

and approve.

H.F.D.P. 4.15

...the regular referred to in para: 3 is
...retrospective promotion from the occurrence
of the vacancy. Therein I don't understand that it
can be. I am not clear that there are good
grounds for restoring to Mr. Mackay his
seniority over Mr. Fielden who was promoted
on the ground of especially good qualifications &
at a time when Mr. Mackay was not altogether
satisfactory. But presumably Mr. Fielden was
told that it was intended ultimately to
give Mr. Mackay retrospective promotion & in that
case he will have no grievance.

197/7/14

Let's 9.4.15

see p. 21 of Staff list below.

Approve of the for - recommended ^{MS} ?

H.F.D.

9/4/15

Rel. [Signature]

15th 1915

H. J. D. P. 4-15

... promotion returned to his place: 3 in
to date and to his promotion from the occasion
of the vacancy. I don't understand that if
can be. I am not clear that there are good
grounds for restoring to Mr. Mackay his
seniority; over Mr. Fielder, who was promoted
on the ground of especially good & no objections at
a time when Mr. Mackay was not altogether
satisfactory. But presumably Mr. Fielder was
told that it was intended ultimately to
give Mr. Mackay retrospective promotion & in that
case he will have no grievance.

1971/4

Oct. 9. 4. 15

see p. 20 of Staff list below =

Approval of the for - recommend^{ed} ?

H. J. D. P.

9/10/15

Al... ..

10-4-15

GOVERNMENT HOUSE,
NAIROBI,
BRITISH EAST AFRICA

15306
Recd
15 APR 15

9th March 1915.

Sir,

I have the honour to inform you that subject to your approval I have sanctioned the promotion of the following Junior Postal Clerks and Telegraphists to the senior grade with salary at the rate of £160 by £8 to £200.

- Messrs W.V. Mackay
- W.J. Riddell
- F.W. Hale
- E.A. Peacock and
- D.M. Evans.

42
17/11/15

2. Mr Mackay is 27 years of age and his appointment dates from May 22nd, 1913. In paragraph 6 of my despatch No. 429 of May 5th, 1914, I reported that Mr Crofting was unable to recommend his promotion but since then his work has been much more satisfactory and it is considered that he should be given equal seniority to Mr Jackman whose promotion was dated December 1st, 1913.

3. Mr Riddell is 29 years of age and his work is reported favourably upon. I recommend his promotion takes effect from May 1st, 1914.

1914

1914, which would be in accordance with the usual practice in the Postal Department.

4. Mr Hale's appointment dates from December 3rd, 1905. His local seniority is the same as Mr Riddell's but he is three years younger and has correspondingly less experience. He has for some months past been lent to the Engineering branch where he has given satisfaction. I recommend that his promotion takes effect from August 1st, 1914.

5. Mr Pocock is 25 years of age and his appointment dates from December 3rd, 1913. He is one year younger than Mr Hale to whom he is somewhat inferior in technical qualifications. I recommend that his promotion takes effect from September 1st, 1914.

6. Mr Fraser is 24 years of age and his appointment dates from June 18th, 1913. He has been well reported upon and I recommend that his promotion takes effect from September 1st, 1914.

7. In forwarding these recommendations the fact has not been overlooked that Messrs J.J. Rowswell and R.M. Douglas are senior to three of the officers mentioned above. The names of these officers were mentioned in paragraph 4 of my despatch No. 429 of May 5th, 1914, when it was stated that their youth and inexperience rendered them ineligible for promotion. The same reasons for passing them over apply at the present time and I agree with Mr Gosling that as Postal Clerks and Telegraphists

3.
430
of the senior grade are often required to take charge of posts visited for which experience is required, it is desirable as a general rule to place the minimum age for promotion to the senior grade at 24 years.

8. There still remain vacancies on the senior grade ~~and~~ Mr Gosling hopes before long to be able to recommend Messrs Rowwell and Douglas for promotion.

9. I trust that you will be able to approve of the foregoing recommendations.

I have the honour to be,

Sir,

Your humble, obedient servant,

H. Conway Bejard.

GOVERNOR.

1588/1915
EAP

C.D.
7 APR 1915

15 April 1915

Sir,

DRAFT.

EAP
No 255

Mr. H. C. Balfour

MINUTE.

Mr. Harper 13/4/15

Mr. Bottomley 13.4.15

Mr.

Mr.

Sir G. Fiddes.

Sir H. Just.

Sir J. Anderson.

Lord Idington.

Mr. Hurrell.

I have the honour to acknowledge the receipt of your despatch, No 173, of the 9 of March and to inform you that I approve of the promotion of Messrs W. V. Mackay, W. J. Riddell, F. W. Hale, C. A. [unclear] and D. M. [unclear]

