

921 09
note
1101

KENYA

file
44869
7 SEP 21

DATE

8TH AUGUST 1921

REASON:-

Illness 7.11.21

SUBJECT

MEDICAL STAFF

COURSES OF INSTRUCTION & STUDY LEAVE

It seems therefore desirable to

draw up a more generous rule than III of
Mr (ind) No 1087, but I confess that it seems
to me a tall order to give a full pay extension
amounting to the whole period that is spent

Paper

5/22

(3) If the ⁰ fees exam for a higher degree or diploma either exam fee should be paid by Govt or he should be granted an additional allowance or bonus.

The replies show a general objection to 311 the additional allowance or bonus, but as specific objection (except T.J) to payment of the exam fee.

I think therefore that we should adopt for meeting the examination fee as a definite rule, the ⁰ of the 1087 being amount accordingly.

It will be necessary to discuss the 1087 + to inform D.M.A. the Govt of the decision taken.

9.9.21

Mr Flood

As this may react on W.S.F., I would like to know if you agree with Mr Jewell's suggestion.

I do not mind meeting the ⁰ ~~some~~ ~~about~~ ~~the~~ ~~the~~

Govt generally agree.

Mr Hadley Mr Ellis Mr Ellis All 9.9.21

I am glad that I have seen these papers before action was taken on them as it almost certainly will affect the W.A.M.S. The

from the Tropics, but it may be
argued fairly that what is needed
is the change of climate more than

handship in

free decline

necessary provision

to the class

of the world, & with

the class

of the

of the

of the

we must
do the same. I would therefore give

in on the point for the one
346
compulsory course at any rate

& say that officers may have

full pay leave for the extension

of the course

On the one hand the man gets
his added cash. On the other
hand, by reason of his study, gets

at us hope) a better officer.

ere too I would make the Governor's

P.M.O.'s approval a sine qua non,

and I think that where the Gov. & P.M.O.

recommend it we should agree to pay

(for the degree)
to fees as well as the allowances

of the man while training.

I don't agree

[Faded handwritten notes, possibly including:]
the P.M.O.
following
(2) for railway fares and
allowances. To be paid on return to home
with the
allowances only
Fees & allowances full agree except for
Kingsley
The Gov. & P.M.O. should be consulted
before any such recommendation is made
The Gov. & P.M.O. should be consulted
before any such recommendation is made

Other courses, not the compulsory

ones are on a different footing

then an officer can fit them into

his leave and the Gov. recommends
we have often paid fees for him

That question might be left as
it is each case being settled
on its merits but the approval
of Gov. & P.M.O. must be insisted
on in all cases before fees are
paid. If the Gov. recommended a
course which could not be fitted
into leave arrangements it
should be on full pay, but
except in special cases such
extension should not exceed one
month.

These proposals are rather
concessions but they will
please the doctors & allow
us to say we encourage
post-graduate study.

JF
13.9.

Every W African European
officer, under his conditions
of service [see (of Reg 131)]

may be required by the S.O.S. to discharge any duty or to go through any course of instruction which he may think necessary during their leave of absence, and will not be entitled to any additional remuneration or leave of absence in consideration of such employment.

Now in the Trop^l African Services, leave is fixed in practice on the basis of what

is considered to be necessary to meet the requirements of (a) - and on the assumption that the length of leave needed for (b) + (c) is 3 1/2 considerably less than for (a).

Now the months ~~more~~ plus

is 1 considered

people will

the months

the

months

months

months

months

months

months

months

months

months

months

months

months

months

months

WAFr officer in view of his
conditions of service. But
if he is required to work to
such an extent that he is
not allowed ~~accommodated~~ enough

white on
leave

(1) a course
which interferes
with that and it
is regarded in law

from ~~excursions~~ courses, then I consider

that, if (a) the course is comp.
quasi-compulsory or (b) voluntary
but definitely useful to the
Col Govt, the extension should
be on full ~~and~~ half salary

compulsory, I mean

319

is required before the officer
can get either extension of
leave, fees, or ~~expenses~~ allowance

H. H. Harlow

You are, I think, consistently thoughtful with the Committee. See these papers.

The W.A. decision taken as no problem as regards P. of - the existing Conf. report in Aug. 1927 attacked, except as regards (c) of ad. 1927, and the Committee's decision to carry out the higher financial method a personal report of the Committee was made in Aug. 1927 and 1928, and the Committee's decision to carry out the higher financial method was made in Aug. 1927 and 1928. I have generally agreed with the existing decision of the Committee, but I do not submit that in spite of the W.A. decision, this should not be considered yet as a change of opinion. Harlow's argument as to the issue in regard to (c) does not seem to me to be correct.

I am very sorry - You that the Board, who is closely concerned with the Board, is inclined to more generous treatment as regards leave: 351

5. Col. 131, of course, gives the wide scope a strong official position, if it is desired to limit expenditures; but so far as Conf. is concerned, we are almost as well covered, if not quite so well covered, as we are under the existing arrangement. The Board's decision to carry out the higher financial method is a personal report of the Committee, and the Committee's decision to carry out the higher financial method was made in Aug. 1927 and 1928. I have generally agreed with the existing decision of the Committee, but I do not submit that in spite of the W.A. decision, this should not be considered yet as a change of opinion. Harlow's argument as to the issue in regard to (c) does not seem to me to be correct.

as

months. This is an important difference, because I don't agree with Mr. Harding, that a course in London usually interferes

which it applies. So far I know, there are no professional or technical courses of any importance to the administrative officer, or

... unless the situation has altered in the last three years, that there are no recognised post-graduate classes outside London, except possibly at Liverpool

... take courses in the ... and even obtain a professional degree at Cambridge, or London ...

The ... of the ... graduate ... aside regarding ...

... different ...

... more likely to give the Service a

good

good standing than the encouragement of the idea that by going into it you do not necessarily cut yourself off from ordinary medical progress. I agree with you that it would be well to go as far as we can in the direction suggested by the East African Governors.

AF

Dr. Strachey J/14/4 Sir Reed.

[Handwritten notes and scribbles, including "favours at", "keep up to", "attendance & diligence", "study leave", "if any", "to be", "paid for", "an officer fails to", "at the end of his leave", "a satisfactory report as to attendance & diligence"]

reason than mental or physical infirmity before completing a full term of service after entering the course, he should be allowed to re-undertake study leave pay. 353

(ii) Whether the study leave is for a compulsory or voluntary course, I will leave the case as above, provided that the course is approved by the Government.

[For voluntary courses at present we give 1/2 pay only - 1/2 100% T.S. But we should give 100% pay for all voluntary courses.]

(b) For all courses (other than those for medical degree or medical diploma), fees, railway fares, etc. should be paid provided that a satisfactory report of attendance & diligence is received, ^{when} if the leave is not passed off when the course is taken to ensure that a certificate of confirmation or passing an official test or any form of practical facilities to pass the subject with credit further course at the officer's entire expense (i.e. no fees, pay or allowances) before he can be re-confirmed or provided as the case may be: & in such case the 5% of ret. of leave on the next occasion to be considered specially, no guarantee of full pay ext: up to 6 months being given.]

standing than the encouragement
 the idea that by going into it
 do not necessarily cut yourself
 from ordinary medical progress.
 agree with you that it would be
 to go as far as we can in the
 direction suggested by the East
 Indian Governors.

AF

Shachy J/yr Sib Reed.

[Faint handwritten notes and scribbles, including words like "study", "leave", and "report"]

(ii) If a student has to be granted leave
 for 6 months: study leave if possible
 required report to be made to be on
 half pay. If leave is granted for 6 months
 and the student fails to return
 within 6 months an officer fails to
 return for duty at the end of his leave
 or fails to get a satisfactory report as to attendance & diligence

s.v. for compulsory
 courses.

on relinquishing his app. primary then
 reason then mental or physical infirmity
 before completing a full term of service
 after taking the course, he shall be liable
 to refund the study leave pay. 353

(ii) Whether the study leave is for a
 compulsory or voluntary course, I would treat
 the case as above, provided that the
 course is approved by the G.O.

[For voluntary courses at present we
 give 1/2 pay only - 1/2 of 100% of the basic pay
 (including the course) as well as savings
 officers & other services.]

(iii) For all courses (other than those for further
 medical degree or medical diploma), fees
 railway fares & expenses to be paid
 provided that a satisfactory report of
 attendance & diligence is received, even
 if the leave is not granted, but when the
 course is taken to establish suitability for
 confirmation or passing an officiating
 or any form of promotion, failure to pass
 the exam. will entitle further course at the
 officer's entire expense (i.e. no fees, for
 or all or do) before he can be confirmed
 or promoted as the case may be: & in such
 case the 1/2 of ext. of leave on the next
 occasion to be considered specially,
 no guarantee of full pay ext. up to 6
 months being given.]

Mr Parkinson

10 copies of Press copy
in cover below. BREA & BMA
should indent on P.D. for the
copies they require

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21/1/22

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Mr Parkinson

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to make 100 copies
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DM
21/1/22

No revision in contemplation so far as I
know. The BMA have made us more since
9263. I think 100 copies should suffice, but if
the cost of 250 is not much more I would have 250
21/1/22

~~Mr~~ Mr Jeffrey. Mr Dobson

What are your present
stocks?

357

C. J. & J. & J.

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at the BMA & BREA

The BMA have decided
to make 100 copies

of the Press copy
at the BMA & BREA

No revision in contemplation
so far as I know.

NB

I When next revision takes place the following amendment is to be made: § 1 (2) the portion beginning "As an alternative..." should

See meeting
2906 3/8
1968

Printed for the use of the Colonial Office.

African (East).

No. 1,087

(Second Edition).

353

RULES

AS TO

**COURSES OF INSTRUCTION AND
STUDY LEAVE**

FOR

**EAST AFRICAN MEDICAL
OFFICERS.**

COLONIAL OFFICE

January, 1922.

Rules as to Courses of Instruction and Study Leave for East African Medical Officers.

I. *Course of Instruction on first appointment.*—(1) Medical officers are required to take a course of instruction in tropical medicine at the London or Liverpool School of Tropical Medicine prior to appointment.

The following payments are made by the Government:—

- (i) Fees for tuition.
- (ii) £3 a week, for board and lodging expenses (paid monthly in arrears).
- (iii) A travelling allowance of £5 a week during the period of the course and for each period of absence of 14 days or more in the date of participation of the course of study in the tropics.

All officers are to be required to attend the course of instruction in tropical medicine at the London or Liverpool School of Tropical Medicine prior to appointment. Officers who have not taken a course of instruction in tropical medicine prior to appointment, but who have been in the tropics for a period of 12 months or more, may be exempted from attending the course of instruction in tropical medicine. Officers who have been in the tropics for a period of 12 months or more, but who have not attended the course of instruction in tropical medicine, may be required to attend the course of instruction in tropical medicine. Officers who have been in the tropics for a period of 12 months or more, but who have not attended the course of instruction in tropical medicine, may be required to attend the course of instruction in tropical medicine.

- (iv) Railway fares to and from the school.
- (v) A lodging allowance of £10 a week during the period of the course.

(2) The course of instruction in tropical medicine shall be of a duration of 12 months, and shall be held at the London or Liverpool School of Tropical Medicine.

before passing the "efficiency bar" at £800, or promotion to the grade of Senior Medical Officer (£800-£900).

- (2) Approved courses of study for this purpose are:—
 - (i) The three months' course at the West London Post-graduate College or the London School of Clinical Medicine, Greenwich, in clinical medicine, clinical surgery, and pathology.
 - (ii) The course of study and examination for a recognised diploma or degree in public health, sanitary science, or state medicine.

(iii) The course of study and examination for a further medical or surgical diploma or degree.

(iv) A course of study in some special branch of medicine, surgery, or pathology, approved by the Government.

Officers who have passed the "efficiency bar" at £800, or who have been promoted to the grade of Senior Medical Officer (£800-£900), may be exempted from attending the course of instruction in tropical medicine. Officers who have passed the "efficiency bar" at £800, or who have been promoted to the grade of Senior Medical Officer (£800-£900), may be exempted from attending the course of instruction in tropical medicine. Officers who have passed the "efficiency bar" at £800, or who have been promoted to the grade of Senior Medical Officer (£800-£900), may be exempted from attending the course of instruction in tropical medicine.

Press

TELEGRAPHIC ADDRESS: "Medicon, Westminster, London."
TELEPHONE No. 2525. (Gerrard Exchange.) 3 lines.

British Medical Association,

MEDICAL DEPARTMENT,

429, Strand,

LONDON, W.C. 2.

General Secretary:

ALFRED COX, O.B.E., M.B.

Medical Secretary:

C. ANDERSON, M.D.

Assistant Medical Secretaries:

COURTENAY LORD, M.A., M.R.C.S., L.R.C.P.

D. MACPHERSON, M.A., M.B., C.M.

If any reply

please quote—

2525/MGH

Govt Kenya

19th January 1922.

RECEIVED
20 JAN 1922
COL OFFICE

360

Sir,

I hereby acknowledge your letter of the 18th
January 1922, regarding three copies
of the "Medical Department" and

Medical Secretary

maximum of six months, the period spent in study being, subject to the maximum of six months, additional to leave earned by service in East Africa.

If an officer fails to return for duty at the end of his leave, or fails to obtain a satisfactory report as to attendance and diligence at the end of the course, or relinquishes his appointment for any other reason (not of a physical nature or of physical infirmity (not caused by his own misconduct) or of a permanent nature) during the course, he is liable to be fined or imprisoned, or both, at the discretion of the Court-martial.

TELEGRAPHIC ADDRESS: "Medicon, Westminster, London."
TELEPHONE No. 2329. (Standard Exchange.) 3 lines.

General Secretary:
ALFRED COX, O.B.E., M.B.
Group Medical Secretary:
C. ANDERSON, M.D.
Special Medical Secretaries:
C. COURTHAY LORD, M.A., M.R.C.S., L.R.C.P.
D. MAORIBSON, M.A., M.B., Ch.B.

Reply by
enclose quote—
JW/MGH

Post Kemp

RECEIVED
20 JAN 1922
COL OFFICE

British Medical Association,
MEDICAL DEPARTMENT,
429, Strand,
LONDON, W.C. 2.

19th January 1922.

33J

Sir,

I have the pleasure to acknowledge your letter of the 18th inst. regarding three copies of the *Journal of the British Medical Association* for the month of January 1922, and in reply to inform you that the same have been forwarded to you by the *Journal* office.

Medical Secretary

copy 44869 Kerry

361

SC
9/10

DRAFT.

The Medical Sec.
Inst. Med. Assoc.

NOTE.

- Mr. Parkin 12.1.22
- Mr. Holtby
- Mr. Mackay 12.2.22
- Mr. Grindle
- Sir H. Lambert
- Mr. H. Read
- Sir J. Macerless Smith
- Mr. Wood
- Mr. Churchill

both of the 7th from
 the 20th of 1768
 the 20th of 1768
 I am sure you will
 be interested to know
 the history of the
 committee of the
 the 20th of 1768
 the 20th of 1768
 suggested by the
 Med. Assoc. in

1007
 3 copies

The Rules for the
 Courses of instruction
 to be given to

When dips have gone
Mail to Room 17 C
for four pages 5
all

DOWNING STREET,
19th January, 1933.

Mr. Stuchley
Mr. Brindley
Mr. H. Lambert
Mr. Wood
Mrs. Churchill

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

send to each Gov. enough
copies to allow of one
for each M.O. plus
for record. A.C.C.P.

replies received, I have de-
termined that certain changes in the rules should
be made. I enclose copies of the new edition
of African (East) 1087 which incorporates the
alterations

alterations which I have approved. These rules should be brought to the notice of the Principal Medical Officer and all Medical Officers.

(2) Apart from minor alterations mainly of a verbal nature, the most important changes are the following:-

(i) Section II

The tuition fees and the other payments shown in (4) (ii) & (iii), but not the examination fee, will be paid by the Government for a course of study and examination for a further medical or surgical diploma or degree (see (3) (iii)) if a satisfactory certificate as to attendance and diligence is received, even when the officer fails to pass the examination; if he passes the examination, the examination fee also will be paid.

It is now proposed that the fee for registration should be paid by the Government, if the officer is successful in the examination.

(ii) Section III.

Extensions of leave with full pay for compulsory courses and also for voluntary courses approved by the Governor will now be granted up to a maximum of six months, and the previous arrangement, whereby leave being dependent upon the time which an officer would have in this country free of work, is entirely dispensed with.

This decision will I trust be welcomed by the Medical Officers, to whom every encouragement for improving and bringing up to date their professional knowledge

is thus afforded.

(4). I would invite attention to

the

MAN

ing the Govern

African (East).

No. 1,087

(Second Edition).

365

RULES

OF THE

AFRICAN MEDICAL
OFFICERS.

COLONIAL OFFICE.

JANUARY 1922.

Rules as to Courses of Instruction and Study Leave for East African Medical Officers.

1. *Course of Instruction on first appointment.*—(1) Medical officers are required to take a course of instruction in tropical medicine at the London or Liverpool School of Tropical Medicine prior to appointment.

The following payments are made by the Government:—

- (i) Fees for tuition.
- (ii) £3 a week, for board and lodging expenses (paid monthly in arrear).
- (iii) A training allowance of 5s. a day during the period of the course and for such period subsequent to the course up to the date of embarkation as the Secretary of State may determine.

The officer is liable to refund all these payments if he declines to take up the appointment for which he has been selected, if he fails to obtain a satisfactory certificate at the conclusion of the course as to his attendance, progress, and proficiency, or if he relinquishes his appointment for any other reason than physical or mental infirmity (not caused by his own misconduct), or is removed from the service for misconduct within three years of the date of his arrival in the Dependency to which he is appointed.

(2) If a medical officer has taken a course of instruction in tropical medicine prior to appointment, he is required to take the course during his first leave of absence, and to obtain a satisfactory certificate before he can be confirmed in his appointment.

The following payments are made by the Government:—

- (i) Fees for tuition.
- (ii) Railway fare (1st class) from the officer's place of residence to the School at the beginning of the course, and from the School to his place of residence at the end of the course.
- (iii) A lodging allowance of 6s. a night if the officer has to sleep away from his usual place of residence in order to take the course.

As an alternative to (ii) and (iii), daily railway fares for the day of attendance at the course will be paid, not exceeding 10s. a day, if the officer is at his usual place of residence during the course of instruction.

II. *Subsequent courses of instruction.*—(1) Medical officers are required to take a special course of study while on leave, before being recommended for the efficiency bar, at £800 and a special course of study

before passing the "efficiency bar" at £800, or promotion to the grade of Senior Medical Officer (£900-£900).

(2) Approved courses of study for this purpose are:—

- (i) The three months' course at the West London Post-graduate College or the London School of Clinical Medicine, Greenwich, in clinical medicine, clinical surgery, and pathology.
- (ii) The course of study and examination for a recognised diploma or degree in public health, sanitary science, or state medicine.
- (iii) The course of study and examination for a further medical or surgical diploma or degree.
- (iv) A course of study in some special branch of medical or surgical practice (e.g., ophthalmology, dermatology, genito-urinary diseases).
- (v) An advanced course at the London or Liverpool School of Tropical Medicine.
- (vi) Any other course recommended by the Governor and approved by the Secretary of State.

(3) Voluntary courses of instruction may be taken by medical officers on leave in any subject desired.

(4) The following payments are made by the Government in respect of complete or approved courses:—

- (i) Tuition and examination fees.
- (ii) Railway fare including all charges within Section I (2).

The Training Allowance of 5s. a day for the period necessarily occupied by the actual course of instruction and examination shall be paid.

All these payments are conditional on the officer undertaking to refund them if he fails to pass the examination at the end of the course and obtain the diploma or degree, or if he may be required to obtain a satisfactory report as to attendance and progress, or if there is no examination, or if he relinquishes his appointment for any other reason than mental or physical infirmity (not caused by his own misconduct) before completing a full tour of service after leaving the service.

Similar payments may be made under similar conditions in respect of voluntary courses provided that the Governor approves the course and so recommends it.

III. *Examination on leave for courses of instruction.*—(1) Except in the case of officers taking complete or voluntary courses of instruction in the Home (19) and II, it will be granted with full pay to a

medical officer taking the course of study and examination for a further medical or surgical diploma or degree, or for a diploma in tropical medicine, and the other payments specified in the preceding paragraph, if he obtains a satisfactory report as to attendance and progress, and if he passes the examination at the end of the course. If the officer fails to pass the examination at the end of the course, or if he is removed from the service, or if he is disqualified for promotion or degree, the payments specified in this rule will be paid.

Revised
A.P.P.

maximum of six months, the period spent in study being, subject to the maximum of six months, additional to leave earned by service in East Africa.

If an officer fails to return for duty at the end of his leave, or fails to obtain a satisfactory report as to attendance and diligence at the end of the course, or relinquishes his appointment for any other reason than mental or physical infirmity (not caused by his own misconduct) before completing a full tour of service after taking the course, he is liable to refund the pay granted to him in respect of any such extension of leave.

IV. Applications to attend courses of instruction...

African (East).

No. 1,067

(Second Edition).

...received passage in Section IV. It is the most important that Medical Officers should not in the circumstances have to give...

MEDICAL

S.

Rules as to Courses of Instruction and Study Leave for East African Medical Officers.

I. Course of Instruction on first appointment.—(1) Medical officers are required to take a course of instruction in tropical medicine at the London or Liverpool School of Tropical Medicine prior to appointment.

(2) The terms and conditions are made by the Government—

(a) that they shall be made by the Government—

(i) on passing the "efficiency bar" at £800, or promotion to the grade of Senior Medical Officer (£800-£900).

(ii) Approved courses of study for this purpose are—

- (a) The three months' course at the West London Post graduate College or the London School of Clinical Medicine, Greenwich, in clinical medicine, clinical surgery, and pathology.
- (b) The course of study and examination for a recognised diploma or degree in public health, sanitary science, or state medicine.
- (c) The course of study and examination for a further medical or surgical diploma or degree.
- (d) A course of study in some special branch of medical or surgical practice (e.g., ophthalmology, dermatology, genito-urinary diseases).
- (e) An advanced course at the London or Liverpool School of Tropical Medicine.

(3) Any other course recommended by the Governor and approved by the Government may be taken.

(4) The course of instruction may be taken by medical officers in any subject covered.

(5) The course of instruction may be taken by medical officers in any subject covered.

(6) The course of instruction may be taken by medical officers in any subject covered.

(7) The course of instruction may be taken by medical officers in any subject covered.

(8) The course of instruction may be taken by medical officers in any subject covered.

(9) The course of instruction may be taken by medical officers in any subject covered.

(10) The course of instruction may be taken by medical officers in any subject covered.

(11) The course of instruction may be taken by medical officers in any subject covered.

(12) The course of instruction may be taken by medical officers in any subject covered.

(13) The course of instruction may be taken by medical officers in any subject covered.

(14) The course of instruction may be taken by medical officers in any subject covered.

(15) The course of instruction may be taken by medical officers in any subject covered.

(16) The course of instruction may be taken by medical officers in any subject covered.

(17) The course of instruction may be taken by medical officers in any subject covered.

(18) The course of instruction may be taken by medical officers in any subject covered.

As an alternative to the course of instruction on leave, medical officers may be permitted to attend a course of instruction in any subject covered by the Government during the course of instruction.

11. Subject to the provisions of this rule, medical officers may be permitted to attend a course of instruction in any subject covered by the Government during the course of instruction.

14. Extension of leave. The leave granted to medical officers under this rule may be extended in any subject covered by the Government during the course of instruction.

maximum of six months, the period spent in study being, subject to the maximum of six months, additional to leave earned by service in East Africa.

If an officer fails to return for duty at the end of his leave, or fails to obtain a satisfactory report as to attendance and diligence at the end of the course, or relinquishes his appointment for any other reason than mental or physical infirmity (not caused by his own misconduct) before completing a full tour of service after taking the course, he is liable to refund the pay granted to him in respect of any such extension of leave.

IV. Applications to attend courses of instruction on leave.—Before coming on leave, a medical officer who contemplates taking any course of instruction (whether a compulsory course or a voluntary course) must apply through the Principal Medical Officer, in order that specific recommendation as to the course to be taken may be submitted by the Governor to the Secretary of State; and it must be understood that, if on the recommendation of the Principal Medical Officer the Governor considers that one of the compulsory approved courses other than that applied for would be preferable, the Governor's decision must be accepted.

Colonial Office,
January, 1922

Printed for the use of the Colonial Office.

~~Revised to meet~~
Revised
All

African (East).

No. 1,087.

(2nd Edition)

31st

25261

369

RULES

AS TO

COURSES OF INSTRUCTION AND
STUDY LEAVE

FOR

EAST AFRICAN MEDICAL
OFFICERS.

These rules apply to the courses of instruction and study leave for East African Medical Officers.

See page 300
See page 300

Colonial Office,
January, 1922

Rules as to Courses of Instruction and Study Leave for East African Medical Officers.

(Having the ~~same~~ efficiency bar at £1,000 or

grade (1925-1930), and a second special course of study before promotion to the grade of Senior Medical Officer. (£800-£900).

(2) Approved courses of study for this purpose are:-

- (a) The three months' course at the West London Post-graduate College or the London School of Clinical Medicine, Greenwich, in clinical medicine, clinical surgery, and pathology.

370

I. Course of Instruction on First Appointment

of Officers are required by the regulations (1925-1930)

R. L. L.

years of the service to which he is appointed.

A Medical Officer has not taken a course of study prior to appointment, he is required to take his first leave of absence and to obtain a certificate before he can be confirmed in his appointment. If appointments are made by the Government authority.

are (1st class) from the Officer's place to the School at the beginning of the course to his place of residence.

of 28 a night if the Officer's usual place of residence is at the School.

All these to refund the cost of the course and to obtain the necessary certificates.

These courses are provided for the purpose of enabling the Officer to obtain the necessary certificates.

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These courses are provided for the purpose of enabling the Officer to obtain the necessary certificates.

These courses are provided for the purpose of enabling the Officer to obtain the necessary certificates.

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~~(1) If the Officer is eligible for five months' leave or more in England in respect of resident service, such extension as will allow him a total period of at least three months during which he is not attending a course of instruction.~~

~~(2) Extension of leave for officers taking voluntary courses of instruction will be granted, if the Governor so recommends, on the same conditions as for compulsory courses, except that half pay only will be allowed.~~

IV. Applications to attend courses of instruction on leave.—

Before coming on leave, a Medical Officer who contemplates taking any course of instruction (whether a compulsory course or a voluntary course) must apply through the Principal Medical Officer, in order that a specific recommendation as to the course

may be submitted by the Governor to the Secretary of State. It is to be understood that, if on the recommendation of the Principal Medical Officer the Governor considers that a course other than that applied for is more desirable, his decision must be

note to promote
please undertake
coming on leave
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AFRICA PROTECTORATE

No 1101.

GOVERNMENT HOUSE,
NAIROBI,

BRITISH EAST AFRICA

8th August, 1921.

Sir,

I have the honour to refer to your despatch No. 594 of the 20th April in which copies of correspondence with the British Medical Association were forwarded to the Hon. Secy. of State. The suggestions submitted by the body of members of the Rules as to Courses of instruction and Staff Leave for Medical Officers in the service of the East Africa Administration are as follows:-

1. The staff should be three-fold.

- (a) Extra staff for instruction
- (b) Part-time staff for instruction
- (c) The staff should be three-fold

3. My views on the subject were given before you in my report of the 4th June 1921. I am glad to hear that the Hon. Secy. of State has decided that the Hon. Secy. of State should not be required to deal with the period of leave prescribed each for rest and

THE RIGHT HONOURABLE

WINSTON CHURCHILL, P.C., M.P.,

SECRETARY OF STATE FOR THE COLONIES,

DOWING STREET, LONDON, S. W.,

is whether Government should not by subsidiary considerations induce its Officers to enter for the more intensive courses, with the higher standard of examination. I am firmly of the opinion that such encouragement is desirable subject to proper safeguards, and I would suggest that fees should be paid by Government only on the production of evidence as to satisfactory attendance at courses of instruction and, if possible, of a good confidential report from the Dean of the College at which the course was undertaken. It is also suggested that a prescribed course of examination should be held at any special course of instruction and tests to pass the qualifying test. I would not recommend the refund of his examination fees as an additional reason promoting this recommendation. I would also share the views of the British Medical Association that an Officer undoubtedly obtains some benefit from the award for an examination and further study and should be allowed to pass when he obtains a grade of a low value.

None of the reasons of my proposals really, considered, favour the adoption of any system of bonuses to Officers who obtain a higher grade or diploma as their eligibility for promotion should be a sufficient reward.

I have the honour to be,

Sir,

Your humble, obedient servant,

W. K. ...

ACTING GOVERNOR.

GOVERNMENT OF KENYA.
PROTECTORATE.
No. 1093.

C O
44867
7
GOVERNMENT HOUSE,
NAIROBI,
BRITISH EAST AFRICA.

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5th August, 1921.

Sir,

I have the honour to transmit a message
from the Director of Colonial Research, the
honourable member of the Executive Council,
and the members of his staff,
and Mr Edward Northey's
with respect were submitted
560 of the 2nd April and
ing petition to be read
to his

for
26690
Bull
attached

THE RIGHT HONOURABLE
WINSTON CHURCHILL, P.C., M.P.,
SECRETARY OF STATE FOR THE COLONIES,
DOWNING STREET, LONDON, S. W.,

INCLOSURE

In Despatch No. 59301 - 5/8 1921

51/42/21.

41987

CHEMICAL RESEARCH DEPARTMENT.,

NAIROBI.

KENYA COLONY.,

30th JUNE 1921.

Sir,

I have the honour to address you upon the question of salaries of the Officers of this Department which was raised, *inter alia*, in Despatch No. 860 of the 22nd April 1921 by His Excellency the Governor.

2. The whole of the recommendations for the removal of anomalies in the salaries of the Civil Service made by His Excellency were, owing to the present financial position, disallowed, and did I not consider that there were grounds for special consideration in the case of this Department I should not presume, Sir, to ask for reconsideration of your decision.

3. The salaries now being received by Officers in this Civil Service are, generally speaking, those determined in the schedule of Old and New Rates of Salary issued with Circular No. 46 of the 9th August 1920 from the Secretariat, Nairobi.

In

TO THE RIGHT HONOURABLE

THE SECRETARY OF STATE FOR THE COLONIES.

(THROUGH) HIS EXCELLENCY THE GOVERNOR

OF THE KENYA COLONY

and PROTECTORATE.

6. The salary recommended for the Director by the Hamilton Commission was £1000. I need

hardly point out that the recommendations of that

Commission were based on the fact that in the

United Kingdom the Director of the Admiralty is paid

£1000 and the Director of the War Office

£1000 and the Director of the Home Office

£1000 and the Director of the Ministry of Education

£1000 and the Director of the Ministry of Health

£1000 and the Director of the Ministry of Labour

£1000 and the Director of the Ministry of Pensions

£1000 and the Director of the Ministry of Transport

£1000 and the Director of the Ministry of War

£1000 and the Director of the Ministry of Air

£1000 and the Director of the Ministry of Navy

who, as Assistant Analysts, were on the same scale of

pay as Medical and Veterinary Officers and were paid

with a lower maximum than their colleagues in

other departments, although under the same scale

each chemist was paid the same as a chemist in

full pay, and the same as a chemist in

8. The Commission recommended that the

Director of the Admiralty should be paid

£1000 and the Director of the War Office

£1000 and the Director of the Home Office

£1000 and the Director of the Ministry of Education

£1000 and the Director of the Ministry of Health

£1000 and the Director of the Ministry of Labour

£1000 and the Director of the Ministry of Pensions

£1000 and the Director of the Ministry of Transport

£1000 and the Director of the Ministry of War

£1000 and the Director of the Ministry of Air

£1000 and the Director of the Ministry of Navy

became Head of a Department and responsible for the policy of Research; that even as Analyst in the old Laboratories Department he was senior to the Assistant Bacteriologist who is now Bacteriologist and receiving a salary of £900 to £1000; I would respectfully ask, Sir, that the recommendations with regard to myself and other officers of this Department made by His Excellency Sir Edward Gutherie in his Despatch No. 82, may receive your sympathetic reconsideration.

I have the honour to be,

Sir,

Your most obedient servant,



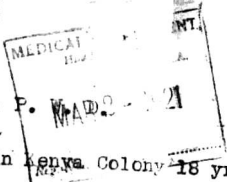
DIRECTOR OF GENERAL RESEARCH,
KENYA COLONY.

MEDICAL HISTORY

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of

Mr. B. Nunes, 3rd. grade Clerk, P. M. A. D. 21



Age 39 years. This tour 20 months. In Kenya Colony 18 yrs. Has completed 15 years in Government Service; 5½ years of which were served in Jubaland and 1½ years in the N. F. District. Has been posted to Nairobi since 1913.

While in Jubaland, N. F. D. he contracted a severe form of Malaria fever; ~~while in the N. F. D.~~ ^{also} he had a bad attack of Dysentery. Went on leave in 1919 while on leave was operated on for Pterygium of the Rt. eye and also an operation for Haemorrhoids. Since the last two months symptoms of Neurasthenia have appeared, with a feeling of Nervousness and depression, loss of memory, loss of ^{appetite} anorexia, irregularity of Bowels, and ~~loss of sleep~~, sometimes for whole nights & days. Complains of pains in the back especially over the sacral region. Has burning pains in the feet when getting out of bed in the morning. Also complains of ~~fatigue~~ ^{exhaustion} on his return home from Office every evening. He complains of constant headaches.

DATE

[Handwritten signature]

Nairobi, 23/5/1921

Medical Officer,
Central Hospital.

justify differential treatment
 of non-European & European
 officials in a matter of
 this kind: in fact, I do not see
 how we can satisfy a non-European
 clerk who should make a complaint,
 if the value of his quarters for
 pension were less than the sum
 normally paid as an allowance in
 his own country.
 May we examine this point,
 that you will have no objection
 to our doing so. This is the first
 meeting with our representatives
 the second time since the 22nd of
 the year for the matter of free
 pension for pensioners in the
 service of the Government.

Gov Kenya
 1921/24
 383
 28 DEC 1921

DRAFT.

Kenya
 No 1921
 Meeting
 MINUTE.

30 Dec 1921
 Sir
 I have the honour to ask
 the rest of your despatch No 102
 of the 26th of Aug, as to your
 view that the pension of the
 second class pensioner should be
 the same as that of a first
 class pensioner.

- Mr. J. J. ...
- Mr. ...
- Mr. ...
- Mr. ...
- Sir H. ...
- Mr. ...
- Sir G. ...
- Mr. ...
- Mr. ...

J. B. ...
 (Signature)

Native Civil Hospital,
Mombasa, 3rd January 1921.

Medical History.

Mr. G. H. Semler 3rd Class Court Interpreter age 47. has been in Government Service for 23 years.

States that in 1904 he was ill for a long time with a chest complaint and cough up blood on several occasions, afterwards he became mentally deranged and was in the Mombasa Asylum for some months.

His memory for many years has been bad, lately it has become very much worse. his eye sight is bad and he is unable to count fingers at a short distance (2 yards). He has only a few carious teeth left. His arteries are very much thickened. He complains of weakness in both legs.

He states that owing to his memory and eye sight he is quite unable to do his work in a satisfactory manner.

G. H. Semler
Ag. C. M. U.

an addition in this respect.

(3) I would also request that in future
the following pension particulars

will

be