

EAST AFR PROT  
13690

REC O  
10070  
Apr 4 1912

A.G. 247  
ring  
Date  
1912  
April  
previous Paper  
10070  
8869

ASSISTANT CONSERVATOR OF FORESTS  
NEW APPT ON ESTIMATES 1912-3

Recommends offer of appt to Mr W.B. Hellard of Southern Nigeria. If he refuses, reference should be made to Sir William Schlich. States desired qualifications.

*The Secy*

*Asst. Secy*

I have had an interview with Sir William Schlich. He is in favour of the appointment of Mr. Hellard as Assistant Conservator of Forests for the year 1912-13 and has assured me that he will support the appointment.

In the first place to Nigeria Dept. I have what are the chances of getting

Mr. Hellard

10070

Nigeria Dept.

Mr. Hollander  
10/10/1911

Mr. Hollander file etc.  
As he is on 320£ has 4 pots convenient to  
340£ in August, and he found his salary  
a boon to his domestic manager;  
he will scarcely accept a 250£  
fixed appointment.

He applies for a Deputy Conservatorship.  
It's not worth while enquiring if he will take  
an Act Conservatorship (less of 30£ a year).

W.H.H.  
8.5.11

It is much too early  
to consider Mr. Hollander for a transfer,  
even if he would take a post on £250  
see Mr. Harrison's letters of 22 Aug 1911

9 Sept 1911

Q 1 H 8/7/11

See list of candidates as too well off  
to be considered for the post.

T.C.M. 4/5

Mr. Butler

When we should ask the present  
Secretary to find us a copy of the  
list of names under the suggestion  
in the last part of para 4 of Mr. Brown's report  
1910

1910 10.5

President have you

Please

W.H.H.  
11/11/11

17/3/11

You will remember that I wrote  
to you about these appointments a few days  
ago and we agreed that we should  
wait a short time to see whether  
any other candidates were forthcoming.  
I have received no more names  
at present.

The opinion is that  
Mr. Gregor the best man in India  
Mr. Grant probably the 2nd best will not  
take his diploma till Oct.  
(to these see Mr. W. Schlicht's letter  
etc.) I have sounded  
Mr. Grant but have not heard  
from him yet.

3) Mr. Holywell rec'd by Ditcham  
is a better in E.A.P.

4) Of the rest Mr. Stimman is  
the best qualified but we have  
against him the report from  
S. N. J. see his file or subsequence  
of values.

As the last one is a hurry for me  
I shall ask them by  
able to ascertain whether

...suitable and would  
...board at the organ  
through the D.C. with a view  
to the 2nd post.

Mr Parkin  
30th 2/97

...measures will  
...of the board, I also have  
...with regard to  
I might also be well if the  
Sept would settle a matter  
they wd be prepared to take  
his resignation as he has had  
ex. of tropical forestry & has  
a diploma. He is now in  
the F.M.S. I believe, but would  
a far app. if he can get  
... should we have to back as an  
Rd. as possible.  
3.7.12

Mr Butler

I agree act more persons  
I would be prepared to recommend  
the proposal to take his resignation  
(then does not appear anything  
definite against him) but when  
... for any one else.  
Duly ~~forwarded~~ I agree: excd

except with Mr. ...  
may be ... very definite against  
him. It has been distinctly decided  
by the S.V.B. on 5/12/10. Pathways that  
he is not to be employed 155

Mr B  
July 3  
I agree with Mr. Butler  
to J.R.  
3/12

Mr. 397  
Mr. 41

E.H.7

I agree with Mr. Butler.  
H. 4.7.12

Mr Parkinson

We have now a ... to fill the  
Asst Conservator. According to the  
estimate the ... of these  
cases a salary of ...  
we have only be authorized to

found at 200 F. We have 20  
I got your card. (I follow in  
proceeding. How we should be  
this to know definitely whether we  
can offer post at 300 F. 2  
at 200 F. Could you find out for  
us please.

RD 29. III. 12

Mr. Lead

of the 3 vacancies. Permission  
is made in the list for the  
senior man @ £200 instead  
of £250.

2 may occupy safely - you  
one vacancy (to the best yes  
candidate (presumably) at  
£200.

all

29/8

at me

H. J. R.

29/8

Edin.

Mr. Harcourt 2 vacancies

27/2/12

for the first of these vacancies

I submit Mr. J. W. Newton

22 single

University of Edinburgh 1908-12

B.Sc. Agriculture. B.Sc. Forestry  
President of Students' Representative  
Council.

which include high jump etc. at Univ.  
As part of his university course  
he has had 3 mos training in the  
Black Forest in Germany & some  
practical exp. in Scotland.

He is very strongly recommended  
by the Professors of Forestry at Edinburgh  
& made an excellent impression

? appoint

R.D.F.

2. IX. 12

appd.

3.9.12

Mr. Parkison

Herewith I think a very good man  
to your first post. Please have  
his original letter sent to him  
with the letter offering appl.  
I return vacancy of to you  
if another

For East

sent 11 20 am

C.D. JUL 9

157

(for coll)

From n

unbroken  
Thin disp of 11 April 40

Nairobi

267 Holywell Kenton

B. 8.7

Aug 25 1969

From Nairobi

Am 18 5.3

ravifacit  
(from heated) & high

Candidate 0<sup>97</sup>

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to you consider his

less to stem to

Putake and is he  
conformist

Smuch

holding to account part

considered as a

conformist

GOVERNMENT HOUSE,  
NAIROBI.  
BRITISH EAST AFRICA

PAST AFRICA PROTECTORATE.

April 11th 1912

No. 247

Sir,

I have the honour to refer to the appointment of an additional Assistant Conservator of Forests provided for in the draft Estimates for the current year, which have now, I understand from your telegram of the 25th ultimo, been generally approved.

Treas  
8868

2. I would suggest that the post be offered to Mr. W. B. Hellard, at present in the Forest Service of Southern Nigeria, who has, I believe, applied to you for a transfer. The salary, £250 per annum, is never less than that which he is drawing at present and he may refuse on that account in which case I would propose that Sir William Schlich, Professor of Forestry at Oxford, be asked to nominate a suitable candidate.

3. It is advisable that the officer appointed should hold a diploma in Forestry from some recognized University and that he should have had some practical experience of tropical silviculture.

I have the honour to be,  
Sir,  
Your humble, obedient servant,

*W. B. Hellard*

ACTING GOVERNOR.

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

C.D.  
A  
B

6 copies

17 June

Dear Sir

There is a vacancy for an Assistant Conservator of Forests in the East African Protectorate

Salary 250 £ per annum.

The best type of candidate would be a man who holds <sup>university</sup> a Diploma in Forestry ~~from a~~ and who has had some experience of tropical Agriculture: if you know of <sup>such a man</sup> ~~with the necessary qualifications~~ <sub>man</sub>

I should be much obliged if you would <sup>send</sup> ~~write~~ me ~~of~~ <sup>of</sup> any suitable candidates whom you may be acquainted with ~~at your earliest convenience~~

Failing a candidate who combines the qualifications

Schlich K.E.F.  
745.  
C.U. A.T.S.  
Kangon Univ applic  
Kish  
Khan  
Keriden



it would be a great help to me  
have stated ~~to have~~ ~~be~~ glad  
to see of anyone who <sup>had</sup> ~~of~~  
had some practical experience  
in England & held a diploma  
in Forestry  
might do, as you to look ~~to~~ ~~with~~  
in your way

L.W.F.

University of Cambridge

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APPOINTMENTS BOARD

SECRETARY:  
H. A. ROBERTS, M.A.  
ASSISTANT SECRETARY:  
R. S. GOODCHILD, M.A.

ALL COMMUNICATIONS TO  
BE ADDRESSED TO  
THE SECRETARY.

UNIVERSITY OFFICE  
OF ST. ANDREW'S STREET  
CAMBRIDGE  
TELEGRAMS: APPOINTMENTS, CAMBRIDGE.  
TELEPHONE: NO. 627.

R.D. FURSE, Esq.,  
Colonial Office,  
London, S.W.

June 18th, 1912.

Dear Mr. Furse,

Thank you for your kind letter of June 17th. I am making enquiries at once about an Assistant Conservator of Forests for East Africa, and will let you know the result of my enquiries at once.

Faithfully yours,

H.A. Roberts

29, Banbury Road, Oxford.

June 19th. 1912.

Dear Sir,

In reply to your letter of the 17th. inst. regarding an Assistant Conservator of Forests for the East African Protectorate, I beg to say that the only candidate who has taken the Diploma in Forestry, and also had some experience of tropical silviculture, would be Mr. V.G. Morgan, Deputy Conservator of Forests in the Central Provinces of India, at present stationed at Chhindwara. Mr. Morgan passed out first of his year at Coopers Hill College, and joined the Indian Forest Department in 1902. He cannot stand the Indian climate, and I am inclined to think that he might accept this post in East Africa.

Failing Mr. Morgan's acceptance, or your unwillingness to consider him, I should like to bring to the notice of the Right Honourable, the Secretary of State for the Colonies, the name of Mr. D.K.S. Grant. That gentleman has gone through a three years course at this University, including 7 months practical work in Continental forests. He has passed Part I of the examination for the Diploma in Forestry, comprising Geology, Botany and Zoology, and has also passed in Engineering, and Surveying, as well as in Geology of India and Forest Law. He has completed his practical course with great credit, and he is now only waiting to pass the final examination in Forestry which will not be held until the first week in October. From what I know of him I have no doubt that he will pass that examination with flying colours and I can most strongly recommend him for consideration.

His present address is, Standard Hotel, Harcourt Street, Dublin.

I am,

Yours very truly,



UNIVERSITY OF DURHAM.

462



ARMSTRONG COLLEGE.

NEWCASTLE-UPON-TYNE.

June 20th, 1912.

Dear Sir,

Our Secretary has handed to me your letter of the 17th instant.

I have just had a talk with Mr J. F. Seward, our Lecturer in Forestry.

One of our past students, J. W. Holzappel, who completed his three years course for the B. Sc. degree in Agriculture here in June 1908, is just the man for this work, as he made a special study of Forestry for a year after his course, and has also studied Forestry in North Germany. He also gave considerable attention to Forestry subjects during his degree course. His present address is -

J. W. Holzappel, B.Sc.  
Kenyon Farm.  
Halvasha.

British East Africa,  
where he is farming on his own account, and is also looking after land for his uncle. His father's address is -

J. Holzappel Esq.  
North Elwick Hall.  
Newcastle-on-Tyne.

UNIVERSITY OF DURHAM.

463

ARMSTRONG COLLEGE.

NEWCASTLE UPON TYNE.



Local Telephone, 2570.

( 2 )

If you could secure this man I am satisfied  
you would do very well indeed.

Yours very truly,

A handwritten signature in cursive script, appearing to read "Charles H. Colclough".

Professor of Agriculture.

R. D. Purse Esq.  
Downing Street.  
Colonial Office.  
LONDON. S. W.

UNIVERSITY OF DURHAM.

463

ARMSTRONG COLLEGE

NEWCASTLE-UPON-TYNE.

( 2 )

If you could secure this man I am satisfied  
you would do very well indeed.

Yours very truly,

*James H. ...*

Professor of Agriculture.

R. D. Furse Esq.  
Downing Street.  
Colonial Office.  
LONDON, S. W.



Downing Street,

March, 1911.

Sir,

I am desired by Mr. Harcourt to inform you that there is a vacancy for a forester in the East Africa Protectorate. The conditions are:-

- 1. Salary - ~~£120~~<sup>£150</sup> a year with furnished house free of rent (but not of rates & similar outgoings) and a plot of land for a garden.
- 2. Free 2nd class passage.
- 3. Free quarters & allowances in lieu

The engagement is for 4 years in the first instance, the first year of which will be regarded as probationary. I am to inquire whether you wish your name to be considered for this appointment and, if so, when you would be prepared to leave England if selected. You should also fill up and return the enclosed.

closed

465

enclosed form P/1. with your notes (originals  
& copies) ~~waiting~~ <sup>for</sup> your answer as soon  
as possible

Sir,

Your obedient Servant,



468

Downing Street,

July 1919.

Sir,

I am directed by Viscount Milner to inform you that with a view to ensuring a supply of suitably trained officers for the Forest Services of East and West Africa in 1920, he proposes to adopt the system of provisional selection, followed by a grant during the period of training, which is outlined below:-

- (1) Vacancies would be offered not to selected candidates who are undergoing their course and who would take their degree or diploma in forestry in the summer of 1920.
- (2) Candidates so provisionally selected would continue their studies at the University they are at and would take their final examinations in the summer of 1920.
- (3) After having been selected and having passed a medical examination to be conducted by the Medical Adviser to the Colonial Office, each candidate would receive £30 <sup>so</sup> He would receive a further £20 at the end of 1919 on production of a certificate from the Head of his Forestry School.

that his conduct and progress in his  
had been satisfactory. He would  
a final sum of £50 on successfully  
the examination for his degree or  
subject to his receiving a satisfactory  
as to character and conduct from the head  
forestry school, making a total grant of  
in all.

407

In addition to the above, he would receive an allow-  
of 5/- a day for not more than 3 months in all,  
absent from his university during his practical  
course, subject to his producing a certificate  
satisfactory conduct and progress from the person  
in charge of such course.

A provisionally selected candidate could give bond  
two sureties to refund any sums paid to him as above if-  
he fails to obtain his degree or diploma before the end  
of 20, or receives an adverse report as to character or  
conduct such as would prevent the Secretary of State from  
making of his final selection, or

having been finally selected he fails to take up his ap-  
pointment when instructed to do so, or of his arrival in  
the Colony or Protectorate, to  
he is appointed within three years of his arrival in

such

that his conduct and progress in his  
had been satisfactory. He would  
a final sum of £50 on successfully  
the examination for his degree or  
subject to his receiving a satisfactory  
as to character and conduct from the head  
of the school, making a total grant of  
£100.

In addition to the above, he would receive an allowance  
of £10 a day for not more than 3 months in all,  
whilst from his university during his practical  
course, subject to his producing a certificate  
of satisfactory conduct and progress from the persons  
in charge of such course.

A provisionally selected candidate would give bond  
with two sureties to refund any sums paid to him as above if  
he fails to obtain his degree or diploma before the end  
of 20 months, or receives an adverse report as to character or  
conduct such as would prevent the Secretary of State from  
confirming of his final selection, or  
if, having been finally selected he fails to take up his ap-  
pointment when instructed to do so, or if he arrives in  
the Colony or Protectorate, to which he is appointed within three years of his arrival in  
such

such Colony or Protectorate on first appointment. Unless in the case of (b) or (c) he is reported by the Medical Adviser to this Department at his 2nd examination (see paragraph 6) to be unfit for service in East or West Africa, (such unfitness not having been caused by his own negligence or misconduct), in which case no claim for refund will be made.

6. On obtaining his degree or diploma in forestry the candidate would be reexamined by the Medical Adviser to this Department and, if again passed fit, would have to proceed to take up his appointment in the Colony or Protectorate to which he had been assigned as soon as required.

7.(a) Officers who proceed to West Africa will be appointed Assistant Conservators of Forests. Their emoluments would be those in force for Assistant Conservators of Forests at the time. The present scale is salary of £300 rising by £15 annually to £400 together with a temporary war bonus of £120 a year for either a married or single man. Quarters free of rent but not of rates or similar outgoings or an allowance in lieu and free first class passages when proceeding to take up appointment and when proceeding on the usual leaves to England, are also provided. Selected candidates will be guaranteed

that

the total initial emoluments (exclusive of quarters), salary + War Bonus (if any) + duty pay (if any) will be less than £360 per annum.

In East Africa the emoluments at present are £300 per annum by £15 annually to £400 in the first grade together with a war bonus the present rate of which salaries of £300 to £399, is £110 per annum for married and £60 for a single man. The conditions regards quarters and passages are similar to those in force in West Africa, and the guarantee that the total emoluments will not be less than £300 per annum applies to East as well as West Africa.

Eight candidates will be selected for Nigeria six for allocation between the East Africa Protectorate Uganda, and possibly the territory now known as an East Africa, and it is possible that one or two additional selections may be made.

Lord Milner would be glad to know at your convenience whether the scheme as outlined above is suitable to the conditions in force at your school or college. If it is so, would you kindly let me know the names of the men who will take their degree or diploma in the summer of 1920 and whom you would recommend for selection under this scheme. It would be of great assistance

if you would place the names roughly in order of merit and would give me a confidential report as to the character, ability, personal suitability and physique of each of the men you recommend. The necessary form of application will be sent to the men you recommend, if you will kindly give their addresses.

16. Candidates should be over 22 years of age when the time comes for them to take up their duties.

I am,

Sir,

Your obedient servant,

Reference is made to this subject  
in address of  
General SECRETARY OF DEFENSE  
Colonial Office,  
London, S.W.1  
The following  
number quoted

Downing Street,  
July 1919.

Sir,

I am directed by Viscount Milner to inform you that with a view to ensuring a supply of suitably trained officers for the Forest Services of East and West Africa in 1920, he proposes to adopt the system of provisional selection, followed by a grant during the period of training, which is outlined below:

- (1) Vacancies would be offered now to selected candidates who are undergoing their course and who would take their degree or diploma in forestry in the summer of 1920.
- (2) Candidates so provisionally selected would continue their studies at the University they are at and would take their final examinations in the summer of 1920.
- (3) After having been so selected and having passed a medical examination to be conducted by the Medical Officer to the Colonial Office, each candidate would receive £30. He would receive a further £40 at the end of 1919 on production of a certificate from the Head of his Forestry School

School that his conduct and progress in his studies had been satisfactory. He would receive a final sum of £50 on successfully passing the examination for his degree or diploma subject to his receiving a satisfactory report as to character and conduct from the head of his forestry school, making a total grant of £120 in all.

(4) In addition to the above, he would receive an allowance of 5/- a day for not more than 3 months in all, while absent from his university during his practical forestry course, subject to his producing a certificate of satisfactory conduct and progress from the person in charge of such course.

(5) A provisionally selected candidate would give bond with two sureties to refund any sums paid to him as above if-

(a) he fails to obtain his degree or diploma before the end of 1920, or receives an adverse report as to character or

conduct such as would prevent the Secretary of State from approving of his final selection, or

(b) having been finally selected he fails to take up his appointment when instructed to do so, or,

(c) he leaves the service of the Colony or Protectorate, to which he is appointed within three years of his arrival in

such

such Colony or Protectorate on first appointment. Unless in the case of (b) or (c) he is reported by the Medical Adviser to this Department at his 2nd examination (see paragraph 6) to be unfit for service in East or West Africa, (such unfitness not having been caused by his own negligence or misconduct), in which case no claim for refund will be made.

6. On obtaining his degree or diploma in Forestry the candidate would be reexamined by the Medical Adviser to this Department and, if again passed fit, would have to proceed to take up his appointment in the Colony or Protectorate to which he had been assigned as soon as required.

7. (a) Officers who proceed to West Africa will be appointed Assistant Conservators of Forests. Their emoluments would be those in force for Assistant Conservators of Forests at the time. The present scale is a salary of £300 rising by £15 annually to £400 together with temporary war bonus of £120 a year for either a married or single man. Quarters free of rent but not of rates or similar outgoings or an allowance in lieu and free first class passages, when proceeding to take up appointment and when proceeding on the usual leaves to England, are also provided. Selected candidates will be guaranteed that



that the total initial emoluments (exclusive of quarters) i.e. salary + War Bonus (if any) + duty pay (if any), will not be less than £360 per annum.

(b) In East Africa the emoluments at present are £300 rising by £15 annually to £400 in the first grade together with a war bonus the present rate of which for salaries of £300 to £399, is £110 per annum for a married and £60 for a single man. The conditions as regards quarters and passages are similar to those in force in West Africa, and the guarantee that the initial emoluments will not be less than £360 per annum applies to East as well as West Africa.

Eight candidates will be selected for Nigeria and six for allocation between the East Africa Protectorate and Gambia, and possibly, the territory now known as German East Africa, and it is possible that one or two additional selections may be made.

9. Lord Milner would be glad to know at your early convenience whether the scheme as outlined above would be suitable to the conditions in force at your school of forestry. If it is so, would you kindly let me know the names of any men who will take their degree or diploma in the summer of 1920 and whom you would recommend for selection under this scheme. It would be of great assistance if

if you would place the names roughly in order of merit and would give me a confidential report as to the character, ability, personal suitability and physique of each of the men you recommend. The necessary form of application will be sent to the men you recommend, if you will kindly give their addresses.

10. Candidates should be over 22 years of age when the time comes for them to take up their duties.

I am,

Sir,

Your obedient servant,

GLASGOW UNIVERSITY APPOINTMENTS COMMITTEE

474

University of Glasgow

17 July 1912

Members—  
 SIR DONALD MACALISTER, K.C.B.  
 SIR JOHN BOWEN, Sc.D., F.R.S.  
 SIR JOHN BARR, D.Sc.  
 SIR JOHN BURNS, LL.D., D.Sc.  
 SIR JOHN JONES, LL.D., LL.D., F.R.S.  
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 SIR PHILIP BURNES, M.A.  
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 HONORARY PROFESSOR MERRISON, M.A.  
 SECRETARY—R. A. DUFF, M.A., D.Sc.

Assistant Conservator of Forests.

Dear Sir,

With reference to your letter of  
 yesterday, dealing with the above, I regret to say that  
 we do not know of any suitable person for the  
 appointment. As there is no Forestry Department in  
 the University, it would only be by a happy chance  
 that we would be able to suggest a suitable man for  
 a post. And after making enquiries in the most  
 of quarters, we are not in a position to do so.

I am, dear Sir,

Yours faithfully...

R. A. Duff

16 July

1912

Dear Sir

with reference to my letter

of June 17<sup>th</sup> asking whether  
you had any candidates whom  
you could recommend for  
the post of Asst Conservator of  
Forests in the E. A. P.

I am writing again to  
enquire whether you are likely  
to be able to make any  
recommendations in the  
near future.

I enclose  
a copy of my previous  
letter in case it may  
have failed to reach  
you.

Secretary

Glasgow Univ. App'ts. Com.  
15/7/12

also to make  
ref. of my letter  
of June 17<sup>th</sup> for  
some please  
R.D.

am sorry to have  
trouble you again but the  
Secretary of State will  
shortly have to select  
a candidate for this app't  
and he would be glad  
to have the opportunity  
considering anyone whom  
you would be prepared to  
put forward

I am Sir

Yours faithfully

R. S. F.

Edward T. Bentley

Please take steps to fill the vacancy

vacancy

Assistant Conservator of Forest in his last

vacancy Resignation of W. T. Bentley

Del. 2197

12500 pd. For Quarter or allowance  
in his

Further information not available

request for his post is contained

in P. W. 15620

H. S.

7016

has been...  
has remained at Mr. Roberts' private  
residence...  
Sent...  
16/7

Mr. Roberts has replied that he  
cannot produce anyone as of 7-12-12