

1927

Kenya.

CO 533

365

10057

No. 10057

SUBJECT

Establishment of  
an African Clinical Service.

Previous

GN. 4164/26

Subsequent

15221/28

Cu 16241/30

~~DESTROYED UNDER STATUTE~~

Gov't Dep. ... 24th November, 1962.

States question is receiving consideration, and some definite proposals.

Wait : on the neutral part

W Allen

20/11  
stage

hid  
W Allen

Could we now ask the Acting Governor if we are yet in a position to furnish the proposals referred to in 101

2/12

Not at present; they were probably given the Governor when they were up in June

noted for 2/6

W Allen

2/12 stage

hid

~~DESTROYED UNDER STATUTE~~

... 14 (14th, 1917)

Submits with comments his proposals regarding the establishment of an African General Service and encloses draft Regulations for approval

W Allen

The original scheme was submitted -

11664/23-4. Exception can take 15 certain of its

provision, and it was approved with some modification (improvements) on 31.03/44.

The scheme even with the improvements is not regarded here with any enthusiasm;

The omission of provision for families in the original scheme was to be remedied in 31.03/44, but this provision is now again deferred.

The Govt have appointed a Committee to consider this matter generally in all aspects, European & other, & it is proposed to avail that Committee's advice. This is no doubt reasonable, but it is not easy to share the Acting Secy's view that no injury or injustice will be done to members of the African Clerical Service by this course.

### Regulations

Paras 1-8 The salaries are as approved & the regulations for entry into the service, examination of promotion are substantially as approved.

Par 9 (1) Leave  
The S of S in 1924 was in favour of 2 days <sup>in respect of</sup> a month, but the regulations stick to 1 1/2 which the O.A. thinks sufficient. No comment was made at this point - 31.03/44. - because of 1 1/2 days.

(2) This is a considerable improvement  
(3) 3 months full pay sick leave as a grant

I think the section is all right as it stands. 3 months is the maximum grantable with full pay: the member can have more with half pay.

88

the previous proposal of 20 days. Initially, writing of

(c) is curious, since the 90 days, continuous absence, referred to constitutes the whole of the 3 months sick leave grantable, assuming that the words "vacation leave" two lines lower down do not mean sick leave. I think the intention would be met by writing the words "in the expectation" or "this might be put to the O.A.?"

### Para 10 Detaching Allowance

This was not in the original scheme & its inclusion is therefore a definite improvement. The regulation as I think carefully worked out for approval.

### Para 11 Quarters

This also was not in the original scheme & was inserted as the result of an despatch on 16/4/23/44.

### Para 12 Transport & Travelling

This is the same as the original scheme with the improvement that a married official may be granted, on vacation leave, in addition to his claim for transport, one additional fare for his family.

### Para 13 Travelling Allowance

as before.

### Para 14 Pensions This section is held up, as stated

[The alternative of 30 years' service <sup>in lieu of the</sup> at the age of 55 is correct. This is the rule in Uganda & elsewhere for natives. The age for other non-European was 55 till recently, when it was reduced to 50 (The normal age for natives is 60 with the alternative of 40 years' service.)

The 15 years' service qualifying for pension is also the Uganda rule

Sub-section (18) of this section ought to show the basis of computation as both?

The 1570 addition is formally in respect of quarters. The minimum of 26 seems arbitrary: it is half the minimum allowed to other non-Europeans.

It does not seem very necessary to comment on this section at all [see comment to the despatch]

#### Paragraph 15 Medical

The age limit for non-Europeans is in para 8 (M) of the Regulations in the S.M.S. as 17. The Acting Sec here explains that it is 21. If the age of 16 is correct to the satisfaction of the S.M.S. regulations referred to will have to be

I should prefer not to amend the S.M.S. regn which deals with the liability of the medical officer. I don't think we need quarrel with 16. J.F.

amended by the addition of the words "other than natives" after non-European. But I am inclined to point out to the S.M.S. that 17 is the age for British & suggest that it should also be the age for natives?

I see no objection to the rest of this paragraph

#### Para 16 Discipline

I see no objection to these provisions though the provision would be more satisfactory if there were a Native Civil Service Board, as there is in Uganda, to investigate matters. They Sec has already explained, in para 10 of 31803/24 why a Supervisory Board is not considered necessary in Kenya. This decision was reported in the despatch on that paper and I suppose we must now let it go.

He, and approve the draft Regulations

[subject to the comments proposed above in reports 9 (4)(c) + 15 (1)] Note what is said as to pensions & gratuities, and cover in the matter being held over pending the report of the Committee

M. J. Maxwell  
24.5.27

I think that we should avoid comment on small points which are

are not really essential (see marginal notes above).

As proposed, but omit [ ] and ~~unwarranted~~ add that, as stated in para. 4 of des. in 31803/24 the S. G. hope that the service will prove a success and would like a report on its working after it has been in operation for 2 years

J. Jeffries 2.6.27

As Mr. Jeffries proposes

best economy 3.6.27 <sup>3/12/24</sup>

3 To Gen 486 (2 and) cons. = 8 JUN 1927 wa

4 Secretary 4 Aug. 1927

Enclosing Memorandum setting out the regulations governing the conditions of service of an Arab and Indian General Service

Mr. Allen (a)

I have checked this with what was approved in No 3 and find it correct

? Put by Mr. Jeffries

21.10.27

W. Needham

5 Sect 4<sup>th</sup> Oct, 1927  
Copy of Sect. Circ. No. 85 of 4<sup>th</sup> Oct., 1927

6 Sect 17<sup>th</sup> Oct, 1927  
Copy of Sect. Circ. No. 88 of 17<sup>th</sup> Oct., 1927

Mr. Allen (a)

5- As regards the half pay leave

So far as I can make out they don't lose anything they had before. If they do we shall hear of it

See para 4 of No. 4. As regards the leave all names left is the minimum 80 of those who do accept the new conditions - see para 11 of and - No. 4

Put by

6 Put by Mr. Jeffries

6.7.28

Regd on x.17034/27/28

13.4.28

No. 6 should be transferred to the Arabic staff file.

J. Jeffries 11.1.28

Mr. Jeffries

Kenya has not sent in a report vide No. 3. W. Needham 8.1.30

we might wait another couple of  
weeks: there is no hurry.

noted

The Cliffe

8.1.30

at once

Mr Eastwood

? wait further pl.

W Needham

18/3/30

W Allen

I think we might now

remin

Eastwood

5/5/30

is - short off printing at  
least the report has not yet  
been rec'd

W Allen

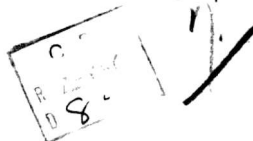
5/5 at all

2 - Gov 5/5 (ans -  
(Announces to the ...)

2/10  
15 MAY 1930

C. O.

10057/27 Kenya.



Mr. Pooley 6/5/30.

Mr. Hatcher.

Mr.

Mr. Bottomley.

Sir J. Shuckburgh.

Sir G. Grindle.

Permt. U.S. of S.

Parly. U.S. of S.

Secretary of State.

13 May, 1930.

(No.3)

DRAFT.

Kenya.

No. 363

Gov. Grigg.

I have etc. to refer to ~~Mr.~~<sup>my</sup>  
~~predecessor~~  
~~Amey's~~ despatch No.480 of the 8th  
 June, 1927, ~~in which I approved the~~  
~~regulations setting forth the~~  
 conditions of an Arab and African  
 Clerical Service for Kenya, and to  
 point out that ~~I have not yet~~  
~~received~~ a report on the working  
 of ~~this service.~~ *the scheme has not yet been received.*

2. I shall be glad if I  
 may be furnished with a report at  
 an early date.

I have etc.  
 (Signed) PASSFIELD.

COLONY AND PROTECTORATE OF KENYA.

S 20251/III  
CIRCULAR No. 85.  
G-62  
A-9  
D-14

RECORDED  
1927 OCT 13 27

THE SECRETARIAT,  
NAIROBI,  
4th October, 1927.

ARAB AND AFRICAN CLERICAL STAFF.

Sect-  
4472/25  
No. 4

With reference to Secretariat Circular No. 52, of the 8th August, 1925, and paragraph 4 of Secretariat Circular No. 64 of the 4th August, 1927, Arab and African Clerical Staff who do not come under the provisions of the former Circular but who were graded under the Asiatic Terms of Service up to the 8th August, 1925, will if they do not opt to come under the provisions of the latter Circular, be eligible for half pay only on leave, and house allowance in lieu of quarters at the rate of Shs. 10/- per mensem.

EDWARD DENHAM,  
Colonial Secretary

To  
All Heads of Departments,  
All Provincial Commissioners,  
All Resident Commissioners.



16  
9  
4  
2000P1927  
COL. OFFICE

COLONY AND PROTECTORATE OF KENYA.

S. 20251/16/II.  
CIRCULAR No. 64.  
G-47.  
A-8.  
D-9.

THE SECRETARIAT,  
NAIROBI,  
4th August, 1927.

ARAB AND AFRICAN CLERICAL SERVICE.

The accompanying Memorandum sets out the Regulations governing the conditions of service of an Arab and African Clerical Service for the Colony and Protectorate of Kenya.

2. The Regulations will come into operation as from the 1st September, 1927.

3. It is desired that the existing Arab and African Clerical Staff should be brought under the scheme as soon as possible. You should therefore submit recommendations in regard to such clerks on your establishment, giving the following particulars: Name, age, tribe, present salary, incremental scale (if any), whether serving on agreement and, if so, on what terms, qualifications, length of service, nature of work performed.

4. It should be noted that certain Arab and African clerks who were engaged since the 1st April, 1920, are, except in regard to leave, serving under the conditions governing the Asiatic Clerical Service. Such clerks should be given the option of continuing under such conditions or of coming under the new Scheme. Their decision should be obtained in writing and transmitted to this Office.

5. It will be observed that no mention is made in the Memorandum in regard to Pensions and Gratuities. The question is at present under review and a decision in so far as it affects this Service will be given at a later date.

G. A. S. NORTHCOTE,  
*Acting Colonial Secretary*

To All Heads of Departments:  
.. All Provincial Commissioners;  
.. All Resident Commissioners.

16

**REGULATIONS SETTING FORTH CONDITIONS OF AN ARAB  
AND AFRICAN SERVICE FOR THE COLONY AND PROTECTORATE  
OF KENYA.**

1. The Secretary of State has approved the formation of an Arab and African Clerical Service, hereinafter called "the Service," on the following terms and conditions, to come into effect from such date as approved.

2. There shall be a Colonial Establishment by Grades.

3. The Service shall be classified in four Grades; the rates of salary per mensem shall be as follows:—

Learner Grade	...	Shs. 20 to Shs. 60 (No fixed establishment).
Grade II	...	Shs. 65 by Shs. 10 per mensem annually to Shs. 90.
Grade I	...	Shs. 95 by Shs. 10 per mensem annually to Shs. 150.
Special Grade	...	(without increments) according to special qualifications, educational or otherwise.

4. No fixed increments are provided in the Learner stage. The salaries shall be at the discretion of the Head of the Department and may be increased or reduced by him within the limits of the Grade.

(1) Promotion from one Grade to another will be by selection as vacancies occur in the higher Grade and subject to any such examination as may from time to time be approved;

(2) Increments in cases of special progress may be by Shs. 15 per mensem annually instead of Shs. 10 at the discretion of the Head of Department;

(3) When the salary of a member of the Service is on an incremental scale, the holder is not entitled to draw any increment as a right but only by the sanction of the Head of Department;

(4) Service for increments is to be reckoned from the date on which a member of the Service first begins to draw any salary of his office.

5. (1) A candidate for appointment to the Service—

(a) shall be a native of Africa, an Arab, a Somali, or such other person as may be nominated by the Colonial Secretary;

(b) shall be in possession of a certificate of good character from the headmaster of his last place of education, or from the District Commissioner of the district in which he is resident at the time of the application;

(c) shall be in possession of a medical certificate signed by a Government Medical Officer to the effect that he is physically fit to become a member of the Service.

(2) Candidates for the Learner Grade shall not be less than the apparent age of 14 years.

(3) Candidates for other than the Learner Grade—

(a) shall not be less than the apparent age of 16 years at the date when he presents himself for examination;

(b) shall have passed an examination which shall include English dictation and composition, reading, copying from manuscript, arithmetic and in one or more of the following:—

(i) Typewriting;

(ii) Book-keeping;

(iii) Shorthand.

6. Members of the Service may be required to undergo such courses of instruction as may be arranged from time to time.

7. Notwithstanding the provisions of Section (3) above, any person who holds a Government appointment at the time these Regulations come into force, may apply to be appointed to the Service. If approved, he may be appointed at any incremental stage of any of the Grades laid down, or he may be required to prove that he possesses the educational qualifications that may be prescribed.

8 (a) Appointments to the Service, other than the Learner Grade, will ordinarily be to the Second Grade and at the minimum of that Grade. Learners may at any time compete in the qualifying examination for the Second Grade but will not be allowed to enter that Grade till they have reached the age of 16.

(b) Appointments to the Learner Grade may be made and terminated by the Head of the Department, who will notify the Colonial Secretary. Appointments to other Grades will be made by the Governor.

#### LEAVE.

9. (1) All leave is subject to the exigencies of the Service. A member may not demand as a right to be granted leave.

(2) Temporary service is followed without a break by permanent service, may be counted for leave.

(3) One-and-a-half days' leave on full pay for each completed month of service may be granted to each member of the Service. Such leave may be taken after one year's service at one time or in broken periods at the discretion of the Head of the Department, and may be accumulated up to 72 days; a member of the Service after accumulating 54 days' leave may, at the discretion of the Head of his Department, be granted additional leave on full pay for the period necessarily occupied in travelling to and from his home, subject to a maximum of 14 days.

(4) (a) No member of the Service shall absent himself for any period on the ground of illness without permission in writing from a Government Medical Officer. Failing such certificate he shall be considered to be absent without leave and shall not be entitled to pay for any period of such absence unless in circumstances in which in the opinion of the Head of his Department it was impossible for him to obtain a medical certificate and that he was genuinely ill.

(b) A member of the Service may be granted sick leave on full pay up to a maximum period of three months in any one period of 12 months provided that such sickness is not due to the member's neglect or carelessness.

(c) If at the end of 3 months' sick leave in any one period of 12 months he is certified unable to return to his duties he may remain absent on half pay for such further period as may be certified by a Medical Officer to be necessary, provided that on the expiration of 90 days' continuous absence from duty or in the event of an absence of 120 days in any twelve consecutive months, apart in both cases from vacation leave, the Head of his Department shall take the necessary steps to enquire into the absentee's fitness for further service.

#### ALLOWANCES

##### ACTING ALLOWANCE

10. Acting allowance to members of the Service when acting for members holding superior posts shall be on the following conditions:—

(a) The amount of the allowance to be given in each case is left to the discretion of the Head of the Department, but will ordinarily be calculated on the following basis:—

(i) A member of the Service when acting in a higher appointment will draw the same allowance as if he were acting in the lower appointment, but not more than the difference between his own salary and the salary of the holder of the higher appointment; if the latter is non-incremental, the allowance shall be calculated on the basis of the higher appointment; if the latter is incremental, the allowance shall be calculated on the basis of the lower appointment.

(ii) A member of the Service when acting in a higher appointment will draw the same allowance as if he were acting in the lower appointment, but not more than the difference between his own salary and the salary of the holder of the higher Grade and duties which are normally attached to the post, exclusive of any language or special allowances payable in respect of the post.

(iii) A member of the Service when acting in a higher appointment will draw the same allowance as if he were acting in the lower appointment, but not more than the difference between his own salary and the salary of the holder of the post, exclusive of any language or special allowances payable in respect of the post.

(iv) A member of the Service when acting in a higher appointment will draw the same allowance as if he were acting in the lower appointment, but not more than the difference between his own salary and the salary of the holder of the post, exclusive of any language or special allowances payable in respect of the post.

(v) A member of the Service when acting in a higher appointment will draw the same allowance as if he were acting in the lower appointment, but not more than the difference between his own salary and the salary of the holder of the post, exclusive of any language or special allowances payable in respect of the post.

(vi) A member of the Service when acting in a higher appointment will draw the same allowance as if he were acting in the lower appointment, but not more than the difference between his own salary and the salary of the holder of the post, exclusive of any language or special allowances payable in respect of the post.

(f) Allowance will be granted from the date on which a member of the Service actually takes over the duties of his acting appointment to the date on which he formally hands over.

#### QUARTERS.

11. (a) All members of the Service will receive free quarters or a House Allowance at the rate of 15 per cent. of the initial salary of their Grade subject to a minimum of Shs. 10 per mensem.

(b) Claims for House Allowance must be submitted to the Director of Public Works through the Head of Department.

#### TRANSPORT AND TRAVELLING.

12. Members of the Service when travelling on:—

(a) *Vacation Leave* will receive free transport within the boundaries of the Colony by rail or steamer by the most direct route between the place of his employment and his home when proceeding on and returning from vacation leave, but such free transport will be granted once only in any one period of twelve months.

Members of the Special Grade will be granted second class accommodation and all other Grades and Learners will be granted third class accommodation.

Married members of the Service may also be granted additional free transport up to the extent of one fare as assistance towards the transport of wife and family.

(b) *On first appointment or transfer:*

*Special Grade Clerks:—*

Second class accommodation by rail or steamer in respect of himself, his wife and children. Free transport for 540 lbs. weight of necessary personal effects by rail, steamer or road.

*All other clerks and learners:—*

Third class accommodation by rail or steamer in respect of himself. Free transport for 360 lbs. weight of necessary personal effects by rail, steamer or road.

(c) *On tour of official duty and sick leave:—*

*Special Grade Clerks:—*

Second class accommodation by rail or steamer in respect of himself. Free transport for 180 lbs. weight of necessary personal effects by rail, steamer or road.

*All other Clerks and Learners:—*

Third class accommodation by rail or steamer in respect of himself. Free transport for 120 lbs. weight of necessary personal effects by rail, steamer or road.

In all cases in which free transport of necessary personal effects is granted the decision as to the necessity for personal effects shall lie with the Head of the Department or the officer representing locally the Head of that Department.

#### TRAVELLING ALLOWANCE.

13. When travelling on first appointment, or transfer, or tour of special duty, a subsistence allowance will be granted to members of the Service on the following scale:—

Special Grade	Shs. 1/50 per night
All other Grades and Learners	Shs. 1/00 .. ..

#### MEDICAL.

14. (1) A member of the Service while actually in the Colony or when travelling on duty without the limits of the Colony is entitled to free medical and surgical attendance for himself, his wife and children up to 16 years of age when living with their parents, save that attendance at accouchements will be charged for. A charge will be made for medical comforts and medical appliances.

(2) Free medical attendance will ordinarily be obtained from members of the Government medical staff and, unless such is not available, attendance by private practitioners must be paid for by members themselves.

(3) The type of medical attendance to which a member or his family as specified above is entitled is such as is ordinarily supplied by the Government medical staff. Any special arrangements not usually supplied by the Government medical staff will be paid for by the member himself, unless previous sanction has been obtained.

(4) The cost of a Medical Officer's travelling in order to attend the wife or family of a member may be debited to the member.

(5) A Medical Officer will have absolute discretion to order a member into hospital.

(6) A charge for maintenance in hospital of a member or his wife or member of his family may be made.

(7) Members requiring medical treatment will report themselves to the medical officer at the place and time specified. No one, except in urgent cases, will receive treatment unless provided with a sick-sheet.

(8) No sick certificate furnished by a private practitioner shall be accepted unless countersigned by a Government Medical Officer. If such countersignature cannot be obtained and the Head of a Department has reason to be dissatisfied with the certificate furnished, the matter should be brought to the notice of the Director of Medical and Sanitary Services, who will take steps to verify the certificate.

(9) The wife or family of a member, when requiring medical treatment, may be required to attend at a hospital or dispensary.

#### DISCIPLINE.

15 (1) Members of the Service whose remuneration is fixed on the assumption that their whole time is at the disposal of the Government, are prohibited from engaging in trade or employing themselves in any commercial or agricultural undertaking or acting as private agents in any matter connected with the exercise of their public duties.

(2) No member of the Service can be permitted to be the editor of a newspaper, or directly or indirectly take part in the management of it. He may not contribute anonymously to any newspaper in the Colony or elsewhere, nor may he write on questions which can properly be called political or administrative, though he may furnish signed articles upon subjects of general interest.

(3) No correspondence which has passed between Government Departments or between the public and Government Departments may be communicated to any member of the public without the sanction of the Governor, and a member of the Service is not permitted to take copies of official minutes or correspondence for his own purpose, unless such correspondence is expressly addressed to the member personally to be noted by him.

(4) Before making an adverse report on a member of the Service the Head of his Department should warn him privately that his work has not given satisfaction.

(5) Testimonials, certificates of service or commendatory letters must not be given to members of the Service whether serving or retired, except with the written approval of the Head of the Department.

(6) In cases of repeated or serious misconduct on the part of a member of the Service the Head of his Department shall report such misconduct to the Governor with a view to his punishment, which may include reduction in pay or grade or dismissal from the Service.

(7) Any member of the Service having a complaint to make shall do so in the first instance to his immediate superior officer. An appeal shall lie from the decision of such officer to the Head of the member's Department.

(8) Trivial complaints if persisted in after warning or unfounded complaints will be regarded as instances of misconduct.

(3) The type of medical attendance to which a member or his family as specified above is entitled is such as is ordinarily supplied by the Government medical staff. Any special arrangements not usually supplied by the Government medical staff will be paid for by the member himself, unless previous sanction has been obtained.

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X10057

12  
3

Mr. Jewell 3/6/27  
Mr. Jeffries 3/6/27  
Mr. [unclear]

Mr. E. J. Harding.  
Sir C. Strachey.  
Sir J. Shuckburgh.  
Sir G. Grenville.  
Sir C. Davis.  
Sir S. Wilson.  
Mr. Ormsby-Gore.  
Earl of Glarendon.  
Mr. Amery.

C. D.  
R - 7 JUN  
D 54

8 June 1927

See

DRAFT.

~~See~~

I have the honour to acknowledge

Kenya  
no 480 (2)  
OAS

of your despatch to 2607 H. 14th  
April, to inform you that I  
approve the Regulations setting  
forth conditions of an Arab as  
African Service further along  
Protectorate of Kenya. <sup>draft</sup> copy of  
which was enclosed in your  
despatch

2. As stated in paragraph  
4 of my despatch to 187 of the  
14th of August, I have the

(31002/20)

service will prove a success, and

I should wish to be furnished

with a report on ~~the~~<sup>the</sup> working of the scheme

after it has been in operation

for two years.

3. I note your remarks on the

question of pensions and gratuities,

and I concur in the matter being

held over pending the report

of the Committee to which

you refer.

Signed, L. S. AMERY

X10057

3

Mr Jewell 3/6/27  
Mr Jeffries 3/6/27

- Mr E. J. Harding.
- Sir C. Strachey.
- Sir J. Shuckburgh.
- Sir G. Grindle.
- Sir C. Davis.
- Sir S. Wilson.
- Mr Ormsby Gore
- Earl of Glencoron
- Mr. Amery


8 June 1927

Sir

~~SECRET~~

DRAFT.

Kenya  
No 480 (2)  
OKS

I have the honour to acknowledge the receipt of your despatch No 2607 of the 14th April, & to inform you that I approve the Regulations setting forth the conditions of an Arab and African Service for the (along) Protectorate of Kenya. <sup>draft</sup> <sub>attached</sub>

which was enclosed in your despatch

2 As stated - paragraph 4 of my despatch No 187 of the 6th of February, I transmit that

(31802/24)

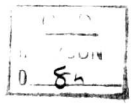


X10057

3<sup>12</sup>

Mr Jewell 3.6.27  
Mr Jeffries 3/6 f

- Mr E. J. Harding.
- Sir C. Strachey.
- Sir J. Shuckburgh.
- Sir G. Grindle.
- Sir C. Davis.
- Sir S. Wilson.
- Mr Ormsby Gore.
- Earl of Glarendon.
- Mr Amery.



8 June 1927

Sir

~~Dear Sir~~

I have the honour to acknowledge the receipt of your despatch No 2607 of the 14th April, & to inform you that I approve the Regulations setting forth conditions of an Arab as African Service for the Colony of Kenya, <sup>draft</sup> ~~copy~~ of which was enclosed in your despatch

DRAFT.

Kenya  
No 480  
OKS

(2)

2 As stated - paragraph

4 of my despatch No 187 of the 6th of Feb 1925, I trust that

(31002/24)

Service will prove a success, and

I should wish to be furnished  
with a report on ~~the~~<sup>the</sup> working of the scheme  
after it has been in operation

in two years

3 I wish you remarks on the  
question of pensions and gratuities,  
and, since in this matter being  
held over pending the report  
of the Committee to be  
made.

KENYA

No 500



3  
GOVERNMENT HOUSE  
NAIROBI  
KENYA

April, 1927.

Sir,

With reference to your despatch No.891 of the 17th September, 1926, on the subject of the establishment of an African Clerical Service, I have the honour to express my regret at the delay in submitting my final proposals.

2. The Scheme was carefully considered by a Committee of Heads of Departments (whose recommendations were submitted to Executive Council). As a result I annex for your approval draft Regulations.

3. I submit the following observations on the clauses calling for comment in view of modifications in the original scheme and having regard to the opinions expressed by you in your previous despatches.

4. Section 9 (3). Leave. It is considered that one and a half days' leave for each completed month of service as recommended by the Select Committee is sufficiently generous for indigenous officials who are unaffected by climatic conditions or by prolonged separation from their families or private affairs. I concur in this view and I trust that you will agree.

Section

THE RIGHT HONOURABLE

LIEUTENANT COLONEL L.C.M.S. AMERY, P.C., M.P.,

SECRETARY OF STATE FOR THE COLONIES,

DOWNING STREET, LONDON, S.W.

Regulations.

8 JUN 1927

1. A 1/11

Section 9 (4) (b). Sick Leave. The maximum period has been extended to 3 months. It is considered that in regard to <sup>X</sup>sick leave there should be no differentiation as compared with Europeans and Asiatics.

Section 10. Acting Allowances. This places the Staff on the same footing as the Asiatic Clerical Staff, who have certain posts to which Acting Allowances are attached. It may be desirable at a later date to consider the adoption of the long grade system for the African Service in which case Acting Allowances would disappear.

Section 12. <sup>Transport Allowance</sup> Vacation Leave. Free transport up to the extent of one fare is allowed to married members of the Service towards the transport of wife and family.

Section 14. Pensions and Gratiation. The Section as <sup>X</sup>is recommended by the Committee. The whole question, however, of pensionable commitments in this Colony has recently come under review and I have considered it desirable to appoint a Committee with the following terms of reference:

- (1) To advise the Government as to the posts which should in future come under any of the following:-
  - (a) A Free Pension Scheme;
  - (b) A Contributory Pension Scheme;
  - (c) A Provident Fund Scheme;
  - (d) Any other analogous form of provision.
- (2) To estimate the annual cost to Government of their recommendations if put into effect, on the basis of the present staff.

I have considered the possibility of selecting certain posts, which will be held by Africans, as pensionable

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- (2) To estimate the annual cost to Government of their recommendations if put into effect, on the basis of the present staff.

I have considered the possibility of selecting certain posts, which will be held by Africans, as pensionable

pensionable, as a first step. I am however advised that none of those who will at first come within this Clerical Service are capable of more than routine and minor duties and in the circumstances, while I am strongly of the opinion that there should be pensionable prospects for Africans entering Government Service, I consider that it would be best to leave this matter over for advice by the Committee which I have appointed to report on the general question of pensions.

As several years must elapse before pension privileges will be available for any of the African Clerical Service, no injury or injustice will be done to its members by this course. I see no reason for delaying the introduction of this Scheme pending the settlement of this question.

Section 15. Medical. This section is based on the arrangements in force for the Asian Staff. The age limit for children has on the recommendation of the Director of Medical and Sanitary Services been reduced from 21 years to 16 years.

Section 16. Discipline. This embodies certain regulations which are already set out in the Colonial Regulations and Code of Regulations. The difficulty of combining in a single Code of Regulations applicable to one or two sections of a Civil Service will be appreciated and it is for this reason considered desirable that the regulations as affecting Europeans, Asiatics and Natives should eventually be set forth separately. The general regulations coming under this head have therefore been included here. The sets of Regulations for Europeans

and Asiatics will be forwarded to you as soon as they are ready. The production of such separate Codes will greatly facilitate the preparation of Agreement forms and Letters of Appointment appropriate to members of each race.

5. I shall be glad to be informed that you approve of the proposed Regulations.

I have the honour to be,

Sir,

Your most obedient, humble servant,



ACTING GOVERNOR

REGULATIONS SETTING FORTH CONDITIONS OF AN  
ARAB AND AFRICAN SERVICE FOR THE COLONY  
AND PROTECTORATE OF KENYA.

-----

1. The Secretary of State has approved the formation of an Arab and African Clerical Service, hereinafter called the Service, on the following terms and conditions to come into effect from such date as approved.

2. There shall be a Colonial Establishment by Grades.

3. The Service shall be classified in four Grades; the rates of salary per mensem shall be as follows :-

Learner Grade:	Shs.20 to Shs.60 (No fixed establishment).
Grade II:	Shs.65 by Shs.10 p.m. annually to Shs.90.
Grade I:	Shs.95 by Shs.10 p.m. annually to Shs.150.
Special Grade:	(Without increments) according to special qualifications, educational or otherwise.

4. No fixed increments are provided in the Learner stage. The salaries shall be at the discretion of the Head of the Department and may be increased or reduced by him within the limits of the Grade.

(1) Promotion from one Grade to another will be by selection as vacancies occur in the higher Grade and subject to any such examination as may from time to time be approved.

(2) Increments in cases of special progress may be by Shs.15 per mensem annually instead of Shs.10 at the discretion of the Head of Department.

(3) When the salary of a member of the Service is on an incremental scale, the holder is not entitled to draw any increment as a right but only by the sanction of the Head of Department.

(4) Service for increments is to be reckoned from



the date on which a member of the Service first begins to draw any salary of his Office,

5. (1) A candidate for appointment to the Service.

- (a) Shall be a Native of Africa, an Arab, a Somali; or such other person as may be nominated by the Colonial Secretary;
- (b) shall be in possession of a certificate of good character from the Headmaster of his last place of education, or from the District Commissioner of the District in which he is resident at the time of the application;
- (c) shall be in possession of a medical certificate signed by a Government Medical Officer to the effect that he is physically fit to become a member of the Service.

5. (2) Candidates for the Learner Grade shall not be less than the apparent age of 14 years.

5. (3) Candidates for other than the Learner Grade;

- (a) shall not be less than the apparent age of 16 years at the date when he presents himself for examination;
- (b) shall have passed an examination which shall include English Dictation and Composition; reading copying from manuscript; Arithmetic and in one or more of the following :-

- (i) Typewriting;
- (ii) Book-keeping;
- (iii) Shorthand.

6. Members of the Service may be required to undergo such courses of instruction as may be arranged from time to time.

7. Notwithstanding the provisions of Section (3) above, any person who holds a Government appointment at the time these Regulations come into Force, may apply to be appointed to the Service. If approved, he may be appointed at any incremental stage of any of the Grades laid down, or he may be required to prove that he possesses the educational qualifications that may be prescribed.

8. (a) Appointments to the Service, other than the Learner Grade, will ordinarily be to the 2nd Grade and at the minimum of that Grade. Learners may at any time

compete in the qualifying examination for the 2nd Grade but will not be allowed to enter that Grade till they have reached the age of 16.

(b) Appointments to the Learner Grade may be made and terminated by the Head of the Department who will notify the Colonial Secretary. Appointments to other Grades will be made by the Governor.

LEAVE.

9. (1) All leave is subject to the exigencies of the Service. A member may not demand as a right to be granted leave.

(2) Temporary service, if followed without a break by permanent service, may be counted for leave.

(3) One and a half days' leave on full pay for each completed month of service may be granted to each member of the Service. Such leave may be taken after one year's service at one time or in broken periods at the discretion of the Head of the Department, and may be accumulated up to 72 days, a member of the Service after accumulating 54 days leave may, at the discretion of the Head of his Department, be granted additional leave on full pay for the period necessarily occupied in travelling to and from his home, subject to maximum of 14 days.

(4) (a) No member of the Service shall absent himself for any period on the ground of illness without permission in writing from a Government Medical Officer. Failing such certificate he shall be considered to be absent without leave and shall not be entitled to pay for any period of such absence unless in circumstances in which in the opinion of the Head of his Department it was impossible for him to obtain a medical certificate and that he was genuinely ill.

(b) A member of the Service may be granted sick leave on full pay up to a maximum period of three months in any one period of 12 months provided that such sickness is not due to the member's neglect or carelessness.

(c) If at the end of 3 months sick leave in any one period of 12 months he is certified unable to return to his duties he may remain absent on half pay for such further period as may be certified by a Medical Officer to be necessary provided that (on the expiration of 90 days continuous absence from duty or) in the event of an absence of 120 days in any twelve consecutive months apart in both cases from vacation leave, the Head of his Department shall take the necessary steps to enquire into the absentee's fitness for further service.

#### ALLOWANCES.

##### 1. ACTING ALLOWANCE.

10. Acting allowance to members of the Service when acting for members holding superior posts is payable on the following conditions :-

(a) The amount of the allowance to be given in each case is left to the discretion of the Governor and will ordinarily be calculated on the following basis:

(b) A member of the Service acting in a higher appointment will draw as acting allowance half the difference between his own salary and that of the appointment in which he is acting, if the latter is non-incremental. If the salary of the higher appointment is incremental, he will draw the whole difference between his own salary and the minimum of the scale attached to that appointment.

(c) Acting allowance will only be granted to a member of the Service performing the duties of a member of the higher Grade and duties which are separate and distinct from his ordinary duties and which entail some special knowledge, qualification or responsibility;

(d) For the purpose of acting allowance the salary should be taken to be the substantive salary of the post exclusive of any language or other personal allowance of the holder of the post;

(e) Claims should be submitted through Heads of Departments for approval by the Treasurer which shall show :-

- (i) The duties of the post for which acting allowance is claimed;
- (ii) Details of the post held by the applicant;
- (iii) What special knowledge, qualification or responsibility is entailed with the post for which allowance is claimed which is not required for the post of the claimant;

(f) Allowance will be granted from the date on which a member of the Service actually takes over the duties of his acting appointment to the date on which he formally hands over.

QUARTERS.

11. (a) All members of the Service will receive free Quarters or a House Allowance at the rate of 15% of the initial salary of their Grade subject to a minimum of Rs.10/- per month.

(b) Claims for House Allowance must be submitted to the Director of Public Works through the Head of Department.

TRANSPORT AND TRAVELLING.

12. Members of the Service when travelling on :-

(a) Vacation Leave. Will receive free transport within the boundaries of the Colony by rail or steamer by the most direct route between the place of his employment and his home when proceeding on and returning from vacation leave, but such free transport will be granted once only in any one period of twelve months.

Members of the Special Grade will be granted 2nd Class accommodation and all other Grades and Learners will be granted 3rd Class accommodation.

Married members of the Service may also be granted additional free transport up to the extent of one fare as assistance towards the transport of wife and family.

(b) On first appointment or transfer:

Special Grade Clerks :-

2nd Class accommodation by rail or steamer in respect of himself, his wife and children. Free transport for 540 lbs. weight of necessary personal effects by rail, steamer or road.

All other clerks and learners :-

3rd Class accommodation by rail or steamer in respect of himself. Free transport for 360 lbs. weight of necessary personal effects by rail, steamer or road.

(c) On tour of official duty and sick leave :-

Special Grade Clerks :-

Second Class accommodation by rail or steamer in respect of himself. Free transport for 180 lbs. weight of necessary personal effects by rail, steamer or road.

All other clerks and learners :-

3rd Class accommodation by rail or steamer in respect of himself. Free transport for 120 lbs. weight of necessary personal effects by rail, steamer or road.

In all cases in which free transport of necessary personal effects is granted the decision as to the necessity for personal effects shall lie with the Head of the Department or the officer representing locally the Head of that Department.

TRAVELLING ALLOWANCE.

13. When travelling on first appointment or transfer or tour of special duty, a subsistence allowance will be granted to members of the Service on the following scale :-

Special Grade	Sms.1/50 per night
All other Grades and Learners	Sms.1/- " "

PENSIONS AND GRATUITIES.

14. (1) Members of the Service may be admitted to the pensionable establishment on completion of three years satisfactory service in Grade II or any Grade above Grade II.

(2) Actual service for pension or gratuity must be continuous.

(3) Service in the Learner Grade will not qualify or count for pension.

(4) A member of the Service shall be allowed, and may be required, to retire on reaching the age of 55 years or on completion of 30 years' service, whichever is the earlier, without the necessity of producing a medical certificate, but he may be retained in the Service for such period as the Government with the member's consent may think fit.

(5) A member of the Service can only be granted pension subject to the following provisions :-

- (a) That he is the holder of a pensionable appointment.
- (b) That he had completed 15 years' actual service.
- (c) That he has reached the age of retirement, as defined in the preceding Section or that he produced satisfactory proof that he is incapable from infirmity of mind or body of discharging the duties of his situation; or that his post has been abolished; or that he has been removed from Office by reason of re-organization of his Department provided that greater economy is thereby effected.

(6) A member of the Service who holds a pensionable post, who is compelled to retire before he has completed 15 years service on the pensionable establishment or is invalided from the Service whether on grounds of ill health not contracted by his own misconduct, or by reason of the abolition of his office or the re-organization of his Department by which greater economy or efficiency is effected, may be granted a gratuity not

exceeding one month's pay for each year's service in a pensionable office.

(7) No extension of sick leave granted to a member of the Service who is known not to be returning to duty at the end of such extended leave will be reckoned towards superannuation but "earned" leave granted prior to retirement will count as service for pension in the ordinary manner.

(8) The amount on which pensions are calculated is the average amount of the pensionable emoluments of the member of the Service for the three years preceding his retirement, unless the service has been for three years in the same class of appointment and one which carries regular annual increments, when the pension will be calculated on the actual retiring salary. In computing pensions 15% of the initial salary of the member's ~~own~~ Grade with a minimum of £6 is added to the amount of pensionable emoluments on which pensions are calculated.

(9) Compassionate grants may in special cases be made to relatives of deceased members of the Service on the recommendation of the Governor, provided that the member's death is clearly due to the conditions of service and provided that the Governor is satisfied that the dependents are destitute and have no relatives who can afford to help them.

(10) A member of the Service who is dismissed for misconduct or resigns for reasons other than ill health duly certified by a Government Medical Officer, forfeits all claims to pension or gratuity.

#### MEDICAL.

15. (1) A member of the Service while actually in the Colony or when travelling on duty without the limits of the Colony is entitled to free medical and surgical

attendance

attendance for himself, his wife and children up to 16 years of age when living with their parents save that attendance at accouchments will be charged for. A charge will be made for medical comforts and medical appliances.

(2) Free medical attendance will ordinarily be obtained from members of the Government Medical staff and, unless such is not available, attendance by private practitioners must be paid for by members themselves.

(3) The type of medical attendance to which a member or his family as specified above is entitled is such as is ordinarily supplied by the Government Medical staff. Any special arrangements not usually supplied by the Government Medical staff will be paid for by the member himself, unless previous sanction has been obtained.

(4) The cost of a Medical Officer's travelling in order to attend the wife or family of a member may be debited to the member.

(5) A Medical Officer will have absolute discretion to order a member into hospital.

(6) A charge for maintenance in hospital of a member or his wife or member of his family may be made.

(7) Members requiring medical treatment will report themselves to the medical officer at the place and time specified. No one except in urgent cases will receive treatment unless provided with a Sick Sheet.

(8) No sick certificate furnished by a private practitioner shall be accepted unless countersigned by a Government Medical Officer. If such countersignature cannot be obtained and the Head of a Department has reason to be dissatisfied with the certificate furnished, the matter should be brought to the notice of the



Director of Medical and Sanitary Services, who will take steps to verify the certificate.

(9) The wife or family of a member when requiring medical treatment, may be required to attend at a hospital or dispensary.

DISCIPLINE.

16. (1) Members of the Service whose remuneration is fixed on the assumption that their whole time is at the disposal of the Government, are prohibited from engaging in trade or employing themselves in any commercial or agricultural undertaking or acting as private agents in any matter connected with the exercise of their public duties.

(2) No member of the Service can be permitted to be the editor of a newspaper, or directly or indirectly take part in the management of it. He may not contribute anonymously to any newspaper in the Colony or elsewhere, nor may he write on questions which can properly be called political or administrative, though he may furnish signed articles upon subjects of general interest.

(3) No correspondence which has passed between Government Departments or between the public and Government Departments may be communicated to any member of the public without the sanction of the Governor, and a member of the Service is not permitted to take copies of official minutes or correspondence for his own purpose, unless such correspondence is expressly addressed to the member personally to be noted by him.

(4) Before making an adverse report on a member of the Service the Head of his Department should warn him privately that his work has not given satisfaction.

(5) Testimonials, Certificates of Service or

commendatory

27  
END

commendatory letters must not be given to members of the Service whether serving or retired, except with the written approval of the Head of the Department.

(6) In cases of repeated or serious misconduct on the part of a member of the Service the Head of his Department shall report such misconduct to the Governor with a view to his punishment which may include reduction in pay or grade or dismissal from the Service.

(7) Any member of the Service having a complaint to make shall do so in the first instance to his immediate superior officer. An appeal shall lie from the decision of such Officer to the Head of the member's Department.

(8) Trivial complaints if persisted in after warning or unfounded complaints will be regarded as instances of misconduct.

2

OVERSEAS AGENT FOR THE GOVERNMENT OF INDIA.

1. ----- Gov. Grigg-----24th December, 1920.  
Conf. 172.

For reasons stated, considers that there is no necessity for such an appointment.

*Li C Strachey*

You will see from Mr. Bottomley's minute on 11005 that the then S. of S. authorised the letter sent on that <sup>24</sup> paper as a purely unofficial statement of Sir R. Coryndon's views but that anything further, especially if it is in the direction of deprecating the appointment, would have to go to him again. This despatch simply reiterates and adopts those views. The s.o. letter to Mr. Walton of the 12th March on X.2844/26 (flagged) suggested - the dropping of private correspondence, but his reply of the 16th March indicated that they did not wish to take the matter up officially at the moment. In the circumstances a copy of this should be sent over to Mr. Walton without comment in a semi-official marked "personal" following the procedure adopted in the case of Sir H. Head's letter on 11005/24, though in that case the substance of the despatch was embodied in a letter.

*J.V. Allen*

*24/1/27*

(2844)  
No reason to give for the long delay in ~~reply~~  
a reply to the despatch of 14th 27th. Though the reply is much - as was to be expected - a repetition of Sir R. Coryndon's views. As the D.O. have always chosen to conduct this course by means of s-o letters, I suppose we must continue the practice, although we told the Governor

It is not necessary to  
include the agent in the list  
The object of making the list is that  
we have no special concern for the  
agent  
The agent is not to be included  
in the list of agents to be put  
forward to the Government for  
approval

To Director in reply to

50

3rd Decr. '23  
59141/23.

Sir L. Kershaw to Sir H. Read. Reports that the Government of India are anxious to consider the question of being represented by agents overseas, and instanced particularly Kenya as a country in which they might desire to have such an agent. Enquires what view is held at the Colonial Office as to the probability of the Governor of Kenya being willing to receive such an agent. The functions will be those prescribed in Rule 56 under the Indian Emigration Act.

Rule 56 Indian Emigration Act.

11005/24.

- (i) Agents General are responsible for the welfare of emigrants.
- (ii) Shall obtain information on any matters affecting welfare and status of Indians in countries in which they are employed.
- (iii) Submit annual reports regarding the condition of Indians.
- (iv) Shall protect and advise all classes of Indian emigrants and bring any requirements of such emigrants to the notice of the Government of India or local authorities.
- (v) Shall in cases in which work is permitted inspect every ship, maintain registers of emigrants visiting places where they work and reside, and satisfy themselves as to conditions on which emigration is permitted are being strictly observed.
- (vi) They shall be directly subordinate to the Governor General in Council.
- (vii) In carrying out above duties, shall act in co-operation with the local Immigration Dept.

13th Decr.

Sir H. Read to Sir L. Kershaw. As question concerns Kenya very closely, the views of the Governor of Kenya are being obtained privately before proposals considered fully.

13th Decr. '23.  
59141/23.

Sir H. Read to Sir R. Coryndon. Asks for views, points out that such an appointment is more appropriate in a colony to which there is organized emigration, points out that provided Agent did not become entangled in politics, there would not appear to be any prima facie objection, and if he were a good man he might be useful.

13th Decr. '23.  
59141/23.

Sir R. Coryndon to Sir H. Read. Points out that instructions under Rules are very wide, and much would depend upon the Agent's interpretation. He would be subjected to much pressure by local Indian politicians and find it difficult to avoid becoming entangled in politics. As status of Indians has been settled, their welfare, as to education, medical service, etc. etc. is the responsibility of the local Government and can hardly be shared with an official of another Administration. As there is no indentured Indian labour in Kenya, bulk of the Indians are independent petty traders working under licence, and there seems no scope for the energies of an Agent. Frankly does not quite see how such an Agent could properly employ his time and sees possibilities of misunderstanding and friction.

28th Jany. '24.  
11005/24.

Sir H. Read to Sir L. Kershaw. Embodies Sir R. Coryndon's views.

20th March, '24.  
11005/24.

Mr. Walton to Mr. Bottomley. Encloses copy of telegram from Government of India enquiring whether conditions now opportune for renewing proposal for the appointment

9th March, '26.  
2844/26.

27th March, '26.  
2844/26.

24th Decr. '26.  
X.10061/27.

12th Feby. '27  
X.10061/27.

4  
appointment of an Agent in Kenya.

S. of S. to Governor Confidential. Sends copies of previous correspondence, and enquires whether Governor's attitude to this question differs from that of Sir R. Coryndon, and how the Governor would view a definite proposal from the Government of India of the appointment of an Agent in Kenya.

Governor to S. of S. Confidential. Considers there is no necessity for such an appointment, and that if made it would only lead to friction and difficulties which it is very desirable to avoid. Has discussed matter with Governor of Tanganyika who is definitely opposed to the participation of his Territory in such an appointment. As far as Kenya was concerned, was inclined personally to agree with Sir R. Coryndon's view. Should such an Agent be appointed, he would have little or nothing to do in connection with the Rules, and there would be risk of his being regarded as an accredited representative of the Indian Govt., to whom they could make representations upon all matters affecting them. Therefore concurs in Sir R. Coryndon's views and is unable to recommend the proposal.

Mr. H.T. Allen to Mr. Walton. Forwards copy of the Governor's Confidential despatch of the 24th of December, 1926.

X 10061/27 Kenya

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2

Mr. G.K. 872/27

Mr.

Mr. Allen 10

Mr. E. J. Harding.

Mr. Strachey.

Sir J. Shuckburgh.

Sir G. Grindle.

Sir C. Davis.

Sir S. Wilson.

Mr. Ormsby-Gore.

Earl of Clarendon.

Mr. Amery.

R 9-10  
D 104

For Mr. Allen's Signature.

Dec 27

12 Feb, 1927.

Personal

Dear Walton

DRAFT.

J.C. Walton Esq., M.C.,

(J.O.)

(8396/26)

You will remember that  
in my letter of the 24<sup>th</sup> of Dec.  
I informed you that we were  
expecting a despatch from the  
Governor of Kenya with regard  
to the question of the appointment  
of an Agent to the Govt of India  
in Kenya.

From Gov Kenya. Conf. 24 Dec., 1926

(No. 1 on X 10061/27)

We have now received  
the despatch in question and I  
enclose a copy of it for your  
info.

(Yours sincerely)

(Signed) H. T. ALLEN.

7114  
RECORDED  
KENYA

No 122



16  
GOVERNMENT HOUSE  
NAIROBI,  
KENYA

20 December 1926.

CONFIDENTIAL.

Sir,

7864  
16  
I have the honour to express regret at the delay in replying to your Confidential Despatch of the 27th of March last, regarding the possibility of appointing in Kenya an Agent under the Indian Immigration Act, and to state that in my opinion there is no necessity for such an appointment and that if made it would only lead to friction and difficulties which it is very desirable to avoid.

2. I took the opportunity of discussing this matter with the Governor of the Tanganyika Territory during my visit to Dar-es-Salaam in May last. Sir Donald Cameron was definitely opposed to the participation of his Territory in such an appointment. As far as Kenya was concerned he was inclined personally to agree with the late Sir Robert Coryndon's view that there was no real need for an agent when Indians lived under the conditions obtaining in this Colony where no indentured immigration is established. The bulk of the Indians are small tradesmen and there does not appear, therefore, to be scope for the energies of an Agent as described in the Rules numbered 56 of the 10th of March, 1926. The necessity for an Indian Agent has, it is understood, been always

/regarded

THE RIGHT HONOURABLE  
LIEUTENANT COLONEL. L.C.M.S. AMERY, P.C., M.P.,  
SECRETARY OF STATE FOR THE COLONIES,  
DOWNING STREET,  
LONDON, S.W.

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regarded as a corollary to the employment of Indian immigrants in the country to which the Agent is appointed.

C.O.  
36748  
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3. The status of Indians in Kenya has been settled by the memorandum published under cover of Colonial Office memorandum of the 23rd of July, 1923, and their welfare as regards education, medical fees, protection of property, etc, must remain the responsibility of this Government. As stated there is no indentured Indian labour in Kenya and the bulk of the Indians are engaged in trading. The Indians have been afforded representation on my Executive Council, on the Legislative Council and on the Nairobi Municipal Council as well as on certain Advisory District Committees. I can see no grounds, therefore, for the appointment of a special official to safeguard their interests and, in the words of the Indian Emigration Rules, to be "generally responsible for the welfare of Indian emigrants" in Kenya. Should an Agent be appointed he would have little or nothing to do in connection with the Rules and there would be the risk of his being regarded by the Indian community as an accredited representative of the Indian Government, to whom they could make representations upon all matters affecting them. However well-intentioned and tactful such an officer might be, he would find it difficult to justify his appointment without entering into the discussion and consideration of subjects in which it is not intended that such an Agent should be concerned.

4. I therefore concur in the views expressed by the late Sir Robert Coryndon on the question of the

/suggested



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END

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suggested appointment and am unable to recommend it.

I have the honour to be,

Sir,

Your most obedient, humble servant,

Edward Gigg

G O V E R N O R .