

E. AFRICA
33908

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1910
Nov.

*Temporary Medical Officers
in E. Africa.*

Mr. Butler

The appointment of certain Medical Officers in East Africa is under consideration and I should like to take this opportunity of raising the question of "temporary" Medical Officers. In Uganda I fear it is hopeless to try to do away with this troublesome appellation; but in East Africa Protectorate and Nyasaland I feel that there is some chance and it would certainly help the P.S. in finding men, if we could take Medical Officers as probationers outright, not as "temporary" officers. The result in the end is probably the same, as the temporary man generally gets on to the permanent staff, when vacancies occur; but not unnaturally applicants are "put off" when they find that the appointments are called temporary, however likely they may be to get a permanent appointment in time.

In East Africa Protectorate we have 14 permanent appointments (£400-20-£500) - and 2 temporary

Medical

*submit list to Mr. Butler for 492/10
to reply by return*

33932

Medical Officers (£400) for Sleeping Sickness work -

In Nyasaland (not counting the really temporary man whom we have been trying to get for sleeping sickness work, - as yet without success) we have 7 Medical Officers (£400-20-£500) and 1 temporary Medical Officer.

I should be inclined to take up the question with East Africa Protectorate and Nyasaland - point out difficulty as to finding men willing to accept temporary appointment, and ask whether O.A.Gs are of opinion that it will not be desirable to remove the present staff of temporary Medical Officers and if not, enquire whether in the circumstances they would advocate that all the present Medical Officers' appointments should be permanent and pensionable with 5 years probation - adding that the Secretary of State can give no guarantee that Treasury will approve. [We might be able, if necessary, to meet the Treasury halfway, by putting the probationary Medical Officers for three years on £200 (the temporary M.O.'s salary) & then bringing them on to the incremental scale when they have been confirmed.] - all

R.P. Ovington's coming was the new one pointed out always the "temporary" one

But what unless some point

W. Reed

yes
has

No 7

at once
H. J. R.

7/1

C.O. / 33904

E. A. [Signature]

377

10

1. Est. No 689

2. Newfoundland No 272

DRAFT.

1. Gov. Sir P. Hammond

2. [unclear]

10 Nov 1910

MINUTE.

Mr. Parkman

Mr. [unclear]

Mr. Fiddes

Mr. Just

Mr. Cox

Sir O. Lucas

Sir F. Hopwood

Col. Seely

Lord Crewe

[Handwritten notes and scribbles]

It is to be regretted that the honor to inform you
that my attention has been
drawn to the various upon which
several officers are
appointed to the Est. P.
Newfoundland
& to request that you
will consider the advisability
of effecting some change
in the present system
& the Estimates
provide for fourteen
seven

M.O.s and two
one
"temporary" M.O.s
engaged in stepping
block work at
present when a vacancy
occurs ~~at~~ for a M.O.
in the permanent establishment.

The normal procedure is
to promote one of
the "temporary" Medical
temporary medical
officers if qualified
for a permanent app't.

at any rate to
keep the vacancy open
for him, & to appoint
another "temporary"

Medical Officer in this
country to complete
the establishment.

This procedure is in principle
unobjectionable, but
the difficulty arises
when

where ~~the~~ ^{the} attempt is
made to fill up
the "temporary" appoint-
ment in this country.
Applicants whatever
probability there may
be that a M.O.
appointed ~~as~~ as a
"temporary" posting
will ultimately be
placed on the permanent
establishment staff.
It is ~~therefore~~
impossible to give
candidates any assurance
that others will be found
and in the absence of
such assurance
applicants are not
naturally slow to
accept the offer of
medical appointments

you consider that
these officers are
shown there are
vicarious in the
permanent establishment
should be shown
as probationary
M.O.s, the period
of probation being
not less than
three years from
the date of appointment
to the post, and
the post should be
permanent & remunerable
the staff being dependent
upon an official
posting, the post already being
taken as a course of
study either at the
London or Liverpool
School of Tropical
Medicine, & satisfactory
the

the authorities of the
School on the
termination of the course

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