



hurry about the P.A.P. ; we must  
 wait to see what they do in  
 individual cases as regards practice  
 & courses, but if the other P. Afr.  
 Probs. also adopt a modified  
 form of the W. African rules, we  
 might set <sup>up</sup> a special memo  
 embodying the new system made  
 out for P. African nurses, on  
 the lines of the W. African pamphlet

Egm 24/1/15

AT 31/1/15

Having the pamphlet I understood  
 that Mr. Kebley intends his minute  
 as proposing that the Govt should be  
 invited to consider also the question of  
 getting nurses on a ~~fixed~~ <sup>low</sup> unremunerated  
 scale of salary with a <sup>small</sup> ~~allowance~~ <sup>allowance</sup>  
 as in West Africa. If this is provided  
 with a hospital & S.H.P. as well as the other  
 1708...

Mr. Kebley's view is that P. African  
 nurses are employed at £1/05 (fixed)  
 with no subsistence allowance. This view  
 is hardly borne out by the case of getting  
 candidates, & although the protection will  
 be an additional attraction we shall  
 have to be careful how we reduce the

I did not understand  
 change of rule  
 to consider the  
 of alteration of  
 a scheme of  
 dealing with the  
 I am sure  
 the P. African  
 that the case  
 of that the  
 system  
 by means of  
 There are a few  
 anomalies  
 at Zangbar



50010  
REC'D  
REGD 15/11/14

353

EAST AFRICA PROTECTORATE.

GOVERNMENT HOUSE,  
NAIROBI,  
BRITISH EAST AFRICA.

No. 976.

November 19th, 1914.

Sir,

32  
4238

I have the honour to acknowledge the receipt of your despatch No. 47 of May 20th regarding proposed improvements in the position of the East Africa Protectorate Nursing Service.

I have discussed the matter with the Principal Medical Officer and as a result am prepared to agree that the system of gratuities in force in West Africa be adopted here and that arrangements be made for the establishment of post graduate courses for our Nursing Sisters, on the understanding that no gratuity is paid and no admission to a course permitted unless specially recommended by me to you on the representation of the Principal Medical Officer.

I have the honour to be,

Sir,

Your humble, obedient servant,

*Alcassar Beyisid*

GOVERNOR.

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

*gc*

357

MEMORANDUM.

re-engagement  
of Nurses.

Nurses are engaged for service in the West African Dependencies for one tour only, with consequent vacation leave.

Second Tour.

The Governor may grant a nurse return leave at the end of her first tour, but he should accompany the leave despatch with an explicit recommendation that she should return for a second tour. It is improbable that a recommendation for a second tour would be reversed by the Secretary of State, except for very special reasons. The increment of £10 is only granted if the nurse returns for a second tour, and it should not be granted by the Governor. If she decides to return the Secretary of State will cause instructions to be given to the Crown Agents to pay the increment with arrears from the anniversary of her appointment.

Third Tour.

The idea is that return for a second tour will be the rule, return for a third tour the exception. The return of a nurse for a third tour should not be recommended unless the Governor considers it specially desirable, nor unless there is a reasonable chance of a vacancy occurring in a pensionable appointment before her engagement ends. The Governor should not grant return leave in this case. The Secretary of State will do so if the recommendation is approved. On the other hand, the second increment will in the ordinary course have been granted by the Governor from

see below

the

the second anniversary of the nurse's appointment.

Special cases.

It is recognized however, that the strict application of the rule stated in the foregoing paragraph may deter a Colonial Government, on occasion, from re-engaging a specially suitable nurse. In the case, therefore, of a nurse whose capacities and services are considerably above the average, but for whom no pensionable appointment is likely to become available, the Secretary of State will be prepared to consider any special representations that the Governor may wish to make towards the end of her second tour, for her re-engagement for a third tour; and, if that is approved, similarly towards the end of her third tour for her re-engagement for a fourth tour, and so on. In the unlikely event of no vacancy in the pensionable establishment having occurred before the end of her fifth tour it would be a matter for consideration whether a temporary addition should not be made to the pensionable establishment. The Secretary of State will require to be fully satisfied, before relaxing the rule, that the nurse in question is one whose services are exceptionally valuable to the Government.

Engagement for  
Other West  
African Depen-  
dencies.

It has also been decided that a nurse who has served satisfactorily for two or three tours in a West African Dependency, but has not been re-engaged at the end of that period, owing to the operation of the above rule summarised in paragraphs two and three of this memorandum, may be recommended by the Colonial

Nursing

Nursing Association to fill an ordinary vacancy in some other Dependency, provided that she spends at least four months in this country before returning to West Africa. In such cases the nurse on appointment to her new post, will draw the rate of salary to which she was entitled when she vacated her former appointment.

Pensionable appointments.

Until 1903 nurses employed in West Africa were eligible for permanent and pensionable appointments after one year's probation. In that year the question was reconsidered, and the decision was arrived at that nurses should serve for two tours only and then quit the service with a gratuity. This was based upon the view that the climate had a specially deteriorating effect on nurses after a time, and that it was better that they should leave West Africa permanently before a long absence from this country had destroyed their chances of obtaining active employment at home, or the climate had unfitted them for such employment.

In 1909 the Secretary of State approved of the creation of a limited number of pensionable appointments for nurses in each Dependency. The proportion of pensionable posts to the total number of nursing appointments varies from 1 in 2 to 1 in 4 in the different Dependencies. The intention is that a nurse shall normally, but not necessarily, have served three tours before being placed on the pensionable establishment; but the fact that a pensionable appointment

ment

appointment is vacant is not in itself to be taken as even a prima facie reason for appointing a nurse to the pensionable establishment; nor is the fact that a nurse has served some time and given satisfaction to be regarded as a sufficient qualification. Selection for the pensionable staff should be restricted to those nurses who are most highly recommended and qualified and the Secretary of State will require to be satisfied that the service rendered by a nurse who has been recommended for the pensionable establishment has been exceptionally meritorious.

pension terms.

Provision has been made by law for the calculation of nurse's pensions on a specially favourable basis, as well as for allowing them to retire specially early.

It is realised that the arrangements described in this memorandum will have the effect of complicating the rules and the practice in regard to the employment of nurses in West Africa, and of making it necessary to take special decisions in each individual case from time to time to an extent considerably beyond the prevailing practice in regard to other appointments. It is thought, however, that this will probably be found in the long run to be the most satisfactory method of dealing with this class of officer. The service required from a nurse in West Africa is necessarily of a very trying character, involving, as it must, from time to time a considerable demand upon her energy, skill, patience and temper;

and

351

and upon her thorough physical and professional efficiency may depend at any time the life or death of the patient. It is therefore of very great importance that the Colonial Governments should not come to retain in their service as a matter of course nurses whose work and health, while not up to the high standard necessary to the adequate discharge of their duties, are not deemed sufficiently unsatisfactory to justify the taking of a comparatively exceptional step - namely, the termination of their employment. But if nurses who pass through their probation satisfactorily are put upon the pensionable establishment as a matter of routine, this is what will inevitably tend to come about. It is therefore considered that the best course is to make the arrangements as elastic as possible, so that they can be readily adapted to the varying personal factors in each case.

50010/1917/6

301

Mar

5 Feb 1915

~~Free trade~~

Sir,

I have etc to inform

you that I have

recently had under my  
consideration the question of

the conditions of service

of the European and

female nursing staff in

East Africa.

It has been

represented to me

that the system which

~~is~~ (present) does

not always lead to the

the best results, & that

it is becoming a

matter of increasing

Zanzibar High Ct No

H. Ct Buzind

DRAFT.

Uganda No: 75

Gov. Jackson

Nyasaland No 32

Gov. Smith

MINUTE

Mr. Egan 29/2/15

Mr. Bottrill 26/2/15

Mr. Golding 26

Mr. Read 26

Mr.

Sir G. Fiddes.

Sir H. Just.

Sir J. Anderson

Lord Islington

Mr. Harcourt.

(No system has)

for con son

46616/15.7.1915  
11021/15.7.1915  
not do for 2/26/15 + 4/6/15

2/1/15

Difficulty to find suitable  
Candidates for 8.

apian appointments  
in this connection

I enclose a copy of a  
Memorandum drawn  
up by Dr Haran

Deputy Principal Medical  
Officer of the S. Africa  
Prot. and of a

depts. wh. I have  
addressed to the Govt.

of the S. A. P. in this  
matter.

It will be observed  
from the depts enclosed  
that it was suggested  
that an approximation  
towards the conditions  
of service for nurses

Dr Haran  
Enc. in 14238

S. of S. to Gov. S. A. P. 478 25th  
14238

That as in force in 308

West Africa might  
form a solution  
of the difficulty and  
I have to invite  
your attention to  
this proposal so  
far as it affects  
the Protectorate under  
your Government  
+ the conditions of  
service for nurses  
in the West African  
colonies are fully  
set out in the  
pamphlet and manual  
of which I enclose  
copies herewith and I

DRAFT.

MINUTE.

- Mr.
- Mr.
- Mr.
- Mr.
- Sir G. Fiddes.
- Sir H. Just.
- Sir J. Anderson.
- Lord Islington.
- Mr. Harcourt.

Mr. W No 492

memo (inserted)

~~with the comment upon~~  
~~them in detail here~~  
especially since I  
have dealt with two  
more important points  
in my despatch of 20<sup>th</sup>  
May to the Secretary  
P.A.P. I will not  
comment upon them  
in detail here. I do  
not suggest that  
the African system  
should be entirely  
system associated to  
that existing in  
Africa. It would  
probably be undesirable  
to substitute a lower  
salary together with  
a daily allowance

DRAFT

MINUTE.

- Mr.
- Mr.
- Mr.
- Mr.
- Mr. Piddles
- Sir H. Just.
- Sir J. Anderson
- Lord Ashington
- Mr. Harcourt

for the present rate  
of salary I am  
inclined to think,  
however, that the  
system of gratuities,  
which would prove  
an additional attraction  
to the service, might  
usefully be adopted,  
and it would  
certainly be a  
matter of convenience  
to embody the proposals  
for a pamphlet  
to be  
framed up on the  
lines of that  
enclosed.  
I shall be glad  
however, if in the

first ...  
... finished  
with your observations

on the whole

Question is for as

(1) Zanzibar

(2) Uganda

(3) Nyasaland

is concerned.

I have

(sd) L. Harcourt

Sooce 19.11.15

365

1915

Dear Sir  
3/26/15

I have etc to ask me  
of my draft No 976  
of 19 November on  
the subject of the  
conditions of service  
of the female European  
nursing staff in the  
E.A.P.  
I should please that you  
consider that the  
work of african  
system of practices  
and the consequent  
limitation of the  
number of a nurse's  
hours of service should  
be adopted in the  
E.A.P. I shall  
be glad to give

DRAFT.

E.A.P. No: 1119

Con. Briefed

MINUTE.

Mr. P. 25/11/15  
Mr. B. 26/11/15  
Mr. Read 26

Mr.

Sir G. Piddles.

Sir H. Just

X Sir J. Anderson.

Lord Islington.

Mr Harcourt.

for review

27/11

Effect to this change  
in due course, and  
I trust that it will  
result in an  
improvement of the  
position in the  
mean time I am  
convinced the loss  
of the other 2. African  
Prots. in the ~~lay~~ ~~agencies~~  
~~will be approximately~~  
~~the same as before~~  
with a view to similar  
alterations being effected in those departments  
I consider that  
it would be of  
advantage if a  
pamphlet on the lines  
of the African List No 692  
could be ~~made~~ ~~sent~~ ~~to~~ ~~you~~  
forwarded to you

DRAFT

MINUTE

Mr.

Mr.

Sir J. Anderson.

Lord Istington

Mr. Harcourt.

Specimens ~~sent~~ ~~to~~ ~~you~~

by despatch No 478  
of 20<sup>th</sup> May, were  
drawn up for 300  
P. Africa, and I  
should be glad if  
information as  
regards appointments  
in the P. A. P. might  
be furnished to me  
in a suitable form,  
in order that the  
compilation of a  
pamphlet of this  
nature may be  
commenced  
I take this opportunity  
of enclosing for you  
in the copy of a  
memorandum in

which has existing  
in Africa  
practices as regards the  
independent and  
independent of  
nature is summarized

of the  
}

Edw. S. Harcourt.