

1936

38100

4

C.O. 533/466
KENYA

38100

Administrative Staff

Appointments to Senior Posts

Previous

M. MA Willis 29

R. 297

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19/10

1935

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Subsequent

1937

R. 297 11/8

(1) R. 295 (for P.F.F.) 14/8

(2) R. 309 15/8

Mu Flood 17

Sir G. Tomlinson 17/8/34

Sir C. Bottomley 18/8

R. 303 19/8

R. 297 20/8

Sir G. Tomlinson 21/8/34

R. 303 22/8

298 23/8

291 25/8

Promo. Branch 27/8

R. 298 4/9

297 4/9

1. Governor Conf.No.83.----- 10.7.36.
 Recommends promotion of Mr.S.H.Fagan to be Provincial
 Commissioner from 2.7.36.; resulting vacancy for Senior
 District Commissioner to remain over for 6 months until
 Mr.Izard has proved his ability to take over the post.

a.i.Title.

It is gratifying to note the
 recommendation in favour
 of Mr Fagan. His promotion
 may be approved.

As regards the vacancy for a
 Senior District Commissioner
 on Mr Fagan's promotion, it
 is perhaps just as well
 that the Governor proposes to
 defer submitting a recom.
 As Alan Kim has something to
 say regarding the ^{Masai & Turkana} ~~provin-~~
 provincial areas. If his
 recommendation are accepted,
 it will mean a reduction in
 the cadre of Senior District
 Commissioners.

Mr Flood will remember meeting
 Mr Izard when he came and
 told us about the Markham
 Museum a few months ago.

C.H. Porsworth
 10/7/36

(See page 87
 of the Report
 page 174)

At this point
 the file should be
 sent to C.S.D.
 8.1.37
 17.8.36.

Mr Fagan has evidently turned to to prove his worth
 and succeeded. This is very satisfactory indeed, as we

* ~~Not to be done~~
looked
L.C.B.

found he might turn into a source of grievance. ~~possibly~~
He has adopted the other line however and I wish all
would do the same. The S. ops can approve his
promotion with much pleasure

I do remember Mr. [?]'s name on one meeting.
I was not impressed by him I must say. However we
are to wait & see

As proposed
J. B. O. Kent
178

Remembering the interviews
& correspondence with Mr. [?]
in November 1934 I am indeed
delighted that this recommendation
has been made. It is greatly
to his credit that he has
swallowed a bitter disappointment
& got onto the right lines.

E. J. P.?
17. 8. 36

X No. - Circ. to [?]
from [?] the [?]
to No. 1 [?]
E. J. P.

[Pls. see a [?] [?]
with [?] [?]
[?]]

Very yours
L.C.B.
18. 8. 36
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To [?] [?] (11/11/36) 20 AUG 1936

Rec'd to [?] [?]
as at [?]

4/6 - [?] [?]
from [?] [?]
R20 - [?]
The [?]

To C.F. [?] 21 25 Aug 36

Extract from minutes on 5/20/36

Mr. Pedraza said on the strength of Mr. Pegg's recommendation. He said, "I don't say, particularly in regard to his character, stocky, serious complexion and not a very tall man, although he improves on acquaintance. I should think he is a better man than Mr. Hazard but apparently Kenya does not."

Mr. Pedraza was very keen that he should be promoted either in Kenya or out of Kenya. He asked after his chances of getting a Secretariat appointment somewhere else and, of course, I had to explain that, in my opinion, they were so slight as to be negligible. He is 48 - nearly 49 - and has not had any Secretariat experience at all in the course of his service. He said that in Kenya District Officers had to do so much office work that the experience was good enough for most Secretariat posts, but I said that, while admitting that they had a good deal of paper work, what was required, especially in the case of the kind of senior post for which he would want to be considered, was a good deal more than that, and that many of the selections for Secretariat appointments were made from the increasing number of administrative officers who had had Secretariat experience in the course of their service.

He was also very troubled because he thought that Sir Alan Pim's report might lead to a wholesale reduction in senior appointments and thereby prejudice his position. I said I didn't think it would and suggested that he was setting up a hind body to

Mr. Pedraza called on the strength of Mr. Yessien's recommendation. I was not, to be sure, particularly impressed with him. Quick-witted, stocky, sallow complexion and not a very likeable sort, although he improves on acquaintance. I should think he is a better man than Mr. Hazard but apparently Kenya does not.

Mr. Pedraza was very keen that he should be promoted either in Kenya or out of Kenya. He asked after his chances of getting a Secretariat appointment somewhere else and, of course, I had to explain that, in my opinion, they were so slight as to be negligible. He is 48 - nearly 49 - and has not had any Secretariat experience at all in the course of his services. He said that in Kenya District Officers had to do so much office work that the experience was good enough for most Secretariat posts, but I said that, while admitting that they had a good deal of paper work, what was required, especially in the case of the kind of senior post for which he would want to be considered, was a good deal more than that, and that anyhow now-a-days selections for Secretariat appointments were made from the increasing number of administrative officers who had had Secretariat experience in the course of their service.

He was also very troubled because he thought that Sir Alan Pim's report might lead to a wholesale reduction in senior appointments and thereby prejudice his position. I said I didn't think it would and suggested that he was setting up a nice bogey to

frighten himself with, and added that I thought
Sir Alan Kim's intention was to recommend a
certain definite proportion of senior
appointments in order to ensure reasonable
promotion. I added that Mr. Fazan had been
promoted to be Provincial Commissioner and that
the promotion of somebody to be Senior District
Commissioner was under consideration (see
38100/4/36 Kenya). This reassured him but
I then felt bound to tell him that he was not
being recommended for promotion to Senior
District Commissioner. This took him
completely aback. He knew that he was
considered better than the one man senior to
him - Mr. Llewelin - and he had thought that
his work in Mombasa, where he was District
Commissioner and acting as Provincial
Commissioner, had been of such outstanding
merit that it would secure his promotion very
soon. Indeed, he gave me to understand that
he would not have been surprised had his good
work been recognized by the recommendation for
a decoration. The news, therefore, that his
work was not considered satisfactory and that
his promotion would not be recommended, at any
rate on this occasion, came as a very severe
shock. I told him that as far as I could
make out he had not been guilty of any crime
but that he was not considered to possess the
characteristics required in a Senior District
Commissioner.

I thought it only fair to tell him this because he is on leave and the promotion - whoever is promoted - will happen before he is due to return, but it did not make for a pleasant interview. He was quite nice about it but seemed dashed and could not bring himself to believe that he was not thought fit for advancement. He went on repeating that he had done excellent work in Mombasa and thought that there must have been some intriguing against him by some of the various interests in Mombasa whom he had annoyed in his attempts to bring order into the affairs of the local municipality. I advised him that the best thing he could do would be to write to Mr. Wade saying that he had been informed by me that his promotion was not being recommended and ~~ask~~ that he could be given some statement as to where he failed to give satisfaction. This I think he will do. He asked whether he could see the Secretary of State, but I said that I did not think it would do any good because the Secretary of State could have no more to go upon than I had, which was simply the short statement that he was not considered to possess the qualifications required. I added that nobody here could go behind that remark and it was for him to take what action he could in Kenya. He asked whether that meant that he would never in any circumstances be promoted and I said I didn't think so because it might be that if he turned round and worked hard and well his promotion would be recommended subsequently. This, however, did not please him because he said it would mean that his promotion would be delayed, while he added reflectively that once Government had come to a conclusion like that

2

C. O.

Mr. L. Morris 19/8

Mr. Paskin 19/8

Mr. Sir C. Parkinson. 8/6

Sir G. Tomlinson.

Sir C. Bottomley.

Sir J. Shuckburgh.

Permt. U.S. of S.

Parly. U.S. of S.

Secretary of State.



20 Aug, 1936

DRAFT.

Kenya.
Gov.

(which remains in training)

Dear Sir,
I have to acknowledge the receipt of your despatch no. 83 (Confidential) of the 10th of July, and to inform in view of the terms of your recommendation, you that I approve the ~~the~~ promotion of Mr. S. H. Fagan, B.B.C., to be a Provincial Commissioner, with effect from the 2nd of July, inclusive.

I have etc.

FURTHER ACTION.
copy to C.A. of
cont. immediately
S. G. Tomlinson.

19/8/36

no 19/8.
19/8
B src
586



2

20 Aug, 1936.

Hi,
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the receipt of your despatch
no. 83 Confidential of the
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Commissioner, with effect
from the 2nd of July,
inclusive.

I have ac.

(Sgt.) W. THOMSBY GOV

586



KENYA

NO. 50

14
GOVERNMENT HOUSE

NAIROBI

KENYA

CONFIDENTIAL.

RECEIVED

10 July, 1936.

Sir,

With reference to previous correspondence on the subject of promotions in the Colonial Administrative Service, terminating with Mr. Malcolm MacDonald's Confidential despatch of the 5th October last, I have the honour to recommend the following promotion for your approval.

2. Vacancy for a Provincial Commissioner:

This vacancy is caused by the retirement of Mr. H. E. Welby, C.M.G., which took effect from the 1st July, 1936. To fill this vacancy I recommend the promotion of Mr. S. H. Fazan, C.B.E., who is first on the list of Senior District Commissioners. In regard

to this officer I would invite attention to my Confidential despatches No. 158 and No. 118 of the 25th October, 1934, and the 14th September, 1935,

respectively. In paragraph 2 of the latter despatch I informed you that I proposed to afford Mr. Fazan an opportunity of proving his worth by appointing him in charge of the Nyanza Province with a view to giving further consideration to his claims for promotion on the occurrence of a vacancy. I am now glad to report that Mr. Fazan has done very well in charge of this Province and that, with the increased responsibility, there has been a great improvement in his work and general attitude. I have therefore no

hesitation

THE RIGHT HONOURABLE
W. ORMSBY-GORE, P.C., M.P.,
SECRETARY OF STATE FOR THE COLONIES,
DOWNING STREET, LONDON S.W.

(2)
1935 file

on 23095/2/34

(1) in 1935 file

vertical (2)

hesitation in recommending his appointment to the vacant post with effect from the 2nd July inclusive.

3. Vacancy for a Senior District Commissioner:

The promotion of Mr. Pazan will leave a vacancy in the cadre of Senior District Commissioners. The following four officers are next in order of seniority on the Administrative Staff List:-

(5844) Mr. J. L. B. L. Llewellyn.

(3120) Mr. R. Pedraza.

(6296) Mr. H. Izard.

(9308) Mr. C. Tomkinson.

Mr. Llewellyn:

I am unable to recommend this officer for promotion. He is capable, but is lacking in energy and progressive spirit.

Mr. Pedraza:

This officer was appointed to act as Provincial Commissioner, Coast, during the absence of Mr. Boulderson with a view to ascertaining his fitness for promotion. The Chief Native Commissioner reports that he is disappointed in him and that in his opinion he has not the characteristics necessary for a Senior Officer who may be required to take charge of any Province in the Colony. I have closely observed Mr. Pedraza's work and I agree in the Chief Native Commissioner's opinion regarding his unsuitability for promotion.

4. The two remaining officers, Mr. Izard and Mr. Tomkinson, are both regarded as suitable for promotion. Mr. Izard is the senior by four months. During recent

recent years Mr. Izard has been stationed in settled areas and has had no experience of administering a large Native Reserve. He has now, however, been appointed as District Commissioner, Central Kavirondo, and, if he does well there, cannot I consider be passed over for promotion. In the circumstances, therefore, I propose to defer submitting a recommendation for filling the vacant post of Senior District Commissioner for six months until Mr. Izard has proved his ability in this branch of administration.

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



BRIGADIER GENERAL,
GOVERNOR.