

38100

CO 533/480

38100

4

KENYA

4

ADMINISTRATIVE STAFF— APPOINTMENTS TO SENIOR POSTS.

Previous

1936

Subsequent

1938

R. 297

2/8/37

R. 307

30.8.

Mr Jeffries

30/8

S. C. Bottomley

1/9

R. 303

8/9

299

14/9

297

21/9

1311

21/9

Lorna March

21/9

Mr M. M. M. M.

22/9

R. 297

ADMINISTRATIVE.

Rees. promotion of Mr. H. Isard to vacant post of Senior District Commissioner w.e.f. 2.7.36 and, for reasons given, considers that Mr. Pedraza does not merit promotion to the grade.

The minutes on part II of Mr Pedraza's file show his position. The recommendation has been held up for a year

- a) To try out Mr Isard
- b) To reconsider Mr Pedraza.

Mr Isard has been tried and has done well (I have heard this from other sources). He is not impressive to meet, I must say, but that does not matter. ~~and he has~~ He is certainly lively and in view of his long and approved trial can be considered fit.

As to Mr Pedraza see the minutes & con<sup>4</sup> on part 2 of his file. He is considered not fit. That is a considered judgment and is supported by his own correspondence. He will not be ruled out for the future.

The reference to Mr C. B. Thompson was that Sir J. Byrne said he was fit to be a Senior D.C. but not to be a P.C. He had taken the view in Uganda that it was wrong to make a man a Senior D.C. as a "consolation prize", but in the case of Kenya thought that as the Senior D.C.s were really "P.C.s grade II" a case could arise where a man was fit to be a Senior D.C. though not necessarily for higher things. The present Governor says promotion ought to be by selection & that the officer selected should always be one likely to go further. This would destroy Mr Pedraza for keeps. I think we might agree in general, but say that [a case might ~~and~~ arise] where an officer is considered in every way fit to be a Senior D.C. though there might be doubts of his fitness for the higher job of P.C.

appears Mr Isard, as shown, & tell C.A.  
J.L.S. H.S.D.

C.J. Phipps  
30/8/37

30.8.37  
\* J. Isard - this H.S. does not lead to preclude the P.C.  
P.C.

Gov. from making a special  
recommendation if a case should  
arise...

Wes.  
11/9/37

*[Handwritten mark]*

To CA

11 9 37

DESTROYED UNDER STATUTE

*[Handwritten mark]*

In Herma - Conf. - (Hamed) - 14/9/37

3/11/37

*[Handwritten signature]*  
Noted for  
Colonial  
Administrative  
List.

SECRETARY  
KALON  
BANK OF  
AFRICA  
LONDON

C. O.

38100/4 Kenya.

3

Mr. Whitecombe 9/9/37

Mr.

Mr.

Sir C. Parkinson.

Sir G. Tomlinson.

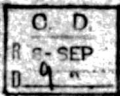
Sir C. Bottomley.

Sir J. Shuckburgh.

Permt. U.S. of S.

Parly. U.S. of S.

Secretary of State.



Downing Street.

14 September, 1937.

Sir,

**DRAFT.**

KENYA

CONFIDENTIAL

GOVERNOR

2 dfts.

**FURTHER ACTION.**

Extra copy for P.E.

I have etc. to ack. the receipt of your confidential despatch No. 116 of the 18th of August and to inform you that I approve the promotion of Mr. H. Izard to be a Senior District Commissioner with effect from the 2nd of July, 1936.

2. With regard to the fourth paragraph of your despatch, I agree in general with your view that promotion

promotion to the grade of Senior  
District Commissioner should be by  
selection, but I do not wish to preclude  
you from making a special recommendation  
if a case should arise where an officer  
is considered in every way fit to be  
Senior District Commissioner, even though  
there might be doubts of his fitness for  
appointment to the more difficult post of  
Provincial Commissioner.

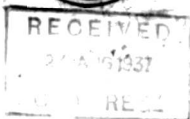
I have, etc.

(Signed) W. ORMSBY GORE.

KENYA.

No. 116

CONFIDENTIAL.



4  
GOVERNMENT HOUSE,  
NAIROBI,  
KENYA.

18 August, 1937.

Sir,

(1) or 38100/4/36 KENYA  
(6246)  
With reference to Sir Joseph Byrne's Confidential despatch No. 83 of the 10th July, 1936, on the subject of promotions in the Colonial Administrative Service, I have the honour to recommend the promotion of Mr. H. Izard to the vacant post of Senior District Commissioner with effect from the 2nd July, 1936.

(3907)  
(2) —————  
2. The vacancy was created upon the promotion of Mr. S. H. Fasan to Provincial Commissioner, as approved in your Confidential despatch of the 20th August, 1936, but no recommendation to fill the vacancy was made at the time for reasons explained by my predecessor in his despatch.

3. During the latter half of 1936 Mr. Izard performed the duties first of District Commissioner, Central Kavirondo, in an efficient manner and for the past six months he has acted as Officer-in-Charge of the Turkana Extra-Provincial District to my entire satisfaction. I am advised by the Chief Native Commissioner that Mr. Izard has now fully proved his ability to administer a large Native Reserve and in the circumstances I see no reason why his advancement should be further delayed.

LOTH ON 4. As to the case of Mr. C. B. Thompson and

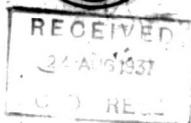
KENYA.

No. 116

CONFIDENTIAL.



GOVERNMENT HOUSE,  
NAIROBI,  
KENYA.



18 August, 1937.

Sir,

With reference to Sir Joseph Byrne's

(1) on 38/00/4/36 Kenya  
(6246) Confidential despatch No. 83 of the 10th July, 1936, on the subject of promotions in the Colonial Administrative Service, I have the honour to recommend the promotion of Mr. H. Isard to the vacant post of Senior District Commissioner with effect from the 2nd July, 1936.

(3907) 2. The vacancy was created upon the promotion of Mr. S. H. Fasan to Provincial Commissioner, as approved in your Confidential despatch of the 20th August, 1936, but no recommendation to fill the vacancy was made at the time for reasons explained by my predecessor in his despatch.

(2) —————  
3. During the latter half of 1936 Mr. Isard performed the duties first of District Commissioner, Central Kavirondo, in an efficient manner and for the past six months he has acted as Officer-in-Charge of the Turkana Extra-Provincial District to my entire satisfaction. I am advised by the Chief Native Commissioner that Mr. Isard has now fully proved his ability to administer a large Native Reserve and in the circumstances I see no reason why his advancement should be further delayed.

4. As to the case of Mr. C. B. Thompson and

(7) on 23095/2/34

and the remark made in regard to him in paragraph 2(c) of Sir Joseph Byrne's Confidential despatch No.158 of the 25th October,1934, there appears to me to be no doubt from the correspondence relating to the creation of the grade of Senior District Commissioner that promotions to the grade were to be by selection and I am confident that this grade will lose its value as an incentive to officers and will cease to have special justification if promotion to it is not strictly on the basis of selection for particularly good services on the part of officers who show every aptitude at the time for further promotion.

In the light of this principle and the report made on Mr.R.Pedraza in the above quoted despatch I agree that for the present Mr.Pedraza does not merit promotion to this grade. His name will be considered in due course when further vacancies arise.

57206A

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

*A Broocke-Popham*

**AIR CHIEF MARSHAL,**

**G O V E R N O R.**