

for the papers, and ask them to be returned
in a favourable manner.
CRO

I think we had better ask Gar
whether Mr. Mitchell would do
for Deputy Chief Customs
refusing his letter of 27 May
1908. If we can
propose Treasury to make that
post possible at \$300 by bids
to a select of \$400 by \$20 to
\$500 and offer it to Mr. Mitchell
and I think it will be reasonable
to tell the Customs that Mr.
M. offers any amounting to
return to the Home Office and
that the P.F. is considering whether
he can find suitable off for
him.

M. J. R.
S.P. - for review
at home
K. J. R.
23/6

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Indt. Clk.
Charing Cross Road, E.C.

REC'D 15 JUN 08

13 6 08

Sir,

I have the honor to acknowledge your letter No 15088/908, received a few days ago, informing me that it has not been found possible to create a pensionable post in British East Africa, to which I would be appointed.

I shall not attempt to suppress the feelings of surprise and disappointment with which I received this information - just as I had completed all my preparations to start on the following day for Montesa.

I most respectfully beg to submit, however, that there is a mistake somewhere. The Customs Circular (Ind 2), which first brought to my notice the contents of my present post, Assistant of Customs in British East Africa, distinctly implies that that post is both pensionable and as permanent as any post in the Customs Dept, and that the office selected to fill it would receive permanent appointment, if he desired it, on the termination of a satisfactory probation. True, the Circular contains no explicit statement on the subject, but its intention is quite clear from the fact that the post of Assistant is enumerated amongst the pensionable posts forming the Customs establishment of the Protectorate, and that the probationary period is referred to in para 4 as winding towards its close. Again, from para 1 line 8 to 11 it is quite clear that it was intended to transfer the selected officer ultimately to the service of the Protectorate. But apart from all this, would not a notice in such circumstances of the appointment being merely temporary, or of permanent appointment to the Protectorate Service were not to follow on satisfactory conduct and service during probation? I assume, of course, that the Circular contains nothing more nor less than the thing you mentioned

On these grounds I respectfully submit that I have some justification in believing that my present post is as permanent as that of my colleagues, and that my services should not be dispensed at least before them - except on considerations of seniority, and service. As for my conduct, either private or official, I am certain that it has not been questioned, and as for my services, which more need I say than that Mr Marsden my late chief was never friendly towards me, recommended me for appointment as his deputy? He did this unasked, and, to show that he did do it without good reason, I enclose a memorandum showing some of the work that I did for his department. You can be satisfied at any time by reference to the Lecturer records, Mr Marsden, & to Mr Marsden.

In addition to the foregoing I respectfully beg to advise you that I have a permanent appointment. About June 1907 I wrote to my chief, at his request, setting forth certain terms on which I was willing to remain permanently in the Protectorate service. I was on reaching England last January that my letter had not been submitted to you so I sent you a copy. I called at the Colonial Office about March 5th and told Mr Bottomley that I was waiting for a reply, as the nature of the reply would necessarily determine how I should spend my holidays and regulate my expenditure. He told me that the Protectorate Authorities desired to return my letter, and that my terms were under consideration. About 20th I received a letter from Mr Macnaghten asking if I would accept pensionable appointments on £200 to £300 a year by five years' increments. I replied that I was willing to take up my present post permanently on the terms named. I heard nothing further on the subject till a few days ago when I received your letter of May 20th. The delay, however, caused me no anxiety. I thought it might be due to the consideration of Mr Marsden's recommendation concerning me. From the foregoing I was certain that my appointment to the Protectorate service, on the terms of Mr Macnaghten's letter, was an accomplished fact.

It may not be out of place here to state as far as I am

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1908

consequence to which all this led. In April 1908 I married a lady whom I led to believe, in all good faith, that I was proceeding to an appointment in East Africa on a commission, a salary of £200 a year. I had purchased full tropical outfit for both myself and my wife, purchased my wife's passage, and forwarded part of our luggage to Mombasa before I received your letter of May 20th. Needless to say I could ill afford to waste the money thus expended, and various other sums that I would never have expended had I been told last January that my services in East Africa were to be dispensed with. Again I have told all my friends in good faith, that I would return to my post in British East Africa, and being an enthusiast about that country I have been doing my best to advertise it amongst them. If my services are dispensed with now, all these people are sure to believe that it is through some fault of my own. This would be the most serious consequence of all.

Now Sir, I trust I have made it quite plain first that my present post in British East Africa was given to me as permanent and pensionable - my permanent appointment to it to be contingent on my satisfactory conduct and service during probation; second, that up to a few days ago the Colonial Office led me to believe, that with consequences as stated, that my permanent appointment was assumed if not already sanctioned.

On these grounds I would ask you respectfully to reconsider your decision, and, if possible, to let me have an answer before the termination of my leave, on July 6th. In the meantime I shall be in a state of suspense. The above address will always find me and you may command my attendance at the Colonial Office at any time if it can help or hasten your decision.

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

Under Secretary of State
Colonial Office
London

Col of Lecturer, P.S. 2.

Sir,

The Board having received a communication from the Foreign Office requesting them to recommend two suitable persons for appointment as Assistants of Customs in the East Africa Protectorate;

(a) I am to direct you to report to the Board, as early as possible, the names of any Examining Officers or Assistants between the ages of 25 and 30 within your Port or District, who, in your opinion, are qualified for, and desirous of, appointment to this position, with applications from the Officers themselves for consideration of their claims.

(b) It is important that you should be satisfied that the general health of all Officers, whose names are submitted as Candidates, is strong enough to fit them for life in a tropical country, - as to which they will have to satisfy the medical adviser of the Foreign Office. The Candidates must be of unexceptionable character and strictly sober habits.

(c) The Customs Department of the Protectorate is organised as follows :-

- 1 Chief of Customs, Salary £700 per annum.
- 1 Assistant Chief of Customs, Salary £300 rising by £10 per annum to £400 per annum.
- 2 Assistants, Salary £250 rising by £10 per annum to £300 per annum.

and a copy of the Regulations for the employment of Officers in the British Protectorates in Uganda and the East Coast of Africa is sent herewith, together with the Regulations relating to Pensions, Gratuities, &c. It being observed that, should a selected Officer return to the Home Customs at the expiration of 12 months, his service for that period will be borne on the funds of the Protectorate for superannuation?

(d) The Officers selected for service in the East Africa Protectorate will not be required to resign their positions in the Home Service definitely on selection, but will receive leave of absence for the necessary period, and be appointed on probation for 12 months' residential service in the Protectorate. During this period, the selected Officers would be seconded in the Home Customs Department and no increment would accrue, but they would retain their right of seniority and, at the termination of the period, they would be called upon to decide whether they elect to resign the Home Customs definitely on transfer to the Service of the Protectorate, or to revert to their former employment, - in which case the passage home would be defrayed and leave of absence granted for two months commencing from the date of departure from Mombasa, at the expiration of which they would be re-employed in the Home Customs.

(e) In the event of the Board deeming any Candidate fit for the Service in question, they will communicate with the Secretary of State for Foreign Affairs accordingly, and any Officer selected for appointment will be expected to hold himself in readiness to leave this Country as soon as possible.

I am, Sir,

Your obedient Servant,

Collector,



Enclosure I

REC'D
15 JUN 08

Some of the work done by me during my service in the Customs Dept of British East Africa.

(1) About Nov. 1905 - Submitted to Chief a scheme dividing the work of the dept amongst the European Staff as to be for responsibility and prevent overlapping. Adopted.

(2) About Dec. 1905 - Submitted to Chief a scheme for the complete reorganisation of the Customs work at Mombasa. This was partly adopted about Nov. 1906 when I was allowed to reorganise the outdoor dept. The principal features of this reorganisation were - fixing of individual responsibility for work, ^(reduction of) facilities for checking accounts; reduction of labour; improvements in methods of receiving, labelling, and accounting for cargo; improvements in method of collecting, and accounting for petty cash.

(3) About June 1906 - With Chief's sanction, introduced and held competitive examinations for future entrants to the service of the Dept.

(4) About July 1906 - Submitted to Chief proposals for reducing the cost of supplying water to S.S. Juba. Not adopted.

(5) About August 1907 - Submitted to Chief a scheme for the most equitable distribution of overtime pay amongst the Staff. Adopted.

(6) About Sept. 1907 - Submitted to Chief a scheme for the classification of the Customs Staff. Adopted.

(7) About Sept. 1907 - Submitted to Chief a scheme under which an inspecting officer could exercise effective control of over the Customs work at the outstations by periodical visits. Approved but not put into force at the time I left.

(8) About Oct. 1907 - Submitted to Chief a scheme for the reorganisation of the clerical dept (Customs) Mombasa under which the staff would be reduced by one third and its efficiency increased. I afterwards sent a copy of this to Mr Gibson, Asst. Auditor & Comptroller General, when I found that I coincided in many respects with his own suggestions on the same subject.

(9) About Dec 1907 - With the approval of the Chief, the
and the Treasury, improved the manner of sending in the
Customs cash accounts.

(10) About Dec 1907 - At request of Chief negotiated with
the Railway Traffic manager about the future relations between
the Railway and Custom Dept. at Belvidere with respect
to the landing, shipping, and warehousing of goods. The
my view on the subject endorsed by Chief.

Mitchell

Custom Act. P. 2

18-6-08

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and ch...
15 June 1808

24 June 08

DRAFT Telegram

Deeds Navies

24 June
Fombell

Your telegram
repeating

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Mitchell unwilling to

MINUTE.

- Mr. Dandy 23
- Mr. Lee 24
- Mr. J... ..
- Mr. Andrews
- Mr. Cox
- Sir C. Lucas
- Sir P. Hopwood
- Col. Sady
- The Earl of Orms

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return to
pointblank

Home Customs

would be
sprouts

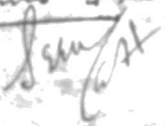
be suitable for
reunited

Deputy

Chief of Customs
Customs

at reduced a salary of
proportion

<u>£300</u>	<u>£10</u>	<u>£400</u>
hollowed lightness	thin being	timoful

H. Harris




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26 June 08

DRAFT

O. Mitchell Esq

Sir,

I am glad to ask
the rest of your letter of
the 13th of June, and
to inform you that the
questions raised are
all being carefully considered,
but that some little time
must elapse before it is
possible to give you a
definite reply.

Recd
28 June
Copy for Mr. May

The Board of Customs
have been asked to
hold a sabbatical for
the meantime the
arrangements for your
return to the Imperial
Service

MINUTE.

- Mr. Deakin 18 June
- Mr. Reed 22 June
- Mr. Jun.
- Mr. Anstruther
- Mr. Cox.
- Sir C. Lucas.
- Sir R. Hopwood.
- Col. Sastry.
- The Earl of Orkney.

Edm.

M
21429 CAP

26 June 08

DRAFT

The Secretary
Customs House

Sir,

I wish to state for
the info of the Board of
Customs, with reference to your
letter No. 8830/1908 of the
4th of June, that Mr. O.
Mitchell has represented to
this Office that he is
very desirous of remaining in
the Colonial Service instead
of returning to the Imperial
Customs.

MINUTE.

- Mr. Barclay 23 June
- Mr. Reed 24
- Mr. Junt.
- Mr. Antcliffe
- Mr. Cox
- Sir C. Lucas
- Sir F. Hopwood.
- Col. South.
- The Earl of Cromer

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In these cases Lord Cromer
is considering whether a
suitable offer can be found
for Mr. Mitchell, and he
would be obliged if the
Board would be so good
as to ^{independently to the Secretary} let the arrangements
for Mr. Mitchell's return to
the Imperial Service.

Let (Signed) R. L. ANTROBUS.

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