

ST/EA

289

E. AFRICA
W. AFRICA

DOMESTIC

C O
42450

N^o 42450

4 DEC 07

10/11

(Subject)

Over. Police Appointments
Qualification of candidates
Annexure A

1907

(Minutes)

Pm Sec 5

The proposal was considered & approved at the last meeting of the Committee of the W & A Dept. and should be circulated to the Dept. through you.

~~The Prop.~~
~~and Annexure A~~
~~and Annexure B~~

CEO Sec 5

At 5

W. Antierland.

This should, however, be laid before the Police Committee with copies of the Minutes referred to.

C. J. Sec

R. J. Sec

5/XII

In view of the above recommendations, which are intended to, but subject to the principle recently approved by the

Alfred in dispatches to East Africa,
Algeria, and N. Nigeria, with
a list to the functions of the
Police as distinguished from the
military forces in these two
Colonies.

If these recommendations
are approved, the Patronage Com.
will be ^{informed} that the
members of the ~~Police~~ ^{Police}
~~Commission~~ ^{Commission}

Mr. [unclear]
The
[unclear]
[unclear]

~~Mr. [unclear]~~
The Hon. [unclear]
Office furnished to all members of the
Patronage Committee (A.H.)
19 [unclear]

Mr. [unclear]
I am glad you have made
the alteration in June 15 dated
in the first part of the [unclear]
[unclear]

Mr. [unclear]

You should see note by Sir F. [unclear] of Jan 10 attached.
150 copies of page 115 are being printed as amended by you
& others & then it can be revised again in March.

M.H.
13/04

Mr. [unclear] notes the opinion of the
[unclear] to which Sir F. [unclear] refers
is unaltered as long as the
principle which they express is acted
on when the claims of candidates
are considered.

The [unclear]
[unclear]
[unclear]

Mr. [unclear]
[unclear]

The practical inconvenience of the proposal is
that the Police List will contain no indication
of any kind as to the qualifications which are
required of candidates for police posts.

M.H.
[unclear]
[unclear]
[unclear]

C O
42450Recd
Dec 4 DEC 07

Note for the Africa Tropical Service Committee.

QUALIFICATIONS OF POLICE CANDIDATES.

At the first meeting it was decided that the work of the Committee was limited by the terms of reference to the consideration of the qualifications, method of selection and training of candidates for Administrative, Treasury and Secretarial Appointments.

The case of Police candidates was therefore excluded:

2. I understand from the Private Secretary that the present practice is "to select men who have good civil police experience, and failing these, militia officers holding a Mythe certificate."

3. Under the new system of training with the Royal Irish Constabulary at Dublin, however, selected candidates can be taught everything that is required, from military discipline, drill, and marksmanship, to the elements of criminal law, civil police duties, finance, and the internal economy of a large police force.

4. In these circumstances it is no longer necessary to insist on the qualifications mentioned in paragraph 2 as a sine qua non, and I think the Committee should therefore consider what general qualifications it is desirable that Police candidates should possess.

5. All the East and West African Police forces are emerging from the primary stage of a semi-military body charged with military as well as civil functions, and are assuming final shape as civil police with just as much

much drill and training in the use of arms as is necessary in order to enable them to defend themselves if attacked, and, in a serious emergency, to co-operate with the regular troops.

6. Most of the present officers are Militiamen, and their militia training and ultra-military ideas have certainly been a hindrance to the development of these forces on the proper lines.

It is therefore desirable in my opinion to emphasize the civil nature of the Police and their duties by the infusion of a certain amount of new blood in the shape of well-educated civilians whose ideas have not taken on a too-militant hue.

The Indian, West Indian, and Eastern, colonial police candidates are men (or rather boys) of this class.

7. It must be remembered that District administration is rendered very much easier when a Commissioner or Resident can rely upon his Superintendent of Police, whose duties are necessarily bound up with those of the executive staff. In Northern Nigeria Police officers now form part of the Provincial establishment, they may be employed on administrative work at the Resident's discretion, so far as is compatible with the performance of their police duties, and after completing their probationary period satisfactorily, are regarded as eligible for transfer to the administrative branch if the High Commissioner recommends it.

8. It is not always realized that the pay of junior Police Officers in most of the East and West African colonies and Protectorates is equal to that of administrative officers of corresponding rank.

Junior

232

JUNIOR GRADES

	<u>POLICE</u>	<u>ADMINISTRATIVE</u>
GOLD COAST	300-350	400 + 80 duty
NORTHERN NIGERIA	300-400	300-400
NORTHERN NIGERIA	300-400	300-400
EAST AFRICA PROTECTORATE	250-400	250 fixed +
UGANDA	200-300	250 fixed +

NOTE - These salaries are under revision and will be placed upon an incremental basis ranging from £250 in each case.

9. I think that if we make it known that military or civil police experience is not a sine qua non for candidates, we ought to be able to tap a larger source of supply and get a better class of men into the targeted University men with academic qualifications and good academic degrees, who should not be quite up to the best standard of administrative candidates, would be suitable. Initiative and ability to command however, are essential.

10. I should therefore edit the 2nd and 3rd sentences of paragraph 4 on page 4 of the Police Point (Memo. 115) and insert in that section a notification that as far as East and West African Police appointments are concerned, preference will be given to University candidates and to those with experience in the higher ranks of civil police forces.

(Incl.) R.P.L.

25th November.

I have spoken to the Antiques
 about the amount of the work
 being prepared to select the
 material to meet the work being
 prepared to university authorities.
 As you will see the copying
 of the full text shall
 be in the work being prepared to select

J. P.
 10. 1