, or by such Head Officer, if there shall be but one, together with "such a statement as will exhibit the merit, and value, and labour of the services of the applicant, embracing as long a period of his public service as can be authentically stated," and observations as to Special Services, Suspension, Reprimand, &c., with full particulars of any injuries received on duty, or other claims or matters for consideration.

The applicant has discharged his duties with diligence and fidelity to the satisfaction of successive administrative officers.
M. J. N. E.
20/9

19. Computation, by the Treasurer, of the Pension &c.— gratuity.

I certify that the pension-gratuity which may be paid to the Applicant according to the Rules of the Colonial Service, amounts to three hundred and eighty shillings (Shs. 380).

and I base my Certificate on the following calculation:—

Date of 1st appointment 1910

Date of Retirement 31st. Decembe. 1939.

	Years.	Months.	Days.
Actual service	19		
Deduct period of leave without pay			
Balance	<u>19</u>		

Service for purposes of pension gratuity 19 years.

Salary and emoluments Shs. 400/- per annum.

Hereof _____

Gratuity earned under Section IV of the Superannuation Act, 1937,

being at the rate of one month for each year of service - Shs. 360/-

Mr. _____ has exercised the option to receive a reduced pension

of gratuity according to _____

The pension payable to him is therefore _____ a year with a gratuity of _____

THE TREASURY,
Nairobi, _____ 1930

[Signature]
for Treasurer,
Colonial and Protectorate of Kenya.

30³⁶



THE SECRETARIAT,
Nairobi,
KENYA.

WHEN DEPLYING
PLEASE QUOTE
No. H.P. 19/2/237/42.
AND DATE

September, 1930.

Gratuity Papers.

The Colonial Secretary of the Colony and Protectorate of Kenya presents his compliments to the Under Secretary of State for the Colonies and begs to transmit, for information and record, a form of particulars of gratuity awarded to Ali bin Khamis, Junior Clerk, Judicial Department, whose appointment terminated on the 30th June, 1930.


The gratuity is computed at the rate of Shs. 1346/15 and instructions are being issued for the payment accordingly.

COLONY AND PROTECTORATE OF KENYA

COLONIAL PENSIONS, &c.

ARTICULARS required to be furnished in reference to persons recommended for Superannuation, Compensation or Compassionate Allowances, or Gratuity on retirement.

1. Name of Applicant in full All bin Khamis.
 2. Office or Situation Junior Clerk, Judicial Department.
 3. Recommended for a pension of Shs. 1,246/15
gratuity
 4. Age _____
 5. Service thirty Years two months and _____ days
 6. Salary or wages (actual/average) Shs. 1,680. 00
 7. Value of quarters (actual/average) Shs. 480. 00
 - 7a. Other Emoluments (actual/average) _____
- Total amount of Salary or Wages and Emoluments on which Superannuation, &c., is claimed. Shs. 2,160. 00
8. Cause of retirement Completion of 30 years service (Age limit).
 9. Absence, beyond ordinary Vacation leave :

Year.	Period of Absence.		NUMBER OF DAYS.			Cause of Absence.
			On full salary.	On half salary.	Without salary.	
19	From	To				
19	"	"				
19	"	"				
19	"	"				
19	"	"				
19	"	"				
19	"	"				
19	"	"				
19	"	"				
19	"	"				
	TOTAL					

10. Date of Cessation of duty 31st. May. 1930.
(Granted leave, with pay, from 1st. June, 1930 to 30th. June, 1930.)
11. Date of Cessation of Salary 30th. June, 1930.
12. Date from which, inclusively, pension will commence. 1st. July, 1930.
on which gratuity falls due.

13. Dates of Commencement, and Termination of the several appointments held by applicant, with their Emoluments, distinguishing Salary from other Allowances, and the several appointments held by applicant, with their Emoluments, distinguishing Salary from other Allowances, and the several appointments held by applicant, with their Emoluments, distinguishing Salary from other Allowances.

Designation of post and scale of salary.	Date of commencement	Date of termination	Value of emoluments p.a.	Salary p.a.	Value of emoluments p.a.	ANEOTILIA ALIQUANAE E. Rate p.a.	Total emoluments p.a.	Amount for gratification.
Process Server.	1.5.00	31.3.04	384					
	1.4.04	31.3.06	408					
	1.4.06	31.3.07	456					
	1.4.07	31.3.11	480					
	1.4.12	31.3.13	600					
6th Grade Clerk.	1.4.13	31.3.14	720					
	1.4.14	31.3.15	840					
	1.4.15	31.3.16	960					
	1.4.16	31.3.17	1080					
	1.4.17	30.3.19	1128					
	1.10.19	31.3.20.	1200					
Junior Clerk.	1.4.20	30.3.20.	1680					

14. Whether each of the Appointments held by the Applicant has been on the Fixed Establishment of the Colony: _____
15. Whether the duties of the several offices or situations held since the Applicant entered the Civil Service have been such as to require that the holder should give his whole time to the public service: _____
16. Whether during any other Public Appointment, or receiving or claiming to receive any public money by Compensation, Half-pay or otherwise: _____
17. If any kind of Pension or other Allowance has been commuted under the Imperial Pensions Commutation Acts, 1869 and 1871, the annual amount of Pension or Allowance so commuted and the date of commutation should be inserted: _____
18. Statement, if the circumstances warrant it, that the Applicant has discharged his duties with diligence and fidelity, to the satisfaction of the Head Officer of the Department, to be signed by any two of such Head Officers, if there shall be more than one, or by a Head Officer, if there shall be but one, together with "such a statement as to the merit, ability, and labour of the services of the person recommended, embracing as long a period of his public service as can be authentically stated," and observations on his Special Services, Suspensions, Absence, and, &c., with full particulars of any injuries to his health, or other claims for consideration.

I certify that Mr. Ali bin Khamis as a junior clerk has discharged his duties with diligence and fidelity to my satisfaction and I recommend that the gratuity earned by him should be paid.

Attest
for Ag. Chief Justice
Supreme Court of Kenya.

19. Computation by the Treasurer, of the Pension &c.— gratuity.

I certify that the Pension which may be paid to the Applicant according to the Rules of the Colonial Service, amounting to one thousand two hundred and forty six shillings and fifteen pence (Shs. 1,246/15).

and I base my Certificate on the _____ valuation:—
Date of 1st appointment: 1st. 1900
Date of Retirement Transfer: 30th. June, 1930.

	Years.	Months.	Days.
Actual service	30	2	0
Deduct period of leave without pay			
Balance	30	2	0

Service for purposes of ~~pension~~ gratuity 30 years.

Salary and emoluments Shs. 2,160/- p.a.

Gratuity earned under Section IV Superannuation Act, 1937,

being, at the rate of one week's salary for each year of service =
Shs. 1,248/15

N.B.—Mr. _____ has exercised the option to receive a reduced pension and gratuity according to _____

The pension payable to him is therefore _____ a year with a gratuity of _____

THE TREASURY,
NAIROBI, 26. 1. 1930 19__

[Signature]
for Treasurer,
Colony and Protectorate of Kenya.

COLONY AND PROTECTORATE OF KENYA.

COLONIAL PENSIONS, &c.

PARTICULARS required to be furnished in reference to persons recommended for Superannuation, Compensation or Compassionate Allowances, or Gratuities on retirement.

- 1. Name of Applicant in full Martin Michael
 - 2. Office or Situation Second Grade Clerk (Assistant)
 - 3. Recommended for a pension of Shs. 647/3 of gratuity
 - 4. Age _____
 - 5. Service seventeen Years five months and seventeen days
 - 6. Salary or wages (actual/~~average~~) Shs. 1800/-
 - 7. Value of quarters (actual/~~average~~) (15% of Shs. 1800/-) Shs. 270/-
 - 7a. Other Emoluments (actual/average) _____
- Total amount of Salary or Wages and Emoluments on which Superannuation, &c., is claimed. Shs. 1950/-
- 8. Cause of retirement Ill-health
 - 9. Absence, beyond ordinary Vacation leave : _____

Year.	Period of Absence.		NUMBER OF DAYS.			Cause of Absence.
			On full salary.	On half salary.	Without salary.	
19 27	From 3.10.27	To 11.10.27			0	
19	"	"				
19	"	"				
19	"	"				
19	"	"				
19	"	"				
19	"	"				
19	"	"				
19	"	"				
TOTAL						

- 10. Date of Cessation of duty 10th June, 1930
(Granted leave, with pay, from 1st May, 1928 to 26th June, 1928)
- 11. Date of Cessation of Salary 26th June, 1930
- 12. Date from 27th June, 1930 on which gratuity falls due

13. Dates of Commencement and Termination of the several Appointments held by applicant, with their Emoluments, distinguishing Salary from other Allowances, and specifying such Allowances.

Designation of post and scale of salary	From	To	Salary p.a.	Value of quarters p.a.	ANY OTHER ALLOWANCE Nature.	Emoluments p.a.	Amount for Aggregation.
Tele. Room Receiver.	1.1.13	31.3.17	500	125		625	
	1.4.17	31.3.19	540	135		675	
	1.4.19	31.3.20	560	140		700	
	1.4.20	31.3.21	580	145		725	
Junior Grade Clerk.	1.3.22	31.1.23	1320	330		1650	
	1.2.23	31.1.24	1380	345		1725	
	1.2.24	31.1.25	1500	375		1875	
	1.2.25	31.1.26	1620	405		2025	
	1.2.26	31.1.27	1740	435		2175	
	1.2.27	31.1.28	1794	448.50		2242.50	
2nd Grade Clerk (1st Class) Sh. 1200 by Sh. 120 to 1500 1800 by Sh. 120 to 1500 2400 p.a. TOTAL	1.1.28	26.6.30	1800	450		2250	

14. Whether each of the Appointments held by the Applicant has been on the Fixed Establishment of the Colony? Yes
15. Whether the duties of the several offices or situations held since the Applicant entered the Civil Service have been such as to require that the holder should give his whole time to the public service? Yes
16. Whether holding any other Public Appointment, or receiving or claiming to receive any public money by Compensation, Half-pay or otherwise? No
17. If any kind of Pension or other Allowance has been commuted under the Imperial Pensions Commutation Acts, 1869 and 1871, the annual amount or Pension or Allowance so commuted and the date of commutation should be inserted: None
18. Statement, if the circumstances warrant it, that the Applicant "has discharged his duties with diligence and fidelity, to the satisfaction of the Head Officer of his Department," to be signed by any two of such Head Officers, if there shall be more than one, or by such Head Officer, if there shall be but one, together with "such a statement as will exhibit the merit and value, and labour of the services of the person recommended, embracing as long a period of his public service, as can be authentically stated," and observations as to Special Services, Suspension, Reprimand, &c. with full particulars of any injuries received on duty, or other claims or matters for consideration.

We certify that Mr. Martin Michael discharged his duties with diligence and fidelity whilst he was in the service of this Department during a period of over 17 years.

[Signature]
POSTMASTER GENERAL,
Kenya and Uganda.

G.P.O., Nairobi,
30th July, 1930.

[Signature]
AG: DEPUTY POSTMASTER GENERAL.

19. Computation, by the Treasurer, of the Pension, gratuity, &c.—

I certify that the Pension gratuity which may be paid to the Applicant according to the Rules of the Colonial Service, amounts to Six hundred and forty seven Pounds and thirty one pence (Shs. 647/31)

and I base my Certificate on the following calculation:—

Date of 1st appointment 1st Oct. 1913

Date of Retirement Transfer 26th Jun. 1930

	Years.	Months.	Days.
Actual service	17	5	17
Deduct period of leave without pay			0
Balance	17	5	0



THE SECRETARIAT,
NAIROBI.

28/42

WHEN REPLYING
PLEASE QUOTE
No. S. D. V. 19/1/514/35.
AND DATE

RECEIVED
1950
G.E.

6 August, 1950.

Pension Papers

The Colonial Secretary of the Colony and Protectorate of Kenya presents his compliments to the Under Secretary of State for the Colonies and begs to transmit herewith, for information and record, a copy of the Form of Particulars of pension awarded to Mr. D. Kochhar, 1st Grade Clerk, Post and Telegraphs Department.

2. Instructions are being issued for the payment of the pension to Mr. Kochhar at the rate of Shs:1,335/60 a year with effect from the day following his retirement.

13. Dates of Commencement and Termination of the service

Designation in Scale of Service	From	To	Amount
Temporary Clerk.	17.1.10	31.7.23	4,420 00
3rd. Grade Clerk (S.3000 S.E.19)	1.8.23	31.12.27	4,020 00
By S.E.180 to 3720/- p.s. 9.7.29	1.1.28	31.12.28	4,560 00
Scale altered to 3000/-	1.1.29	31.12.29	4,000 00
By 240/- to 4550/- p.s.	1.1.30	19.2.30	3,140 00
2nd. Grade Clerk (scale same as above).			
3rd. Grade Clerk (4560/- p.s.)			
By 240/- to 8000/- p.s.			
Total			

14. Whether each of the Appointments held by the Applicant has been on the Fixed Establishment of the Colony: YES
15. Whether the duties of the several offices or situations held since the Applicant entered the Civil Service have been such as to require that the holder should give his whole time to the public service: YES
16. Whether holding any other Public Appointment, or receiving or claiming to receive any public money by Compensation, Half-pay or otherwise: NO
17. If any kind of Pension or other Allowance has been commuted under the Imperial Pensions Commutation Acts, 1869 and 1871, the annual amount or Pension or Allowance so commuted and the date of commutation should be inserted: NONE
18. Statement, if the circumstances warrant it, that the Applicant "has discharged his duties with diligence and fidelity, to the satisfaction of the Head Officer of his Department," to be signed by any two of such Head Officers, if there shall be more than one, or by such Head Officer, if there shall be but one, together with "such a statement as will exhibit the merit, and value, and labour of the services of the person recommended, embracing as long a period of his public service as can be authentically stated," and observations as to Special Services, Suspension, Reprimand, &c., with full particulars of any injuries received on duty, or other claims or matters for consideration.

We certify that Mr. D. D. Koelhar discharged his duties with diligence and fidelity whilst he was in the service of this Department during a period of over 14 years.

D. D. Koelhar
 POSTMASTER GENERAL,
 Kenya and Uganda.

G.P.O., Nairobi,
 30th July, 1930.

A. J. Williams
 AC: DEPUTY POSTMASTER GENERAL.

19. Computation, by the Treasurer, of the pension, &c. — gratuity.

I certify that the pension which may be paid to the Applicant according to the Rules of the Colonial Service, amounts to one thousand three hundred and thirty five shillings and sixty pence (Shs. 1,335/60) a year.

and I base my Certificate on the following calculation: —

Date of 1st appointment: 17th. January, 1916.

Date of Retirement Transfer: 9th. June, 1930.

	Years.	Months.	Days.
Actual service	14	4	24
Deduct period of leave without pay	0	1	29
Balance	<u>14</u>	<u>3</u>	<u>25</u>

Service for purposes of pension 14 years.
gratuity

Actual salary and emoluments Shs. 5,724/- a year.
Average

Whereof 14/60ths = Shs. 1,235.60 a year.

Gratuity earned under _____

Being at the rate of _____

N.B.—Mr. _____ has exercised the option to receive a reduced pension
and gratuity according to _____

The pension payable to him is therefore _____ year with a gratuity
of _____

THE TREASURY,
NAIROBI, 26. 7. 30 19

[Signature]
for Treasurer,
Colony and Protectorate of Kenya.

Allocation of Pension:—

Total pension earned Shs. 1335.60 p.a.

Date of 1st. appointment - 17th. January, 1916.

Date of resignation - 1st. January, 1925.

	Years,	months,	days.
Actual Service	8	11	15
Equivalent period of leave without pay	0	0	3
Balance	8	11	12

Payable service 8 years.

Annual salary Shs. 4,500 + value of gratuity Shs. 504 = Shs. 5,004 p.a.

Share of 2/800 (i.e. Exclusive Kenya Share) Shs. 643.20

Balance (i.e. common share) Shs. 692.40

27 45



THE SECRETARIAT,
NAIROBI,
KENYA.

WHEN REPLYING
PLEASE QUOTE
NO. OF THIS FORM 19/1/1011/34.
AND DATE

RECEIVED
-1 SEP 1930
COLONIAL SECRETARY

5th August, 1930.

pension papers.

The Colonial Secretary of the Colony
and Protectorate of Kenya presents his
compliments to the Under Secretary of State for
the Colonies and begs to transmit herewith,
for information and record, a copy of the Form
of Particulars of pension awarded to Mr. N.K.
de Sz, 1st Grade Clerk, Customs Department.
E. Instructions are being issued for the
payment of the pension to Mr. de Sz at the
rate of Shs. 1526/40 a year with effect from
the day following his retirement.

COLONIAL PENSIONS, &c.

PARTICULARS required to be furnished in reference to persons recommended for Superannuation, Compensation or Compassionate Allowances, or Gratuities on retirement.

1. Name of Applicant in full. Nicolas Easton de
 2. Office or Situation. First grade Clerk, Treasury Department.
 3. Recommended for a pension of £1536/40 a year.
 4. Age 47
 5. Service 17 Years nine months and 10 days
 6. Salary on 1st July (actual) £1000
 7. Value of quarters (actual) £1000
 - 7a. Other Emoluments (actual) average
- Total amount of Salary or Other Emoluments on
which Superannuation, & gratuity is to be paid.
8. Cause of retirement Retirement
 9. Absence, beyond ordinary Vacation None

Year	Period of	NUMBER OF DAYS.		
		On full salary	On half salary	Without salary
1918	2/11/18			
1919	"			
1920	"			
1921	"			
1922	"			
1923	"			
1924	"			
1925	"			
1926	"			
1927	"			
1928	"			
1929	"			
1930	"			
1931	"			
1932	"			
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2168	"			
2169	"			
2170	"			
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2173	"			
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2178	"			
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2201	"			
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2203	"			
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2205	"			
2206	"			
2207	"			
2208	"			
2209	"			
2210	"			
2211	"			
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2213	"			
2214	"			
2215	"			
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2223	"			
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2240	"			
2241	"			
2242	"			
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2249	"			
2250	"			
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2289	"			
2290	"			
2291	"			
2292	"			
2293	"			
2294	"			

Whereof 25/6

of

of

has ex-

ceive a reduced pension

is therefore

year with a gratuity

NAIROBI

10

State of Kenya

1686/10

Year

Salary

194/CC

Sh. 1142.40 p.

C.O.

EX 16266/30 Kenya

92/48

Mr. Horne
Mr. Winter
Mr. [unclear]

RECEIVED
15 AUG
1930
August, 1930.

Mr. C. Bottomley
Mr. J. Shuckburgh
Mr. G. Grindal
Presid. U.S. of S.
Partly U.S. of S.
Secretary of State.

Sir,

I have etc to ack. the receipt
(1) of your despatch No. 471 of the 17th
July and to convey to you my approval

of the proposal that the break in the
service of Mr Daria Singh, Prisons
Dept., should be regarded as leave
without pay, in order to preserve
continuity of service.

2. In view of the special circumstances
of the case, and on the understanding
mentioned in para. 3 of my despatch

No. 980 of the 18th December, I
approve of the Legislative Council
being invited to vote a pension to

this officer, equivalent to three-
quarters of the amount for which he
would have been eligible, had he
occupied a pensionable post.

3. I agree that the pension so
voted should be based on final
pensionable emoluments of Shs. 340/-

DRAFT

Kenya
No. 648
Gov.

61 in 15522/29
Kenya

KEA to consider
question of registration
y. minutes.

15/9/30

per mensem, and subject to adjustment

in respect of the amount of the

gratuity already authorised.

I have etc.

(Signed) P. S. S. S. S.

he be awarded in respect of his service up to the 5th September, 1908, a compassionate pension equivalent to three-quarters of the amount to which he would have been entitled had he occupied a pensionable post.

4. I am not unmindful of the warning conveyed in Mr. Amery's despatch No.44 of the 15th January, 1925, that the practice of granting such compassionate pensions in lieu of gratuities should not be allowed to become established, but I consider that a gratuity is hardly an adequate recompense for a period of 22 years faithful service in such a capacity. I endorse the recommendations of the Commission and trust that Your Lordship will approve the sanction of the Legislature will be sought in the usual manner should Your Lordship's approval of the proposal be forthcoming. In the event of a compassionate pension being voted, Mr. Daria Singh will be called upon to refund the amount of the gratuity drawn by him.

5. Some difficulty arises regarding the emoluments on which the compassionate grant, if awarded, should be based in view of the fact that as stated above Mr. Daria Singh was in receipt of total emoluments of Shs.380/- per mensem when his appointment was terminated in 1926, while he has since been re-employed at a consolidated salary of Shs.300/- per mensem. I am advised by the Treasurer that he is unaware of a precedent to be followed and in the absence of such a precedent I suggest for Your Lordship's consideration that the pension might well be based on a final retiring salary

51
- 3 -
salary of Shs. 340/- per mensem, i.e. the mean between
Shs. 380/- per mensem and Shs. 300/- per mensem.

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

Edward Gigg

GOVERNOR.

LP

24



THE SECRETARIAT
NAIROBI

RECEIVED
28 JUL 1930
COL. OFFICE

10 JUL 1930

WHEN REPLYING
PLEASE QUOTE
NO. & EST. 19/1/89/59.
AND DATE

Pension
papers.

The Colonial Secretary, K. 2, presents his compliments to the Under Secretary of State for the Colonies, and has the honour to transmit herewith a form of particulars of pension awarded to Mr. J. X. Pereira, 1st Grade Clerk, Provincial Administration, who is retiring from the Service on the ground of age limit with effect from the 2nd August next.

The pension is computed at a rate of £52/6/10 a year and instructions are being issued for payment accordingly with effect from the day following Mr. Pereira's retirement.

.....

13. Dates of Commencement and Termination

Designation, pay and scale of rank	From	To
Clerk	11: 7:06	31: 12:07
1st Grade Clerk (s.r. 800)	1: 1:08	31: 3:09
2nd Grade Clerk (s.r. 500)	1: 4:08	30: 6:08
3rd Grade Clerk (s.r. 500)	1: 7:08	31: 1:19
4th Grade Clerk (s.r. 500)	1: 4:10	31: 1:11
5th Grade Clerk (s.r. 500)	1: 4:11	31: 1:12
6th Grade Clerk (s.r. 500)	1: 4:12	31: 1:13
7th Grade Clerk (s.r. 500)	1: 4:13	31: 1:14
8th Grade Clerk (s.r. 500)	1: 4:14	31: 1:15
Scale altered to No. 5	1: 4:16	31: 1:17
By No. 180 to No. 5	1: 8:20	31: 1:21
2nd Grade Clerk (s.r. 500)	1: 4:21	31: 1:22
Scale altered to No. 5	1: 4:22	31: 1:23
By No. 240 to No. 5	1: 4:23	31: 1:24
1st Grade Clerk (s.r. 500)	1: 1:1	31: 1:2

1st Grade Clerk (s.r. 500)
3:6, 2:40 p.r.a.)

Total

15. Whether the duties or several offices or situations held since the Applicant entered the Civil Service have been such as to require that the holder should give his whole time to the public service: Yes
16. Whether holding any other Public Appointment, or receiving or claiming to receive any public money by Compensation, Half-pay or otherwise: No

17. Whether any Pension or other Allowance has been commuted under the Imperial Pensions Commutation Act, 1871, the annual amount or Pension or Allowance so commuted and the date when it should be inserted: None

18. Whether the Applicant warrants that the Applicant "has discharged his duties with diligence and fidelity to the satisfaction of the Head Officer of his Department," to be signed by any two Officers, if there shall be more than one, or by such Head Officer, if there shall be only one, such a statement shall exhibit the merit and value, and labour of the Applicant, also recommended, embracing as long a period of his public service as can be ascertained, and observations as to Special Services, Suspension, Reprimand, &c., and any other particulars of any injuries received or pay, or other claims or matters for consideration.

This is to certify that Mr. J. A. Pereira holding the appointment of First Grade Clerk in the Administration has discharged his duties with diligence and fidelity to the satisfaction of the Head Officers.

J. A. Pereira
Provincial Commissioner
Machilys, 28/6/30.

Computation, by the Treasurer, of the pension, gratuity, etc.

I certify that the pension which may be paid to the Applicant according to the Rules of the Civil Service, amounts to two thousand eight hundred and seventy shillings and thirty cents (Rs. 2,870/40) a year

and by Certificate on the following calculation:—
Date of 1st appointment: 11th July, 1906
Date of Retirement: 2nd August, 1930

	Years.	Months.	Days.
Actual service	24	0	23
Deduct period of leave without pay	0	0	6
Balance	24	0	17

4
Service for purposes of pension 24 years

Annual salary and emoluments Sh. 7,176/- a year

Whereas 24/60ths = Sh. 2,870/40 a year

Gratuity earned under _____
being at the rate of _____

N.B. Mr. _____ has exercised the option to receive a reduced pension and gratuity according to _____

The pension payable to him is therefore _____ a year with a gratuity of _____

THE TREASURY,
NAIROBI, 13th June, 1950.

J.K. O'Connell
for Treasurer,
Colony and Protectorate of Kenya.



2355
THE SECRETARIAT,
NAIROBI,
KENYA.

9th July, 1950.

WHEN REPLYING
PLEASE QUOTE
NO. REF. 19/2/848/6
AND DATE

RECEIVED
28 JUL 1950
COL. OFFICE

The Colonial Secretary of the Colony and Protectorate of Kenya presents his compliments to the Under Secretary of State for the Colonies and begs to transmit, for information and record, a form of particulars of gratuity awarded to Galyeunga, Mail Guard, Post and Telegraphs Department, who is retiring from the Service on the ground of ill-health with effect from the 31st of July.

2. The gratuity amounts to Shs. 288/- of which Shs. 241/- is chargeable exclusively to Uganda and Shs. 47/- to the common funds of Kenya and Uganda as shown in the attached statement.

Statement.

-----0000000000-----

LJM

- 14. Whether each of the Appointments held by the Applicant has been on the Fixed Establishment of the Colony: Y E S
- 15. Whether the duties of the several offices or situations held since the Applicant entered the Civil Service have been such as to require that the holder should give his whole time to the public service: Y E S
- 16. Whether holding any other Public Appointment, or receiving or claiming to receive any public money by Compensation, Half-pay or otherwise: N O
- 17. If any kind of Pension or other Allowance has been commuted under the Imperial Pensions Commutation Acts, 1869 and 1871, the annual amount or Pension or Allowance so commuted and the date of commutation should be inserted: N O T A
- 18. Statement, if the circumstances warrant it, that the Applicant "has discharged his duties with diligence and fidelity, to the satisfaction of the Head Officer of his Department," to be signed by any two of such Head Officers, if there shall be more than one, or by such Head Officer, if there shall be but one, together with "such a statement as will exhibit the merit, and value, and labour, of the services of the person recommended, embracing as long a period of his public service, as can be authentically stated," and observations, as to Special Services, Suspension, Reprimand, &c., with full particulars of any injuries received on duty, or other claims or matters for consideration.

We certify that Mail Guard Galzebuga discharged his duties with diligence and fidelity whilst he was in the service of this Department during a period of over ~~20~~ 18 years.

G.P.O., Nairobi,
3rd July, 1930.

[Signature]
POSTMASTER GENERAL,
Kenya and Uganda.

[Signature]
AG: DY: POSTMASTER GENERAL.

19. Computation, by the Treasurer, of the ~~pension~~ &c. gratuity.

I certify that the ~~pension~~ gratuity which may be paid to the Applicant according to the Rules of the Colonial Service, amounts to 170 hundred and sixty eight shillings (17068/-)

and I base my Certificate on the following calculation:—

Date of 1st appointment: 1st. January, 1912.

Date of Retirement Transfer: 31st. July, 1930.

	Years.	Months.	Days.
Actual service	18	7	-
Deduct period of leave without pay			
Balance	<u>18</u>	<u>7</u>	<u>-</u>

Service for purposes of pension gratuity 18 years
Actual salary and emoluments Shs. 268/- p.a.
Whereof _____
Gratuity earned under Section IX of the Superannuation Act, 1927,
being at the rate of one year's salary
A. B. M. _____ has exercised the option to receive a reduced pension
and gratuity according to _____
The pension payable to him is therefore _____ a year with a gratuity
of Shs. 268/-

THE TREASURY,

NAIROBI, 25th. June 19 30

[Signature]
for Treasurer,

Colony and Protectorate of Kenya.



59
22
THE SECRETARIAT
NAIROBI,
KENYA.

WHEN REPLYING
PLEASE QUOTE
NO. H 20251/3/50/2.
AND DATE

RECEIVED
-28 JUL 1930
COL. OFFICE

33 July, 1930

Gratuity Papers.

The Colonial Secretary of the Colony and Protectorate of Kenya presents his compliments to the Under Secretary of State for the Colonies and has the honour to transmit herewith, for information and record, a copy of the Form of Particulars of gratuity awarded to Nyative Ochieng, Mule Waggon Driver, Public Works Department.

2. Instructions have been issued for the payment of this gratuity to Nyative Ochieng amounting to Sh:340.

4

Service for purposes of gratuity 17 years

Actual salary and emoluments Shs 668/- p.a

Average gratuity earned under Section IV of the Superannuation Act, 1927,
being at the rate of 21 for each year of service

Whereof

has exercised the option to receive a reduced pension and gratuity according to

The pension payable to him is therefore _____ a year with a gratuity of Shs. 340/-

THE TREASURY,
NAIROBI, 25th June 1930

J.P.L.
for Treasurer,
Colonial and Protectorate of Kenya.



20
GOVERNMENT HOUSE,
NAIROBI,
KENYA.

KENYA:
No. 396

RECEIVED
14 JUL 1930
COL. OFFICE

15 June, 1930.

My Lord,

With reference to Kenya Note No. S/E.18816/1273/57 of the 12th May, 1928, transmitting a copy of the form of particulars of gratuity awarded to Abdulla bin Rashid, Mudir of Mamburi, whose appointment terminated on the 13th April, 1928, I have the honour to inform Your Lordship that representations have been received from this ex Mudir that he should be granted a compassionate pension in lieu of the gratuity which has already been awarded to him.

2. I am satisfied that the petitioner is now genuinely destitute. He has no landed property and supports a wife, one child, a nephew and an aged mother. I am informed that he does not look like living very long to enjoy a pension if one is granted to him.

3. I consider it is undesirable that an Arab who has served faithfully for 26 years should be left in want by Government and I recommend for Your Lordship's consideration a compassionate grant to Abdulla bin Rashid at the rate of Shs.1326/- per annum i.e. the equivalent of three quarters of the amount to which he would have been entitled had he occupied a pensionable post, subject to the necessary adjustment of the amount of the gratuity drawn viz. Sh.2040/-

4. On receipt of Your Lordship's approval which I trust will not be withheld, the sanction of the Legislature will be sought in the usual manner.

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

THE RIGHT HONOURABLE
LORD PASSEFIELD, P.C.,
SECRETARY OF STATE FOR THE COLONIES,
DOWNING STREET,
LONDON S.W.

Edward Gigg
GOVERNOR

12.5.28
22.6.1930

4

Service for purposes of Pension-gratuity 17 years.

Actual Average salary and emoluments Shs 668/- p.a.

Whereof

Gratuity earned under Section IV of the Superannuation Act, 1927, being at the rate of 21 for each year of service.

N.B. Mr. has exercised the option to receive a reduced pension and gratuity according to

The pension payable to him is therefore a year with a gratuity of Shs. 340/-

THE TREASURER,
NAIROBI, 25th June 1930

J.R.L.
for Treasurer,
Colony and Protectorate of Kenya.

KENYA:
No. 396.



20
GOVERNMENT HOUSE,
NAIROBI,
KENYA

RECEIVED
14 JUL 1930
COL. OFFICE

15 June, 1930.

My Lord,

With reference to Kenya Note No. S/E.18816/1273/57 of the 12th May, 1928, transmitting a copy of the form of particulars of gratuity awarded to Abdulla bin Rashid, Mudir of Lambrui, whose appointment terminated on the 13th April, 1928, I have the honour to inform Your Lordship that representations have been received from this ex Mudir that he should be granted a compassionate pension in lieu of the gratuity which has already been awarded to him.

2. I am satisfied that the petitioner is now genuinely destitute. He has no landed property and supports a wife, one child, a nephew and an aged mother. I am informed that he does not look like living very long to enjoy a pension if one is granted to him.

3. I consider it is undesirable that an Arab who has served faithfully for 26 years should be left in want by Government and I recommend for Your Lordship's consideration a compassionate grant to Abdulla bin Rashid at the rate of Shs.1326/- per annum i.e. the equivalent of three quarters of the amount to which he would have been entitled had he occupied a pensionable post, subject to the necessary adjustment of the amount of the gratuity drawn viz: Sh.2040/-

4. On receipt of Your Lordship's approval which I trust will not be withheld, the sanction of the Legislature will be sought in the usual manner.

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

THE RIGHT HONOURABLE
LORD PASSEFIELD, P.C.,
SECRETARY OF STATE FOR THE COLONIES,
DOWNING STREET,
LONDON S.W.

Edwin Gigg
GOVERNOR



1933
THE SECRETARIAT,
NAIROBI,
KENYA.

WHEN REPLYING
PLEASE QUOTE
NO. AND DATE

1321/746/371

RECEIVED
7 JUL 1930
COL. OFFICE

17 June, 1930.

Pension Papers.

The Colonial Secretary of the Colony and Protectorate of Kenya presents his compliments to the Under Secretary of State for the Colonies and begs to transmit herewith, for information and record, a copy of the Form of Particulars of pension awarded to Mr. D. M. Pathak, Assistant Teacher, Education Department.

2. Instructions are being issued for the payment of the pension to Mr. Pathak at the rate of Sh:680/- a year with effect from the day following his retirement.

4

INSTRUCTIONS REFERRED TO—ON PAGE 1.

If this Paper of Particulars and the Certificate connected with it be not sent in original the copies must be duly attested.

- HEAD 1 OF PAPER.**—In the case of an officer serving on the West Coast of Africa a statement is to be added whether he is a native of that Coast. (Colonial Regulations, § 310).
- HEAD 2.**—State the description of allowance for which the applicant is recommended, viz., Sundry annuities, Compensation, Compassionate Allowance, or Gratuity, and its amount. In the case of persons claiming in addition to their pensions in respect of professional or other special qualification, this should be stated, and a reference should be given to the authority under which the claim is made.
- HEAD 3.**—If the service has been interrupted by one or more breaks, the word "broken" should be added before or after the number of years and months, and the causes, dates and circumstances of the break or breaks should be stated under heading 4.
- HEAD 4.**—If the person retiring has been in receipt of the same salary, or of the class from which he retires, for the 36 months immediately before the date of his retirement, the actual annual rate of salary or wages at that date should be inserted, preceded by the word "average". In other cases the average annual amount of salary or wages for the 36 months next preceding the date of retirement should be inserted, preceded by the word "average", but if the whole period of service is less than three years, then the average for the whole period of service should be inserted.
- HEAD 5.**—A separate statement should be inserted of the average annual value for the 36 months immediately preceding retirement, of each emolument, (excluding of salary or wages), which is assumed to be included in the calculation of the pension or gratuity.
- Whenever the value of a house or houses allowance, so ascertained, exceeds one-sixth of the salary and other emoluments which count for pension purposes, it is to be reduced to one-sixth of that amount, so that it shall not exceed one-sixth of the whole.
- Fees which an officer is allowed to retain for his own use will be taken into account for pension purposes, with regular salary, at the annual average of the net amounts of the 36 months next preceding the officer's retirement. These net amounts are to be ascertained by deducting from the gross amount of fees such office expenses, etc., as an officer may have had to defray from his own resources, in performing the services for which he was remunerated by fees. No deduction, however, from the fees should be made in respect of office expenses provided from public funds for the due discharge of those duties to which a fixed salary is annexed. Papers of particulars which forwarded to the Colonial Department should be accompanied by formal declarations from the retiring officers, showing the amount received by them for fees, and the amount defrayed as above for office expenses, etc., in each of the three years immediately preceding the retirement. It will be the duty of the Colonial Government concerned to satisfy themselves of the accuracy of such statements before forwarding them to the Colonial Office. In the case of officers receiving fixed salaries and fees, the fees will not in ordinary circumstances be allowed to count for pension purposes to the extent of more than one quarter of the salaries, and fees will not in any case be allowed to count for pension purposes during any period in which the whole time of the officer receiving them was not given to the Public Service.
- HEAD 6.**—In cases of infirmity, if the applicant is below the ordinary age for retirement, a Medical Certificate is to be furnished showing that he is disqualified by infirmity of mind or body for discharging the duties of his situation, and that such infirmity is likely to be permanent.
- In case of ten years' service or more, this Certificate should be signed by two officers, of whom at least one should, if possible, be a salaried officer of Government.
- HEAD 7.**—As to "broken" service see HEAD 5.
- If the applicant has had any "acting" service, the details must be fully given, with a statement whether or not, during the "acting" service, he was connected with the permanent Civil Service of the Colony.
- HEAD 11.**—If, in special circumstances, a professional civil officer has been allowed to have "private practice" without forfeiting his claim to pension, the facts are to be fully stated.
- HEAD 14.**—If the applicant is liable to any deduction from his service under Clause 102 of the Colonial Regulations, the facts should be fully stated.
- HEAD 19.**—The length of service and other particulars of the computation are to be given. When an average of salary, etc., is taken, the mode of calculating it (whether by months, etc.) is to be explained.



18⁶⁶

THE SECRETARIAT,
NAIROBI,
KENYA.

12

WHEN REPLYING
PLEASE QUOTE
Nos. Est. 19/1/1081/41.
AND DATE

RECEIVED
-5 JUN 1930
COL. OFFICE

5 May, 1930.

The Colonial Secretary of the Protectorate of Kenya presents his compliments to the Under Secretary of State for the Colonies and has the honour to transmit, for information and record, a form of particulars of pension awarded to Mr. S. J. F. de Silva, 1st Grade Clerk, Audit Department, who is retiring from the service of this Colony on the grounds of ill-health with effect from the 1st of July, 1930, approximately.

Form.

2. Instructions are being issued for the payment of the pension to Mr. de Silva at the rate of Sh. 1,431/- a year with effect from the day following his retirement.

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Whether each of the Appointments held by the Applicant has been on the Fixed Establishment of the Colony.

Whether any other Appointments held since the Applicant entered the Civil Service of the Colony have been on the Fixed Establishment of the Colony.

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NUMBER OF DAYS		On half pay (leave)	On full pay (leave)
On half pay (leave)	On full pay (leave)		
8: 7: 27	1: 10: 27	92	11
8: 10: 27	3: 10: 27		
TOTAL		92	11

15. Date of Cessation of duty. 30th. March, 1950

Granted leave, with pay, from 31: 3: 30 to (approximately) 30: 6: 30.

16. Date of Cessation of Salary (Approximate) 30th June, 1950

17. Date From which, inclusively, Pension will Commence. (Approximate) 1st July, 1950.

18. Statement, if the circumstances warrant it that the Applicant "has discharged his duties with diligence and fidelity, to the satisfaction of the Head Officer of his Department," to be signed by any two of such Head Officers, if there shall be more than one, or by such Head Officer, if there shall be but one, together with "such a statement as will exhibit the merit, and value, and labour of the services of the person recommended, embracing as long a period of his public service as can be authoritatively stated," and observations as to special Services, Suspension, Reprimand, &c., with full particulars of any injuries received on duty, or other claims or matters for consideration.

I certify that Mr. S. J. S. de Silva has discharged his duties with diligence and fidelity, to my satisfaction.

Nairobi,
27th May, 1950.

[Signature]
J. D. DICKINSON

I certify that the Applicant has been employed in the Civil Service of the Colony for a period of four hundred and thirty one years and I base my Certificate on the following facts:

Date of 1st appointment	15th March, 1935
Date of last appointment	30th June, 1950
Actual service	15 years 7 months 16 days
Period of leave without pay	0 years 0 months 11 days
Balance	15 years 7 months 5 days

Service for pension 15 years

Actual salary and gratuity Sh. 5,721/- a year

Where of 15/00/- a year

Gratuity earned under _____ being at the rate of _____

N. B. Mr. _____ has exercised the option to receive a reduced pension and gratuity according to _____

The pension payable to him is therefore _____ a year with a gratuity of _____

THE TREASURY,
NAIROBI, 2nd May, 1950

[Signature]
for Treasurer.



THE SECRETARIAT
NAIROBI.
KENYA.

1769

WALKER REPLYING
PLEASE QUOTE
No. S. 19/2/840/12.
AND DATE

RECEIVED
- 5 JUN 1930 -
COL. OFFICE

May, 1930.

Form.

The Colonial Secretary of the Colony and Protectorate of Kenya presents his compliments to the Under Secretary of State for the Colonies and has the honour to transmit, for information and record, a form of particulars of gratuity awarded to Ali Gibril, ex Chief of Mohamed Zubeir, Kismayu, whose appointment terminated on the 30th June, 1925, due to the Cession of Jubaland.

2. The gratuity is computed at the rate of Shs. 400/- and instructions are being issued for the payment accordingly.

3. The delay in issuing this gratuity is due to the fact that Ali Gibril raised the matter only recently and at this date it is not possible to trace any record of the reasons why no gratuity was paid to him at the time of retrenchment.

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COLONIAL PENSIONS, &c.

PARTICULARS required to be furnished in reference to persons recommended for Super-annuation, Compensation or Compassionate Allowances, or Gratuities on retirement.

1. Name of Applicant: in full Ali Gabriel
 2. Office or Situation: Chief of Mohamed Zuber
 3. Recommended for a ~~position~~ gratuity of Shs. 480/-
 4. Age _____
 5. Service: 24 Years _____ months and _____ days
 6. Salary or wages (actual/average) Shs. 720 - 00
 7. Value of quarters (actual/average) - -
 - 7a. Other Emoluments (actual/average) - -
- Total amount of Salary or Wages and Emoluments on which Superannuation, &c., is claimed. Shs. 720 - 00
8. Cause of retirement: Abolition of office
 9. Dates of Commencement and Termination of the several Appointments held by applicant, with their Emoluments, distinguishing Salary from other allowances, and specifying each Allowance.

Title of appointment and scale of salary	Date of commencement	Date of termination	SALARY		ALLOWANCE	
			Rate p.m.	Aggregate	Nature	Rate w.o.
Chief of Mohamed Zuber	1901	30.6.22.	?			
	1.7.22	30.6.25.	720.			



16 72

THE SECRETARIAT
NAIROBI,
KENYA.

WHEN REPLYING
PLEASE QUOTE
No. S/E. 20251/3/48/2.
AND DATE

RECEIVED
-5 JUN 1930
COL. OFFICE

5 May, 1930.

The Colonial Secretary of the Colony and Protectorate of Kenya presents his compliments to the Under Secretary of State for the Colonies and has the honour to transmit, for information and record, a list of gratuity awarded to Kiber and Kipser, Interpreter, Administrative whose appointment terminated on the 30th Sept 1929. The gratuity is payable at the rate of £180 and interest thereon is to be paid for the payment accordingly.

MJM

COLONIAL PENSIONS, &c.

PARTICULARS required to be furnished in reference to persons recommended for Superannuation, Compensation or Compassionate Allowances, or Gratuities, on retirement.

(In filling up this Paper refer to the instructions on page A.)

1. Name of applicant..... LGO. 428501 Kibor Arap Mpsurgati.....
2. Office or situation..... Interpreter.....
3. Recommended for..... a gratuity..... of..... Shs. 189/-
Age.....
5. Service in years and months..... 21 years.....
6. Salary or wages (Average.....) Shs. 189.00
7. Emoluments

Total amount of salary or wages and emoluments on which superannuation, etc., is claimed.....

Shs. 189.00

8. Cause of retirement..... Adultery.....

9. Dates of commencement and termination of the several appointments held by applicant, with their emoluments, distinguishing salary from other allowances, and specifying such allowances.

Title of Appointment.	Date of Commencement.	Date of Termination.	Salary, P.A., Shs.	Allowance &c.	Nature of Allowances, &c.
Chief of	1908	1.12.22	156		
Interpreter	1.1.28.	30.9.29.	268		

Whether each of the appointments held by the applicant has been on the fixed establishment of the Colony.

T E S

11. Whether the duties of the several offices or situations held since the applicant entered the Civil Service have been such as to require that the holder should give his whole time to the public service.

T E S

12. Whether holding any other public appointment or receiving or claiming to receive any public money by compensation, half-pay or otherwise.

H O

13. If any kind of pension or other allowance has been commuted under the Imperial Pensions Computation Acts, 1890 and 1871, the annual amount of pension or allowance so commuted and the date of commutation should be inserted.

W E

14. Absence from ordinary vacation leave, in each of the last ten years :-

Year	Period of Absence		Number of days	Cause of Absence
	From	To		
14				
15				
16				
17				
18				
19				
20				
21				
22				

15. Date of cessation of duty 30th. September 1929.

16. Date of cessation of salary 30th. September 1929

17. Date from which gratuity will be due 1st. October 1929.

18. Statement if the circumstances warrant it, that the applicant has discharged his duties with diligence and fidelity to the satisfaction of the head officer or officers of his Department, to be signed by any two of such head officers, if there shall be more than one, or by such head officer, if there shall be but one, together with such a statement as will exhibit the merit and value, and labour of the services of the Person recommended, embracing as long a period of his public service as can be aptly stated, and observations as to special services, commendation, commendation, etc., with full particulars of any injuries received on duty, or other claims or matters for consideration.

The applicant has discharged his duties over a period of 21 years, to the satisfaction of successive District Commissioners who have recorded their appreciation of his services to Government.

Tambach
21. 4. 30.

W. B. M.
District Commissioner
Elgeyo - Marakwet

19. Computation, by the Treasurer, of the Gratuity *Reasons, etc.*

I certify that the Gratuity which may be paid to the Applicant according to the Rules of the Colonial Service, amounts to one hundred and ninety nine shillings (S.S.A. 189/5) and I base my Certificate on the following calculation -
Date of 1st. Appointment - 1908.
Date of Retirement - 30th. September, 1929.

	Months	Days
Actual Service	1	0
Service for purposes of gratuity	2	years.
Average Salary.	S.S. 189/- a year.	
Gratuity earned under Superannuation Act, 1887, Section IV, being one years salary.	S.S. 189/-	

THE TREASURER
Nairobi, 30th. March 1930.

W. B. M.
The Colony and Protectorate of Kenya.

COLONIAL PENSIONS &c.

PARTICULARS required to be furnished in reference to persons recommended for Superannuation, Compensation or Compassionate Allowances on grounds of retirement

(In filling up this Paper refer to the following instructions)

1. Name of applicant: Daniam Toi P.O. Mombasa
 2. Office or situation: 1st. Grade Clerk
 3. Recommended for a pension: Shs. 412.30
 4. Age: 40 Years.
 5. Service in years and months: 15.9
 6. Salary or wages: Actual
 7. Emoluments Value of Quarters (1930-31): 364
- Total amount of salary or wages and emoluments: Shs. 412.30
 of which superannuation, etc. is Shs. 412.30
8. Cause of retirement: Ill-health.
 9. Dates of commencement and termination of several appointments held by applicant, with their emoluments, distinguished from other allowances, and specifying such allowances.

Title of Appointment	Date of Commencement	Date of Termination	Shs.
3th. Grade Clerk. (Shs. 1440 by Shs. 20 by Shs. 1920 P.A.)	27.11.13.	31.3.16.	1920
4th. Grade Clerk. (Shs. 2160 by Shs. 144 to Shs. 2880 P.A.)	1.4.17.	31.3.17.	2160
	1.4.17.	31.3.19.	2804
	1.4.18.	31.3.19.	3448
	1.4.19.	31.3.20.	2882
3rd. Grade Clerk. (Shs. 3000 by Shs. 240 to Shs. 4320 P.A.)	1.4.20.	31.3.21.	4200
	1.4.21.	31.7.23.	4320
2nd. Grade Clerk. (Shs. 3360 by Shs. 240 to Shs. 4320 P.A.)	1.3.23.	31.12.27.	4320
1st. Grade Clerk. (Shs. 4560 by Shs. 240 to Shs. 6000 P.A.)	1.1.28.	31.12.28.	4560
	1.1.29.	30.3.30.	4000

10. Whether each of the appointments held by the applicant has been on this fixed establishment of the Colony.

YES

11. Whether the duties of the several offices or situations held since the applicant entered the Civil Service have been such as to require that the holder should give his whole time to the public service.

NO

12. Whether holding any other public appointment or receiving or claiming to receive any public money by compensation, half-pay or otherwise.

NO

13. If any kind of pension or other allowance has been commuted under the Imperial Pensions Commutation Act, 1899 and 1871, the annual amount of pension or allowance so commuted and the date of commutation should be inserted.

14. Absence, beyond ordinary variations, for each of the last ten years:-

Year	Period of Absence	Number of days.	Cause of Absence.
1919	From 2.9.22. to 5.9.22	4	Extension of leave without salary.
1919			
1919			
1919			
1919			
1919			
1919			
1919			
1919			
1919			

15. Date of cessation of duty (granted leave with pay from 10.1.30. to 30.6.30) 9th. January 1930.

16. Date of cessation of salary 30th. June 1930.

17. Date from which, inclusively, pension will commence: 1st. July 1930.

MR. D. J. SIKUTPA - ALLOCATION OF PENSION OF

Total pension earned (vide Form of Particulars) Sh. 1268-40 p.a.

Date of 1st appointment - 27th November 1913

Date of Amalgamation - 1st January 1925

	Years.	Months.	Days.
Actual service	11.	1.	2.
Deduct leave without pay	0.	0.	1.
Balance	11.	1.	2.

Pensionable service - 11 years

Actual salary & emoluments - Sh. 4824/- a year

Whereof 11/60ths (exclusive Kenya share) Sh. 884-40 p.a.

BALANCE (common share) Sh. 382-00 p.a.

COLONIAL PENSIONS, &c.

PARTICULARS required to be furnished in reference to persons recommended for Superannuation, Compensation or Compassionate Allowances, or Gratuity, on retirement /

(In filling up this Paper refer to the instructions on page 1.)

1. Name of applicant: Joseph Reve Duff
2. Office or situation: First Grade Clerk
Recommended for a pension of Shs. 1095/-
3. Age: Thirty six (36) years.
4. Service in years and months: 15 years, 7 months and 30 days.
5. Salary or wages (Actual): Shs. 4,800/-
6. Emoluments Value of Quarters (15% of Sh. 4500) " 684/-
7. Total amount of salary or wages and emoluments which superannuation, etc. is claimed: Shs. 5,484/-
8. Cause of retirement: ill-health.
9. Dates of commencement and termination of the several appointments held by applicant, with their emoluments, distinguishing salary from other advances, and specifying special allowances.

Appoint-ment	Date of Commencement	Date of Termination	Salary P. I. Shs.	ABP Rec	Nature of Allowances, &c.
1st. Grade Clerk. (Shs. 2160 by Sh. 144 to Sh. 2880 a year).	18.9.17.	31.12.18.	2880		
2nd. Grade Clerk. (Temporary).	3.10.18.	31.3.20.	3000		
3rd. Grade Clerk. (Shs. 2000 by Sh. 240 to Sh. 4320 a year).	1.4.20. 1.4.21.	31.3.21. 31.7.23.	4200 4320		
2nd. Grade Clerk. (Shs. 3360 by Sh. 240/- to Sh. 4320 a year).	1.8.23.	31.12.27.	4320		
1st. Grade Clerk. (Shs. 4560 by Sh. 240 to Shs. 6000 a year).	1.1.28. 1.1.29.	31.12.28. 7.5.30.	4560 4800		

COLONIAL PENSIONS, &c.

PARTICULARS required to be furnished in reference to persons recommended for Superannuation, Compensation or Compassionate Allowances, or Gratuities, on retirement.

(In filling up this Paper refer to the Instructions on page 3.)

1. Name of applicant HAJI BIN ATHMAN
 2. Office or situation INTERPRETER
 3. Recommended for A GRATUITY of SHS. 4,129 - 87.
 4. Age ABOUT SEVENTY ONE (71) YEARS.
 5. Service in years and months 24 YEARS AND 7 MONTHS.
 6. Salary or wages (AVERAGE) SHS. 1,263 - 32.
 7. Emoluments VALUE OF QUARTERS (MINIMUM) SHS. 480 - 00.
- Total amount of salary or wages and emoluments on which superannuation, etc., is claimed SHS. 1,743 - 32.
8. Cause of retirement ILL HEALTH.
 9. Dates of commencement and termination of the several appointments held by applicant, with their emoluments, distinguishing salary from other allowances, and specifying such allowances.

Title of Appointment.	Date of Commencement	Date of Termination	Salary. P.S. SHS.	Allowances &c.	Nature of Allowances, &c.
<u>INTERPRETER</u>	<u>1-1-96</u>	<u>31-12-17</u>	<u>960.</u>		
	<u>1-1-18</u>	<u>31-12-23</u>	<u>1200.</u>		
	<u>1-1-29</u>	<u>31-7-30</u>	<u>1320.</u>		

10. Whether each of the appointments held by the applicant has been on the fixed establishment of the Colony.

YES.

11. Whether the duties of the several offices or situations held since the applicant entered the Civil Service have been such as to require that the holder should give his whole time to the public service.

YES.

12. Whether holding any other public appointment or receiving or claiming to receive any public money by compensation, half-pay or otherwise.

NO.

If any kind of pension or other allowance has been commuted under the Imperial Pensions Commutation Acts, 1869 and 1871, the annual amount of pension or allowance so commuted and the date of commutation should be inserted:

NONE.

13. Absence beyond ordinary vacation leave, in each of the last ten years ...

Year	Period of Absence	Number of days	Cause of Absence
1900	From To		
1901			
1902			
1903			
1904			
1905			
1906			
1907			
1908			
1909			
1910			

14. Date of cessation of duty: 26TH FEBRUARY, 1930.

(GRANTED LEAVE WITH PAY FROM 1-7-30 to 21-7-30)

16. Date of cessation of salary: 31ST JULY, 1930.

ON WHICH GRATUITY FALLS DUE 1ST AUGUST, 1930.

17. Date of ...

18. Statement if the circumstances warrant it, that the applicant has discharged his duties with diligence and fidelity, to the satisfaction of the head officer or officers of his Department, to be signed by any two of such head officers. If there shall be more than one, or by such head officer, if there shall be but one, together with such a statement as will exhibit the merit and value, and labour of the services of the Person recommended, embracing as long a period of his public service as can be authentically stated, and observations as to special services, exceptional reprimand, etc., with full particulars of any injuries received on duty, and other claims or matters for consideration.

Haji bin Athman has discharged his duties with diligence and fidelity to the satisfaction of the officers he served under.

Provincial Commissioner, Coast Province.

GRATUITY

19. Computation by the Treasurer of the ... I certify that the GRATUITY which may be paid to the Applicant according to the Rules of the Colonial Service amounts to ONE THOUSAND ONE HUNDRED AND THIRTY NINE SHILLINGS AND EIGHTY SEVEN CENTS (SHS.1,139-87)

and I base my Certificate on the following calculation: DATE OF 1ST APPOINTMENT = 1ST JANUARY, 1896. DATE OF RETIREMENT = 31ST JULY, 1930.

YEARS MONTHS DAYS

ACTUAL SERVICE

SERVICE FOR PURPOSES OF GRATUITY = 34 YEARS.

AVERAGE SALARY AND EMOLUMENTS = SHS.1,742-33 per annum.

GRATUITY EARNED UNDER SECTION IV OF THE SUPERANNUATION ACT, 1897, BEING AT THE RATE OF ONE YEAR'S SALARY FOR EACH YEAR OF SERVICE = SHS.1,139-87.

The Treasurer

for Treasurer

Name of ...

The Colony and Protectorate of Kenya

Instructions

10. Whether each of the appointments held by the applicant has been on the fixed establishment of the Colony

Yes

Whether the duties of the several positions held since the applicant entered the Civil Service have been such as to require that the holder should give his whole time to the performance of them

Yes

12. Whether the applicant has been engaged in any other employment, or in any business, or in any profession, or in any office, or in any other way, since he entered the Civil Service, which would entitle him to receive any pension or gratuity, or any other benefit, from any other source

No

13. Whether the applicant has been engaged under the Imperial Preference Schemes, or any other scheme, for the purpose of receiving any pension or gratuity, or any other benefit, from any other source, and if so, the amount of pension or gratuity, or other benefit, which should be inserted

None

14. Whether the applicant has been absent from duty, or from leave, in each of the last ten years

Year	Period of absence	Number of days	Cause of Absence
1929			
1930			
1931			
1932			
1933			
1934			
1935			
1936			
1937			
1938			
1939			
1940			

15. Date of cessation of duty ... 24th December, 1929
(Granted leave with pay from 25:12:29 to 3:6:30)

16. Date of cessation of salary ... 3rd June, 1930

17. Date from which, inclusively, pension will commence: 4th June, 1930.

18. Statement, if the circumstances warrant it, that the applicant "has discharged his duties with diligence and fidelity, to the satisfaction of the head officer or officers of his Department," to be signed by any two of such head officers, if there shall be more than one, or by such head officer, if there shall be but one, together with "such a statement as will exhibit the nature, extent, and value, and labour of the services of the Person recommended, embracing as long a period of his public service as can be authentically stated," and observations as to special services, suspension, reprimand, etc., with full particulars of any injuries received on duty, or other claims or matters for consideration.

The Applicant has discharged his duties with diligence and fidelity to the best of his ability.

W. W. W. W.
GOVERNMENT PRINTER.

19. I certify that the pension which may be paid to the Applicant according to the Rules of the Civil Service, amounts to eight hundred and eighty four shillings and forty cents (\$884.40) a year and I base my Certificate on the following calculation

Date of First appointment - 1st May, 1919
Date of Retirement 3rd June, 1930

	Years	months	days
Actual service	11	1	5

Pensionable service	11 years
Actual salary and emoluments	Sh. 4,824/- per annum
Whereof 11/60ths	= Sh. 884.40 per annum

THE TREASURY,

NAIROBI, 29th March, 1930.

W. W. W. W.
Treasurer

The Colony and Protectorate of Kenya.



THE SECRETARIAT,
NAIROBI,
KENYA.

9

RECEIVED
9 APR 1930
COL. OFFICE

WHEN REPLYING
PLEASE QUOTE
No. 18816/2480/33
AND DATE

20th March, 1930.

Pension Papers.

The Colonial Secretary of the Colony and Protectorate of Kenya presents his compliments to the Hon^{ble} Secretary of State for the Colonies and begs to transmit herewith, for information and record, a copy of the Form of particulars of Pension awarded to Mr. R. Iyer, 1st Grade Clerk, Post and Telegraphs Department.

2. Instructions have been issued for the payment of the pension to Mr. Iyer at the rate of Rs. 2,041/20 a year with effect from the date of his retirement.

INSTRUCTIONS REFERRED TO ON PAGE 1.

If this Paper of Particulars and the Certificates connected with it, be not sent in original, the copies must be duly attested.

HEAD 10.—In the case of an officer serving on the West Coast of Africa, a 'Native' must be to be added whether he is a native of that Coast (Colonial Regulations, § 430).

HEAD 11.—A description of allowance for which the applicant is recommended, viz. Superannuation, Compensation, Compassionate Allowance, or Gratuity, and its amount. In other cases claiming an addition to their pensions in respect of professional or other services, this should be stated, and a reference should be given to the authority on which the claim is made.

HEAD 12.—If the service has been interrupted by one or more breaks, the word "broken" should be added before the number of years and months, and the causes, dates and circumstances of the breaks should be stated under heading H.

HEAD 13.—If the person retiring has been in the same salary, or in the class from which he retires, for the 36 months immediately preceding his retirement, the actual annual rate of salary or wages at the date of retirement should be stated, preceded by the word "actual." In other cases the average annual rate of salary or wages for the 36 months next preceding the date of retirement should be stated, preceded by the word "average," and if the whole period of service is less than 36 years, then the average for the whole period of service should be stated.

HEAD 14.—If the person retiring has been in the same salary or in the class from which he retires, for the 36 months immediately preceding his retirement, the actual annual rate of salary or wages at the date of retirement should be stated, preceded by the word "actual." In other cases the average annual rate of salary or wages for the 36 months next preceding the date of retirement should be stated, preceded by the word "average," and if the whole period of service is less than 36 years, then the average for the whole period of service should be stated.

HEAD 15.—When the person retiring has been in the same salary or in the class from which he retires, for the 36 months immediately preceding his retirement, the actual annual rate of salary or wages at the date of retirement should be stated, preceded by the word "actual." In other cases the average annual rate of salary or wages for the 36 months next preceding the date of retirement should be stated, preceded by the word "average," and if the whole period of service is less than 36 years, then the average for the whole period of service should be stated.

HEAD 16.—When the person retiring has been in the same salary or in the class from which he retires, for the 36 months immediately preceding his retirement, the actual annual rate of salary or wages at the date of retirement should be stated, preceded by the word "actual." In other cases the average annual rate of salary or wages for the 36 months next preceding the date of retirement should be stated, preceded by the word "average," and if the whole period of service is less than 36 years, then the average for the whole period of service should be stated.

HEAD 17.—In cases of infirmity of the applicant, such as the ordinary age for retirement, a Medical Certificate to be furnished showing that he is disqualified by infirmity of mind or body for discharging the duties of his situation, and that such infirmity is likely to be permanent.

HEAD 18.—In case of ten years' service or more, this certificate should be signed by two officers, or when at least one should, if possible, be a superior officer of Government.

HEAD 19.—If the applicant has had any "acting" service, the details must be fully given, with a statement whether or not, during the "acting" service, he was connected with the permanent Civil Service of the Colony.

HEAD 20.—If, in special circumstances, a professional civil officer has been allowed to have "private practice" without forfeiting his claim to pension, the facts are to be fully stated.

HEAD 21.—If the applicant is liable to any deduction from his service under Clause 102 of the Colonial Regulations, the facts should be fully stated.

HEAD 22.—The length of service and other particulars of the computation are to be given. When an average of salary, etc., is taken, the mode of calculating it (whether by months, etc.) is to be explained.

WHEN REPLYING
PLEASE QUOTE
No. S. 19/1/349/24.
AND DATE



THE SECRETARIAT,
NAIROBI,
KENYA.

RECEIVED
- 9 APR 1930
COL. OFFICE

20th March, 1930.

The Colonial Secretary of the Colony, and Protectorate of Kenya presents his compliments to the Under Secretary of State for the Colonies and begs to transmit herewith, for information and record, a copy of the Form of Particulars of pensions awarded to Mr. S. Fernandes, 1st Grade Clerk, Posts and Telegraphs Department. 2. Instructions have been issued for the payment of the pension to Mr. S. Fernandes at the rate of Shs. 1,717/20 a year with effect from the date of his retirement.

Pension Papers.



4
INSTRUCTIONS REFERRED TO ON PAGE 1.

If this Paper of Particulars and the Certificates connected with it, be not sent in original, the copies must be duly attested.

HEAD 1 of Part I.—In the case of an officer serving on the West Coast of Africa, a statement is to be added whether he is a member of that Coast (Colonial Regulations, 1929, 136).

HEAD 2.—A full description of allowance for which the applicant is recommended, viz., Superannuation, Compensation, Compassionate Allowance or Gratuity, and the amount. In the case of persons claiming an addition to their pensions in respect of professional or other special qualification, this should be stated, and a reference should be given to the authority under which the claim is made.

HEAD 5.—If the service has been interrupted by one or more breaks, the word "broken" should be added before or after the number of years and months, and the causes, dates and circumstances of the break or breaks should be stated under heading 9.

If the person retiring has been in receipt of the same salary, or in the class from which he retires, for the 36 months immediately before the date of his retirement, the actual amount of salary or wages at that date should be inserted, preceded by the word "actual." In other cases the average annual amount of salary or wages for the 36 months next preceding the date of retirement should be inserted, preceded by the word "average." If the period of service is less than three years, then the average for the whole period of service should be inserted.

The average annual value for the 36 months immediately preceding the date of retirement, of each emolument (exclusive of salary or wages) to be included in the calculation of the pension or gratuity.

Such emoluments include a house or house allowance, an allowance for expenses incurred in respect of travelling and other emoluments which count for pension purposes, it is to be included in the calculation of that amount, so that it shall not exceed one-seventh of the salary.

The person retiring on his own account will be liable to pay the average of the net receipts of the office during the 36 months immediately preceding the date of retirement. These net receipts are to be calculated from the gross receipts of the office less such office expenses, not as an ordinary deduction, but as an extraordinary one, in performing the services for which the expenses are provided from public funds, from the fees should be deducted. If a fixed salary is annexed, Papers of Particulars when forwarded to the Pension Department should be accompanied by formal declarations from the officers showing the amount received by them for fees, and the amount expended for office expenses, etc., in each of the three years immediately preceding the retirement. It will be the duty of the Colonial Government to certify themselves of the accuracy of such statements before forwarding them to the Colonial Office. In the case of officers receiving fixed salaries and fees, the fees will be more than one-quarter of the salaries, and fees shall not in any case be allowed to count for pension purposes during any period in which the whole time of the officer was not given to the Public Service.

HEAD 11.—In the case of an officer below the ordinary age for retirement, a Medical Certificate is to be furnished showing that he is disqualified by infirmity of mind or body from discharging the duties of his situation, and that such infirmity is likely to be permanent.

In case of two or more services, this certificate should be signed by two officers, of whom at least one should, if possible, be a salaried officer of Government.

HEAD 12.—If the applicant has had any "acting" service, the details must be fully given, with a statement whether or not, during the "acting" service, he was connected with the permanent Civil Service of the Colony.

HEAD 13.—If, in special circumstances, a professional civil officer has been allowed to have "private practice" without forfeiting his claim to pension, the facts are to be fully stated.

HEAD 14.—If the applicant is liable to any deduction from his service under Clause 102 of the Colonial Regulations, the facts should be fully stated.

HEAD 15.—The length of service and other particulars of the computation are to be given. When an average of salary, etc., is taken, the mode of calculating it (whether by months, etc.) is to be explained.



103
7
THE SECRETARIAT,
NAIROBI,
KENYA.

RECEIVED
- 8 MAR 1930
COL. OFFICE

WHEN REPLYING
PLEASE QUOTE
Nos. E.S.L. 19/1/262/51.
AND DATE.

11th February, 1930.

The Colonial Secretary of the Colony and Protectorate of Kenya presents his compliments to the Under Secretary of State for the Colonies and begs to transmit herewith, for information and record, a copy of the revised Form of Particulars of pension awarded to Mirza Suleman Ahmed, Issuer of Medical Stores, Medical Department, in substitution for the one sent under Kenya note No. S/Est. 19/1/262/48 of the 28th September, 1929.

2. Instructions have been issued for the payment of the pension to Mr. Ahmed at the rate of Shs. 1,240.20 a year with effect from the 1st February, 1930.

INSTRUCTIONS REFERRED TO ON PAGE 1.

If this Paper of Particulars and the Certificates connected with it, be not sent in original, the copies must be duly attested.

HEAD 1 of PAPER.—In the case of an officer serving on the West Coast of Africa, a statement is to be furnished whether he is a native of that Coast. (Colonial Regulations, 1890.)

HEAD 3.—State the description of allowance for which the officer is reimbursed, viz., Subsistence, Compensation, Compassion, to allow a sum of £100 and its amount. The total of receipts, including an addition to their possessions, residents of the place where they are stationed, shall be stated, and the balance shall be paid to the officer after allowing for the amount of the allowance for which he is reimbursed.

HEAD 4.—If the officer has been reimbursed for the amount of the allowance for which he is reimbursed, the total of the receipts for the 36 months immediately preceding the date of the statement shall be stated, and the balance shall be paid to the officer after allowing for the amount of the allowance for which he is reimbursed.

HEAD 5.—If the officer has been reimbursed for the amount of the allowance for which he is reimbursed, the total of the receipts for the 36 months immediately preceding the date of the statement shall be stated, and the balance shall be paid to the officer after allowing for the amount of the allowance for which he is reimbursed.

HEAD 6.—A Certificate Statement should be inserted of the amount of the allowance for which he is reimbursed for the 36 months immediately preceding the date of the statement shall be stated, and the balance shall be paid to the officer after allowing for the amount of the allowance for which he is reimbursed.

HEAD 7.—If the officer has been reimbursed for the amount of the allowance for which he is reimbursed, the total of the receipts for the 36 months immediately preceding the date of the statement shall be stated, and the balance shall be paid to the officer after allowing for the amount of the allowance for which he is reimbursed.

HEAD 8.—If the officer has been reimbursed for the amount of the allowance for which he is reimbursed, the total of the receipts for the 36 months immediately preceding the date of the statement shall be stated, and the balance shall be paid to the officer after allowing for the amount of the allowance for which he is reimbursed.

HEAD 9.—If the officer has been reimbursed for the amount of the allowance for which he is reimbursed, the total of the receipts for the 36 months immediately preceding the date of the statement shall be stated, and the balance shall be paid to the officer after allowing for the amount of the allowance for which he is reimbursed.

HEAD 10.—If the officer has been reimbursed for the amount of the allowance for which he is reimbursed, the total of the receipts for the 36 months immediately preceding the date of the statement shall be stated, and the balance shall be paid to the officer after allowing for the amount of the allowance for which he is reimbursed.

HEAD 11.—If, in special circumstances, a professional civil officer has been allowed to have "private practice" without forfeiting his claim to pension, the facts are to be fully stated.

HEAD 12.—If the applicant is liable to any deduction from his service under Clause 102 of the Colonial Regulations, the facts shall be fully stated.

HEAD 13.—The length of service and other particulars of the computation are to be given. When an average of salary, etc., is taken, the mode of calculating it (whether by months, etc.) is to be explained.

HEAD 14.—If the applicant has had any "acting" service, the details are to be fully given, with a statement whether or not, during the "acting" service he was connected with the permanent Civil Service of the Colony.

HEAD 15.—If the applicant is liable to any deduction from his service under Clause 102 of the Colonial Regulations, the facts shall be fully stated.

HEAD 16.—The length of service and other particulars of the computation are to be given. When an average of salary, etc., is taken, the mode of calculating it (whether by months, etc.) is to be explained.

10. Whether each of the appointments held by the applicant has been on the fixed establishment of the Colony.

11. Whether the duties of the several offices or situations held since the applicant entered the Civil Service have been such as to require that the holder should give his whole time to the public service.

YES

12. Whether during any period of public appointment or receiving or claiming to receive any public money by compensation, half-pay or otherwise.

NO

13. If any kind of pension or other allowance has been commuted under the Imperial Pensions Commutation Acts, 1860 and 1871, the annual amount of pension or allowance so commuted and the date of commutation should be inserted.

14. Absence, beyond ordinary vacation leave, within of the last ten years.

Year	Period of Absence	Number of days	Character of Service
18	From		
19			
19			
19			
19			
19			
19			
19			
19			
19			

15. Date of cessation of duty ... 31st. August 1929.
(Granted leave with pay from 1.9.29. to 31.1.30).

16. Date of cessation of salary ... 31st. January 1930.

17. Date from which, inclusively, pension will commence: 1st. February 1930.

18. Statement, if the circumstances warrant it, that the applicant has discharged his duties with diligence and fidelity, to the satisfaction of the head officer or officers of his Department, to be signed by any two of such head officers, if there shall be more than one, or by such head officer, if there shall be but one, together with such a statement as will exhibit the merit, and value, and labour of the services of the Person recommended, embracing as long a period of his public service as can be authentically stated, and observations as to special services, suspension, reprimand, etc. with full particulars of any injuries, legal or duty, or other claims or matters for consideration.

I certify that Mr. Mirza Suleiman has discharged his duties with diligence and fidelity to my satisfaction. He is retiring from the Service on account of ill health.

FOR DIRECTOR OF MEDICAL & SANITARY

19. Computation by the Treasurer of the Pensionable Service. I certify that the PENSIONABLE SERVICE, which entitles the applicant according to the Rules of the Colonial Service amounts to one thousand and forty shillings cents twenty (1042/20) and four pence (1042/20 39) and four farthings (1042/20 39 1) Date of 1st. Appointment - 11th. February 1911 Date of Retirement - 31st. January 1930

Actual Service. 13 years.
Pensionable service 13 years.
Actual Salary and Emoluments. Shs. 3724/- a year.
Whereof 15/60ths. Shs. 1240/- a year.

Hamilton
for Treasurer

THE TREASURER, Nairobi, 25th. January 1930. The Colony and Protectorate of Kenya.

INSTRUCTIONS REFERRED TO ON PAGE 1.

If this Paper of Particulars and the Certificates connected with it, be not sent in original, the copies must be duly attested.

HEAD 1 OF PAPER.—In the case of an officer serving on the West Coast of Africa, a statement is to be added whether he is a native of that Coast (Colonial Regulations, § 430).

HEAD 3. State the description of allowance for which the applicant is recommended, viz., Superannuation, Compensation, Compassionate Allowance, or Gratuity, and its amount. In the case of persons claiming an addition to their pensions in respect of professional or other special qualification, this should be stated, and a reference should be given to the authority under which the claim is made.

HEAD 5.—If the service has been interrupted by one or more breaks, the word "broken" should be added before or after the number of years and months, and the causes, dates and circumstances of the break or breaks should be stated under heading 9.

HEAD 6.—If the person retired, has been in receipt of the same salary, or in the class from which he retires, for the 36 months immediately before the date of his retirement, the actual annual rate of salary or wages at that date should be inserted, preceded by the word "actual." If he has not, insert the average annual amount of salary or wages for the 36 months next preceding the date of retirement, should be inserted, preceded by the word "average," but if the whole period of service is less than three years, then the average for the whole period of service should be inserted.

HEAD 7.—A separate statement should be inserted of the average annual value for the 36 months immediately preceding retirement, of each emolument (exclusive of salary or wages), in which is claimed to be included in the calculation of the pension or gratuity.

Whenever the value of a house or house allowance, so ascertained, exceeds one-sixth of the salary and other emoluments which count for pension purposes, it is to be included in the calculation of the amount, so that it shall not exceed one-seventh of the whole.

Fees which an officer is allowed to retain for his own use may be taken into account for pension purposes, with regular salary, at the annual average of the net receipts of the 36 months next preceding the officer's retirement. These net receipts are to be ascertained by deducting from the gross amount of fees such office expenses, etc., as an officer may have had to defray from his own resources, in performing the services for which he was remunerated by fees. No deduction, however, from the fees should be made in respect of office expenses provided from public funds for the due discharge of those duties to which a fixed salary is annexed. Papers of "particulars" when forwarded to the Colonial Department should be accompanied by formal declarations from the retiring officers, showing the amount received by them for fees, and the amount defrayed as above for office expenses, etc., in each of the three years immediately preceding the retirement. It will be the duty of the Colonial Government concerned to satisfy themselves of the accuracy of such statements before forwarding them to the Colonial Office. In the case of officers receiving fixed salaries and fees, the fees will not in ordinary circumstances be allowed to count for pension purposes to the extent of more than one quarter of the salaries, and fees will not in any case be allowed to count for pension purposes during any period in which the whole of the time of the officer remaining there was not given to the Public Service.

HEAD 8. In cases of infirmity of the applicant below the ordinary age for retirement, a Medical Certificate is to be furnished showing that he is incapacitated by infirmity of mind or body for discharging the duties of his situation, and that such infirmity is likely to be permanent.

In case of ten years' service or more, this certificate should be signed by two officers, of whom at least one should, if possible, be a salaried officer of Government.

HEAD 9. As to "broken" service, see HEAD 5.

If the applicant has had any "acting" service, the details must be fully given, with a statement whether or not, during the "acting" service, he was connected with the permanent Civil Service of the Colony.

HEAD 11.—If, in special circumstances, a professional civil officer has been allowed to have "private practice" without forfeiting his claim to pension, the facts are to be fully stated.

HEAD 14.—If the applicant is liable to any deduction from his service under Clause 102 of the Colonial Regulations, the facts should be fully stated.

HEAD 19.—The length of service and other particulars of the computation are to be given. When an average of salary, etc., is taken, the mode of calculating it (whether by months, etc.) is to be explained.

COLONIAL PENSIONS, &c.

PARTICULARS required to be furnished in reference to persons recommended for Superannuation, Compensation or Compassionate Allowances, or Gratitudes, on retirement

(In filling up this Paper refer to the instructions on the reverse side)

Name of applicant: **Mohamed Ali Khan.**
 Office of situation: **Sub-Assistant Surgeon.**
 Recommended for: **a pension** of **Shs. 2,352/ a year.**

Over fifty (50) years.

22 years, 1 month and 12 days.

Shs. 8,000.

Shs. 4000

Shs. 1000

Sh. 2500

Sh. 2500

1.4.11.	31.3.12.	3810.
1.4.12.	31.3.13.	4080.
1.4.13.	31.3.14.	4380.
1.4.14.	31.3.15.	4560.
1.4.15.	31.3.19.	4800.

Scale of pension to
 Sh. 4800 by Shs. 240
 to Sh. 8000 a year.

1.4.20. 9.5.30. 6000.

10. Whether each of the appointments held by the applicant has been on the fixed estab-

lishment of the Colony

YES

11. Whether the applicant has held any of the several offices or situations held since the applicant entered the Service which require that the holder should give his whole time to the service.

12. Whether the applicant has held any of the several offices or situations held since the applicant entered the Service which require that the holder should give his whole time to the service.

13. Whether the applicant has held any of the several offices or situations held since the applicant entered the Service which require that the holder should give his whole time to the service.

14. Whether the applicant has held any of the several offices or situations held since the applicant entered the Service which require that the holder should give his whole time to the service.

15. Whether the applicant has held any of the several offices or situations held since the applicant entered the Service which require that the holder should give his whole time to the service.

16. Date of cessation of duty: 15th. October 1929.
(Granted leave, with pay, from 16.10.29. to 21.1.30).

17. Date from which, inclusively, pension will commence: 22nd. January 1930.

18. Statement, if the circumstances warrant it, that the applicant has disclosed his duties with diligence and fidelity, to the satisfaction of the head officer or officers of his Department, to be signed by any two of such head officers, if there shall be more than one, or by such head officer, if there shall be but one, together with such a statement as will exhibit the merit, and value, and labour of the services of the Person recommended, embracing as long a period of his public service as can be authentically stated, and observations as to special services, suspension, reprimand, etc., with full particulars of any injuries received on duty, or other claims or matters for consideration.

19. Mr. Lachman Singh joined the Service on 9.10.1902 and was for 19 years in Police Headquarters as Senior Asian Clerk. He was transferred to the Income Tax Department in 1921 and up to 1.2.26 was in the Administration and Forest Departments when he was re-transferred to Police.

20. His service throughout the period of 27 years was marked by ability and zeal, though towards the close of his career he had to be reprimanded for general slackness and forgetfulness - a relapse attributable to old age and failing health.

21. Compensation of the Treasurer, of the Pension, of

£ 3229/20

and I have his certificate of the following nature:

Date of 1st. Appointment. 9th. October 1902.

Date of Retirement. 21st. January 1930.

Actual service.

Pensionable service.

Actual salary and emoluments.

Whereof 27/60ths.

Years, months, days

27 years.

Shs. 3229/20

Shs. 3229/20 a year.

THE TREASURY,

Nairobi, 31st. December 1929

The Colony and Protectorate of Kenya.

Instructions.

18. Statement, if the circumstances warrant it, that the applicant has disclosed his duties with diligence and fidelity, to the satisfaction of the head officer or officers of his Department, to be signed by any two of such head officers, if there shall be more than one, or by such head officer, if there shall be but one, together with such a statement as will exhibit the merit, and value, and labour of the services of the Person recommended, embracing as long a period of his public service as can be authentically stated, and observations as to special services, suspension, reprimand, etc., with full particulars of any injuries received on duty, or other claims or matters for consideration.

Mr. Lachman Singh joined the Service on 9.10.1902 and was for 19 years in Police Headquarters as Senior Asian Clerk. He was transferred to the Income Tax Department in 1921 and up to 1.2.26 was in the Administration and Forest Departments when he was re-transferred to Police.

His service throughout the period of 27 years was marked by ability and zeal, though towards the close of his career he had to be reprimanded for general slackness and forgetfulness - a relapse attributable to old age and failing health.

COMMISSIONER OF POLICE

21. Compensation of the Treasurer, of the Pension, of

£ 3229/20

and I have his certificate of the following nature:

Date of 1st. Appointment. 9th. October 1902.

Date of Retirement. 21st. January 1930.

Actual service.

Pensionable service.

Actual salary and emoluments.

Whereof 27/60ths.

Years, months, days

27 years.

Shs. 3229/20

Shs. 3229/20 a year.

THE TREASURY,

Nairobi, 31st. December 1929

The Colony and Protectorate of Kenya.

Instructions.

Signature
for Treasurer

Refers to the question of leave privileges for Asians in Railway Service. recommends that the subject be reviewed when it is known what degree of unification if any, is to be taken with regard to the Tanganyika and the K.U. Railway Administrations.

Mr. Allen.

Mr. Parkinson.

The question at issue is entirely one of leave privileges.

This matter has already formed the subject of several memorials from the Railway Asiatic Union.

(X1992/26)

One of these was forwarded in the Governor's despatch No. 111 on the 17th January, 1929.

On that paper the Secretary of State directed the petitioners to be informed that they had received their

memorial, that the matter to which it referred had already received full and careful consideration, and

that he saw no reason to revise the decisions which had been taken. The Asiatic Union protested against

this decision, but the Secretary of State (Mr. Finlay) would add nothing to what had been said in the

(X1970/26)

previous despatch.

Since then there has been no real change in the position, and, in view of this, the High

Commissioner, as he states in paragraph 2 of this despatch, has refused to ^{re-}open the question. Hence

the telegram sent at the request of the Asiatic Union (No. 37 on X15778/29).

It is admitted in paragraph 4 of the High Commissioner's despatch, that the leave conditions of Asians in the Kenya-Uganda Railway employ are less favourable than those of Asians in the Kenya Service

and

1984/30

63



HIGH COMMISSIONER
FOR TRANSPORT.

No. 168

OFFICE OF THE HIGH COMMISSIONER FOR TRANSPORT,
GOVERNMENT HOUSE,
NAIROBI,
KENYA.

RECEIVED
11 NOV 1930
COL. OFFICE

18th October 1930.

My Lord,

I have the honour to refer to Your Lordship's despatch TRANSPORT, KENYA-UGANDA No. 30 dated 25th February 1930, regarding the Leave Rules for Asians of the Service of this Administration.

I informed the petitioners that the question of Leave Privileges for the Asian Staff would be reviewed and that there would accordingly be no need for them to send a deputation to England. I also informed them that I would forward any written statement in this connection which they might wish for Your Lordship's consideration. I now enclose a memorandum which has been submitted by the Kenya and Uganda Railway Asian Union.

I have consulted the Tanganyika Government with regard to the Leave Conditions for the Asian Staff of the Tanganyika Railways and the whole question of Leave Conditions is now being discussed by representatives of this Administration and representatives of the Kenya Government. The matter is one requiring much detailed examination; this is now being undertaken and I will forward for Your Lordship's consideration, my recommendations as soon as I have been able to examine the results of the enquiry.

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

W. H. ...

THE RIGHT HONOURABLE
LORD PASSFIELD,
SECRETARY OF STATE FOR
THE COLONIES,
DOWNING STREET,
LONDON S.W. 1.

HIGH COMMISSIONER

PROVISIONS RELATIVE TO THE SERVICE OF THE CIVIL SERVICE
IN THE RAILWAY SERVICE

...to this effect, and Mr. L. ... note
...to what conditions ...
...substantiated our ... in the ...
...and this ... of the fact that
...and ... attitude, ... in
...the ... of ... , as ...
...dated ...-11-23, ... we are
...the view that ... obtained from the
...for the ... to the ...
...provisions.

...Foreign ... five ... it will
...the ... leave had been ...
...the ... service, ... and ...
...months' ... and ...
...months' ... are ...
...and ... and ...
...with a ...
...with ...

...the ... in ...
...to ...
...the ... of ...
...the Railway ... and
...when the ... were ...
...of the ... of the
...in 1920.

RESULTS

...of the Civil Service
...leave of 10 days previously allowed
...was increased to 14 days.
...and these extra days,
...be required
...that,
...to ...
...for the ...
...the European staff
...leave, per person, and so
...and Uganda. In the
...of ...
...and ... the leave is considered far more inadequate
...view of the unhealthy nature of these places. Recently
...Government have enacted a law known as the ...
...under which staff are required to be allowed 12 days leave
...in the Railway service where many of the

Railway.

Civil Service.

	Railway.	Civil Service.
③ CASUAL LEAVE.	10 days per annum.	14 days per annum.
PRIVILEGE LEAVE.	1 month for every 11 months of service which could be accumulated up to six months.	3 months leave per annum or 5 months' leave after 43 months of service. If obtained after 43 months additional leave of 3 days per month was granted.
LEAVE ALLOWANCES.	Full Salary.	Full Salary.
Medical Leave (Local)	48 days per annum.	60 days per annum.
Medical Leave (out of E. African)	6 months at a time and not more than 3 years in the total service.	5 months.
Extensions of Leave on Medical Grounds.	3 months on half pay.	1 month per quarter.

In accordance with the recommendations of the Civil Service Commission in 1908, the Secretary of State for the Colonies approved of the following conditions to be granted to Asians in the Railway and the Civil Service:-

- (a) All have casual leave.
- (b) The period of voyage days to and from India not to be reckoned in the period of leave allowed by residents in the service under the leave regulations.
- (c) In the case of Civil Servants, privilege leave granted with full salary, and sick leave with full salary up to three months in a year and further three months of half salary.
- (d) Free passages to and from India under existing rules on Medical Leave in the recommendations of a Medical Board.

An attempt was made in 1908 to withdraw most of the privileges granted, but the Secretary of State for the Colonies did not approve of the reduction. In view however of the change in the Colonial Office due to the Labour Government coming into power, the late General Manager not only succeeded in withdrawing the concessions but also in making most drastic and unfair reductions in the leave conditions, which were in force since 1908, with effect from 1st July, 1924.

Under the present rules the following leave is granted to Asians in the Railways and Harbours Services:-

COPY ON FILE

KENYA AND UGANDA RAILWAY ADMINISTRATION.

(Kenya Colony & Uganda)
Head Quarters.

P. O. Box. 572.

Nairobi. 28th May, 1923.

The Railway Medical Officer,

NAIROBI.

Sir,

I am directed by the General Manager to forward you the attached forms and to request for your approval and to point out that the leave, both local and privilege, granted to Ashraf Staff on the Railway is considered quite inadequate. A committee will be appointed if you will be good enough to advise of any change to you personally; the possible increase

Respectfully,
Yours obediently,

Sir,

Yours obediently,

ES/- J. D. Price.

General Secretary.

18
22

In the meanwhile, I have to request that you will inform the petitioners that the question of leave privileges for the Asian staff of the Kenya and Uganda Railways and Harbours is being reviewed in consultation with me. The petitioners should also be informed that in the circumstances there is no occasion for them to contemplate sending a deputation to England, so that you will be glad to forward to me, with your recommendations, any further written statement which they may wish to submit in this connection.

I have, etc.

(Signed) PASSFIELD,

3
decision as to what steps if any, are to be taken with regard to Closer Union in the East African territories and when it is known what degree of unification if any, is to be taken with regard to the Tanganyika and Kenya and Uganda Railway Administrations, then I recommend that the question of leave conditions for Asians in both Railway Services should be reviewed and in my opinion the time will then be opportune for a consideration of the whole question of leave conditions for Asians in the Civil Services as well as in the Railway Administration with a view to introducing what uniformity is possible.

I have the honour to be,

My Lord,

Your Lordship's most obedient
humble servant,

Edward Gigg

HIGH COMMISSIONER

17. Mr. Berley. s/o. 11th. June 30.

Trs a letter and memo. received from Mr. Worthington - relative to the proposed expedition.

Mr. Parkinson

When no. 17 was received you asked me to prepare a memo. to the C.D.C. applying for a free grant to make up the difference between the contribution of scientific institutions etc. & the cost of the Expedition.

I must admit I was a little doubtful; you have now received a rough copy of this.

The C.D.C. have meetings on the 2nd & 4th July.

It should reach Mr. Hasston by Thursday evening, but a delay of a week is not greatly matter.

The map attached to Mr. Worthington's memo. is now being copied into the

Leaving
(Easton)
16.6.30

This seems to me a very suitable scheme to put up to the C.D.C. - it is the assumption that that view was accepted, the Dept has prepared for various the memo. already which is self-explanatory.

I will only add -

- (1) Paley only, as under not, represent Mr. Worthington's intentions, but it is quite clear that we cannot assume that a British expedition may investigate waters outside British boundaries if it had become desirable to extend the investigation in Lake Edward George, the matter can probably be arranged with the Belgian Govt. - perhaps we will without bringing in the 2nd division.
- (2) Obviously, we shall not

28. N.R. Worthington. 3rd Sept. 30.

States that for reasons given it is impossible to postpone the expedition and requests Kenya be asked to give every possible assistance.

Mr. Allen

I have considerable sympathy with Mr. Worthington in his disappointment over this, and I hope that the local Governments will do all they can to help.

Our action should be: (a) to acknowledge 28, and to say that the Governors of Kenya and Uganda are being informed that the expedition will sail in October and are being asked to grant all possible facilities and assistance. Add that, as regards Mr. Dent, the Governor of Kenya stated that the extent of the provision of funds for survey by the Empire Development Board, or the Colonial Development Fund, the Government would be glad to put the services of

Mr. Dent at Mr. Worthington's disposal for two months, and that the Secretary of State has no doubt that although assistance is not being provided from either of the sources mentioned, the government will still be willing to allow Mr. Dent to accompany the expedition. See however, that the Secretary's attention is being drawn to Mr. Worthington's request on

this point that we have in the Dept. a list of possible facilities which may be given to (b) Send the Governor, Ref. 26, copies of 27, 28, and our reply to 28, drawing attention to the requests made in para. B of No. 28. We might enclose at the same time a copy of No. 22 for his information.

(c) Send the Governor of Uganda copies of the same correspondence, ref. 23 and 26.

similarly

similarly drawing attention to the request of the expedition to be granted all possible assistance in East Africa.

dash to the other Mr. Borley should see

Mr. Borley

C.D.A.C.

arrangements

has been

arrangements

arrangements

arrangements

White

9/5/30

As regards the finance

as to procedure

to be decided

to be decided

to be decided

W.A. Allen

10/9/30

to be decided

to be decided

10/9/30

10/9/30

2-ouch C7 from
letter to Mr
Worthington but
add on this
line a ref to
Jan 1930

C.O.

Mr. Eastwood 16/9.

Mr. Allen

Mr. C. Bottomley

Sir J. Shuckburgh

Sir G. Grindlay

Permt. U.S. of S.

Parly. U.S. of S.

Secretary of State

15986/1930. Kenya.

DOWNING STREET

18 September 1930.

3. DRAFT

KENYA

26

To Mr. Eastwood

Fr. do. 3/9/30
(No. 28)

Fr. C.D.A.O. 28/7/30
(No. 22).

To O.A.G. Uganda
(dit. herewith)

Copy this to O.A.G. Uganda
dit. herewith

Thursday's mail.

Copy Uganda - 440 - 18/9/30

Sir,

With reference to
correspondence ending with your
telegram No. 265 of the 20th of
August, I have etc. to transmit to
you copies of correspondence with
Mr. B. Worthington, regarding the
proposed investigation of certain
lakes in Kenya and Uganda.

2. I would invite your
attention to the request made in
paragraph 3 of Mr. Worthington's letter
of the 3rd of September. You will
no doubt arrange for the expedition
to be given all possible assistance
while it is in Kenya; and, in
particular,

30
13

O.O

Mr. Allen *26/8*

15986/30 *8*

27/16

Mr. *Parsons*

Mr.

Sir C. Bottomley.

Sir J. Shuckburgh.

Sir G. Grindle.

Prin. U.S. of S.

Prin. U.S. of S.

Secretary of State.

Downing Street,

28 August, 1930.

Sir,

DRAFT. *Cas*

V. minute

With reference to ~~the~~ recent semi-official correspondence and interviews,

E.B. NORTHINGTON, ESQ.

I am etc. to inform you that consideration

2 policy at laboratory
Casework

has now been given to the question of the Government contribution towards the expenses of your proposed investigation of Lakes Rudolf and Baringo in Kenya, and Lakes Edward and George in Uganda.

Office Kenya - 726 - 18/9/30
Uganda 440-

2. The matter has been considered by the Colonial Development Advisory Cttee. but the Committee was not prepared to recommend any grant unless the local Governments were willing to make an equivalent contribution. The Governor of Kenya and the U.A.C. of Uganda were accordingly consulted by telegram, but while

while

from Dr. E.B. Worthington,
ZOOLOGICAL LABORATORY,
CAMBRIDGE

RECEIVED
- 8 AUG 1930
COL. OFFICE

Dear Mr. Eastwood,

24) Thank you for your letter of 2nd August informing me that further communication with Kenya and Uganda is being made concerning financial assistance toward my forthcoming expedition to East Africa.

In order to ensure sufficient time in East Africa it is necessary for the expedition to start in October; accordingly I have ~~already~~ ^{had to} booked passages in the Mandaff Castle, sailing October 25th, and ~~was~~ ^{to} gathered together most of the necessary equipment before hearing the decision of the Colonial Development Advisory Committee. For these reasons and in order that I may make additional arrangements with people in East Africa, it is very urgent that I hear the decision of the Committee as soon as possible.

On the 6th July I wrote to Mr. Borley that £650 had been granted to the expedition from the Royal Society and the British Museum, a letter which I gather was placed on the file. I can now inform you that the following further grants have been made:

Cambridge Balfour Fund (in the form of a Research Studentship to Mr. L.C. Beadle)	£ 150
Gonville and Caius College (Thruston Fund)	50
	<u>200</u>

This brings the total sum granted from unofficial sources to £1550. An application has still to be considered

Please repeat to Governor

Uganda reference his despatch of

14th May No. 191, and after discussion

(No. 15)

with him inform me whether Kenya and

Uganda Governments are willing to

subscribe balance of £500 and if so

in what proportions. If Governments

assistance for economic
~~contribute~~ economic side of work

be emphasized. Request early reply by

tele. as Washington wishes to sail

October

*Actual Present
Representation
one half of
Contributions covered
to postwar
until next year.*

15986/30

1 St. John's Gardens,

London W.11.

6th July, 1930

Dear Borley,

With reference to my application of 10th June for financial assistance from the Colonial Office towards the proposed African expedition, the following additional grants have been made:

Royal Society, Govt. Grants	200
Trustees of British Museum (Nat. Hist.)	300
Royal Society, Govt. Grants (towards the expenses of V.E. Fuhs, Geologist)	150
	<u>650</u>

In addition Gonville and Caius College, Cambridge have promised a small grant, the amount as yet undecided, the Balfour Fund will probably be able to grant an additional £100, and an application will be considered by the British Association in September. I have little doubt that these sources will provide the balance of £250, making the total amount from unofficial sources up to £1600 as anticipated in section 2 of my application.

Yours sincerely,

E.B. Worthington

J.O. Borley Esq.

5, Queen Anne's Chambers,
Westminster.

COLONIAL DEVELOPMENT ADVISORY COMMITTEEMemorandum

I circulate herewith, for the consideration of the Committee, a memorandum by the Colonial Office applying, on behalf of the Governments of Kenya and Uganda, for the grant of £1,000 from the Fund towards the cost of a scientific expedition to investigate fishery questions in certain East African areas.

2. On the general question of fishery development in the Empire, reference is invited to C.D.A.C. 326.

3. A summary of replies to the scheduled questions is prefixed.

L. H. PROBERTON

Secretary to the Committee

COLONIAL OFFICE,

2nd July, 1950.

memorandum setting out in detail what is proposed. A copy of Mr. Worthington's memorandum, with the sketch map which accompanied it, is attached.

It will be seen that the estimated total expenditure is £2,600 (of which £650 will be spent in this country). Towards this, a sum of £1,600 is either promised or anticipated from private sources, leaving a short-fall of £1,000. The suggestion is that this short-fall should be made up from Government sources.

4. The objects that would be served by the expedition would be of two kinds:-

(1) scientific; (11) economic or practical.

(1) Scientific

The scientific value of the undertaking is obvious: but if proof be needed, it may be found in the fact that scientific bodies are providing, or are expected to provide, funds to the extent of £1,600. As regards Mr. Worthington's competence to lead the expedition, the Secretary of State feels no doubt whatever. The work would be mainly of value from a biological and zoological point of view, but the expedition is to be accompanied by a geologist and the results are likely to be of considerable geological interest, particularly so far as the Kenya lakes are concerned. No systematic geological survey has yet been undertaken in Kenya.

(11) Economic or practical

While it is not possible to predict what the results of the survey will be, it may be said at once that it is not expected that the survey of Lake Rudolf will be of much immediate economic value. It is

but if there should arise occasion to extend the investigation outside that limit, special application would have to be made on his behalf to the Belgian Government and/or the Ethiopian Government for permission. In the case of Lake Rudolf this question is not likely to arise, and there would probably be considerable personal risk involved if the expedition attempted to approach the northern shores.

Colonial Office,

June, 1930.

Baringo and Rudolf will expand the recent work of the Kenya Archaeological Expedition, and will probably be of value also to the Uganda Geological Department. This work is expected to afford evidence concerning the former distribution of land and water during the African Pluvial Periods.

The results will be published in scientific literature, or if the Governments prefer in the form of official reports, and will thereby be made available to subsequent workers in East Africa and elsewhere.

The whole scheme of work as outlined above has the support of the University of Cambridge.

3. In previous communications I have suggested £2,000 as the approximate total cost. This was a conservative estimate, and it seems that £2,600 had best be stated here.

4. The preparation of detailed estimates must be postponed until I know approximately how much money will be available. The allocation of the expenses, based on my previous experience in East Africa and in certain cases on technical advice, is as follows:-

Expenses in Great Britain :

	£
Scientific apparatus	100
Fishing gear	80
Outboard motor	60
Passages to and from Mombasa	360
Freight	50

Expenses in East Africa:

Rail fares	50
Lorry transport	200
Cost of car and running expenses	200
Hire of boat	150
Living expenses (3 persons)	500
Native labour	200
Camp kit, etc.	100
Incidental	50
Salary (Balfour Studentship)	300
Salary (Beadle)	100
	<u>£2,600</u>

Note -

38

Lakes George and Edward in Uganda. Some further investigation of Lakes Naivasha, Nakuru and Elmenteita in Kenya should also be included. The work already begun on the lakes of Kenya and Uganda would then be completed. Both Professor Gardiner and Mr. Worthington have discussed the project with Mr. Borley, the Secretary of State's Fisheries Adviser, and Mr. Worthington has prepared a memorandum setting out in detail what is proposed. A copy of Mr. Worthington's memorandum, with the sketch map which accompanied it, is attached.

(3) It will be seen that the estimated total expenditure is £2,600 (of which £650 will be spent in this country). Towards this, a sum of £1,600 is either promised or anticipated from private sources, leaving a short-fall of £1,000. The suggestion is that this short-fall should be made up from Government funds.

(4) The objects that would be served by the expedition would be of two kinds:-

(i) scientific; (ii) economic or practical.

(1) Scientific.

The scientific value of the undertaking is obvious: but if proof be needed, it may be found in the fact that scientific bodies are providing or are expected to provide, funds to the extent of £1,600. As regards Mr. Worthington's competence to lead the expedition, the Secretary of State feels no doubt whatever. The work would be mainly of value from a biological and zoological point of view, but the expedition is to be accompanied by a geologist and the results are likely to be of considerable geological interest.

the amount of the grant should be
 made available to the grantee
 on the 1st April 1931.
 It is understood that the
 grant would be paid over the money also received
 to the grantee.

It is noted that a considerable
 amount of work has been done with Lake
 and it is considered that the
 possibilities of future exploitation
 are not yet clear. The scope of value
 has been estimated to be in the
 thousands of their
 value. It is considered that
 the exploitation beyond the
 first year would be a small
 amount. It is considered that
 the possibilities of exploitation of the
 outside that
 the first survey of Lake Vico
 to be made on
 the first day and transported large
 quantities of the growing population
 is no longer a
 consideration
 of the
 to be exploited in their own
 interest.

MONIAL OFFICE

June, 1930.

1. Description. A scientific expedition to the lakes of East Africa, having as its special object the little known lakes Baringo and Rudolf in Northern Kenya, and also Lakes Edward and George in Uganda. The personnel will consist of - E.B. Worthington, Leader and Zoologist, L.C. Beadle, Zoologist specialising on the chemical side, V.E. Fuchs, Geologist with experience of surveying; also if possible R.E. Dent, Assistant Game Warden i/c fish in Kenya, and if arrangements can be made with the K.U.R. Marine, I.P. Stevenson, 2nd Officer stationed at Kisumu who was seconded to the fishing surveys of Lake Victoria and Lakes Albert and Kioga, 1927-28.

Objects. Biological. To continue ecological work on the African lakes which has been started on Lakes Victoria, Albert and Kioga during the Government fishing surveys, 1927-28, and on the smaller lakes Naivasha, Elmenteita and Nakuru by R.E. Dent of the Kenya Game Department and by Miss P.M. Jenkin of Cambridge University. On Baringo, Rudolf, Edward and George thorough collections of the fauna will be made; the distribution of the shore life, plankton, nekton and benthos will be investigated, and the fishes will be examined with a view to future exploitation. This will be done by catching fish in large numbers, examining their stomach contents, genital organs etc., then studying the food animals and plants in the living state and so building up the "Food-chains" in the various lakes and relating the whole in so far as possible to the physical conditions.

Lakes Baringo and Rudolf lie in closed drainage systems. They are known to be strongly alkaline and are probably becoming more so as a consequence of the general desiccation in this part of Africa, so a considerable amount of work will be done on the chemical and physical environments (temperatures, water analyses etc.), to determine in what ways the desiccation is affecting the fauna and flora. Lakes Edward and George, lying at the head of the River Semliki, are very little known biologically. Their examination will complete work on the lakes in the White Nile drainage basin (i.e. the work done during the fishing

3. In previous communications I have suggested £2000 as the approximate total cost. This was a conservative estimate and it seems that £2600 had best be stated here.

4. The preparation of detailed estimates must be postponed until I know approximately how much money will be available. The allocation of the expenses, based on my previous experience in East Africa and in certain cases on technical advice, is as follows :-

Expenses in Great Britain :

Scientific apparatus	100	(100)
Fishing gear	20	(20)
Outboard motor	60	
Passages to and from Mombasa	360	
Freight	50	
Expenses in East Africa:		
Rail fares	50	
Lorry transport	200	
Cost of car and running exa.	300	
Hire of boat	150	
Living expenses (3 persons)	500	
Native labour	200	
Camp kit etc.	100	
Incidental	50	
Salary (Balfour Studentship)	300	
Salary (Beadle)	100	
	<u>2600</u>	

Note- The estimated cost of apparatus is small since arrangements have been made to borrow some of the more expensive items.

It will be appreciated that if Government transport and a boat could be provided, more could be spent on the scientific work.

5. Date of commencement. Leave England about the middle of October, 1930. Start work in East Africa in November.

6. Date of completion. Return to England about September, 1931.

7. Expenditure in East Africa , approximately £1950
Expenditure in Great Britain, approximately £650

8. Financial support from other sources. The following grants have been promised:-

Cambridge Balfour Fund	£
Royal Geographical Society	300
Percy Sladen Memorial Fund	100
Gloyne Fund for Geology	250
	50
	<u>700</u>

NOTE

16/4 32

I ascertained from Mr. Borley that Mr. Worthington would be coming to see me to-day (17th June) about another matter with Professor Stanley Gardiner, and I therefore arranged that we should have a discussion about this question. Mr. Borley therefore brought Professor Stanley Gardiner and Mr. Worthington over.

Briefly, the points I put to Mr. Worthington in particular were these:-

(a) we should want a definite undertaking that the investigation of the Uganda Lakes would be carried out thoroughly, and a definite period of time being allotted in the programme for this purpose, as it would not be satisfactory to leave it as something to be tacked on to the Kenya work if time permitted.

(b) he should consider further the question of the boat in view of the suggestion by Mr. Dent that the life-boat might be made available for transport administration for the Lake Rudolf work and Mr. Dent's offer to loan a boat for the Baringo (possibly if the life-boat is available, it could be used also for the Uganda Lakes);

(c) attention was drawn to the suggestions in the enclosures to the Kenya despatch that the cost is being considerably under-estimated (it must, however, be remembered in this connection that Mr. Worthington has had considerable local experience of similar investigations, and therefore generally may be expected to know what he is talking about);

(d) in Mr. Worthington's estimate (par. 4 of the enclosure to No. 4) he includes nothing for salary, but in par. 8, he includes a promised grant of £300.

from

5th March, 1950.

The Hon^{ble} Colonial Secretary,
 HAIRORI.

You have been good enough to ask me for my opinions on this matter and I have read the papers with much interest. I may say at once that from a scientific point of view, the expedition would be of immense interest and value to us and we should all value it.

I know the Western shores of Lake Rudolf fairly well, and I know of course that there is a large supply of fish in it, most, if not all of which are edible. Some are delicious. But none of us know much about them, their distribution, migrations, habits of spawning or of feeding.

Incidentally, of course, the bird life on the shores and the islands would well repay attention.

Three points, however, need consideration.

- (a) The cost
- (b) The economic value
- (c) The need in such places for expenditure on other more important problems.

A. THE COST.

The main cost is that of the boat, its fuel and upkeep, and equipment. I should very much doubt if £500 would cover this, even allowing that the K.A.R. lorries might help in transport. It must however be remembered that the K.A.R. lorries will not in future go normally to Lodwar: they will go direct to Lokitaung leaving Lodwar

/some

COPY

Office of the Provincial
Commissioner,

No. 201.

Nakuru, 17th March, 1930.

The Hon. Colonial Secretary,
P.O. Box 621, Nairobi.

FISHING SURVEYS - LAKES

Your No. 201/63

LAKE Baringo

This Lake certainly offers unlimited opportunities for scientific research in respect of its plants and fish, both of which are abundant and of several varieties.

2. Lake Baringo can be reached by road from Eldama Ravine at several points on the

... must ...
... states ...
... for the well being of ...
... present in ...
... inhabit the ...
... percent of who ...
... and Agricultural activities funds are so ...

(Sgd.) E.C. Crowe-Read.

SENIOR COMMISSIONER,
Rift Valley Province.

COPY

62

FISHING SURVEYS - LAKES RUDOLF AND BARINGO.

Having read through the enclosed correspondence I am compelled to realise that sufficient grounds do not exist to justify Government bearing the entire cost of the proposed expeditions.

At the same time there can be no doubt that the results of such investigations as proposed by Mr. Worthington in his letter to Professor Stanley Gardiner will be of the utmost value to all those interested in the history of Africa. Further I am of the opinion that there is every possibility of there being a large amount of material resulting from such investigations that will be of economic value and stands in the development of these areas in the future. It would therefore seem to be an opportunity to acquire a thoroughly sound report on the geological and other conditions of those areas at very small cost.

I have been in correspondence with Mr. Worthington concerning this proposed expedition and think there is a possibility of the major portion of the funds required being raised in England.

The cost of importation and transport of the equipment required for the work could be greatly reduced should Government see its way to undertaking the landing and transporting of the members of the expedition together with their equipment to and from the Lakeshores or by doing the transport from rail head and allow a reduced fare on the railway from the coast.

A matter of vital importance to the work of the expedition is the acquiring and transporting of a suitable boat for use on Lake Rudolf. A ship's life boat of about 25 feet in length fitted with sails and an
/admiralty

1053

15³⁵

Uganda Protectorate



GOVERNMENT HOUSE,
UGANDA.

No. 181.

RECEIVED
-5 JUN 1930
COL. OFFICE

5th May, 1930.

My Lord,

I have the honour to refer to Your Lordship's despatch, No. 54, of the 5th of February, in which you informed me of a proposal that Mr. E. B. Worthington should conduct a biological survey of Lakes Rudolf and Baringo, and, if time permits, of Lakes George and Edward in Uganda.

I believe that it would be most useful to have the survey of Lakes George and Edward included in the scope of Mr. Worthington's tour, and my Government would be prepared to contribute with this end in view, but only on condition that the work done and the time spent in Uganda were adequate for the purpose. It is not stated in Your Lordship's despatch and the enclosures thereto how much of the balance of £850, which it would appear from Your Lordship's telegram No. 59 to the Governor of Kenya remains to be contributed by the two Governments concerned would be payable by Uganda, and I am not prepared

The Right Honourable

THE SECRETARY OF STATE FOR THE COLONIES,

&c., &c., &c.

81

Zoological Laboratory,
Cambridge.

2nd May, 1930

Dear Borlsey,

With regard to your letter of 29th April concerning the financial backing expected from unofficial sources toward the proposed survey of Lake Baringo and Rudolf, on 30th April I was nominated as Balfour Student at Cambridge University by the Balfour Managers for the purpose of carrying out further research into the Biology of African lakes. This puts me in a much better position as far as obtaining money toward the expedition is concerned.

Up to date the money promised is as follows :-

Balfour Fund £300

Royal Geographical Soc. £100

Percy Sladen Memorial Fund £250

I have reason to hope that another £700 may be granted from other sources, which brings the possible total outside support to £1350. This makes £650 short of the estimated total cost of £2,000.

I can authorize the Colonial Office to sanction the figures stated, and hope that an early decision may be expected from the Kenya Government. I would emphasise that the money is offered from unofficial sources only on condition that there is sufficient support financially and otherwise to make the

24

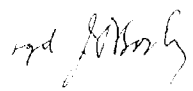
4.2

mentioned in the accepted of the
 which possibly CTU might be
 necessary. Your letter, however,
 and is likely to be received.
 news to the Government, Sweden
 I think it possible that
 Office to mention this
 if sufficiently important to
 they might then take the
 to whether the matter
 a reply might be

if you are willing for this to be done and will
 from a sum which can be used for them as the
 this suggestion
 from your last letter
 for the purposes of an
 official cable.

am,

Yours sincerely,



might be made by which a boat such as he would require might be taken over by the Government at the conclusion of the work. In previous work he used a 16ft. open metal dinghy, and he suggests now a 20ft. metal dinghy with out-board motor. I am personally of the opinion that a half-deck boat, or perhaps better a boat with removable whaleback at the bow, would be preferable

It is an open boat. It is understood from him that an open boat has undoubtedly considerable Soci... and... would provide

... he thinks, be... enquiries as to exactly how close to the lakes the roads he has in mind could take a lorry.

In regard to equipment he would need trammels, of which there may be some half dozen in Africa still in good condition; gill nets of 1" to 10" mesh and of which he would want a big supply; water bottles; plankton nets and biological equipment. He thinks he could borrow from Cambridge where he himself does not possess them, and, without prejudice, he made a conjecture of the cost of equipment at £150. He is well acquainted with Mr. Dent,

Game/...

1930

7

40533

573

15989

40533/3 9/3

Pat. Bill

Previous

16615

Mr. Parkinson.

I will try to summarise this by taking the
points that have arisen clause by clause - at present
the proposals form a delightful maze.

~~Clauses 2 and 4.~~

Clauses, with reference to paragraphs of the
despatch. The amendment of the list
Clauses 3 and 4 and not that this will involve the
definition of "non-commission-
ed officer" and "subordinate officer" in Clause 2.

... by the...
... to the general...
... powers...
... think...
... may be...
... of this...
... to raise any...
... subject to Section 42 being amended, as
suggested by Mr. Bushe in his minute of the 22nd
August, to the effect that the enquiry is to be
conducted in accordance with rules to be made, and
ask the Governor to submit the rules to the Secretary
of State in draft.

As regards Section 42 (2) (ii) (b), direct
amendment by the omission of the words "medal, decoration or" as suggested by Mr. Howell in his minute of
the 16th July. *See in Appendix 3 "rewards"*

The despatch should also agree to the
Governor's preference for the word "promotions" instead
of "increases" in Clause 8 (1) - *see para 2a, 7*
Despatch.

*Minute
Back*

to make

to B. H. H. H.

[Faint, mostly illegible handwritten text]

April 25, Ch. 3, p. 76
The object of the clause
is, of course, to restrict
credit for these men with
small salaries on the

... to that extent is ...
and the ... cannot ...
'pre-...-service' ...
joining ... with ...
... must be ...
... without ...

[Faint, mostly illegible handwritten text]

The real snag
is on that for ...
shall help ...
their case ...
does come into the picture
& we cannot well help
ourselves. In the ...
... giving ...
approval to what the
... wants & leaving

65 - act. abn
to no. 10/10/10
1973

It seems desirable to have
a reminder in this form

(1) Regulation of Excesses

General set of principles

General set of

principles of the
regulation of excesses
in the form of a
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General set of
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in the form of a
general set of
principles of the
regulation of excesses

Also see 2406/9/30/5A
and also see
the following Excess form proceedings
of the Excessors' Conference held in May 1934

Jan

18
by members of the Police
in the discharge of such

9. The Governor in Council may make regulations, not inconsistent with this Ordinance, relating to all or any of the following matters, namely:—

(1) The numerical establishment of the Police Force, the conditions of service, and the various grades, ranks and appointments therein;

(2) The appointment, promotion, and discharge of members of the Police Force, and the conditions of service of such members, and the various grades, ranks and appointments therein;

(3) The appointment, promotion, and discharge of members of the Police Force, and the conditions of service of such members, and the various grades, ranks and appointments therein;

(4) The appointment, promotion, and discharge of members of the Police Force, and the conditions of service of such members, and the various grades, ranks and appointments therein;

(5) The appointment, promotion, and discharge of members of the Police Force, and the conditions of service of such members, and the various grades, ranks and appointments therein;

(6) The appointment, promotion, and discharge of members of the Police Force, and the conditions of service of such members, and the various grades, ranks and appointments therein;

(7) The appointment, promotion, and discharge of members of the Police Force, and the conditions of service of such members, and the various grades, ranks and appointments therein;

18
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in the discharge of such

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(6) The appointment, promotion, and discharge of members of the Police Force, and the conditions of service of such members, and the various grades, ranks and appointments therein;

(7) The appointment, promotion, and discharge of members of the Police Force, and the conditions of service of such members, and the various grades, ranks and appointments therein;

Unlawful
assemblies

34. Any assembly or procession which—

(a) takes place without a licence issued under the last preceding section; or

(b) neglects to obey any order given under sub-section (3) of the last preceding section,

shall be deemed to be an unlawful assembly, and all persons taking part in such assembly or procession, and in the case of an assembly or procession for which no licence has been issued all persons taking part in the conveying, collecting or directing of the assembly or procession, shall be liable to imprisonment for a period not exceeding one year.

Penalty for
disobeying
orders or
violating
conditions of
licence under
section 33

35. Any person who

(a) disobeys any order issued under section 33;

(b) violates any condition of a licence issued under section 33;

shall be liable to imprisonment for a term not exceeding three months, or to a fine not exceeding three months' wages, or to both such imprisonment and fine.

Disposal of
unclaimed
property

36. (1) It shall be the duty of every police officer to take charge of all unclaimed property and to inventory and describe the same.

(2) The local magistrate shall cause a notice to be published in any such property and shall cause a notice to be published in a conspicuous place in the court and at the police station of his district specifying such property and calling upon any person who may have any claim thereto to appear and establish his claim within six months from the date of publication.

(3) Provided that if such property is subject to a mortgage or debt, or if the magistrate is of opinion that the immediate sale would be for the benefit of the owner, the magistrate may at any time direct it to be sold.

(4) Such property, if no person shall within six months from the date of the notice aforesaid establish a claim thereto, may be sold by order of the magistrate.

(5) The proceeds of the sale of such property shall, if no claim to it has been established within the period aforesaid, be apportioned in the following manner:

(a) One-half shall be paid to the credit of the Police Rewards and Fines Fund;

(b) such proportion of the remaining one-half as the magistrate may direct shall be paid to the finder of the property;

(c) The balance shall be paid to the Treasurer for the use of the Colony.

37. (1) It shall be lawful for any police officer to take and record for the purpose of identification the finger-prints of all persons who may from time to time be in lawful custody. Provided that if the finger-prints are taken by a police officer below the rank of assistant inspector such finger-prints shall be taken in the presence of a magistrate or a justice of the peace or a police officer of at least the rank of assistant sub-inspector.

(2) Any person lawfully arrested who refuses to submit in a proper manner to the method of identification aforesaid shall be liable on conviction before a magistrate to a fine not exceeding twenty pounds or to imprisonment not exceeding three months, or to both such fine and imprisonment.

(3) Any person who is convicted of an offence under this section shall be liable to a fine not exceeding ten pounds or to imprisonment not exceeding three months, or to both such fine and imprisonment.

(4) Any person who is convicted of an offence under this section shall be liable to a fine not exceeding ten pounds or to imprisonment not exceeding three months, or to both such fine and imprisonment.

(5) Any person who is convicted of an offence under this section shall be liable to a fine not exceeding ten pounds or to imprisonment not exceeding three months, or to both such fine and imprisonment.

(6) Any person who is convicted of an offence under this section shall be liable to a fine not exceeding ten pounds or to imprisonment not exceeding three months, or to both such fine and imprisonment.

(7) Any person who is convicted of an offence under this section shall be liable to a fine not exceeding ten pounds or to imprisonment not exceeding three months, or to both such fine and imprisonment.

DISCIPLINE.

41. Any non-commissioned or subordinate officer or follower who—

(1) begins, excites, causes or joins in any mutiny or sedition amongst the Police Force, or does not use his utmost endeavours to suppress such mutiny or sedition, or conspires with any other person to cause any mutiny or sedition, or being cognisant of any mutiny or sedition, or intended mutiny or sedition, does not without delay give information thereof to his superior officer; or

In the case of subordinate officers:—

- (a) Reprimand;
- (b) Confinement for a period not exceeding fifteen days with or without punishment drill, extra guards, fatigues or other duty;
- (c) Fine not exceeding ...

Section 42

Section 42. Any subordinate officer or follower who... (a) strikes or uses violence against his superior officer... (b) uses threatening or insubordinate language... (c) disobeys any lawful command... (d) mingles or feigns or produces any disease or infirmity... (e) prevents an escort whose duty it is to apprehend him or to have him in charge... (f) refuses to be searched, searched, allowed or ordered to be searched... (g) is concerned in any offence under section 41... (h) is concerned in any offence under the said section.

Section 43

Section 43. Any commissioned officer, non-commissioned or subordinate officer may be interdicted from duty at any time by the Commissioner pending an inquiry under Colonial Regulations of this Ordinance, as the case may be, but shall not, by reason of such interdiction, cease to be a police officer: Provided that the powers, privileges and benefits vested in him as a police officer shall, during his interdiction, be in abeyance, but he shall continue subject to the same responsibilities, discipline and penalties to the same authority as if he had not been interdicted.

Power to summon witnesses

Section 44. (1) Every police or administrative officer hereinbefore empowered to enquire concerning offences under section 41 shall in any matter touching such enquiries have the power of summoning and examining witnesses on oath or affirma-

tion and calling for documents in any matter before him and of adjourning any hearing from time to time. In all cases which under section 42 have to be reported to the Commissioner the proceedings and evidence shall be recorded in writing.

(2) Any person summoned as a witness under the preceding sub-section who fails to attend at the time and place mentioned in the summons, or who attended refuses to answer all questions that may lawfully put to him, shall be liable on conviction before a magistrate to a fine not exceeding twenty pounds or to imprisonment not exceeding three months or to both such fine and imprisonment.

Section 45

Section 45. Any subordinate officer or follower who— (a) strikes or uses violence against his superior officer... (b) uses threatening or insubordinate language... (c) disobeys any lawful command... (d) mingles or feigns or produces any disease or infirmity... (e) prevents an escort whose duty it is to apprehend him or to have him in charge... (f) refuses to be searched, searched, allowed or ordered to be searched... (g) is concerned in any offence under section 41... (h) is concerned in any offence under the said section.

Corporal punishment

(3) No sentence of corporal punishment shall be imposed on an officer other than a commissioned officer, and every sentence shall be reported to the Commissioner: Provided that a sentence of corporal punishment shall not be carried out except with an instrument approved by the Governor.

(4) No sentence of corporal punishment shall be carried out except with an instrument approved by the Governor.

(5) No sentence of corporal punishment shall be carried out except with an instrument approved by the Governor.

Section 46. (1) Subject to the provisions of this section any sentence imposed under section 42 may be suspended by order of the officer imposing the sentence or of the Commissioner for such period (in this section referred to as "the period of suspension"), not exceeding six months, as such officer or the Commissioner, as the case may be, may determine.

Power to suspend punishment

(2) Where any sentence has been suspended under this section the officer who ordered such suspension or such other officer as may be directed by the Commissioner shall, at the expiration of the period of suspension, review the case, taking into consideration such reports upon the conduct of the accused during the period of suspension as shall be available. Such officer may thereupon order the sentence to be remitted or reduced, in which case he shall cause any entry relating to the offence which has been made in the records of the accused to be expunged therefrom as the case may be, or he may order the sentence to be carried into execution.

Provided that during the period of suspension, the accused shall not be guilty of a further offence under section 41 the suspended sentence shall forthwith be carried into execution, and if sentences of confinement have been imposed in respect of any offence such sentence shall run concurrently with the suspended sentence.

Provided that if the accused be a European constable, the suspended sentence shall not be carried into execution unless he has been convicted of an offence under section 41.

Procedure in case of grave expected offences.

47. (1) If an investigating officer has reason to believe that the offence committed by a person of its nature is so grave that it is expedient to pass a sentence of imprisonment on him, he may, before the expiry of the period of suspension, refer the case to the Commissioner for his consideration. The Commissioner may, if he is satisfied that the offence is of such a nature that it is expedient to pass a sentence of imprisonment on the accused, order that the sentence of imprisonment should be carried into execution.

(2) If the Commissioner orders that the sentence of imprisonment should be carried into execution, he may, if he is satisfied that it is expedient to do so, order that the sentence should be carried into execution for a period not exceeding three months, or for a period not exceeding six months, as the case may be.

Provided that no proceedings shall be taken against a police officer under this section in respect of any offence which he has already been punished under any of the foregoing sections.

Dismissal and reduction in rank of non-commissioned and subordinate officers sentenced to imprisonment.

48. The Commissioner may, if he is satisfied that it is expedient to do so, dismiss from the Police Force any non-commissioned or subordinate officer who has been sentenced to imprisonment by any court in respect of any offence, whether under this Ordinance or otherwise.

Provided that the dismissal of a non-commissioned officer other than a European constable under this section shall be subject to the approval of the Governor.

Fines to be recovered by stoppage from pay.

49. (1) All fines imposed by police or administrative regulations made thereunder shall be recovered by stoppage from the offender's pay due at the time of committing the offence and thereafter accruing due.

(2) The amount of stoppage in respect of any fine shall be in the discretion of the officer authorised to impose such fine, but shall in no case exceed one-half of the pay of the offender, and shall not exceed the amount of stoppage in respect of any other fine.

(3) The Commissioner may, if he is satisfied that it is expedient to do so, order that the Police Rewards and Praise Fund for the purposes:-

- (a) Assistance to the wives or families of commissioned or subordinate officers, commissioned or subordinate officers, or Police Force as medical funds for the Police Force at the discretion of the Commissioner;
- (b) Contributions towards prizes to be given at meetings, assaults-at-arms and similar events organized by or for the benefit of the Police Force;
- (c) Purchase of ammunition for the encouragement of range practice among the members of the Police Force;

Provision for payment of debts of not commissioned officers.

60. Notwithstanding anything hereinbefore contained, if in any case where probate of the will or administration to the estate of the deceased has not been taken out, any commissioned officer or any officer of any public department having in his charge or control any movable or other personal property of the deceased shall, before disposing of such property in any manner, cause to be made a list of such property in the manner aforesaid, and such list shall be submitted to the Commissioner for his approval.

61. The Commissioner may, subject to the direction of the Governor, on the application of any person and on being satisfied as to the necessity therefor, depute any additional number of police officers for special duty at any place in the Colony and for such period as he may consider necessary. Such police officers shall, subject to the provisions of this Ordinance, be exclusively under the orders of the officer in charge of the Police Force in such place and shall, unless the Governor otherwise directs, be employed at the expense of the person making the application.

PROVISIONS FOR ADDITIONAL OR SPECIAL POLICE OFFICERS.

64. The Commissioner may, subject to the direction of the Governor, on the application of any person and on being satisfied as to the necessity therefor, depute any additional number of police officers for special duty at any place in the Colony and for such period as he may consider necessary. Such police officers shall, subject to the provisions of this Ordinance, be exclusively under the orders of the officer in charge of the Police Force in such place and shall, unless the Governor otherwise directs, be employed at the expense of the person making the application.

Provided that any person on whose application additional police officers have been deputed for special duty at any place may, on giving one month's notice to the Commissioner, require that such additional police officers shall be withdrawn from such place; and at the expiration of one month from the date of such notice such person shall be relieved of any further expense in connection with the employment of such additional police officers.

Employment of additional police officers at expense of private persons.

No. 100 of 1900.

65. Where any railway, canal or other public work or any manufactory or commercial concern is being carried on or is in operation in any place in the Colony, and it shall appear to the Commissioner that the employment of an additional number of police officers in such place is rendered necessary by the behaviour, or reasonable apprehension of the behaviour, of the persons employed upon such work, manufactory or concern, the Commissioner may, subject to the directions of the Governor, depute any additional number of police officers for special duty at such place and for such period as he may consider necessary and make orders upon the person having the control or custody of the funds used in carrying on such work, manufactory or concern for the payment of such additional police officers, and such person shall thereupon cause payment to be made accordingly: Provided that any person on whom such order for payment has been made may appeal against such order to the Governor in Council.

Employment of additional police officers in connection with certain works.

66. The Governor may, by proclamation published in the Gazette and in such other manner as the Governor may direct, declare that any area in the Colony has been found to be in a disturbed or dangerous state, or that, by reason of the conduct of the inhabitants of such area or any class or section of such inhabitants, it is expedient to increase the number of police officers stationed in such area.

Employment of additional police officers in disturbed or dangerous districts.

67. Upon publication of a proclamation under sub-section (1) the Commissioner may, subject to the directions of the Governor, employ any number of police officers in addition to the usual complement so stationed in the area specified in such proclamation, and subject to the provisions of the next succeeding sub-section, the cost of such additional police officers shall be borne by the inhabitants of such area.

68. A magistrate after such enquiry as he may consider necessary, shall, subject to the directions of the Governor, apportion the cost of such additional police officers among the inhabitants of such area, and such apportionment shall be made according to the magistrate's judgment of the respective means of such inhabitants:

Provided that the magistrate may, subject to the directions of the Governor, exempt any persons or any class or section of such inhabitants from liability to bear any portion of such cost.

(1) Every proclamation issued under sub-section (1) of this section shall state the period for which it is to remain in force, but such proclamation may at any time be withdrawn or may be continued from time to time for such further period or periods as the Governor may in each case direct.

67. (1) If in any area in regard to which any proclamation under the last preceding section is in force, death or grievous hurt or loss of or damage to property has been caused by or has ensued from the misconduct of the inhabitants of such area or any class or section of such inhabitants, any person who claims to have suffered injury from such misconduct may, within one month after the date of the injury, make an application for compensation to the magistrate of the district within which such area is situated.

Award of compensation to sufferers from misconduct of inhabitants of proclaimed areas.

Provision for payment of debts of non-commissioned officers

60. Notwithstanding anything hereinbefore contained, if in any case where probate of the will or administration to the estate of the deceased has not been taken out, any commissioned officer or any officer of any public department having in his charge or control any money or other personal property of the deceased shall, before disposing of such monies in any manner, first give notice of such disposal to the Commissioned Officer in Charge of the Police Force in such place.

61. The Commissioned Officer in Charge of the Police Force in any place may, if he is satisfied that it is necessary for the maintenance of law and order in such place, to employ additional police officers for special duty at such place and for such period as he may consider necessary, subject to the provisions of this Ordinance, be exclusively under the orders of the officer in charge of the Police Force in such place and shall, unless the Governor otherwise directs, be employed at the expense of the person making the application.

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Provided that any person on whose application additional police officers have been deputed for special duty at any place may, on giving one month's notice to the Commissioner, require that such additional police officers shall be withdrawn from such place; and at the expiration of one month from the date of such notice such person shall be relieved of any further expense in connection with the employment of such additional police officers.

65. Where any railway, canal or other public work or any manufactory or commercial concern is being carried on or is in operation in any place in the Colony, and it shall appear to the Commissioner that the employment of an additional number of police officers in such place is rendered necessary by the behaviour, or reasonable apprehension of the behaviour, of the persons employed upon such work, manufactory or concern, the Commissioner may, subject to the directions of the Governor, depute any additional number of police officers for special duty at such place and for such period as he may consider necessary and make orders upon the person having the control or custody of the funds used in carrying on such work, manufactory or concern for the payment of such additional police officers, and such person shall thereupon cause payment to be made accordingly: Provided that any person on whom such order for payment has been made may appeal against such order to the Governor in Council.

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Employment of additional police officers in disturbed or dangerous districts.

(1) Upon publication of a proclamation under sub-section (1) the Commissioner may, subject to the directions of the Governor, employ such number of police officers in addition to the usual complement as he may consider necessary in the area specified in such proclamation, and, subject to the provisions of the next succeeding sub-section, the cost of such additional police officers shall be borne by the Government.

(2) A magistrate, after such enquiry as he may consider necessary, shall, subject to the directions of the Governor, apportion the cost of such additional police officers among the inhabitants of such area, and such apportionment shall be made according to the magistrate's judgment of the respective means of such inhabitants.

Provided that the magistrate may, subject to the directions of the Governor, exempt any persons or any class or section of such inhabitants from liability to bear any portion of such cost.

(3) Every proclamation issued under sub-section (1) of this section shall state the period for which it is to remain in force, but such proclamation may at any time be withdrawn or may be continued, from time to time for such further period or periods as the Governor may in each case direct.

67. (1) If in any area in regard to which any proclamation under the last preceding section is in force, death or grievous hurt or loss of or damage to property has been caused by or has ensued from the misconduct of the inhabitants of such area or any class or section of such inhabitants; any person who claims to have suffered injury from such misconduct may, within one month after the date of the injury, make an application for compensation to the magistrate of the district within which such area is situated.

Award of compensation to sufferers from misconduct of inhabitants of proclaimed area.

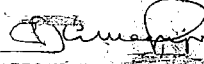
Employment of additional police officers at expense of private persons.

LEGAL OPINION
THE POLICE BILL, 1930.

The Bill passed in Legislative Council on the 30th December, 1930, embodies the amendments suggested by the Secretary of State in his despatch No. 13 of the 10th September, 1930, and the amendment in regard to Native Poll Tax exemption as instructed in his despatch No. 919 of the 20th November, 1930.

In my opinion, His Excellency the Governor may properly assent to this Bill in the name and on behalf of His Majesty.

Nairobi,
30th December, 1930.

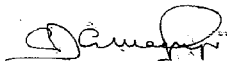

ATTORNEY GENERAL

LEGAL OPINION
THE POLICE BILL, 1930.

The Bill passed in Legislative Council on the 30th December, 1930, embodies the amendments suggested by the Secretary of State in his despatch No. 617 (3) of the 10th September, 1930, and the amendment in regard to Native Poll Tax exemption as instructed in his despatch No. 919 of the 20th November, 1930.

In my opinion, His Excellency the Governor may properly present this Bill in the name and on behalf of His Majesty.

Nairobi,
30th December, 1930.


ATTORNEY GENERAL.

...and Superintendent.

...any...

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R. SANDFORD

...of the Legislative Council

1. ... substituting the
"Asiatic" for the word "Asian" in the third line
of the second sub-clause;

4. That Clause 24 be amended -

(a) by substituting the words "twenty-four"
for the word "twenty" in sub-clause (1)

(a) (ii);

(b) by adding at the end of sub-clause (1)

(a) (iii) the following words:-

"together with any salary drawn by him in respect of the voyage to England or elsewhere";

(c) by adding after the word "service" in the first line of paragraph (b) of sub-clause (1) of the Clause the words "in accordance with the provisions of the European Officers Pensions Ordinance, 1927";

(d) by substituting the words "twenty-four" for the word "twenty" in sub-clause (1) (b) (i);

5. That Clause 42 be amended by deleting the words "medal or decoration or" in sub-clause (2) (ii) (b), and by adding as following as sub-clause (3):-

"(3) An investigation by the Commissioner under sub-section (2) of this section shall be conducted in accordance with rules made by the Governor in Council."

6. That Clause 45 be amended -

(a) by deleting paragraph (a) of sub-section (1) of the section and substituting therefor the following:-

"(a) Strikes, or uses or offers any violence against his superior officer, or uses threatening or insubordinate language to his superior officer; or"

(b) by deleting the proviso to sub-section (1) of the section and substituting therefor the following as sub-section (2):-

"(2) No sentence of corporal punishment shall be imposed by an officer other than a commissioned officer and every such sentence

securing the right atmosphere in
this respect.

For clauses 8, 15, 42, 48, I am
most grateful. — ! I know
Kumley will draft out rules
which will meet with your
approval.

Clause 21 The rejection of the
proposi^{tion} to extend does not really
hurt me, but the possibility of its
withdrawal fills me with apprehensive
horror! Heaven forbid, the men

keep this —
let me draw the Polesman's life
for you — as I visualize it —

1 — 370 Exhib. - news
as 3/9de

3 — 570 gets his 2nd 9de

5 — 970 gets his 4th 9de

970. But Talk

9 — 12. Blank

12 — 16. Gratuity (Bas this)

16 — Pension.

TELEGRAPHIC ADDRESS:
DELPHINIUM, ADULET, LONDON.
TELEPHONS:
GROSVENOR 2572 & 2973.

THE GARDEN CLUB,
9, CHESTERFIELD GARDENS,
MAYFAIR, W. 1.

If we love our hut but we
shall love our twice men.

Re Clause 45 - This is
a blow - if it means that
the word "followen" is not to
be included - it is a law
confident imperative - on a
march or safari w investigation
the sais w porter plays off.
we have no address - !

Annotations of changes...
1929. THE OFFICIAL... 2105

GOVERNMENT NOTICE No. 623.

following...
2105

...of the Legislative Council...

...of the Police Force...

CONSTITUTION AND ADMINISTRATION

3. The Police Force to be known as the ^{Constitution of} Kenya Police shall be formally enrolled and shall consist of such ^{Police Force} number of commissioned officers, non-commissioned officers and subordinate officers as may from time to time be ordered by the Governor.

4. The Police Force shall, unless otherwise ordered by the ^{Constitution of} Governor, consist of the following ranks:— ^{Police Force}

- Commissioned Officers:
- Commissioner
- Deputy Commissioner
- Assistant Commissioner
- Superintendents
- Assistant Superintendents.

BILL
35

Non-Commissioned Officers:

- Chief Inspectors
- Inspectors
- Regent Instructors
- Assistant Inspectors
- European Constables

5

Subordinate Officers.

- Chief Sub-Inspector:
- Sub-Inspectors, first grade
- Sub-Inspectors, second grade
- Assistant Sub-Inspectors, first grade
- Assistant Sub-Inspectors, second grade
- Sergeants, first grade
- Sergeants, second grade
- Sergeants, third grade
- Corporals
- Constables, first grade
- Constables, second grade
- Constables, third grade
- Bandsmen
- Buglers.

10

15

20

Special Departmental Police.

5. The Governor may from time to time cause to be enrolled for special departmental duties such number of men, as he shall think fit to be Railway, Harbour, Water or other police, and may by regulations provide for the constitution and administration thereof. Subject to such regulations such police shall be police officers within the meaning of this Ordinance and shall have all such powers and perform all such duties as the Commissioner, with the approval of the Governor, after consultation with the High Commissioner for Transport, may from time to time direct.

25

30

Functions of Police Force.

6. The Police Force shall be employed in and throughout the Colony for preserving the peace, for the prevention and detection of crime; for the apprehension of offenders against the peace, and for the performance of such duties shall be entitled to carry arms.

35

Employment of Police Force in times of emergency.

7. (1) The Governor may, in case of war or other emergency, employ the Police Force or any part thereof in the defence of the Colony.

Provided that, for the purposes of interior economy, the Police Force shall remain under the command of the Commissioner or such commissioned or non-commissioned officer as may be present.

40

(2) When called upon to serve with the Regular Forces, or when a state of active service has been declared as aforesaid, the Police Force or such part thereof as may be so employed, shall be subject to military law.

45

37. (1) It shall be lawful for any police officer to take and record for the purpose of identification all persons who may have fingerprints taken by him. Provided that...

40. Any person by whom goods supplied to any person by the Police Force or subordinate officer is a member of the Police Force.

DISCIPLINE

41. Any non-commissioned or subordinate officer or follower who—

- (1) begins, excites, causes, or joins in any mutiny or sedition amongst the Police Force, or does not use his utmost endeavours to suppress such mutiny or sedition, or conspires with any other person to cause any mutiny or sedition, or being cognizant of any mutiny or sedition, or intended mutiny or sedition, does not without delay give information thereof to his superior officer; or

Offences against discipline

- (2) persuades or endeavours to persuade, procures or attempts to procure, or assists any police officer to desert, or being cognizant of any such desertion or intended desertion does not without delay give information thereof to his superior officer; or
(3) uses traitorous or disloyal words regarding His Majesty; or
(4) is disrespectful in word, act or demeanour to his superior officer; or
(5) wilfully disobeys any lawful command; or
(6) is guilty of drunkenness; or
(7) drinks intoxicating liquor when on duty; or
(8) absents himself without leave; or
(9) is found sleeping at his post, or leaves his post before he is regularly relieved except in fresh pursuit of any offender whom it is his duty to apprehend; or
(10) being under arrest or in confinement leaves or escapes from his arrest or confinement, before he is set at liberty by proper authority; or
(11) neglects or refuses to assist in the apprehension of any police officer charged with any offence; or
(12) allows to escape any prisoner who is committed to his charge or whom it is his duty to keep or guard; or
(13) offers unwarrantable personal violence to any person in his custody; or
(14) is guilty of cowardice; or
(15) discharges his rifle without orders or just cause; or
(16) without reasonable cause fails to appear at any parade appointed by his superior officer; or
(17) pawns, sells, loses by neglect, makes away with, wilfully damages or fails to report any damage to any arm, ammunition, accoutrement, uniform or other appointment supplied to him or any Government property committed to his charge; or
(18) steals any money or goods the property of any police officer or steals or embezzles any Government money or goods, or receives any such money or goods knowing the same to have been stolen or embezzled from any police officer or from the Government; or
(19) commits any act of plunder or wanton destruction of property; or
(20) accepts or solicits a bribe or gratuity; or
(21) is slovenly, inattentive, uncivil or quarrelsome; or
(22) fails to keep his rifle clean; or
(23) without due authority discloses or conveys any information concerning any investigation or other police or departmental matter; or
(24) malingers, or feigns or produces any disease or infirmity; or
(25) is wilfully guilty of misconduct, or wilfully disobeys, whether in hospital or otherwise, any orders, by which misconduct or disobedience he produces or aggravates any disease or infirmity or delays its cure; or

October 4, 1929.

37. (1) It shall be lawful for any police officer to take and record for the purpose of identification, fingerprints of all persons who may have been taken by him, provided that it is not necessary to take fingerprints of any person who is a member of the Police Force.

40. (1) Any non-commissioned or subordinate officer or follower who—

- (1) begins, excites, causes, or joins in any mutiny or sedition amongst the Police Force, or does not use his utmost endeavours to suppress such mutiny or sedition, or conspires with any other person to cause any mutiny or sedition, or being cognisant of any mutiny or sedition, or intended mutiny or sedition, does not without delay give information thereof to his superior officer; or

Discipline.

41. Any non-commissioned or subordinate officer or follower who—

- (2) persuades or endeavours to persuade, procures or attempts to procure, or assists any police officer to desert, or being cognisant of any such desertion or intended desertion does not without delay give information thereof to his superior officer; or
- (3) uses traitorous or disloyal words regarding His Majesty; or
- (4) is disrespectful in word, act, or demeanour to his superior officer; or
- (5) wilfully disobeys any lawful command; or
- (6) is guilty of drunkenness; or
- (7) drinks intoxicating liquor when on duty; or
- (8) absents himself without leave; or
- (9) is found sleeping at his post, or leaves his post before he is regularly relieved except in fresh pursuit of any offender whom it is his duty to apprehend; or
- (10) being under arrest or in confinement leaves or escapes from his arrest or confinement before he is set at liberty by proper authority; or
- (11) neglects or refuses to assist in the apprehension of any police officer charged with any offence; or
- (12) allows to escape any prisoner who is committed to his charge or whom it is his duty to keep or guard; or
- (13) offers unwarrantable personal violence to any person in his custody; or
- (14) is guilty of cowardice; or
- (15) discharges his rifle without orders or just cause; or
- (16) without reasonable cause fails to appear at any parade appointed by his superior officer; or
- (17) pawns, sells, loses by neglect, makes away with, wilfully damages or fails to report any damage to any arm, ammunition, accoutrement, uniform or other appointment supplied to him or any Government property committed to his charge; or
- (18) steals any money or goods the property of any police officer or steals or embezzles any Government money or goods, or receives any such money or goods knowing the same to have been stolen or embezzled from any police officer or from the Government; or
- (19) commits any act of plunder or wanton destruction of property; or
- (20) accepts or solicits a bribe or gratuity; or
- (21) is slovenly, inattentive, uncivil or quarrelsome; or
- (22) fails to keep his rifle clean; or
- (23) without due authority discloses or conveys any information concerning any investigation or other police or departmental matter; or
- (24) malingers, or feigns or produces any disease or infirmity; or
- (25) is wilfully guilty of misconduct, or wilfully disobeys, whether in hospital or otherwise, any orders, by which misconduct or disobedience, he produces or aggravates any disease or infirmity or delays its cure; or

50. If any officer fully employed by the Government or Government in addition to or to make good such amount may be

51. Any officer in his 15

52. The provisions of this Ordinance shall apply to a fund

53. The Police Rewards and Fines Fund shall be administered by the Commissioner of the Police Force.

54. The following purposes shall be payable from the Police Rewards and Fines Fund:

- (a) Grants towards prizes to be given at athletic contests, sports-meetings and similar events organized by or for the benefit of the Police Force;
- (b) Purchase of ammunition for the encouragement of rifle shooting among the members of the Police Force;
- (c) Payments to non-commissioned or subordinate officers as rewards for meritorious acts or service in the execution of duty, when such payments cannot otherwise be met from Colonial funds;
- (d) Expenditure for the benefit and advancement of authorised recreation and sport and other branches of police activity organised within the Police Force.

(3) Annual estimates of revenue and expenditure on account of the Police Rewards and Fines Fund shall be framed by the Commissioner and shall be submitted to the Treasurer in sufficient time to admit of their consideration before the commencement of the year to which they relate.

54. All rewards, forfeitures and penalties which by law are payable to informers shall, when the information is laid by a police officer, be paid into the Police Rewards and Fines Fund.

PENSIONS AND GRATUITIES

55. (1) European police officers shall be eligible for pensions or gratuities in accordance with the provisions of the European Officers' Pensions Ordinance, 1927.

(2) Asiatic police officers shall be eligible for pensions or gratuities in accordance with the regulations for the same being in force for other Asiatic officials.

(3) African subordinate officers shall be eligible for pensions or gratuities in accordance with regulations made by the Governor under this Ordinance.

WILLS AND DISTRIBUTION OF PROPERTY.

56. (1) Every constable on enlistment shall declare the name or names of the person or persons to whom, in the event of his death without having made a valid will, any monies or personal property should be paid or delivered, and the name or names of such person or persons shall be recorded at the headquarters of the Police Force. The records shall be revised periodically and it shall be the duty of every police officer to report any alteration in the records which he may desire to be made.

(2) Any commissioned officer or any officer of any public department having in his charge or control any pay, gratuity, allowance or other monies or any personal property belonging to any non-commissioned or subordinate officer who has died intestate having complied with the requirements aforesaid may pay or deliver the same to the person or persons whose name or names has or have been recorded by such officer in the manner prescribed.

57. (1) Any will made by a non-commissioned or subordinate officer shall be valid for disposing of any monies or personal property which shall be belonging to or due to him at his death if—

- (a) it is in writing and signed or acknowledged by him in the presence of, and in his presence attested by, one witness, being a commissioned officer or magistrate; or
- (b) it is executed with the formalities required by any enactment for the time being in force in the case of persons not being police officers.

Any such will shall be deemed well made for the purpose of being admitted to probate, and the person taking out representation to the testator under such will shall exclusively be deemed the testator's representative with respect to the monies or personal property thereby bequeathed.

(2) Any commissioned officer or any officer of any public department having in his charge or control any pay, gratuity, allowance or other monies or any personal property belonging to such testator, not exceeding in the aggregate the value of seventy-five pounds, may pay or deliver the same to any person entitled thereto under the will or to the person entitled to procure probate of or administration under such will, although probate or administration may not have been taken out.

harbours such person or aids him in concealing himself or assists in his escape, shall be liable, on conviction before a magistrate, to a fine not exceeding fifty pounds or to imprisonment for a period not exceeding six months or to both such fine and imprisonment.

Apprehension
of deserters.

72. Upon reasonable suspicion that any person is a deserter from the Police Force any police officer may apprehend him without a warrant and such person shall forthwith be brought before a magistrate of the district wherein he was found and upon conviction being a deserter shall be liable to a fine not exceeding one hundred pounds or to imprisonment for a period not exceeding two years or to both such fine and imprisonment.

Inciting to
mutiny or
sedition.

73. Any person who aids, abets or is accessory to any mutiny, sedition, or disobedience to any lawful command of a superior officer by any non-commissioned or subordinate officer, or maliciously endeavours to seduce any non-commissioned officer from his allegiance or duty, shall be liable, on conviction before a magistrate, to a fine not exceeding one hundred pounds or to imprisonment for a period not exceeding two years or to both such fine and imprisonment.

Unlawfully
procuring
police officers.

74. Any retailer or other person who has a shop or place for the sale of intoxicating liquor, who, by himself or by any person in his employment knowingly harbours or entertains any non-commissioned or subordinate officer, or permits any such officer to remain in his house or other place, during any portion of the time appointed for his being on duty or service, shall be liable, on conviction before a magistrate, to a fine not exceeding twenty pounds or to imprisonment for a period not exceeding three months or to both such fine and imprisonment.

Unlawful
possession of
articles
supplied to
police officers.

Provided that for the purposes of this section a non-commissioned or subordinate officer shall not be deemed to be on duty or service unless he shall be on actual duty or on active service.

75. Any person, not being a police officer, who is found in possession of any article whatsoever which has been supplied to any police officer for the execution of his duty, or any medal or decoration granted to any police officer for services or good conduct, and who fails to account satisfactorily for the possession thereof, or who without due authority purchases or receives any such article, medal or decoration from any police officer, or who aids or abets any police officer to sell or dispose of any such article, medal or decoration, shall be liable, on conviction before a magistrate, to a fine not exceeding fifty pounds or to imprisonment for a period not exceeding six months or to both such fine and imprisonment.

Offences in
public places
to the
obstruction,
annoyance, etc.,
of residents or
passengers.

76. (1) Every person who, on any road, street, thoroughfare or open space within the limits of any township or municipality or within the limits of any place to which this section may be extended by proclamation by the Governor, commits any of the following offences shall be liable on conviction before a magistrate, to a fine not exceeding five pounds or to imprisonment for a period not exceeding one month, that is to say, every person who—

Slaughtering
animals.

(a) Slaughters any animal, except such as may have met with an accident or which, for public safety or other reasonable cause, ought to be killed on the spot;

Cleaning
carcasses.

(b) Cleans any carcass;

Officers in regard to leave,
I consider with the amendment
made by the Select Committee
rejected.



The privilege will be abolished
when recruited on 1st Jan 1951
and provision
shall be made in lieu for a
pension to the man himself
for life at such rate as may
be determined (within the limits
of 10% and 20% a year) for Kenya
natives recruited for the King's African
Rifles.

I have not yet
reached a decision in this
matter. For the present
therefore the provision in clause
21 of the Bill (without the amendment
made by the Select Committee) may
stand; but in the event of
the privilege being abolished or
varied for the King's African Rifles, similar
action will have to be taken in the case
of the Police.

O.D.
Mr.
Mr.
Mr.
Sir C. Bottomley.
Sir J. Shackleton
Sir E. Grindle
Parly. U.S. of S.
Secretary of State.

DRAFT

I agree that amendment
of this clause is required,
as proposed in para 3(c)
of minutes of the 20 May.
Clause 42 (b)

The view expressed in
para 2(c) of your despatch
of the 20 May is correct.
In the case of the King's
Police Medal and the
Medal of the British
Empire, forfeiture
would vest in His Majesty
the King, while in the case
of the African Police Medal
the Warrant provides for
forfeiture by the Governor
with the consent of the
S.G.O. In ~~both~~ clauses
42(2)(i)(b), therefore,
the words "medal or
decoration or" should
be deleted. I assume
that "reward" is intended
to cover special monetary
grants.

at a same time ago about
the toil of examining
legislation here, and the
difficulty we have if a bill
comes home, especially a
long one, without a full
statement of the differences
in existing legislation. This
is also in part: it wd.
be so helpful (and
save much time too, if
it had been made showing
what was ~~added~~
added from the existing
law to the new ones. In fact,
although I do not want you
to think that I am complaining,
when you & your secretaries
are so ~~grossly~~ grossly
grossly ~~grossly~~ awkward,
the S. G. ~~person~~ is entitled to
have such a statement, and
the Police Dept. or the
Legal people or the two
together really ought to have
produced it. You will see
in witness, that changes
are proposed in regard to

Mr. Eastwood

usually difficult to find the
ordinance of a particular dependency
corresponding ordinance of
the

533

[Heavily obscured and mostly illegible text]

Sec. 76 of the Uganda
(to the Dep. - U.S.A.)
Ordinance (Cap. 32) makes similar provision, except
that it applies to non-commissioned officers as well
as constables. Sec. 63(3) of the Nyasaland Police
Ordinance (No. 5 of 1924) is similar in scope to the
corresponding section of the Uganda Ordinance.

Sec. 42 of the Bill appears to be a recasting
with amplification of secs. 49, 50 and 53 of the
existing ordinance (Cap. 36). Similar powers are
conferred under secs. 50, 51 and 53 of the Zanzibar
Police Ordinance (No. 8 of 1922).

Section 42 of Uganda cap 31
Nigeria Ord. no. 2 of 1930

See also
§ 35 of
Sec. 48

*See also
1/13
* But see the M.C.'s
reference 7/1/36*

Sec. 48 of the Bill appears to have a counterpart in sec. 37 of the Nigeria Police Ordinance (No. 2 of 1930) - vide also sec. 35(1) of the Northern Rhodesia Police Ordinance (No. 16 of 1926).

A similar provision to that in sec. 76 of the Bill occurs in sec. 44 of the Tanganyika Territory Police Ordinance (Cap. 40).

J. H. ...
688
1/8

Mr. Allen.

The result of the examination of this Ordinance, so far, may be boiled down as follows:

1. Clauses 8, 15 (2), 3 and 48

These define the power of the Commissioner over the officers of his staff.

Clause 8 provides, that subject to the provisions of the Ordinance, and of such regulations as may be made by the Governor, appointments, promotions, and reductions in ranks and grades other than commissioned officers, may be made by the Commissioner. There is a parallel for this in Section 13 of the existing law.

Clause 15 (2) provides that non-commissioned and subordinate officers shall be appointed by the Commissioner subject to the provisions of the Ordinance, and to any regulations made under it. This has its counterpart in Sections 10 and 11 of the existing law.

Clause 42 defines the punishments which

*discipline the...
...back on Monday...
...deal with it...*

the following:-

- Chief Inspectors.....2480 - 220 - 2540.
- Inspectors.....2372 - 218 - 2480.
- Assistant Inspectors.....2300 - 218 - 2372.
- Police Constables.....2246 for two years and then by 218 - 2300.

the amendment proposed by the... of the Bill which has... is accepted as I think it... of non-commissioned... amended to include Chief... Inspectors 1st grade, Sub-... and Assistant Sub-Inspectors... from the Kenya Estimates for... Inspectors, Assistant... Constables, Chief Sub-Inspectors... and Sub-Inspectors 2nd grade... and it seems to me that... present drafted confers too wide... upon the Commissioner of Police, even though... there is a right of appeal to the Governor in... Council in the case of dismissal and certain other... punishments specified in sub-Clause 2.

I notice that under the old Police Ordinance (Chapter 36) Section 53 makes a distinction in the case of aggravated offences, and I should have thought that even in the case of European Police Constables this distinction should be retained in the new Bill, and that in the case of non-commissioned ranks above that of European Police Constable the ordinary procedure... under

*(cf. the Palestine Police Ordinance (no. 7 of 1926) which distinguishes between offences of a serious and those of a less serious nature)
21168/16
S.H.*

present defined in Clause 2... "non-commissioned officer" means... any Police officer of, or above the rank of... European Constable, but below the rank of... Assistant Superintendent". The term... "non-commissioned officer" therefore includes... the

Swaziland

Police

Secs. 37 and 38 of the Police Ordinance No. 9 of 1924 provide for the award of pensions and gratuities to native members of the Force.

Sec. 37(3) provides for the exemption of life from hut or poll tax of every native member of the Force after nine years continuous good service.

Prisons

Secs. 30 and 31 of the Prisons Ordinance No. 9 of 1924 provide for the award of pensions and gratuities to native prison officers.

Sec. 30(3) provides for the exemption for life from hut or poll tax of every native prison officer after nine years continuous good service.

Tanganika Territory

Police and Prisons

Under sec. 18 of the Police and Prisons Ordinance Cap. 40 Revised Edition, 1928 native sub-inspectors are eligible for pension and non-commissioned officers and constables are eligible for gratuities.

Under sec. 20 every African non-commissioned officer or constable may after nine years continuous good service be exempted from paying hut tax for one hut for life, or alternatively from paying poll tax in respect of himself for life.

Prison officers are drawn from members of the Police force and are subject to the same regulations vide sec. 5 of the Prisons Ordinance

367

KENYA



GOVERNMENT HOUSE,
NAIROBI,
KENYA

RECEIVED
28 JUL 1930
COL. OFFICE

July, 1930.



...to my confidential
...of
...of the Legislative
...have the honour to
...the Legislative
...the end of the
...course, it is necessary that
...the new
...the new

...circumstances I should
...of a reply to
...during August in order to
...made with the Bill at the
...at the end of that month.

I have the honour to be,

My Lord,

Your Lordship's most obedient, humble
servant,

John Lubbock

for GOVERNOR.

THE RIGHT HONOURABLE LORD PASSFIELD, P.C.,
SECRETARY OF STATE FOR THE COLONIES,
DOWNING STREET,
LONDON, S.W. 1



GOVERNMENT HOUSE
NAIROBI,
KENYA
MAY, 1950.

provisional
Duties of the
thereto, together
of the Select Com
whilst retaining
existing
in the Nigeria
enactments.

228-101
L. G. C. 101

provisions
provision of Police has
in the
would have no objection
subject to the following
observations:-

/(a)

THE RIGHT HONOURABLE LORD PASSFIELD, P.C.,
SECRETARY OF STATE FOR THE COLONIES,
DOWNING STREET,
LONDON, S.W. 1

Select Committee to C 19 relating to the terms of service of Asiatic Non-Commissioned and Subordinate Officers, I see no reason for the differentiation whereby it is proposed to treat the former as Asiatic Clerical Staff and the latter as Asiatic Staff other than Clerks. This differentiation does not affect the amount or leave to be granted, but it affects the class of passages concerned. I consider that all such officers should serve under the terms of service applicable to non-clerical appointments which, inter alia, classify passage privileges according to salary drawn.

(c) In this connection I am of opinion that Clause 55 of the Bill requires further amendment in the following particulars in order to accord with existing regulations and practice:-

(1) Sub-section 1a(iii) - The following words should be added - "Together with any salary drawn by him in respect of the voyage to England or elsewhere".

(ii) Sub-sections 1(b)(i) and (iii) should be amended to conform with the provisions of Sections 7 and 8 of the European Officers Pensions Ordinance, No. XI of 1927.

(10409)
27
(1000)

(d) The new Clause 55(2) suggested by the Select Committee is, I understand, based on the assumption that certain principles governing the award of pensions or gratuities to the Asiatic Staff will be formulated. As you are aware from my telegram Confidential No. 118 of the 9th April, this question is under separate consideration and in the meantime it appears the best course to accept the procedure proposed by the Select Committee.

2444/302A
C.F. 1000
(R. P. 1000)

The question of exemption from Hut and Poll Tax for African Subordinate Officers was the

/subject

- 4 -

Select Committee to C. No. 19 relating to the terms of service of Asiatic Commissioned and Subordinate Officers, I see no reason for the differentiation whereby it is proposed to treat the former as Asiatic Clerical Staff and the latter as Asiatic Staff other than Clerks. This differentiation does not affect the amount of leave to be granted, it might affect the class of passages concerned. I consider that all such officers should serve under the terms of Service applicable to non-clerical appointments which, inter alia, classify passage privileges according to salary drawn.

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(10409)
27
(10409)

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4. The question of exemption from Hut and Poll Tax for African Subordinate Officers was the

/subject

Police Force is the idea of serving on to obtain this
valued and highly prized certificate which brings them
a considerable dignity in their districts and
villages, and they are most anxious that it should be
retained.

I am absolutely certain that a pecuniary
replacement of this valued certificate would cause the
greatest dissatisfaction throughout the whole Force.

8. I do not think that to give the African a gratuity
is to admit that the Government does not care for him hereafter
in any shape or form. It is to my mind a complete
admission that a man who has once left the service is
of no more interest to those who commanded him or to
the Government whom he has served. There is not a
single officer with any police experience in this
country who will not corroborate what I have said, and
it is perhaps futile for me to reiterate the established
fact that the gratuity to the African, or to any other
person leaving the Kenya Police, is useless and
in my opinion literally does more harm than good.

9. I am so anxious to retain this Hut Tax
Exemption Certificate as a reward for continued service
in the Force that after re-consideration I am prepared
to recommend that section 21 of the Police Ordinance
should be amended so that the continuous service should be
extended to 12 years instead of 9. I therefore put
this forward as a definite proposal for amendment in the
present Ordinance should the Hon'ble the Attorney
General consider it possible at this stage.

10. Furthermore, I recommend that when regulations
are framed under the New Ordinance the gratuity should only
be given to men of 14 years service e.g. to those who
leave after having completed their 14th year but before
having

