

KENYA

X. 4483

DATE

26 MAY 1926

443A 20th April 1926

276

CANDIDATES FOR ADMINISTRATIVE SERVICES

Quoted two separate cases of officers who were appointed but subsequently proved to be temperamentally unsuited for such employment and suggests that advantage should be taken of Senior Officers on leave by utilizing their experience to assist in selecting candidates. Is preparing pamphlet for the guidance of...

X (11)	28
RA [unclear]	25
M. [unclear]	25
W. [unclear]	16
W. [unclear]	17
[unclear]	

C.O. 533/231

11393/24

Denning Street,

277

28 February, 1947.

Sir,

I have the honour to acknowledge the receipt of Sir E. Grigg's despatch No. 448A of the 30th April 1926, and have noted the contents of paragraphs 1 and 2.

3. I have delayed my reply to the general observations contained in the remainder of the despatch under reply for the following reasons. In the first place, the procedure advocated has been extensively followed in connection with appointments to the Colonial Service for some years past. It is true that it has more often been found practicable to employ it in connection with appointments to the more specialised departments, but it has also been considerably used in connection with the Administrative Services. Further, as you are aware, special arrangements were made whereby the Colonial Secretary should during his recent leave in this country co-operate with my Private Secretary in the consideration of candidates to fill the existing vacancies in the Administrative Service of Kenya.

This being so, I decided to defer my reply until I was in a position to see how the organisati

OFFICER ADMINISTERING

THE GOVERNMENT OF

KENYA.

of

of the New Tropical African Services courses at Oxford and Cambridge, which, as you are aware, were started in October last, would, in practice, affect the machinery for selecting candidates. 273

3. As a result of the experience so far gained, I am of opinion that it will now be easier than formerly to arrange for collaboration of the kind you mention, and additional assistance in recruitment from carefully selected officers, while on leave will, as in the past, be warmly welcomed by my Private Secretary. Appointments, wherever practical considerations permit.

It has, however, been found in practice that experienced officers who have been consulted while on leave in the way you recommend, have, in almost every case, taken the same view as my Private Secretary with regard to the suitability of the applicants under consideration; and I am of the opinion that the principal assistance which such officers can give will normally be found to lie in stimulating recruitment among the right type of candidate. Such assistance would be of great value.

4. I shall accordingly be glad to be specially advised when an officer is coming on leave, whom you consider particularly suitable for the purpose; but any such officers should invariably communicate with my Private Secretary, Appointments, and obtain his concurrence before getting into touch with Universities or other recruiting centres. I attach great importance to this precaution, as neglect of it in the past has

led to misunderstandings and has done definite harm to recruitment in certain instances. You will also, I am sure, realize that I must retain entire discretion as to the selection or rejection of any candidate and - if selected - as to the colony or Protectorate to which he will be appointed. Practical considerations also make it necessary for me to reserve my decision as to how far, and in what capacity, I should make use of any particular officer, whose name you may send me. I should be glad if you would warn any officers you nominate for this purpose in the course of this paragraph before they come home.

5. As regards the individual cases to which you refer it is of course unfortunate that your Government should have been put to inconvenience by these successive ^{regulations} regulations in so short a time. I notice however that both the officers were in the first instance stationed at Lamu where the conditions are I understand not such as to give a young officer in his first year of service a favourable impression of the Colony or the work. I therefore do not think much weight need be attached to these incidents, especially if regard is also had to the fact that although nearly 700 officers have been selected since the Armistice for the administrative services of East and West Africa the number of cases in which it has been necessary to terminate probationary

appointments

230

appointments on account of unavailability or mistakes has formed only a very small proportion of the total number of selections. As, however, Sir E. Orms based the proposals made in the despatch under reply upon these cases, I enclose a short memorandum on each of them.

6. I shall await with interest the receipt of the pamphlet referred to in paragraph D of Sir E. Orms's despatch, if it is found possible to prepare one.

I have the honour to be,

Sir,

Your most obedient

humble servant,

(Signed) L. S. AMERY.

Major Furse 1.2.27.

Allen 27/2

J. Harding

Wainey 23

Chuckbury

Grindle

Davis

Wilson

by Gora

Clarendon

Amery



DRAFT.

*Copy see
memo &
memo below.*

C.A.G.

~~111~~ DOWNING STREET,

25 February, 1927.

Sir,

I have the honour to acknowledge the receipt of Sir E. Grigg's despatch No. 443A of the 30th April 1927, and have noted the contents of paragraphs 1 and 2.

2. I have delayed my reply to the general observations contained in the remainder of the despatch under reply for the following reasons. In the first place, the procedure advocated has been extensively followed in connection with appointments to the Colonial Service for some years past. It is true that it has more often been found practicable to employ it in connection with appointments to the more specialized departments, but it has also been considerably used in connection with the Administrative Services.

memo (revised)

[] at the end of memo should be added. J.M.P.

Services

Services. Further, as you are aware, special arrangements were made whereby the Colonial Secretary should co-operate with my Private Secretary in the consideration of candidates to fill the existing vacancies in the Administrative Service of Kenya during his leave in this country.

This being so, I decided to defer my reply until I was in a position to see how the organization of the new Tropical African Services Courses at Oxford and Cambridge, which, as you are aware, were started in October last, would, in practice, affect the desirability of selecting candidates. As a result of the experience so far gained, I am of opinion that it will now be easier than formerly to arrange for collaboration of the kind you mention, and additional assistance in recruitment from carefully selected officers, while on leave will, as in the past, be warmly welcomed by my Private Secretary, Appointments, whenever practical considerations permit.

It has however been found in practice that

experienced officers who have been consulted

while on leave in the way you recommend, ^{taken} The have, in almost every case, seen eye to ~~same view as~~ eye with my Private Secretary with regard ^(suitability of) to the applicants under consideration; and I am of opinion that the

principal assistance which such officers can give will normally be found to be ^{lie} in ~~the fact that they are in a position to~~ ^{stimulating recruitment among} the right type of candidate, ~~to furnish first hand information as to the~~ ^{Such assistance would be} conditions of life in their Service.

^{of great value} This man, on several occasions, proved of considerable value.

I shall accordingly be glad to be specially advised when an officer is coming on leave, whom you consider particularly suitable for the purpose: but any such officers should be warned that they should invariably communicate with my Private Secretary, Appointments, and obtain his concurrence before getting into touch with Universities or other recruiting centres. I attach great importance

importance to this precaution, as neglect of it in the past has led to misunderstandings and has done definite harm to recruitment in certain instances.

You will also, I am sure, realise that I must retain entire discretion as to the selection or rejection of any candidate and - if selected - as to the Colony or Protectorate to which he will be allocated. Practical considerations also make it necessary for me to reserve my decision as to how far, and in what capacity, I should make use of any particular officer, whose name you may send me. I should be glad if you would warn any officers you nominate for this purpose in the sense of this paragraph before they come home.

5. As regards the individual cases to which you refer this of course unfortunate that your Government should have been put to inconvenience by these successive resignations in so short a time. I notice however that both the officers were in the first

instance

instance stationed at Lamu where the conditions are I understand not such as to give a young officer in his first tour of service a favourable impression of the Colony or the work. I therefore do not think much weight need be attached to these incidents, especially if regard is also had to the fact that although nearly 700 officers have been selected since the Armistice for the administrative services of East and West Africa, the number of cases in which it has been necessary to terminate probationary appointments on account of unsuitability or misdemeanour ^{has} / ~~form~~ only a very small proportion of the total number of selections.

Sir E. Gigg
is based the proposals
in the despatch
upon these cases
re a short
memo
to them.

6. I shall await with interest the receipt of the pamphlet referred to in paragraph 5 of ^{the} ~~your~~ *despatch*, if it is found possible to prepare one.

I have, etc.

(Signed) L. S. AMERY.

MEMORANDUM BY PRIVATE SECRETARY APPOINTMENTS

As to the two cases referred to in the despatch from the Governor of Kenya No.443A. of the 30th April 1926:

(a) Mr.Gough originally applied in 1921. He was interviewed and the opinion was formed that, though a man of more than average ability and of some originality, he was not very likely to be temperamentally suited for a District Officer's career. His application was accordingly rejected. Mr.Gough subsequently re-opened his application from Northern Rhodesia where he was acting as Private Secretary to the Governor, in 1924. On receipt of a report from Sir H.Stanley the case was discussed personally with the Secretary of State and it was decided after very careful consideration to take what was (fully) recognised as a risk in regard to temperament and to select Mr.Gough for an appointment in view of his ability and of his satisfactory record in Northern Rhodesia.

(b) Captain Fairfax-Lucy was regarded as a very fair candidate and there was no apparent reason for suspecting any kind of temperamental deficiency in his case.

It is to be noted, moreover, that according to the enclosures to the Governor's despatch no such deficiency was observed in Kenya either, until after Captain Fairfax-Lucy had tendered his resignation. The Senior Commissioner, Coast, Mr.A.J.MacLean, reported on 27th February "I do not consider that Captain Fairfax-Lucy is suitable for service as an Administrative

Officer

Officer under the circumstances". But on January 20th Mr. MacLean had himself written "This officer appeared to me a strong, healthy and eminently sensible person and quite pleased with the idea of going to the Tana River District" (See enclosures to despatch Kenya No. 443A). In view of this, it seems at any rate doubtful whether Mr. MacLean, for example, would have advised that Captain Fairfax-Lucy was temperamentally unsuited for the Service, if he had interviewed him in this country before selection.

[I very much regret the inconvenience caused by the resignation of these two officers so close together; but it may be noted that at the time of their selection the demand for men was very heavy. They formed part of a batch of over 80 officers appointed at the summer selection of 1925 to the Administrative Services of Tropical Africa. At the same time some 60 officers were required for junior educational appointments. In all these cases men of the type referred to in paragraph 4 of the Governor's despatch were desired, and it will, I am sure, be appreciated that so large a demand places a heavy strain on the supply of candidates up to the high level of quality which it is desirable to secure.

I need hardly add that in accordance with the usual custom, both appointments received the personal approval of the Secretary of State.]

(Sgd) R.D. Furse
1.2.27.

at
belle
[]
communicating
... but
2 m X 7
have
157
22/1/27
see
to
biology
of the H
...
O. Allen

19/2

Memorandum by Private Secretary Appointments.

As to the two cases referred to in the despatch from the Governor of Kenya No. 443A. of the 30th April 1926:

(a) Mr. Gough originally applied in 1921. He was interviewed and the opinion was formed that, though a man of more than average ability and of some originality, he was not very likely to be temperamentally suited for a District Officer's career. His application was accordingly rejected. Mr. Gough subsequently re-opened his application from Northern Rhodesia where he was acting as Private Secretary to the Governor, in 1924. On receipt of a report from Sir H. Stanley the case was discussed personally with the Secretary of State and it was decided after very careful consideration to take what was (fully) recognised as a risk in regard to temperament, and to select Mr. Gough for an appointment in view of his ability and of his satisfactory record in Northern Rhodesia.

(b) Captain Fairfax-Lucy was regarded as a very fair candidate and there was no apparent reason for suspecting any kind of temperamental deficiency in his case.

It is to be noted, moreover, that according to the enclosures to the Governor's despatch no such deficiency was observed in Kenya either, until after Captain Fairfax-Lucy had tendered his resignation. The Senior Commissioner, Coast, Mr. A. J. MacLean, reported on 27th February "I do not consider that Captain Fairfax-Lucy is suitable for service as an Administrative Officer under the circumstances". But on January 20th Mr. MacLean had

himself

himself written "This officer appeared to me a strong, healthy and eminently sensible person and quite pleased with the idea of going to the Tana River District" (See enclosures to despatch Kenya No. 443A). In view of this, it seems at any rate doubtful whether Mr. Maclean, for example, would have advised that Captain Fairfax-Lucy was temperamentally unsuited for the Service, if he had interviewed him in this country before selection.

KENYA.

No. 443.A.



X. 4483
GOVERNMENT HOUSE,
26 MAY 1926
NAIROBI
KENYA.

30th April 1926.

288

Sir,

With reference to your despatch No. 946 of the 23rd of September last, and as stated in my telegram No. 116 of the 10th of April, I have the honour to report that Captain H.M. Ramsay-Fairfax-Lucy has tendered his resignation from the Administrative Service which I have accepted.

2. In accordance with the terms of his agreement Captain Lucy has refunded the sums due from him on account of passage and outfit allowances.

3. This is the second cadet who has resigned recently within a few months of first arrival in the Colony; the other case of Mr. F.C.G. Gough was reported in Kenya despatch No. 66 of the 19th of January.

The accompanying copies of correspondence show that both officers were temperamentally unsuited to employment, and that neither entered upon his duties with any sense of the obligations to which he was committed or any serious desire to carry them out.

4. I submit that these cases illustrate the need for a more discerning test in order to ascertain the extent to which candidates are temperamentally suited for the responsible and exacting duties of an Administrative Officer in this Colony, and what prospect there is that they intend to make a career in Kenya. This end will, I

/consider

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

L.P. 25056
84
L.P. 25056
11
3295

2205
64

consider, be served by utilizing the experience of Senior Administrative Officers on leave. If these were to be put into touch with candidates and not only to furnish them with a picture of local conditions but in actual conversation to gauge their relative suitability for employment much practical advantage would accrue.

The care taken by the Appointments Branch of the Colonial Office in selection is fully appreciated as well as the difficulties, under present conditions, of securing the right type of applicant for Kenya. It is hardly necessary in this connection to emphasize that the responsibility and exacting nature of work laid upon Administrative officers in this Service postulate a candidate of more than average ability and character. It is hoped that your approval to improve the scales of salary may shortly be received and thus to some extent obviate this disadvantage, but the help of officers with local experience should, in any event, assist the selectors and the question of its adoption is submitted for your consideration.

5. I am taking up with the Chief Native Commissioner the possibility of preparing a small pamphlet describing the duties and the life of an Administrative Officer in the various areas of Kenya as a guide to candidates for employment.

6. In bringing these points to your notice I do so in the full assurance that they will meet with your sympathetic consideration.

I have the honour to be,

Sir,

Your most obedient, humble servant,

Edward Gigg.

consider, be served by utilizing the experience of Senior Administrative Officers on leave. If these were to be put into touch with candidates and not only to furnish them with a picture of local conditions but in actual conversation to gauge their relative suitability for employment much practical advantage would accrue.

The care taken by the Appointments Branch of the Colonial Office in selection is fully appreciated as well as the difficulties, under present conditions, of securing the right type of applicant for Kenya. It is hardly necessary in this connection to emphasize that the responsibility and complexity of work laid upon Administrative officers in this Service postulate a candidate of more than average ability and character. It is hoped that your approval to improve the scales of salary may shortly be received and thus to some extent obviate this disadvantage, but the help of officers with local experience should, in any event, assist the selectors and the question of its adoption is submitted for your consideration.

5. I am taking up with the Chief Native Commissioner the possibility of preparing a small pamphlet describing the duties and the life of an Administrative Officer in the various areas of Kenya as a guide to candidates for employment.

6. In bringing these points to your notice I do so in the full assurance that they will meet with your sympathetic consideration.

I have the honour to be,

Sir,

Your most obedient, humble Servant,

Edward Gigg.

GOVERNOR.

District Commissioner's
Office,

L A M U.

17th November 1925.

The Senior Commissioner, Coast,

M o m b a s a.

Thro' T. District Commissioner,

L a m u.

In confirmation of District Commissioner, Lamu's telegram of the 9th instant, I beg to tender my resignation from the Administrative Service of Kenya Colony, as I wish for personal reasons to return to Rhodesia as soon as possible.

I should like to leave Lamu by the S.S. Tuna on December 2nd or M.V. Dumra on December 3rd if a relief can be arranged.

(Sgd.) F. C. G. GOUGH.

ASST. DISTRICT COMMISSIONER.

Ref. No. 1410/3

District Commissioner's Office,

Lamu, 17th November 1925.

The Senior Commissioner, Coast,
M O M B A S A.

Forwarded.

(Sgd.) W. A. F. PLATTS.

DISTRICT COMMISSIONER.

District Commissioner's
Office,

L A M U.

17th November 1925.

The Senior Commissioner, Coast,

M O M B A S A.

Thro' The District Commissioner,

L A M U.

In confirmation of District Commissioner,
Lamu's telegram of the 9th instant, I beg to tender
my resignation from the Administrative Service of
Kenya Colony, as I wish for personal reasons to return
to Rhodesia as soon as possible.

I should like to leave Lamu by the S.S. Tuna on
December 2nd or M.V. Dumra on December 3rd if a relief
can be arranged.

(Sgd.) F. C. G. GOUGH.

ASST. DISTRICT COMMISSIONER.

Ref. No. 1410/3

District Commissioner's Office,

Lamu, 17th November 1925.

The Senior Commissioner, Coast,
M O M B A S A.

Forwarded.

(Sgd.) W. A. F. PLATTS.

DISTRICT COMMISSIONER.

C O P Y.

291

European Hospital.

22.12.25.

Reference your letter, Mr. Gough complains of feeling debilitated following an attack of fever.

I can find nothing physically wrong with him but suggest he should be granted short local leave.

(Sgd.) John Enzer.
M.D.

Senior Commissioner's Office,
Mombasa,
20th January 1926.

CONFIDENTIAL.

The Honourable,
The Colonial Secretary,
Nairobi.

Through-
The Honourable,
The Ag. Chief Native Commissioner,
Nairobi.

I enclose in original a letter forwarded to me by the Assistant District Commissioner i/c Kipini from Captain Fairfax-Lucy M.C.D.L, a recently appointed Cadet.

This Officer appeared to me a strong healthy and eminently sensible person and quite pleased with the idea of going to the Tana River District.

This is the second application by a cadet for a transfer or the acceptance of his resignation within a few weeks - The other being Mr. Gough.

I have had no complaints from Captain Fairfax-Lucy and this is the first intimation I have had of his suffering from pain.

(Sgs.) A. J. MACLEAN.

Senior Commissioner Coast.

Senior Commissioner's Office,
Mombasa,
20th January 1926.

CONFIDENTIAL.

The Honourable,
The Colonial Secretary,
Nairobi.

Through-
The Honourable,
The Ag. Chief Native Commissioner,
Nairobi.

I enclose in original a letter forwarded to me by the Assistant District Commissioner i/c Kipini from Captain Fairfax-Lucy M.C.D.L. a recently appointed Cadet.

This Officer appeared to me a strong healthy and eminently sensible person and quite pleased with the idea of going to the Tana River District.

This is the second application by a cadet for a transfer or the acceptance of his resignation within a few weeks - The other being Mr. Gough.

I have had no complaints from Captain Fairfax-Lucy and this is the first intimation I have had of his suffering from pain.

(Sgs.) A. J. MACLEAN.

Senior Commissioner Coast.

15th January 1926.

To: A.D.C.1/c
KIPINI.

As a result of exposure during the Great War, I have been in the habit of suffering from pains in the small of the back during the early morning if exposed to any draughts during the night. The nights in the low-lying country are comparatively hot and I am faced with the alternative of endeavouring to sleep under an abnormal quantity of clothing, or, else of submitting to these pain which, if not excessive, must indicate, when frequently occurring, that their source of origin is on the increase.

I therefore request that this be forwarded as an application either for my transfer to a Highland station, or the resignation of my appointment on medical grounds.

(Sgd) H. M. R. FAIRFAX-LUCY.

A. D. C.

Senior Coast Commissioner,

Thro, D.C.Lamu.

Forwarded.

NATIVE AFFAIRS DEPARTMENT,
Nairobi.
5th March 1926.

The Honourable,
the Colonial Secretary,

Nairobi.

Captain H.M.Ramsay Fairfax-Lucy M.C. Cadet.

I forward herewith a copy of a letter from the Senior Commissioner Coast and recommend that Captain Fairfax-Lucy's resignation be accepted subject to his repayment of his passage money and of any expenses to which he has put the Government during the period of his training in England.

2. This is the second case of the kind that we have had recently. It appears to me that we are beginning to get a class of officer who considers that he is entitled to a short sojourn in our dependencies at Government expense without any liability for the cost of his completely unremunerative services. I have not of late years seen any contracts of service but am inclined to think that they should embody a definite monetary penalty in cases of this kind.

(Sgd) O. F. WATKINS.

For Chief Native Commissioner.

C O P Y.

Senior Commissioner's Office,

295

M O M B A S S A.

27th February 1926.

The Honourable,
The Chief Native Commissioner,
N. A. I. F. O. E.

Captain H. M. Ramsay-Fairfax-Lucy, M.C.

In compliance with your No. 4, 10/4/1/46 of the
4th February, 1926.

I send herewith a report by the Medical Officer
European Hospital, Mombasa.

I have seen Captain Fairfax-Lucy who informs me
he has not got the temperament suitable for a lonely
station and that rather than go back to Tanaland
District of any District on the Coast or a lonely District
Up-country he would have no alternative but to resign.

I do not consider that Captain Fairfax-Lucy is
suitable for service as an Administrative Officer
under the circumstances.

Captain Fairfax-Lucy asks that the Government's
decision in his case may be given without delay as in
the event of his resignation being accepted he wishes to
make arrangements for his return to England - by cargo
boat if possible as no accommodation is available by
ordinary lines before May.

(Sgs.) A. J. MACLEAN

Senior Commissioner Coast.

Senior Commissioner's Office,

M o m b a s a.

27th February 1926.

The Honourable,
The Chief Native Commissioner,
N. a. I. C. B. I.

Captain H. M. Ramsay Fairfax-Lucy, M.C.

In compliance with your No. A.18/4/1/45 of the
4th February, 1926.

I send herewith a report by the Medical Officer
European Hospital, Mombasa.

I have seen Captain Fairfax-Lucy who informs me
he has not got the temperament suitable for a lonely
station and that rather than go back to Tana
District of any District on the Coast or a lonely District
up-country he would have no alternative but to resign.

I do not consider that Captain Fairfax-Lucy is
suitable for service as an Administrative Officer
under the circumstances.

Captain Fairfax-Lucy asks that the Government's
decision in his case may be given without delay as in
the event of his resignation being accepted he wishes to
make arrangements for his return to England - by cargo
boat if possible as no accommodation is available by
ordinary lines before May.

(Sgs.) A. J. MACLEAH.

Senior Commissioner Coast.

EUROPEAN HOSPITAL, MOMBASA.

20th February, 1926.

THE SENIOR COMMISSIONER COAST.

M O M B A S A.

.....

I examined Mr. Fairfax-Lucy on the 17th inst. He complains of suffering from pains in the back if he gets cold at night. I could find no organic lesion to account for this, and regard it as probably of a rheumatic nature. I suggested treatment and prescribed some medicine.

It is possible that the drier climate up country might be more suitable for Mr. Fairfax-Lucy than the Coast.

(Sgd.) A.R. Esler.

Medical Officer i/c European Hospital,

M O M B A S A.

(a)

237

~~Miller~~ ^{Major J. J. Rose}

Capt. Fairfax Lucy's resignation
is noted on 3395/26. The question of a
successor was taken up on that paper.

On the general matter dealt with
in this despatch, it would seem that
we should, in the first instance, write
Major ~~Rose~~'s views.

S Steel

31.5.26

Nothing lower than a chancellors will do.

S Steel

31/5/26

Mr. B. G. G. G.

May I keep this for a bit &
return to you later?

We may have to be rather
careful in replying. I am
experimenting now by getting
Mr. Durham to help as with
the recruitment of a 2nd Lt. in
Kenya & should like to
see how the experiment works
before I write further.

(A good deal might be said
about the 2 instances chosen
especially Mr. Gough.)

May I have the bundle back please? S Steel
16/6/26

(not perhaps
correct)

My dear Sir

By all means take time to consider. Other heads of Govt are I think well satisfied with your selection. A difference in result may be due to

... and I say I would working on a play ground rather than a workshop. X

(6) The King's Government's selection of relations for its new men. It is notable that both Govt & ...

Yours faithfully

19.6.26.

It has been discussed & I am sure you will be satisfied with the response to I trust.

W. S. Hooley

10.11.26