

COPI.

INCLOSURE No. 3

Police Department, No. 18 1907

548

Police Department, 3691

Nairobi,

Rec<sup>d</sup>

29th August 1907

14 DEC 07

No 2

Thro' the Inspector General of Police,

Sir,

I have the honour to submit herewith my proposed scheme for the working of the Paymaster's Department of the Police. By this system the European Staff, wherever stationed, and all men at Head-quarters, would be paid thro' my Office in the same manner as is at present in vogue in the 1st K.A. Rifles.

As regards outstations I beg to suggest that all expenditure incurred on account of the Police be charged in Station Monthly Accounts with you to the heading "Police", and that all vouchers supporting such charges be sent direct to me by Officers in Charge of Stations. I think it would prevent queries if you would send me a monthly statement of totals charged against "Police" by each outstation so that I could check these totals with totals of vouchers sent to me direct by outstations before you rendered monthly accounts, with receipt and payment schedules, to me for allocation.

The only vouchers which would support your receipt and payment schedules would be Crown Agents, Bombay Agents, Treasury and Departmental vouchers, all outstation vouchers having previously been sent to me direct.

Should this scheme be approved I'll

REHOURABLE THE INSURANCE,

KOMBASA.

to be subject that officers to change regulations and  
 procedure of law, which may be adopted accordingly,  
 in which case I shall have the necessary copies of  
 reports and the law books.

Yours truly,

Wm. G. Smith,

acting Registrar in the Field.

The Hon. Treasurer,

In submitting Mr. Smith's report for copying  
 out the Department's report, I am very truly  
 yours,

Wm. G. Smith,

W.G.S.



~~REVENUE FOR FINES AND IMPROVEMENT FUND MAY~~ ~~CONTIN-~~  
-ation of all fines and forfeitures from pay will be  
published in the Inspector General's daily order book  
and this book will be the Inspector's only authority  
for passing such fines and forfeitures in paybooks. The  
daily order book will also be the Inspector's authority  
for checking transfers of men from one station to  
another.

Paybooks (a supply of which will be sent to each  
station and will supersede the paybook at present in  
use) will be rendered to the Inspector, in duplicate  
only, and Officers in Charge of Police detachments will  
see that all men are on order and cannot be paid at  
the end of <sup>the</sup> month, a note should be made on the pay-  
book to this effect, and the man's pay should appear  
in the next month's paybook. All Police vouchers should  
be dispatched to the Inspector from outstations not  
later than the 7th of each month.

In cases where men are transferred from one station  
to another a Last Pay certificate should invariably  
accompany them. Each Officer in Charge of Police detach-  
ment will be supplied with forms for this purpose.

The Inspector will be responsible that no station  
exceeds its authorized vote.

(Sgd.) G. N. Gault.

Acting Inspector to the Police.

No. 1000

1917

Received of \_\_\_\_\_  
the sum of \_\_\_\_\_  
for \_\_\_\_\_  
the \_\_\_\_\_  
following \_\_\_\_\_

(Signature)

(Date)



many instances from the above rates. I would propose that their substantive pay be shown at the above rates & the difference between their present rates & the above rates be shown as Goodconduct pay (the new pay sheet, which you approved, adapts itself to this). Within the next 3 years these odd rates of pay would disappear and if men drawing these rates wished to re-engage they could do so under the new rates.

The present scale of pay for P. O. S's & Constables is, I think, far from satisfactory as, for instance, a man is liable to transfer from one station to another and if recruited in a part of the country where the present pay of a constable is Rs.9/ & is afterwards transferred to another district where the pay is Rs.16, he finds himself in the position of drawing little more than half the pay of the other constables in the station for no other reason than that he happened to be recruited at say, Kitui. The enclosed letter received from the A.D.S.P. Mombasa will illustrate the present state of affairs.

Certain stations such as Mombasa, Rabai, Tsita and Taveta would have, at the beginning, a preponderance of 1st class constables owing to the fixed rates of pay for constables at these stations being Rs.16 but this would adjust itself in course of time as men are transferred from one station to another. It would also open an avenue of promotion for 2nd & 3rd grade constables.

Under the above proposed system if a man on Rs.9 was sent to a station where the other constables were drawing Rs.16 or Rs.15 he would go there as a 3rd grade constable.

constable. A system of chevrons, according to grade, would convey this to the native mind & thus avoid any risk of discontent as regards pay - I think the present system must strongly tend to misunderstanding among the men as regards pay.

Good conduct pay

The question of good conduct pay also requires to be reorganised. At present there is no qualification laid down under which a man is entitled to Good conduct pay of Rs. 1 per mensem & officers grant G.C. pay at their own discretion, in some cases before a man has completed six months service - My suggested remedy is that, as the period of enlistment in the Police is for 8 years, no man should be considered as entitled to G.C. Pay until he has completed one year without an entry in his defaulters' sheet, subsequent G.C. badges to be in the proportion of one to every further period of 2 years service without an entry in defaulters sheet.

I shall be glad to know whether I may draft regulations concerning scale of pay & good conduct pay, together with a regulation covering the question of Orderly Room Rates being credited to the General Police Fund, as discussed with you last week, for insertion in the Police Ordinance.

I have, &c., &c.,

Sd/ Oswald Gamble,

Ag. Paymaster to Police.



537

District Police,  
Mombasa, 9th September 1907.

1052

The Asst. District  
Superintendent of Police,  
N a i r o b i .

Sir,

Please inform me why you transferred Corporal No. 48 Mwande-Mganda. Was it by his request or otherwise? He is I see drawing Rs. 22 whereas my Corporals here ~~are~~ are all getting Rs. 20, and if he was sent here by his own request I propose to reduce his wages to local rate.

I have, &c., &c.,

Sd/ C. S. Long-Innes.  
Ag. Asst. Dist. Supt. of Police.

Police Department,  
Nairobi,  
September 14th 1907.

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I have fully discussed this scheme with  
Mr. Gamble and I hope you will approve of it.  
I consider it quite sound, and if adopted it  
will remove a lot of the discontent which must  
necessarily exist under the old system of pay.

Sd/ R. Donald.  
Inspector General of Police.

The Honorable  
The Treasurer.

Police Department	43691
Search	
Recd	
September	14 DEC 07

His Majesty the Emperor General of Police,

Sir,

I have the honor to lay before you the following particulars as regards clothing and equipment of Police which would admit of the scale of clothing suggested in my scheme for the Quartermaster's Department of the British East Africa Police being carried out, not only with no additional expense, but with a saving of some 2500 per cent, which I trust will admit of the scale being approved.

Estimated cost of clothing and equipment

2000 Turbans with tassels	1/75 ea	150-0-0
4000 Hosiery and Undershirts	7/24 pr	100-00-0
2000 Felted Puttees	1/12 ea	100-00-0
2000 Socks	4/75 ea	100-0-0
2000 Blouses	5/00 ea	100-00-0
2000 Breeches (W. straps)	5/00 ea	100-00-0

2000-0-0

200 Felted boots

Puttees

Twenty

Puttees

Greatcoats

Vegetable tanned

Leather

equipment

Heavy duty gear

Cost of which garments listed can be obtained  
from the South Atlantic

4200 Turtleneck with Toggles	110 ea	@	12-12-4
4200 Blouses and Neckties	4,700 ea	@	12-12-4
4200 Extra Toggles	1,700 ea	@	12-12-4
4200 Sweaters	500 ea	@	12-12-4
4200 Toggles	2,700 ea	@	12-12-4
4200 Sweaters (S-12000)	1,700 ea	@	12-12-4
			2,070-0-0

Cost of which the proposed article can be obtained  
from the South Atlantic

4200 Turtleneck with Toggles	4,120-0-0
4200 Blouses and Neckties	22-0-0
4200 Extra Toggles	22-0-0
4200 Sweaters	70-0-0
4200 Toggles	22-12-4
4200 Sweaters (S-12000)	110-00-0
	2,070-0-0

I have not shown the money which could be obtained on these articles as they are sold, with the exception of transportation, of a special pattern, in the case of transportation they can be obtained from the Government @ 50 per tonnetable less than is paid at present and I am confident that regulations on a similar scale of the clothing could be made on airplanes. The money for such large quantities in value can be affected is, that up to the present articles of clothing and equipment have either been obtained legally or from India - a most expensive proceeding.

I beg to suggest that a pattern of every article of uniform used by the Police be sent to the Chief Agent for the District

be asked to adopt some so-called systems for the British East Africa Police and that the present system of supply be stopped at once, there are, in addition to the above, numerous other articles which can be obtained from England at much cheaper rates than are at present paid to local manufacturers and to India.

The scale of clothing and equipment asked for in my scheme is, as has been pointed out, only that granted to the High African Police, whereas the work of the Police tends to be considerably greater than and less than that of the High.

At present it is not possible to say how far the practicability of the present scale of clothing and the scale asked for can be obtained at less than the present scale I venture to hope that it will be settled by His Excellency.

I have etc., etc., etc.,

(Sgd.) C. G. G. G.

Acting Superintendent of Police

I.O.P.'s office.

Katsohi.

September 17th 1907.

No. 3000.

Sir,

In forwarding herewith letter from the Acting  
Inspector No. 21 of 1906 instant re proposed issue  
of clothing for the Police, I have the honour to  
inform you that I am fully in accordance with the  
suggestion and trust that it will receive His  
Excellency's sanction accordingly.

I have etc.,

sd/-S. Siddick Capt.

For Inspector General of Police

Gen  
4269L  
EAT

DRAFT.

Vogues h-351  
Gen

Quod 24933

Genl.

20<sup>th</sup> December 1907

Sir,

I have the honor  
to inform you that my  
attention has been  
drawn to the question  
the clothing of the  
native ranks of the  
civil Police in the EA  
Vogues Post.

MINUTE.

- Mr. Lobb <sup>18/12</sup>
- Mr. Ross
- Mr. Juss
- Mr. Astrobua
- Mr. Cox
- Mr. Lucas
- Sir F. Hopwood
- Mr. Churchill
- The Earl of Elgin

M.L. 18/12 p

2876

2. It is desirable, in  
my opinion, that  
the uniform of the  
force should be as  
far as possible identical  
and that the various  
items should be  
procured through the  
EA for the whole

broken

2. some of the  
resistance - cost  
will result  
in the  
of the  
for the larger  
quantity of  
of the same pattern  
lotting which will  
be required.

3. I have accordingly  
requested the Genl of the  
2AD to instruct the  
B of Police - that  
to be carried out  
Capt Edwards DSO  
with the  
type of uniform  
for the purpose, and  
the joint recommendation  
one of these officers  
who is to be submitted  
to the Dept without  
delay.

the above of the  
the  
all parts  
of



Govt  
43697

SAP

565

20 December 1907

DRAFT

43697-684

MINUTE.

- Mr. L. D. ...
- Mr. ...
- Mr. ...
- Mr. ...
- Mr. ...
- Mr. ...
- Mr. ...
- Mr. ...
- Mr. ...
- Mr. ...

*11/18/12*

Sir,

I have the honour to  
 inform you that I have  
 had under my consideration  
 the proposals for the  
 reorganization of the  
 interests necessary of  
 the SAP Police which  
 is now being 2-483 of  
 the 18 of November last

2. With regard to the  
 strength of the Police  
 and the rates of pay  
 which it is proposed  
 to attach to  
 the various ranks,  
~~...~~

I would request you  
 to state the proposed  
 and rates proposed with

4. The IG of Police should accordingly be instructed to consult the IG of the Uganda Police as to the most suitable type of uniform, and their joint recommendations accompanied by full particulars of design & estimated cost, should be submitted to the Dept ~~at~~ without delay, after being approved by the Gov. of Uganda and yourself.

5. Subject to the foregoing above, I have to inform you that I approve in general of the proposals enclosed in your report also mentioned. I have