

CONFIDENTIAL

47089

REC-24 SEP 17

Bill to
Bouring 445

1917

August

POLICE FORCE
PAY TO OF N.C.O.'s AND CONSTABLES

Last previous Paper

H.U.
2421

Comments on case of Mr Hudson, Commr of police is of opinion staff should be able to support themselves in suitable manner on salaries they receive out no margin for insurance or passages for wives. I will presently be necessary to revise Constable's pay on withdrawal of war bonus.

44754
14944

~~Mr. Bolton~~ Mr. Butler

Quo 871 20 Nov 17

The O.A.G.'s list of current Nairobi prices does not show a general increase at all comparable to the conditions in England. So we can hardly accept the parallel suggested by Mr Hudson and the European constables in S.A. (No 12 on file 2721KA) between themselves and English police. We can however compare these conditions with those in Uganda, where we have asked the Treasury to sanction the grant of an allowance or bonus so that no European shall have less than £300 p.a.

Mr. Butler expected a similar

Next subsequent Paper

500
1500

demand from the O.A.P. (Govt/35399/Uganda)
but the O.A.P. is of opinion that the
N.C.O.s ought with care to be able to
support themselves in a suitable manner
on the salary they receive

I suggest that we should wait for
the reply from the Treasury on the question
of the Uganda bonus, and if they concur
with our ^{suggestion} opinion, we might suggest to
the O.A.P. that Assistant Inspectors at
any rate should receive a bonus. (Their
Salary is now £150-£160-£200) The state
of affairs revealed by Mr Hudson's
Case (though a revision on these lines
would not affect him personally) is
sufficiently lamentable to indicate that
para 2 of this despatch is somewhat
over-optimistic

He gets £200

M.S. 26/9/17

X With the reservation that the award does
cannot provide for the future, it may be
well worth to explain when they come on
leave. The last is the important point, but
may be necessary to be clear.

For I would submit that in cases of
the O.A.P. of the arrangement is that any future
representations made by Asst. Inspectors should
be considered in the light of it. This will
prevent patterns being held out without
reference to the S.O.S.

2/10/17

6 Oct. 27. 17

Trans draft
(inc. Trans/35206/17)

W.S. 14.11.17

2/10/17

AFRICA PROTECTORATE
No. 445

GOVERNMENT HOUSE,
NAIROBI,
BRITISH EAST AFRICA.

August 1st, 1917.

47083

[RECORDED]

Sir,

*File
2-121*

I have the honour to acknowledge the receipt of your despatch No. 50 of the 16th of January respecting an application submitted to you by Mr. A. E. P. Inspector of Police, for rations or an allowance in lieu thereof. I have caused M. Hudson to be informed in the sense of paragraph 2 of your despatch.

2. With reference to the general question of the conditions at present existing in the Police Force of this Protectorate, the Commissioner of Police is of opinion that the Non-Commissioned-Officers, i.e. the Inspectors and Assistant Inspectors, who are on the same scale of pay as the members of the European Clerical Staff, ought with care to be able to support themselves in a suitable manner on the salary they receive. It is true that they

THE RIGHT HONOURABLE
WALTER LONG, P.C., M.P.,
SECRETARY OF STATE FOR THE COLONIES,
DOWNING STREET,
LONDON, S.W.

they are probably unable to put aside even a moderate sum to provide for insurance and the cost of passages for their wives, and from this point of view the emoluments they receive cannot be regarded as magnificent, but it should be possible for them to meet their current expenses without getting into debt.

3. In the case of European Constables a War Bonus has already received sanction in your despatch No. 701 of the 30th September 1945. It will probably be necessary to revise the pay of these officers when the bonus is withdrawn as it is unlikely that the cost of living in Nairobi will ever be reduced to that which prevailed when the rates of pay were decided.

4. The Commissioner of Police is of opinion that extravagance is responsible for Mr. Hudson's present difficulties. This officer estimates the increased cost of living at Rs. 45 to Rs. 50 per month and refers to the prices given in an appendix to the "Conditions of Service" which are given to candidates in England. I enclose a copy of the document referred to with the current Nairobi prices, where any change has occurred, marked in red ink. I should however observe that in the case of certain essential commodities, such as sugar and flour, the maximum prices

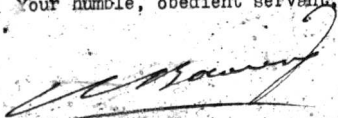
have

have been fixed under Martial Law, and that
in the absence of such restrictions they
would be considerably higher.

I have the honour to be,

Sir,

Your humble, obedient servant,



ACTING GOVERNOR.

**CONDITIONS OF SERVICE
FOR
EUROPEAN CONSTABLES
IN THE
EAST AFRICA POLICE.**

A.—Recruits must fulfil the following conditions—

Conditions of
Engagement.

(1) They must not be under 23 or over 30 years of age, not under 5 ft. 6 ins. in height or under 34 ins. in chest measurement.

(2) They must be unmarried.

B.—The term of engagement will be for thirty months, dating from the day of enlistment in East Africa or from the date of disembarkation on the African coast in the case of Oversea Recruits.

Term of engagement

C.—If of good character on completion of his engagement, or within six months of completing the same, a Constable may, if he desires it and the Government desires to retain his services, be re-engaged for further service by periods of three years until he attains the age of fifty years. Continuous service shall be deemed to be permanent service for the purpose of the Pension Rules laid down from time to time for European officials in the service of the Protectorate.

Re-engagement.

D.—(1) Pay 5s. per diem, plus 1s. 6d. per diem for uniform allowance, i.e. Pay and Retention consolidated pay at 6s. 6d. per diem.

(2) On promotion to Second Class Constable, pay 5s. 6d. per diem, plus 1s. 6d. per diem uniform allowance, i.e. consolidated pay at 7s. 0d. per diem.

(3) On promotion to First Class Constable, pay 6s. 6d. per diem, plus 1s. 6d. per diem uniform allowance, i.e. consolidated pay at 8s. 0d. per diem.

(4) Half pay at the consolidated rate will be paid from the date of embarkation on first engagement. Full pay will begin from the date of disembarkation on the African coast.

NOTES.—(a) Vacancies in the ranks of Assistant Inspector and Inspector are usually filled by the promotion of Constables, though direct appointments to these ranks are made from time to time.

(b) Quarters free of rent (but not of rates or other similar outgoings) will be provided if available; when quarters are not available the Constable will be provided with a tent or other temporary shelter.

(c) A horse or mule (if required for duty), forage, arms, and service equipment will be supplied free.

F. (a) The Recruit will on first enlistment be provided with the following outfit, which will be issued to him in the Protectorate:

- 2 Tunics
- 2 Pairs Breeches
- 1 Helmet
- 2 Pairs Puttees
- 2 Blankets.

after which he is required to keep himself supplied with these articles at his own expense.

(b) In the event of the Recruit being discharged within six months of his enlistment he will be required to return the articles issued to him by the Government.

(c) Each Constable is required to supply himself and keep himself supplied with two pairs of brown laced shooting boots (approximate cost locally Rs. 10) and if it is perhaps desirable to purchase these in England.

- Notes — (a) Two uniforms should last a year.
- (b) Helmet, with care, should last six months.

F. (a) "Passage" in these conditions of service means a second-class passage, and includes conveyance by railway, steamer, or other transport between the African Coast and the station of the person engaged in the Protectorate, and conveyance by railway, second class, on the Continent of Europe where necessary.

(b) The Government shall provide the Recruit with a free passage to the Protectorate, but shall provide him with a passage home only as hereinafter provided.

(c) The Government shall provide the Recruit with railway fare (third class) to the port of embarkation on first engagement.

F. (a) After a tour of 30 months' continuous residential service a Constable (a) may at the discretion of the Government be granted leave of absence on full pay (known as vacation leave) for the time necessarily spent on the voyage home, and for two and a half days in respect of each completed month of continuous residential service, and shall be provided with a free passage home provided that he claims and avails himself of it within two months and (b) if he is returning to the Protectorate for further service, may, at the discretion of the Government, be granted further leave of absence on full pay (known as return leave) for two and a half days in respect of each completed month of continuous residential service, and for the time necessarily spent on the voyage out, and shall be provided with a free passage out. If he should fail to return to the Protectorate at the expiration of his return leave he will repay on demand the amount which may have been paid to him in respect of such return leave. If he is granted home before completing the tour of service he will be subject to the same rules in respect of duration of leave as officers on the permanent establishment.

(b) In this paragraph full pay means full pay at the consolidated rate mentioned in paragraph "D" of these conditions of service.

(iii) The period of any voyage shall be reckoned as commencing on the day of embarkation of the person engaged and ending on the day previous to the day of disembarkation of the person engaged, both days inclusive.

In the case of any outward voyage from England the day of embarkation shall be taken to be the day previous to the date of departure from Marseilles of the steamer by which the person engaged travels, and in the case of any voyage to England the day of disembarkation shall be taken to be the day after the date of arrival at Marseilles of the steamer by which the person engaged travels.

* Whereby two and a half days as mentioned in this paragraph three days may, at the discretion of the Government, be reckoned in respect of service at any station where released by the Government, as an unattached station.

H. — A Constable may be discharged at any time —

- (a) When pronounced mentally or physically unfit for further service by a medical officer.
- (b) When sentenced to be dismissed from the Force for misconduct.
- (c) If the Commissioner shall consider that he is unlikely to become an efficient Police officer.
- (d) On reduction of establishment.
- (e) On purchase of discharge if approved by the Commissioner at the following rates —

- £20 during the first year of service.
- £15 during the second year of service.
- £10 during the third or any subsequent year of service,

and on refunding the whole or such portion of the cost, if any, incurred by the Government in bringing the Constable to the Protectorate as the Commissioner shall determine.

L. — A Constable is not at liberty to resign his office without the leave of the Commissioner.

J. — In accordance with the Regulations prescribed for their observance in the Police Ordinance.

K. — Language and Promotional examinations as from time to time prescribed.

L. — Constables may be required to undergo a course of training at the Depot either on joining or at any time during their term of service.

M. — A European non-commissioned Officer or Constable is not allowed to marry unless permission is first obtained from the Commissioner. Before permission can be granted to a Constable he must have served at least two years in the Force, with a good record, and have attained the Second Class Grade. No exception will be made to this rule unless the applicant can prove to the satisfaction of the Commissioner that he is in receipt of sufficient private income, over and above his pay, to enable him to support a wife.

Any non-commissioned Officer or Constable who marries without permission will be severely dealt with.

DUTIES, SOCIAL POSITION AND PROSPECT OF PROMOTION OF EUROPEAN POLICE.

1. — The duties of European Constables stationed in towns such as Nairobi include: ordinary Town Beat (on foot) and point duty, Charge Office duty, investigation of cases, etc. and mounted or cycle patrol work; those of Constables stationed at out-stations in the Highlands consist chiefly of patrolling (usually mounted on a horse or mule) European Settlement areas and of investigating cases occurring therein.

2. — The social status of European Police in East Africa is similar to that of a Constable in England.

3. — Suitable men, who are required to pass a qualifying examination in Police duties and orders, also an examination on their colloquial knowledge of the native language (Swahili) prior to promotion to the 2nd and 1st grade may also obtain promotion to the non-commissioned rank of Assistant Inspector as vacancies occur; it must, however, be understood that vacancies in the non-commissioned ranks are not of frequent occurrence.

An Assistant Inspector's pay is £156 by £110 to £260 per annum and £10 per annum Uniform allowance and that of an Inspector £200 by £170 to £250 per annum and £10 per annum Uniform allowance.

INFORMATION RELATING TO UNIFORM AND EQUIPMENT.

List of articles issued free (to be returned to store on discharge, proceedings on leave, etc.) :—

Sam Brown belt complete. Revolver and lanyard. 50 rounds ammunition. 1 whistle and lanyard. 1 waterproof cape. 1 haversack.		1 baton. 9 buttons with rings. 1 button brass and brush. 1 water bottle complete. 1 pair shoulder badges. 1 duty badge.
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In addition to the above the following are issued to European Police :—

1 bed complete with mattress 2 chairs 1 table		or 1 camp bed 1 camp chair 1 camp table
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according to the requirements of the duty they are detailed for.

A tent is supplied when necessary for the performance of his duties.

INFORMATION re COST OF LIVING.

PRE-WAR AVERAGE COST OF PROVISIONS.

	Articles.		Price. Rs. cts.	
1.—	Beef, per lb. ....	...	0 37	53
	Mutton, per lb. ...	...	0 37	50
	Bread, per loaf of 1 lb. 2 oz. ...	...	0 25	
	Butter, per lb. ...	...	1 25	1.10
	Milk per pint ...	...	0 25	33
	Potatoes, per load of 60 lb. ...	...	1 50 to Rs. 2.	
	Other vegetables, per lb. ...	...	0 06 to cents 12.	
	Tea, per lb. ...	...	1 50	
	Coffee (local), per lb. ...	...	1 25	
	Coffee (home), per lb. ...	...	1 75	
	Opions per lb. ...	...	0 25	33
	Firewood, per ton ...	...	14 00	
	Sugar, per 5 lbs. ...	...	1 00	3 4/2
	Jam, per lb. ...	...	0 50	67
	Bacon per lb. ...	...	0 85	75
	Cheese, per lb. ...	...	1 00	
	Flour, per lb. ...	...	0 15	17
	Rice, per 5 lb. ...	...	1 00	6 1/2
	Eggs, 12-16 ...	...	1 00	
	Kerosine oil, per gallon ...	...	1 00	1.50

NOTE.— A rupee = 1s. 4d.

2.— The wages of a native servant may be estimated at from Rs. 10 to Rs. 15 a month.

Gov 47089/17, Cal.

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DRAFT

b.a.g.

Cal.

No. 871

Minute

Mr. Marley, 15 Nov

Mr. Robinson, 15/11

Mr. Bottomley, 15.11.17

17

20 November 1917

Sir,

I have the honour to acknowledge the receipt of your despatch of the 1st of August No. 445, and to inform you that an arrangement has recently been approved for defanda whereby a bonus is paid ~~as from the 1st of April 1917~~ until one year after the conclusion of peace to all European officials of the Post who are drawing less than £200 a year, in order to bring their emoluments up to that total. This arrangement will have effect as from April 1st, 1917, until ~~the~~ Any representations which may be made in the future by the Asst. Inspectors of Pensions in the Post as to the

One year after the conclusion of peace
 It is
 should consider in the light of the proposed arrangement

made by the committee
under present conditions, must
be considered in the light of
the arrangement in Uganda
referred to

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