

EAST AFR. PROT
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Vol 6
Boaring 455

1917
7 Aug

Last previous Paper.
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FILLING OF VACANT POSTS BY INVALIDED SOLDIERS

Reports as to vacancies which might be filled by
invalided officers and men.

16 Aug 1917
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Mr. Robinson
Mr. Butler
Mr. Bottomley

To Private Secretary for the
Colonel? But it seems to me
that the OAG is under a
misapprehension if he thinks
that he is going to get large
numbers of candidates from this
source. He wants men
who have lost an arm or an eye
but are otherwise physically fit. But

Next subsequent Paper.

such men are not usually
discharged from the Army,
and are normally employed upon
light work in the Army. No man
who is discharged from the Army,
and usually so disabled that
they are not likely to be fit
for employment in the Republic.

Eqy 16/10/17

W.O.S. 16-10-17

Men who have lost a leg below the knee
are fairly frequently discharged altogether
& might well be considered if we could
get them but my efforts both with W.O.
& the Ministry of Labour have been
unfruitful.

W.O.S. 16/10/17

W. Reed

I think we had better explain to
the O.A.G. that we will keep his
requirements in mind, but that hitherto
it has not been found that there is
any surplus of unattached officers or
men available for colonial vacancies.

AFRICA PROTECTORATE

No. 455

GOVERNMENT HOUSE,
NAIROBI,
BRITISH EAST AFRICA

August 7th, 1917.

Sir,

M.V.
5/2/17
PKA

I have the honour to acknowledge the receipt of your despatch No. 145 of the 8th of February, enquiring whether I consider it desirable that vacant posts in the East Africa Protectorate should be filled by officers and men invalided from the Army.

2. I am of opinion that the following vacancies could be satisfactorily filled by invalided men provided that they possess the necessary qualifications:-

(a) Prisons Department - First Grade Gaoler. Necessary qualifications, good clerical ability, knowledge of drill sufficient to enable him to train warders. He should not be over 40 years of age and preference should be given to a man who has had previous experience in Prison work. A warrant or commissioned officer should if possible

THE RIGHT HONOURABLE

WALTER LONG, P.C., M.P.,

SECRETARY OF STATE FOR THE COLONIES,

DOWNING STREET,

LONDON, S.W.

possible be appointed. Salary £240 per annum plus £24 per annum duty allowance and £10 uniform allowance with free quarters.

(b) Forest Department - Two Foresters. In this connection I would refer to the Governor's Confidential despatch No. 63 of the 7th of June 1911. The Conservator of Forests asks that disabled soldiers may be carefully examined before selection.

(c) Medical Department - One Dispenser, who should be thoroughly qualified and possessed of a knowledge of clerical work and ability to supervise a small medical store. Salary £200 per annum plus £40 house allowance.

(d) Medical Department - One Warder for the Lunatic Asylum. He should be well acquainted with work in an asylum and if possible a total abstainer. He should also be moderately fit physically. Salary £150 per annum plus £40 house allowance.

(e) Medical Department - One European Clerk. He should have a knowledge of clerical work and the methods of compilation of sanitary statistics and returns. Salary £150 by £10 to £250 per annum plus £40 house allowance. The post is a pensionable one.

(f) Survey Department - Two Computers. Applicants should have had experience in surveying, preferably in the Colonies, or failing such experience a sound knowledge of mathematics including

including algebra, plane and spherical trigonometry, the abridged methods of computing, and the use of the planimeter. Preference should be given to experienced Surveyors and especially to those holding certificates. Salary £250 by £20 to £350 per annum.

(g) Survey Department - Three Draughtsmen. Selected candidates should have a thorough knowledge of plotting by co-ordinates, plotting from Surveyors' field notes, the use of the planimeter, determining areas, and be capable of computing latitudes and departures of a simple traverse survey from Surveyors' observed data. Salary £160 by £15 every three years to £205 per annum.

(h) Survey Department - One Clerk, who should possess the usual clerical qualifications. Salary as in (e) above.

(i) Land Office - Conveyancing Assistant. This vacancy is contingent on the promotion of Mr. E. Barret to the post of Legal Assistant vide my despatch No. 52 Confidential of March 30th 1917. Applicants should have a knowledge of conveyancing and all its branches, and of Court work. He should also be able to advise on all legal routine work more particularly in respect of land questions. A young barrister or solicitor would be suitable. Salary £250 by £15 to £400 per annum.

(j) Land Office - One clerk, who should possess a sound knowledge of general office routine and correspondence, and of shorthand and typewriting.

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typewriting. Salary as in (e) above.

(k) Judicial Department - Two Resident Magistrates who should be qualified barristers. Salary £400 to £500 per annum.

(l) Customs Department - One Preventive Officer. An ex Chief Petty Officer from the Navy with good character might be suitable. Salary £150 by £10 to £250 with quarters or £40 house allowance in lieu and an uniform allowance of £10.

(m) Public Works Department. - One Senior Architectural Draughtsman and three Junior Draughtsmen. The Director of Public Works recommends that four Junior Draughtsmen should be engaged in the first instance. I enclose a copy of the qualifications required. Salary £180 by £10 to £230 per annum.

3. These vacancies are those which exist at present. There are moreover some 14 vacancies in the ranks of Assistant District Commissioners and I see no reason why they should not be filled by invalided officers, provided that they have been discharged by reason of wounds and not through any physical unfitness. It is essential that an Assistant District Commissioner should be available for appointment to any district in the Protectorate and I do not think that an officer who has for example lost an arm or an eye should be debarred thereby from being considered for selection. It would be desirable that any such candidate should be subjected to a stringent examination by a Medical Board and that a civil officer possessing a knowledge

knowledge of the conditions obtaining here should be asked to explain to him those conditions before any appointment is made. Candidates should if possible be not more than 25 years of age and unmarried.

4. Other posts which might well be filled by invalided officers are those of Assistant Treasurers, Customs Assistants (for which ex Imperial Customs officers would be particularly suitable), Railway officers e.g. clerks, foremen, ticket collectors, tally clerks &c., and clerks for departmental work.

5. As regards the special conditions to be attached to any of these appointments, I think that in the case of permanent and pensionable posts the usual probationary period would suffice, and in the case of other posts the agreement might in the first instance be for one year, to be extended to the usual period of 3 years if the officer in question is found to be suitable. A thorough medical examination should be held in every case before an appointment is made, and where an officer has been invalided through illness the greatest care should be exercised to ascertain that he is sufficiently fit to serve in this country. In the case of officers invalided from wounds, whose physical fitness remains thereby unimpaired, I see no reason why the great majority of posts should not be open to them.

6. It may also be necessary shortly, in

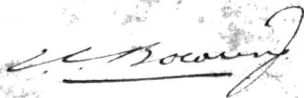
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in view of the increasing difficulty of obtaining efficient non-European clerks, to address you on the subject of increasing the European clerical establishment. For such posts invalided men would as a rule be quite suitable.

I have the honour to be,

Sir,

Your humble, obedient servant,

A handwritten signature in cursive script, appearing to read 'C. Brown', written over a horizontal line.

ACTING GOVERNOR.

PUBLIC WORKS DEPARTMENT.

EAST AFRICA PROTECTORATE.

QUALIFICATION FOR THE POST OF ARCHITECTURAL DRAUGHTSMAN.

Candidates should be of good general education and (except in the case of applicants who are discharged wounded or medically unfit for further service when special consideration would be given to individual circumstances) should be of sound health, and not more than 30 years of age. It is immaterial whether they are married or single, though married men should understand that strictly economical living is required for a married couple in this country on the salary of these posts.

2. Candidates for two of these posts must have had experience in the drawing office of an architect of repute. They must be well up in building construction and have passed an examination in this subject equal to the advanced course at South Kensington or the intermediate examination of the Surveyors' Institution.

3. As regards the other two appointments, experience in the drawing office of a practising Civil Engineer of good standing, would be accepted in lieu of service in an architect's office. They must all be neat and rapid draughtsmen, and must be capable of working up detailed drawings from rough sketches.

4. Every candidate should exhibit samples of his work to the Crown Agents or other selecting authority, and should be questioned as to the time taken in preparation of same.

5. The question of re-engagement or permanency will not be considered before the termination of one term of service of 30 months' duration.

H. S. T.

(Ja)