

19

E. AFRICA  
3525

3525

JAN 14

215

Colonial Office

1914

African no 973

Jan

Last previous Paper

Feb 14/10

W. O. 21341

minutes re revision

Afr. (W) 759  
para. 15

Mr. Tennyson.  
Mr. Bottonley.  
Should we not revise African 973 ~~at once~~  
at once, i.e. paragraph 3, on the lines of the West African  
print, so as to provide for termination of appointment  
during the probationary period? and in sending out copies  
of the new 973 to East Africa, call attention to the change  
saying that in future an office could only be got rid of  
while on probation under the powers of the Crown? See Mr.  
Tennyson's minute on Gov/35464/15.

See for Cms. Dulle  
W. O. 5314

27 Feb 14  
C. L. 1000 38  
no copies to be sent 26 June 14

A.C.C.P.  
27/1/14

I agree it can only apply to future appointments and the  
sooner we get it in force the better.

W.C.B.

27.1.14

Subsequent Paper

W. O.  
29009

CO/29887/20

P.T.O.

Mr. B. B. Bailey.

All we need do I think is to insert in \_\_\_\_\_  
regulation 2 in substitution for the words "if, at the  
expiration.....paid" regulation 15 of W.A. 759  
omitting "also" in line 1 and adding "last mentioned"  
between "such" and "notice" in the last line but one  
(this makes what I assume to be the meaning clearer)  
? I don't think we need adopt W.A.reg.16 and we can  
leave the saving clause at the end of E.A.Reg. 2.

C.T. 27/1/14.

Sir G. Fiddes.

I am inclined to put in W.A.reg. 16  
as a new E.A.Reg. 3 - i.e., to make it clear that an  
officer is on probation until expressly confirmed, and,  
incidentally, to put the onus on the officer if the  
matter is overlooked. I would add to the second  
paragraph of 16:-

"and, if the three years will expire during leave  
of absence, at least one month before the date of his  
application for permission to proceed on leave."

As regards W.A.reg.15, the rate of five days per month  
is the vacation leave rate for West Africa.

? Substitute "2 $\frac{1}{2}$  days"<sup>x</sup>

(Footnote)<sup>x</sup> or 3 days, according to the rate laid down,  
for the purpose of leave in the case of the station in  
which he has been serving."

? get a proof on these lines.

W.C.B.

28/1/14.

at once

G.V.F. 29.1.14.

These later  
minutes should  
be copied and  
sent separately.

to B. Stanley.

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reprint African 973 with  
following alterations - & in  
sending copies to the P<sup>ts</sup> we  
shd call attention to the  
reason for alterations in the  
publication clauses.

[ Before the final ~~proof~~ <sup>copies are</sup>  
struck off, we may want to  
add Zanzibar to the title  
page with necessary additions  
in the body of the reg<sup>s</sup> - w<sup>ch</sup>  
G. W. Dal has not sent in his  
final views as to the application  
of these reg<sup>s</sup> to Zanzibar = ~~we~~  
by next mail, we might  
telegraph to know where we  
are to expect them. We hold  
up the matter in connection with  
the new Local S. A. Code ]

§ 9. To read.

All appts to the administrative,  
military, or clerical branches  
of the P<sup>ts</sup> service are subject

is not, however,  
necessary to include  
of the reg<sup>s</sup>. We can  
always send  
African 973  
say that 3<sup>rd</sup> or  
reg<sup>s</sup> will be on  
then this but  
that the office  
will be subject  
to the reg<sup>s</sup>  
etc etc.

to three years' probation from  
the date of the holder's first  
arrival in Africa. It will be  
within the power of the Governor to  
give notice of the determination  
of the probationary engagement  
at any time during the three  
years, without specifying any  
reason, or giving the officer  
a free passage back to England  
on leave of absence with full  
pay for the time actually  
spent on the voyage or for a  
further period which shall be  
allowed at the rate of  $2\frac{1}{2}$  days\*  
for each completed month of  
uninterrupted service but shall  
not in any case be less than  
one calendar month.

Notice without assignment of  
a reason may also be given  
to an officer while on leave  
of absence, in which event  
he will be allowed to complete  
the leave of absence, other  
than return leave, granted to

\* [Footnote  
of 3 days  
according  
rate laid  
for  
of leave  
case of  
in which  
has been

have omitted  
(law and)

to him; but in no case will  
such last-mentioned notice  
be less than one calendar  
month

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This regulation does not affect  
the general right of the S. of S.  
to terminate the employment  
of any member of the Protectorate  
service whenever he may see  
fit to do so for the public  
advantage.

Section 3. If at the end of three years from  
the date of <sup>first</sup> arrival in the Protectorate  
the officer's appointment is  
confirmed on the recommendation  
of the Governor approved by the  
S. of S., but not otherwise,  
he ceases to be on probation &  
becomes eligible for pension  
or gratuity or retirement in  
accordance with the ~~last~~ regulations.

Application for such confirmation  
should be made by the officer himself  
to the Governor, through the Head of  
his Department, at least three  
months before the expiration of  
the three years, and if the three

years will expire during leave of absence, at least one month before the date of his application for permission to proceed on leave.

[N.B. all subsequent sections must be renumbered.]

§7 For last sentence read -

The grade of Sonatiband Officer is governed by special rules, which ~~enable~~ <sup>enable</sup> an officer to take three months leave each year (inclusive of the time spent on the voyages from \* to Sonatiband), so far as the exigencies of the service permit. ~~Further~~ <sup>Further</sup> info can be obtained as to <sup>the</sup> ~~these~~ leave rules from <sup>the</sup> ~~Colonial~~ <sup>Protectorate</sup> Colonial office.

\* i.e. per month

[I think we may as well show what sort of arrangements are

§17 The ship about enteric inoculation will become subsection 2.

§19. Last sentence should be ~~amended~~ <sup>amended</sup> ~~out~~ ? It is not unlikely that

that we shall give up Rochester Row & in any case the course is as large as fixed to Uganda.

? for last sentence read - medical officers may also be required to attend a course of instruction in the treatment of venereal diseases at such institution as may be laid down from time to time by the S. G.

Parity Dept. A.C.P. 3/14  
H. let us have a brief  
a three lines C.A.P. 5/14

Mr. Patterson  
Proof discussed for comment  
E. D.O.

Will you please look at this. So far as I have read it it seems perfectly satisfactory  
C.A.P. 10/14

W. H. Stanley  
Yes. Let's have suggested in pencil 2 or 3 verbal alterations  
A.C.P. 11/14

Mr. Parkinison for that drawn after him  
(in connexion with the new agreements,  
sent on through Mr. Riley) & the  
expressions of "the African Coast" &  
similar expressions, & I think they  
should be recommended  
should be adopted

? Print off

WMS 11/2/14

at once.

H. J. R.

~~Mr. Parkinison~~  
~~has been~~

Mr. G. Fiddes 11/17/14

I send on Mr. Parkinison's  
draft despatch. I do not think that  
the change should affect me already  
adopted & I loved omit the sentence  
"These fees should be brought ... Part 10"  
Of course under part 1 we can impose  
the like arrangements on men now on  
probation, but I think it would be a  
strong measure.

W.C.S. 21/1/14

I agree with  
Mr. Bostonley. 21/1/14

H. J. R.

23/1/14

Pr



To Battonley,

The existing stock of African No 973 [4<sup>th</sup> Edition] is exhausted.

I should be glad to have authority to reprint. (1) should there be any alteration? (2) How many copies should be struck off? 500 copies were printed in Feb 1914. If reprinted the slip on page 6 should be embodied in the text. See for Feb 1914 reprint

10/10/17

13/10/17

Mr Wilson I have added a certain lapse:

16. No other alterations at present, but it is difficult to say what alterations will be required when peace conditions are restored, and I think that to print 500 copies would be a waste of money. Say 200.

G.C.S. 14.12.17

at once

~~S. S. Dept~~  
Major General. Our stock of the 5<sup>th</sup> Edition is now exhausted. I calculate this for instructions as to reprinting. A.H.

Delayed for discussion in Sept. 1917

We are not in a position to say anything about G. L. A. or to make any alterations in the print to meet permanent post war conditions in the British Protectorates.

Re: copy

Simply reprint. Oct 2/1917  
RS 2/6 at once

East African Dept

~~Dr. J. H. ...~~

Mr. Bottomley  
Our stock of African

No 973 is very low (only nine).

Should any alterations be made before reprinting? If so, what?

How many copies should be asked for?

7/10/19

I have made the alterations which seem necessary. When the new printer ready a copy shall go to all the Protectorates, pointing out the omissions as regards passages, & a copy shall also go to GEA asking them to

furnish us with any suggestions for embodying in the next edition as regards GEA.

8/10/19

RAF

Sofia: let me have a proof. Number

of copies 500

G.E.A. 9.10.19

Mr Bottomley

Proofs should be returned to me to strike off copies.

16/10/19

Mr. Bottomley

Mr. Bottomley

Please see proof herewith.

The following points occur to me -

(1) Is there any reason why these refs should not be shown as applying also to Zanzibar? I have proposed special pamphlet for Zanzibar but it seems much better to add Zanzibar to this copy (both inside & outside) - insert a small paragraph about language examinations in Zanzibar.

(2) Cut out all reference to "Commission" & "acting Commission".

I must mention we need to have 2 to 1/2 pages in

the "in the East" being long - but simply leave "Governor" (3)

in general term to come 2 to 1/2 pages as well (4) then in "Governor" and

Para 7 on the 5th should have well request decision was.

Para 16 - ? add - at present the Government pays the difference between the full cost & the current cost of passages between the United King & East Africa for the crews & families of officials. This concession is granted only once



each way leaving an officer's love  
of service. It is within the  
discretion of the S. of S. to withdraw  
this concession whenever he thinks  
fit.

Recd  
17. 10. 19

My Jewell  
has made a revision of  
the (Santal) in accordance with  
the Parkinon's suggestion.

Please can check a paragraph  
about Jangbar (Santal) (Santal  
(Santal) Code of Reg.

which contains the info  
put in to the text.

addendum suggested by the

Parkinon for para 16.

In Meeting

20/10/19

So done

Presumably Jangbar should come before  
Santal) at the meeting 23.

and B. S. M. J.

shall send this

17/10/19

will send it a further proof

W. G. 20/10/19

20/10/19

his handwriting

Revised point towards  
provision & authority, to strike off  
copy

4/11/11

3/11

~~has been done~~

has been done

addition made to foot-note to  
page 4. This is the point  
which is all right

Point of (500 copies)

4/11/11

Yes. But it is perhaps a question  
whether we could not at once  
incorporate G.E. in this  
paragraph. At present the  
final para. comes G.E. -  
yet (except as regards language  
exam.) the word "are" are now  
precisely the same.

If the paragraph is retained  
in its present form, which is  
undoubtedly the correct course,

I do suggest marking it with  
a black line to the side &  
deleting [J] all

4/11/11

Wed 4.11.11

Yes. do this. Mark  
with "J" finally

Mr. Parkinson

Is this slip in substitution  
of, or in addition to par 22, par  
6.19? Please indicate on the  
copy hereunder what alterations  
are required in this connection

21/5/20

Date

Place

1 Mr. Parkinson

2 Appl. Branch

Copy of new (1) & (2) sections  
attached. Any earlier copies  
should be scrapped

21/5/20

- (1) Executives
- (2) Appl. Branch

To note new edition  
All used

(4) Room 415  
21/5

ACD

15.5.20

Send copies in LFF to  
Eng. Prod. (6 to each)

recd.

21.5.20

atone

McCall

Dr Parkeinson

We have run out  
of African N<sup>o</sup> 3. Do you  
contemplate an early revision  
or should we print off another  
125 or 250 of present (7<sup>th</sup>) edition?

Dr  
15/1/20

Dr Wilson

immediate revision contemplated.  
H. Wilson pp time for revision  
available

Dr  
11/6/20

Dr Parkeinson  
~~Dr Wilson~~

I attach a copy for revision  
I have ascertained that there are  
about 30 copies left. I had thought  
it odd that the N<sup>o</sup> 3 has gone.

Will you please expedite the  
revision as much as possible

Dr  
15/1/20

~~Dr Wilson~~

The minutes respecting the  
later edition have been registered  
under no 29897/20

Dr  
17/1/20

Coy 8525 Ea.

223

- 1. East No 171
- 2. Uganda No 78
- 3. Masailand No 51
- 4. Somaliland No 38

DRAFT

- 1. Sir Melville
- 2. Sir Jackson
- 3. Sir Smith
- 4. Comm Bryatt

27 Feb 1913

MINUTE

- Mr. Alcock
- Mr. Pitt Rivers
- Mr. G. P. ...
- Sir H. Just.
- Sir J. Anderson
- Lord Emswold
- Mr. Harcourt

both of my dip. Nos 126, 127, 128, 129, 130

17th of March 1913

The Honourable ...  
you ...

2 copies of ... 973  
4th Edition  
(x6 to ...)

2 the 4th Edition of  
the Regulations for the Employment  
of Officers in the  
E. Africa, Uganda, Nyasaland  
& Somaliland ... (copy  
No 973)

See ...  
25.5.3.14



2. I would invite your attention particularly to the alterations in paragraphs 2 & 3 which make clear the power of the Governor in respect of

terminating probationary appointments before the expiration of the period of probation, & also the procedure to be followed in respect of confirmation of an officer appointed on probation.

All paragraphs should be brought to the notice of all officers not serving in the Probation Department substituting the word "Commissioner" for the word "Minister".

I should explain that a case in ab. difficulty arose as to the termination of an officer before the completion of his period of probation has led me to revise these regulations, as I was advised that the Governor had not the

power to terminate 221 the appt. under the regulations in the form in wh. they then reside.

4. Other small alterations have been made, e.g. para. 8 now shows in general terms the leave granted to Sanatban Miers, and para. 20 has been modified, as it related to "course of visit" in general, discussion for M.O's will be held at the Military Hospital, Rochester Row, in future.

DRAFT.

MINUTE.

Mr.  
Mr.  
Mr. G. Fiddes.  
Sir H. Just.  
Sir J. Anderson.  
Egfr Emmott.  
Mr. Harcourt.

7 to 10 only

L. HARCOURT.



M.P.No

RECEIVED  
THE SECRETARY AT  
EAST AFRICA PROTECTORATE,  
NAIROBI.

May 30th, 1914.

The Acting Chief Secretary to the Govern-  
ment of the East Africa Protectorate presents  
his compliments to the Under Secretary of  
State for the Colonies and begs to request  
that he may be supplied with thirty copies of  
the latest edition of the Regulations for the  
Employment of Officers in the East Africa,  
Somalia, Nyasaland, and Southern Protector-  
ates (African Ad. 493).

2 a Detx

M/S  
22/6

P.D.  
Have we 30 copies  
to give? How many  
total stock of  
latest ed? - c. 200  
Recd 23/6/14

M. Parkinson  
11. 320; 11. 320 out of 500.

E.D.P.  
2 sent 30 copies 3 pm 23.6.14  
Recd 23/6/14