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COLONIAL

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FOR CIRCULATION :-

Mr.  
Mr.  
Mr.  
Asst. U.S. of S.

SUBJECT

QUARTERS FOR MARRIED OFFICERS

MINUTES as to amendment of Misc. 96 and Afr. 973.

Peron' U.S. of S.

Part' U.S. of S.

Secretary of State.

Previous Paper

MINUTES within

See 80

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Subsequent Paper

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Proposed paragraph as to Quarters for African 97  
(in place of para. 12, page 5, of present edition)

Government quarters free of rent (but not of rates or other similar outgoings) and furnished in accordance with the scales laid down are provided when such quarters are available. When such quarters are not available, a hut or other temporary shelter is provided, or in certain cases an allowance in lieu of quarters is granted at the discretion of the Government.

It should be borne in mind that, even at the more important centres, [accommodation for European women and children is often available only to a very limited extent,] and that the conditions of life in some parts of the Dependencies are unsuited to them. It is considered desirable that all newly appointed officers should acquire a knowledge of local conditions before their wives join them.

A married officer will therefore not be permitted to have his wife with him without first obtaining the consent of the Governor of the Dependency to which he is appointed and consent will not be granted until he has served at least six months in the Dependency concerned. Somaliland the local conditions are such that it is impossible for a newly appointed

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accommodation is available  
for European women &  
children

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While the present <sup>shortage</sup> lack of accommodation  
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share quarters with bachelors.

It should be understood that at any  
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*Printed for the use of the Colonial Office.*

[This Memorandum is subject to revision from time to time.]

MISCELLANEOUS

No. 96.

[*Fifty-first Edition*]

## COLONIAL APPOINTMENTS.

[This Memorandum contains the information previously given in Memoranda Miscellaneous No. 96 and Miscellaneous No. 115, "Colonial Police Appointments."]

COLONIAL OFFICE,

*March, 1923.*

## HIGH COMMISSIONERS AND AGENTS GENERAL.

- Canada—Office of High Commissioner, 19, Victoria Street, Westminster, S.W. 1.
- Australian Commonwealth—Office of High Commissioner, Australia House, Strand, W.C. 2.
- New Zealand—Office of High Commissioner, 415, Strand, W.C. 2.
- Union of South Africa—Office of High Commissioner, Trafalgar Square, W.C. 2.
- Newfoundland—Office of High Commissioner, 68, Victoria Street, S.W. 1.
- New South Wales—Office of Agent-General, Australia House, Strand, W.C. 2.
- Victoria—Office of Agent-General, Melbourne Place, Strand, W.C. 2.
- Queensland—Office of Agent-General, Marble Hall, 408 and 410, Strand, W.C. 2.
- South Australia—Office of Agent-General, Australia House, Strand, W.C. 2.
- Western Australia—Office of Agent-General, Savoy House, 115 and 116, Strand, W.C. 2.
- Tasmania—Office of Agent-General, Australia House, Strand, W.C. 2.

NOTE 1.—With regard to professional openings in the self-governing Dominions for barristers and solicitors, chemists, doctors, police, surveyors, teachers (male and female), civil servants, dentists, nurses, missionaries, and others, see the Professional Handbook, to be obtained from the Overseas Settlement Department of the Colonial Office, 3-4, Clement's Inn, Strand, W.C. 2.

NOTE 2.—Candidates for appointments in commercial houses in the Colonies (including self-governing Dominions) should apply to the Appointments Department, Ministry of Labour, 3-4, Clement's Inn, Strand, W.C. 2.

### INTRODUCTION.

#### PLEASE READ CAREFULLY.

For the assistance of intending applicants this Memorandum is divided into six parts.

PART I gives general information, including a list of various appointments which are not made by the Secretary of State for the Colonies, with a note as to where inquiries should be addressed in each case (pages 5-8).

PART II gives a list of the principal classes of appointments made by the Secretary of State (pages 9-15).

PART III gives details of the ADMINISTRATIVE SERVICES IN EAST AND WEST AFRICA (pages 16-24).

PART IV gives details of the POLICE FORCES IN EAST AND WEST AFRICA (pages 24-29).

PART V gives information as to conditions of service (allowances, leave, pensions, etc.) in East and West Africa (pages 29-33).

PART VI explains how application should be made (pages 33-35).

APPENDIX I gives a list of other Memoranda which can be had on application (page 36).

APPENDIX II gives a list of publications which may be of use to intending applicants for East and West Africa (pages 37-39).

## NOTES.

## 1. MINIMUM AGE LIMITS.

It should be noted that the only posts open to candidates under the age of 22 at the time of taking up their duties are:

(i) Police Probationerships in the Straits Settlements, Federated Malay States, Hongkong and Ceylon, particulars of which are given in Memorandum Eastern No. 130, see Appendix I.

(ii) Appointments to the West Indian Constabulary, particulars of which are given in Memorandum West Indies No. 158, see Appendix I.

For each of these services the minimum age is 19.

(iii) Appointments to the Fiji Constabulary. See Part II.

For this service the limits of age are from 20 to 23.

Candidates for Administrative, Police, Treasury, Customs, and most of the other ordinary junior appointments in Tropical Africa should be between the ages of 22 and 35. Preference is given to candidates under the age of 30.

Candidates may apply not more than four months before they reach the minimum age limit for the appointment which they wish to obtain, in order that their applications may be completed in time to be considered at the earliest possible moment.

## (2) WAR SERVICE.

For the present no candidate will be considered by the Secretary of State for the Colonies for appointments at his disposal who has not, if of suitable age, served in some branch of His Majesty's Forces during the recent War, unless his reasons for not doing so are considered entirely satisfactory by the Secretary of State.

## (3) APPOINTMENTS OPEN TO LADIES.

See Part I, Section 3, and Part II, Section 15.

The only appointments of this nature, about which inquiry should be addressed to the Assistant Private Secretary (Appointments), Colonial Office, are those of Lady Medical Officers in the Federated Malay States.

## GENERAL.

1. The appointments at the disposal of the Secretary of State for the Colonies are confined to those Colonies, Protectorates, etc., which are administered under his directions.

They may be classified generally as follows:—

## (a) Tropical Africa, comprising—

On the East side of Africa: the Kenya Colony and Protectorate (late East Africa Protectorate), the Uganda Protectorate, the Nyasaaland Protectorate, the Zanzibar\* Protectorate, the Somaliland Protectorate and the Tanganyika Territory (late German East Africa).

On the West side: Nigeria, the Gold Coast, Sierra Leone and the Gambia.

(b) Eastern Colonies and Protectorates, e.g., Ceylon, Hongkong, the Straits Settlements, the Malay States.

(c) The West Indian Colonies, e.g., Jamaica, Bahamas, Barbados, Windward Islands, Leeward Islands, Trinidad, etc., together with British Guiana and British Honduras.

(d) Fiji and other islands in the Pacific.

(e) Cyprus, Gibraltar and Malta, in the Mediterranean.

(f) Various islands e.g., Mauritius, Seychelles, Bermuda, Falkland Islands and St. Helena.

(g) Palestine and Iraq.

2. Appointments for which the Secretary of State does not select:

(a) Self-Governing Dominions—Appointments in the self-governing Dominions (viz., Canada, Australia, New Zealand, the Union of South Africa, and Newfoundland) and territories under their control, such as Papua and the Cook Islands, are entirely under the control of the local Governments, and for information with regard to their application should be made to the High Commissioners or Agents General in London, a list of whom, with their addresses will be found on page 2.

(b) Egypt and the Sudan—Application should be made to the Secretary, Selection Board, Ministry of Finance (Members of the Universities of Oxford, Cambridge, Trinity College (Dublin), London (and University College) Edinburgh, Wales and Glasgow should, however, apply through the Appointments Committee, or Board, of their University. Pamphlets of information can also be obtained from the Eastern Department of the Foreign Office, Downing Street, S.W. 1.

\* The Island of Pemba is included in the Zanzibar Protectorate.

(c) Enquiries relating to appointments in Rhodesia should be addressed to the British South Africa Company, 2, London Wall Buildings, E.C.2. For appointments in North Borneo application should be made to the British North Borneo Company, 37, Threadneedle Street, E.C.2. Appointments in Sarawak are in the hands of His Highness the Rajah. Information on the subject can be obtained from the Sarawak Government Offices, 2, Millbank, S.W. 1.

(d) Application for appointments of a Consular nature should be addressed to the Foreign Office.

(e) Applications for appointments as Trade Commissioners in the Colonies and elsewhere should be addressed to the Department of Overseas Trade (Development and Intelligence).

(f) Appointments in Basutoland, Swaziland, and the Bechuanaland Protectorate are made upon the recommendation of the Resident Commissioners, subject to the approval of the High Commissioner for South Africa and confirmation by the Secretary of State. These appointments are almost invariably filled by the selection of local candidates.

(g) *Eastern Cadetships.*—In Ceylon, Hongkong, the Straits Settlements and the Federated Malay States, cadetships have been established, with a view to training officers to fill eventually the more important posts in the Civil Services of those Colonies and States, practically all the subordinate offices being filled (as in other Colonies) by the appointment of local candidates. The cadets must be natural-born British subjects; in Ceylon cadets must be either of pure European or Ceylonese descent; in the other services they must be of pure European descent; in either case they must be not less than 22 or more than 24 years of age. They are selected after a competitive examination by the Civil Service Commissioners, 2, Burlington Gardens, W. 1, to whom all enquiries on the subject should be addressed. The examination is the same as that at which candidates for the Home and Indian Civil Services qualify.

(h) *Officials for Public Works Departments* are selected on the recommendation of the Crown Agents for the Colonies, 4, Millbank, S.W. 1, to whom all enquiries should be addressed. Appointments under this heading may be for engineers, telegraph foremen, foremen of works, etc., and appointments in connection with railways.

(i) *Candidates for Appointments of a Clerical Nature*, when required from this country, are usually selected by the Crown Agents for the Colonies.

(j) *Telegraphists and Wireless Operators* are selected by the Crown Agents for the Colonies.

(k) *Dispensers and Sanitary Inspectors* are selected, when required from this country, on the recommendation of the Crown Agents for the Colonies, except for West Africa, for which the War Office usually would be asked to select from the R.A.M.C.

(l) *Vacancies for N.C.Os. of Police and European Constables.*—For the following appointments candidates are selected, when required, by the Crown Agents for the Colonies, 4, Millbank, S.W. 1.

(1) Inspectors in the Straits Settlements and Federated Malay States. Preference is given to candidates with previous civil police experience.

(2) European Sergeants in Ceylon. Preference is given to candidates with previous civil police experience.

(3) Inspectors or Assistant Inspectors in Uganda. Candidates must be unmarried, and should have experience of police work.

(4) Superintendents of Police in the Southern Provinces of Nigeria.

(5) In Hongkong and in Kenya constables are from time to time selected by the Crown Agents.

N.B.—In Kenya, vacancies in the rank of Assistant Inspectors are filled by the promotion of constables.

For information as to pay, and status of N.C.O. ranks in East Africa Police Forces, see Part IV.

*Note.* In nearly all the Colonies and Protectorates the rank and file of the Police are recruited locally from the inhabitants of the country.

*Headmasters and Wardens.* Where a candidate with previous experience of home prisons is required, the Home Office would be asked to recommend from the Home Prisons Service. In other cases the Crown Agents for the Colonies would select.

(m) *Postal and Telegraph Clerks* (male and female), are selected, when required, from the Home Service on the recommendation of the Postmaster General, to whom applications should be addressed.

(n) *Lady Typists and Clerks* are generally appointed by us. No list of candidates is kept at the Colonial Office.

For any posts mentioned in any paragraph of the above section application should not be made to the Assistant Private Secretary (Appointments), Colonial Office.

3. General information respecting the Colonial Services. Information as to the staff of the Colonies and Protectorates, the climate and local conditions, can be obtained from the "Colonial Office List," published by Messrs. Waterlow and Sons. That publication also



contains the *Colonial Regulations* governing the Colonial Services generally, and showing the rules as to leave of absence, free passages, etc. These Regulations can be purchased separately through any bookseller or directly from H.M. Stationery Office at the following addresses: Imperial House, Kingsway, London, W.C.2, and 28, Abingdon Street, London, S.W. 1; 37, Peter Street, Manchester; 1, St. Andrew's Crescent, Cardiff; 120, George Street, Edinburgh. Price 5d. net.

4. The following information applies only to the Colonies in which the Secretary of State controls the administration:—

(a) *Public Services of the various Colonies usually distinct.*—As a general rule, each Colony has its own public service distinct from that of every other Colony; and it is only the higher officers who are transferred by the Secretary of State from one Colony to another.

There is an exception to this rule in the case of the Eastern Colonies, the services of the Straits Settlements and the Malay States being regarded as one, and the officers being liable to be transferred at any time from the Colony to the Malay States or vice versa.

(b) *Offices below £100 in value.*—Offices of which the emoluments do not exceed £100 a year are invariably filled by the appointment of local candidates selected by the Governor, who has the absolute disposal of all such appointments.

(c) *Offices from £100 to £300 in value.*—When a vacancy occurs in an office of which the emoluments exceed £100 and do not exceed £300\* a year, the Governor reports it to the Secretary of State together with the name and qualifications of the person whom he has appointed to fill it provisionally, and this recommendation is almost uniformly followed.

(d) *Offices exceeding £300 in value.*—When a vacancy occurs in an office of which the emoluments exceed £300 a year, the Governor follows the same course as to reporting the vacancy and provisional appointment, and he is at liberty to recommend a candidate for the final appointment, but it is distinctly understood that the Secretary of State has the power of nominating another instead.

(e) *Vacancies in the higher grades usually filled by promotion.*—Vacancies in the higher grades are usually filled by promotion; and the power of nominating another candidate will therefore very seldom be exercised in favour of persons not already in the public service. As a general rule, it is only in the case of the highest offices, the posts referred to in Part III of this memorandum, and those requiring professional or other special qualifications not to be found in the Colonies themselves, that appointments are made by the Secretary of State from this country.

\* In the case of offices in East Africa, the same course is adopted as in the case of offices the emoluments of which exceed £300 per annum.

PART II.

CLASSES OF APPOINTMENTS FOR WHICH THE SECRETARY OF STATE SELECTS

The principal classes of appointment in which vacancies are filled by the Secretary of State are as follows:—

ADMINISTRATIVE SERVICES.\*

1. These vacancies occur almost exclusively in East and West Africa. See Part III.

Fiji Cadetships.

There are also a few cadetships in the Fiji and the Western Pacific Services. The salary is £200 with a temporary bonus (at present £60). Candidates should be between the ages of 22 and 25. They will, in the first instance, be employed on clerical duties in the Secretariat, and will be on probation for three years, during which time they must acquire a satisfactory knowledge of Fijian or Hindustani or, if serving in the Gilbert and Ellice Islands Colony or the British Solomon Islands Protectorate, pass an equivalent language test. Their subsequent employment, if their appointment is confirmed, will depend on the vacancies that may occur, and on the capacity they may have shown themselves to possess. Further particulars are given in Memorandum Australian (W. Pacific) No. 208, which can be obtained on application to the Assistant Private Secretary (Appointments). Only about two appointments are made annually.

LEGAL APPOINTMENTS OPEN TO BARRISTERS AND SOLICITORS

2. Barristers are required as law officers and judges, and in some instances as registrars and magistrates. The better paid appointments, and those in the more healthy Colonies, are almost invariably filled by the promotion of officers who have rendered good service in the same or other Colonies. Candidates for first appointments should, therefore, be prepared, as a general rule, to accept a small salary or to go to one of the less healthy Colonies. Candidates should be under the age of 40.

Offices for which solicitors are required are almost always filled by the appointment of local candidates; but there are a few appointments, such as registrarships, for which solicitors as well as barristers are regarded as eligible.

Details with regard to legal appointments are given in a separate memorandum. See Appendix I.

Barristers and solicitors, if under 35, are also eligible for the administrative appointments in Tropical Africa described in Part III.

\* Administrative appointments in the Eastern Dependencies (Ceylon, Hong Kong, the Straits Settlements and the Federated Malay States) are described in the Cadet Service. See Part I, para. 2 (g).

## POLICE APPOINTMENTS.\*

3. The majority of the vacancies for which the Secretary of State selects candidates are those in East and West Africa. See Part IV.

## (a) West Indian Constabulary.

Particulars as to the Police Forces of British Guiana, Jamaica, and Trinidad are given in a separate memorandum (West Indian No. 158 (see Appendix I)). A certain number of vacancies as Sub-Inspectors are reserved for candidates in this country, who are selected by the Secretary of State. Candidates must be unmarried and between the ages of 18 and 26.

Fresh regulations for the recruitment of these Forces are at present under consideration, and will be published as soon as possible.

Application should be made to the Governor by candidates resident in any of the above-named Colonies, and to the Assistant Private Secretary (Appointments) by candidates from elsewhere.

## (b) Eastern Colonies and Protectorates.

For appointments to commissioned rank in the police forces of Ceylon, Hongkong, the Straits Settlements, and the Malay States, see separate memorandum, Eastern 130 (vide Appendix I). Candidates must be unmarried and between 19 and 25 years of age at the time of selection.

They must obtain a nomination from the Secretary of State, and are then selected after an examination conducted by the Civil Service Commissioners.

Applications for nomination should be made to the Assistant Private Secretary (Appointments).

## (c) Fiji Constabulary.

Appointments are made to the rank of Junior Sub-Inspector, but vacancies are of rare occurrence. Preference is given to unmarried candidates between the ages of 20 and 23.

The commencing salary is at the rate of £190 per annum, and rises by annual increments of £10 to £260 per annum. A temporary bonus scheme is at present in force and allows an increase of £49 10s. per annum upon a salary of £180 per annum.

Officers are appointed on three years' probation and are required to devote themselves, for a certain time after arrival in the Colony, to learning the Fijian language or Hindustani or both. They are liable to be transferred at any time to the Gilbert and Ellice Islands Colony or the British Solomon Islands Protectorate.

\* Applications for posts in the Police Forces other than for commissioned rank should not be made to the Assistant Private Secretary (Appointments), Colonial Office.

## SCHEDULE OF APPOINTMENTS.

Rank	Salary	House.	Allowances.
1 Inspector-General of Constabulary	£600 by £25 to £600	Quarters (partly furnished).	Uniform allowance (£8). One orderly servant. Free lighting and fuel.
1 Deputy Inspector-General.	£400 by £20 to £400.	Do.	Uniform allowance (£8). One orderly servant. Fuel.
4 District Inspectors	£300 by £15 to £400.	Do.	Uniform allowance (£8). One orderly servant. Fuel.
2 Sub-Inspectors	£250 by £10 to £300.	Do.	Uniform allowance (£6). One orderly servant. Fuel.
3 Junior Sub-Inspectors	£180 by £10 to £250.	Do.	Uniform allowance (£6). One orderly servant.

## (d) Other Colonies outside East and West Africa.

Vacancies in other police forces are so seldom filled from this country, and the qualifications required are so diverse, that no general statement can be given.

## EDUCATIONAL APPOINTMENTS.

Vacancies occur from time to time in the educational departments of the various Colonies and Protectorates. (1) In the case of elementary or technical posts, and for all appointments open to ladies, candidates are obtained, when required, through the Board of Education, or occasionally by advertisement in the press. No list of candidates for these appointments is kept at the Colonial Office, and inquiries with regard to them should be addressed to the Board of Education. (2) A list of candidates for other educational posts is kept at the Colonial Office. These posts may be headmasterships, assistant masterships, or posts in connection with the organisation of education generally, involving duties of an "inspecting" nature. The conditions and emoluments attaching to educational appointments vary so greatly according to the conditions in force in the various Colonies that it is impossible to set forth much general information about them in a pamphlet. The initial salaries vary between about £200 and £350 per annum, with an occasional vacancy at a higher salary. They generally rise by increments at fixed intervals to a higher figure. An idea of the salary of any particular post can be

obtained by reference to the Colonial Office List published by Messrs. Waterlow and Sons; but this information is not correct subject to revision. For vacancies under (2) a degree, generally in possession of a British University is almost always required. Applications for posts of this nature should be addressed to the Assistant Private Secretary (Appointments), Colonial Office.

#### COLONIAL AUDIT DEPARTMENT APPOINTMENTS.

5. A separate memorandum (see Appendix I) is issued respecting the appointment of Assistant Auditors in the Colonial Audit Department. Candidates not already in the Government Service should be not less than 22 and not more than 26 years of age.

#### TREASURY AND CUSTOMS APPOINTMENTS.

6. Assistant Treasurers and Customs Officers are required from time to time in the East African Dependencies.

The salary of an Assistant Treasurer in East Africa is £300 a year for two years (while on probation), then £400 rising by £20 annually to £500. If his services are satisfactory, he then enters the scale £500 by £25 to £600.

The salary of a Customs Officer is £400 by £30 to £500. Officers without previous Customs experience serve for two years at £300 before entering this scale.

Supervisors of Customs and Assistant Treasurers for West Africa are also generally appointed from this country. Salaries are as follows: £450 for three years, while on probation, and then, if confirmed £510 rising by annual increments of £30 to £720, and thence by annual increments of £40 to £990 with efficiency bars at £800, £720, and £840. Officers who have passed the £720 efficiency bar receive in addition a Seniority Allowance (non-pensionable) of £6 a month while on duty in the Colonies.

For the above classes of appointments definite experience of accounts is essential. The nature of such experience should be clearly stated by the candidate on his application form, and a testimonial or testimonials with special reference to his proficiency therein from those under whom he has worked should accompany his form of application. Previous experience of Customs work is not normally required for Supervisors of Customs in West Africa. Where candidates with such experience are required, as for certain East African Customs appointments, or for a particular vacancy, the Home Customs Service is usually asked to recommend.

For the higher posts in these Services, see under the respective Dependencies in Colonial Office List, published by Messrs. Waterlow and Sons.

#### MEDICAL APPOINTMENTS.

7. Details of these are given in separate memoranda, see Appendix I.

#### AGRICULTURAL, FORESTRY AND VETERINARY AND OTHER SERVICES IN APPOINTMENTS.

8. There are many services and vacancies in the various Colonial Agricultural and Forestry Departments, and also for Veterinary Officers, Analytical Chemists and Zoologists. Agricultural vacancies may be for Botanists, Entomological Zoologists, Agricultural Chemists, etc., as well as for less specialized officers, such as Assistant Superintendents of Agriculture. For these posts candidates with definite scientific qualifications for the post in question are required. Further particulars regarding these appointments are given in a separate memorandum (see Appendix I).

#### SURVEYORS.

9. Vacancies for surveyors are occasionally at the disposal of the Secretary of State, mainly in connection with minor trigonometrical, topographical and cadastral work in Tropical Africa, Ceylon, and the Malay States. Details with regard to these are given in a separate memorandum. See Appendix I.

#### MINING APPOINTMENTS.

10. There are occasional vacancies for Mining Engineers in the Mines Departments of the Federated Malay States, Nigeria, the Gold Coast and Trinidad. Application should be made to the Assistant Private Secretary (Appointments), Colonial Office, who will send information in regard to these services on request.

#### MARINE APPOINTMENTS.

11. (a) *Harbour Masterships*.—There are occasional vacancies for Port Officers or Harbour Masters. The conditions of these posts vary too much for general information to be given, but the salary of any particular post can generally be found in the Colonial Office List. The better-paid posts are usually filled by promotion from within the Colonial Service.

(b) *Nigerian Marine*.—Vacancies occur from time to time for Marine Officers in Nigeria (£480 rising by annual increments of £30 to £720 and thence by annual increments of £40 to £920, with efficiency bars at £600, £720 and £840). Officers who have passed the £720 efficiency bar receive in addition a Seniority Allowance (non-pensionable) of £6 a month while on duty in Nigeria.

(c) *Uganda Railway Steamers*.—There are occasional vacancies for Second Officers in the Uganda and Busoga Railway Steamer Services on Lake Victoria and Lake Kioga (£400 by £20 to £500).

The higher posts in these services, which are filled by promotion from (b) and (c) respectively, are as follows:—

#### (1) *Nigerian Marine*.

Director—£1,400 plus £280 duty allowance.  
Deputy Director—£1,100 plus £220 duty allowance.  
Principal Marine Officers—£980 plus £96 duty allowance.

(2) *Uganda Railway Steamer Service.*

Superintendent—£900.

Superintendent, *Bugosa Railway Marine*—£600 by £25 to £750.

Commander—£800 by £25 to £750.

Chief Officers—£600 by £25 to £600.

(d) *Uganda and Tanganyika Marine.*—There are at rare intervals vacancies for Officers in the Uganda Marine on Lake Albert, or in the Tanganyika Marine.

A B—For all the above appointments candidates must either (1) have held a commission in the Royal Navy or (2) hold a master's or extra-master's certificate and be an officer in the Royal Naval Reserve.

The only exception is that for (c) Royal Navy or Royal Naval Reserve qualifications, though preferred, are *not indispensable*.

Applications for the above should be made to the Assistant Private Secretary (Appointments).

(e) *Minor Appointments.*—Candidates for other marine appointments, such as marine engineering appointments and posts on colliers and dredgers in the Nigerian Marine, beach masters and dredging masters, are usually selected by the Crown Agents for the Colonies, and application should be made to them and *not* to the Assistant Private Secretary (Appointments).

## MILITARY APPOINTMENTS.

12. Practically the only military appointments in West and East Africa under the Colonial Office are those in the West African Frontier Force, the King's African Rifles and the Somaliland Camel Corps.

Candidates for the West African Frontier Force must be officers of the Regular Army, Militia Reserve of Officers or Territorial Army, and must be more than 22 years of age and, if Lieutenants, unmarried. Officers of the Militia, Yeomanry, Reserve of Officers, and Territorial Army, will *not* be accepted if officers of the Regular Army are available, which is the case at present. Candidates for the King's African Rifles and Somaliland Camel Corps must be officers of the Regular Army. Candidates are selected only after a personal interview at the Colonial Office, and should take an opportunity of calling to see the Staff Officer, *West African Frontier Force*, or the Staff Officer, *King's African Rifles, Colonial Office*. The final selection rests with the Army Council. Information as regards *West African Frontier Force* vacancies will be found in Army Council Instruction No. 630 of 1920, and as regards *King's African Rifles* vacancies in Army Council Instruction No. 521 of 1920. These should be consulted by intending applicants.

Candidates to fill vacancies in the Arab Levies and Palestine Gendarmarie are selected only after a personal interview with the Military Adviser to the Middle East Department, Colonial Office, or by asking the Army Council to nominate candidates. In any case the final decision rests with the Army Council, and at present only Regular Officers will be selected.

## IMMIGRATION APPOINTMENTS.

13. Persons possessing a competent knowledge of one or more Indian languages may have their names noted for consideration when vacancies occur in the Immigration Department of any of the Colonies which provide facilities for the immigration of natives of India. But these appointments are few in number, and vacancies consequently do not often occur.

## ECCLESIASTICAL APPOINTMENTS.

14. There is very little ecclesiastical patronage now remaining in the hands of the Secretary of State. If a post falls vacant which the Secretary of State has to fill, a candidate is selected in some special manner, with particular reference to the requirements and circumstances of the office. *No list of candidates is kept.*

## APPOINTMENTS OPEN TO LADIES.

15. A considerable number of nurses is required for service under the Colonial Governments. In selecting candidates the Secretary of State is guided by the recommendations of the Committee of the Overseas Nursing Association, which has been formed with the express object of providing the Colonies with trained nurses, for private as well as Government employment. All applications should be addressed to the Secretary, Overseas Nursing Association, Imperial Institute, S.W. 7. There are practically no other appointments in the Secretary of State's gift which are open to ladies, except occasional vacancies for Lady Medical Officers in the Federated Malay States, and Lady Postal Clerks and Telegraphists in Kenya and Uganda. The latter are selected from the Home Service.

## APPOINTMENTS IN THE MIDDLE EAST.

16. The Palestine Civil Service is now organized on lines similar to those of an ordinary Colonial Service. Vacancies in the junior ranks of the various departments may occasionally occur, but the majority of such appointments are held by Palestinians.

The Iraq Government Service is almost exclusively staffed by Iraqis. British Officers are, however, attached, generally as advisers or inspectors, to certain departments. Vacancies in posts of this nature may occasionally occur, appointments being made by the King of Iraq with the concurrence, and in most cases on the recommendation, of the Secretary of State for the Colonies.

## PART III.

APPOINTMENTS IN THE ADMINISTRATIVE SERVICES  
OF EAST AND WEST AFRICA.

1. These appointments form the bulk of appointments in the Colonial Service for which the Secretary of State selects candidates, apart from these classes of appointments for which "specialist" qualifications are needed (such as Medical Officers, Forestry Officers, etc.).

Applications should be made to the Assistant Private Secretary (Appointments), Colonial Office.

The higher posts in these services are almost invariably filled by promotion, and applications should be confined to appointment in the junior ranks.

2. The following details of the establishments of the Administrative Services and Secretariats of the East and West African Dependencies are given for the convenience of intending applicants:-

## KENYA COLONY AND PROTECTORATE.

*Administration.*

Rank	Salary.	House.	Allowance.
Senior Commissioners	£800 by £50 to £1,000.	Quarters, or allowance in lieu.	—
Deputy Chief Native Commissioner	£800 by £60 to £1,900.	Do.	—
Administrative Officers	£300 for 2 years, then £400 by £20 to £500 by £25 to £600* by £25 to £700.	Do.	—

*Secretariat.*

Rank	Salary.	House.	Allowance.
1 Assistant Colonial Secretary.	£800 by £50 to £1,000.	Quarters, or allowance in lieu.	—
4 Assistant Secretaries...	£300 for 2 years, then £400 by £20 to £500 by £25 to £600* by £25 to £700.	Do.	—

\* Subject to the passing of an "efficiency bar" at £600.

## UGANDA PROTECTORATE.

*Administration.*

Rank.	Salary.	House.	Allowance.
4 Provincial Commissioners.	£800 by £50 to £1,000.	Quarters, or allowance in lieu.	—
59 Administrative Officers	£300 for 2 years, then £400 by £20 to £500 by £25 to £600* by £25 to £700.	Do.	—

*Secretariat.*

Rank	Salary.	House.	Allowance.
1 Assistant Chief Secretary.	£800 by £50 to £1,000.	Quarters, or allowance in lieu.	—
14 Assistant Secretaries	£300 for 2 years, then £400 by £20 to £500 by £25 to £600* by £25 to £700.	Do.	One Assistant Secretary draws an allowance of £25 as Editor of the Official Gazette.

## ZANZIBAR PROTECTORATE.

*Administration.*

Rank	Salary.	House.	Allowance.
1 Senior Commissioner.	£800 by £50 to £1,000.	Quarters, or allowance in lieu.	—
8 Administrative Officers.	£300 for 2 years, then £400 by £20 to £500 by £25 to £600* by £25 to £700.	Do.	—

\* Subject to the passing of an "efficiency bar" at £600.

1 One additional Assistant Secretary at present for Native Affairs, but the appointment is provisional.

*Secretariat.*

Rank.	Salary.	House.	Allowance.
1 Assistant Chief Secretary.	£700 by £25 to £800.	Quarters, or allowance in lieu.	Do.
2 Assistant Secretaries.	£300 for 2 years, then £400 by £20 to £600* by £25 to £700.	Do.	Do.

## NYASALAND PROTECTORATE.

*Administration.*

Rank.	Salary.	House.	Allowance.
Environmental Comms. officers.	£800 by £50 to £1,000.	Quarters, or allowance in lieu.	Do.
Administrative Officers.	£300 for 2 years, then £400 by £20 to £500* by £25 to £580.	Do.	Do.

*Secretariat.*

Rank.	Salary.	House.	Allowance.
Chief Secretary.	£700 by £25 to £800.	Quarters, or allowance in lieu.	Do.
2 Assistant Secretaries.	£400 by £25 to £600.	Do.	Do.

\* Subject to the passing of an "efficiency bar" at £600.

## TANGANYIKA TERRITORY.

*Administration.*

Rank.	Salary.	House.	Allowance.
9 Senior Commissioners.	£800 by £50 to £1,000.	Quarters, or allowance in lieu.	Do.
105 Administrative Officers.	£300 for 2 years, then £400 by £20 to £500 by £25 to £600* by £25 to £700.	Do.	Do.

*Secretariat.*

Rank.	Salary.	House.	Allowance.
1 Assistant Chief Secretary.	£800 by £50 to £1,000.	Quarters, or allowance in lieu.	Do.
7 Assistant Secretaries.	£300 for 2 years, then £400 by £20 to £500* by £25 to £580.	Do.	Do.

\* Subject to the passing of an "efficiency bar" at £600.

## SOMALILAND.

Vacancies in the Administrative Service of Somaliland are rare and are normally filled either by promotion within the Protectorate or by transfer from the Service of some other Dependency.

30  
NIGERIA  
Administration

Rank	Salary	House	Allowance
1 Lieutenant-Governor of Provinces	£2,400	Quarters, or allowance in lieu	Duty pay, £800
1 Lieutenant-Governor N. Territories	£2,400	Do.	Do.
10 Senior Residents	£1,400	Do.	Duty pay, £280.
79 Residents	£1,200	Do.	Others who have passed the £720 bar receive in addition seniority allowance (non-pensionable) at the rate of £27 per annum while on duty in Nigeria
260 Administrative Officers (title varies according to seniority and actual duties performed). During the period of probation an Administrative Officer is known as a Cadet. Lower Officers	£500 for 3 years on probation, then, if confirmed, £570 rising by annual increments of £20 to £720 and then, by annual increments of £40 to £960. There are efficiency bars in this scale at £600, £720 and £840.	Do.	

31  
Secretariat

Rank	Salary	House	Allowance
1 Chief Secretary to the Government	£2,400	Quarters, or allowance in lieu	Duty pay, £800
1 Secretary (one for Northern and one for Southern Provinces)	£1,400	Do.	Duty pay, £280
1 Secretary for Native Affairs	£1,400	Do.	Duty pay, £280
1 Deputy Chief Secretary	£1,200	Do.	Duty pay, £240
1 Principal Assistant Secretaries	£1,200	Do.	Duty pay, £240
1 Assistant Secretary for Native Affairs	£1,050	Do.	Duty pay, £210.
2 Senior Assistant Secretaries	£1,050	Do.	Duty pay, £210.
20 Assistant Secretaries			Officers holding these posts receive the same salary as Administrative Officers and are interchangeable with them. The establishment for Assistant Secretaries is in addition to that for Administrative Officers, but candidates should apply for appointment in the latter capacity. A candidate selected for the Administrative Staff may be appointed to the Secretariat in the first instance.

32  
GOLD COAST  
Administration

Rank	Salary	House	Allowance
2 Chief Commissioners	£1,600	Quarters, or allowance in lieu	Duty allowance, £320.
2 Deputy Chief Commissioners	£1,360	Do.	Duty allowance, £270.
7 Provincial Commissioners	£1,200	Do.	Duty allowance, £240.
7 Deputy Provincial Commissioners	£1,050	Do.	Duty allowance, £200.
83 District and Assistant District Officers	£500 for 3 years, then £570 by £30 to £720 by £40 to £960. There are efficiency bars in this scale at £600, £720 and £840.	Do.	Officers who have passed the £720 bar receive in addition seniority allowance (non-pensionable) at the rate of £72 a year while on duty in the Gold Coast.

N.B. The number of posts for Deputy Chief Commissioners, Deputy Provincial Commissioners and District and Assistant District Commissioners may be slightly reduced in the near future.

33  
Secretariat

Rank	Salary	House	Allowance
1 Colonial Secretary	£1,800	Quarters, or allowance in lieu	Duty allowance, £360.
1 Secretary for Native Affairs	£1,350	Do.	Duty allowance, £270.
1 Chief Assistant Colonial Secretary	£1,200	Do.	Duty allowance, £240.
1 Deputy Secretary for Native Affairs	£1,050	Do.	Duty allowance, £210.
3 Senior Assistant Colonial Secretaries	£1,050	Do.	Duty allowance, £210.
7 Assistant Colonial Secretaries	£580 for 3 years then £570 by £30 to £720 by £40 to £960. Efficiency bars as above	Do.	Officers who have passed the £720 bar receive in addition seniority allowance (non-pensionable) at the rate of £72 a year while on duty in the Gold Coast. All Assistant Colonial Secretaries receive a secretarial allowance of £120 a year.
1 Assistant Secretary for Native Affairs			

SIERRA LEONE  
Administration

Rank	Salary.	House.	Allowance.
3 Provincial Commissioners.	£1,100	Quarters, or allowance in lieu.	Duty allowance, £220.
24 District and Assistant District Commissioners.	£500 for 3 years, then £570 by £30 to £720 by £40 to £900. There are efficiency bars in this scale at £900, £720 and £840.	Do.	Officers who have passed the £720 bar receive, in addition a seniority allowance (non-pensionable) at the rate of £72 a year while on duty in Sierra Leone.

Secretariat

Rank	Salary.	House.	Allowance.
1 Colonial Secretary.	£1,400	Quarters, or allowance in lieu.	Duty allowance, £280.
1 Senior Assistant Colonial Secretary.	1,000	Do.	Duty allowance, 100.
2 Assistant Colonial Secretaries.	£500 for 3 years, then £570 by £30 to £720 by £40 to £900. Officers' bars as above.	Do.	Seniority allowance as for District and Assistant District Commissioners.

GAMBIA  
Administration

Rank	Salary.	House.	Allowance.
1 Travelling Commissioners.	1080 by £30 to £720 by £40 to £900.	Quarters or allowance in lieu.	Officers who have passed the bar at £720 receive, in addition a seniority allowance (non-pensionable) at the rate of £72 a year while on duty in the Gambia.
2 Assistant Travelling Commissioners.	£500 for 3 years, then £570, rising to £900 as above. There are efficiency bars in this scale at £900, £720 and £840.	Do.	

Secretariat.

Rank	Salary.	House.	Allowance.
1 Colonial Secretary	£1,000	Quarters, or allowance in lieu.	Duty allowance, £200.
1 Senior Assistant Colonial Secretary	£600 by £30 to £720 by £40 to £900.	Do.	Seniority allowance as for Travelling Commissioners.
1 Junior do.	£310 by £30 to £720. Efficiency bars as above.	Do.	

3. In addition to these salaries quarters are provided free of rent, or an allowance is given in lieu. Free first-class passages are provided for the officers selected on proceeding to take up their appointments and when proceeding on or returning to Africa from leave.

Officers appointed to East Africa receive an allowance of £30 towards the cost of outfit on first appointment, provided that their initial salary does not exceed £500. Officers appointed to Nigeria, the Gold Coast, and the Gambia receive an outfit allowance of £90 on first appointment, provided that their initial salary does not exceed £750.

DUTIES

4. The duties of an administrative officer are of a very varied character. He is the immediate agent of the Government in his district, and his responsibility extends to all departments of the Administration which have not a special representative of their own at his station. Thus, in addition to his primary functions (a) of magistrate and (b) of political officer (i.e., the officer responsible for the maintenance of satisfactory relations between the natives and the central administration), he may be called upon to take charge of a detachment of police; to perform the duties of accountant for his district; to superintend the district prisons; to supervise road construction, the clearing of waterways, or other public works. In the Northern Provinces of Nigeria, Sierra Leone and the East African Dependencies an important part of the administrative officer's duties consists in the assessment and collection of the land revenue and hut, poll, or other direct tax. Every officer is expected to do a certain amount of travelling in the course of which he inspects the outlying portions of his district, transacts any necessary business with native chiefs, settles disputes between individuals or communities, and generally deals with all matters requiring the personal attention of a representative of the Government on the spot. Free transport is provided within the limitations laid down by the local regulations, or, in districts where horses are a convenient means of transport, an officer may be required to keep a horse, for the keep of which he receives an allowance.

Special arrangements exist in some parts of East Africa as regards motor transport.



VACANCIES

In normal years about 100 vacancies may be expected annually, principally in April, August and December. During 1923, and possibly 1924, this number will in all probability be greatly reduced, owing to the severe economy which is being practised by all the Tropical African Colonies and Protectorates.

Selected candidates are required to undergo a course of instruction in London of about three months' duration before taking up their appointments. The subjects comprise tropical hygiene; accounting; criminal law; evidence and procedure; tropical economic products; surveying; international law; Mohammedan law; and ethnology. Candidates receive an allowance at the rate of £20 a month while undergoing instruction.

Candidates should note that the majority of vacancies occur in Nigeria, the Gold Coast, Kenya, Uganda, and the Tanganyika Territory. Vacancies in the other Dependencies are comparatively rare, and vacancies in West Africa are usually much more numerous than in East Africa, as the staffs are larger.

PART IV

APPOINTMENTS IN THE POLICE FORCES OF EAST AND WEST AFRICA

These appointments form the bulk of the Police appointments in the Colonial Service for which the Secretary of State selects candidates, apart from those in the Far Eastern Colonies and West Indies (see Part II).

Applications should be made to the Assistant Private Secretary (Appointments), Colonial Office.

The higher posts in these services are almost invariably filled by promotion, and applications should be confined to appointment in the junior commissions' ranks.

The following details of the establishments of police forces are given for the convenience of intending applicants:—

EAST AFRICA

KENYA COLONY AND PROTECTORATE (FORMERLY "EAST AFRICA PROTECTORATE") POLICE.

Rank.	Salary.	House.	Allowance.
1 Commissioner	£800	Quarters, or allowance in lieu.	—
1 Assistant Commissioner	£700 by £25 to £800	Do.	—
8 Superintendents	£500 by £25 to £700	Do.	—
12 Assistant Superintendents and Cadets.*	£300 for 2 years on probation, and then £400 by £20 to £500	Do.	—
1 Quartermaster	£400 by £20 to £500	Do.	—
†8 Inspectors	£300 by £15 to £400	Do.	Uniform allowance of £10 a year.
†12 Assistant Inspectors	£250 by £15 to £300	Do.	—

NYASALAND PROTECTORATE POLICE

Rank.	Salary.	House.	Allowance.
1 Chief Commissioner and Chief Inspector of Prisons.	£700	Quarters, or allowance in lieu.	—
1 Depot Superintendent	£400 by £20 to £500	Do.	—
11 Superintendents, Assistant Superintendents and Cadets.*	£300 for 2 years on probation, and then £400 by £20 to £500.	Do.	—
1 Controller	£450 by £20 to £550	Do.	—

\* Cadets with previous police experience may, if recommended, be placed on the scale £400 to £500 before completing 2 years on probation, provided that they pass the necessary tests.

† These rank as non-commissioned officers. Promotion to commissioned rank is given in special cases only.

TANGANYIKA TERRITORY POLICE

Rank.	Salary.	House.	Allowance.
1 Commissioner	£1,000	Quarters, or allowance in lieu.	
1 Assistant Commissioner	£700 by £25 to £900.	Do.	
5 Superintendents	£500 by £25 to £700.	Do.	
10 Assistant Superintendents	£400 by £20 to £500.	Do.	
1 Pay and Quarter master	£400 by £20 to £500.	Do.	
10 Inspectors	£300 by £15 to £400.	Do.	
10 Assistant Inspectors	£250 by £15 to £300.	Do.	Uniform allowance of £10 a year.

UGANDA PROTECTORATE POLICE

Rank.	Salary.	House.	Allowance.
1 Commissioner	£1,000	Quarters, or allowance in lieu.	£100 a year (plus amount for charge of prisons)
1 Assistant Commissioner	£700	Do.	
5 Superintendents	£500 by £25 to £700.	Do.	
10 Assistant Superintendents and Cadets	£400 for 2 years on probation, and then £400 by £25 to £500.	Do.	
10 Inspectors	£400 by £20 to £500.	Do.	
10 Assistant Inspectors	£300 by £15 to £400.	Do.	Uniform allowance of £10 a year.
25 Assistant Inspectors	£250 by £15 to £300.	Do.	

\* In the Tanganyika Territory appointments to commissioned rank are made by promotion from the non-commissioned ranks, and first appointments are made to the post of Assistant Inspector only.

\* Cadets with previous police experience may, if recommended, be placed on the scale £400 to £500 before completing 2 years on probation, provided that they pass the necessary tests.

\* These ranks are non-commissioned officers. In addition to non-commissioned rank is given in special cases only.

SOMALILAND PROTECTORATE POLICE

Rank.	Salary.	House.	Allowance.
1 Commandant	£700.	Quarters, or allowance in lieu.	
1 Assistant Commandant	£500 by £25 to £600.	Do.	
5 District Police Officers and Cadets.*	£300 for 2 years on probation, and then £400 by £20 to £500.	Do.	

ZANZIBAR PROTECTORATE POLICE

Rank.	Salary.	House.	Allowance.
1 Commandant	£700	Quarters, or allowance in lieu.	
1 Assistant Commandant	£450 by £20 to £550.	Do.	

WEST AFRICA  
NIGERIA POLICE

Rank.	Salary.	House.	Allowance.
NORTHERN PROVINCES			
1 Inspector General	£1,000	Quarters, or allowance in lieu.	£200
1 Deputy Inspector General	£950	Do.	Police allowance, £90
25 Commissioners (with title of Assistant Commissioner up to 1500 bars)	£450 for 3 years, then, if confirmed, £510, rising by annual increments of £30 to £720 and thence by annual increments of £40 to £820, with efficiency bars at £800, £720 and £540	Do.	Officers who have passed the £720 efficiency bar receive in addition seniority allowance (non pensionable) at the rate of £72 per annum while on duty in Nigeria.

\* Cadets with previous police experience may, if recommended, be placed on the scale £600 to £800 before completing 2 years on probation, provided that they pass the necessary tests.

\* Horse allowance at the rate of 3s. a day is given to officers who are required to keep a horse.

NIGERIA POLICE. *contd.*

Rank	Salary	House	Allowance.
SOUTHERN PROVINCES.			
1 Inspector General	£1,200	Quarters, or allowance in lieu.	Duty allowance £240.
1 Deputy Inspector General	£960	Do	Duty allowance, £96.
24 Commissioners (with title of Assistant Commissioner up to £600 bars)	£450 for 3 years, then, if confirmed, £510, rising by annual increments of £30 to £720, and thence by annual increments of £40 to £920, with efficiency bars at £600, £720 and £840.	Do	Officers who have passed the £720 efficiency bar receive in addition seniority allowance (non-pensionable) at the rate of £72 per annum while on duty in Nigeria.

## GOLD COAST POLICE

Rank	Salary	House	Allowance
1 Inspector General	£1,200	Quarters or allowance in lieu.	Duty allowance, £240.
1 Deputy Inspector General	£960	Do.	Duty allowance, £96.
1 Staff Instructor	£460 for 3 years, then, if confirmed, £510 by £30 to £720 by £40 to £920.	Do.	Efficiency bars at £600, £720 and £840. Officers who have passed the £720 efficiency bar receive in addition seniority allowance (non-pensionable) at the rate of £72 a year while on duty in the Colony.
1 Assistant Staff Instructor			
4 Commissioners			
12 Assistant Commissioners.			

In addition to these salaries quarters are provided free of rent, or an allowance is given in lieu. Free passages are provided for the officers selected on proceeding to take up their appointments and when proceeding on or returning to Africa from leave.

Officers appointed to East Africa receive an allowance of £20 towards the cost of outfit on first appointment, provided that their initial salary does not exceed £500. Officers appointed to Nigeria and the Gambia receive an outfit allowance of £60 on first appointment, provided that their initial salary does not exceed £720. Assistant Commissioners of Police on first appointment to the Gold Coast receive an issue of free uniform in place of outfit allowance.

## PART V.

GENERAL INFORMATION REGARDING APPOINTMENTS  
IN EAST AND WEST AFRICA.

## AGE LIMITS.

1. As previously stated, candidates for Administrative, Police, Treasury, Customs and most of the other ordinary junior appointments in Tropical Africa should be between the ages of 22 and 35. Preference is given to candidates under the age of 30.

## QUARTERS.

2. Quarters free of rent, or an allowance in lieu, are provided in the case of all the above appointments in East and West Africa.

## DUTY ALLOWANCE.

3. In East Africa there is no duty allowance but officers acting in a higher post than their own receive acting allowances as follows:—

- (a) If the salary of the higher post is fixed, half the difference between the officer's salary and that of the post.
- (b) If the salary of the higher post is incremental, the difference between the officer's own salary and the minimum of the scale of salary attached to the post.

Duty allowance in West Africa is attached to the highest appointments and the staff posts. It is drawn by the officer discharging the duties of the appointment for the time being. Officers in the "long grade" are frequently called upon to act for the substantive holders of these appointments during their temporary absence, and they then draw the duty allowance provided.

#### OUTFIT ALLOWANCE.

4. Officers appointed to East Africa receive an allowance of £30 towards the cost of outfit on first appointment, provided that their initial salary does not exceed £500. Officers appointed to Nigeria, the Gold Coast,\* and the Gambia receive an outfit allowance of £20 on first appointment, provided that their initial salary does not exceed £720.

#### PASSAGES.

5. *East Africa.* Free passages are provided for the officer only. A married officer, whose salary is £500† a year or less, may be granted one and a half times the cost of a passage, via Suez, and he may then make arrangements for his own and his wife's passage by whatever class he wishes.

*West Africa.* Free first class passages are provided for the officer only. A married officer will in certain circumstances be granted half the cost of his wife's passage to or from West Africa.

N.B. These regulations do not apply to N.C.O. appointments in the Police Forces.

#### LEAVE

6. *East Africa.* Leave of absence on full salary is granted in the normal case after a tour of residential service (varying from 20 to 30 months, at the discretion of the Governor) at the rate of five days for each completed month of residence (or two and a half days when for any reason the officer is not returning to East Africa), exclusive of the periods of the voyages to and fro.

Officers serving in Uganda, Zanzibar, the Tanganyika Territory, and in certain stations in Kenya and Nyasaland are allowed six or three days' leave in respect of each month of service instead of five days or two and a half days, respectively.

In Somaliland seven or three and a half day's leave are granted in respect of each month of service. The normal tour of service in Somaliland is twelve to fifteen months.

*West Africa.* European officers in West Africa may be granted vacation leave on full salary not exceeding in all one week's leave in the United Kingdom for every completed calendar month of total residential service in West Africa, plus the time necessarily taken on the journey to the United Kingdom, and, if the officer is returning to West Africa for further service, the time necessarily taken on the journey from the United Kingdom to the Colony.

Vacation leave may be granted without any special grounds after 15 consecutive calendar months of residential service in West Africa. An officer will not be required to serve a tour of more than 24 consecutive calendar months' residential service except in special circumstances; and the Governor may grant vacation leave to any officer

\* Assistant Commissioners of Police, on first appointment to the Gold Coast, receive an issue of free medicine in lieu of outfit allowance.

† As a temporary arrangement liable to reconsideration after the 31st March, 1925, this concession is extended to officers with salaries up to £720 a year.

at any time after he has completed 12 consecutive calendar months' residential service. Within the above limits, the actual length of each officer's tour will be at the discretion of the Governor.

Vacation leave on full salary may also be granted to an officer if he is invalided from West Africa after less than 12 consecutive calendar months' residential service.

In addition, sick leave on full salary may be granted for any period not exceeding six calendar months, and where there is reason to believe that the officer will ultimately be fit to return to West Africa, such leave may be extended with half salary for a further period not exceeding six calendar months.

In addition to the leave mentioned above, local leave may be granted in certain cases up to 27 days in any one tour.

#### PENSIONS.

7. *East Africa.* The grant of pensions to officers of the East African Dependencies is governed by the principles of the Imperial Superannuation Acts of 1859, 1876 and 1887, i.e., pensions are calculated at the rate of 1/60th of the retiring salary\* plus 15 per cent.† of the initial salary of the appointment in respect of free quarters, for every year of service, two completed years of service counting as three for pension purposes. Pensions are not granted to officers who retire before the age of 50 years, or before the completion of 20 years' East African service (whichever is earlier), except on a medical certificate, and if an officer is retired on medical certificate before completing 10 years' service, a gratuity (not a pension) is granted.

There is a contributory scheme for widows' and orphans' pensions, and with a few exceptions, all European officers selected for appointment are obliged to contribute.

*West Africa.* All appointments on the regular establishment are pensionable, and an officer is at liberty to retire on attaining the age of 50 years. Earlier retirement in the event of ill-health is also provided for. Pensions are computed on the scale at 1/480th of the officer's pensionable emoluments at the time of retirement from the West African service for every completed month of pensionable service in West Africa, or, under certain conditions, at the option of the officer a gratuity of one year's pensionable emoluments plus a pension of 4/5ths of the above rate. There is a contributory scheme for widows' and orphans' pensions and, with a few exceptions, all European officers selected for appointment on or after the 1st January, 1914, are obliged to contribute.

\* In certain circumstances an average is taken instead of the actual retiring salary.

† As a special temporary arrangement this addition (for pension purposes only) has been raised to 30 per cent. of initial salary for two years from the 1st January, 1925. Thereafter it will be reduced at six-monthly intervals until the normal 15 per cent. is reached at the end of 1928.

## CURRENCY.

(i) In East Africa the currency in different Dependencies varies. In Kenya, Uganda and the Tanganyika Territory an East African shilling (equivalent to one-twentieth of a pound sterling) is the standard coin. Sterling salaries and allowances are issued locally in respect of resident service at a fixed rate of twenty shillings to the pound sterling, and as a temporary measure a special local allowance of 25 per cent. is paid on all sterling salaries and allowances so issued up to the 31st March, 1923. After that date the allowance will be reduced to an average of 15 per cent. of sterling salaries and allowances issued in respect of resident service, but it is proposed to arrange for the adoption of a sliding scale giving a larger percentage of local allowance on low salaries than on high salaries. The question of the continuance or otherwise of the allowance will be subject to review on the 31st March, 1924.

In Zanzibar and Somaliland the standard coin is the Indian rupee, the exchange value of which in relation to sterling fluctuates. At present sterling salaries and allowances are issued locally in respect of resident service at a fixed rate of fifteen rupees to the pound sterling. This arrangement will be reconsidered if necessary in the light of any fluctuations in the exchange value of the rupee. A special temporary arrangement is in force in Zanzibar whereby officers can remit up to half the amount of salary payable locally in rupees to their families through the Government at the rate of twelve and a half rupees to the pound sterling.

In Nyasaland sterling currency is in use, and no local allowance is paid.

When officers of any of the East African Dependencies are not in East Africa, e.g., when on leave, their salaries and allowances (if any) are issued in sterling by the Crown Agents for the Colonies.

(ii) In West Africa the currency is sterling.

## CLIMATE.

9. *East Africa*. - The climate has a better reputation than that of West Africa, but differs widely in different parts.

*West Africa*. - The climate is not now on the whole unhealthy for Europeans: the conditions of life having greatly improved during recent years. In particular, the prophylaxis and treatment of tropical diseases are now much better understood, and the result has been a great reduction in the death and invaliding rates. The death-rate among European officials (excluding deaths in action or from wounds or from sinking of vessels at sea) for the 18 years to 1921 has been as follows:—

		Rate per 1,000.			
1904	27.3	1910	20.4	1916	10.3
1905	28.1	1911	13.9	1917	14.4
1906	21.2	1912	13.4	1918	16.5
1907	17.8	1913	11.8	1919	12.5
1908	17.7	1914	12.7	1920	16.3
1909	17.3	1915	13.5	1921	12.0

## MARRIED CANDIDATES.

10. Married candidates are eligible for these appointments, and if a married officer is appointed to one of the East African Dependencies he may usually have his wife with him. He should, however, understand that an assurance can be given that it will be possible to allocate him to healthy stations, and it is generally very desirable that he should first find out for himself exactly what the conditions of life are and whether the conditions prevailing in his district are such as would be suitable to his wife.

There is at present a great shortage of quarters in all the East African Dependencies, and married officers must be prepared to share quarters with bachelors.

An officer may not take his wife with him to Somaliland without first obtaining permission.

If a married candidate is selected for West Africa he must obtain permission from the Governor of the Colony to which he is appointed if he wishes to take his wife with him. Permission will not usually be granted during an officer's first tour. If he has proceeded to West Africa in the first instance without his wife, he must obtain the permission of the Governor if he wishes her to join him.

## PART VI

## METHOD OF APPLICATION.

1. From the foregoing information it will be seen (a) that the higher offices in the Colonies are filled by promotion; (b) that the lower offices, not requiring professional qualifications, are usually filled either by the appointment of local candidates or by means of open competitive examination at home; and (c) that there are consequently but few openings outside Tropical Africa for candidates from this country, except for those possessing the professional and other qualifications above specified.

## WEST AFRICAN APPOINTMENTS.

2. The salaries attached to appointments in West Africa are higher than those attached to similar appointments elsewhere, and West African service also carries with it special privileges in respect of leave of absence, which are granted on account of the climate.

Candidates should on no account apply for or accept a West African appointment in the expectation of ultimately being transferred elsewhere, as the number of opportunities for such transfer is exceedingly small. No applications for transfer can be entertained until an officer has served for five years in West Africa, and officers desiring to be transferred must be prepared to accept a reduced salary. Only a small proportion even of applicants who satisfy these conditions succeed in obtaining transfers.

MODE OF APPLICATION FOR EMPLOYMENT.

3. All applications for appointments\* described above as being filed by selection of the Secretary of State must be addressed to the Assistant Private Secretary (Appointments) to the Secretary of State for the Colonies, Downing Street, S.W. 1. Forms are supplied by the Assistant Private Secretary, which the candidate must fill in with full particulars regarding his career and qualifications and the employment he desires; he must name on the form two referees who will answer from personal knowledge for his character and capacity, and he must return it to the Assistant Private Secretary (Appointments) with originals and copies of testimonials (not more than six), which should be sent in all together. He should also send his birth certificate (or a certified copy). The originals of the testimonials and of the birth certificate will be inspected and returned to the candidate, and the copies retained for record in the Colonial Office. If the candidate is considered sufficiently suitable he will be informed that his name has been noted on the Secretary of State's list in connection with a particular class of appointment, and that his name will be considered with those of other candidates as vacancies from time to time occur; but no promise can in any case be made, and no definite prospect whatever can be held out, that the Secretary of State will be in a position to offer employment to any particular candidate. If a candidate is offered an appointment, he can usually be allowed sufficient time to make preparations and to terminate the employment in which he may be engaged.

Candidates who are in residence at a British University, or who have left it within the last few years are advised to consult the Appointments Committee or similar body (if such exists in their University) before communicating with the Assistant Private Secretary (Appointments).

Candidates who do not send testimonials will not be considered unless they give satisfactory reasons for the absence of testimonials.

The selection of candidates depends on the general educational attainments, the professional or other subsequent training and experience (if any), and on the character and personal fitness of the applicants. These qualifications are judged by the candidate's academic and subsequent record, by testimonials from properly qualified persons, who have a personal knowledge of the candidate and his career, and by personal interviews at the Colonial Office.

\* For appointments filed by the Crown Agents for the Colonies (see especially Part I, paragraph 3), application should be made direct to the Crown Agents for the Colonies (M. Dept.), 4, Millbank, S.W. 1.

*Attempts to influence the Secretary of State's selection through Members of Parliament or other persons who are not personally well acquainted with the applicant are useless, and not to be regarded as indicating that the applicant himself does not consider his qualifications sufficiently good to justify his appointment on his own merits. They can in no case operate to the advantage of a candidate, and may seriously prejudice his chances of success.*

INFORMATION REGARDING VACANCIES.

4. It is impossible always to foresee the occurrence of vacancies, and the Secretary of State cannot undertake to give any information as to the likelihood of a vacancy or vacancies occurring. Not can he undertake to keep candidates or others informed of the actual occurrence of vacancies. But if and when a candidate has been noted on the list of applicants for a class of employment, his name comes up for consideration whenever a vacancy in that class occurs.

## APPENDIX I.

## SPECIAL INFORMATION REGARDING PARTICULAR CLASSES OF APPOINTMENT.

Particulars as to legal, military, police, medical, and survey appointments, etc., and as to leave and pension in East and West Africa and the Eastern Colonies are published in separate memoranda, namely:—

- Miscellaneous No. 117. Legal Appointments.  
 Miscellaneous No. 226. Survey Appointments in the Colonies and Protectorates.  
 Miscellaneous No. 266. Appointments of Assistant Auditors in the Colonial Audit Department.  
 Miscellaneous No. 280. Agricultural and Forestry Appointments.  
 Miscellaneous No. 99. Medical Appointments in the Colonies (except West Africa).  
 African (West) No. 678. West African Medical Staff.  
 Eastern No. 87. Straits Settlements and Federated Malay States Cadetships.  
 Eastern No. 98. Ceylon Cadetships.  
 Eastern No. 74. Rules as to Leave, Pension, etc., in Ceylon.  
 Eastern No. 118. Hongkong Cadetships.  
 Eastern No. 121. Rules as to Leave, Pension, etc., in Hongkong.  
 Eastern No. 122. Rules as to Leave, Pension, etc., in Straits Settlements and Federated Malay States.  
 Eastern No. 127. Ceylon Irrigation Department. Regulations as to appointment of Irrigation Engineers.  
 Eastern No. 130. Police Probationers in Straits Settlements, Federated Malay States, Ceylon and Hongkong.  
 African No. 973. Regulations for the employment of Officers in Kenya—the Uganda, Nyasaland, Zanzibar and Somaliland Protectorates and the Tanganyika Territory.  
 African No. 839. Pensions and Gratuities (East Africa).  
 African (East) No. 1082. Widows and Orphans Pension Scheme (East Africa).  
 African (West) No. 748. West African Pensions Laws.  
 Special Rules as to Leave of Absence, etc. (West Africa).  
 African (West) No. 759. West African Colonies and Protectorates—General Conditions of Service for Civil Servants.  
 African (West) No. 997. Pension Scheme for Widows and Orphans of European Officers serving in the West African Colonies and Protectorates.  
 West Indian No. 158. Constabulary Forces of British Guiana, Trinidad, and Jamaica (nomination and competitive examination: limits of age 21 and 26).  
 Australian (Western Pacific) No. 168. Appointment of Government Medical Officers for Fiji and the Gilbert and Ellice Islands Colony and the British Solomon Islands Protectorate.  
 Australian (Western Pacific) No. 209. Fiji and Western Pacific Cadetships.
- Any of these pamphlets can be obtained from the Assistant Private Secretary (Appointments) on application.

## APPENDIX II.

## PUBLICATIONS.

The following works contain recent information regarding conditions in Tropical Africa, and may be of interest to candidates:—

- Regulations for His Majesty's Colonial Service. Published by H.M. Stationery Office (8d.).  
 The Agricultural and Forest Products of British West Africa, by G. C. Dudgeon. John Murray, 1911 (7s. net).  
 Notes on the West African Colonies, published by the Overseas Settlement Department of the Colonial Office, 3 & 4, Clement's Inn, W.C. 2 (6d.).  
 The West African Pocket Book: a Guide for newly appointed Government Officers. Waterlow & Sons, 1922 (2s.). (Copies supplied free to officers on appointment).  
 Alone in West Africa, by Mary Gaunt. T. Werner Laurie, 1912 (15s. net).  
 Lucas' Historical Geography of the British Colonies, Vol. 3, West Africa. 3rd edition, revised by A. B. Keith, D.C.L. (Clarendon Press (8s. 6d.).  
 Health Preservation in West Africa, by J. C. Ryan, late Medical Officer, West African Medical Staff. Bale, Sains and Daunsdon, 1914 (6s. net).  
 West African Directory and Year Book, 1926 21, published by the Africa and Orient Review, 158, Fleet Street, E.C. 2.  
 Red Book of West Africa, published by W. H. and L. Collingridge, 148 & 149, Aldergate Street, E.C. 1, 1920.  
 A Vanished Dynasty (Ashanti), by Sir F. Fuller, K.B.E., C.M.G. (late Commissioner of Ashanti). Murray, 1921 (16s. net).  
 A History of the Gold Coast and Ashanti, by W. W. Claridge, in two volumes. Murray, 1916 (40s. net).  
 Natives of the Northern Territories of the Gold Coast by A. W. Cardinal. George Routledge & Sons, Ltd., 1921 (12s. 6d. net).  
 Gold Coast: Handbook prepared under the direction of the Historical Section, Foreign Office. H.M. Stationery Office, 1920 (1s. 6d. net).  
 A Transformed Colony—Sierra Leone, by T. J. Aldridge (late of the Sierra Leone Service). Slesley & Co., 1910 (10s. net). *Out of print.*  
 Sierra Leone, its people, products, and secret societies, by H. O. Newland. Bale, Sains and Daunsdon, 1919 (7s. 6d. net).  
 An Introduction to the Geography of Sierra Leone, by Harold Michell. Freetown, 1918. On sale at the Crown Agents for the Colonies (1s. 4d. net).  
 Sierra Leone Studies. (Published in Sierra Leone).  
 Sierra Leone. Handbook prepared under the direction of the Historical Section, Foreign Office, H.M. Stationery Office, 1920 (1s. 6d. net).  
 The Gambia, its history, ancient and modern, by H. F. Keenan. Smith Elder & Co., 1912 (10s. 6d. net).  
 Gambia. Handbook prepared under the direction of the Historical Section, Foreign Office. H.M. Stationery Office, 1920 (1s. net).  
 The Nigeria Handbook, by A. C. Burns. Lagos, 1922 23 (7s. 6d. net). (Copies supplied free to officers on appointment).  
 Nigeria. Northern Provinces (Gasettes): (1) Bauchi, compiled by the late F. B. Gall, 1920 (8s. net); (2) Ilorin, compiled by K. V. Elphinstone, 1921 (6s. 6d. net); (3) Kano, compiled by W. F. Gowers, C.M.G., 1921 (6s. 6d. net); (4) Kontagora, compiled by E. C. Duff, 1920 (4s. 6d. net); (5) Nassarawa, 1920 (2s. net); (6) Nupe, compiled by E. C. M. Dupigny, 1920 (5s. 6d. net); (7) Sokoto, compiled by E. J. Arnett, 1920 (4s. net); (8) Zaria, compiled by E. J. Arnett, 1920 (8s. net); on sale at the Crown Agents for the Colonies, 4, Millbank, S.W. 1.  
 Letters and Reports from Northern Nigeria, by Sir R. S. Kitch (late Assistant Commissioner). Chatto and Windus, 1910 (6s. net). *Out of print.*  
 The Making of Northern Nigeria, by Captain U. W. J. Fox, R.A. (late of the Northern Nigeria Service). Macmillan & Co., 1911 (8s. 6d. net).

- Nigeria, *Its People and Problems*, by E. D. Morel. Smith, Elder & Co., 1911 (16s. 6d. net).
- On Horseback through Nigeria, by J. D. Falconer (of the Mineral Survey). T. Fisher Unwin, 1911 (12s. 6d. net). *Out of print.*
- The Tailed Head-Hunters of Northern Nigeria, by Major A. J. N. Tremearne. Seeley & Co., 1912 (16s. net).
- In the Shadow of the Bush (Southern Nigeria), by P. A. Talbot. W. Heinemann, 1912 (18s. net).
- Through Unknown Nigeria, by John R. Raphael. T. W. Laurie, 1914 (15s. net).
- Native Races and their Rulers: Sketches and Studies of Official Life and Administration in Nigeria, by C. E. Temple, C.M.G. Way & Co., Ltd., 1918 (5s. 6d.).
- Notes on Tribes, Provinces, Emirates and States of the Northern Provinces of Nigeria, by B. Temple. Capetown, 1915.
- Among the Bos of Nigeria, by G. T. Baiston. Seeley, Service & Co., Ltd., 1921 (25s. net).
- Up against it in Nigeria, by Langa Langa. Allen & Unwin, 1922 (18s. net).
- Nigeria: Handbook prepared under the direction of the Historical Section, Foreign Office. H.M. Stationery Office, 1920 (2s. net).
- Pamphlets on Kenya, Uganda and Nyassaland, by the Oversea Settlement Department of the Colonial Office, 3-4, Clement's Inn, W.C. 2 (8d.).
- Notes for officers appointed to Tanganyika Territory. Waterlow and Sons, 1920. (Copies supplied free to officers on appointment).
- Kenya Annual and Directory, 1922. Nairobi, 1922 (10s. net).
- East African Red Book, 1922. Nairobi, 1922.
- By the Waters of Africa, British East Africa, Uganda, and the Great Lakes, by M. Lochner. 1917. Robt. Scott, Paternoster Row (19s. 6d. net).
- Handbook of British East Africa, by H. F. Ward and J. W. Milligan. Crown Agents Store, 4, Millbank, S.W. 1 (2s. 6d. net). *Out of print.*
- British and German East Africa, by Dr. H. Brode. Edward Arnold, 1911 (9s. 6d. net).
- Profit and Sport in British East Africa, by Lord Cranworth. Macmillan & Co., Ltd., 1919 (21s. net).
- The Land of Zinj: being an account of British East Africa, by Captain C. H. Stigand. Constable, 1913 (15s. net).
- Farming and Planting in British East Africa, by T. J. O'Shea. 1917. Newland, Tarlton & Co., Ltd.
- Kenya, Uganda and Zanzibar. Handbook prepared under the direction of the Historical Section, Foreign Office. H.M. Stationery Office, 1920 (2s. 6d. net).
- Kenya. Handbook prepared by the Geographical Section of the Naval Intelligence Division, Naval Staff, Admiralty. H.M. Stationery Office, 1921 (7s. 6d. net).
- Twenty-five years in East Africa, by John Roscoe. Camb. Univ. Press, 1921 (25s. net).
- Notes for officers appointed to Kenya and Uganda. Waterlow & Sons, 1921. (Copies supplied free to officers on appointment).
- Report on Tanganyika Territory. (Cmd. 1328.) Published by H.M. Stationery Office, 1921 (1s. 6d. net).
- German East Africa, by A. F. Calvert. T. Werner Laurie, Ltd., 1917 (6s. net).
- The Tanganyika Territory, by F. S. Jocelyn. T. Fisher Unwin, Ltd., 1920 (21s. net).
- Tanganyika. Handbook prepared under the direction of the Historical Section, Foreign Office. H.M. Stationery Office, 1920 (2s. 6d. net).
- Tanganyika. Handbook prepared by the Geographical Section of the Naval Intelligence Division, Naval Staff, Admiralty. H.M. Stationery Office, 1920 (7s. 6d. net).

- The Handbook of Uganda, compiled by H. B. Walls, C.M.G., Chief Secretary to the Government. Published for the Government by the Crown Agents for the Colonies, 4, Millbank, S.W. 1, 1920 (7s. 6d. net).
- Planting in Uganda, by E. Brown and H. H. Hunter. Longmans, Green & Co., 1913 (10s. 6d. net).
- Uganda. Handbook prepared by the Geographical Section of the Naval Intelligence Division, Naval Staff, Admiralty. H.M. Stationery Office, 1920 (7s. 6d. net).
- British Central Africa, by Sir H. H. Johnston. Methuen & Co., Ltd., 1906 (18s. net). *Out of print.*
- Nyassaland for the Hunter and Settler, by D. D. Lyeell. Horace Cox, "Field" Office, 1912 (6s. net).
- Nyassaland. Handbook prepared under the direction of the Historical Section, Foreign Office. H.M. Stationery Office, 1920 (2s. net).
- A Handbook of Zanzibar, published by the Zanzibar Government, 1912 (8 annas). Crown Agents for the Colonies, 4, Millbank, S.W. 1.
- Pemba, the Spice Island of Zanzibar, by Captain J. E. Craster, R.E. T. Fisher Unwin, 1918 (12s. 6d. net). *Out of print.*
- Zanzibar: The Island Metropolis of Eastern Africa, by Major F. B. Pearce, C.M.G. T. Fisher Unwin, 1920 (30s. net).

## Fiji.

- The Fiji of to-day, by J. W. Burton. 1910. Epworth Press, 25 35, City Road. *Out of print.*
- A Winter Holiday in Fiji, by Robert Brummitt, M.R.C.S. 1914. Epworth Press. *Out of print.*
- Colony of Fiji. A book of general information. Suva, 1914.
- Colony of Fiji. Land and Products. Suva, 1917.
- Fiji—Its Problems and Resources, by Major W. A. Chapple. 1921. Whitcombe & Tombs, Ltd. (6s. net).
- Fiji Constabulary. Rules and Regulations. Suva, 1921.
- Fiji Constabulary. Annual Reports on Suva.
- Hill Tribes of Fiji, by A. B. Brewster, 1922. Seeley, Service & Co., Ltd.

Note.—Any of the publications mentioned in Appendix II can be consulted at the Colonial Office Library.



15 copies

601

A

Proposed paragraph on Married Candidates for Miss. 92  
(in place of para. 10, p. 33, of present Edition)

Married candidates are eligible for these appointments and it is the wish of the Secretary of State that wherever local conditions permit a married officer should have his wife with him. At the same time the Secretary of State reserves the right - in regard to any particular vacancy - to give preference to unmarried candidates, should the local conditions affecting such vacancy make it especially desirable to do so.

be enabled to

A married candidate should understand that no promise can be given that it will be possible to allocate him to a healthy station. It is generally very desirable that, before he takes the responsibility of having his wife out with him, he should first find out by personal experience exactly what are the conditions of life in the <sup>Dependency</sup> Colony to which he is appointed and what precautions etc. are most conducive to health. He should also make sure for himself whether the conditions prevailing in his district are such as would be suitable for his wife.

that married men will be available. A junior married officer may be called upon to do a good deal of travelling away from his station and it may not be possible for his wife to accompany him on such journeys.

In view of the above considerations and of the fact that a junior officer may be called upon to do a great deal of travelling away from his station, no married officer may <sup>not</sup> have his wife with him without first obtaining the consent of the Governor of the <sup>Dependency</sup> Colony to which he is appointed. Such consent will not ~~usually~~ be granted until he has served for <sup>at least</sup> ~~less than~~ six months in the <sup>Dependency</sup> Colony or ~~in the Colony~~ <sup>South Africa</sup> ~~or elsewhere~~. ~~If the officer has not proceeded to the Colony in the first instance without his wife, he must obtain~~

A married candidate selected for West Africa, he must obtain permission from the Governor of the Colony to which he is appointed to take his wife with him. Permission will not usually be granted during an officer's first tour. If he is proceeded to West Africa in the first instance without his wife, he must obtain the permission of the Governor if he wishes her to join him.

If a married candidate is selected for South Africa &c.

over

~~the Government of the Colony of Somaliland~~

There is at present a great shortage of quarters in all the East African Dependencies, and married officers must be prepared to share quarters with bachelors.

*The above does not apply to Somaliland, where the local conditions make it impossible for a newly appointed officer to have his wife with him in the Protectorate even after the minimum period of six months.*

Married Candidates in Married Quarters for Vacancies  
(in place of para. 19, p. 23, of present edition)

Married candidates are eligible for these appointments and it is the wish of the Secretary of State that wherever local conditions permit a married officer should have his wife with him. At the same time the Secretary of State reserves the right - in regard to any particular vacancy - to give preference to unmarried candidates, should the local conditions affecting such vacancy make it especially desirable to do so.

A married candidate should understand that no promise can be given that it will be possible to allocate him to a healthy station. It is generally very desirable that, before he takes the responsibility of having his wife out with him, he should first find out by personal experience exactly what are the conditions of life in the Colony to which he is appointed and what precautions etc. are most conducive to health. He should also make sure for himself whether the conditions prevailing in his district are such as would be suitable for his wife.

In view of the above considerations and of the fact that a junior officer may be called upon to do a good deal of travelling away from his station, no married officer may have his wife with him without first obtaining the consent of the Governor of the Colony to which he is appointed. Such consent will not usually be granted until he has served for not less than six months in the Colony or Protectorate concerned. If the officer has proceeded to the Colony in the first instance without his wife, he must obtain

the Government's permission if he wishes her to join him.

There is at present a great shortage of quarters in all the East African Dependencies and married officers must be prepared to share quarters with bachelors.

the Government's permission if he wishes her to join him.

There is at present a great shortage of quarters in all the East African Dependencies and married officers must be prepared to share quarters with bachelors.

Lat 1977/23

Tanganyika.

Handwritten notes in top right corner, possibly including "E. Africa" and "Africa".

C. D.  
R 18 JUL  
D. 19

25 July 1923

Kenya No. 1023  
O.A.C. and 2280

Uganda No. 410  
Gov. Archer and 595  
O.A.C.

Nyasaland No. 228  
O.A.C. and 48194

Zanzibar No. 79  
ag. H. C. and 46679  
O.A.C.

Tang. Terr. No. 49437  
Gov. Bryant and 54  
O.A.C.

Somaliland No. 48866  
MINUTE. and 8066  
O.A.C.

- Mr. Downie 17.7.23
- Mr. Bostwick 17.7.23
- Mr. St. Aubrey 17.7.23
- Mr. Davis

- Sir G. Grindle.
- Sir H. Read.
- Sir J. Masterton Smith.
- Mr. Ormsby-Gore.
- Duke of Devonshire.

for comment  
 The  
 with memo. for Miss. 96  
 (included "A")  
 with memo. for G.O. 923  
 (included "B")

I have no to inform you that I have had under consideration the question of the information to be given to candidates for appointments in the E. African Dependencies with regard to the provision of quarters and the facilities available for married officers who wish to be accompanied by their wives.

2. I feel sure that you will agree with me that everything possible should be done to encourage officers to have their

their wives with them in  
 E. Africa. At the same  
 time it is, as is already  
 pointed out to candidates,  
 most desirable that newly  
 appointed officers should  
 proceed to E. Africa alone  
 in the first instance in  
 order that <sup>he</sup> they may  
 satisfy <sup>himself</sup> themselves that  
 the conditions of life at  
 the station to which he  
 is posted are suitable  
 for his wife.

3. The present position  
 is not altogether satisfactory,  
 as, if <sup>very selected</sup> any officer presses  
 for permission to be  
 accompanied by his wife  
 it is necessary to ascertain  
 from

from the Government, usually by  
 telegram, whether married  
 quarters will be available  
 in the particular case; and  
 even if an assurance to  
 that effect is received, it  
 is impossible to guarantee  
 that circumstances may not  
 alter <sup>in such a way that he</sup> ~~which may make~~  
 it <sup>undesirable to</sup> ~~desirable to~~ send the  
 officer to a station to  
 which his wife cannot  
 accompany him.

4. I have thought it  
 well, therefore, to draw  
 up a definite regulation  
 to the effect that a  
 newly appointed officer  
 must

DRAFT.

2

MINUTE.

- Mr.
- Mr.
- Mr.
- Mr. Davis.
- Sir O. Grindle.
- Sir H. Read.
- Sir J. Masterton Smith.
- Mr. Ormsby-Gore.
- Duke of Devonshire.

must obtain the Governor's  
consent before having his  
wife with him in E. Africa;  
and for I propose further  
to lay it down that such  
consent will not be given  
until the officer has  
completed at least six  
months residential service  
in the Dependency to  
which he is appointed.  
I do not wish to exclude  
the possibility of exceptions  
being made in very special  
cases; but I do not  
consider it desirable to  
involve applications by  
referring to such a possibility  
in the published regulations.

5.

5. I enclose for your  
consideration drafts of  
the paragraphs dealing  
with this subject which  
I propose to incorporate  
in the next edition of  
the pamphlets Misc. 96  
and African 973. I  
shall be glad to receive  
any opinion which you  
may have to offer  
on the general question  
and on the terms of  
the draft paragraphs.

6. In similar cases  
is being addressed to  
the Officer in charge  
the books of the other  
E. African Dependencies  
I have etc.

DRAFT.

3

MINUTE.

- Mr.
- Mr.
- Mr.
- Mr. Davis.
- Sir G. Grindle.
- Sir H. Read.
- Sir J. Masterton Smith.
- Mr. Ormsby-Gore.
- Duke of Devonshire.