

Education to undertake selection?
We may assume that a knowledge
of Arabic is not to be insisted on, &
that ^{the} candidates will learn it after
app?

S. 11
30/7/25

Major Vischer to D. D. B. D. B. D. B.

No you suggested (in your minute on
Woods) that a university man was necessary,
now we have your own words, please.

W. H.

30/7/25

I still consider that this apppt.
should be held by a man with a university
training, a man who if he does not
know any Arabic will at least be able
to learn it. - It will be some time before
the recommendations of the Adv. Committee
for the recruiting and training of candidates
are ready to be submitted to
the S. of S.

Hamm Hiehn

31.7.25

In view of the opinion of the Local Sub
the urgency of the situation, & the
fact that the matter should be dropped. revised

steps be taken to file the appt as soon as
possible without awaiting the recommendations
the Advisory Council, which in any
case was not strictly ^{necessary} appt of this
kind, such is an Arab that a
native school.

648
646

W. H.
30/7/25
W. H. Hiehn

We have no option, but
I am so much of Major Vischer's
opinion that I send on. Arab
education is far more difficult than
African, because the boys are
apathetic with one exception
receptive to the other. In matters
of distance, in any case, when
personally comes for for some
time actual qualifications, & I
fear that if he does get a
razor to cut the question there
it will be an additional Western
factor
to be quoted by those who say that
the question cannot be cut.

W. H. Hiehn
30/7/25

But as proposed?
Yes. C. S. H. P. 4.8.25
W. H. Hiehn

Education to undertake selection?
We may assume that a knowledge
of Arabic is not to be insisted on, &
that ^{the} candidates will learn it after
app?

30/1/25
Major Vischer to Bottomley

No. You suggested (in your minute on
10/9/24) that a knowledge of Arabic was necessary,
and we have your views on this, please.

Yours

30/1/25

I still consider that this apppt.
should be held by a man with a university
training, a man who if he does not
know any Arabic will at least be able
to learn it. - It will be some time before
the recommendations of the Adv. Committee
for the recruiting and training of candid-
dates are ready to be submitted to
the S. of S.

Hammick

31.7.25

In view of the opinion of the Local Set
this urgency? the selection? the
training? the recruitment?

steps to be taken to file the appt as soon as
possible without awaiting the recommendations
of the Advisory Council, which in any
case would not ^{necessary} ~~be~~ ^{of} ~~the~~
school, much is to be lost at
Kaba School.

Yours

30/1/25

W. St. John

We have no option, but
I am so much of Major Vischer's
opinion that I send on Arab
education is far more difficult than
Arabic, because the boys are
unfamiliar with the case and
reciprocal in the other. It is another
instance, in my view, where
recruiting could go far to see
their actual qualifications, & I
fear that if he does get a
razor to cut the first stone there
will be an additional ~~difficulty~~
failure
to be quoted by those who say that
the first stone cannot be cut.

And as proposed?

Yes. C. P. 4. P. 105
C. P. 4. P. 105

Education to undertake selection?
We may assume that a knowledge
of Arabic is best to be insisted on, &
that ^{the} candidates will learn it after
app^t?

30/1/25
Major Vischer to Robertson

No you suggested (in your minute on
6/9/25) that a university man was necessary,
we have your views on this, please.

W.M.
30/1/25

I still consider that this app^t.
should be held by a man with a university
training, a man who if he does not
know any Arabic will at least be able
to learn it. - It will be some time before
the recommendations of the Adv. Committee
for the recruiting and training of candi-
dates are ready to be submitted to
the S. of S.

Hammick

31.7.25

In view of the opinion of the Local Sub
the urgency of the selection, & urgent
action must be taken, possible

steps to be taken to file the app^t as soon as
possible without awaiting the recommendations
of the Advisory Committee, which in any
case would not ^{necessarily} apply to this
school, much as an Arab ~~is~~
before school.

W.M.

30/1/25

W. St. John

We have no option, but
I am so much of Major Vischer's
opinion that I find an Arab
education is far more difficult than
African, because the boys are
unfamiliar with the one and
receptive to the other. It is another
instance, in my view, where
formality counts for far more
than actual qualifications, & I
fear that if he does get a
major to cut the first stone there
will be an additional ~~difficult~~
failure
to be expected by them also, so that
the first stone cannot be cut.
But as proposed?

Yrs. C. P. G. L. 30.1.25
S. P. G. L.

Education to undertake selection?
We may assume that a knowledge
of Arabic is best to be insisted on, &
that candidates will learn it after
app^r?

30/7/52
Major Vischer W. Bottomley

No. You suggested (in your minute on
10/6/52) that a university exam was necessary,
may we have your views on this, please.

WV

30/7/52

I still consider that this app^r
should be held by a man with a university
training, a man who if he does not
know any Arabic will at least be able
to learn it. - It will be some time before
the recommendations of the Adv. Committee
for the recruiting and training of candid-
dates are ready to be submitted to
the S. of S.

Hammeken

31.7.52

In view of the opinion of the Comd. Gen.
the urgency of the situation, & the urgent
business should be done, possible

steps to be taken to file the app^r as soon as
possible without awaiting the recommendations
of the Advisory Committee, which in any
case would not ^{necessary} ~~be~~ ^{of} this
kind, such is an Arab ~~not~~
school.

WV

3/8/52

W. S. ...

We have no option, but
I am so much of Major Vischer's
opinion that I send on Arab
education is far more difficult than
African, because the boys are
unfamiliar with our case and
methods in the other. It is another
instance, in my view, where
personal judgment is far more
than a definite qualification, & I
fear that if we do not get a
major to cut this question there
will be an additional ~~failure~~
to be expected by those who say that
the question cannot be cut.

Kindly
agree
WV

How proposed?

Yr. C. P. ... 4.8.52

Prof. Allen. Mr. Robinson

1. To P. Sec? Appth. today if they can now select a candidate of the non-University type indicated in this let. (V.F. already hereunder)

or if they suggest leaving Bd. of Educ.

2. (P. Sec. (H. Strachey's pencil note in front of docket) I think P. Sec. is now looking shops about the Director of Native Education. (29042/25 33/27/25)

gpt.
8/8/25

? as to (1)

As to (2) ? Can have the vacancy already

in hand

2/8/25

Walter Purse
Mr. Allen

(2) Yes

(1) Even if it is not necessary that the Commercial teacher should be a University man, I take it that he has got to have an Elementary School Certificate + a knowledge of shorthand + typing + a simple Commercial Subjects. Moreover everyone is agreed that personal qualifications are all important.

I don't think any one could say offhand if he could now select such a candidate. We could, of course, try, but frankly I am exceedingly doubtful whether we could do it & it is in any case like a considerable time probably. ? (then refer it to R. g. p. —

only in that case could some arrangements be made by which the personal suitability of any candidate recommended by them could be checked?

Bottomley
Mr. Allen

Before we carry out Capt. M. B. ... minute I should like to leave one shot at getting a man with a univ. training & outlook as I share to the full the doubts expressed by Messrs. Fisher & W. Bottomley

I am a pacifist & it is rather a fatal flaw, but at this time of year we are away by mistake of week, better on the desired combination.

If you see no objection, I shall send D.K. to Oxford & London School of Economics.

It won't take much time to hear if there is no hope; & in that case we shall probably ask you to refer the matter to B. g. p.

W. Purse

11/8/25

? no objection provided the delay is really short.

The paper should come of in 10 days.

11/8/25

12/8/25

Mr. Keston }
 Roberts } 14/8/25
 Selby, London Sch. of Economics }
 From Mr. Roberts _____ 15.8.25
 Soames _____ 17.8.25
 London Sch. of Economics _____ 19.8.25
 To London Sch. of Economics _____ 21.8.25

Major Ince

I am afraid we have not succeeded in hearing
 of anyone, & we should, I think, now return all
 the pt. to Mr. Allen for his Dept. to take action
 as suggested at the end of my minute of 6.7.

15.8.25

AST 26/8

Mr. Allen

Mr. Sel

Will you please drop caution on
 lines amended verbally & pass off
 through Major Ince

JMN

27/8 above

Mr. Allen

Off herewith. On the VF I send
 the app. should be in agreement for the
 first term, but I cannot now remember why,
 and it will be much better, I think, to offer
 probation. The post is pensionable.

Jayce JMN

53608/25 gives no indication that
 agreement is intended

801

29.25.

~~Mr. Sel~~

We talked this morning & I am returning the
 to B. of E., altered in the manner ab. we w^d pay
 Perhaps you w^d kindly explain verbally to Mr. Allen
 I said about it on telephone?

AST 3.9.25

These passes off as amended

left herewith

JMN
4/9
Patrice

650

34578
649

TELEGRAM from the Officer Administering the Government of Kenya to the Secretary of State for the Colonies. Dated 27th July.
(Received Colonial Office 7.35 p.m. 27th July, 1925.)

No. 335 27th July.

March

*14266
14266/25*

My telegram of 27th ~~April~~ No. 134.

Understand from Orr that your difficulty regarding appointment of Commercial Master of Arab School Mombassa is to find University candidate with the qualifications to teach commercial subjects. If this is so please see statement of particulars of the post. University man not required but sound elementary school teaching. Urgent that appointment should be filled to train Arabs for the posts of minor clerks of government and business Offices Mombassa.

Downing Street,

14 August, 1925.

Dear Madam,

I write to say that the Kenya Government have asked the Secretary of State to select a candidate for the appointment of Commercial Master at the Arab School at Mombasa.

The qualifications required in the holder of this post are given as an Elementary School Certificate of ability to teach, accompanied by a knowledge of typing and shorthand and simple commercial subjects generally. And it is understood that the duties will be to teach Arabs elementary English subjects; and to prepare them for the Cambridge University Local Examinations, and for shop assistants and clerical posts in Mombasa. The chief duty at the commencement will be the teaching of English - for which a knowledge of the Direct Method is required.

The

SECRETARY,
LONDON SCHOOL OF ECONOMICS.

The salary of this appointment will be at the rate of £400 rising annually by £20 to £500 per annum, together with free quarters or, at the discretion of the Government, an allowance in lieu. A free first class passage will be granted to the officer selected; and a married officer accompanied by his wife would be allowed half the cost of a first class passage towards the cost of his wife's passage. A married candidate would be considered, but he would have to obtain the Governor's permission to take out his wife before completing his first six months' service.

Mr. Amery feels that, in addition to the qualifications stated, it is of considerable importance that the officer selected for this appointment should possess high personal qualities and character, such as will enable him to exercise a strong and lasting influence on the Arab boys under him.

I am sending you these particulars in the hope you may possibly be in a position to recommend a candidate whom you think might be suitable, and who might be considered for this post. Should you be able

to

to do so, I should be much obliged if you would be so good as to send me his name and address, together with your personal opinion as to his suitability. I could then arrange for the necessary application papers to be sent to him direct.

If, on the other hand, you see no prospect of your being able to suggest any names, I should be glad if you would kindly let me know at a very early date, as the matter is urgent.

With apologies for troubling you,

Believe me,

Yours very truly,

(cc) R.D.

to do so, I should be much obliged if you would be so good as to send me his name and address, together with your personal opinion as to his suitability.

I would then arrange for the necessary application papers to be sent to him direct.

If, on the other hand, you see no prospect of your being able to suggest any names, I should be glad if you would kindly let me know at a very early date, as the matter is urgent.

With apologies for troubling you,

Believe me,

Yours very truly,

(cc) R.D.

Downing Street,

11 August, 1923.

Dear Truslove,

I write to say that the Kenya Government have asked the Secretary of State to select a candidate for the appointment of Commercial Master at the Arab School at Mombasa.

The qualifications required in the holder of this post are given as an Elementary School Certificate of ability to teach, accompanied by a knowledge of typing and shorthand and simple commercial subjects generally. And it is understood that the duties will be to teach Arabs elementary English subjects; and to prepare them for the Cambridge University Local Examinations, and for shop assistants and clerical posts in Mombasa. The chief duty at the commencement will be the teaching of English - for which a knowledge of the Direct Method is required.

The

TRUSLOVE, Esq.

The salary of this appointment will be at the rate of £400 rising annually by £20 to £500 per annum, together with free quarters or, at the discretion of the Government, an allowance in lieu. A free first class passage will be granted to the officer selected; and a married officer accompanied by his wife would be allowed half the cost of a first class passage towards the cost of his wife's passage. A married candidate would be considered, but he would have to obtain the Governor's permission to take out his wife before completing his first six months' service.

Mr. Amery feels that, in addition to the qualifications stated, it is of considerable importance that the officer selected for this appointment should possess high personal qualities and character, such as will enable him to exercise a strong and lasting influence on the Arab boys under him.

I am sending you these particulars in the hope that you may possibly be able to recommend a suitable candidate for the post, though I am afraid he may not be an easy man to find. I should be most grateful if

you

you could put us on the track of a likely man.

If, on the other hand, you see no reasonable prospect of your being able to suggest any names, perhaps you would be good enough to let me know at a very early date as the matter is urgent.

Yours sincerely,

(A) R P S

Downing Street,

14 August, 1925.

Dear Mr. Roberts,

I write to say that the Kenya Government have asked the Secretary of State to select a candidate for the appointment of Commercial Master at the Arab School at Mombasa.

The qualifications required in the holder of this post are given as an Elementary School Certificate of ability to teach, accompanied by a knowledge of typing and shorthand and simple commercial subjects generally. And it is understood that the duties will be to teach Arabs elementary English subjects; and to prepare them for the Cambridge University Local Examinations, and for shop assistants and clerical posts in Mombasa. The chief duty at the commencement will be the teaching of English - for which a knowledge of the Direct Method is required.

The

A. ROBERTS, ESQ.

The salary of this appointment will be at the rate of £400 rising annually by £20 to £500 per annum, together with free quarters or, at the discretion of the Government, an allowance in lieu. Free first class passage will be granted to the officer selected; and a married officer accompanied by his wife would be allowed half the cost of a first class passage towards the cost of his wife's passage. A married candidate would be considered, but he would have to obtain the Governor's permission to take out his wife before completing his first six months' service.

Mr. Amery feels that, in addition to the qualifications stated, it is of considerable importance that the officer selected for this appointment should possess high personal qualities and character, such as will enable him to exercise a strong and lasting influence on the Arab boys under him.

I am sending you these particulars in the hope that you may possibly be able to recommend a suitable candidate for the post, though I am afraid he may not be an easy man to find. I should be most grateful

if

65
if you could put us on the track of a likely man.

If, on the other hand, you see no reasonable prospect of your being able to suggest any names, perhaps you would be good enough to let me know at a very early date as the matter is urgent.

Yours sincerely,

(Id) R D T

University Local Examinations, & for shop assistants & clerical posts in Mombasa. The chief duty at the commencement will be the teaching of English — for which a knowledge of the Direct Method is required.

The salary of this appt. will be at the rate of £400 rising annually by £20 to £500 per annum, together with five quarters or, at the discretion of the Govt., an allowance in lieu. A free first class passage will be granted to the officer selected; & a married officer accompanied by his wife would be allowed half the cost of a first class passage towards the cost of his wife's passage. A married cand. w^d be considered, but he w^d have to obtain the Govt's permission to take out his wife before completing his first six months' service.

Mr. Anney feels that, in addition to the qualifications stated, it is of considerable importance that the officer selected for this appt. should possess high personal qualities ^{& character such as} which will enable him to address himself to a strong & lasting influence on the Arab boys under him.

- Mr. Strachey.
- Mr. J. Shuckburgh.
- Mr. E. Dixon.
- Mr. G. Clarke.
- Mr. J. Masterton Smith.
- Mr. Fremaby-Gore.
- Mr. Anney.

DRAFT.

When you think might be suitable &

to iii only) I am sending you these particulars in the hope that you may possibly be in a position to recommend a suitable cand. w^d be considered for the post. (Should you be able to do so, I sh^d be much obliged if you would be so good as to send me his name & address, together with your personal opinion as to his suitability. I w^d then arrange for the necessary applicⁿ f^o to be sent to him direct.

If, on the other hand, you see no prospect of your being able to suggest any names, I should be glad if you would kindly let me know at ^{any} early date as the matter is urgent. With apologies for troubling you, Believe me, yours very truly,

(P.T.O.)

(a) R.O.T

A.
to i. and ii.)

I am sending you these pictures
in the hope that you may possibly be
to recommend a suitable card. for
posts, though I am afraid he will
be an easy man to find. I should
most grateful if you could put us
trade of a busy man.

If, on the other hand, you
reasonable prospect of your being able
suggest any names, perhaps you would
be good enough to let me know at

Yours sincerely
Walter Sargent

W. S.

University of Cambridge

602

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661

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TELEGRAMS:
APPOINTMENTS, CAMBRIDGE
TELEPHONE: NO. 627
ALL COMMUNICATIONS TO BE
ADDRESSED TO THE SECRETARY

RECEIVED
16 AUG 1925
COL

August 15th, 1925.

The Major R.D. Furse.
The Colonial Office.
Downing Street.
LONDON.

Dear Major Furse:

Thank you for so kindly sending particulars of the vacancy for a Commercial master at the Arab School, at Mombasa. I am at once looking through my lists to see if I can find a man of the right type available for this position; Men still fight shy of going abroad, and I doubt if I shall be able to find a man available, but I will do all I can, and if my efforts prove fruitless I will let you know at once.

Yours faithfully,

H.A. Roberts
HRS

60
663
OXFORD UNIVERSITY APPOINTMENTS COMMITTEE.



Postal Address:
SECRETARY APPOINTMENTS COMMITTEE,
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40 BROAD STREET, OXFORD.
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7, ROLAND GARDENS, N.Y.A.

Interviews: 10.30-11.30 A.M. AND 12-1 P.M.
(EXCEPT SATURDAYS.)
Telegrams: 'APPOINTMENTS, OXFORD.'
Telephone: OXFORD 225.

17th August 1925.

The Private Secretary,
Appointments,
Colonial Office,
38 Old Queen Street,
Westminster,
London, S. W. 1.

Dear Sir,

Many thanks for your letter of the 14th instant
in regard to the appointment of Commercial Master at
the Arab School, Mombasa.

I will ^{make} ~~have~~ a careful search through our lists
and if I find a man who fulfils the necessary
qualifications I will write to him at once.

If a suitable candidate is not forthcoming with
in the course of a week I will let you know.

Yours truly,

L. Evans

Assistant Secretary

(For Secretary away)

P.T.O

? 7.349

P. S. I find, on looking through our lists, that I have only one man who is suitable - A. E. Lance - to whom I have written, but he has not stated that he wishes to be considered for an educational post. I am doubtful if he will apply. We have two other candidates on our lists with the necessary qualifications but they are not of the type required for Colonial Service.

663



THE LONDON SCHOOL OF ECONOMICS AND POLITICAL SCIENCE. 663
(UNIVERSITY OF LONDON)

HOUGHTON STREET,
ALDWYCH,
LONDON, W.C. 2.

August 19th, 1925.

Telephone: Holborn 2971-3.
Telegrams: Polycon for Strand, London.

Dear Sir,

In the absence of the Secretary, I have to acknowledge your letter of the 14th August which has been passed to the Secretary of our Appointments Board. Although full enquiries have been made I am sorry to inform you that we are unable to put forward the names of any candidates who would be suitable for the post you mentioned in your letter. I am, however, sending on your letter to the Secretary of the University of London Appointments Board, 46, Russell Square, W.C. 1., and have asked him if possible to suggest names of suitable candidates to you at the earliest possible moment.

Yours faithfully,

E. Nathan.

H.D. Purse, Esq.,
Colonial Office,
Downing Street,
S.W. 1.

*Mr. Shergold
Keep it in
Attach & Thank -
RAN
208*

38 Old Queen Street,

21 August 1925.

Dear Madam,

I write to thank you for your letter of the 19th of August, and for the trouble you have taken regarding the vacancy for a Commercial Master at the Arab School, Mombasa.

Yours very truly,

(nd) A F N

STAFF,
LONDON SCHOOL OF ECONOMICS.

Mr. Shergold 2078

Mr. Gant. Newbold

Mr. Strachey.

Sr J. Shuckburgh.

Sr C. Davis.

Sr G. Grindle.

Sr J. Masterton Smith.

Mr. Ormsby Gore.

Mr. Amery.

S. G. Kenya
20.8.20

21 August 25

Dear Madam,

I write to
thank you for your letter

of the 19th of August, and ^{for} the

trouble you have taken regarding

the ~~post~~ vacancy for a commercial

clerk at the Arab School, Mombasa

Yr. l.

(Sd) St. F. N.

DRAFT.

terms.

2. Particulars of the

post are given in the enclosed memorandum, & Mr Amery

would be glad if the Board would be good enough to recommend a suitable

candidate to the

with a view to his being offered appointment by the Dept. on the terms indicated

3) ~~Mr Amery~~

would be glad if (

Mr Amery attaches great importance to the filling of this post by

a candidate ~~who would possess~~

would be glad to learn whether Board is able to recommend candidates who might be considered.

high personal qualities and character, such as will enable him to exercise a strong & lasting influence on the Arab boys under him.

3. Should the Board be able to suggest any names, Mr Amery would be glad if they would be so good as to furnish this Dept with a few brief particulars of each cand's ^{SIR} and with his full name & address, so that the P.S. may be in a position to communicate with them.

RAFT.
 Jametz

[The personally suitable for ~~appointment~~ work among the Arab population of Kenya and he would be glad if the selection could be undertaken in consultation with Major R. D. Furse, D.S.O., his Private Secretary (or one of his assistants, who will be ~~able~~ able to indicate to the Board the type of candidate desired.]

(Signed) H. T. ALLEN.
 for Under Secretary of State.

Kenya Education Department.

~~669~~

Assistant Master (Commercial), Mombasa.

1. The appointment of Commercial Master, Mombasa, in the Education Department of Kenya, is vacant.
2. Candidates must be single and between 22 and 35 years of age. They must possess the Certificate of the Board of Education, or of the Scottish Education Department; and must have a knowledge of typing and shorthand and simple commercial subjects generally. The duties of the appointment will be to teach Arab children elementary English subjects, to prepare them for the Cambridge University Local Examination and for posts as shop assistants and clerks in Mombasa. The chief duty at the commencement will be the teaching of English; a knowledge of the direct method is required.
3. Salary will be at the rate of £400 per annum rising by annual increments of £20 to £500 per annum. As a temporary measure a special local allowance is paid on salaries issued locally in respect of resident service, but the payment of this allowance is subject to review at any time. The rate of allowance on salaries not exceeding £400 per annum is at present 20 per cent, and on salaries over £400 but not exceeding £600 per annum, 10 per cent. The rate on house allowance or special duty allowance is 15 per cent.
4. Government quarters, if available, furnished in accordance with the scales laid down by the Government, are provided free of rent but not rates or similar outgoings.

outgoings. When such quarters are not available temporary accommodation is provided or, at the discretion of the Governor, an allowance in lieu thereof.

5. The selected candidate will be required in the first instance to serve the usual period of two years on probation before being admitted to the permanent and pensionable staff of the Colony.

6. Pensions and gratuities are granted to officers of the Kenya Colony and Protectorate on principles analogous to those of the Superannuation Act of 1859 except that the principles of Section 2 of the Superannuation Act of 1878 have been applied to the East African Dependencies generally so that two years' service therein is reckoned for pension as three years and so on in like proportion. Officers in East African service are allowed, and may be required, to retire on reaching 50 years of age or on completing 20 years East African service, whichever is the earlier.

7. The selected candidate will be examined by one of the Medical Advisers of the Colonial Office and, if certified fit for service in Kenya, will be provided with a free first class passage to the Colony from London. Half salary will be paid from the date of embarkation and full salary from the date of arrival at Mombasa.

8. At the end of the period of residential service, the selected candidate will be granted "vacation" leave with full pay for the period necessarily spent on the voyage to England plus 3 days in England for each completed month of residential service. If his admission to the permanent staff of

the Colony is approved by the Secretary of State for the Colonies, he will be granted before returning to East Africa, in addition to the "vacation" leave already mentioned, "return" leave with full salary calculated at the same rate for each month of residential service, plus leave with full salary for the period necessarily spent on the return voyage. "Residential Service" is the period actually spent on duty in the Colony, beginning on the day of disembarkation at Mombasa and ending on the day before embarkation at the end of the tour of service.

9. A free passage will be granted to an officer returning to this country for the "vacation" leave mentioned in paragraph 8 and to an officer who may be compelled to return to this country before the expiration of the period of probation for reasons of health. An officer who is appointed to the permanent staff will be granted free passages to and from this country on all occasions on which he takes leave (other than leave on "urgent private affairs").

10. The selected candidate will be expected to hold himself in readiness to leave this country as soon as possible.

(A general account of Kenya Colony will be found in the Colonial Office List, published by Messrs. Waterlow and Sons Limited, which can be consulted at many public libraries).

Draft Announcement.

Vacancy 770

34378/75
6c
871

Kenya Education Department.

770

Assistant Mistress.

April 1970

Imperial Commercial Master

1. ~~The Education Department, Kenya, requires an~~
~~The Appointment of Commercial Master, Nombura, in the~~
~~Assistant Mistress, to be appointed in the first instance to~~
~~Education Dep^t of Kenya, in vacant~~
~~the school at Eldoret.~~

2. Candidates must be single and between ~~18~~ and 35 years of age. They must possess the Certificate of the Board of Education, or of the Scottish Education Department;

3. ~~The Eldoret School is a school for British, South African and Dutch children; there are about 50 boarders and 50 day scholars. The Mistress will be required to teach boys and girls up to the standard of the Cambridge Senior Local Examination. She will be required to supervise the girl boarders out of school and to take part in the school games.~~

4. Salary will be at the rate of ^{£2400} £2200 per annum rising by annual increments of ^{£20} £15 to ^{£500} £300 per annum. as a temporary measure a special local allowance ^{paid} on salaries issued locally in respect of resident service, but the payment of this allowance is subject to review at any time. The rate of allowance on salaries ^{not exceeding} below £400 per annum is at present 20 per cent, ^{and a salary over 400 up to or exceeding £600 p.a., 10 per cent} The rate on house allowance or special duty allowance is 15 per cent.

5. Government quarters, if available, furnished in accordance with the scales laid down by the Government, are provided free of rent but not rates or similar outgoings. When such quarters are not available temporary accommodation is provided or, at the discretion of the Governor, an allowance

allowance in lieu thereof.

6. The selected candidate will ~~be required in the first instance to serve the usual period of two years on probation before being admitted to the permanent and pensionable staff of the Colony.~~ Pensions and gratuities are granted to officers of the Kenya Colony and Protectorate on principles analogous to those of the Superannuation act of 1859 except that the principles of Section 2 of the Superannuation act of 1876 have been applied to the East African Dependencies generally so that two years' service therein is reckoned for pension as three years and so on in like proportion. Officers in East African service are allowed, and may be required, to retire on reaching 50 years of age or on completing 20 years East African service, whichever is the earlier.

7. The selected candidate will be examined by one of the Medical advisers of the Colonial Office and, if certified fit for service in Kenya, will be provided with a free first class passage to the Colony from London. Half salary will be paid from the date of embarkation and full salary from the date of arrival at Mombasa.

8. ~~At the end of the period of residential service,~~ ^{selected candidate} the ~~candidate~~ will be granted "vacation" leave with full pay for the period necessarily spent on the voyage to England plus ³ ~~2~~ days ~~(3 in certain stations)~~ in England for each completed month of residential service. If ^{her} admission to the permanent staff of the Colony is approved by the Secretary of State for the Colonies, ^{she} ~~he~~ will be granted before returning to East Africa, in addition to the "vacation" leave already mentioned, "return" leave with full salary calculated at the same rate for each month of residential service, plus leave with full salary for the period

period necessarily spent on the return voyage.

"Residential Service" is the period actually spent on duty in the Colony, beginning on the day of disembarkation at Mombasa and ending on the day before embarkation at the end of the tour of service.

9. A free passage will be granted to an officer returning to this country for the "vacation" leave mentioned in paragraph 8 and to an officer who may be called to return to this country before the expiration of his period of probation for reasons of health. An officer who is appointed to the permanent staff will be granted free passages to and from this country on all occasions on which she takes leave (other than leave on "urgent private affairs").

10. The selected candidate will be expected to hold ^{himself} ~~herself~~ in readiness to leave this country as soon as possible.

~~11. In the event of the selected candidate marrying during the period of her employment under the Government, she will be liable to be called upon to resign if at any time in the opinion of the Government her resignation is necessary owing to difficulties arising out of the fact that she is married.~~

~~12. Candidates who wish to be considered for this appointment should submit their applications, not later than~~ to "C.A." The Secretary, Board of Education, Whitehall, London, S.W.1. Scottish Candidates should apply to the Secretary, Scottish Education Department, Whitehall, London, S.W.1.

(A general account of Kenya Colony will be found in the Colonial Office List, published by Messrs. Waterlow and Sons Ltd., which can be consulted at many public libraries).