

385

EAST AFR. PROT
2871

C.O.
2876
REGD 25 JAN 13

for Belfield Conf

1913

2 Jan

Last previous paper

Conf Reports on Officers

Send reports on 178 Officers. Labour
proposes to compare future Annual Re-
marks of Dept. Principal Post & other
Officers with special claims to promotion Requests
to new

to B. Stanley

Nov 95 1913

Col Reg 36 as to Conf reports. The Gov will make
a conf report etc on the qualification
of persons in the public service who apply or are
pitted for promotion otherwise than their own merits
whether in the Colony or elsewhere

This has been modified by a series of Circulars
(which I have put up), just the most important
appear to be that of 1899 (ref to in the last para 2)
In case of the 1899 Circular it was stated in the Gov
Circular that the Reports to include not only those officers
who may have applied for promotion, but that it should
include all those qualifications a standing, little
them to look for promotion beyond the limits of the
Colony they may be at the time serving.
The circular Col Reg 36 which speaks of promotion
in the Colony and also the 1897 Circular which
mainly lays special emphasis on the case of officers
who may expect promotion outside the Colony.

Shaw (Conf)
to Wilson (Conf)
to Wilson (Conf)
copy to B. Stanley
14th Dec 1913
24 MAR 1914

Next subsequent Paper

for 508
43921/33

It is not clear

where Mr. Bedford's predecessor desired his system
of reporting on all officers of the rank of District
Commissioner (see para 1 of the Report) and it
contains mistakes resulting from a very large number
of reports (1781) The only thing to be said for
it is its definiteness - reports cannot be
used through favoritism etc and we know
nothing to expect.

Gov. proposes to follow the 1899 Circular
is less definite, and only to include
who may reasonably look for
promotion outside the Colony. (V B the act
in 1908 para 6 follows this principle)

I approve the Gov's proposal
Reports to be Best

Mr. Mackenzie

The Governor's proposal is, I think
quite sufficient for the purpose of considering
men for promotion or transfer. As regards
local promotion, we may perhaps have better
disposition when the Gov. recommends someone
for promotion out of town, have a little less
info from the Capt's reports, but we can in
such cases refer to the particular
despatch for full details of the merits of
the man concerned. I approve

W.B.

Mr. Burt Sir G. Fisher

There is a good deal of divergence of opinion
between the various geographical desks as to the
extent to which Conf. Reports are necessary.
See e.g. H. King 6782, on which the Gov. was
able to furnish reports on all officers serving in the Protectorate.

Without going quite so far as that, I do think we ought to
have a liberal batch of reports from each (only every year)
we shall from time to time find - in connection with vacancies
which we are asked to fill - that we have no adequate
knowledge as to the merit of officers who appear to have
had the right sort of training & experience. This is more
particularly the case in connection with technical vacancies.

I don't regard the present batch as at all excessive for
a large Protectorate such as the E.A.P.

I should be pleased to hear that the Reports are of the
kind required; that reports on Dist. District Officers & other
junior officers especially those holding technical appointments
often useful & that it is undesirable to reduce their
number.

A

Yes, the Gov.
is right to be
satisfied with them

Turning to the present reports -

The Gov. speaks highly of Mr. Gwynne's services (My impression
is that the Dept. has not been wholly satisfied)

Barth & Birkham Carter get good reports so does the A. & M. (Cable)
The report on Mr. K. K. Stewart is again very excellent

The report on Captain Edwards is not eating praise. Very good
you may hear upon what matters he views are peculiar.

The C. J. M. H. is somewhat unfavorably reported in
a good report to Dr. H. H. H.

Mr. Atkey C.M.G. - Senior Prov. Commr. - gets an excellent report.
So this Officer in the remaining from smaller Government.

Mr. Major is a good Customs Officer - but his services are

has done excellent
R. but he is not
the same as the
others. H. H.

6) Personal character & generally
any details calculated to assist
in forming an opinion as to
the officer's fitness for promotion
to a senior app't or for a
sanitary app't. I see report in
C of 79m/10 was by Lieut. of
A. M. S. Co. for July, April 7

we must send the same
to forward to Naga Island
as to my reports to the
can be omitted. I think
Special Circ 7 - + in the
of any special cases
containing + such use
Upwards, Naga Island, for
that of a
I said
reports in
decided that reports
limited to officers whose
standing entitles them to
for promotion beyond the
in who they are serving, as reports

For all accounts
MS

injurious officers, especially those
holding technical app'ts, are
wished - that in future S.P.S. will
be glad to receive reports on
all ~~app'ts~~ officers including
Apost. ~~of~~ ~~the~~ ~~the~~
Officers ~~in~~ ~~the~~ ~~the~~ ~~the~~
in rank ~~of~~ ~~the~~ ~~the~~ ~~the~~

15/2/13
I agree
Only I think I should be careful toward the desk
concerning the Mo's so as to make the Gen understand
that it will be the normal, & not the exceptional
thing for him to express his opinion as well as the Mo's
I should add to the detailed heads of report
a question as to aptitude for research & orig
contributions to mind of suitable for publications
during the year, which has somehow dropped out
of the W.A. categories, except in 1 case.

Richard G. Fuller

I hope the following reports
on all points MS. 17

I agree
MS. 17

MS. 17

7
C. O.
2876
REC-25 JAN 13

GOVERNMENT HOUSE,
NAIROBI,
BRITISH EAST AFRICA

EAST AFRICA PROTECTORATE

CONFIDENTIAL No. 1

2nd January 1913.

Sir,

In transmitting herewith (in duplicate) the Confidential Reports on the European Staff of this Protectorate for the year 1912 - ¹⁷⁸~~199~~ in number - I have the honour to inform you that I have followed the procedure adopted by my predecessor and have reported on all officers of the rank of District Commissioner or of corresponding rank in other Departments besides including certain more junior officers.

2. It appears to me, however, that it is unnecessary to deal with the claims of so large a number of officers. I gather from the second paragraph of Mr Chamberlain's circular of the 16th of August 1899 that confidential reports are required only in the case of those whose qualifications and standing entitle them to look for promotion beyond the limits of the Colony in which they may be serving at the time. I scarcely think that officers of comparatively short service and average merit should be placed on the list of those on whom these reports are to be submitted and it is, further, possible that the inclusion of a large number of names may
obscure

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

2.

obscure the claims of those who are specially deserving of mention. I am, therefore, of the opinion that the list should be limited to those officers who have displayed exceptional capabilities or whose promotion locally is blocked through want of vacancies in a superior grade.

3. With regard to junior officers in Departments, and Assistant District Commissioners who can hope for promotion either in the natural course of events or, if of special merit, by selection, it would appear unnecessary to furnish annual confidential reports. I do not consider that such officers can be included in the category of those whose "qualifications and standing" entitle them to look for promotion outside the Protectorate, provided that the local service presents reasonable probabilities of advancement.

4. I would therefore propose in future years to confine the annual reports to Heads of Departments, Principal Assistants in Departments and other senior officers whose claims for consideration I desire to bring specially to your notice and to refer only to more junior officers if there appears to be inadequate prospect for their promotion locally.

5. I should be glad to be informed whether the procedure suggested by me may be adopted in future years.

I have the honour to be,

Sir,

Your humble, obedient servant,

Herbert B. ...

GOVERNOR.

Sr Messrs
4 Feb 1913

3

Sr

I have etc to ackn the
receipt of your ^{copy} disp of the

copy of 1800. 21 to be sent - 4 MAR 1914

2nd of January, regarding
the customary Annual

Confidential Reports on Officers
in the service of the E.A.P.

In reply to the
question ~~asked~~ asked in the last

dispatch, ~~concerning them~~
~~report~~ I have to ^{say} state
that the reports forwarded
are of the kind required.

Reports on Assistant District
Commissioners and other

Junior Officers, especially
those holding technical

DRAFT.

E.A.P. Conf.

W.C. Balfour Esq, Cmsr.

MINUTE.

- Mr. ~~Johnson~~ ^{20/1}
- Mr. ~~Hill~~ ¹³
- Mr. ~~Bostonley~~ ^{27/6}
- Sir G. Fiddes.
- Sir H. Just.
- Sir J. Anderson.
- Lord Emmott.
- Mr. Hatcourt.

2 dfts

appointments are often
useful and it is un-

desirable to reduce their
numbers.

3. ~~with regard to the~~

Medical Officers I take
the opportunity of suggesting
that ~~the Officers~~ should be
placed in a special category for this purpose,
and that, as in the case
of the West African Medical
Staff, detailed reports on
each Officer by the D.M.O.
should be furnished annu-
ally ~~for submission to the~~
~~Director of the Service,~~
~~by the D.M.O. to the~~

The D.M.O. should in his
report express his opinion
as to their

- ① Professional ability
- ② Administrative ability

- ③ ~~the~~ qualifications and
aptitude for sanitary work
- ④ social qualifications
- ⑤ personal character. 10
- ⑥ aptitude for research, and

He should make any original contributions to
medical and scientific
publications during the year
and generally any details
calculated to assist ⁱⁿ or
forming an opinion as to
the Officer's fitness for
promotion to a senior
appointment, or for a
sanitary appointment. In
forwarding the ~~D.M.O.'s report~~
you ^{will} ~~should~~ of course add
such observations or criticisms as you
may be in a position to make.

2876 East Afr. Prot.

C. D.
R. 22 FEB
1913

11

March
4 Feb 1913

12/5

(2) new 508/100

Li

I have etc to inform you that I have had under my consideration the question of the nature and number of the Annual Confidential Reports on Officers in E.A.P.

I have decided that it is desirable that these reports should not be sent to Officers whose qualifications and standing entitle them to look for promotion beyond the limits of the Prot⁶ in which they are serving, since reports on Junior Officers, especially on those

DRAFT

- Uganda Prot Compt
- Nyasaland Prot Compt
- Somaliland Prot Compt
- Col. St. Michael Jackson KCMG, CB
- Off. Nyasaland Prot
- Comd. H.A. Byatt Reg. Col.

MINUTE

- Mr. Dromie 1/2
- Mr. Fiddes 1/2
- Mr. Robertson 1/2
- Sir G. Fiddes
- Sir H. Just
- Sir J. Anderson
- Lord Emmott
- Mr. Harcourt

2d/16

...ing technical appointments
are useful. In future
therefore, I shall be glad
to receive reports on all
Administrative Officers (in-
cluding Assistant District
Commissioners) and of Officers
in other Depts. corresponding
in rank to the District
Commissioner.

Asst. Residents (in the
case of Nyasaland)
etc.

3. ~~with regard to~~ (the para. in Nyasaland
and Uganda only)
reports on Medical Officers
I take this opportunity of suggesting that
~~it would be desirable~~ that these Officers
should be placed in a
Special category and that,
as in the case of the West
African Medical Staff,
detailed reports on each
Officer by the D. P. M. O.,
should be furnished
annually.

annually, ~~in addition to~~
~~such reports as are~~ ^{and} ~~made~~ ^{made} ~~by~~ ^{by} ~~the~~ ^{the} ~~Officer~~
may be a particular
case.

- 12
The P.M.O. should, in his
report, express his opinion
as to ~~the~~ the Officer's
① Professional ability
② Administrative ability
③ Qualifications and apti-
-tude for sanitary work
④ Social qualifications
⑤ Personal character, and
⑥ Aptitude for unaided
work.

He should mention any original contributions to
medical and scientific
publications ^{during the year}
and generally any details
calculated to assist in
forming an opinion as to
the Officer's fitness for pro-
-motion to a senior appoint-
-ment or a sanitary
appointment. In forwarding
the P.M.O.'s report ^{you will of course}
include ^{any} ~~any~~ ^{relevant} ~~relevant~~ ^{information}

which the Officer
may have made

add rich ideas & criticisms
as you may see in a position to
make

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