

EAST AFR. PROT.

39170

Recd
Dec 23 1910

Recommendations of Committee
which set to discuss
Captain Edwards' Reports
on the East Police -

1910

23 Dec.

at previous Paper.

1/29/10
Ed

Ed. Butler

consisting of Sir P. Gorman, Lt. Reid & myself
A Committee considered the recommendations
put forward by the S. G. as the
result of the further inspection
of the East Police

S. G.'s recommendations are here
tabulated & the Committee's
recommendations placed side
by side with those recommendations
if the Committee's suggestions
are adopted, the first step will
be presumably to go to the
Secretary in connection with
the 1911-2 Estimates for the
Police

copy also of 11000 was 19/10/10
plus 11000
To 10/10/24

subsequent paper
1/25/11
1/25/11

Police & Prisons as amended
in accordance with the above
recommendations - as nearly
all the proposals tend to a
considerable decrease, very little
need be said by way of justification
but as far as I can see, the
important questions as to Buildings
etc. for Police which come
under P.W. Dept. in the Estimates
cannot be dealt with apart
from the remainder of the Estimates,
if it is for reasons whether in the
Civil it would not be well to try all
to deal with the ordinary Police
& Prisons exp^{ts} as part of the
Estimates generally.

Apart from the financial
side, there is one section of the
Report to be sent to the Chief
Clerk (if prepared separately) -
+ any points in which regard
is concerned will best be dealt
with when we get a reply
to an dispatch on the
the Uganda Police Report.

I have
been to
see
the
1/12

Sept 1936-2 Uganda 125
- duplicates of the memorandum
on the Police Report, & of the
memorandum on the Prisons Report
(C.O/39:69) have been
prepared for Sir R. G. G. to
take with him to the P.C. for
purpose of record. He has
concurred in the memo:
but until it is formally
approved, ~~shall~~ the duplicates
had better not be definitely
handed over to him.

all
2/12

W. Read
The result of these recommendations
is a considerable decrease in the number
of the Police, rendered possible by
increased efficiency by the decision
that Police are not to be used as
military garrisons, & by the proposal
to employ tribal police in the Native
Reserves. The net result is a saving

of some \$4,500 under the head of Police
in the Estimates for 1911-12, which it is
hoped eventually to increase to a
saving of \$10,000. The cost of the tribal
police provided for, for the first time, in
the list for 1911-12, under the head of
Provincial Administration, is \$1532.
This must be deducted from the saving
under the head of Police, leaving a
net reduction of \$3000, which is good
enough for a start.

It would lighten considerably our
ultimate discussion with the Treasury
of the Estimates for 1911-12 if any heads
which have been discussed & agreed upon
were submitted to them forthwith.

We have already followed this course
with the heads Public Works Dept., Public
Works Department, & Coast Land Settlement
Dept. I really don't see why the
heads Police & Prisons should not be
submitted similarly, with the trifling
alterations in respect of two or three

+ in future

Office
2-7-12

personal emoluments mentioned in these notes. The question of Police buildings can be safely left for discussion on the head Public Works Extraordinary. The estimate for which Sir P. Girouard is not in a position to furnish until we have discussed with him (on the Finance Section of the ^{press} report) his suggestion of a loan for certain big public works. It may be pointed out that we are already committed to the construction of a school near Nairobi, estimated to cost £20,000, of which only £8000 will have been spent by the 31st March next. I understand that Sir P. Girouard sees his way to stopping further expenditure on this costly (& as he believes, ^{comparatively} useless) piece of work, or of so. There ^{should} be no difficulty in finding funds for the police buildings contemplated in these proposals. In any case, as I have said, this is quite a separate matter from personnel expenditure on equipment, food, &c.

It is stated that buildings in said town in m. They are partially water.

need not I think be allowed to
hang up these matters

YAS
Dec 23

Mr Fiddle

Proceed as proposed by

Mr Butler?

YAS
24/24

Mr Fiddle

The recommendation No 79 has been
re-worded

The question of a medal &
the precedence or status of the
Police have been reported
for separate discussion

Will we now proceed as
proposed by Mr Butler?

YAS
Sf

Col. Fealy
Mr Barrett

The complete digest of Capt. Brown's
recommendations, attached to the paper, makes it
very difficult to recommend the best of
the C^o.

I referred the same to the dep. because
of the nature of the matter. The latter has been the point

more clearly - 2 reports 64. The late
project, absolutely refused to transfer the ground
of land police records, and in other circumstances
have since governed matters of the decision
and were sure that it was concluded when
the last copy ("per 58-") of 3/18/10 on 1936
prepared. But I understood that it is
proposed to take up the question & submit it again
to the Board King, and answering the point, we
may move as suggested in the minutes?

P. 64

1/11

As proposed by Mr. Butler
The Inspector Gen. of Police stands
from the time of approval
The whole of these decisions (or
recommendations) ought to be very
satisfactory. W. P. Guonard.
H. 10.1.11

205

C O
33170
23 DEC 10

REPORT

728

on

EAST AFRICA PROTECTORATE POLICE

by the

INSPECTOR GENERAL.

Memorandum of the Recommendations made
by the Inspector General which may be considered
by the Secretary of the Colonial Office.

December, 1910.

Long
12/10

- (1) Recommended.
Salary to be £400-£20-£500 with daily allowance of £40.
Mr. Browne (cf. recommendation 5) to start on £450 in this scale.
- (2) Recommended.
N.B. Sir P. Girouard wishes to see personally the candidates for the two Assistant Superintendent vacancies now being filled.
- (3) Recommended.
Salary to be £500-£15-£400 with daily allowance of £30.
Mr. Ellard (cf. recommendation 6) to start on £350 in this scale.
- (4) Recommended. (No change).
- (5) Recommended. (cf. recommendation 1).
- (6) This has already been approved and is being acted upon.
- (7) ditto

[It has since been decided to refer following up the two vacancies for Asst. Supts. from whom Mr. P. Girouard has returned to the P.C. & go carefully into the questions - (c) claims of u.c.o. to promotion to fill these appts (d) whether from men who apptd. to u.c.o. appts in future]

acc
1/1

1-ESTABLISHMENT AND DISTRIBUTION

Para. General Report. Para. Supplementary Report.

(1) That an Assistant Commissioner be appointed at a salary of \$450 per annum (consolidated) on the strongest terms possible for this appointment.

50 219,10

(2) That the future establishment of the Commissioned Rank (Constant Commission) be as follows:-

(3) That the future establishment of the rank of Assistant Commissioner be as follows:-

(4) That the future establishment of the rank of Inspector be as follows:-

(5) That the future establishment of the rank of Assistant Commissioner be as follows:-

Para. 100
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(6) That the future establishment of the rank of Inspector be as follows:-

(7) That the vacancies in the rank of Assistant Commissioner be as follows:-

- (1) To be direct appointments from
- (2) The remaining vacancy by promotion of Inspector C. Brown with effect as from 1.1.10

(8)

(8) This has already been approved and carried out.

(9) One vacancy has been offered to Mr. Bristow (now in Burma). The other vacancy is proposed to hold up pending a decision on the question of status. The Inspector General's views in connection with a Uganda vacancy are now awaited; and Sir P. Girouard proposes to discuss the matter with the Inspector General personally on his return to the East Africa Protectorate.

no. The 2nd vacancy has now been filled by Mr. Sweeten (Civil Branch West Africa) also 1/10

(10) Recommended.
This involves an increase of one (1st Grade) Constable on the 1910-11 Estimates.

if we are these men to be drawn from the class or kept in that class, or are they to be drawn from a better class to be promoted to the Commissioned ranks?

(11) This has already been approved and carried out.

(12) Recommended.

This means a decrease in numbers of 18 on the reductions originally proposed in the General Report, and 16 on the Indian Police approved in 1910-11 Estimates.

(13) Recommended.

This means a decrease in numbers of 48 on the African Police approved in 1910-11 Estimates, and 41 on the African Police as originally recommended in the General Report.

(8) That the establishment of Inspectors be completed by the promotion of the following:-

- (1) Assistant Inspector H.C. Lydford to date 1.4.10.
- (2) Assistant Inspector [Name] to date 19. [Date]

(9) That the 2 vacancies in the rank of Assistant Inspectors be filled by direct appointment from home. In this respect it is requested that preference be given to men with colonial experience.

(10) That the future establishment of European Police be as follows:-

1st grade Constables	2nd grade Constables	3rd grade Constables	Total
2	3	1	6

(11) That the vacancies which exist in the grade of 3rd Class Constable (European Police) be filled as early as possible by direct appointment from home, and that candidates be selected from returned men from various police forces of South Africa and Port from the Military Police.

(12) That the future establishment of Indian Police be as follows:-

Grades	Sub-Inspectors	Inspectors	Constables	Total
1st grade				
2nd grade				
3rd grade				
4th grade				

(13) That the future establishment of African Police be:-

Const.

Grade.	Corps- crafts.	Corps- pals.	Cont- bution.	Re- cruits.	Total
1st grade.	2.		14.		166
2nd grade	21		100.		35
3rd grade		100.	651.	100.	85
Total	58.	100.	1201.	100	1432

(14) That in the execution of the next year line of demarcation between Town and District Police, since it involves an extravagant expense of men.

II. RACIAL COMPOSITION

(15) That Constables should be recruited locally as far as possible, that the recruitment of Kikuyu should be limited to a minimum sufficient to ensure a local knowledge of the Kikuyu districts and of each area under operation by the Kikuyu.

(16) That each Police Unit be composed of several races, a workable mixture of which should be locally enlisted men.

(17) That, should the present recruiting agency fail in its supply, an attempt be made to utilize the local loyalty of members of the force before tapping outside sources.

(18) That in its event of it being necessary to utilize the main recruiting agency, that such source of supply be trained through the medium of District Police Schools and Order Corps.

III. TRAINING

Para. general Report. Para. Supplementary Report.

Grades.	Ser- Agents.	Corpo- rals.	Cadet- s.	Total
1st grade.	2		100	102
2nd grade.	21		332	353
3rd grade.		83	691	774
Total	23	83	1201	1307

- (14) That it is expedient to make a line of demarcation between Town and District Police, since it involves important matters of law.

III. RACIAL COMPOSITION AND

RECRUITING.

- (15) That Constables should be recruited locally as far as possible, but that the recruitment of Sakikuyu should be limited to a number sufficient to ensure a local knowledge of the District and of such areas under jurisdiction by the Sakikuyu. 70 30
- (16) That each Police Unit be composed of several races, a workable percentage of which should be locally initiated men. 50 50
- (17) That, should the present recruiting agency fail in the supply, an attempt be made to utilize the male progeny of members of the Corps before tapping outside sources. 82, 83 30
- (18) That in the event of it being necessary to utilize the male progeny of the Corps as a recruiting agency, that such sources of supply be trained through the medium of District Police Schools and Cadet Corps. 24, 85 30

III. TRAINING.

(19) The Committee approved in principle - the details as to buildings, funds &c. to be left to the Governor in connection with 1911-12 Estimates. *to be taken into consideration*

(20) A matter for the Governor's decision.

(21) In view of recommendation 19 this need not be considered.

(22) The Committee approved in principle & details as to staff etc. having been covered in connection with 1911-12 Estimates.

Para. General Report.

Para. Supplementary Report.

(19) That in future the training of officers, European Non-Commissioned Officers and Constables be carried out at a local Training Depot at Nairobi, instead of, as at present at the Royal Irish Constabulary Depot, Dublin, that the training at the central depot be covered by a period of 6 months and that it follow the lines of the curriculum set out in Appendix V.

99, 101, 102.

(20) That officers be called to Headquarters once in every three years to undergo a "refresher course" of say a month's duration at the Central Depot.

(21) That, in the event of the non-division of the training at the Royal Irish Constabulary Depot, steps be taken to ensure the inclusion from the existing curriculum of those subjects which are absolute and impracticable for local conditions, further that the course be restricted on lines which shall be laid down by the Committee, and make them funds for the profession which lives better than on completion of their training.

92.

(22) That for the training of the Native rank and file a central training depot be established at Police Headquarters Nairobi that the depot be under a Commandant of the rank of Superintendent, assisted by a staff of:-

97, 100, 101, 102.

(A) EUROPEAN.

- 1. Police Instructor.
- 2. Drill Sergeant.

(B) INDIAN & NATIVE.

- 1. Police Instructor.
- 1. Clerk.
- 1. Head Quarters Sergeant.
- 2. Sergeants.
- 6. Corporals.

that the course of training extend over a period of 6 months and follow the lines of the curriculum laid down in Appendix V.

(23) A matter for the Governor's decision.

(24) ditto ditto

(25) ditto ditto

(26) Recommended.
The question of Uganda's share in the cost to be raised locally.

(27) A matter for the Governor's decision.

(28) ditto ditto

(29) Recommended.

(30) A matter for the Governor's decision.

- | | Para.
General
Report. | Para.
Supple-
mentary
Report. |
|--|-----------------------------|--|
| (23) That the Native Non-Commissioned Officers serving in the force at the time the Depot is inaugurated be withdrawn in a succession of reliefs by pairs from their respective units to undergo a 6 months training at the depot, and that with a view to maintaining efficiency they be subjected from time to time to a short refresher course at the training Depot. | | 31. |
| (24) That men selected for appointment to the Non-Commissioned Ranks be sent to the Depot to be trained as Non-Commissioned Officers. | 30. | 31. |
| (25) That the various subordinate ranks and grades before promotion be required to pass an examination on the lines set out in Appendix VIII. | 401 | |
| (26) That, if the Central Depot is sanctioned the Officers and European Non-Commissioned Officers of the Uganda Police be trained there at also. | 103 | |
| (27) That the Book of General Regulations already drafted be approved. | 98.
102. | 42. |
| (28) That a code of laws be compiled and issued to all ranks, covering in simple form all the rules and principles which are applicable to the Protectorate and to the force, and containing data from local or special laws with which the police may be frequently brought in contact. (This is not in course of compilation). | | |
| IV. MUSETERIA. | | |
| (29) That a musketry training be inaugurated for the force, which, while not exceeding the required length of a police factor, will ensure the attainment of a high standard of musketry skill. | 102 | 42. |
| (30) That the amount of ammunition to be expended on the annual musketry course be 100 rounds per man, and that the course should follow the | 109
110. | 4. |

Para. General Report

Para. Supplementary Report

lines of the syllabus of musketry training for recruits. The trained men laid down for the Uganda Police.

- (31) That Officers, European and Commissioned Officers and Constables and Indian Subalterns be exercised annually in revolver shooting, the number of rounds to be fired being 25 rounds.

112. 32

V. DISCIPLINE.

- (32) That an Administrative Officer when not in charge of a Police Unit should not interfere in matters of discipline, which should be left entirely to the officers of the Force. Any provision should be made in the new Police Ordinance for the appointment of officers before Magistrates, when the nature of the offence is such that it cannot be adequately punished by any of the punishments which the power of Police Officers to award.

113. 33

- (33) That an Officer or Inspector be placed in charge of an unit who has not the power of enforcing discipline with certain restrictions in the case of these units.

114. 34

VI. ARMS AND AMMUNITION.

- (34) That the reserve of ammunition be fixed at 300 rounds per rifle and distributed as follows:

115. 34

- (1) District Store 200 rounds per rifle
- (ii) Head Quarter Store 100 rounds per rifle.

- (35) That cartridges come now as a rule, should be distributed with the exception of the 100 rounds which are offered to the Administration, as the supply will be needed for the arms of police in the event of hostilities.

116. 34

- (36) That the ammunition be disposed of

117. 34

(37) Matter for the Governor's review

(38) ditto ditto

(39) See recommendation 1 as to Salary
Remainder ~~approved~~ agreed to

Para.
General
Report

Para.
Supple-
mentary
Report.

as follows:-

- (1) That the bullets be extracted and the caps fired;
 (ii) That if it is decided to purchase 500 rifles, an equal number of 300 rounds per rifle be reserved.
 (iii) That the lead and brass be disposed of to the Sullana at the following prices Lead Rs. 10 per Cwt Brass Rs. 10 "

VII. UNIFORM AND EQUIPMENT.

(37) That the scale of clothing for the Native rank and file be as follows for stations other than Nairobi, Mombasa and Kisumu:-

2 Shirts.	2 Pair Ties.
2 Shirts pants.	1 "Armband"
2 Turbanes.	1 Pair Gaiters (Khaties)
1 Pair Socks	2 Pair Socks.

and that at Nairobi, Mombasa and Kisumu the scale be as follows:-

2 Shirts, 2 Shirts pants, 2 Turbanes, 1 Pair Socks, 2 Pair Socks, 1 Pair Ties, 1 "Armband"

and that at the various stations where the Native rank and file are posted, the scale of clothing be as follows:-

2 Shirts, 2 Shirts pants, 2 Turbanes, 1 Pair Socks, 2 Pair Socks, 1 Pair Ties, 1 "Armband"

(38) That the equipment purchased at intervals should be issued as follows:-

- (i) Leather Belts to be issued at 1/2 year intervals; and
- (ii) That all other articles be issued as they are worn out, the metal fittings of the belts, also articles remaining unused be destroyed.

VIII. PAY AND ALLOWANCES.

(39) That the salary attaching to the rank of Assistant Commissioner be at a fixed rate of Rs 2450 per annum; but the residence allowance at Rs. 75 per

(40) Sir P. Girouard wishes to take up this question with the Inspector General, when he returns. In any case, the Committee was of opinion that the question should be considered as a part of the general question of Travelling Allowances in East Africa now under discussion.

(41) The Committee recommended that acting allowances should, as in the case of Uganda Police, be made in accordance with the usual regulations.

(42) This is now under consideration with the Treasury in connection with the East Africa Protectorate Police Ordinance.

(43) Recommended.

(44) This is under consideration with the Treasury cf. 42 supra.

Para. General Report
Para. Supplies and Military Report.

messmen, when Government quarters are not available, and a Horse Allowance of Rs. 45 per messman or Rs. 15 per messman for a private mule when used on Government service.

- (40) That Travelling Allowance be abolished for all officers and European Non-Commissioned Officers provided the abolition does not react unfavorably on members of the Police Force in comparison with officials of other departments. 35
- (41) That an Acting Allowance at the rate of Rs. 220 per annum be paid on special occasions in the cases of Asst. Superdts. and European Non-Commissioned Officers when fulfilling the positions of officers Commanding Units. 35
- (42) That the European Constables be accorded 152. 36 pension rights in accordance with the Rules in force for the Metropolitan Service.
- (43) That an special compensation when any member of the Force is required to undertake extended investigations away from his district, or is employed on special or extraordinary duty, be given him his own district and amount, reasonable amount of reasonable and actual out of pocket expenses incurred on such duty, provided always he is not in receipt of Travelling Allowance. 100. 35
- (44) That the Native rank and file be granted grativities in lieu of pensions in accordance with the following scale:- 152. 36

(A) On discharge after continuous good service extending to a period of 12 years.

Rank	Asst. Factors	Sub-Inspectors	Constables	Police Constables
1st	Rs. 200	Rs. 200	Rs. 200	Rs. 50
2nd				
3rd				
4th				
5th				
6th				
7th				
8th				
9th				
10th				

C.O. 533 82 ALL WITHOUT PERMISSION OF THE PUBLIC RECORD OFFICE, LONDON

(45-49) These recommendations have been taken into consideration by the Governor in connection with the Estimates for 1911-12 - Public Works Department, Extraordinary.

Para. General Report

Para. Supply and Store Report

(3) After a total of continuous good services extending to a period of 21 years.

	Head. Secy.	Sub-Ins. Insp.	Asst. Insp.	Const. Stables.
Rs. 500	Rs. 400	1st Rs. 500	Rs. 2nd Rs. 200	Rs. 75
			3rd Rs. 100	

II. BUILDINGS

(45) That Police lines be erected at once Takaung and Bahal, at which places the men are living in huts rented by themselves.

150

(46) That a sum sufficient to allow the alteration, erection and completion of the building services set out in paragraph 47 be provided in the proportion of 2000 in the ensuing financial year and 2000 in the financial year 1914-15.

137

(47) That of the sum of 20000 appropriated in the preceding paragraph for the ensuing financial year 12000 be appropriated to the completion of the Central Depot at Bahal, which is of immense advantage to the force if the Depot could be completed immediately from the large savings which have been effected in the Police line works, thus reducing the sum for building services from 20000 to 8000 in the ensuing financial year.

156

40, 37

(48) That with a view to lessening the burden which Police building services will involve to the Protectorate, the erection of new Police Headquarters Offices and Police Station be held over until the financial year 1912-13.

158

30, 37

(50) Recommended.
Provision was made in 1910-11 Estimates for
£225 under this subhead.

(51) Recommended.
Provision was made in 1910-11 Estimates for
£50 under this subhead.

(52) Recommended.

(53) ditto

(54) ditto

Para. Supplementary Report.

(29) That all buildings and Station construction be carried out in future on a standard plan, to allow of a saving in the number of police employed on guard.

IX. CRIMINAL INVESTIGATION DEPARTMENT
LABORATORY AND FINGER PRINT DEPARTMENT

(30) That there should be constituted at Headquarters Malindi a Criminal Investigation Department for the purpose of collecting and distributing information regarding organized crime, and to assist in the investigation of crimes when they are of such a nature as to render the assistance necessary. This department should be affiliated with the Finger Print Section and should be under the control of the Chief of the Central Criminal Bureau.

(31) That the Finger Print Section be inaugurated immediately with a central office at the Headquarters.

X. POLICE AND MILITARY
OF THE POLICE

(32) That in view of the possibility of the force being called upon to deal with various local disturbances and disorders, it is recommended that it be constituted an armed force.

(33) That the police be relieved of performing various duties, as this practice entails an undue burden on the police force. The reconstruction of the Prison Service, if approved, will provide this relief.

(34) That no law should be introduced in any one Province or District, nor in any political situation, in which the police forces have the same responsibilities and functions, for such a measure entails a serious wastage of Public Funds; that in the

(55) This is a matter that can await the Governor's return and consideration.

(56) The principle has been already accepted.

(57) ditto

(58)

(59) No comment required from the Committee.

Para.
General
Report

Para.
Supple-
mentary
Report.

case of Subland the police should be reduced by 50 per.

- (56) That a searching enquiry be made into the possibility of the efficient performance of all the present as well as civil duties by the reduction of men, for a considerable time the present system is productive of a considerable waste of public funds.

THE POLICE IN THEIR RELATION
TO CIVIL AND CRIMINAL OFFENCES
AND THE PUBLIC.

- (56) That the responsibility of District Officers for the management and Administration of their districts should be preserved, and police officers in the European Subordinate ranks and the force as a whole may therefore be employed at the disposal of Provincial and District Commissioners, and in matters of discipline and interior economy they should be subject to the direct control of the Commissioner of Police.
- (57) That the details of the training of the Police and questions of recruitment, training, pay, discipline, discipline and all other matters of interior economy should be decided by the orders of the Commissioner of Police.
- (58) That any official of the Police or Administrative Police should be the principles enumerated in Recommendations 100 and 101 be made, with in the severest manner possible.
- (59) That the true basis of the present unsatisfactory relationship between the police and the public lie in the recommendations already submitted for the reorganisation of the force, and also in increasing upon the officers the importance of maintaining the confidence and goodwill of the people by evincing a true interest in the welfare of all classes of the community.

(50) Pp. 54 is already approved in connection with
and the tribal police.
(cf. Military and Police Report East Africa)

(51-62) It was decided that these sections should be
copied separately and sent to the Chief Clerk to
deal with.

*Register
separately
2/10/61
Sgt
C. J. G.*

(53) Recommended

community.

- (60) That the police should be more frequently made assistance of the officers for the purpose of the same, and that the same be made more co-operative.

XII. ASSISTANCE AND CO-OPERATION

- (61) That the Police Force be organized into some kind of reserve organization, as is done in other countries, in order to undertake...

- (62) That the various ranks be distributed as follows:-

- (I) The Commissioner of Police to retain his position as such in the Department for Police or Marine.
- (II) The Assistant Commissioner to be the Crown Advocate or Crown Prosecutor (if not a member of the Council) or to be next above the District Commissioners.
- (III) Superintendent to be next above Assistant District Commissioners.
- (IV) Assistant Superintendent to be next above Assistant District Commissioners.

XIII. MISCELLANEOUS

- (63) That the Water Police be amalgamated with the regular police; for the separation which now exists between these bodies does not conduce to systematic co-operation between the two forces; that their rates of pay should be gradually assimilated to those now proposed for the rank and file in the ranks and grades to which they will be appointed. That they should remain a distinct body under the orders of the Port Officer, who will, as such,

- (64) of dispatch of the Uganda Police Report (O.A.G./19362) where we have suggested that the medal should not be awarded until after 1st years service, as in King's African Rifles. The matter must ultimately go to the General Department.
- (65) of dispatch of Mr. G. supra. Officer Administering the Government of Uganda was against the idea. He did not, however, know of the new King's African Rifles Ordinance which we have now brought to his notice with a suggestion that he be like to reconsider his opinion.
We should have to wait for Uganda reply, but in meantime, the Governor East Africa Protectorate approves proposal so far as East Africa Protectorate is concerned.
- (66) A letter for the Governor's decision subject to the number being kept as low as possible.
- (67) The Police Ordinance is under consideration.
- (68) of recommendation 3 supra.
- (69) Already approved.
- (70) The Committee ^{is} agreed generally, but the details left for the Governor's decision.

Registered
separately
CO/457/11
Col.
Uganda
Ch. C.M.

Para. 10
Central
Supple-
mentary
Regulations

be subordinate to the Commissioner of Police, in so far as matters connected with the police are concerned.

- (64) That a good conduct medal be granted to members of the Force after continuous good service of 12 years; that the medal be a small silver one, about the size of a florin, - with the royal coat of arms engraved on the reverse, bearing the inscription "For good service and good conduct" on the reverse, and that it be worn on the right breast and that ribbon be a dark blue one.
- (65) That members of the Force on retirement in civil life after 21 years' military service in the police force, be exempted from any deduction of taxation.
- (66) That the Books, and other documents and records for the use of the Force be as prescribed in Schedule III.
- (67) That the new police regulations be promulgated without delay.

APPENDIX

- (68) That the ranks of Pay and Quartermaster and Asst. Pay and Quartermaster be abolished; that the pay section be handed over to the Treasury; and that the Control section of the force be, in future, under the direction of an officer to be styled "Quartermaster" to be appointed by Mr. J. Hillard, the Acting Pay and Quartermaster, to receive the salary of Rs. 2000 per annum.
- (69) That the training of Native troops be through the agency of Tribal Police.
- (70) That the duties and functions of the Tribal Police in respect of (1) their own particular peoples (2) peoples of diverse race and tribes (3) the regular police be as follows.

(A) In case of P.

That in all police issues other than

(72) ~~Examples of the Governor's decision. Provision~~
~~already made in the estimates for 1911-12.~~

(73) The Governor has already given instructions for
to be done, money being available in the estimates
for the current year.

(74) This is in connection with the 1911-12
Estimates.

~~has been done with in the estimates~~
~~in the decision to~~
~~the Agricultural Commission~~
connected with Sir P. Girouard's forestry
reports.

(1) (11) Recommended.

(75) Cf. 77 (1) supra.

~~_____~~
~~_____~~
~~_____~~
~~_____~~
~~_____~~

Sir P. Girouard is not prepared to contemplate the
abolition of the Inspector General's appointment
at present -

① in view of the additional financial res-
ponsibility now placed upon the holder of
that

Part
 Part
 Part
 Part

in addition, murder and criminal homicide action according to native custom be through the Tribal Police, Judiciary action being through the Tribal Judiciary.

(B) In case of:

That police service be effected by the regular police in co-operation with the Chiefs, Headmen, Tribal Police, e.g. a regular Policeman charged with inquiry into a case or with the arrest of an offender when the parties involved are of divergent nationality or tribal organisation would be accompanied by a Chief, his representative, or one or more Tribal Police, Judiciary action being through the British Judiciary.

(C) In case of:

That Police action in Townships, white settlement areas, and other localities outside purely native areas be a matter for the regular police, other than where the parties concerned belong to one and the same tribal organisation, in which case the matter should be referred to the nearest Native Commissioner, to be decided whether the case is one for the Tribal Organisation or the particular tribe or with the parties belong or whether one for the Regular Police.

(71) That the more abstruse points, in which the question of tribal justice is involved, be determined by the Administration and Judiciary.

(72) That, with a view to maintaining cohesion and solidarity, the Chiefs, Headmen and Tribal Police be given a letter of appointment in their respective vernaculars, defining clearly their duties, powers and obligations.

(73) That the Administration, both Civil and Judicial, be practised on the coast districts be continued, since it is in every way suited to the population in general.

(75) That the various and miscellaneous duties of the various Divisions be performed by the various Divisions respectively, as per the elementary report.

(76) That the work force of the established Police Head Quarters on the plain at Mirat be transferred to up to form a central training depot, and the work force be converted into quarters for the European staff of the new Hall which is now in course of erection.

(76) That the subsidy now paid by the Railway on account of Watch and Ward be deducted from the Police Vote, as in the case of the £10,000 subsidy paid to the Military Department by the Viceroy's Government.

(77) That regarding the Forest, Port and Customs Police the following procedure be adopted:-

(i) That the policing of Forest and Tribal Police

(ii) That the Port Police be incorporated with the Frontier Police (a recommendation which has already been made in the elementary report)

(iii) That the Customs Police be incorporated with the Frontier Police (a recommendation which has already been made in the elementary report)

(78) That in the matter of the Police the Government be empowered to raise a force of 12,000 men

(79) That the Office of Inspector General of Police be abolished, and the functions now exercised by it be transferred to an executive committee consisting of Commissioners and District Commissioners.

that appointment.

- (2) pending a final decision on the
military question which depends to some
extent on the efficiency of the Police.
(3) in view of the probability of the amalgama-
tion of the two ~~the~~ in which case he would
decide to have Captain Edward as chief
executive officer of Police & Prisons
in both posts.

If, however, it were proposed to offer
Captain Edward a Police appointment
elsewhere as important as that which
he now holds in E. Africa, Mr. P. G. G. would
naturally wish to stand in his way,
even that event he would dispense with
an Inspector General, though it might
in that case be desirable to strengthen
the Prisons Staff.

CO/ 39770 Est.

Ms. [unclear] CO/39109
get at. mail
all
all

Handwritten initials and scribbles.

17

DRAFT.

The Secretary to the Treasury

19 January 1911.

MINUTE

- Mr. Parkington
- Mr. Peckham
- Mr. Fiddes
- Mr. Just
- Mr. Cox
- Mr. O. Lucas
- Mr. F. Hopwood
- Col. Seely
- Mr. Harcourt

I am directed by Mr. Secretary
 Harcourt to transmit to you,
 to be laid before the L.C. of the
 Treasury, a copy of the draft
 estimates of expenditure on
 the Police and Prisons in
 the Est. for the financial
 year 1911-12.

Attention of Mr. [unclear]
 [unclear] [unclear]
 as amended [unclear]
 paper [unclear]

Return to [unclear]
 [unclear] [unclear]
 all [unclear]

2. The question of
 reorganizing the Police in the
 Est. had been under con-
 sideration by Mr. Hayer Sadler,
 who was [unclear] [unclear]
 left the [unclear], and when
 Mr. Percy Girouard [unclear]
 became [unclear]
 Government office.

Office, he requested
the S.G. of the Police to
make a detailed inspection
of all the headquarters and all
outstations, with the
object of submitting a
scheme of reform of the
Police & the Prisons ~~services~~
that should effect economies
in these services.

3. The whole matter has
been carefully investigated
both in the Protectorate and
in this Department, and
a scheme of reorganization,
the details of which have
been now discussed with the
Governor, he received
his favourable approval,
subject to the sanction of
the L.C. of the Treasury
as to the financial details
of the proposed
re-organization of
the Police and Prisons.

4. It is not his
habit to send with a copy
of all the correspondence
which has taken place
in this subject since the
middle of 1909. The
draft estimates are now
submitted, together with
the explanation
furnished in the letter,
will doubtless suffice
for his purposes.

5. As regards the Police,
it should be stated that,
when the general question
of the military & police
forces in E. Africa was
under review in this Dept.,
certain ^{cardinal} principles affecting
particularly the police
were accepted, ^{namely} that
the regular police should
only be utilized outside
the native reserves.

that the police should
not be used as military
generous, and that
tribal or village police
should be employed for
the placing of the ^{native} ~~tribal~~
reserves. The ^{require}
of the reorganisation is ~~stand~~
in the reduction in numbers
of the Indian and African
Police by 16 and 418
respectively, and, so far as
~~tribal police~~ they are replaced
at all, it is by tribal
police, for whom provision
is made under another
head of the Estimate,

viz. Provincial Administration
The reduction of £2,000 therefore
which appears in the ^{Police} Estimate
as drafted must be ~~demanded~~
by ^{the} £1,600 provided under
Provincial Administration
for tribal police, in

DRAFT.

MINUTE.

- Mr.
- Mr.
- Mr. Fiddes.
- Mr. Just.
- Mr. Cox.
- Sir C. Lucas.
- Sir F. Hopwood.
- Col. See.
- ~~Lord Curzon~~
- Mr. Hargreaves.

in order to arrive at a
fair comparison between
the expenditure on police
for 1910-11 and 1911-12.

Taking into account the
cost of the tribal police,
there still appears a
£3,000 reduction of £2,000
on this head, & the

Governor anticipates
that he will be able
to effect further considerable
reductions in future years
such a position of
affairs seems to be
far from the ~~one~~ ^{one} ~~good~~
ground for satisfaction
which the ~~file~~ ^{file} ~~will~~ ^{will} ~~be~~ ^{be} ~~shared~~ ^{shared} ~~by~~ ^{by}
I think

for the details of
expenditure on the ^{Police} ~~Police~~
for 1911-12

coll

call for no comment
except in the case of
the Assistant Commissioner,
and the Quarter Master,
and the Inspector of
Police when the question of re-
organisation came up for
consideration in 1905. The I.C.
of Police proposed very
strongly for the appoint-
ment of an Assistant
Commissioner, who has
recently stated that in
his opinion the absence of
such an officer constituted
a serious impediment to
the successful and effective
conduct of the police. His
establishment of the
force was ~~not~~ ^{not} adequate
not possible for the force
to be inspected more than
once a year, i.e. by
the Inspector General.

of Police in the country
who is the executive head of
the force, is tied to his
office at headquarters &
is thus precluded from
acquiring by personal
observation a proper knowledge
of his officers - in whom
he has to report annually -
the people and the
country nor can he
judge the standard of
efficiency of the various
units. The appt. of an
Assistant Commissioner is
planned these inspections
to be made annually
and by the I.C. and one
each by the Commr. and the
Asst. Commr. - and it
is only by means of
frequent inspection that
the efficiency of the police
is ^{well} ~~well~~ ^{scattered} ~~scattered~~ ^{to}
maintained.

maintained and approved.
 The salary which Mr. Harcourt
 would attach to the appt. of
 Asst. Commr. is £200-20-15/0
 with a duty allowance of
 £20, such an allowance
 being granted in view
 of the creation of the appt. is
 approved, it is proposed to
 offer it to Mr. P. F. Brame,
 who is now drawing £200 p.a.
 as a Superintendent, and
 is recorded for service as
 staff officer to the I.G., and
 it is recommended that he
 should start at £240 in
 the scale £200-20-15/0
 It is considered advisable to attach
 a duty allowance to this appt.
 as in the absence of Mr.
 Brame in leave, another
 officer would have to act
 for him. It will be noted
 that

DRAFT.

MINUTE.

- Mr.
- Mr.
- Mr. Fiddes.
- Mr. Just.
- Mr. Cox.
- Sir G. Lucas.
- Sir F. Hopwood.
- Col. Seely.
- ~~Lord Curzon.~~
- Mr. Harcourt.

that, concurrently with the
 appointment of an
 Asst. Commr., a post
 of one Superintendent
 is to be effected, with
 the result that the
 net increase in exp.
 involved by the new
 appt. in 1911-12 is £30.
 As regards the
 Quartermaster, the
 estimates for 1910-11
 allow for -
 * Pay of Quartermaster £325-20-1/2
 * Assistant ditto £250-10-1/4
 The office of Pay and
 Quartermaster has recently
 fallen vacant owing to the
 resignation of Mr. Gamble,
 and the time seems
 opportune for effecting
 reforms in this dept.
 of the police. It is proposed
 therefore to abolish the

the office of Assistant
Pay Quartermaster,
and to whom only one
office, ^{viz.} a Quartermaster,
as the ~~est~~ establishment provides
for 1910-11 with no larger
to be paid, when the
pay books of the
officer has been handed
back to the Treasury
The salary recommended
for the appl. is £200-
15-6 with a duty
allowance of £30, & it
is proposed to offer the
appl. to Mr. J. B. Elward,
Assistant Pay Quartermaster,
with initial salary of
£330 in the ^{above} scale.

The question of
making the European Constables
permanent & pensionable
has

been formed the subject
of separate correspondence,
with the Indian and
pending of this
anticipation of the
decision with regard to
consequence on the
proposal which has
been submitted to them,
the efforts of the European
Constables have been
primarily
marked, marked as
penalizable in
9. The further point
calls for notice in
the Estimates for the current
year their address a
sum of £10,000 under
Head 4 of Revenue,
Fees of Court or Office
Expenses for Specific Services
& "Reimbursements in Aid"
as "Railway Subsidy
to Police for staff employed
on watch & ward"
In the estimate now
submitted, this sum

Government is correctly
 shown as a deduction
 from the expenditure
 on Police, and, in
 order that the com-
 parison between the
 Police vote for 1910-11
 and 1911-12 may be more
 readily appreciated,
 the £1020 paid by the
 Railway is ~~shown under~~
 the 1910-11 account as well
 as the £1237 ~~estimated~~
 estimated for 1911-12.

10 with regard to the
 Prisons, the re-organisation
 which Mr. Harcourt has
 approved, subject to the
 sanction so far as it affects
 the P.C.'s finances,
 for its effect ^{the} ~~the~~ ^{the} ~~the~~
~~the~~ ~~the~~ ~~the~~ ~~the~~
 efficient prisons service
 for the present unsatisfactory
 as now in force

DRAFT.

MINUTE.

- Mr.
- Mr.
- Mr. Fiddes.
- Mr. Just.
- Mr. Cox.
- Mr. G. Lucas.
- Mr. F. Hepwood.
- Col. Seely.
- Mr. Green.
- Mr. Harcourt.

This Dept. of the P.C. is at
 present constituted under
 the provisions of the East
 Africa Prison Regulations,
 1902. Provincial Comms.
 are appointed Superintendents
 of the Prisons within their
 Provinces, and District
 Comms. are appointed Deputy
 Superintendents of the Prisons
 within their Districts - with
 the exception of Mombasa,
 where there is an officer in
 the capacity of the prison
 usually selected for
 the post of Deputy Superint.
 There is no general prison
 service for the P.C. each
 Provincial Comm. pre-
 paring the estimates for
 providing ^{the staff for} ~~the staff for~~ ~~the staff for~~
 staff, ~~generally~~
 considering his own
 particular prisons in

in accordance with the
local requirements of
the Province irrespective
of other Provinces. The
consequence is that

there is no uniformity
of organisation in the
prisons; the warden are
appointed locally for service
in one particular area only,
receive such appointments

as the Provincial Council
considers desirable; the
scales of pay for the
Native guards ~~are~~ ^{are}
in equalities ~~various~~ ^{various}.

There is no uniform
regular system of training
for the various grades of
wardens, and as for
the depopulation of
prisons, the systematic
distribution of prison
populations & its employment

of prison labour in the
best interests of the
po. These ~~are~~ ^{are}
desires ~~are~~ ^{are}
an effective ~~to date~~
prison service cannot
be realised, while the
present system of
decentralisation is
maintained.

It is proposed
to co-ordinate
the prison service by
centralising the general
control in a Prisons
Board which will consist
of the Crown Advocate,
the Inspector General of
Police (who will now be
styled as Inspector General
of Police & Prisons), and
the Provincial Council of
Ukamba, ^{the Province} in which
Nairobi

New is created
 by Officers Board will
 a possible quantity to deal
 with matters concerning
 appointments, promotions,
 transfers etc. and the
 main estimates will be
 prepared by this board.
 The estimate ~~has~~ ^{has been} drafted
 for 1911-12 so as to
 fit the new scheme
 of administration of the
Prisons, and it is
 satisfactory to observe that
 a reduction in expenditure
 of £2000 is anticipated.

12. A few points of detail
 call for explanation
 as the Inspector General of Police
 will become also Inspector
 General of Prisons, it is
 reasonable ^{to} ~~be~~ ^{decided} that he ~~should~~
 have extra remuneration

DRAFT.

MINUTE

- Mr.
- Mr.
- Mr. Fiddes.
- Mr. Just.
- Mr. Cox.
- Sir C. Lucas.
- Sir F. Hopwood.
- Col. Seely.
- ~~Lord Cromer~~
- Mr. Harcourt.

and it is hoped
 to arrange that
 he shall inspect
 the Prisons in that
 place also.

this work. A duty
 allowance of £20 has
 therefore been inserted
 under the Head of
 Prisons and
 Uganda ~~has~~ contribute
 one-third of the 1911
 emoluments for his
 services as J.G. of
 Police in that place &
 similar division of
 the duty allowance
 is provided for, viz.
 £20 to be paid from
 Sal. funds and £20
 from Uganda funds.
 13. Provision is made
 for the "Inspector of
 Prisons" ^{at a salary} ~~with~~
 of £500-15. £600
 with a duty allowance
 of £30 per annum
 It is proposed to offer
 the

the appointment of
J. A. Gray
deputy Superintendent
of the Mombasa Gaol,
to allow him to start
at £345 in this scale.
Mr. Gray already draws a
salary of £300 on
his present post.

46. A duty allowance of
£30 is included for the
Quartermaster of Police
who will also act as
Quartermaster of Prisons.

75. In the ^{from} estimate for
1910-11, these appointments
are ^{as} ~~as~~ ^{permissible} ~~permissible~~ ^{three}
appointments are stated
as permissible in ^{the} ~~the~~
estimate ^{as shown in the}
~~estimate herewith~~
the mem for this

The appt of the Deputy
Supt is now merged
in that of the Inspector
of Prisons, & the
clerk is still shown
as permissible

in addition to that of the
Deputy Superintendent
of the Mombasa Gaol,
Supt and the Clerk ~~and~~
~~are~~ ~~permissible~~
~~permissible~~
These three appointments
are, it is understood,
included in the scale
appts of the Gaolers
which are all marked
as permissible, so
it is proposed that
these men should all
be borne on the permanent
subordinate staff of
the P. & be subject to
all the rules & regulations
appertaining thereto.
76. It ~~is~~ ~~proposed~~
to state that, in view of
the somewhat lengthy
explanation which the
Public

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PUBLIC RECORD OFFICE, LONDON

of the various estimates
have remained, it was
thought desirable to deal
with them apart from the
general estimate of the
Est. for 1911-12.

Having regard to the large
reductions expected in the
costs for these services, Mr.
Farquhar trusts that Y. H.
will give their approval
to the expenditure for which
provision has been made
and, as it is not possible
to proceed with the re-organization
of these services until such
approval is received,
it is hoped that an
early reply will be
much appreciated.

(Signed) G. V. FIDDES

Vita brevis - is I have tried to summarise the Report.

Introduction
Pages 1 and 2

Capt. Edwards was present in Dec 1907, and inspected
the Police force accompanied by Mr. P. F. Brance.
The history of the Police force in E.A.P.
referring especially to the East Africa Police
Ordinance of 1906 (para 6), and giving a
useful summary of the proposals in the Report
made by Col Gordon Wilson (para 8), and Col Gresh
(para 9) and by the Special Committee (para 10).
The Committee held that the Police force must
be at the disposal of the Executive Magistrate
to be subject to those officers in matters concerning
preservation of the peace, provision of protection of
offices, and generally to assist these officers
in their duties over criminal administration (P. 10).
Capt. Edwards sums up reasons for failure to
secure efficiency (para. 12) -

- 1. Military element has swamped Police element
- 2. Inadequate staff
- 3. Subordinate - subordinates, albeit inadequately trained
- 4. No rewards for zeal
- 5. Police staff not really supported
- 6. Recruit chosen purely locally
- 7. Lack of sympathy between superior officers towards subordinates or the community in general
- 8. No cooperation with Chiefs & Headmen
- 9. No uniform training
- 10. Not central training depot
- 11. No Book of Regulations
- 12. No S.O. & Co. corps
- 13. No S.O. & Co. taken from worst class of men
- 14. No arrangement for leave or gratuity
- 15. Reports of work are controlled by administrative officers having neither the time nor technical training necessary to give efficient supervision

Chapter II

Pages 15-26.

Set out the system of organization and administration in vogue in East Africa, showing the various offices of all ranks, their salaries, duties, methods of appointment etc. The absence of a central training school and regulations to ~~control~~ ^{as to} the grant of credit pay and leave ~~is~~ ^{noticed} ~~is~~ ^{is} also the fact that the Police force is not represented in the Council. The central police office where there is no ~~Sup.~~ ^{is mentioned (para 11)}

Chapter III

Pages 27-57

Deals with the ~~establishment~~ ^{organization} of the Force. The lack of effective supervision in the absence of promotion, have done much to retard the Force's efficiency, the importance of the administrative office to supervise & control the Police being again strongly urged (page 29). The appt. of an Assistant Commissioner is, rather immediately to enable a ~~4~~ ⁴ ~~monthly~~ ^{monthly} inspection of the whole force instead of only one inspection a year. (Salary to be £450) Superintendents are more desirable than the Provincial Supt. advised by the Committee since the ~~only~~ ^{only} ~~arrangement~~ ^{arrangement} ~~point~~ ^{point} ~~system~~ ^{system} ~~is~~ ^{is} ~~advised~~ ^{is} ~~in~~ ⁱⁿ ~~addition~~ ^{addition} to staff ~~advised~~ ^{advised} in 1909-10 Estimate ~~purpose~~ ^{purpose} to make provision in next two years

	Ast. Superintendents	Ast. Inspectors
1910-11	2	2
1911-12	2	3

Emphasizes responsibility of a good chief of Inspector to that he can in time get promoted to the Commission rank.

Recommends reduction of Chief Inspectors to 2 and increase of European Police to 4, a report that the ~~the~~ ^{the} ~~vacancies~~ ^{vacancies} be filled ~~immediately~~ ^{immediately} will form (unsatisfactory) ~~Advised~~ ^{Advised} ~~Police~~ ^{Police} but possibly from ~~reduced~~ ^{reduced} S. African Police (p. 45. and see Appendix IV) Recommends reduction of Indian Police from

...therefore, established a...
...training depot at Nairobi (...
...Nairobi ... suggested by the Committee ...
...with a ...
...depot ...
...officers of police, ...
...as well ...
...months training at depot. ...
...of this depot ...
...Appendices II, III, IV and V ...
...subjects of Parliamentary ...
...historian of qualifications for ...
...cost of depot ...
...initial - £ 3225 ...
...recurrent - £ 1550 ...

...to propose to include ...
...Police in the system of training - ...
...to some barracks at Nairobi, ...
...and built at cost of £ 2000 ...
...converted into quarters ...
...at cost of £ 175

...interesting ...
...for the Police ...
...by ...
...has been introduced already.

...the force ...
...among the ...
...mainly to ...
...tax system of recruiting ...
...superior officers ...
...of rates ...
...with ...
...the leveling ...
...has particularly affected their case ...
...the ...
...of ...

included in new Police Ordinance (p. 20)
 and took of general regulations on the matter
 but was drawn up ^{ultimately} as
 magistrate unless in charge of Police ^{to}
 exercise disciplinary control over Police
 as weakening Police officers' authority, except
 of course for offences not adequately punishable
 by Police officers' power.

Deals exhaustively with the arms & ammunition
 of the Force

Cornel Gorman Wilson ^{left. Gorman} was at variance
 & after careful consideration, has proposed to
 re-arm force gradually with Maxim Enfield
 303 rifle, of the 2000 required, the 19 of
 K.A.R. has handed over 1516 rifles &
 1111 magazines (Magazines rifles obsolescent. That is, if
 K.A.R.) costing the Police rate only £200 & cost
 of 120 new short. Mag. Rifle handed over to Constab.
 suggest remainder be obtained either from
 surplus M.E.'s in Swaziland or Woodrich
 (p. 94).

As to ammunition purposes in estate of
 60000 rounds reserve and various rounds
 for annual insubstancy course (see receipt).

Cost will be approximately -

1910-1911	£1190	462
1911-1912	£1180	
at successive years -	£1250.	

Para. 125 p. 92 illustrates Const. Edward
 insubstancy - viz. disposal of lead scraps of old
 ammunition.

A detailed examination into the uniform
 & equipment of all ranks, proposing alterations
 in Comm. officers uniform on Uganda pattern
 which will lessen cost of outfit from
 £50 to £30 per officer. Inspectors & other
 lower ranks to purchase uniform locally.
 Inspectors still drawing £10 allowance but
 having the cost replaced by ring (para 130).
 The in difference of the uniform between officers

included in new Police Ordinance (p. 90)
 and took of general regulations on the matter
 but at once drawn up; and finally, no
 necessity unless in charge of Police unit,
 to increase a supplementary unit. As the
 an increasing Police of ...
 of course for ... not ...
 by Police ...

Chapter VIII

Pages 91-100

Deals exhaustively with the arms & ammunition
 of the force.

Colonel Gordon Wilson ...
 after careful consideration ...
 re-arm force gradually with Marlin K field
 30's rifle; the 2000 required, the ... of
 S.A.R. has handed over 1500 rifles +
 1111 bayonets (includes rifles bayonets, that is, of
 K.A.R.) costing the Police ... £200 + cost
 of 120 new short Mag Rifle, handed over to land cops.
 suggests remainder be obtained either from
 surplus M.E. ... or Woodhill
 (p. 94).

As to ammunition proposed an estab. of
 2000 rounds reserve and 12000 rounds
 for annual musketry course (60 per rifle)
 Cost will be approximately

1910-1911	£1190	1911
1911-1912	£1180	1912
or successive years	£250	

Para 125 p. 92 Illustrates Capt. Edmund
 ... by ... of ... of old
 ammunition

A detailed examination of the uniform
 equipment of all ranks ...
 in Comm's office uniform on ... pattern
 which will ... cost) of ... from
 £50 ... per officer. Inspectors & other
 ranks to purchase uniform locally,
 Inspector still drawing £10 allowance but
 having the star replaced by ...

Chapter IX
 Pages 101-110

included in the Police Ordinance by 307
 and 400 of general regulations with the
 the at one drawn by and finally, we
 must have effect of the Police Ordinance
 enacted in 1910, and the Police
 as well as the office of the
 more than 1000, but, especially, by
 by Police officers' houses

Chapter VIII

Pages 91-100

Days exhaustively with the Army Administration
 of the Force
 Comd. of the Force when I had been at Harare
 after careful consideration of proposals to
 purchase 3000 rifles, of the 2000 required, the 19 of
 K.A.R. has handed over 1500 rifles &
 1100 magazines (surplus rifles & magazines that is of
 K.A.R.) costing the Police only £200 + cost
 of 120 new short Mag. Rifles handed over to and Corp.
 Stock's remainder be obtained either from
 surplus M.E.'s in Nyasaland, or Woodrich
 (p. 94)

As to ammunition proposes in cost of
 60000 rounds reserve and 20000 rounds
 for annual musketry course (as per rifle)
 Cost will be approximately

1910-1911	£1490	163
1911-1912	£1180	
in successive years	£250	

Appendix p. 98 illustrates Capt. Edwards
 proposed uniform of the Force. A lead strip of gold
 embroidery

Chapter IX

Pages 101-110

A detailed examination into the uniform
 equipment of all ranks, proposing alterations
 in Comm's. officers uniform on United pattern
 which will lessen cost of outfit from
 £50 to £30 per officer. Inspectors & other
 lower ranks to purchase uniform locally.
 Inspectors all travellers £10 allowance but
 be not at the rate of £10 (now £30),
 by the cost of the uniform of the Force

Para 151 gives the financial effect of proposals re. pay allowances & clothing. Cost £3353 decrease.

Coles attention to fact that new staff should be on present terms. But increase of ~~the~~ police officers' travelling allowance, which does not belong to regular seniority still draw it. (para 155 & 156).

Police buildings are described as being urgently needed. A serious condition of affairs is shown (p. 136). Cost of building for housing officers & European staff is £2000. The distribution over 2 years, but in present year less £2000 has been cut down to £1000.

Cost of new depot at Nairobi (Chief Constable) estimated £3200 initial + £2000 recurrent expenditure.

An appalling state of affairs brought to light (Wk. 132 - 134) as to the New Police Headquarters Nairobi, which points to indefensible waste of public money, grotesqueness at the outset, the immediate necessity of settling water supply question & urgent necessity for funds to complete buildings.

Some unimportant buildings - Nairobi to be used for an officers' mess (while undergoing construction at Depot) for £175.

Necessity of uniform, rational plan of building police stations where central supervision & economy in guards, reliefs etc.

Advocates a Criminal Investigation Dept, although the Police Committee was against it. It is included in current year Est. to meet the expenses - mainly those of higher pay. Dept to arise Head of Department.

The highest point reached has been. Recently reported in P.M. - it is desirable to make it effective. Suggests that suitable bid for sheets £1000 - £1100 at least from India.

Page 137 - 132.

Admits that in view of local conditions, the
Police force must retain its efficiency
both as a Police & a military force.
Set out (para 104) the same view was undertaken
by the Police.

Police vote for... to be borne
by Prisoner vote... present Police
found great... the prison
calls attention to the Police as a protective
force... explains at length that in
justified the military should qualify the Police
to reduce numbers of police by 80-100,000.
Leaves the question of how far same body of
men can efficiently perform both military
& civil duties, but shrinks from answering it.

An interesting chapter in the important question
of the relation between the Police & the Administration.
There is at present friction between them,
due mainly to a fact that adm^r officers
have sought to construct vest of law & subse^r
of a "right of control" extended their
right of personal control in respect of Criminal admⁿ
unduly interfered with... vested
in Police officers... absence of broad reasoning
presence of personal feeling... the
board... have proceeded irregularly
at times.

Agrees cordially with the recommendations of
Police Committee... the sphere of the
Admⁿ Police control (see para 176 (A) and (B))
p. 102

The antipathy between the Police & the
Public is very marked. There have been
classes of the Police who will be overcome by
better recruiting system, better training &
better supervision. As to the officers, they
ought to come & take interest in the welfare
of all classes in the community by closer
union with the daily lives of the people.
The Police & the Adminⁿ ought gradually
to be introduced to police admⁿ should be
based on their cooperation.

A vigorous claim for recovery on state
of the state force, as well as to treat the
bills etc. of force required. The act would
of persons in the state, the 19th Amendment
next below the Principal Judge, etc.
Commissioner as a result of 1918. The
Assistant Commissioner (if appointed) and
the District Commissioner, Superintendent,
next below District Commissioner, Assistant
Superintendent, next below Assistant District Commissioner.

Sept 21
172-179

Miscellaneous suggestions

- (a) That the water Police at Manchester and
Kilburn should be included in the
regular Police force, as a separate unit
under the command of the Post Office. They
being charged to take vote matter of the
Port & Marine Vote.
- (b) Call attention to waste of police
through the numbering of posts to the
Admiral's Office, but does not venture
to make recommendation as to the
outside his province.
- (c) Good control method to be granted to
members of the force after satisfactory period
service of 10 years.
- (d) Exemption from any form of punishment
on return to civil life after 21 years exemplary
service in the force.

Clerical system, books etc. have been
simplified, a part on water, boats, and
Capt. Edwards has introduced into new
system. Water Police Regs 1901 a small
drill book.

The new Police order proposed by the
Legislative Council is now awaiting
approval (June 1916).

Blue 8 VIII
7-180-111

A very useful chapter summarizing the
financial position - showing details in the table
of 1920 is small of the reports, carried out