

EAST AFR. PROT.
No. 25104

25104
11 JUL 08

No. 58
1908
Police
Previous Paper

(Subject.)

Police Force

In Col. Long's inspection report, with proposals of Committee assembled to consider report of Col. (Ordin. W. W. W.) Col. Long with a view to forming practical office to their respective States his own views & recommendations.

(Minutes.)

Mr. Antrobus.

Col. Long should be thanked for his useful & able Report.

I do not think that it is of any use for us to attempt to deal with the proposals of the Cte. at this stage. In the past we have had two difficulties to contend with, a weak force & a Head of the Police who was not suited for work of this kind. The success which Sir J. Hays-Sadler makes in the earlier part of his report for not having improved the condition of the Force seem to me to be very laudable & when he talks of his having been

Copy forwarded to Col. Long by Mr. ...

26579
200

be wise to appoint him a probation
for one year.

With regard to what I said about the
unsuitability of the R. I. C. course
for newly appointed officers, I have
suggested to Capt. S. that his best
plan will be to go over to Dublin, where
he is, his town is out: & talk things
over with the R. I. C. authorities.

I have spoken to Col. Fung about the
unnecessary escort provided for officers
on tour, & he quoted the instance of
Mr. Lane the Provincial Comm^r at
Dut Hall, who has an exaggerated idea
of his importance & never moves
anywhere without a escort of six
police although Dut Hall is only a
few miles from Navisla & there is
a main road connecting the two places.
I think that as he also used to have
a friend for his horse stable, but this was
dismantled & the converted the
ground into a fort ground, nominally
for the protection of the station. He is high
browed & I would tell the fact that
as at present advised, the S. of S. is
not

see para: 14
of the Comm^r
Report.

satisfied that any extra are required
for any officers when they are on
tour in peaceable districts. 622

With regard to all the other questions,
I think that the wisest plan will
be to let them stand over until
the new dep^t - part^s can go into them.
He is curtailing his leave so as to go
out & out: & as he has had the
duplicate copy of this dep^t - part^s &
has already discussed matters with Mr.
Donald on his way down from Belfast,
he knows pretty well how matters
stand.

As to this dep^t - part^s: I say that the
S. of S. shows the dissatisfaction of
his predecessor with the present state of
affairs & that he cannot regard the
S. of S. explanation of his failure to
improvement of the force as
sufficient, that the amount of the
Police vote is now nearly £60,000
& the cost per head of officers is now
about double of what it is & depends
& that the S. of S. is confident that, with
proper administration & economy, a more efficient

2,000,-
708-9

Force could have been produced for a
smaller amount of money - then say that
very effort must now be made to
place things on a better basis, that
the S. of S. has been unable to allow
Mr. Small to continue remain in the
force as Comd. of Police as suggested
in the Govt. let. of the 29th of July
(2775) & that the app't. has been
offered to Mr. Nottley, the former
Comd. of Police in Uganda, who is
an experienced able & experienced Officer
& likely to be of great assistance to
Capt. Edwards in the reorganization
of the force & that the S. of S. trust
that the Govt. will give all possible
support to these Officers in the
difficult task which lies before them,
the request without him to offer
the post of Comd. of Police in Uganda
to Capt. Riddick, saying that Capt.
R. will be on probation for 1 year, on
the day that the various matters of detail
said in the reports of Col. Singh & the
local Committee must await the arrival
of the Post of the new Insp. Genl.,
who is leaving this country in Oct.,
but

but add that the S. of S. looks to
the Govt. to exercise the most rigid
economy in framing the future estimates
for the Police, but by eliminating all
unnecessary expenses in the way of
equipment & also by relieving the
force of all duties of an unwarlike
kind, & say that in this connection
the S. of S. ^{has at present advised,} is satisfied that any
events are required for any Officers,
other than the Comd., when he is in
town in settled districts - then
write to the Govt. of Uganda, telling him
to offer the app't. of Comd. of
Police in the S.A.P. to Mr. Nottley, &
saying that the Govt. of the S.A.P. has
been instructed to offer the app't.
of Comd. of Police in Uganda to
Capt. Riddick, who will be on
probation for 1 year.

H. J. R
14/8

Colonel Seely
Proposed by Mr. Reed
propos
yes. Let us Mr. Reed propose 14/8
in his case and recall our minds
at once

Memoria

2 de June, 18

Dear

Francis reports on the

which would be a great

thing to do now. I think

well - the subject is a

one to represent time - the

first. There is a committee

and to be formed to consider

how to give effect to the

authorities, & especially to

Consider the question of the work from our Officers - In time
 reduction in the number of the staff change, but it will
 in which are all thought to be put are our staff
 have gone too far - I have proposed to the degree to
 quarters of the staff explaining the same then the
 the Hoffmanns believe the same of the Bayreuth
 conditions here, will all go
 can be kept alternate to the training school for
 the staff will better or you have been being up, take
 the authority, and began having other matters in
 taken there is a reasonable number, over the conditions
 present. Civil system there it is an absolute
 which takes off a general that the staff would
 part of the ^{short} ~~system~~ that have been studied at
 points at the position was, &

from some reports the fact
 for the Police have been instructed
 to the new rule, we have a
 we are permanently laid down
 has in order to be in a
 cannot. Some of the
 the way I worry them here
 history in the question of
 the way - for see some
 to attend. The Hotel. the
 provision, because a good
 bank a bank has it was
 the matter of staff. The staff
 the other station of the
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 has just been particularly
 done & we have just

will be always available,
 of common is such.
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 various quarters shall.
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 have an contentment in the
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 - My learning of the
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The intervention of new
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 will be constant & then we
 have to come into former
 gradually, as we see the
 to get out of the way
 for the one second - the
 fundamental key of the
 instructions is not an
 way one to deal with

The 2nd

George Hartley

623

Governor's Office,
Mombasa,

25104

June 19th 1908

11 JUL 08

EAST AFRICA PROTECTORATE.

Confidential (58)
(Incl.17)

My Lord,

I have the honour to acknowledge the receipt of Your Lordship's despatch of the 10th April last, and to submit herewith Colonel Gough's report on the Police together with the proposals of the Committee I assembled to consider the reports of Colonel Gordon-Vilain and Colonel Gough with a view to giving practical effect to their suggestions, and my remarks and recommendations thereon.

2. I must express my regret that Lord Elgin should have found it necessary to express dissatisfaction at the state in which the Police have been allowed to remain.

3. The need for the reorganisation of Police has not been lost sight of, and an important part of it, the increase in the superior staff, was provided for to some extent when the estimates for the current year were prepared last autumn. During the last two years several of the large departments of the Protectorate service have been organised, enlarged, and placed on an efficient footing, such as the Land, and Survey, and Public Works,

and

Principal Secretary of State
for the Colonies,
Downing Street,
LONDON, S.W.

Act by Col. Gough
Chairman of the Committee
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3. C
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and attention has been a great deal occupied with these, and with Legislative work. Moreover we have been confronted with great difficulties in connection with the establishment of a training depot, upon which much of the improvement to be looked for depends, as explained in the Committee's report. It was impossible to start a training depot in the old Police lines which were both cramped and insanitary. A new site for the lines was selected and formed portion of Mr. Williams' scheme. This site could not be utilised until it had been drained, and it will be remembered that as important as we consider the drainage of this part of the town area that it was embarked upon as one of the first parts of the scheme to be undertaken. Even now that the site has been drained and the Police huts built the permanent buildings have not yet been erected, nor has it yet been found possible to lay on water. It has now been decided that the training depot shall be at Naivasha, and I shall refer to this again later in this despatch.

4. Colonel Gough has taken great pains in his enquiry into the Police, and the able report he has submitted contains most valuable suggestions for placing the force on the footing of efficiency now required. But I cannot admit that the force is altogether so useless as would at first sight appear; there are grave defects in organization and training, and the men are reported to be unfit at present for military operations, but it should be remembered that the force is being judged by a new standard. The functions have been many and it has been called upon for duties outside the sphere of a regular Police force. Ever since the Protectorate was created it has kept the peace

over

over large areas of country amongst tribes but lately brought under our rule, in whose subjection it has itself taken part, and it is but recently that the need for a purely civil force has arisen and been recognised. I do not question the need for reorganisation and reform, and for placing the Police on an efficient footing to act with the King's African Rifles but I maintain that in the various duties the Police have hitherto been called upon to perform, in particular in the protection of the out districts, they have done good and useful work, and though their training as a military body has been defective they have generally done well in operations against any enemy with whom they have yet been confronted.

Several of the matters now recommended, such as the need for a training depot and the appointment of Provincial Superintendents were brought forward by the Inspector General of Police in connection with the Estimates for 1907-08, but for financial reasons and the reasons given above their consideration had to be postponed. The estimates for that year, largely reduced in all departments before submission, were again further reduced before approval - and as I have frequently pointed out we have not the means of meeting the urgent demands for funds which the rapidly growing requirements of the Protectorate force upon us.

My views on the recommendations which have been put forward are as follows:-

European Staff.

In all three reports the necessity for increasing the number of British officers has been shown. There should be a Provincial Police Officer in each Province. I have already explained the reasons why this has not yet been done before, and

and I would point out that with the exception of the two Senior Assistant Superintendents who have lately been given the rank of Superintendents on their salary as Assistants, there has been no grade of Superintendents. The Committee recommend that the European staff be fixed as follows:

1 Inspector General at	£700
1 Deputy Inspector General at	£600
3 Police Superintendents at	£400
10 Assistant Police Superintendents at	£250
6 Deputy Assistants at	£200
6 do. do. at	£150

So far as the superior staff is concerned down to Assistant Superintendents I consider that the recommendations of the Committee should be accepted as the scale of establishment. This will leave 18 Superintendents and Assistants as against 17 Assistants as at present. Colonel Gordon-Wilson drew attention to the inadequate pay of the senior grade and I consider that the rates suggested are fair. I further agree with the recommendation made by Colonel Gordon-Wilson that the Assistant Superintendent who performs the duties of Adjutant should receive an allowance, but I would abolish the title of Adjutant and substitute that of personal Assistant, the officer performing the duties to be given an allowance of £50/- per annum.

7. With regard to the proposed scale of Deputy Assistants there are two conflicting points to consider. On the one hand a non commissioned grade, its distinct

uses

uses, particularly in Court work, but if we create a class who cannot look for promotion, in place of the Inspectors who do look for promotion, I fear the class would not remain contented and as vacancies occur in the Assistant's grade we should have to fill them by men who do not know the country. On the other hand it is with great hesitation that I should recommend the appointment to this grade of gentlemen on less than £250 per annum - the least upon which it has always been held an officer can live in East Africa. With prospects of promotion it might be worth the while of gentlemen to join on £200 a year, but I would certainly not make it less, in which case the number in the grade would have to be reduced from 12 to 10 to keep within the estimate prepared by the Committee. Perhaps the best plan will be to keep to the recommendation of the Committee as to having two grades of Deputy Assistants on £150/-, and £200/-, but not to bar promotion to the rank of Assistants in cases of exceptional merit. The grade of European Inspector will then be allowed to die out. The present strength is 11, of whom certain will be recommended for promotion at once to Assistant Provincial Superintendents while others will be transferred to the grade of Deputy Assistants.

- 8. The present strength of Sergeant Instructors will be reduced to two, the number required for the training depot.
- 9. The strength of the Pay and Quartermaster's department will remain as it is with one Pay and Quartermaster and one Assistant. The non European grades of Sub Inspectors and Deputy Inspectors, present strength 18 on various rates of pay, will be replaced by Inspectors,

in two grades, on fixed rates of pay.

10. As regards the strength of rank and file to be kept on the Establishment for the future, the Committee, among whom was Lieutenant Colonel Montgomery, J.S.I., who served on the Indian Police Commission, have gone carefully into the question after considering the requirements of the towns and Provinces, and though they have not seen their way to reduce the force to the extent suggested by Colonel Gough, they have succeeded in making the substantial reduction of 296 of all ranks after allowing for an increase of 25 recruits which brings the number of the latter to 100.

11. I do not think we can safely reduce beyond this (certainly at present) until a higher degree of efficiency is attained. The area of effective administration is constantly expanding and fresh territory being brought under control, entailing further demands for Police protection. During the last two and a half years we have occupied the large tract of the Sandi country, and extended our influence over the tribes from Kericho to the German border; we have occupied Embu, we are pushing on to Mwaru, and the Kisii country is now coming under occupation; and this will continue, though possibly more gradually, till the whole of the Protectorate including Jubaland is brought under effective control.

12. The countries which I have noted above as having been, or being brought under effective occupation within the last 2½ years, inclusive of Mwaru, represent an area, roughly, of 6000 square miles.

13. Under the Committee's proposals the ranks of Sergeant Major and Lance Corporal are abolished, the Sergeants are increased from 83 to 194 in 4 grades with fixed pay, the Corporals are reduced from 116 to 78 (including 2 Provost Corporals), the Constables are formed into three grades, 83 at Rs. 31 per mensem, 471 at Rs. 16 per mensem and 969 at Rs. 14 per mensem, and the recruits are raised from 75 to 100, buglers and spearmen disappearing.

The properties of Non Commissioned Officers, nearly 1 to 5, under this scheme should be capable of reduction. I have gone through the question again with the Inspector General of Police, and would suggest the following scale as suitable:-

SERGEANTS.	
1st Grade	11
2nd Grade	20
3rd Grade	33
4th Grade	61
	<hr/>
	135

Corporals 77.

Increasing the Constables by 8 in the first grade, 3 in the second grade, and 57 in the third grade.

This will effect a saving of Rs. 44 per annum on the scheme proposed by the Committee.

14. The Civil Police in the towns will be separated from the District Police, they will be the Constables of first and second grade, and will be provided with batons,

A reserve of rifles being maintained, and, where necessary such as in the case of guards on treasuries, the sentries will be armed with rifles at night. The strength of the Civil Police is put down at:-

Sergeants	57
Constables 1st grade	91
Constables 2nd grade	474

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This should be the strength for the present, the question of further reduction being considered when the force has reached a higher degree of training and efficiency.

15. Particular attention is being given to the question of recruitment. I agree with the Committee in their remarks that it should not be difficult to obtain suitable recruits from the local tribes and that a better class of men will be attracted by the better rates of pay recommended. Baganda have not so far proved a success. Within the last two months a total of 25 recruits were sent from Uganda and 3 have already been convicted of theft. There will always be conflicting opinions as to merits of the various tribes, but personally I am no disbeliever in the Baganda. I have lately travelled through their country, and though as a rule they are disinclined to work, those who do are well reported on, and in general intelligence they are far above the average.

16. I have in a previous despatch expressed the opinion that Military Police from Akershus are not the best suited for employment in Police duties

in

in East Africa, and as their period of employment is limited to three years they leave just at the time when they would be likely to be most useful. As vacancies occur they should be filled by Europeans from one of the Constabulary Corps; the retrenchments in South Africa are certain to throw a number of good men out of work.

training depot. 17. I agree with the Committee that it will be desirable to have the training depot at Naivasha, not at Nairobi. We are gradually moving the Headquarters of the Naivasha Province from Naivasha to Nakuru which is more central and in closer touch with the settlers, with greater possibilities of development. Most of the Police have already been moved to Nakuru, and their huts and two houses are now available for the depot which we are proceeding to start. More huts will require to be erected, and more buildings will be wanted, especially if officers who have not gone through the Royal Irish Constabulary course, are to go through a course at the depot, and young officers of the Assistant Superintendent grade are to be trained there, both of which I recommend. The Inspector General is now proceeding to Naivasha to make the necessary arrangements for starting the depot. It will be placed to commence with under the charge of Captain Smith, the present Adjutant. I shall address Your Lordship again shortly on the subject of the further accommodation that will be wanted.

Mr. Edwards the Inspector General of the Uganda Police will be passing through the Protectorate at the end of this week, and will be stopping with Mr. Donald

who will consult him with regard to the training of recruits and obtain a copy of the Syllabus of training issued in Uganda. The Uganda Police regulations too will be considered with a view to their adoption in this Protectorate.

18. Attached to the training depot there should be an elementary school where the Non Commissioned Officers and more promising Native Constables could be taught reading and writing and the elementary principles of Arithmetic. This could be placed under an Indian Sub Inspector as Instructor, who is not available.

19. The Criminal Investigation Department will be a branch of the Headquarter office in charge of a selected Assistant Superintendent. I propose to obtain from India the services of an Indian Inspector trained in this particular branch to assist in its working here, retaining for him one of the posts of 1st grade inspectors proposed by the Committee.

20. As the Finger Print Bureau will contain the permanent records to which reference will continually be made for the detection of Criminals and enquiries into their history it is questionable whether this bureau would not be more conveniently located at Headquarters in Nairobi, rather than at the training depot at Naivasha, where it would be at a distance from the Criminal Investigation Department.

department. In any case the principles of the system would form part of the training for officers and Inspectors at the depot. At the time the Director General submitted his estimates for starting this system we had no officers trained therein and his estimates made provision for a special officer for the purpose, which accounts for the difference between the East Africa and Uganda estimates upon which Colonel Gough has remarked.

We have now several officers trained in the system, and it has been commenced in Mombasa.

relations between
the Police and
Civil Officers.

21. In paragraph 3 of their report the Committee have dealt with the relations which should exist between the Police and the Civil Officers of the Provinces. They have laid down certain principles which are followed in India and which have already been adopted here. I do not think they can be improved upon. Friction has arisen in the past from the fact, to which I have previously alluded, that formerly the Police were as regards recruitment, discipline and interior economy under the District Officers; this has been gradually set right and matters are now on a much more satisfactory footing.

relations
with Police
to take action.

22. The Committee are of opinion that the limits, proposed by Colonel Gough in paragraph 23 of his report, within which the Police should be employed are too restricted. The matter has been considered in the Executive Council, and I recommend that the modification proposed by the Committee be adopted.

Under

Under this the Provincial Commissioner would use his discretion as to the employment of the Police to quell local disturbances, but would in no case employ the Police if the disturbances are such as to require him to terminate his proceedings.

23. Since April last 124 headmen have been gazetted under the Village Headmen's Ordinance 1902 and further appointments are being gazetted as selections are made in the various Provinces. Since then the Police have been largely relieved of the duty of serving summonses and executing warrants, and this now devolves on the Native Chief and Village Headmen.

24. Colonel Gough recommends that a competitive examination should be instituted for entry into the Police forces of the Colonies. I quite agree with this and would extend the principle so as to include the Administrative branch of the Protectorate service, such examinations to be held by the Civil Service Commission. I would not however do away with the system of nominations, which it will be desirable to maintain in order to secure the stamp of officer we require. But nominations might well be given to more than the number of candidates required, who would then compete for the number of vacancies, the place gained at the examinations entitling the candidate to choice of Colony according to his position in the passed list. The scheme will require consideration, but I think the adoption of its principles will be advantageous.

25. There is no question but that the rearmament of the Force with the 303. Carbine, Martini Enfield is absolutely

necessary

necessary.

Taking the proposed strength of the native ranks at 1895, of which 652 will be Civil and 1263 District Police, including recruits, and assuming that carbines should be retained for the Civil Police at a little over half their strength, we may set down the number of carbines required at 1600.

Of these 823 are now available from the 1st and 3rd King's African Rifles. A further quantity of 125 will be available from the Camel Corps, when replaced by the same number of a new pattern, which, in my Conf. despatch No. 48 of the 22nd May was proposed should be paid for from the Police vote. This leaves 652 new Carbines to be purchased.

27/95/04
KAR
S.P.

I think it would be well to complete the rearmament at once. Funds for this, as well as for the purchase of ammunition, and the initial expenditure required for equipment, can be found from the savings on the present year's vote, and from the sum of £5,000 carried over from last year as savings from the 1st King's African Rifles, and earmarked for the purpose of rearming the Police as noted in paragraph 11 of Mr. Bowring's letter No. 105/130 of the 20th December 1907, covered by my despatch Conf. (90) of the 30th idem.

I understand that the War Office are prepared to supply the arms we require at £24/3 each, and I would request that the necessary steps be now taken to effect the purchase of 652 carbines at a cost of £15,648/11, and of the 125 carbines required for the Camel Corps.

20. The quantity of ammunition that will be required will depend upon the course of musketry to be pursued.

As

As regards the 125 carbines, the matter is disposed of on the 28/12/04

28/12/04

As the Force has practically done no musketry for the last year and they are to be trained with a new rifle I am of opinion that 100 rounds per man should be fired during the first year's training, whether the whole of the course is completed in the present year or not. After the present course will be reduced to its present 100 rounds. I presume that the Civil Police should go through an annual course of musketry as well as the District Police. Also 100 rounds should be kept in store as spare ammunition for 1000 rifles. This will then work out as follows:-

	Training Ammunition:
1895 x 100	= 189,500
	Spare Ammunition.
1600 x 100	= 160,000
	<hr/>
	349,500

at an approximate cost of £2000.- See statement I. 27. In Statement No. 3 provision is made for the construction this year of ten Magazines at an estimated cost of £800. Seven Magazines already exist and two more are being constructed by reallocation from the Police Public Works Vote. This will give us 19 stations provided with Magazines; the remainder can be left till the following year.

28. The initial equipment required is noted in Statement No. 2, the estimated cost of which is £1696. Batons and Haversacks have already been ordered and their cost has been provided for in the estimates for the present year. As I already noted this sum of £1696 will be charged against armament and equipment as explained in paragraph 25.

29. The question of the uniform to be adopted for the Police of Uganda and East Africa has been considered by the Governors of the two Protectorates, and a board consisting of the Inspector General and Deputy Inspector General of the Uganda Police, and the Adjutant and Pay and Quartermaster of the East Africa Police met at Kampala and agreed to a common pattern. I am referring this by separate despatch. Both in Uganda and East Africa there is a strong feeling against the red cuff to the sleeves as liable to run and look untidy, and Mr. Neil and myself wish to adhere to the red cuff and.

30. The practice of fining has been discontinued as a punishment, except in cases of drunkenness or to replace stolen or damaged property as recommended by Colonel Gough.

A Circular has been issued to Civil Officers enforcing strict compliance with the Police Ordinance. The Police Ordinance itself is being revised.

31. The hutting accommodation in five stations is deficient. I am of opinion that 150 huts should be now constructed at a cost of £.3 a hut = £.450 which can be met from the sum referred to in paragraph 25 of this despatch.

New lines are almost completed in Mombasa, new huts have been constructed at Nairobi, and the construction of 150 huts above referred to will render the whole native force comfortably housed.

32. To give effect to the proposals contained in this despatch, I submit the following recommendations with regard to the Staff:-

Inspector Gen- The Inspector General and Deputy Inspector General to be
 eral & Deputy
 Inspector Gen- placed with effect from the 1st August next on salaries
 rising from £600/-, and £400/-, by £25/-, to £700/-, and
 £500/- respectively; the maximum to be reached on the 1st
 April 1910, if as I trust, the necessary improvement is
 effected in the organization and training of the force.

Provincial
 Superintendents. 33. To provide for the 2 Provincial Superintendents, I
 would propose to promote Messrs. Ewart, Eustace, Rigby, and
 Tyssen. All are capable officers with a good record, and
 they are, I consider, well fitted for promotion to the
 grade of Provincial Superintendent. Captain Smith, the
 present Adjutant, to be Personal Assistant on an allowance
 of £50/- per annum. Mr. Tew has a long service in the Pol-
 ice, but he is in indifferent health, somewhat slack, and
 lacking in initiative, and I do not at present recommend
 him for the grade of Provincial Superintendent. Mr. Moore
 is not recommended for promotion. Mr. Faran is constantly
 in debt and has otherwise not been satisfactorily reported
 on. He retires on the expiration of his leave in December
 next. Neither of these two officers has the energy and
 personal qualities of Messrs. Rigby and Tyssen. Mr. Ewart will
 shortly be drawing £370/- per annum according to incremen-
 tal scale. Captain Eustace's salary at present is £310/-,
 according to the same scale, and Captain Rigby will be
 drawing £310/- in October next. Mr. Ewart should be placed
 on the maximum salary of £400/-, Captains Eustace and Rig-
 by on £325/-, rising by £25/-, to £400/-, and Mr. Tyssen on
 £300/- by £25/- to £400/-. All with effect from the 1st
 August next.

34. This leaves 4 Provincial Superintendents to be provided from outside, Colonel Gough having insisted already on the necessity of introducing fresh officers. I would propose that a specially trained officer be selected from the training depot on the maximum salary of £400/-, and to rank at the top of the list of Provincial Superintendents. The other three should be selected from the rank of Assistant in the other Colonies, and not by promotion from the rank of Inspector, and their salaries should be £300/- by £250/- to £400/-.

35. This proposal will give a fair measure of promotion to the local service, and at the same time provide for the introduction of new men from outside, and will effect a saving of between £1100/- and £1200/- on the estimate of the Committee for the present year, taking into account the fact of the salaries being incremental, and that they will only take effect for two thirds of the year.

36. The above will leave 3 Assistant Provincial Superintendents on the list. To complete the list to 10, the Inspector General recommends the promotion of Messrs. Reilly

Long Innes, Tanner, and Bradney, leaving an Assistant to be appointed from outside. I have gone through the list of Inspectors with the Inspector General and approved of his recommendations. These promotions should take effect from the 1st August next, and be on the full salary of £250/- provided for the grade. The names of the officers together with confidential reports on the officers recommended as above for promotion are enclosed.

37. If the promotion of the three Inspectors and Sergeant major Bradney above referred to is approved, it will leave the list of Inspectors at present at 10. Of these, some are on probation on a salary of £150/-, the others on an

Assistant Provincial Superintendents.

*In considering
I would
refer to your
despatches
26 of 7 January
(1901)*

Deputy Assistant-
ants.

incremental scale of salary from £180/- by £10/- to £250/-.
The list then now stands as follows:-

Mr. Likens. Not satisfactory. I have already recommended that his services be dispensed with if possible.

Mr. Madden. Unsatisfactory. Has passed no examination in language or law, and is at times addicted to excess.

Mr. Anderson. Young and inexperienced. May be fitted for promotion later on.

Mr. Bowen. Steady but lacks initiative. Should be fitted for promotion later on.

Mr. Milton. May be fitted for promotion.

Mr. Fitzg. Id. All temporary. They will not rise above ^{As Adjutant} present grade. Mr. Richardson was transferred from

Mr. Richardson. the post of Sergeant Instructor and could now be returned to his regiment. I understand the Inspector

General is not anxious to retain either Mr. Fitzgerald or Mr. Lydford; I shall report later on them. Both Mr. Chavens and Mr. Mc. Glymont are well reported on, and so is

Mr. Ward, who has shown marked intelligence in detective work. With regard to those Inspectors whose services will

be retained, two courses are open -

(a) to grade them on the list of Deputy Assistants on their present rates of pay £180/- rising by £10/- to £250/-

(b) to grade them at once on the fixed pay of the proposed grades £200/- and £150/- increments thus ceasing. Intimation

will then be given them that the rank of Inspector is abolished, the claims of the most deserving would be admitted for subsequent promotion and those who do not accept

the terms proposed and whose services cannot otherwise be dispensed with might be allowed a month's salary for each

years service. I think (b) would be the most satisfactory. In either case I should propose to place Messrs. Anderson,

Milton, and Chevens in the first grade of Deputy Assistants; the first two are now drawing £190/- and the third £180/- per annum.

Sergeant Instructors
38. As previously intimated it is only proposed to retain the services of Sergeants Weed and Darke for work at the training depot. The remainder can be returned to their regiments according to the terms of their agreements.

39. I submit a short abstract statement marked B showing as far as possible the financial effect for the present year of the recommendations made in this despatch.

I have the honor to be,
With the highest respect,

My Lord,

Your Lordship's most obedient,
Humble servant,

J. H. S. S. S.

25104

Recd: 11 JUL 08

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DRAFTED

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To

His Excellency,

the Governor

East Africa Protectorate

Sir,

In accordance with your request I have the honour to make the following report on the Police Force in the Protectorate.

I must apologise for the bulk of the documents, but I have thought it advisable to attach, in the form of appendices, certain notes and memoranda taken at the different Police Posts which I inspected.

These appendices are only attached for reference and to show upon what data I formed my opinion.

1. The Inspector General of Police is in Command of the Force, he has a staff of

1 Deputy Inspector General

1 Assistant

1 Pay & Quarter Master
with Headquarters at Nairobi.

The Inspector General of Police communicates direct with all the out-stations (39 in number), of these 39 stations - the following only have Police Officers in charge i.e., Mombasa, Nairobi, Fort Hall, Kisumu, Naivasha, Nakuru, Kisumu and the Uganda Railway - the remaining stations are under the Civil Officers administering the District who are styled

648A

"Superintendents of Police" under the Police Department,

For the purpose of instructing the Police in drill and manuevring - there are Sergeant Instructors attached to each Province - these Sergeant Instructors supposed to spend most of their time at the Provincial Depot training recruits, they are also expected to travel round the Police Posts in their Province with the object of smartening up the Police.

These Provincial Depots are expected to supply the recruits required by all out stations in their respective Provinces.

There is no central Depot.

There are 16 Police inspectors in the Force - these Inspectors do not rank as Officers but they wear a star as a badge of rank.

An Inspector is not placed in charge of a Police Post, but they are posted to stations where there is a Police Officer in Command.

It will be noticed that there is no such appointment as Provincial Police Officer, consequently the Inspector General of Police has to communicate direct with all different stations - and the Civil Officer administering the Province has no Police Officer who can advise him as to the working of the Police in his Province, or to whom he can give instructions as to any Police work he may require carried out.

Another point I should like to bring to notice is that Civil Officers (at stations where there is no Police Officer) are appointed as "Superintendents of Police" while the proper Police Officers who are in charge of stations have only the rank of "Assistant Superintendent". The Police Officer in therefore

technically junior, the consequence of this is that if a Police Officer is sent to inspect the Police at a station such as Nyeri, he finds that he is inspecting his senior Officer and in one case it was reported to me that the Civil Officer refused to allow the Police Officer to carry out his inspection.

Another great drawback to giving the Civil Officer the command of the Police of their stations is that they are almost invariably ignorant of arill, and machinery and have not the time or knowledge to instruct the men in Police duties. Besides these drawbacks, the position of Inspector General of Police is made extremely difficult. He is responsible for the Police in the Protectorate but at the same time the Civil Officers, who are commanding Police, are not under his Command. Under the circumstances, it is not surprising that there has been a considerable amount of friction.

2. I inspected the Police at Nairobi, Fort Hall, Nyeri, Naivasha, Nakuru, Kamuruti, Kisumu and Mombasa.

3. The establishment of the Police is as follows-

- 1. Inspector General
- 1. Deputy Inspector General
- 10. Asst District Superintendants
- 16 Inspectors
- 7 Sergeant Instructors
- 3 European N C Os
- 17 European constables
- Natives (Indian & Africans)
- 6 Sub-inspectors
- 12 Asst Sub-inspectors
- Armourers

2033. N.C.Os and constables.

The force was (on 14th January 1908) under strength to the following extent-

- I. Asst. District Superintendent.
- I. Inspector.
- 2. European Constables.
- I. Asst. Sub-Inspector
- II4. N.C.Os & Constables. } natives.

Distribution.

4. The distribution is shown in Appendix 20^a and also on a rough hand sketch attached at the end of this Report.

It will be noticed that there are 29 Police Posts now established in the Protectorate.

I think the strength of a great many of these Police Posts is unnecessarily strong and I have recommended that the strength of some of the posts be considerably reduced (vide para. 27 of this report)

Racial Composition

5. The Racial Composition is shown in Appendix B.

There are 18 principal tribes mentioned, but the Force must be composed of at least 50 different African tribes.

The tribes which are most strongly represented in the Force are:-

- I. Kavirondo. (200).
- 2. Swahilis (261).
- 3. Nubians (190).
- 4. Wanyamwezi (170)

5. Wakamba (130)
6. Masai (115)
7. Indians (115)

Of these (1) and (5) have a bad reputation in the country.

(3). Are good fighting men, but they want carefully watching as they are quite capable of extorting money from the natives- In any case this source of supply is rapidly dying out, most of the Sudanese in the Police are old men who belonged to the Companies of the Uganda Rifles which were disbanded during the Uganda Mutiny.

(4.) and (6) if carefully trained are capable of being turned into fair African Police.

(7) Owing to the large numbers of Indians now in the Protectorate, a certain number of Indians are almost a necessity in the Force- Great care is, however, necessary in the selection of recruits.

In East Africa it is difficult to obtain recruits who are in any way suitable for Police work- I would, however, suggest that Uganda should be tapped as a source of supply. There are at present 68 Ugandans in the Force, more might easily be obtained and as the Ugandans are the most highly civilized natives in this part of Africa I think they would take kindly to Police work.

Copy Part 6 & Part 24 6

will and
training.

E 6. The drill of the Police was distinctly bad at every post that I inspected. So little did they know that I consider they would, in anything approaching a fight, be little if any better than an armed mob.

The N.C.Co, with a few exceptions, were quite unable to command their men owing to their ignorance of the necessary words of command.

As for the training of the Police, in military duties. This is carried out nominally by the 7. Army Sergeant Instructors attached to the Police, as however, almost all these Sergt Instructors have to train Police at 2, or 4 widely scattered posts; it stands to reason that, even with the best will in the world, they are unable to produce satisfactory results.

Recruits joining the Police are not trained on any system. The recruit on joining is nominally supposed to receive his training at the Hd. Qr. Station of each Province where there is a Sergt Instructor. In practice I found this seldom took place - In very many cases the recruit was enlisted at an out-station and put on duty within 3 days. Considering what manner of men the wild savage is, I am surprised the results were not more disastrous.

I am convinced that a Central Depot for training recruits and sharpening up N.C.Co is absolutely necessary. (This subject is again referred to in my final suggestions at the end of this report para 24).

With regard to the important question of training the recruits in Police work - any training of this sort may be said to be non-existent. In fact one Police Officer at Fort Hall when I asked him how Police work was taught the men, replied by saying "How can you teach them Police Work"

I understand that a central Depot has been decided upon and I would urge the great importance of teaching a Policeman his duties as a Policeman, his drill and Musketry although important are secondary matters.

7. Non-existent.

A musketry course is laid down, but as the Inspector General of Police was of opinion that the Rifles (Martini Henry) were defective and ammunition unreliable, he ordered all musketry to be abandoned - I think it was a pity that the Inspector General of Police came to this decision as from what I saw of the Rifles and ammunition I came to the conclusion that at least 2/3 of the Rifles were serviceable and the ammunition was fairly reliable and in no way dangerous

As matters stand at present I consider the Police if they were required to operate in any strength would be no great a danger to their friends as to their enemies.

During the operations last February against the

musketry.

the Kissi tribe, a Policeman was shot by his own comrades.

8. The discipline of the Police Force, as far as I was able to gather during my inspection, might be said to be fair - that is to say I think they are easily managed and are amenable to authority at several times - They were reported by a Police Officer to be excitable and unreliable when engaged with the enemy during the Kissi expedition. From what I saw of the Police this excitability was only to be expected and against a more formidable enemy than the Kissi the results would have been most serious.

I noticed when inspecting the punishment returns that there were many cases of Policemen being "fined" as a punishment - I think this practice should be discontinued except for Drunkenness or to replace stolen or damaged property. The men as it is receive very little pay and they are apt to misunderstand the reason for a "fine", which as often as not they construe into an effort to make them work for less wages than they were engaged for.

It was also brought to my notice that some of the Civil District Officers, acting in their capacity as Police Officers, had summarily discharged and punished Policemen in defiance of the Police Ordinance.

9. The scale of clothing is shown in appendix "J"

This scale is considerably more generous than that in vogue in the Uganda Police. At the same time the Police in Uganda were better turned out than the Police in the East Africa Protectorate. I attribute this greatly to the greater care and supervision exercised by the Police Officers in Uganda.

A new scale of clothing is under consideration, but I understand that it has not yet been finally sanctioned -

At present the uniform of the King's African Rifles and the Police is very similar. I think there should be a distinct difference between the uniforms of the Military and ^{the} Police Force. The Inspector General of Police in Uganda suggested that the Police should wear red summerbands, but I think if the Police had red cuffs to their khaki uniforms, it would not only look neater but there would be no question of a Police man who had forgotten to put on his summerband being mistaken for a soldier in the K.A.Rs.

Khaki Fox Covers are unnecessary for Police. A set of Buttons, and a set of white metal numbers for collars and tunics, need not be an annual issue, but should be issued as required.

I do not think a Mandarlin is required.

There is no necessity for Putties. - In Durban, I noticed none of the Zulu Police in the Town wore Putties.

The above may all seem small details, but when dealing with some 2000 men every item adds up to a considerable figure.

The Equipment of the Force was in a fair state of repair - The majority of it was quite serviceable.

10. The present rate of pay is shown in appendix "B" - The proposed rate of pay is shown in appendix "C"

With reference to the present rate of pay, it will be seen that there are 22 different rates of pay in the Force - and that amongst amongst the native ranks there are 67 different rates - I do not think any criticism is required -

I would, however, like to point out that there are 8 different rates of pay for Buglers - I do not think Buglers are required at all by Police and I think they should be abolished from the Force.

These extraordinary differences of pay have grown up gradually - In the old days in East Africa the Police were directly under the control of the Civil Officers, were enlisted, punished and dismissed by them according to local circumstances - The result was that men enlisted as Police in one District received 18 rupees a month, while Police enlisted in another District only received 2 rupees a month. This system worked more or less smoothly as long as the District Police were kept permanently in one District, but under the present conditions the Police must be transferable and are transferred from one District to

to another - The result being that in a station like
 Maironi one Policeman is paid rupees 15 a month while
 his superior, who may or may not be a better man than
 himself, is receiving only rupees 9 a month - Under
 these circumstances it is small wonder that a good
 class of recruit is not forthcoming.

The proposed new scale of pay is much more
 sensible - but it will take some time to bring into
 force and will have to be brought in gradually. At
 the same time there can be very little doubt that the
 rate of pay for a 2nd grade constable (13 rupees) and
 a 3rd grade constable (8 rupees) is not calculated to
 draw a good class of man. This a question of S.S.D.
 and I would recommend that the numbers of the Police
 be lowered and their pay increased accordingly.

In any case I do not agree with the proposal that
 a Mugler (who is not a Policeman at all) should draw
 Rs 14/- a month while a Police constable should only
 draw Rs 9 a month.

As I said before I recommend that Muglers be
 abolished from the force. they are certainly not required
 from a military point of view and I fail to see what
 value they can be to a Police force. if they were
 abolished there would be a saving of about Rs 500
 a year.

the regulations. 21. There are no Police Regulations or standing
 orders. The Indian Penal Code is supposed to be acted
 upon but the Indian Penal Code is not always

applicable to the conditions prevailing in British East Africa.

There are no standing orders nor is there any local Police Handbook for the guidance of Police and Civil Officers -

The present system is that when any question arises, circulars are issued with instructions how to act. These circulars have now reached many hundreds, some of them over ruling previous circulars - The result is great confusion and a considerable amount of uncertainty amongst both the Police and Civil Officers as to what is the correct mode of procedure.

A police handbook is urgently required containing Police regulations as to pay, clothing, discipline, interior economy, organization, actions, cessation of services for all ranks, leave rules, muster, language examinations examinations for promotion to Corporal and Sergeants and last and most important of all, a definite ruling as to the exact functions of Civil and Police Officers. I cannot lay too much stress on the importance of a definite ruling as to the duties and responsibilities of Civil and Police Officers. At every station I visited difficulties had arisen and in many cases there was a considerable amount of friction, which was to be deplored.

The Inspector General showed me some drafts of certain Regulations which he had drawn up - but they

they appeared to me to be far from complete - I would suggest that the Inspector General of Police in Uganda be communicated with and consulted on the subject - The Uganda Police Regulations are now I believe ready for His Excellency the Governor's approval, from what I saw of them they seemed to be excellent.

I am also of opinion that it would be advisable to run the Police in East Africa and Uganda on the same lines.

18. The Police are armed with Martini Henry Rifles

In Police charge there are

3489 Martini Henry Rifles

68 Martini Henry Carbines

and 675,711 rounds of Martini Henry ammunition.

For details as to other Arms & ammunition in charge of the Police see appendix "L"

The Rifles are not in a good state of repair which is not to be wondered at as the rifles themselves are old and the men never receive instruction in the care of arms. I noticed a Policeman sharpening his knife on the barrel of his rifle - I would say that about 1/3 of the rifles are serviceable.

The ammunition is reported to be unreliable - I saw about 2000 rounds fired and I do not think there were more than five or six miss fires, which were probably not the fault of the rifle and not caused by defective ammunition -

These black powder cartridges do not deteriorate

they appeared to me to be far from complete - I would suggest that the Inspector General of Police in Uganda be communicated with and consulted on the subject - The Uganda Police Regulations are now I believe ready for His Excellency the Governor's approval, from what I saw of them they seemed to be excellent.

I am also of opinion that it would be advisable to run the Police in East Africa and Uganda on the same lines.

19. The Police are armed with Martini Henry Rifles. In Police charge there are

3489 Martini Henry Rifles

68 Martini Henry Carbines

and 675,711 rounds of Martini Henry ammunition.

For details as to other arms & ammunition in charge of the Police see appendix "L"

The Rifles are not in a good state of repair which is not to be wondered at as the rifles themselves are old and the men never receive instruction in the care of arms. I noticed a Policeman sharpening his knife on the barrel of his rifle - I would say that about 1/3 of the rifles are serviceable.

The ammunition is reported to be unreliable - I saw about 2000 rounds fired and I do not think there were more than five or six miss fires, which were all likely all not the fault of the rifle and not caused by defective ammunition -

These black powder cartridges do not deteriorate

as rapidly as cordite, at the same time I noticed that
ammunition at some of the out stations was very badly
stored. If the Police are so-armed with 303 rifles
Magazines should be built at all stations as so-
much ammunition deteriorates rapidly and requires careful
storing.

13. No Rations are issued to the men. On the march
they receive travelling allowance not to exceed 20
a day.

14. In para 5 of this report I referred to the
difficulty of obtaining a good class of recruit -

There are two or three reasons for this namely

- (a) small pay. (b) Discontent amongst the native Police
at the different scales of pay amongst the native ranks
(vide para 10) - (c) lack of a good recruiting system.
(d) The East African native naturally makes a poor
Policeman -

497 Recruits were taken on in 1907.

I think Uganda might be tapped as a
recruiting source -

As I have previously pointed out, the
recruit is supposed to receive his training at Pro-
vincial Depots - This system has broken down hopelessly.
The recruit at the present moment receives hardly any
training at all, such training as he does receive
varies in each Province. There is no syllabus laid
down for recruit training and the native receives no

training in Police Service. As long as the present system continues the Police will go from bad to worse.

A Central Depot is an absolute necessity. I understand that this has been sanctioned. It should not be expensive, two Army Drill Instructors will be sufficient to train the men in Drill and Musketry & a Police Officer could train the men in Police Work - but it should be distinctly understood that the Police training is the really important question.

Although the Depot should not be expensive, it is imperative that it should be most carefully organized and commanded - I would recommend that the Inspector General of Police in Uganda be consulted, he has drawn up a most careful and well thought out syllabus of recruit training, which might well be adopted in East Africa.

A recruit would probably require 6 months at any rate 4 months training, under no circumstances whatsoever should a recruit be passed out of the Depot until he is properly trained.

I noticed that the Inspector General of Police has recommended that a central Depot be established at Nairobi with two subsidiary Depots at Kisumu and Mombasa - The reason brought forward for the subsidiary Depots being the question of expense entailed in training men to and from the central Depot at Nairobi.

I do not agree at all, the expense entailed by having a trained teaching staff at Kisumu & Mombasa.

would be far greater than the Railway charges to and from Nairobi - In any case, the really important point is to have a central Depot, pass, through which all recruits should pass, thus ensuring uniformity and efficiency.

15. The Police Estimates for

1905 - 6 were £ 38,508.

1906 - 7 were £ 41,025.

1907 - 8 were £ 52,518.

1908 - 9 (not yet approved) are £ 57,325

Vide appendix "H"

A steady annual increase.

I think better value should be received for the money expended.

16. Criminal Investigation Department.

16. There is practically no Criminal Investigation Department - This should be started as soon as possible, it should be placed under a thoroughly trained man.

17. Fingerprint system.

17. The Fingerprint system of identification should be established.

I notice in the estimates submitted by the Inspector General of Police that £ 528 was asked for to start this system - In Uganda the estimate was £ 30 for the same purpose.

I am unable to say what the cost would be, but I am informed that it ought not to cost anything like

like & 528. I think an unnecessarily large staff was contemplated by the Inspector General of Police in East Africa.

18. Officers are appointed by H.M. Secretary of State for the Colonies - Before joining the force they are required to pass a course at the Royal Irish Constabulary Depot. in Dublin; (for details of this course see end of appendix "B")-

I do not think this course is of much practical value to Police Officers in East Africa.

Jiu-Jitsu, Swimming, and Fire Drill might well be omitted- The Royal Irish Constabulary Musketry Course is of small value as is also the R.I.C. Code.

The R.I.C. drill is different to the drill in East African Police.

When the central Depot is in proper working Order in East Africa, I think Police Officers should be passed through their own Depot.

A large percentage of the Police Officers are gentlemen who belong to the Militia, Volunteers or Imperial Yeomanry. A certain number come from South African Constabulary and some from the Colonial Police Force, while others have been taken on in East Africa itself.

Very few of the Police Officers have received any proper Police training, what they know they had to pick up for themselves out in East Africa.

They have to pass no sort of entrance examination.

and their prospects are not brilliant.

I have not met one Police Officer who was fit to instruct men in drill and musketry - in fact some of the Officers knew practically no drill at all, and were absolutely useless for this part of their work. But in spite of this I noticed a general tendency on the part of the Officers to treat their men more as soldiers than as Policemen.

The success of the Police Force depends principally on the capacity and keenness of the Police Officers - I do not think the present system of Officering the Police Force is a good one.

I would suggest for consideration that a Corps of Police Officers for Colonial Police should be established, that there should be an entrance examination before appointment to the Force and that Officers should be transferred and promoted from one Colony to another.

Some system of this kind would ensure getting a good class of Officer to start with, an Officer would feel that he had prospects of rising in his profession, also Officers would begin to take a real pride in belonging to the Colonial Police.

One thing is certain, unless some really capable Police Officers are brought into the East Africa Police very little improvement can be expected in the future.

19. The present status of an "inspector" is unsatisfactory - Some of them are gentlemen and some of them

then belong more to the class of an Army Non-Commissioned Officer.

The Inspector General of Police in Uganda and also the Inspector General of Police in East Africa are both in favour of keeping on the grade of "Inspectors" provided that their promotion is not blocked and that inspectors have a career before them. Captain Edwards (I.C.C. Uganda) thinks that he would be able to obtain gentlemen as "Inspectors" under the above conditions. My own opinion is that unless gentlemen can be obtained (and they can only be obtained by offering them prospects of promotion) then the rank of "Inspector" should be abolished altogether.

20. Supt Inspectors.

20. Sergeant instructors are appointed from the Regular Army, they are seconded for three years at the end of which time they usually return to their Regiments.

I cannot say that I thought these Sergeant Instructors were a success. They return home just at the period when they should be beginning to be useful and a new man who does not know the language of the natives takes his place.

They know nothing whatsoever about police work and I found that none of them, owing to lack of supervision, had forgotten even their drill.

The Army Sergeant when left to himself in a

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a country like East Africa, and when away from the strict discipline to which he is accustomed, is extremely apt to be insubordinate. He finds that his Police Officer knows no drill and he immediately assumes airs and graces that would not be tolerable for a moment in his own Regiment.

Besides which he does not look upon the Police as his profession; he is looking forward to the time when he will return his Regiment with a little money put by.

I would recommend that the Sargeant Instructors be abolished, except two for the central Depot.

The difficulty is that the Police Officers know so little drill at the present moment, that they cannot drill their men and it must be remembered that they have also their proper Police work to attend to. However, the small amount of drill that is required by the Police could easily be learnt by an Officer with few weeks practice and if the men were only properly grounded in drill before they left the Depot, then I think two or three drills a week would be sufficient to keep them up to the mark. The present native N.G.C. should also be taught their drill, this could be done by drafting them in by squads to the Depot.

21.

White Police at Kulrebi.

21. There are 18 white police at Nairobi, these men all belong to the Army and have come out on a three years agreement.

I inspected them and they had no complaints to make. The men I spoke to said they were rather tired of Police work in Nairobi Township -

The same remarks apply to those men as I spoke about the Sergeant Instructors -

I do not think an Army man makes a good Policeman and at the end of their three years engagement they will leave East Africa - A new lot of men will have to be engaged and will have to learn their work from the beginning.

At the same time these men have undoubtedly done good work in looking after the low class white element in Nairobi - I think the work could have been done just as well by any English constable or by selected men from the S.A.C., with the additional advantage that they could have been permanently engaged instead of for three years only.

82.

Notes of the Police
Force in East Africa.

22. Although the Force is maintained as one general Force, the duties are practically divided into two classes.

(A) Town Police.

(B) District Police

The Police in the Towns are supposed to do ordinary Civil Police Work.

The District Police form the garrison for the out-stations, they furnish escorts for the Civil administrators, escorts for specie and prisoners

and

and in some Districts serve all the warrants and summonses.

I would refer you to Mr. Ainsworth's (Provincial Commissioner Kisumu) letter to me on the Police question. vide appendix (Z) - I do not agree with all Mr. Ainsworth's proposals, but he has had great experience of the country and his opinions are valuable.

With reference to the Police in the Towns, they are undoubtedly bad, not only because the material is bad but also because they have received no sort of training in Civil Duties. (The only exception to this is a body of about 20 Police who are attached permanently to the Nairobi Police Station)-

The men are one day doing Town Police work and the next are out on escort duty in the country.

A certain number of places such as Banks, Treasuries etc. have a "guard" - I noticed these guards were always armed with a rifle with a fixed bayonet, a practice I would hardly consider necessary for Police in a settled Township - it was more like a Military occupation than the Civil Policing of a town. Even if it is remembered that these native Policemen have received no sort of musketry training, it is I consider fortunate that they have not been called upon to use their rifles in earnest, in which case the ordinary passers by would have been in considerable danger. These armed sentries are not required by day, if

if thought necessary rifles might be issued at night.

I think that at places such as Nairobi, Mombasa, Kisumu, Malvasha, Nakuru and along the Railway, a body of Police should be kept permanently as Town Police. These men to carry Batons (not in their hands as at present, but slung to a waist belt as is the usual custom)

These Policemen to be specially selected and graded as 1st class constables - they should not be employed on any duty except that connected with the Town.

With reference to the District Police, I am in agreement with Mr. Ainsworth that the duties required of District Police do not require such a high standard of intelligence, also many of the duties necessitate that the Policemen should be armed with a rifle.

I came to the conclusion that the numbers of the District Police could be cut down with advantage.

At the present moment Civil Officers are entitled to an escort when travelling in their Districts, the strength of the escort varying according to the rank of the Official. These escorts could be reduced, for instance there is no danger in travelling from Nairobi to Port Hall and in any case the rank of the Official does not affect the strength of the escort. I am told that these escorts are necessary to keep up the "honour" or "dignity" of the Government official-

but I cannot believe that this is really the case

In any case there is no doubt that the necessity for supplying these escorts, cost the Government a large sum of money every year.

Again the number of escorts required for "specie" might be cut down, if a regular system ^{was adopted} of sending monthly or quarterly treasure conveyors to the different stations.

The Police are used for issuing summonses and warrants which in some Districts have to be served personally on the native concerned, instead of through a native chief, as is the case in Uganda.

This necessitates the employment of a considerable number of Policemen as the summonses may have to be issued to a native who lives 3 days journey away from the station, and also it is difficult for the Policeman to be sure he is serving the summons on the right person. Besides which the "summons" is printed in English and it conveys no meaning whatsoever to a native. If this system could be altered, a great saving in the number of Police would be effected.

With reference to the defence of the station itself - I have no hesitation in saying that the numbers of Police, at many of the stations, could be ~~reduced~~.

Following stations could, in my opinion be reduced -

Station	Present strength	Proposed strength	Saving
Mombasa	218	150	68
Nairobi	265	100	165
Machakos	85	40	45
Kitui	40	20	20
Kyambu	85	60	25
Port Hall	115	50	65
Nyeri	83	40	43
Nakvasha & Nakuru	131	80	51
Naivasha	60	50	10
Eisumu	154	50	104
Musias	85	40	45
Randi	41	30	11
Narungu	44	30	14
Kericho	78	50	28
Aisai	60	30	30

 602

I feel confident that the Police could with safety be reduced as above, the formation of the Depot at Nairobi would add another 100 men, making a total reduction of 502 men - as the effect of the superior training at the new Depot permeates through the Police a still further reduction could be made as the men would be more highly trained and efficient and fewer men would be required to perform the work that is now carried out by the present badly trained force.

In pay alone a saving of about £ 4,500 a year would be effected - to which would have to be added savings on clothing-equipment, and barrack accommodation.

There are 24 Serjt Majors in the Police Force- this number could be reduced to 5 or 4, which is a very generous allowance.

A saving could also be made by reducing the numbers of natives N.S.s.

23. With regard to the Military duties that might be called for from the East Africa Police-

As at present constituted and trained I look upon them as practically useless for field operations but of ascertain small value for passive defense.

I do not think the Police should be utilized for ordinary military expeditions in this country, with the exception of guarding certain localities and thus freeing the K.A.R. for service in the field-

For the passive defence of localities, no high standard of efficiency is required, especially as the local enemy in East Africa is not given to attacking defended places.

It often happens that some petty chief or a solitary village gives trouble to the administration - an affair of this kind can usually be dealt with by 10 to 20 policemen. It must be remembered that the local native is not formidable except when in overwhelming numbers-

In cases of this kind, the police might be used with advantage and there would be no necessity to call

Military
actions
Police.

call upon the R.A.M.s. to take action.

I think it should be definitely laid down that it is part of the duties of the District Police to deal with such cases as the above (which might be classed with the disturbances which take place in Ireland over evictions or cattle grazing) - but only on the understanding that the disturbance can be dealt with by the Police stationed at the Police post concerned - If it is thought necessary to re-inforce the police post, then I think the matter should be taken out of the hands of the Police and the King's African Rifles called in.

In cases of great emergency, such as a general rising or Foreign Aggression then

I think the Police should be utilized to the full - They should be placed directly under the military officer, who would naturally work through the Inspector General of Police.

Summary. 24. In conclusion: I would suggest that the following steps be taken with a view to re-organising the Police in East Africa.

(a). THE EAST AFRICA POLICE TO BE ORGANIZED AND ADMINISTERED ON THE SAME LINES AS UGANDA

It will naturally not be possible to make it identical in the smaller details, but the broad outline should be the same.

(b). THAT THE POLICE BE RE-ARMED WITH A .303 RIFLE - This is important but it could be done gradually.

The 3rd Battalion, King's African Rifles have 703 Martini Enfield .303 spare while the 1st Bn. have 329 spare rifles of the pattern.

Of these the 3rd Bn. only require 100 spare and the 1st Bn. the same number - This would leave 629 rifles available for issue to the Police.

I think the re-armament should be effected in the following order:-

- Jubaland
- Rumuruti
- Kenia Province
- Kisumu Province

675

Ukamba Province.
Naiyasha Province.
Saiydia Province.
Tanzania Province.

and as soon as the new Depot is formed- the recruits should be trained with the .303 rifle.

The Martini Rifles when handed in should be destroyed at once.

The Martini Ammunition should also be gradually destroyed, but the lead bullets should be extracted and sold. I understand that the Uganda Railway are willing to purchase lead. It will be sufficient if the Police keep up a reserve of 100 rounds per .303 rifle. Magazines to be built for storing .303 ammunition.

- (c) PROVINCIAL POLICE OFFICERS be appointed for each Province - through whom the I. G. of Police should correspond-

The Provincial Police Officers to be given more extended powers and responsibilities- and to be responsible to the I. G. for the Police in their Provinces.

A definite ruling should be made as to the duties and responsibilities of Police Officers, especially as regards questions affecting the Civil Administration Officers- These instructions to be clearly explained to Civil as well as Police Officers.

- (d) AS FEW CIVIL OFFICERS AS POSSIBLE TO BE EXERCISE POLICE OFFICERS and in any case they should only be graded as "Assistant Superintendents of Police"

More Police Officers to be appointed to Out-
Stations, these District Police Officers to be
given control with definite powers and responsi-
bilities over other smaller posts in their neigh-
bourhood, which are not under a proper Police
Officer.

If the numbers of the Police are reduced, in
accordance with suggestions, then the extra
cost for Police Officers could be met by savings
in pay, clothing etc. of the men.

(e) A POLICE HANDBOOK to be brought out-
This to be worked out in conjunction with the
Uganda Police.

(f) A CENTRAL DEPOT to be started - To be a success-
ful system of depot training to be worked out
most carefully and thoroughly- Uganda should be
consulted.

I think 100 recruits undergoing training at
the depot would be sufficient.

(g) SERGEANT DISTRICTS to be abolished, except two
at the Central Depot.

The Police Officers and the native N.C.O.s
must be made to learn up the small amount of
drill required by a Police Force.

(h) A DISTINCT DIFFERENCE TO BE MADE BETWEEN "TOWN"
AND "DISTRICT" POLICE - The former to be selec-
ted men, graded as 1st Class Constables, they
might be given a distinctive badge- Town Police
should on no account be used for District work.

In a place such as "Kairubi", the Town

Police to consist of about 50 men, who would be employed solely on Civil Police duty in the town. They should only carry "batons".

In addition to these Town Police doing duty in Nairobi, there should be a certain number of District Police who would be available for escorts and other work outside Nairobi itself.

Only a small percentage of District Police should be graded as 1st Class Constables.

- (3) THE PAY TO BE ABOLISHED AND 1ST AND 2ND GRADE CONSTABLES MADE IN LINE - 3rd grade Constables to receive Rs 12 a month.

This proposal is, I understand, going to be carried out.

- (4) THE SYSTEM OF "LIMING" POLICE for ordinary offences to be abolished. Policemen should only be fined for drunkenness, or loss or damage to Govt. property.

- (5) A CRIMINAL INVESTIGATION DEPT to be started - It ought to be started in a hurry and under a really experienced expert.

- (6) THE STAFF OF THE DEPT to be started - Funds to be consulted, as the I.C. of Police in Uganda proposes a modest sum, compared with the East Africa proposal.

- (7) THE SCALE OF CLOTHING to be brought into line with the Uganda Police.

The khaki coats to have a Red Cuff. Fex covers, bandoliers, and gaities (for town police) to be abolished.

(a) EXAMINATIONS FOR PROMOTION

Native Constables not to be promoted to N.C.O. until they have passed an examination both in Civil and Military duties. A syllabus for the examinations to be published in the Police Handbook.

I would recommend Uganda being consulted.

(b) THAT UGANDA BE TAUGHT BY A RECRUITING SOURCE -

And that great care should be taken in existing and new police. All recruits to be sent to the depot and if not thought satisfactory they should be discharged at once.

(c) THAT THE FORCE BE REDUCED BY 502 men-

(i.e. 602 men to be reduced from the present establishment- and 100 men added for the new Central Depot)-

That the number of Serjt Majors and N.C.Os be greatly reduced.

That all Maglers be abolished from the Police Force.

(d) THE WHITE POLICE - at Nairobi should be men who choose to stay in the country, not Army soldiers of the active list.

The white police could be split up into small detachments - at places like Naivasha - Nakuru and at places where there are white settlers- if they were mounted they could do better work. And the numbers of native police should be reduced in proportion- At least 8 native police should be reduced for every mounted whiteman.

10 White Police should be sufficient in Nairobi itself.

- (r) SPECIAL CONVOYS should be worked out on a regular system, so as to economise police escorts as much as possible.

PERSONAL ESCORTS - These escorts should be cut down to what is actually required for the safety of the individual - I do not believe that the "hushina" of officials would suffer, and as I pointed out previously these personal escorts employ a great number of Police.

- (s) POLICE OFFICERS

Great care should be exercised in the selection of Police Officers -

The Force is now in a bad way and to bring it to a state of efficiency will require, capacity and also thorough knowledge of Police work, by all the Police officers - The Force costs over £ 50,000 a year and unless it is well officered, this large sum of money is practically wasted.

I have the honour to be,

Sir,

your obedient servant.

H. G. G. G.

COLONEL

INSPECTOR GENERAL

1st April 1908.

THE KING'S AFRICAN RIFLES.

and:

- A. Letter from I.C.K.A.S. to I.C. Police H.A.P. asking for returns and information to facilitate inspection of H.A.P. Police.
- B. Reply of I.C. Police to questions asked in "A"
- C. State of H.A.P. Police showing "Authorized Strength" & "actual strength".
- D. Return showing Racial Composition of H.A.P. Police distributed by Province.
- E. Return of Serious Punishments and of Desertions.
- F. Rates of Pay of Officers, N.C.Os & men of H.A.P. Police.
- G. Return of Officers and Sergeant Instructors who have passed examinations in Native Languages.
- H. Police Estimates 1906 -07.
- I. Police Estimates 1907 -08.
- J. Comparative Scale of Clothing and Equipment.
- K. Proposed Rates of Pay for N.C.Os and men for next year (1908-9)
- L. Return of Arms and Ammunition.
- M. Notes on Inspection of Police at FORÉ HALL & of a conversation with A.D.S.P. Long-Innes.
- N. Notes on Inspection of Police at BYRRI & of a conversation with Mr. Silberrad, District Commissioner.
- O. Notes on Inspection of Police at HAIVASHA & of a conversation with Mr. Tew, A.D.S.P.
- P. Notes on Inspection of Police at RAKUBU & of a conversation with Mr. Tew & Inspector Lannar.
- Q. Notes on Inspection of Police at KISUMU & of a conversation with District Superintendent Hwart & A.D.S.P. Peran.
- R. Notes on Inspection of Police at MUMBERTI & of a conversation with Mr. Cellyer, District Commissioner.
- S. Notes of a conversation with Mr. Donald, Inspector General of Police.
- T. Notes on Inspection of Police at SPURASS & of a conversation with A.D.S.P. Bigby.
- V. Notes on Inspection of Police at HAISODI.
- Z. Letter from Mr. J. A. Lawther to Colonel Gough giving his view as to Police questions in East Africa.

No. I.C.
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From

The Inspector General

The King's African Rifles

To

The Inspector General

East Africa Protectorate Police.

NAIROBI,

11th January 1908.

Sir,

I have the honour to inform you that, in accordance with instructions from the Secretary of State, I have been desired by the Governor of the East Africa Protectorate, in a despatch dated the 9th instants, copy of which has been transmitted to you by His Excellency, to make as thorough an inspection of the Protectorate Police as the time at my disposal permits to enable me to grade and report upon the military value of the Force.

In connection with my inspection of the 3rd Battalion King's African Rifles I propose being at Fort Hall on the 15th January, at Nyery on the 20th January and at Naivasha on the 3rd February and will take advantage of my presence at these posts to inspect the Police stationed there on the days named.

To enable me to carry out His Excellency's wishes I have the honour to request you to furnish me with the following states, returns and memoranda in duplicate which I would ask you to be so good as to have ready for me at

Maivashaon the 3rd February.

- (1) A State of the Police, showing distribution of Officers Non-Commissioned-Officers and men by stations- the authorized establishment of the strength (if there is any discrepancy between the two, the reason should be given).
- (2) Return showing Racial and class composition of the Force and how distributed by Provinces.
- (3) Return showing the length of service of the Native Officers, Non-Commissioned-Officers and men of the Force.
- (4) A Report on the discipline of the Force during the past year. This should show the number of awards of lapt. with hard labour, cases of flogging, number of desertions (specifying tribe) and whether the deserters have been recovered.
- (5) A Report on the Mortality of the Force during the past year, which should show the Company and Force figures of deat for the last two years.
- (6) A Return showing the rates of pay of the Officers Non-Commissioned-Officers and men of the Force.
- (7) A Return of the Officers and Sergeant instructors who have passed the examinations in the native language laid down for them in the Proterorate.
- (8) Copies of the Police Estimates for the last two years
- (9) A memorandum detailing the system of organization

administration of the Force in which should be noted, the scale and rate of issue of clothing and equipment, the system of interior economy in force, the scale and cost of rations when in quarters and on the march, the provision of medical attendance and average sick rate, the methods of recruiting and of recruit training, the number of recruits enlisted in 1907 specifying tribes.

- (10) A Return of the Arms and ammunition on charge at Headquarters and in outstations.
- (11) A memorandum detailing the system of Officering the Force and supplying it with British Non-Commissioned Officers.

On my return from Uganda in March I propose to make a more extended inspection of your Force than the time now at my disposal admits. The details of this further inspection will be communicated to you later.

I have the honour to be,

Sir,

your obedient servant.

Ed. J. H. Gough COLONEL

INSPECTOR GENERAL

THE KING'S AFRICAN RIFLES.

I. G. P. A. Office,

N A I R O B I,

January 31st 1908.

Sir,

In acknowledging receipt of your letter No. I.C./314 dated 11th inst, I have the honour to submit herewith the several states, Returns etc. asked for by you in duplicate, numbered in accordance with the numbers in your letter. As regards the reports called for, I submit them as under:-

Attached.

Attached.

Three years under the Police

Ordinance No. 25 of 1906 - I regret I have not in my possession the length of service of each man in the Force, but, if it is necessary, I will call for returns from outstations and have it ready for you in March.

of the Force on the whole may be said to be good, but I cannot say this for Nairobi which no doubt is lacking in this respect. There is this to be said that it is improving every day.

A State of the Police.Return showing Special Ad.Return showing length of
serviceDiscipline.

The Inspector General,

The King's African Rifles.

I attach a list showing the number of awards of imprisonment hard labour cases of flogging, and number of desertions.

Report on Musketry.

I regret I am unable to furnish a report on Musketry as it had to be abandoned owing to the defective Rifles and unreliable ammunition.

A Return showing Rates of Pay.

Attached.

Return of Officers who have passed the Examination in

Attached.

Languages

as Estimated for 1906/8.

Attached.

Organization

of the Force is undoubtedly faulty due to the fact that there is no central Depot and no Headquarter Staff for the training of recruits.

The present system of having one Sergeant instructor in each Province to instruct recruits in drill and Musketry cannot tend to uniform training and emits entirely a course of training in Civil Duties. I have on two occasions urged the necessity for a central Depot and proper staff.

At the principal Stations viz:-

Mombasa, Nairobi, Port Maitland, Nyanga,

Naiyasha, Nakuru, Kisumu and the whole of the Railway Line, the Police are under their own Officers, but at other Stations they are under the

District Commissioner or Assistant District Commissioner who are styled Superintendent of Police under the Police Ordinance. The Police are subordinate to the Provincial Commissioner and District Commissioner who are responsible for the maintenance of law and order in their respective Provinces and Districts, but who exercise no interference in the discipline, training and internal economy of the Force. I consider it very essential that where there is a Detachment of 35 men and over, there should be a Police Officer in charge. I attach a return showing the present and proposed scale and rate of issue of clothing & equipment, also one showing proposed rates of pay for N.S.O.s and men for next year 1908-09.

System of inferior
stores in the Force.

At present we have not a book of standing orders, but when any question arises, circulars are issued and promulgated to each Officer in the Force with full instructions how to act.

The Police clothing and stores are issued from the Head Office, but

but now that a Pay and Quarter Master has been appointed this duty will devolve on him. The stores issued to stations are in charge of the Police Officer, or if no Police Officer the District Commissioner, and they are held responsible for same.

I may say that a new system is about to be introduced for paying the men. This has been approved by the Hon'ble the Treasurer, The Assistant & Auditor General at Home and by His Excellency the Governor and it has been sent Home for sanction.

At present the men are paid by the Officer in Charge of the Police and all Fines are credited either under the heading of Miscellaneous Sale of Stores or to Judicial Fines.

The other question dealing with the interior economy of the Force are given in the Returns asked for.

No rations are issued to the men in quarters, and on the march they get travelling allowance not to exceed 25 cents a day - the scale is fixed according to the country they travel in.

The Scale & Cost of
Provisions when in quarters
and on the March.

The Provision of Medical

Province of Medical
Attendance and Average
Sick Rate.

At all the principal Stations there is a Medical Officer who is designated Police Surgeon and he attends to the sick and in out stations a Hospital Assistant carries out this duty.

I regret I am unable to furnish an average sick rate as I do not get returns from outstations - but I know from my inspections the health of the Force is good, except at some stations the men suffering from venereal.

Recruiting.

This is chiefly done through District Commissioners, Police Officers on tour, and through N.C.O.'s in the Force. The recruits are taken before the Police Surgeon and if they pass the standard of efficiency they are taken on probation for three months and if within that time they give satisfaction and show they are likely to become good Policemen they are engaged for a period of three years.

They receive their training at the Head quarter station of each Province where there is a Sergeant Instructor.

497 recruits were taken on in 1907. I regret I am unable to specify the tribes as returns do not give this information

10) Return of Arms &Ammunition11) A Memorandum

Attached.

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Officers are appointed by His Majesty's Secretary of State for the Colonies, and before joining the Force are detailed for duty at the Royal Irish Constabulary Depot, Dublin, where they have to go through a course and pass examinations in the following subjects:-

- (1) Riding
- (2) Gymnastics
&
Jiu Jitsu
- (3) Swimming & Life Saving
- (4) Fire Drill
- (5) Law of Evidence
- (6) Ambulance
- (7) Criminal Law
- (8) Drill (Company)
- (9) Indian Procedure Code
- (10) Musketry
- (11) Finance
- (12) Police Duties
A.I.C. Code
- (13) Finger Print
Identifications

Officers of the Force who have not gone through this course are made to do it when on leave at Home.

The British Non-Commissioned-Officers are selected from Home from Infantry Regiment and come out on three years agreement. They are supplied with a certain issue of clothing.

I have the honour to be,

Sir,

your most obedient servant.

Ed. R. Donald.

Inspector General of Police

East Africa Protectorate.

Force distributed by Provinces.

Race	Seyidieh	Ukamba	Kenia	Nakvasha	Kisumu	Tapanland	Jubaland	Total
Arabs	51	63	-	16	5	-	-	135
Asiatics	5	1	-	-	-	2	-	8
Indians	4	14	1	-	1	3	39	62
Portugals	18	-	1	-	-	7	19	35
Whites	39	47	36	19	18	49	13	291
British	1	7	2	73	110	4	2	199
Nyanwesi	45	35	51	23	23	-	-	197
Under G.E.A.								
Arabs	88	-	14	5	-	-	-	107
Asiatics	27	-	18	7	5	-	-	57
Under Congo								
Arabs	-	-	-	-	-	-	-	-
Indians	-	-	-	-	3	-	-	3
Whites	1	3	1	4	16	-	-	25
Portugals	5	25	9	31	13	-	-	83
Whites	7	78	14	20	11	-	-	130
Whites	4	56	8	25	172	-	-	265
Whites	1	47	33	29	8	-	1	119
Whites	-	52	10	16	5	-	-	83
Whites	-	7	-	5	51	-	-	63
Whites	-	-	-	-	-	-	18	18
Under B.E.A.								
Arabs	54	2	3	2	-	1	-	62
Under Uganda								
Arabs	5	-	-	2	3	-	-	10
Yasinians	-	-	-	-	-	-	1	1
Whites								
Whites not specified above	30	1	10	2	-	-	-	43

Totals

1199

Number of awards of Imprisonment Hard Labour,
cases of Flogging, and number of
desertions.

692

37 Cases Imprisonment Hard Labour

178 " Flogging

15 " Desertions i.e.

	(1 Kikuyu)	
3	(1 Lumbwa)	Recovered
	(1 Masai)	
	(1 Wambara)	
	(4 Nandi)	
12	(4 Sehilli)	Not recovered
	(2 Kikuyu)	
	(1 Uganda)	

Sd. R. Donald

Inspector General of Police.

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Scale & Cost of
Articles when in quarters
and on the March.

Provision of Medical

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and on the March.

Provision of Medical

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- (4) Fire Drill
- (5) Law of Evidence
- (6) Ambulance
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- (12) Police Duties
& I.C. Code
- (13) Finger Print
Identifications

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not gone through this course are made
to do it when on leave at Home.

The British Non-Commissioned
Officers are selected from Home from
Infantry Regiments and sent out on three
years agreement. They are supplied
with a certain issue of clothing.

I have the honour to be,

Sir,

your most obedient servant.

Ed. R. Donald.

Inspector General of Police
East Africa Protectorate.

Return showing Racial Composition of the
East Africa Protectorate Police
Force distributed by Provinces.

691

Race	Seyedish	Ukamba	Kenia	Naiyasha	Kisumu	Tanaland	Jubaland	Total
Alans	51	63	-	16	5	-	-	115
Arabs	5	1	-	-	-	2	-	8
Arabic	4	14	1	-	1	3	39	62
Arabs	15	-	1	-	-	7	10	33
Arabic	39	37	36	19	18	49	13	291
Arabs	1	7	2	73	110	4	-	197
Abyssinians	45	55	51	23	25	-	-	199
British G.E.A.								
Arabs	88	-	14	5	-	-	-	107
Arabs	27	-	18	7	5	-	-	57
British Congo								
Arabs	-	-	-	-	-	-	-	-
Arabic	-	-	-	-	3	-	-	3
Arabs	1	3	1	4	16	-	-	25
Arabs	5	25	9	31	13	-	-	83
Arabs	7	78	14	29	11	-	-	139
Arabs	4	56	8	25	172	-	-	265
Arabs	1	47	33	29	5	-	1	116
Arabs	-	52	10	16	5	-	-	83
Arabs	-	7	-	5	51	-	-	63
Arabs	-	-	-	-	-	-	18	18
British B.E.A.								
Arabs	54	2	3	2	-	1	-	62
British Uganda								
Arabs	5	-	-	2	3	-	-	10
Arabs	-	-	-	-	-	-	1	1
Arabs								
Arabs not specified above	30	1	10	2	-	-	-	43

Total

1117

Number of awards of imprisonment Hard Labour,
cases of Flogging, and number of
desertions.

37 Cases imprisonment Hard Labour

173 " Flogging

15 " Desertions i.e.

	(1 Kikuyu)	
5	1 Lumbwa	Recovered
	(1 Masai)	
	(1 Wakamba)	
	(4 Mandi)	
12	4 Swahili	Not recovered
	(2 Kikuyu)	
	(1 Uganda)	

Sd. E. Donald

Inspector General of Police.

Return showing Rates of pay of the Officers

693

N.C.O's and Men of the East Africa

ProteCTORATE DISTRICT

Designation	Per Annum	Per Month	Remarks
Inspector General	500		
Deputy Inspector General	400		
Assistant Superintendent	375		Styled Supply
-do- -do- each	295		
-do- -do-	290		
-do- -do-	285		
-do- -do-	250		
Inspectors	190		
-do-	180		
-do-	180		
1 Sergeant Instructors	150		
1 Sergeant Major	175		
1 Sergeant	150		
1 Corporal			
5 Constables			
2 Sub-Inspectors		150	
1 Sub-Inspector		115	
1 Sub-Inspector		115	
2 Sub-Inspectors	each	115	
1 Asst Sub Inspector		85	
1 -do- -do-		75	
1 -do- -do-		65	
1 -do- -do-		65	
1 -do- -do-	each	65	
1 -do- -do-	each	55	
1 Armourer		90	
2 Armourers	each	50	
1 Serjeant Major		65	
1 Serjeant	each	45	
1 -do-		40	

4	Sergeants Major	each	35
1	Sergeant Major		38
1	Sergeants Major	each	50
1	Sergeant		41
1	-do-		40
1	-do-		36
1	Sergeants	each	35
1	Sergeant		38
1	Sergeants	each	41
5	-do-	"	40
7	-do-	"	38
6	-do-	"	36
6	-do-	"	36
6	-do-	"	34
4	-do-	"	40
3	Corporals	"	35
12	-do-	"	33
1	-do-	"	34
9	-do-	each	33
8	-do-	"	32
16	-do-	"	30
1	-do-	"	18
3	Lance Corporals	"	24
4	-do-	"	23
9	-do-	"	22
6	-do-	"	19
8	-do-	"	17
1	-do-	"	15
1	-do-	"	15
7	Constables	"	22
7	-do-	"	21
1	-do-	"	20
1	Constable		
1	Constables	each	17
1	-do-	"	16

24	Genstables	cash	15
44	-do-	"	14
953	-do-	"	13
11	-do-	"	10
78	-do-	"	9
11	-do-	"	8
1	Bugler	"	14
6	Buglers	"	14
1	Bugler	"	15
13	Buglers	"	14
3	Buglers	"	13
1	Bugler	"	12
5	Buglers	"	10
2	Buglers	"	8
25	Rearrants	"	8
25	Rearwits	"	7

Sd. R. Donald
 Inspector General Police.

Return of Officers and Sergeant Instructors
who have passed the examination in
native language as laid

696

down

Name	Rank	Language passed in
Mr. Ewart	Superintendent	exempted being efficient
Captain Mustace		
Mr. Moor		
Egby	Asst. Superintendent	
Tysan		
Bentley		Swahili
Lickman		
Bolly		
Anderman	Inspectors	
Long-Innes		
Dwan		
Milton		
Hill	Sergt Instructors	

Ed. R. Donald

Inspector General Police.

Total personal emoluments		50,620	34,861
contribution from railway for mess and ward		1,000	
Total personal emoluments		51,620	34,861
OTHER CHARGES			
Govt's and pension contribution for Inspector General, payable to the Govt. of India	40		
Printing	5,055	3,275	
Contracts, costs, fares and amputation	856	1,678	
Gratuities	436	455	
Gas allowances	240	396	
Others	1,300	378	
Total other charges		5,686	4,163
Total Police		57,306	41,023

(Signed) R. DONALD

I. G. of Police.

COLONIAL ESTIMATES, EAST AFRICA PROTECTORATE 1907-1908

Details of Expenditure

POLICE.	Approved Estimate		Estimate for	
	1906-1907		1907-1908	
		£		£
Inspector General of Police	600		500	
Deputy Inspector General	400		400	
Assistant District Superintendents 25 @ 250 by S. 15 to 2400 p.a. each	2750		2720	
European Inspectors at 1000 10 to 200 p.a. each (provisioners at 150)	2541		2901	
European Instructors 10 each	1000		1000	
Armed Police Force:-				
1 Sergeant Major	...		100	
1 Sergeant	...		120	
1 Corporal	...		20	
1 Troopers & Constables 2100 each	...		1000	
Police allowances 204 each	...		400	
Allowance as Garrison	...		10	
Miscellaneous				
Sub-Inspectors (3 @ Rs 1500 1 @ Rs 1200, 1 @ Rs 1200 and 1 @ Rs 1200)	3,304		304	
Deputy sub-Inspectors (1 @ Rs 1000, 3 @ Rs 900, 1 @ Rs 800, 1 @ Rs 700, 2 @ Rs 700, and 2 @ Rs 700)	10,632	1,200	700	
Armourer	1,000		70	
Assistant Armourers (1 @ Rs 1000 and 1 @ Rs 600)	1,200	100		
Sergeant Majors at rates from Rs 200 to Rs 600	12,000	600	504	
Sergeants, various rates	27,228	1800	1215	
Corporals	25,440	1700	1000	
Police Corporals & various rates	22,000	1700	1700	
Constables	271,890	10443	12100	
Peons at various rates	4,770		510	
Carried forward	35001		30007	

70

ive labour (grass cutters &c.)	...	29
and blacksmith's tools	...	20
fire-arms	...	25
nsport, Passages (including European Police)	...	1,400
nsport Local Travelling (including European Police)	...	1,500
nsport, Travelling Allowances	...	1,000
" Carriage of goods (including European Police)	...	480
Total other Charges	6,167	14,801
Total Police	41,028	58,518

(Signed) W. DONALD

I.G. of POLICE.

EXPENDING MATERIALS.

Buttons	as re-quired	nil	per 100 men per month.
Steel balls	nil	27	-do- -do- -do-
Button brasses	nil	9	per man
Soap	nil	25	bars per 100 men per month
Wetted brushes	nil	1	per man per annum
Wash bricks	nil	1	per 100 men per month
Rifle oil	as re-quired	1	gallon per 100 men per month
Handkerchiefs	nil	24	yards per man per month.

Sd. A. Donald

Inspector General of Police,

Proposed Rates of Pay for P. S. O's. & men
for next year (1906-07). 701

Sergeant Major	Rs. 35 per mensem	
Sergeants (Indians)	" 30 " "	
-do- (Africans)	" 25 " "	
Corporals (Indians)	" 25 " "	
-do- (Africans)	" 19 " "	
Lee-Corporals (Indians)	" 23 " "	
-do- (Africans)	" 17 " "	
Constables (Indians)	" 20 " "	
-do- (Africans)	" " " "	
1st Grade	" 16 " "	
2nd Grade	" 13 " "	
3rd Grade	" 9 " "	
Suglers	" 14 " "	
Recruits	" 8 " "	

Rs. 14 further
is proposed
under con-
sideration

Ed. S. Donald
Inspector General Police.

Return of Arms and Ammunition in possession of
East Africa Protectorate Police.

705

Designation	Small Arms		Remarks
	Quantity		
Marlin Henry Mark IV	5489		All the M.H. Rifles are more or less worn out and the others are obsolete
-do- Carbines	68		
Snider Rifles	214		
-do- Carbines	3		
Miscellaneous Rifles	10		
Wheleys Mark IV Revolvers	53		
A.S. Pattern -do-	25		
Bayonets Sword M.H.	2835		
-do- Snider	28		
-do- Miscellaneous	6		
Swords Infantry	47		

AMMUNITION

Designation	Q U A N T I T Y		Remarks
	Over 5 years old	Under 5 years old	
A.S. Ball Ammunition	615701	60000	With the exception of 60,000 rounds the rest of the ammunition is unreliable -
Snider -do-	17335	-	on account of which coupled
Mossell -do-	3780	-	with the bad state of the
M.H. Rifle Bullets	-	3994	Rifles. Munitions had to be
Snider Ammunition, 455	-	6223	checked during the year.
M.H. Rifle Ammunition	-	5254	

S. H. BONDIE

Inspector General, Police.

Notes on Inspection of Police At FORT HALL and of a conversation with Actg. Asst. District Superintendent Long-James.

1. Strength.

1 Actg. Asst. District Superintendent Police)

1 Actg. Inspector Police.

and 137 Native N.C.O.'s and Constables of whom 91 (including 20 recruits and 2 Buglers) were present on Parade.

Actually in and about the Boma there were 104 men (including 20 recruits and 4 sick); the remainder being on escort, outpost or at other stations.

The daily Boma duties require 1 clerk, 1 N.C.O. & 9 Constables.

2. Composition.

There is a satisfactory mixture of tribes in the Detachment and no undue preponderance of Kikuyu or Masai.

3. Drill.

Steady Drill fair (though much below K.A.A.s. standard) but considering that a European Sergeant Instructor has been training the men for a considerable period a higher level should have been attained.

The Section Commanders know their company Drill.

The Actg. Asst. District Supt. Police is not a good drill.

Recklessness seems to have been paid for checking the dangerous habit of putting the finger on the trigger when at the "load" position. Several men fire by pressing the trigger with the middle finger.

The men show small signs of having been taught skirmishing.

4. Musketry.

Very unsatisfactory. The detachment was taken down to the Range when the shooting was found to be bad.

In an attack by the Range their fire discipline was very bad - practically there was no fire discipline at all. Their deficiencies in this respect were such as to make them of very small value in the Field - they would in fact be more of a danger to their own side than to the enemy.

5. Turn Out. etc.

The clothing is badly fitted and ill made and the bearing of the men is not smart.

Putties are in many cases put on in a slovenly manner.

6. Training.

This appears to be confined to drill pure and simple. No attempt seems to have been made to train the men in Police duties. The A.D.S.P. when asked replied that he did not know how men would be trained in Police work.

7. Duties of Constables.

These comprise:-

- (a) Guards - of which there are three.
- (b) Escorts
- (c) An outpost of 1 man at Thika bridge on Nairobi road.
- (d) Serving of Warrants and Summons
- (e) Detection of crimes in the station by looking after the Market etc.
- (f) Preparation of cases and investigations.
- (g) Prevention of Crime in the Station

(h) Arrests of prisoners and attachment of property. Of these (a) (b) & (c) must be performed by armed men; (e) (f) & (g) do not require armed men. (d) & (h) require armed men in certain cases (i.e. when a chief is unable to effect an arrest and opposition is likely) Men not actually employed on the above duties are looked on as part of garrison for purposes.

Notes on inspection of Police at NYERI and of a conversation with Mr. Siberrad, District Commissioner.

NYERI

- Strength. No British Police Officer.
 20 native P.C.'s and Constables of whom 20 were present on Parade, the remainder being on Guard, outpost, escort or other duty.
- Composition. Mostly Kikuyu only a few Kikuyu.
- Drill Steady drill fairly good—considerably better than at Fort Hall.
 Skirmishing very bad.
- Turn out.)
 Training.)
 Duties.)
 Command)
 Same remarks as apply to Fort Hall Detachment.
 There being no Police Officer the District Commissioner supervises the training of the Police. This really means that it is left to the native Sert. Major who happens to be a good drill.
- Ammunition. The ammunition at Nyeri is very old and very bad. There is no Magazine and it is stored badly.
 It is to be regretted that Mr. Siberrad the District Commissioner was not at Nyeri at the time of Police inspection.
 He returned after the inspection and gave the following information:
 (a) Showing of present sent from Nairobi twice a year except Jorjore, Pattis and

and sandals which are only issued once a year.
(1) Suit Khaki and 2 Jerseys per annum would probably
be a better issue.

Blankets are not issued and he thinks them
unnecessary as the men sleep in their great coats.

(b) There should be a Police Officer at Nyeri and
it would be a good thing if there was a
Provincial Head of the Police at Fort Hall
(under the Commissioner) over the Police Officer
at Nyeri. Administration should not be over
centralized and the number of Headquarters
Circulars should be cut down.

(c) The Police at present constituted are useless
for dealing with Europeans. The District
Commissioner himself serves warrants on Europeans.

(d) The men have no training in Police duties.
The present class of men is not good enough to
be worth training in Police Duties.

The men are useful as they know the District
thoroughly.

They are very useful in checking the Hut Tax
by visiting villages and seeing that for every
hut a receipt is produced.

(e) The Police at Nyeri
(1) Help with Hut Tax and supply escorts.
(2) Carrying packages to chiefs re. collection of
labour (going to "Office Boys" having been
beaten by the natives an armed man is
necessary also Police must be used as being
in persuasion the chiefs have been told to
pay no attention to a message not brought by
an Ashary.)

(3) They are not used much for serving warrants

as in the Myeri District this done through the chiefs.

Mr. Silberrad thinks that this system will work alright as long as the power of the chiefs is maintained but he says that the attitude of the High Court at Mombasa is wrecking the power of the chiefs.

Mr. Silberrad thinks that it would be a good thing to issue Duty Badges to the Police.

He is of opinion that they would be very useful in the Field owing to their knowledge of the country which led him to suggest that in the event of a rising the Myeri Police should take the Field while the K.A.R. Detachment Guarded the Homa.

Owing to ignorance of drill he has to leave this very much to the Native Sergeant Major.

At the last Musketry Course (fired in April 1907 under the Sergeant Instructor from Fort Hall) the average was about 70%.

He thinks that there is now no danger of extortion in spite of the fact of the Police not being rationed when in quarters.

It is safe for unarmed men to take warrants except in the Trans Tana part of the District.

It is not necessary to put small Police posts about the District and prefers leaving things to the chiefs who are a good lot. In fact in the

the outlying portions of the District he relies less on the Police than on the chiefs who, when they can, catch murderers etc.

He does not investigate cases as a Police Officer but as a Magistrate.

He does not use his Police for serious investigations - they are not good enough. Perhaps a better type of man might be got for higher pay.

He does not think that a Magler is necessary with a Police Detachment.

He thinks that a central Depot for recruit training would be a good thing.

1201,

29th January 1908.

Notes on inspection of Police at HALVASHA and of a conversation with Mr. Tew Asst. Dist. Superintendent.

Company Drill room.

Quickness in opening fire and general handiness good.

and appearance better than at Fort Hall at Myer.

done with plenty of dash but fire discipline will.

All right but there are a number of old carbines on hand which should be got rid of.

in good order. There is a quantity of old ammunition. The newest ammunition is marked "found serviceable in 1896"

Office & work of Police.

1. Police Equipment Book seems to be unnecessarily complicated. An ordinary Guard report form would be simpler and better than wasting time writing a precis of the case and the evidence in the book.
2. Police Ordinances for existing Districts there should be some system of delegating C.'s powers to the Police Officers of detachment.
3. The Circular system is not satisfactory. A book of Regulations would be better and is badly wanted.
4. Circular No. 131 of 07 prohibits employment of a Policeman to look after private individuals property for \$2. 1 a day.
5. Status of Inspectors appears to be ill defined and unsatisfactory. They are something between Commissioned Officers and Warrant Officers.
6. At Halvasha Police built their own huts, Fort Hall these are built by the Public Works Department at considerable expense.

7. At Mithank the Sikh Sub-Inspector lectures the men on Police duties - how to effect arrests, whether a warrant is necessary or not etc. etc.
8. The varying rates of pay for constables and Buglers etc. etc. are an anomaly.
9. In passing a man from recruit to constable they are tested in drill only - not in knowledge of Police duties. Owing to the demand for constables for outstations (i.e. Bariga and Ravine) recruits are rushed through drill and generally are sent off in a month.
10. The Police Officer in this District has no supervision over Police in other Districts beyond supplying their calls for Police. It would be much better, there was a Provincial Police Officer with a District Police Officer under him in each District.

By concentrating the various small Provincial Depots into one General Police Depot the surplus Europeans could be sent into Districts.

The Inspector General's orders should go through the Provincial Police Officer and not direct to Districts.

The present system is very bad as the Asst. Dist. Supdt. Police of the Province knows nothing about the Police at Mithank, Bariga, and Ravine.

In a District like this, which is full of settlers it would be much better to have a small number of European Policemen and reduce number of Native Constables. The difficulty is the number of Guards etc.

As the Quarantine duty which now absorbs a number of Native Constables, the work could be done better by two European

European Constables patrolling.

11. Language examinations are most unpractical. Mr. Tew has here 9 years and constantly interpreted in the Courts of Law etc. but has been ploughed recently as his Swahili is different to that spoken by the examiners. The examination is a written one but in his 9 years service he has never had to read or write Swahili. Owing to Mr. Tew not having passed though he has acted as Interpreter in Law Courts he has been losing pay for three years.
12. A.D.S.P. Naivasha prepares annual estimates for the District only - and not for the Province.
13. There is a system by which a certain number of G.C.B's are allowed to certain Provinces (not this one). They carry Rs. 1/- a month.
14. The men here should be rationed, and made to pay for the ration.
Under present system when a man is paid he spends all his pay in ten days and is not properly fed during the rest of the month.
Men are paid monthly. The difficulty of paying officers is that so many men are always away.
15. Medical attendance is given by the Compounder and occasionally by Medical Officer from Nakuru.
No sick returns are rendered to Inspector General.
16. Recruiting here is very bad. It would be much more satisfactory to have this and the training done at a central Depot.

17. It would be better to get instructors etc. from a Police Force (such as H.I.C.) than from the Army as the Soldier M.C.O. cannot (and is not supposed to) instruct men in Police duties of which he is completely ignorant. The Sergt. Instructors have no powers to investigate or to effect arrests—they are not in any way Police Officers. Men are badly wanted with these powers.
18. The Police in this Province should have as few natives of the Province in it as possible. Much better to get outside Natives. There are many Kavirondo in the Police in this Province—not bad but stupid. Waganda are better. Magiki take no interest in their work. When he sends men out by themselves the A.D.S.P. is always uncertain what they may be up to. This is very awkward now that there are so many Europeans in the Province.
19. In District where a horse would not live an allowance should be given for 4 Bicycles.
20. A.D.S.P. thinks that khaki clothing is necessary. Supplies are not necessary in this District but are necessary in the Maringe District.
21. It is not necessary for every man to go about with a Rifle. In very many cases a man with a Badge and baton would effect arrest better.
22. None of the clothing is either stamped or numbered. This should be done.
23. A.D.S.P. thinks that -
- (a) A central Depot is urgently required.
- (b) The system of "Finger Print" records should be

be introduced so as to keep a check on former convictions and bad characters. In India this is done by the Police and it enables a man to be traced in five minutes.

(c) The Provincial Police Officer should be in charge of all Police in each Province (No. 10).

20. Here cases are written in Hindoostani as the Sub-Inspector does not know English.

Mr. Raw knows Hindoostani well but it would be Greek to any one else.

The preparation of Police enquiries into cases takes up a lot of time of the Police Officer.

These cases must be kept as it is laid down in the Law.

The Sergt. Instructor not having the powers of a Police Officer is of no use whatever in inquiring into or preparing cases.

In this Province the only Police Station is Nakuru. It is there that the Police Books are kept.

Owing to amount of Office work and the position of the Home at the far end of the District the A.S.P. has been unable to tour round the District during the last six months. When Headquarters are moved to Nakuru things will be better as Nakuru is more central.

Report on Inspection of Police at KARUN and of a
 conversation with Mr. Rao, A.D.S.P. (Raivasha District),
 and Inspector Tanner in charge of Police Station at

KARUN

1. A proportion of Indians considered necessary at certain places where owing to number of Indians inhabitants investigations etc. are best carried out by an Indian.
2. Experience here that the Indian Police do not manufacture crime - they have less opportunity to do so than in India.
3. Donkey pattern of saddle suits the Police Inspector much better than the regular mule saddle.
4. Five mules are allowed for Inspector which enable the Police Officer to get about the country fast and cover long distances.
5. Drill bad.
 - Handling of arms bad.
 - Fire discipline bad i.e. sights badly set, some men unable to present on command "ready"
 - Skirmishing bad. Out of 12 men 6 had their sights fixed at 400 when the distance given was 500. When distance given was 600 some men were at 400 yards and some at 800 yards.
6. Inspector prefers good Indians as Policemen if such are obtainable. They are not obtainable at present rates of pay.
7. The (Indian) Police Sargent here learnt his drill at Bareilly (indifferently)

with an inspection of Police at HANU and of a conversation with Mr. Das, A.D.S.P. (Raivasha District), and Inspector Tanner in charge of Police Station at

HANU

1. A proportion of Indians considered necessary at certain places where owing to number of Indians inhabitants investigations etc. are best carried out by an Indian.
2. Experience here that the Indian Police do not manufacture crime - they have less opportunity to do so than in India.
3. Donkey pattern of saddle suits the Police Inspector much better than the regular mule saddle.
4. Five mules are allowed for Inspector which enable the Police Officer to get about the country fast and cover long distances.
5. Drill bad.
Handling of arms bad.
Fire discipline bad i.e. sights badly set, some men same to present on command "ready"
Whisking bad. Out of 12 men 6 had their sights fixed at 400 when the distance given was 500. When distance given was 600 some men were at 400 yards and some at 800 yards.
6. Inspector prefers good Indians as Policemen if such are obtainable. They are not obtainable at present rates of pay.
7. The (Indian) Police Sergt. here learnt his drill at Bareilly (indifferently)

4. Police here buy boots, the Inspector thinks that the boots are necessary - even for Africans - in long grass.
5. Police Sergeant has twice requisired his Rifle
- (a) some years ago when Bial went out against Wakanba.
 - (b) Again once up the line. For last two or three years Police here have not had to use their Rifles.
- Rifles are necessary because of wild animals.
He likes the work but can't save much money.
10. Sub-Inspector at Nakuru (the Indian) knows very little Swahili. He is used for investigating cases here - not in the District.
- The Inspector investigates cases in the District.
11. The Inspector had to teach himself law - i.e. difference between petty Offences and others.
12. The Police Books (i.e., Diary, Petty Offence Book etc. etc.) are kept in Hindoostani here - a language which the Inspector does not know. The entries are read over to him and then he signs.
13. Guards are:-
- (a) Quarter Guard (1 N.C.O. & 3 Constables)
 - (b) Post Office
 - (c) Railway Yard.
- also Bazaar Duties during certain hours.
15. Inspector Tanner was formerly in Cape Police.

15. Giving a few mules to this station has done a lot to improve matters and enables the District work to be done by fewer men.

More Native trackers are wanted. They can be enlisted as Police. They are very necessary - there is only one here. He is kept apart from the other askaries as askaries talk too much and the information might leak out.

The man here is a Wanderer, pay 12/- a month, has been here a month.

More trackers are wanted also Native Detectives. The latter should be so used as not to be known as having any connection with the Police. The Inspector thinks that these private Detectives should be under the District Police Officer. Mr. Tew thinks that this should be under a C.I.D. Section of the Police.

In South Africa money is allowed for rewarding C.I.D. Detectives for getting convictions. The Sub-Inspectors kept a check on this.

Mr. Tanner thinks that Detectives are wanted at Mombasa, Nairobi and in the settled Districts - not out Districts.

A certain sum would be allowed to each District for C.I.D. work. Does not think that this would give much in numbers of Askaris as the latter must effect arrests.

The District Police Officer should be given a free hand in enlisting and dismissing his Detectives, only

reporting same to Headquarters. The men should come from different tribes i.e. here if he were allowed 5 men he would get 1 Wandarobe, 1 Maasi Wandarobe and 3 Lushwa or Nandi Wandarobe.

Mr. Tew agrees with above. When Mr. Tew was in Mombasa he was allowed a little money for Detective work. He spent it by taking on a few men (not in uniform) who got enough pay to feed them (say Rs. 6/- a month) and rewards.

According to results,

The South African system differs as the men were on a permanent constant rate of pay, this work lay more among white men than natives.

Outlets: Thefts are common, Mr. Tew is very keen on seeing some system of tribal responsibility introduced.

16. Mr. Tanner thinks that the whole of the Police should be armed with 303 Rifles.

The Rifles might be kept in Station Stores and much of the actual duties done with batons.

Mr. Tew agrees and says that even most safari escorts can do well with one Rifle.

Inspector thinks that all white men should be mounted.

A little money should be allowed for making small grass rest houses all over the country so that patrols can go in at night. At present they depend on hospitality of Barbers which is not very satisfactory. His horse sleeps inside his tent with him now. Building these houses would make Police more mobile.

17. Composition. Should include a large proportion of Wakamba

- Wakandas, some Nandi etc. Certainly no Kikuyu who are brainless animals. The Wagandas he has seen here are not up to the mark. He would feel inclined to try Somalia. Certainly Indians for Towns and Railway - not for Farms and Districts - but the stamp of Indians should be better, as things are the present stamp of Indians is bad.
18. All Musketry has been stopped owing to quality of the ammunition but this seems to have been too hurriedly done. The ammunition tested here was alright.
19. Native ranks sufficiently paid but the pay of Police Officers is totally inadequate, starts at £ 150 a year which it is not possible to live on.
20. According to section 19 of Regulations it is only laid down that a "Fair" colloquial knowledge of the language is required. Mr. Tanner was passed by Mr. Bagge, The Provincial Commissioner but Mr. Scilla would not allow this to count for the rise from £ 150 to £ 180. He has now done over a year but is not yet at rate of £ 180. Inspector Milton got this increment for passing a purely colloquial examination similar to that Inspector Tanner passed, yet the latter's examination has done him no good.
21. Inspector Tanner thinks that there should be a lot more Drill as in future years the Police will do the Punitive Expeditions.
22. Every Recruit should be trained at a Depot, in South Africa this is done and he taught
- (a) Riding
 - (b) Drill
 - (c) Shooting
 - (d) Law.

Thinks that recruits should never be sent to Districts until well grounded in law. The District Police Officers have no time to do this and run a Depot as well as a District.

The method of running the Police by Circulars is bad. There should be a Book of Regulations and a Police Manual which in South Africa contains all the Law the Policeman should know.

No M.C.O's should be promoted unless he has passed the Drill and Law. At present there is no examination for promotion of Native Banks.

23. There is no danger of extortion except at places like Port Hail.
24. A sick report should be sent in to the Inspector General Police monthly.
25. Is strongly against importing constables from Home. In South Africa, owing to less discipline, out of a batch of 25 R.I.C. men in a short time most of them were in jail. Better to keep soldiers as Instructors who go back to their Regiment and do not think themselves Policemen. If there was a central Depot a few Sgt. Instructors would do well.
26. It is wrong that the time spent at R.I.C. Depot, learning fire escape drill and courses should come out of leave.
27. A grievance is that A.D.S.P. are made at Home. This stops promotion from Rank of Inspector. Unless this is remedied there is no prospect of promotion - Inspectors cannot live on their pay and only get deeper in debt and cannot get out

out of it till promoted.

- 28. Mr. Tanner is strongly of opinion that there should be a Provincial Police Officer with all the District Police Officers under him.
- 29. Present Police titles are cumbersome and anomalous i.e. there are a lot of Assistant District Superintendents and Actg. Asst. District Superintendents Police and no District Superintendents.
- 30. Thinks Buglers necessary for warning men for duties etc.
- 31. Large numbers of Circulars etc. are wanted. Here there are only Circulars etc. since 1906.
- 32. Mr. Tanner does not think that in this country there need be any distinction between Town and Country Police. Mr. Tew is in favour of having Town Police quite distinct and unarmed.
- 33. Mr. Tanner draws attention to smallness of uniform allowance which he says is insufficient (£ 10 per annum). Inspectors are not allowed to pay for Cross Belts out of this allowance. A suit of khaki cost £ 8 and wears out quickly. About four pairs of boots a year get worn out.
Suggest £ 30 a pair viz:- 2 Helmets at Rs. 17/- 4 pairs of boots at Rs. 20/- 4 suits khaki at Rs. 15/- 4 khaki shirts at Rs. 32/- 4 pairs shorts at Rs. 3/- 4 pairs putties at Rs. 6/6 4 suits white uniform at Rs. 9/- 1 white Helmet.
- 34. Heads of Department reports confidentially on their subordinates to the Governor but Mr. Tew does not know whether the reports are sent to the Officer concerned or not.
- 35. Inspectors do not understand their rank as they are not gazetted, and so are not Commissioned officers.

36. System of Good Conduct Badges carrying pay would be a good thing.

37. The Indian Constables asked to see Inspector General K. A. B. They wished to know why their promotion is stopped and pay reduced.

Reply that as far as Colonel Gough is aware the pay of no man now serving is to be reduced and that if men enlist at a lower rate in future that is their own look out.

February 1908.

Notes on Inspection of KISUMU Police and conversation
with District Superintendent Ewart, and A.D.S.P. Moran.

Mostly Kavirondo who are not found satisfactory. Baganda
are preferred and are being tried.

Collectors take out 1 M.G.O. and 4 men when collecting
out tax and the Police send out treasure escorts to bring
in the cash.

officers reported to be very old and worn. No steps seem to
be taken to brown them.

When on safari every District Commissioner and Assistant
District Commissioner invariably takes 1 M.G.O. & 5 men
with him and more when Hut Tax collecting.

Mr. Ewart seemed not to know whether the Sergt. Instructor
could effect an arrest or not - in fact whether he was a
Policeman or not.

Including reliefs there are some 36 men daily on beat duty
also in Kisumu.

Mr. Moran says that this apparently excessive number is due
to the fact that the men are so inefficient and do not know
their duties.

He says further that the men have no training in Police
duties - they have to pick them up by going on beat.

There is no system of instructing men nor Police Officers
They are sent to some big station and there pick up their
work by watching others.

Mr. Ewart found his B.I.C. course useful as he learnt some
English Law, etc.

Notes of Inspection of Police at KATHIWAR and of a
conversation with Mr. Collyer, District Commissioner.

Drill, bad; a great deal of moving about in the ranks
which at attention. The quartermen and talking off of sec-
tions very badly done. Arms badly sloved when men are
at the move, rifles "forming" to a flank preparatory
to opening fire very slow and not steady - much too much
to do. At the "load" about half of the men had their
arms in the hands and the other half the section volleys
were very bad - no fire without ammunition.

3. Discipline. Mr. Collyer thinks that officers in charge
of out stations should have more extended powers in
talking off police cases i.e. as at the King's Officer
where commanding officers powers are delegated
to officers in command of detachments.

4. Munitions. He thinks that munitions should be
so that the allowance of the ammunition (38
rounds) is insufficient. The quality of the ammunition
is not too bad.

5. Organization. Mr. Collyer thinks that a Depot is
necessary for the police. He also thinks that at those
stations where food is expensive the men should be
given allowance to cover the extra cost of food.

6. Regulations. He thinks that the present system
of circulars is not good and that a book of regulations
is urgently needed.

7. Police Officers. Also that if police officers are
sent to out stations it is most necessary to have

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Notes of a conversation with Mr. Donald, Inspector
General of Police.

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1. The A.P.M.S. at Fort Hall visits Myer to inspect Police there. He can give orders re equipment etc. but cannot tell off prisoners as the Collector is responsible for the running of the Police in his District.
 2. There are no yet by hand book or book of Regulations for the Police. This is being prepared and should be ready for submission to the Governor in about a month. At present all orders etc. are embodied in Circulars.
 - As regards duties of Police Officers and Relations to Law and Magistrates etc. Mr. Donald says all this is to be found in the Criminal Procedure Code.
 3. Mr. Donald is anxious to start a central Depot where Police Constables can be trained properly in civil duties. As it is it is quite impossible to get Collectors etc. to train their new detachments in these duties.
 4. At present the Provincial Commissioners, being responsible for the Law and Order of the Province, fixes what he considers the necessary number of Police, for the Province. In this His Excellency supports the Provincial Commissioner with result that establishments grow steadily.
 5. Mr. Donald finds that the demands for escorts (Treasure and Tax etc.) grow steadily and are fixed by the requirements of Provincial Commissioners.
- He has not yet proposed any system of periodic escorts which would save men.

IX

6. He thinks that if Warrants and Subpoenas were served through the Chiefs instead of by Constables a saving of men could be effected.
7. Mr. Donald finds the Inspectors useful but ^{would} sooner have an equivalent number of A.D.S.P.'s
A good deal of discontent has been caused by the practice recently introduced by the Colonial Office of sending out A.D.S.P.'s from Home. This blocks the promotion of Inspectors.
The Secretary of State has sanctioned the promotion of five Inspectors to A.D.S.P.'s to fill existing vacancies.
8. When men are ^{appointed} Inspectors here they have to pass in languages and law locally.
9. Mr. Donald does not know how Officers are appointed at Home. When appointed they have to get course at Royal Irish Constabulary Depot. He liked getting Military men as Police Officers.
10. Mr. Donald is quite prepared to draw up a Handbook for Police Constables, this has already been done in Uganda.
11. Mr. Donald has had difficulties with Provincial Commissioners as to their relations with Police Officers. At recent meeting of Provincial Commissioners they proposed that all action in a Province should be taken by Administrative Officers and none by Police Officers. This would do away with the distinction between cognisable and non-cognisable Officers and make the Police Officer a complete sphere as regards dealing with crimes.

16. Mr. Donald feels that more extended powers were given to Collectors than powers were sensibly abused and there were many cases of unjust and excessive punishments awarded by Administrative Official. [Some cases submitted by him fully bear out this statement.]

17. Mr. Donald is in favour of amalgamating the various Colonial Police Forces as tending to improve prospects of Officers.

18. If an Officer gets an unfavourable Confidential Report it has to be shown him.

19. To some extent Mr. Donald thinks that the Royal Irish Constabulary Course is of use through some of the subjects taught are unnecessary.

Mr. Lvert thinks that he benefitted by the law he was taught at Royal Irish Constabulary Depot. He also learnt some drill but neither the drill nor the law he was taught was the same as in force here. The finger print course was useful.

Mr. Donald thinks that the training of Officers for West Africa Protectorate Police would be better carried out at a central Depot in the Protectorate.

20. Gunetry has been stopped owing to bad quality of Ammunition. He quoted case of Ammunition in Kinn and of Mr. Gamble's tent at Darigo.

Mr. Gamble says that the ammunition in out stations is often stored in most unsuitable places where it is bound to deteriorate.

21. It is found here that getting clothing made by Prison labour is more expensive than getting it from Home.

22. To make a distinction between A.A.R. and Police

Police uniforms it is intended to give the latter high collars to their blouses and Red Cummerbands and to abolish the Fes Cover.

19. It is proposed to alter rates of pay so as to abolish the anomalies of varying rates for some ranks and to introduce system of three grades of Constable.

20. Mr. Donald thinks that the present style and standards of examinations in languages are sound, ensuring correct gramatical knowledge of the language.

21. In asking for the formation of a central Depot it was apparently not made clear ^{by Mr. Donald} that it would admit of a saving owing to abolition of the various Provincial Depots.

22. Mr. Donald says that the Sergeant Instructors have powers to arrest arrears etc.

23. The Police vote is debited with two or three pounds for each course which Police Officers go through at P.I.C. Depot. There have been cases of men who have passed the being sent to Dublin to learn bookery; an unnecessary expense.

24. Mr. Donald says that the irregularity in issues of clothing in the past is owing to delays on part of Transport Department and to irregularity in despatch of articles from India. This will be alright if hereafter all clothing in future come through Crown Agents.

25. He agrees that there is the much of fixing of the wage scale pay is already small.

26. Mr. Donald thinks that there is no objection to men being made to buy their own food instead of getting rations. Mr. Gumble pointed out that a difficulty in the way of rationing men is the fact that detachments are of mixed racial composition and consequently as each tribe lives on

on different food, men would be getting various cations.

27. Mr. Donald says that some Kikuyu are necessary in the Force owing to local knowledge. His handi have not done well - probably wrong sort of handi.

He reckons his best men as being Manyarwa and Uwahili. Some of the Kavirondo are good. He is getting good half blood Kavirondi and Kikuyu.

He requires the services of Indians but some are necessary for the railway line.

28. Mr. Donald says that when recruits at Provincial Depots are passed out as efficient they are not examined in Civil Duties and have not been taught these duties. This could be done at a Central Depot but at Provincial Depot this cannot be done as the Sergeant Instructors know nothing about Civil duties of Police and the Police Officers are too busy.

29. Mr. Donald is of opinion that from a purely Police point of view many District have too many Police in them. He finds that constant interference calls are made on him for men for special purposes.

He further notes that every new and that a new station is determined and is not given sufficiently long notice to be prepared.

30. Mr. Donald is in favour of keeping grade of Inspectors provided that their promotion is not blocked and there is a future before them.

31. The white Police have been useful in checking crime among Europeans but as yet (they came out in September) they do not know the language sufficiently to be used much with natives, when they know it better some will be sent to Nakuru but at present they are kept in Barracks in Nairobi. The Defaulter sheets of the white Police have not yet come

32. Only guards over Treasure have Rifles. This Mr. Donald
 thinks necessary as this place is full of ^{bad characters} from
 India and South Africa.

The Governor has sanctioned abolition of guards over
 Provincial Commissioners and these have now been done away
 with. The Provincial Commissioner at Fort Hall has tried
 to evade this by ^{now} calling his guards now "Fort Guard"

33. As District work is absolutely different to Town
 Police work Mr. Donald is in favor of keeping a certain
 number of Police in each Town for Town work pure and simple.
 The difficulty is that some of the District Commissioners
 do not realize importance of this and will go sending men
 on escort duty etc. who are learning Town Police work.

Notes on Inspection of Police at Mandana and of a conversation with A.D.S.P. Rigby on 1 April 1908.

1. Pesses badly put on .
 Patties ^{and} badly put on which are worn so as to be of little use in protecting leg.
2. Clothing issued in October, not marked in any way.
3. A good deal of moving in the ranks when standing at attention.
4. The men all wear boots reason being heat of ground.
 Mr. Rigby agrees that sandals would do as well.
5. In steady drill the sections intervals are badly kept, in marching time the usual rapid shuffle is noticeable.
6. At the lead the muskets are all over the place. The word of Command for firing are all wrong. The sights ^{are unnecessary} are all over the place. Little or no attention has been paid to marksmanship training.
 The attempt to fire the volleys led to a very poor exhibition of bad training.
7. Mr. Dantley, who has just returned from a course at S.I.C. Depot says that there he never took a class. Says that he is unable to drill the men as the S.I.C. drill is quite different to what is done here.
 He appears to know no drill.
8. Sergt. Instructor Campbell not a good drill instructor
 Very slack.
9. Mr. Rigby says that there is no training in Police Duties.

10. Mr. Higby has asked for a School Master to teach N.C.O's to read and write. He wants 50 recruits for this Province.
11. When there was another Officer here he used to lecture the recruits on Police Duties.
12. Section Drill very bad. The section commanders do not know their work, and are quite incapable of instructing or leading sections.
13. The Native Sergt. Major knows absolutely nothing about drill. Mr. Higby says that he is no use as a Policeman.
14. Relations between Police and Administrative Officers are ill defined and unsatisfactory. Recently Inspector General of Police ordered Mr. Higby to furnish a report on a Police Sergeant at Bahal. He detailed Mr. Elliot to render but the District Commissioner at Bahal refused to allow Mr. Elliot to inspect his Police saying that he would only do so if the Inspector General of Police came himself.
16. According to a state dated 29th March 09, the total strength of Muzaffar Police is :-
- 4 Officers
 - 5 Deputy Inspectors
 - 3 Clerks
 - 24 N.C.O's
 - 194 Constables
 - 3 Buglers
- There are vacancies for 1 Sergeant and 30 Constables.
17. The Inspector General Of Police has recently laid down a list of Books to be kept up by Police Stations till

till then Mr. Rigby made out and kept up only what books he himself thought necessary.

18. Owing to amount of duties Mr. Rigby finds that it is no good giving C.S. as a punishment. As a consequence fines are often imposed for all sorts of minor offences for which such a punishment should not be awarded. The Inspector General has ordered (in a telegram dated 7/3/08) that men given Cella should not be deprived of pay. The consequence is that Cella is no punishment and the men look on it as a loaf.
19. Mr. Rigby thinks that Escorts are unnecessary in this District, as they orders from the Civil authorities to provide them.
20. He finds the Native Sub-Inspectors useful in some ways but very unreliable.
21. All Mambina Constables get one month leave a year. There is nothing laid down about this from Police Headquarters.
22. In checking Parade State for 29 - 3 - 08. it was found that 176 Constables were shown as present, but that in this figure 30 vacancies were added in, thus the Parade State was 30 in error. Very careless work.
23. Constables get different rates of pay at different Stations in the same Province e.g. here men get 10 Rs. per month, and at Malindi 15 Rs. only.
24. Mr. Rigby finds that there is too much paper work here. This he attributes to the different systems in vogue in the Force and want of proper organization

25. He does not think that the Sergeant Instructors are a good thing. Extra inspectors would be better if they led their drill.
This could be taught at a central Depot.
26. He finds that the system of administering the Police by means of Circulars is unsatisfactory.
27. He has difficulties in getting complete kits from Nairobi. At present he is short of batons, Police whistles and batons.
28. He does not care for the Indians now in the Police for dealing with Indians. Two or three Sub-Inspectors would be useful but he finds that the Indian Constables are bad and take bribes.
He seems to have little doubt that the Indian Police go in for extortion.
29. No recruits are allowed for this Province.
30. From talking to Mr. Sigby one gathers that constantly Constables and N.C.O.'s who are found to be bad characters or useless at Nairobi are sent here for duty thus the efficiency of the Police here is lowered.
31. There seems to be an unnecessary number of armed guards in Mombasa the duties of which could be done by men with batons.
32. The number of the Sergeant Instructor is inordinate and not what one expects from an Army Sergeant.
33. There are 15 Police beats - this large number Mr. Sigby thinks necessary owing to the number of drink shops ^{licensed for drink shops} and Native Dances are granted by the Administrative Officers without reference to the Police Officers.
Mr. Sigby thinks that the number of licences for

for drinking booths (over 100) is excessive and leads to crime.

34. Mr. Rigby suggests for the good of the Perce that every Province should have a Provincial Superintendent and every District a European Officer in charge of Police.

The extra whitemen required could be obtained by reducing number of Natives.

He thinks a central Depot necessary, also a Book of Regulations and Handbook.

35. The Water Police in Madras are badly turned out and seem discreditable.

S. M. S. A.

1 April 1866.

Inspection NAIROBI Police.

1. Turn out of men much better than at other stations inspected but the "set up" is bad. No gymnastics done.
2. When drilling keeping of step very bad, Actual drill poor but better than out stations.
3. Steadiness under arms during inspection of lines very fair, but some Rifles were badly aligned.
4. Captain Sustace, though he appears to know his Coy drill, does not know anything about the firing exercises.

The men do not seem to have been exercised in firing drill and the section commanders knew nothing of control of fire.

At the "load" the majority of the men had their fingers round the trigger.

5. Recruits are being drilled in one squad of 30 recruits - this is much too big for a squad. It is impossible for an instructor to train so large a squad as individual attention is lacking.
6. The section commanders are poor. They seem to be able to drill a squad in a sort of routine fashion but do not notice faults. When told to fire volley, the best section commander (a Small Sergeant) was unable to give the necessary word of command until he had asked a Lance Corporal!! He apparently was quite incapable of commanding a section in action.

Information given by Captain Sustace

Information given by Captain Eustace,

E. A. P. Police.

741.

Note. The Provincial Commissioner of Kenya Province demanded an escort from Nairobi to Fort Hall and when given 1 N.C.O. & 3 men wrote in and said that he was entitled to 2 N.C.O.'s & 8 men.

Note. There is a Protectorate order that when ever Lt. SOGEM is moved anywhere it must be under charge of a European and 2 native N.C.O.'s & 8 men.

Captain Eustace says that the European Police being long service soldiers of the R.M.P. on a three years agreement, are looking forward to going back to their Regiments at the end of their time and so do not learn the language or get to know the country and take but little interest in Police work.

He thinks it would be better to enlist men at Home for permanent service in the East Africa Police.

A 1 R. O. B. 1.

18th April 1968.

Provincial Commissioner's Office,

R. E. M. S. M. U.

February 26th 1908.

Mombasa

No. 302/V.

Sir,

With further reference to your letter No. I.C. 234 of the 15th. instant and in accordance with para 4 of your letter I have the honour herewith to give you my views connected with various questions with regard to the Police in this Protectorate.

2. I would preface my remarks to the extent that my experience mainly concerns the Police at Nairobi and in the Ukamba Province, the Naivasha Province, and the Kisumu Province. I have had no practical experience with the Mombasa and other Police on the Coast.

3. The Police though run as one body, and for all practical purposes run as two, viz: the Town Police Stations at such centres as Nairobi and Kisumu, and the District Police. The former are really a Civil Police, and the latter a sort of Military Police which in most instances forms the garrisons in the out-districts.

4. The material (particularly the native material) is in no sense all that it should be. For Civil Police in the Town centres it is almost useless; the men have neither intelligence nor any idea of responsibility. The men are recruited mostly from amongst the tribes and in many

COLONEL J. E. SOUGH, V.C., A.D.C.

Inspector General, King's African Rifles,

R. E. M. S. M. U.

many instances they are men who have never been used to the influences of Town life. Hence on their coming into contact with Basaar and similar life they are unable to exert any moral control. They cannot be entrusted, with any confidence, with responsible duties, and it is impossible for them to, in most instances, be made to understand ordinary Civil Police duties. Naturally with such material employed, the Police Administration cannot expect to arrive at satisfactory results in the towns.

5. The scale of pay while being possibly sufficient for the class of men employed, and being possibly sufficient for the District Police, is in no way sufficient to attract the class of men, such as educated Swahilis, Arabs &c., that should be employed for town work.

6. The District Police consists of men who, as I have said, comprise the actual garrison of a District. Their duties consist of accompanying District Officials on tour, and of various other duties in the Station and in the District. Generally the class of men employed in a District are the same class as the men employed in a town; but having some of the town temptations their moral standard is not at a higher level. They do not require to exert the same class of intelligence, nor have they the same responsibilities with regard to detail "Police work".

Generally speaking their conduct and work is, as a rule, satisfactory.

7. Summing up these points it is my opinion that whereas the present stamp of man may be continued for some time as

he is in no way fitted for the duties of a civil policeman a district armed Policeman, in a town area.

8. Under existing arrangements of Administration, I would advocate that the Police Department should be divided under three heads, viz:-

- (1) The District Police as at present constituted.
- (2) Town Civil Police, unarmed, to carry out ordinary Police duties as allotted to Police in European towns.
- (3) Criminal investigation Police, or detectives.

9. Where a District Commissioner resides in a town centre, he should have a body of District Police under him for District work.

10. In all Districts, a District Commissioner to be ex-officio a Superintendent of Police, and if possible to have an Assistant Superintendent or Inspector under him to do the detail work.

11. Civil Police in the town to be under ^{the} Senior Magistrate of the particular town, with a chief Constable in Charge.

12. Criminal investigation to be under a distinct head, to be at Headquarters.

13. All District Police in a Province to be, as far as distribution etc., is concerned, under the Civil Head of the Province i.e. the Provincial Commissioner, who should be ex-officio an additional Deputy Inspector General of Police.

14. Police Bungalows etc., should be removed from Town centres, but should be located on the Railway Line.

15. Police Officers in actual charge of Police should be given more extended control and more powers of punishment of the men under their command instead of it being necessary to refer cases to the Inspector General of Police, i.e. Discipline should be more in the hands of the Superintendents and Chief Constables; the duties of the Inspector General of Police should be more confined to inspection.
16. Police proceeding on ordinary routine duty inside the limits of a Province to which they belong, are, when within the vicinity of the Railway, invariably sent by train. They should, where special urgency is no object, be marched by marching over the country they get to know it, and get into better condition. I have before now had Police on escort duty and have found them absolutely ignorant of the country only a few miles away from their Station.
17. It has been the custom to recruit European Inspectors for service who have no proper ideas of Police duties. This is a hindrance to progress. I am informed that under the present arrangements this is now being altered.
18. Police writers employed in Police Stations as a rule can neither write nor speak English. Their records of cases therefore always require translating before an Officer can read them. This is undesirable and leads at times to conflicting ideas of the case.
19. It also happens very often that Police employed in a town are very seldom able to speak Swahili or any other language but their own, which more often than not happens to be a language not understood by persons charged, or by Inspectors in charge of Stations.

28. I believe there is no such thing as a collective form of rules, outside the Punjab Police Code, for the guidance of Officers. Local Rules etc. are usually published in the form of Circulars which do not appear to be afterwards edited. It occasionally happens that such circulars after some time become either non-effective through non-observance, or are to be unstable, and therefore liable to be altered. I believe however that in some cases there is no official withdrawal of such Circulars. Want of a definite system in this connection naturally makes it more difficult for new Officers appointed. It also is liable to lead to a misunderstanding with the Administration and the public.

29. A further matter in connection with the issuing of Police Circulars is that at times it happens that Circulars are issued which concern the working of the Police with the Administration and Department. The issue of the Circulars is generally the first intimation that the Provincial Administration has of such a matter. It may be found inconvenient, in which case it leads to correspondence and possibly an alteration or withdrawal. This could all be obviated if drafts of proposed rules affecting the Administration were circulated in the first instance for comment etc.

I have possibly dealt with more details than you require at this. As I however expect to be absent on your arrival, I thought it better to put in every point I could think might be of interest.

If on any points touched on by me you would require

like any further explanation I would be pleased to give
it to you.

747

I have the honour to be,

Sir,

Your most obedient servant,

Ed. Jean Alsworth

President, Committee

25104

Report of a Committee appointed to enquire
into the organisation of the Police
Force in the East Africa Pro-
tectorate.

713

President. H.H. the Lieut-Governor.
(The Honourable the Commissioner of
Lands.)
Members. (The Honourable the Treasurer.
John Ainsworth Esq., C.M.G. Pro-
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The Inspector General of Police.

Preliminary. We have considered the reports lately made
by

Lt-Colonel Gordon Wilson, M.V.O. Royal Horse
Guards, dated 12th. Nov., 1907.

Col. J.E. Gough, V.C. & C. Inspector General King
African Rifles dated 16th. April, 1906.

and have consulted Provincial Commissioners and other
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The composition of the force as shown in
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- 1 Inspector General.
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Ed. John Aliborth

Principal Geologist

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	(16 Inspectors.	
	7 Sergeant Instructors.	
Europeans	1 Sergeant.	White Police for towns and colonised areas.
	1 Corporal.	
	17 Constables.	
	6 Sub Inspectors.	
	13 Assistant Inspectors.	
Indians and natives.	1 Armourer.	
	2 Assistant Armourers.	
	2033 Non-Commissioned Officers & men.	

In the estimates for the current year provision has been made for 17 Assistant Superintendents, and the Inspectors have been reduced to 11. The rank and file also new numbers. 2191.

There is considerable variety in the pay of the rank and file owing to the fact that in the early days the Provincial Commissioners recruited locally, and paid the men the salaries suited to each Province. It is essential that the inequalities should be gradually eliminated, and we are proposing uniform rates to be worked up to by degrees.

3. The officers who have inspected the Police lately, have made a number of suggestions which we proceed to deal with.

We agree that there should be a Provincial Police Officer for every Province, and recommend the appointment of a grade of Superintendent, who will be

be the Assistant of the Provincial Commissioner in the Police Department. We desire to record in this place what should be the relations of the Police to the Magistrates and Civil Administrative Officers. Nothing is more likely to lead to friction and loss of power than indefiniteness in these relations.

The Police Force must be at the disposal of the Provincial and District Commissioners for the prevention of crime, and to that extent the Provincial Superintendent, and his subordinates must work under the general control and directions of these officers. It is essential to preserve the responsibility of the Magistrates for the general success of the Criminal Administration of their jurisdiction, and to afford them prompt means of ensuring the obedience of the constabulary to their lawful orders. They must have the power therefore to issue to the Police any orders necessary to secure the efficient discharge of their duties in the preservation of the peace and in the prevention and detection of offences.

But their intervention should be in the nature of general control and direction, and must be confined to what is necessary to maintain their control over the criminal administration. The details of the working of the Police, and questions of recruitment, training, pay, clothing and discipline must be in the hands of the Police Officers working under the orders of the Inspector General.

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Much will depend on the maintenance of friendly relations between the Inspector General and the Provincial Commissioners. If these officers work in concert there will be no friction and the full value of the police will be realised. It will be the duty of the Provincial Superintendent to make periodical inspections of all the police in the Province, and to send a copy of the result of his inspection to the Provincial Commissioner and another direct to the Inspector General. The Provincial Commissioner should note on his copy and consult the Inspector General before issuing any orders.

4. To take this opportunity of expressing our opinion on a question connected with the general administration; and we do so because on its acceptance depends our scheme of the number of Police officers to be employed. We feel strongly that no district can be efficiently administered with a staff of less than two officers, that is a District Commissioner and one other who must be either a Police Officer or an Assistant District Commissioner.

Some districts are at the present time occupied by only one officer, who is necessarily much tied to his quarters, and is unable to acquire the knowledge of his district and its people so essential to efficient administration. When he goes on tour the station is left in charge of a Head Clerk, who is often a Goanese. It is true that at the present time.

752
 time some districts have an English Sergeant Instructor, but an official of this class is fitted neither by training nor by position to conduct the administration in the absence of the District Commissioner. Moreover we have adopted Col. Gough's suggestion to reduce all of this class except the two who will be required for the Training School.

With the minimum staff here recommended it will very seldom happen that one or other officer will not be present at the head quarters. Where the Second Officer is an Assistant Superintendent of Police he must be prepared to assist the District Commissioner in general administrative work; and if he is an Assistant District Commissioner he should be placed in charge of the police in addition to his other duties.

We press strongly for this proposal, for we are convinced that no district, whatever its size or position, can be properly worked with less than the suggested staff.

5. It is very necessary to establish at once a Training School, through which all recruits can be passed, to which those of the existing force who have been insufficiently trained can be sent in batches. In our opinion it will be better for every officer on first appointment to come to this country to learn his work at the Training School. The present course with the Royal Irish Constabulary is costly and there is nothing in it of consequence which cannot be equally well taught in this country, and it is very important

important that every young officer should acquire a knowledge of Swahili while under training.

The School should be the training ground for all ranks, and we recommend that the Fingerprint Bureau, which must now be established, should also be situated here. A picked officer of the rank of Superintendent will be needed for the course of the school with an Assistant Superintendent to help him; and two European instructors will be required for drill. Details of the rest of the establishment will be found in the Schedule.

It has been assumed that the school must be located at Nairobi; but we are of opinion that this will not be the best place on account of its temptation for the recruit.

We recommend that it be established at Naivasha, which is healthy and central, and where some Government buildings will shortly be vacant on the removal of the district headquarters to Nairobi. The recruits' lines should consist of grass huts which are cheap to construct and easily removed in case of an epidemic.

6. It is true that the police have hitherto been regarded to a great extent as a semi-military force. This is inevitable in a new country where occupation proceeds gradually and

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We recommend that it be established at Naivasha, which is healthy and central, and where some Government buildings will shortly be vacant. The removal of the district head quarters to Naivasha will be a great advantage. The recruits' lines should consist of grass huts which are cheap to construct and easily removed in case of an epidemic.

It is true that the police have hitherto been regarded to a great extent as a semi-military force. This is inevitable in a new country where occupation proceeds gradually and

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(7.)
absorb new tribes from time to time. During this process, and for some little time afterwards, the Police are required mainly as a garrison for protection; there is practically no civil police work, for there is little or no recognised crime. But as the country settles down and a legal machinery is established, the time comes to make a change. That time has now arrived. The area of white settlement is increasing; towns have arisen, and we have regular courts, and lawyers to plead in them. It is necessary then that the Police should be more highly trained in law and procedure so as to be able to cope with the new conditions. To this end we recommend that the rank and file should be divided into two classes of town and district police. The former should be given a sufficient military training to enable them to move by command and to shoot fairly well, but more stress must be laid on their education in the duties of civil police. The town police will be armed only with a baton, but there should be a nucleus of rifles for use on night guards and on emergencies.

The District Police on the other hand will need a longer military and shorter civil training. The latter must not be neglected, but their duties will consist mainly of guards and escorts, and as a protective force in outlying parts of the country.

The course should extend over six months,

and

and should include instruction in drill, in elementary law and procedure, and in discipline.

The officers' course should last six months and should provide among other matters for instruction in the law of evidence, police procedure and practice, and in Swahili.

Care should be taken that the discipline and tone of the school are of the best, and that special instruction is given in regard to the manner in which all ranks of the police should conduct themselves towards the public.

As Assistant District Commissioners may at any time be in charge of the Police of a district we recommend that every officer of this rank should attend the police school on first joining for at least two months.

Personnel.
Europeans.

7. The personnel of the force should consist of the following grades:-

- (a) An Inspector General on £700 a year.
- (b) A Deputy Inspector General on £500 a year.
- (c) Superintendents on £400, of whom 8 are needed, i.e. one for each Province and one for the Training School.
- (d) Assistant Superintendents on £250.
- (e) Deputy Assistant Superintendents on £200, and £150.

We agree with the reporting officers that it will be best to abolish the grade of European Inspector, in so far as such officer expects promotion to a higher grade. But if all European Officers below Superintendents are Assistant Superintendents of one class the expense will be very great, and there will surely be a great block in promotion.

For this reason we recommend that there should be a grade below Assistant Superintendents of a class of officer corresponding toarrant Officers in the army. These officers, to be termed Deputy Assistant Superintendents, will enter at \$150 a year, and be eligible for promotion to \$200, and must ordinarily not look for higher promotion. They may be recruited locally, some of the existing Inspectors being brought into this grade. Their duties will be the same as those of Assistant Superintendents, their services being utilised mainly in towns and centres of white population.

It will be readily admitted that if the Police is to be made more efficient strict supervision is needed, and such supervision must be of British Officers. We have recommended the appointment of eight Superintendents, and we propose that the strength of the next two grades should be

Assistant Superintendents. 10

Deputy Superintendents. 12

22

The result is an increase of officers below Deputy Inspector General from 28 to 30.

The Sergeant Instructors should receive the same pay as Deputy Superintendents, viz one at £200 a year, and one at £150.

The proposed strength of the white police is

1 Sergeant at £150.

1 Lance Sergeant at £130.

17 Constables at £120.

The Head Quarters of this force will be at Nairobi, the Inspector General having a discretion to detail any of them as may be needed to places like Mombasa, Mombasa, and Mombasa.

We agree with Col. Gough that it was a mistake to send out soldiers on short engagements for the posts in the white police. It should be easy to get men of a good class for this body from England and the Colonies.

We have included in the Schedule a post of Pay and Quarter Master at the rate of £325, rising to £375, and Assistant Pay and Quarter Master at £250 rising to £400.

8. We shall now deal with lower grades consisting of Natives and Indians. We propose to grades of officers to be termed Inspector and Sub Inspector, whose monthly salary will be Inspector

(11)

	<u>1st Grade.</u>	<u>Second grade.</u>
Inspector	Rs.150.	Rs.125.
Sub Inspector	" 100.	" 75.

We should like to see a trial made of the direct recruitment of a few young men of good Arab families for the post of Sub Inspector.

It is a complaint on the coast that there is no opening for young men of the better class natives. We cannot expect them to enlist as constables, and our proposal will give them the opportunity they desire. By establishing the posts of Inspector and Sub Inspector we provide an opening for the young men of good family by direct appointment, and furnish an incentive to the rank and file to rise by good work to better positions.

The rates for the lower ranks should be

	<u>1st grade.</u>	<u>2nd grade.</u>	<u>3rd grade.</u>	<u>4th grade.</u>
Sergeant	Rs.50.	Rs.40.	Rs.30.	Rs.25.
Constables	" 21.	" 16.	" 14.	

The Rs.21 rate for constables is for Indians. Owing to the large number of Indians in the country we must have men of this nationality in the Police, and Rs.21 is the minimum that can be offered them.

All native Town Police Constables will receive Rs.16, those of the District Police Rs.14.

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It is proposed to have a grade of Corporal in the District Police, whose pay will be Rs.16 equal to that of the Town Police Constable. Recruits on joining will be given from Rs.8 to Rs.12 a month according to their tribe or nationality. Directly they have passed through the school they will come into one or other of the grades of constable, according to the division of police that they join. It should be understood that any District Police Constable who shows special intelligence will be eligible to be drafted into the Town Police.

Criminal
Investigation
Department.

9. A recommendation has been made to establish a Criminal Investigation Department.

We are of opinion that no special staff need be separated off under this head. Every member of the Police force is by virtue of his appointment bound to assist in the investigation of crime, and most offences must be enquired into by the local police.

Special cases of a complex character require the services of special detectives. We understand that a body of such men already exists, and all that is necessary is that this system should be amplified as occasion arises.

Of all the duties which the police have to perform there is none more important than the prevention of crime. If all persons addicted to crime were known to the police, and if proper supervision were exercised over them, the number of offences against property would be really diminished. To obtain this knowledge, and to secure this supervision, should be the aim of every police system. The Fingerprint Bureau, the establishment of which we have already recommended, is one of the methods of recognising habitual offenders.

Section 75 of the Indian Penal Code provides for the enhanced punishment of such offenders; and the Criminal Procedure Code gives further assistance in this direction, e.g. Section 109 & 110 under which security can be demanded for good behaviour; and Section 565 which empowers a Magistrate in certain cases to subject certain classes of offenders to the liability to police supervision after release from jail. We recommend that rules should be issued under

(13.)

the latter sections at an early date.

Finally much can be done through the Village Headmen, and we recommend that the duties imposed upon them as such under the Code of Criminal Procedure should be carefully explained to them on first appointment, and be mentioned in their list of written instructions.

10. It is true that the Police Lines in Nairobi and other places are defective. This is a question of funds. The lines are built as money is provided, and it is now recognised that grass huts are best suited for the rank and file of African Police. In Nairobi the difficulty heretofore has been to provide a well drained site with a pure water supply. A new site has now been drained and the lines are under construction. Even now there is no water at hand, and when the Police first arrive there the water will have to be carried some way for the use of the men. New lines are also under construction in

11. The remarks of Col Gordon Wilson and Col. Gough are in conflict regarding the condition of rifles and ammunition. We recommend that a Committee should sit to report on them. In any case there can be no doubt that the Martini Henry rifles are very old, and we recommend that the .303 rifle be supplied to the

the

the force as soon as possible.

Col. Gough has made various suggestions about the uniform. The Inspector General thinks a red cummerbund preferable to red cuffs. The khaki fez covers cost practically nothing and save the taxes and should be retained.

The suggestions regarding buttons and metal numbers are agreed to; as a fact they are not incident for annually. The bandolier has been abolished, pouches to be substituted for them. We think the putties should be retained; they cost little and look well. at any rate Indian Constables who wear boots could not well do without them.

cial
composition.

12. We are now inclined to agree in the remark that "in East Africa it is difficult to obtain recruits who are in any way suitable for police work".

The majority of the rank and file must be composed of the tribes among which they have to work, and we believe that a better class will be attracted at the rates of pay recommended.

At any rate we think a further trial should be given to the local tribes, in the hope that the training at the school, coupled with better supervision afterwards, will remove many of the defects which are now apparent.

We agree that fines should be rarely awarded and we understand that as a fact this form of punishment

punishment is now discountenanced except for drunkenness and the loss of Government property.

13. A good manual of Police Regulations is an urgent necessity. The Uganda Manual has been sent for, and we recommend that those of other countries with similar conditions should be obtained. The Inspector General is engaged in the preparation of a short manual consolidating existing circulars.

14. Col. Gough comments on the armed guards over banks and offices, and on the unnecessary escorts provided for officers on tour. Under recent orders day guards in towns are not armed, but even here arms are necessary at night where valuable property is stored.

We agree that escorts with officers can be reduced, but we do not agree that in the consideration of this question no regard need be paid to the "heshima" or dignity of the officer.

Our proposal is that certain high officials should be provided with an escort when on tour, and other officers should be given one or two constables only to preserve order and take care of government property. In our opinion an escort of one sergeant or corporal and three constables should be provided for executive members of the Council, and Judges of the High Court when they go on tour. The same is needed for the Inspector General of Police, Deputy Inspector General, Provincial and District Commissioners.

For

For the rest it will be for Provincial and District Commissioners to determine the strength of escorts for any officer who has to travel in localities where special precautions are needed.

15. Now that Native Chiefs and Village Headmen are being increasingly employed in the service of summonses and execution of warrants, the police have been largely relieved of this duty. But occasions may still arise when a chief will express his inability to execute a warrant, and in these cases a body of police will be required for the purpose.

We admit that some reductions are possible but we cannot go so far as Col. Gough has gone in this direction. We have considered the subject in all its bearings and have shown the result of our enquiries in the annexed statement.

It would be unwise we think to make further reductions.

But we may observe that if the Officer commanding the King's African Rifles would agree to provide military guards for Bank and Offices in Nairobi and Kisumu a further reduction can be made in the police of these places.

16. We agree generally in Col. Gough's opinion regarding the military functions of the Police, with one modification. He says that
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reduction
of force.

military
functions
of police.

the police should only deal with local disturbances if such can be overcome by the men stationed at the post concerned. We would amplify this by saying that a Provincial Commissioner should have power to deal with any local disturbances provided he can do so without asking for aid from outside the Province.

Cases requiring this assume more serious proportions and must be dealt with by a Military Force. The work heretofore done by the police in the suppression of disturbances and the occupation of the new country has been very considerable and should be recognised.

17. There is a body of so-called Customs Police under the Chief of Customs. We have consulted Mr. Major on the suggestions to place these under the Inspector General, but we have come to the conclusion that it would be unwise to do so. This is really a preventive force employed solely at ports of entry; it would be impossible for the Customs Officers to effectively check smuggling without such a body of men working under their immediate orders.

We do not therefore propose any change regarding the Customs Police.

18. Some water Police are employed in Mombasa and Kilindini harbours. They are paid under a separate budget estimate, and are entirely under the orders of the Port Officer, who has been given the powers

0265
powers of an Assistant Superintendent of
Police.

We consider that the men employed on this duty should be included in the regular Police Force and paid as such, their rates of pay being gradually assimilated to those now proposed for the rank and file. But they should still remain a distinct body under the orders of the Port Officer, who will as such be subordinate to the Inspector General of Police.

We have shown our proposals regarding this body in a separate statement. While assimilating the rates of pay to those of the Police force we have had to make provision for uniform etc. at the customary rates, with the result that whereas the existing budget provision for water Police is £400, our statement shows an increase ^{in a total of} ~~in the expenditure~~ as £419.

19. The net result of our proposals is as follows:-

	Increase.	Decrease.
(a) European Staff	£417.	-
(b) Indians & Natives Police proper.	-	£718.
(c) Clerical Establishment & followers.	£188.	-
(d) Other charges	-	£544.
	£580.	£1262.

Net decrease £682.

The details are explained in the Schedule. The reasons are briefly -

- (a) Increase on account of higher pay and an increase of two officers.
- (b) Decrease due to a reduction in the number of men. This although the rates of pay will be better.
- (c) We have taken this opportunity of improving the position of the clerical Establishment.
- (d) Although it has been necessary to enter more for arms, equipment and ammunition, there is a substantial reduction because we have struck out the provision for instruction in the Royal Irish Constabulary.

We place these proposals before Your Excellency in the belief that they will make for greater efficiency in

in the Police of the Protectorate.



Lieutenant Governor,
Chairman.

Dist. Copy June 1898

Report of a Committee appointed to enquire
into the organisation of the Police
Force in the East Africa Pro-
vinces.

President. H.H. the Lieut-Governor.

(The Honourable the Commissioner of
Lands.)

Members.

(The Honourable the Treasurer.

(John Ainsworth Esq., C.M.C. Pro-
vincial Commissioner.

The Inspector General of Police.

reliminary.

We have considered the reports lately made

by

Lt-Colonel Gordon Wilson, M.F.C. Royal Horse
Guards, dated 18th Nov., 1897.

Col. J.E. Couch, V.C. M. Inspector, General King
dated 18th April, 1898.

and have consulted the Provincial Commissioners and other
officers regarding the number of Police really needed,
and we proceed to make our proposals.

Having
therefore,

The composition of the force as shown in
Col. Couch's report is as follows:-

1 Inspector General.

Europeans, 1 Deputy Inspector General.

10 Assistant District Superintendents.

(16 Inspectors.
 7 Sergeant instructors.
 1 Sergeant Major }
 Europeans 1 Sergeant. } White Police for towns
 1 Corporal. } and colonised areas.
 (17 Constables.)

2 Sub Inspectors.
 13 Assistant Inspectors.
 1 Armourer.
 2 Assistant Armourers.
 1083 Non Commissioned Officers & men.

In the estimates for the current year provision has
 been made for 17 Assistant Superintendents, and the
 Inspectors have been reduced to 11. The rank and
 file also now numbers 2191.

There is considerable variety in the pay of
 the rank and file owing to the fact that in the early
 days the Provincial Commissioners recruited locally,
 and paid the men the salaries suited to each Province.
 It is essential that the inequalities should be gradu-
 ally removed. We are proposing uniform rates to
 be worked up in degrees.

3. The officers who have inspected the
 the Police lately have made a number of suggestions
 which we proceed to deal with.

We agree that there should be a Provincial
 Police Officer for every Province, and recommend the
 appointment of a grade of Superintendent, who will

be the Assistant of the Provincial Commissioner in the Police Department. We desire to record in this place what should be the relations of the Police to the Magistrates and Civil Administrative Officers. Nothing is more likely to lead to friction and loss of power than indefiniteness in these relations.

The Police Force must be at the disposal of the Provincial and District Commissioners for the prevention of crime, and to that extent the Provincial Superintendents and his subordinates must work under the general control and directions of these officers. It is essential to preserve the responsibility of the Magistrates for the general success of the Criminal Administration of their jurisdiction, and to afford them prompt means of insuring the obedience of the constabulary to their lawful orders. They must have the power therefore to issue to the Police any orders necessary to secure the efficient discharge of their duties in the preservation of the peace and in the prevention and detection of offences.

All their intervention should be in the nature of general control and direction, and must be confined to that is necessary to maintain their control over the criminal administration. The details of the work of the Police, and questions of recruitment, training, pay, clothing and discipline must be in the hands of the Police Officers working under the orders of the Inspector General.

Much will depend on the maintenance of friendly relations between the Inspector General and the Provincial Commissioners. If these officers work in concert there will be no friction and the full value of the police will be realized. It will be the duty of the Provincial Superintendent to make periodical inspections of all the police in the Province, and to send a copy of the result of his inspection to the Provincial Commissioner and another direct to the Inspector General. The Provincial Commissioner should note on his copy and consult the Inspector General before issuing any orders.

4. To take this opportunity of expressing our opinion on a question connected with the general administration, and we do so because in its acceptance depends our sense of the number of Police officers to be employed. We feel strongly that no district can be efficiently administered with a staff of less than two officers, one an District Commissioner and one other who must be either a Police Officer or an Assistant District Commissioner.

Some districts are at the present time occupied by only one officer, who is necessarily much tied to Head Quarters, and is unable to acquire the knowledge of his district and its people so essential to efficient administration. When he goes on tour the station is left in charge of a Head Clerk, who is often a Gensse. It is true that at the present time.

(d.)

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time some districts have an English Sergeant Instructor; but an official of this class is fitted neither by training nor by position to conduct the administration in the absence of the District Commissioner. Moreover we have adopted Col. Gough's suggestion to reduce all of this class except the two who will be required for the Training School.

With the minimum staff here recommended it will very seldom happen that one or other officer will not be present at the head quarters. Here the Second Officer is an Assistant Superintendent of Police he must be prepared to assist the District Commissioner in general administrative work; and if he is an Assistant District Commissioner he should be placed in charge of the police in addition to his other duties.

We press strongly for this proposal, for we are convinced that no district, whatever its size or position, can be properly worked with less than the suggested staff.

aining
ool.

5. It is very necessary to establish at once a Training School, through which all recruits can be trained. To which those of the existing force who have been insufficiently trained can be sent in batches. In our opinion it will be better for every officer on first appointment to come to this country to learn his work at the Training School. The present course with the Royal Irish Constabulary is costly and there is nothing in it of consequence which cannot be equally well taught in this country, and it is very important

important that every young officer should acquire a knowledge of Swahili while under training.

The School should be the training ground for all ranks, and we recommend that the Fingerprint Bureau, which must now be established should also be located here. A picked officer of the rank of Superintendent will be needed for the charge of the school with an Assistant Superintendent to help him; and two European Instructors will be required for drill. Details of the rest of the establishment will be found in the Schedule.

It has been assumed that the school must be located at Nairobi, but we are of opinion that this will not be the best place on account of its temptation for the recruit.

We recommend that it be established at Mwavashu, which is healthy and central, and where some Government buildings will shortly be vacant on the removal of the district head quarters to Nairobi. The recruits' lines should consist of grass huts which are cheap to construct and easily removed in case of an epidemic.

6. It is true that the police have heretofore been regarded to a great extent as a semi-military force. This is inevitable in a new country where occupation proceeds gradually and absorbs

(7.

absorbs new crimes from time to time. During this process, and for some little time afterwards, the Police are required mainly as a garrison for protection; there is practically no civil police work, for there is little or no recognised crime. But as the country settles down and a legal machinery is established, the time comes to make a change. That time has not arrived. The area of white settlement is increasing; towns have arisen, and we have regular courts, and lawyers to plead in them. It is necessary then that the Police should be more highly trained in law and procedure so as to be able to cope with the new conditions. To this end we recommend that the rank and file should be divided into two classes of town and district police. The former should be given a sufficient military training to enable them to move by command and to shoot fairly well, but more stress must be laid on their education in the duties of civil police. The town police will be armed only with a baton, but there should be a nucleus of rifles for use on night guards and on emergencies.

The District Police on the other hand will need a longer military and shorter civil training. The latter must not be neglected, but their duties will consist mainly of guards and escorts, and as a detective force in outlying parts of the country.

The courses should extend over six months,

and

(8.)

and should include instruction in drill, in elementary law and procedure, and in discipline.

The officers' course should also last 6 months and should provide among other matters for instruction in the law of evidence, police procedure and practice, and in Swahili.

Care should be taken that the discipline and tone of the school are of the best, and that special instruction is given in regard to the manner in which all ranks of the police should conduct themselves towards the public.

An Assistant District Commissioner may at any time be in charge of the Police of a district he recom and that every officer of this rank should attend the police school on first joining for at least two months.

7. The personnel of the force should consist of the following grades:-

- (a) an Inspector General on £700 a year.
- (b) 1 Deputy Inspector General on £500 a year.
- (c) Superintendents on £400, of whom 8 are needed, i.e. one for each Province and one for the Training School.
- (d) Assistant Superintendents on £250.
- (e) Deputy Assistant Superintendents on £260, and £150.

(9.)

We agree with the reporting officers that it will be best to abolish the grade of European Inspector, in so far as such officers expect promotion to a higher grade. But if all European Officers below Superintendents are Assistant Superintendents of one class the expense will be very great, and there will surely be a great block in promotion.

For this reason we recommend that there should be a grade below Assistant Superintendents of a class of officers corresponding to Warrant Officers in the army. These officers, to be termed Deputy Assistant Superintendents, will enter at £150 a year, and be eligible for promotion to £200, and must ordinarily not look for higher promotion. They may be recruited locally, some of the existing Inspectors being brought into this grade. Their duties will be the same as those of Assistant Superintendents, their services being utilized mainly in towns and centres of white population.

It will be readily admitted that if the Police is to be under more efficient strict supervision is needed, and such supervision must be of British Officers. We have recommended the appointment of eight Superintendents, and we propose that the strength of the next two grades should be

Assistant Superintendents.	10
Deputy Superintendents.	12

22

The result is an increase of officers below Deputy Inspector General from 22 to 30.

The Sergeant Instructors should receive the same pay as Deputy Superintendents, viz one at £200 a year, and one at £150.

- The proposed strength of the white police is
 - 1. Sergeant at £150.
 - 1 Lance Sergeant at £130.
 - 17 Constables at £120.

The head quarters of this force will be at Mombasa, the Inspector General having a discretion to detail any of them as may be needed to places like Pemba, Siambu, and Makuru.

We agree with Col. South that it was a mistake to send out soldiers on short engagements for the posts in the white police. It should be easy to get men of a good class for this body from England and the Colonies.

We have included in the Schedule a post of Pay and Quarter Master at the rate of £325 rising to £425, and Assistant Pay and Quarter Master at £250 rising to £400.

8. We shall now deal with ^{the} lower grades consisting of Natives and Indians. We propose two grades of officers to be termed Inspector and Sub Inspector, whose monthly salary will be Inspector

Personnel
Plans &
atives.

	1st Grade.	Second grade.
Inspector	Rs. 150.	Rs. 125.
Sub Inspector	100.	75.

We should like to see a trial made of the direct recruitment of a few young men of good Arab families for the post of Sub Inspector.

It is a complaint on the coast that there is no opening for young men of the better class natives. We cannot expect them to enlist as constables, and our proposal will give them the opportunity they desire by establishing the posts of Inspector and Sub Inspector or we provide an opening for the young men of good family by direct appointment, and furnish an incentive to the rank and file to pass by good work to better positions.

The rates for the lower ranks should be

	1st Grade.	2nd Grade.	3rd Grade.	4th Grade.
Inspector	Rs. 150.	Rs. 125.	Rs. 100.	Rs. 75.
Sub Inspector	100.	75.	50.	25.

The Rs. 2 rate is reasonable for Indians. Owing to the large number of Indians in the country we must have men of this nationality in the Police, and the Rs. 2 rate is the minimum that can be offered them.

All native Town Police Constables will receive Rs. 16, those of the District Police Rs. 14.

	<u>1st grade.</u>	<u>second grade.</u>
Inspector	Rs. 1200.	8.100.
Sub Inspector	100.	75.

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The rates for the lower ranks should be

	<u>1st grade.</u>	<u>2nd grade.</u>	<u>3rd grade.</u>	<u>4th grade.</u>
Constable	10.00.	9.00.	8.00.	7.00.
Head Constable	12.	11.	10.	9.

Rs. 1 rate for constables is for Indians. Owing to the large number of Indians in the country we must have men of this nationality in the Police, and Rs. 10 is the maximum that can be offered them.

All native Town Police Constables will receive Rs. 16. those of the District Police Rs. 14.

(11a.)

It is proposed to have a grade of Corporal in the District Police, whose pay will be Rs. 16 equal to that of the Town Police Constable. Recruits on joining will be given from Rs. 8 to Rs. 12 a month according to their tribe or nationality. Directly they have passed through the school they will come into one or other of the grades of constables according to the division of Police that they join. It should be understood that any District Police Constable and those special in territories will be eligible to be drafted into the Town Police.

3. recommendation has been made to establish a Criminal Investigation Department.

7c

Signal
Regulation
Department.

We are of opinion that no special staff need be separated off under this head. Every member of the police force is by virtue of his appointment bound to assist in the investigation of crime, and most offences must be enquired into by the local police.

Special cases of a complex character require the services of special detectives. We understand that a body of such men already exists, and all that is necessary is that this system should be amplified as occasion arises.

Of all the duties which the police have to perform there is none more important than the prevention of crime. If all persons addicted to crime were known to the police, and if proper supervision were exercised over them, the number of offences against property would be greatly diminished. To obtain this knowledge, and to secure this supervision, should be the aim of every police system. The Finger Print Bureau, the establishment of which we have already recommended, is one of the methods of recognising offenders.

Section 75 of the Indian Penal Code provides for the enhanced punishment of such offenders; and the Criminal Procedure Code gives further assistance in this direction, e.g. Section 105 & 110 under which security can be demanded for good behaviour; and Section 565 which empowers a Magistrate in certain cases to subject certain classes of offenders to the liability to police supervision after release from jail. We recommend that rules should be issued under

the latter sections at an early date.

Finally much can be done through the villages and en. and we recommend that the duties imposed upon them be such under the line of criminal procedure should be carefully explained to them on first appointment, and be mentioned in their list of written instructions.

10. It is true that the Police lines in Nairobi and other places are defective. This is a question of funds. The lines are built as money is provided, and it is now recognized that grass huts are best suited for the rank and file of African Police. In Nairobi the difficulty heretofore has been to provide a well drained site with a pure water supply. A new site has now been drained and the lines are under construction. Even now there is no water at hand, and when the Police first arrive there the water will have to be carried some way for the use of the lines. Lines are also under construction in

11. The remarks of Col Gordon Wilson and Col. Cough are in conflict regarding the condition of rifles and ammunition. We recommend that a Committee should sit to report on them. In any case there can be no doubt that the Martini Henry rifles are very old, and we recommend that the .303 rifle be supplied to the

Police
lines.

Arms &
Equipment.

the force as soon as possible.

Col. Gough has made various suggestions about the uniform. The Inspector General thinks a red cummerbund preferable to red cuffs. The khaki for covers cost practically nothing and save the peses and should be retained.

The suggestions regarding buttons and metal headstaps are agreed to, as a fact they are not incident for annually. The bandolier has been abolished, pouches to be substituted for them. We think the puttees should be retained; they cost little and look well; at any rate Indian Constables who wear boots could not well do without them.

Social Composition.

12. We are not inclined to agree in the report that in East Africa it is difficult to obtain recruits who are in any way suitable for police work.

The majority of the rank and file must be drawn from the tribes among which they have to work, and we do not see that a better class will be attracted by the higher rates of pay recommended.

At any rate we think a further trial should be given to the local tribes, in the hope that the training at the school, coupled with better supervision afterwards, will remove many of the defects which are now apparent.

We agree that fines should be rarely awarded and we understand that as a fact this form of punishment

punishment is now discountenanced except for drunkenness and the loss of Government property.

Police regulations.

The actual details of Police regulations in an urban city. The actual details have been compared, and the same and other rules of other countries with similar conditions should be obtained. The Inspector General is advised in the preparation of a short manual incorporating existing provisions.

Arms & Ammunition.

The actual details on the arms guards over police and of force, and on the unnecessary security provided by soldiers on tour. Under present orders day guards in towns are not armed; but even here arms are however at night where valuable property is stored.

It is stated that escorts with officers can be required, but that it is in the consideration of these questions no regard need be paid to the "machinery" of the police officer.

It is proposed that certain high officials be provided with an escort when on tour, and that the same should be given one of two constables only to protect them and the safety of Government property. It is suggested in respect of the carrying of personal arms that provision should be provided for dramatic members of the Council, the Judges of the High Court and the members of the Council. It is suggested that the Inspector General of Police, the Inspector General, Provincial and District Commissioners.

For

For the rest it will be for Provincial and District Commissioners to determine the strength of escorts for any officer who has to travel in localities where special precautions are needed.

15. Now that Native Chiefs and Village Headmen are being increasingly employed in the service of summonses and execution of warrants, the police have been largely relieved of this duty. But occasions may still arise when a chief will express his inability to execute a warrant, and in these cases a body of police will be required for the purpose.

To admit that some reductions are possible but we cannot go so far as Col. Gough has gone in this direction. We have considered the subject in all its bearings and have shown the result of our enquiries to the annexed statement.

It would be unwise we think to make further reductions.

We may observe that if the Officer commanding the King's African Rifles would agree to provide military guards for Banks and Offices in Nairobi and Kisumu a further reduction can be made in the police of these places.

16. We agree generally in Col. Gough's opinion regarding the military functions of the Police, with one modification. He says that

the

Reduction
in Force.

Military
Functions
Police.

(17.

the police should only deal with local disturbances, such as can be overcome by the men stationed at the post concerned. We would amplify this by saying that a Provincial Commissioner should have power to deal with any local disturbances provided he can do so without having to call for aid from outside the Province.

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Customs
Police.Water
Police.

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on total of

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	<hr/>	<hr/>
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We place these proposals before Your Excellency in the belief that they will make for greater efficiency

180 73/8

in the Police of the Protectorate.

J. J. Bellamy

Lieutenant Governor,
Chairman.

Comparative Statement of Cost of present and proposed strength of S.A. Police.

ENCLOSURE

In Dispatch No. 11/100/1938 783

SER HEAD	Expenditure at present			Proposed Expenditure			Increase	Decrease	Remarks.
	Numbers	Rate	Cost	Numbers	Rate	Cost			
Motor General	1	£600 p.a.	600	1	700	700	100	-	
City do.	1	£400 "	400	1	500	500	100	-	
Principal Superintds.	-	-	-	8	400	3200	3200	-	New rank
Assistant do.	17	£250 by £15 to £400	4225	10	250	2500	-	2125	
Asst. do.	-	-	-	12	6 at £200 p.a.	2100	-	-	New rank
Police Inspectors	11	£190 by £10 to £220 p.a. Probationers £150	2081	-	6 at £350 p.a.	-	-	2081	Abolished
Senior Inspectors	7	£150 ea.	1050	2	1 at £300 1 at £150	350	-	700	
REGULAR POLICE.									
Senior Major	1	£174	174	-	-	-	-	174	Abolished
Sergeant	1	£144	144	1	£150	150	6	-	
Police Sergeant	1	-	-	1	150	150	150	-	New rank
Corporal	1	139	139	-	-	-	-	139	Abolished
Constables	17	£120 each	2040	17	120	2040	-	-	
Police staff pay	-	-	10	-	-	10	-	-	
MASTERS' PAYMENT.									
Quartermaster	1	£325 by £20 to £425	325	1	£325 by £20 to £425	325	-	-	
do.	1	£250 by £10 to £400	250	1	£250 by £10 to £400	250	-	-	
Office Clerk	1	Rs. 87.50 p.m.	70	1	Rs. 100 p.m.	80	10	-	
Quartermaster's Clerks	2	Rs. 62.50 ea.	100	2	Rs. 75 ea. p.m.	120	20	-	
Police Inspectors	6	2 at 1652 1 " 1380 1 " 1260 2 " 1200	554	-	-	-	-	554	
do.	13	1 " 1020 2 " 960 1 " 900 1 " 840 1 " 792 2 " 780 5 " 720	709	-	-	-	-	709	
Police Inspectors	-	-	-	3	Rs. 150 ea. p.m.	360	360	-	
do.	-	-	-	4	Rs. 125 "	400	400	-	
Police Sub-Inspectors	-	-	-	5	Rs. 100 "	400	400	-	
do.	-	-	-	5	Rs. 75 "	360	360	-	
Police Majors	24	Rs. 300 to Rs. 900 ea.	719	-	-	-	-	719	Abolished
Carried over	-	-	14,050	-	14,055	14,055	7184	7801	

25104

11 JUL 1938

HEAD	Expenditure at present			Proposed expenditure			Increase	Decrease	Remarks.
	Numbers	Rate	Cost	Numbers	Rate	Cost			
Amount forward	-	-	14050	-	-	14035	7186	7201	
Sergents	83	various	1724	-	-	-	-	1724	
1st Grade Serjts.	-	-	-	11	Rs. 50p.m. ea.	-	-	-	
do.	-	-	-	20	" 40 "	-	-	-	
do.	-	-	-	53	" 30 "	-	-	-	
do.	-	-	-	51	" 25 "	5092	3092	-	
do.	-	-	-	77	" 16 "	986	-	806	
Corporals	114	various	1792	-	-	-	-	1617	Abolished
1st Corporals	136	"	1817	-	-	-	-	16876	
2nd Corporals	1878	"	18676	-	-	-	-	-	
Grade Constables	-	-	-	91	Rs. 21ea. p.m.	-	-	-	
do.	-	-	-	474	" 16 "	-	-	-	
do.	-	-	-	1026	" 14 "	19088	19088	-	
Ensigns	42	various	442	-	-	-	-	442	Ensigns to be met from strength of detachments
Ensigns	2	Rs. 16ea. p.m.	26	-	-	-	-	26	Abolished
Ensigns	15	various	108	-	-	-	-	108	do.
1st Corporals	2	Rs. 22ea. p.m.	36	2	Rs. 22 ea. p.m.	36	-	-	
2nd Corporals	75	Rs. 7 to 8 ea. p.m.	460	100	Rs. 8 to 12 each p.m.	960	500	-	
Private Staff	-	-	176	-	-	176	-	-	
Conduct pay	-	-	123	-	-	123	-	-	This will gradually disappear
OTHERS ETC.									
Clerks	1	Rs. 250 p.m.	200	1	Rs. 250 p.m.	200	-	-	
	12	various rates	792	12	1 at Rs. 150p.m.) 832 2 " " 120 ") 1 " " 100 ") 6 " " 75 ") 2 " " 50 ")	-	40	-	
Peons & Copyists	10	"	165	10	1 " " 50 ") 9 " " 25 ")	-	-	-	It is impossible to keep men at the present rates of pay. They can get better wages outside.
Clerks	4	at Rs. 20ea. p.m.	88	4	Rs. 25ea. p.m.	80	-	-	
Peons to Clerks	-	at Rs. 16 do.	36	-	-	36	-	-	
Peons for Depts.	-	-	-	-	-	-	-	-	
Peons	5	-	59	5	-	59	-	-	
Peons	5	-	52	5	-	52	-	-	
Peons	4	-	38	4	-	38	-	-	
Amount forward	-	-	41030	-	-	40015	29985	31000	

	Expenditure at present			Proposed expenditure			Increase.	Decrease	Remarks.
	Numbers	Rate	Cost £	Numbers	Rate	Cost £			
Amount forward	-	-	41080	-	-	40013	39983	31000	
Overhauler	1	Rs. 7 p.m.	6	1	Rs. 7 p.m.	6	-	-	
Peppers	14	various	104	14	various	104	-	-	
Peas	2	1 at Rs. 50 p.m.	68	2	1 at Rs. 50 p.m.	68	-	-	
		3 " " Rs. 35 "			1 at Rs. 35 "				
Peas	1	Rs. 30 p.m.	40	1	Rs. 50 p.m.	40	-	-	
Peas & Syces	7	-	29	7	Rs. 80 p.m.	45	-	-	
Peas	3	1 at Rs. 95 p.m.	160	3	1 at Rs. 95 p.m.	160	-	-	Coming to the distribution of horses and mules over several stations a greater number of syces is required.
		2 " " 55 "			1 " " 55 "				
		1 " " 50 "			1 " " 50 "				
Peas	-	-	100	-	-	100	-	-	Reduction
Peas	-	-	5243	-	-	4681	-	362	due to reduction of N.C.Os. and men.
Peas	-	-	500	-	-	500	-	-	
Peas	-	-	-	-	-	-	-	-	
Peas	-	-	508	-	-	508	-	-	
Peas	-	-	378	-	-	378	-	-	
Peas	-	-	253	-	-	253	-	-	
Peas	-	-	800	-	-	800	-	-	Only sufficient was voted this year for the purchase of haversacks £2200 are required to equip the force. Nothing is allowed for rearming the force. No provision is made for establishing a reserve of ammunition.
Miscellaneous stores	-	-	1111	-	-	1111	-	-	To be abolished
Peas	-	-	929	-	-	-	-	929	
Peas	-	-	150	-	-	150	-	-	
Peas	-	-	1000	-	-	1000	-	-	
Peas	-	-	1800	-	-	1800	-	-	
Peas	-	-	700	-	-	700	-	-	
Peas	-	-	600	-	-	600	-	-	
Total	-	-	55509	-	-	53217	39999	32291	

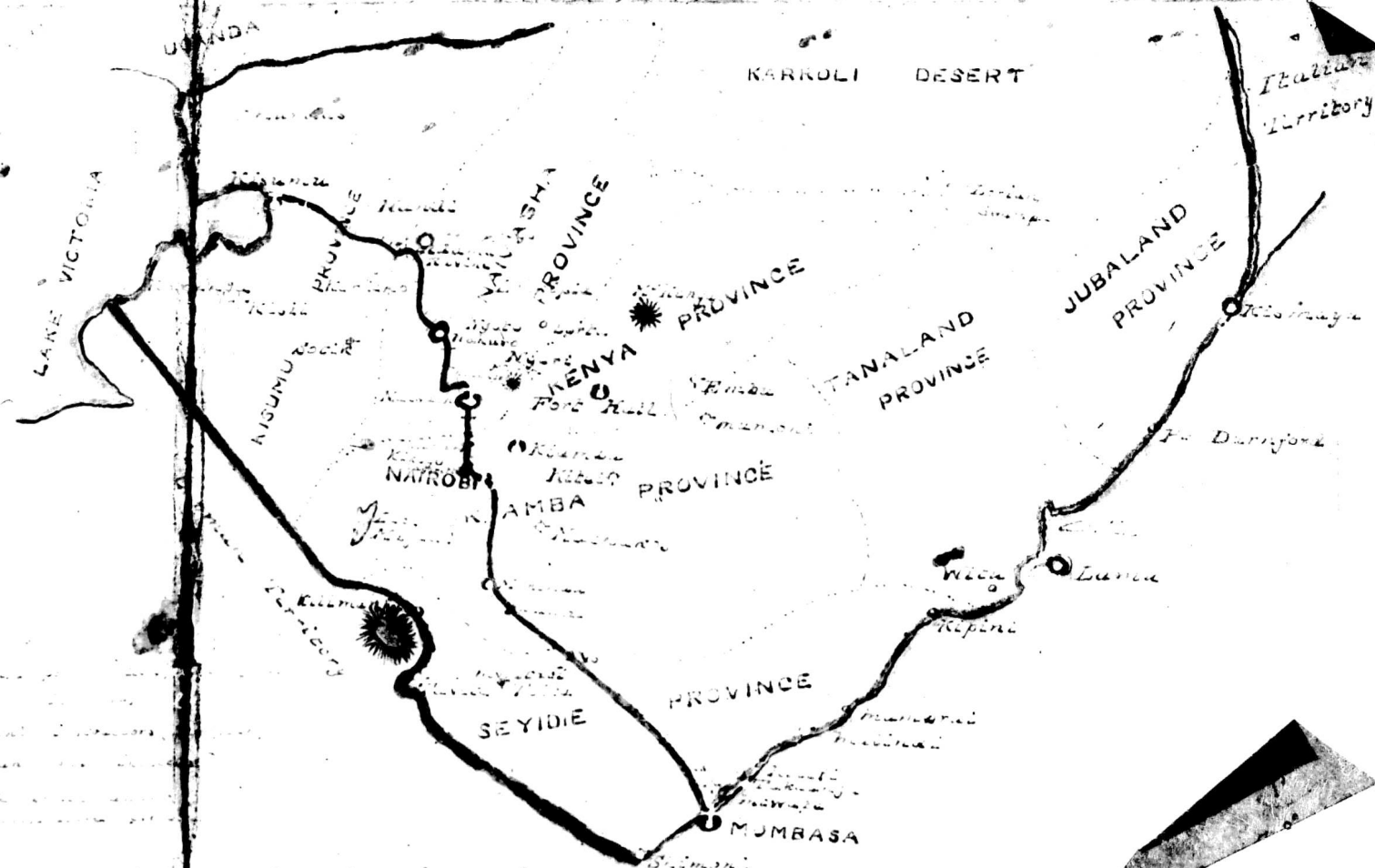
Net decrease of 3,292

Sd/- O'Swald Gamble
 PAY & QUARTERMASTER
 B.A. POLICE.

HEAD.	Expenditure at present			Proposed expenditure			Increase.	Decrease	Remarks.
	Numbers	Rate	Cost	Numbers	Rate	Cost			
Brought forward	-	-	41060	-	-	40018	29983	31000	
Carrier	1	Rs. 7 p.m.	6	1	Rs. 7 p.m.	6	-	-	
Officers	14	various	104	14	various	104	-	-	
Horses	2	1 at Rs. 50 p.m.	68	2	1 at Rs. 50 p.m.	68	-	-	
	1	" " Rs. 35 "		1	" " Rs. 35 "		-	-	
Carriers	1	Rs. 50 p.m.	40	1	Rs. 50 p.m.	40	-	-	
Scouters & Syces	3	1 at Rs. 95 p.m.	29	7	Rs. 80 p.m.	45	16	-	Owing to the distribution of horses and mules over several stations a greater number of syces is required.
	1	" " " 55 "	160	3	1 at Rs. 95 p.m.	160	-	-	
	1	" " " 50 "		1	" " " 55 "		-	-	
	1	" " " 50 "		1	" " " 50 "		-	-	
Carriages	-	-	100	-	-	100	-	-	Reduction
Stores	-	-	5243	-	-	4881	-	362	due to reduction of N.C.Os. and men.
Gratuities	-	-	500	-	-	500	-	-	
Police	-	-	-	-	-	-	-	-	
Allowances	-	-	508	-	-	508	-	-	
Uniforms	-	-	378	-	-	378	-	-	
Equipment	-	-	253	-	-	253	-	-	
Major	-	-	800	-	-	800	-	-	
Expensive Stores	-	-	1111	-	-	1111	-	-	Only sufficient was voted this year for the purchase of haversacks. 22200 are required to equip the force. Nothing is allowed for rearming the force. No provision is made for establishing a reserve of ammunition.
Expenses at	-	-	929	-	-	-	-	929	To be abolished
Expenses at	-	-	-	-	-	-	-	-	
Food and	-	-	150	-	-	150	-	-	
Matchless	-	-	-	-	-	-	-	-	
Post messages	-	-	1000	-	-	1000	-	-	
Traveling	-	-	1800	-	-	1800	-	-	
Allowances	-	-	700	-	-	-	-	-	
Price of goods	-	-	600	-	-	-	-	-	
	-	-	55509	-	-	53317	29989	32891	

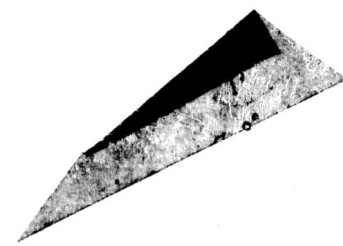
Net decrease of 2,292

Sd/- Oswald Gamble
 PAY & QUARTERMASTER
 B.A. POLICE.



- ①
- ②
- ③
- Indian
- ④

Scale, approximately 54 miles to an inch.



Abstract showing financial effect for the
regarding Police Reorganization made in Governor's

£ £

Provided in Protectorate estimates
for 1908-09 under schedule 12
= Police 55,509:--

Earmarked from Savings on 1907-08
accounts for Police rearmament
and equipment, vide par 11 of
Treasurer's letter No. 105 a/
130 of 20/12/07 covered by
Governor's despatch No. 80
(Confidential) of 30/12/07 5,000:--

Total available 60,509:--

60,509:--

B

INCLOSURE No. 4
Confidential
In Despatch No. 80 of 30/12/07

793

current year of the recommendations
despatch No. 58 (Confidential) of 15-6-08

	£	£
Revised Police estimate for 1908-09 as prepared by the Committee		54,827:--
Less:-		
1 Economies on European staff as per statement attached	560:--	
2 Economies on native rank and file as per statement attached	864:--	
3 Amount by which provision for annually recurring equipment can be reduced	270:--	
4 Amount by which the original estimate for travelling allowances was erroneously increased ^{increased} by Committee	300:--	1,994:--
		52,833:--
Add:-		
Additional sum required for ammunition		131:--
Total annually recurring expenditure		52,964:--
Special Expenditure		
1. Reserve ammunition	945:--	
2. Equip. (renewable every 3 years)	1696:--	
3. 452 carbines at 55:4:5 each	2095:--	
4. Freight, packing etc. of carbines	525:--	
5. 10 magazines at outstations	800:--	
6. 150 huts at outstations	300:--	
7. Buildings at depot & training school	1000:--	
Total special expenditure	7,352:--	
Total expenditure for 1908-09		60,316:--
Balance available for contingencies		193:--
		60,509:--

Statement showing how it is proposed to fill the appointments in the
 proposed by the Committee, which in the first year would amount

Police Staff, whereby certain economies can be effected in the salaries
 to £560/-

Rank.	Salary proposed by Committee.	Name.	Salary proposed by His Excellency the Governor.	Present rank of Officer.	Present pay of Officer.	Remarks.
Inspector General.	£ 700	R. Donald.	625 (1)	Inspector General.	£ 600	(1) £625 from 1/8/08, £650 from 1/8/09, & £700 from 1/4/10.
Inspector General.	500	C. Riddick.	425 (2)	Dy. Insp. General.	400	(2) £425 from 1/8/08, £450 from 1/8/09, & £500 from 1/4/10.
Assistant Superintendent.	400	R. M. Ewart.	400	Asst. Dist. Superintendent.	355 by 15 to 400	(3) By £25 per annum to £400 per annum.
	400	New appointment.	400			
	400	R. W. B. Eustace.	325 (3)	Asst. Dist. Superintendent.	310 by 15 to 400	(4) By £15 per annum to £400 per annum, being sanctioned scale of pay already being drawn.
	400	W. Rigby.	325 (3)	De.	295 by 15 to 400	
	400	F. D. Tyssen.	300 (3)	De.	265 by 15 to 400	
	400	New appointment.	300 (3)			
	400	De.	300 (3)			
	400	De.	300 (3)			(5) Includes £50 per annum duty allowance as personal assistant to Inspector General of Police.
Assistant Superintendent.	250	G. M. J. Tew.	280 (4)	Asst. Dist. Superintendent.	280 by 15 to 400	
	250	J. P. Moore.	295 (4)	De.	295 by 15 to 400	
	250	G. Smith.	300 (4&5)	De.	250 by 15 to 400	
	250	F. Elliott.	250 (4)	De.	250 by 15 to 400	
	250	J. C. Bentley.	265 (4)	De.	265 by 15 to 400	
	250	W. J. Reilly.	250	Inspector.	190 by 10 to 250	
	250	C. S. Long-Innes.	250	De.	190 by 10 to 250	
	250	P. S. H. Tanner.	250	De.	180 by 10 to 250	
	250	P. E. Bradney.	250	Sergeant Major.	174	
	250	New appointment.	250			
1st grade.	200	R. Anderson.	200	Inspector.	190 by 10 to 250	
	200	C. Bowen.	200	De.	190 by 10 to 250	
	200	J. H. Milton.	200	De.	190 by 10 to 250	
	200	H. L. Chevens.	200	De.	180 by 10 to 250	
	200	New appointment.	200			
	200	De.	200			
2nd grade.	150	A. Madden	150	Probationary Inspector.	150	
	150	J. Mc. Glyment.	150	De.	150	
	150	B. J. Ward.	150	De.	150	
	150	W. P. Fitzgerald.	150	De.	150	
	150	H. C. Lydford.	150	De.	150	
	150	New appointment.	150			
	9000		8448			

Statement showing how it is proposed to fill the appointments in the Police Staff, whereby certain economies can be effected in the salaries proposed by the Committee, which in the first year would amount to £560/-

Police Staff, whereby certain economies can be effected in the salaries to £560/-

Rank.	Salary proposed by Committee.	Name.	Salary proposed by His Excellency the Governor.	Present rank of Officer.	Present pay of Officer.	Remarks.
Chief General.	£ 700	R. Donald.	£ 625 (1)	Inspector General.	£ 600	(1) £625 from 1/8/08, £650 from 1/8/09, & £700 from 1/4/10.
Deputy General.	500	C. Riddick.	425 (2)	Dy. Insp. General.	400	
Superintendent.	400	R. M. Ewart.	400	Asst. Dist. Superintendent.	355 by 15 to 400	(2) £425 from 1/8/08, £450 from 1/8/09, & £500 from 1/4/10.
	400	New appointment.	400			
	400	R. W. B. Eustace.	325 (3)	Asst. Dist. Superintendent.	310 by 15 to 400	(3) By £25 per annum to £400 per annum.
	400	W. Rigby.	325 (3)	De.	295 by 15 to 400	
	400	F. D. Tyssen.	300 (3)	De.	265 by 15 to 400	(4) By £15 per annum to £400 per annum, being sanctioned scale of pay already being drawn.
	400	New appointment.	300 (3)			
	400	De.	300 (3)			
	400	De.	300 (3)			(5) Includes £50 per annum duty allowance as personal assistant to Inspector General of Police.
Superintendent.	250	G. M. I. Tew.	280 (4)	Asst. Dist. Superintendent.	280 by 15 to 400	
	250	J. P. Meere.	295 (4)	De.	295 by 15 to 400	
	250	G. Smith.	300 (4&5)	De.	260 by 15 to 400	
	250	F. Elliott.	250 (4)	De.	250 by 15 to 400	
	250	J. C. Bentley.	265 (4)	De.	265 by 15 to 400	
	250	W. J. Reilly.	250	Inspector.	190 by 10 to 250	
	250	C. S. Long-Innes.	250	De.	190 by 10 to 250	
	250	P. S. H. Tanner.	250	De.	180 by 10 to 250	
	250	P. E. Bradney.	250	Major.	174	
	250	New appointment.	250			
1st. 1st. grade	200	R. Andersen.	200	Inspector.	190 by 10 to 250	
	200	C. Bowen.	200	De.	190 by 10 to 250	
	200	J. H. Milton.	200	De.	190 by 10 to 250	
	200	H. L. Chevens.	200	De.	180 by 10 to 250	
	200	New appointment.	200			
	200	De.	200			
1st. 2nd. grade	150	A. Madden	150	Probationary Inspector.	150	
	150	J. Mc. Glymont.	150	De.	150	
	150	S. O. Ward.	150	De.	150	
	150	W. P. Fitzgerald.	150	De.	150	
	150	H. G. Lydford.	150	De.	150	
	150	New appointment.	150	De.	150	
	9000		8440			

D

showing economies proposed on recommendations of Committee
 native rank and file.

795

17	2nd. grade sergeants	@ Rs. 40/-	each per mensem	Rs. 680/-	p.m.
26	3rd. Do.	Do.	@ Rs. 39/-	Do.	Rs. 780/- p.m.
26	4th. Do.	Do.	@ Rs. 26/-	Do.	<u>Rs. 650/-</u> p.m.
					Rs. 2110/- p.m.
				= Rs. 25320/-	per annum
				= £1688/-	

1	Corporal	@ Rs. 16/-	per mensem	Rs. 16/-	p.m.
8	1st. grade constables.	@ Rs. 21/-	each per mensem.	Rs. 168/-	p.m.
3	2nd. Do.	Do.	@ Rs. 16/-	Do.	Rs. 48/-
57	3rd. Do.	Do.	@ Rs. 14/-	Do.	<u>Rs. 798/-</u> p.m.
					Rs. 1030/- p.m.
				= Rs. 12360/-	per annum
				= £824/-	

£1688
 £ 824
£ 864

See economy

D

showing economies proposed on recommendations of Committee
native rank and file. 795

17	2nd. grade sergeants	@ Rs. 40/-	each per mensem	Rs. 680/-	p.m.
26	3rd. Do.	Do.	@ Rs. 30/-	Do.	Rs. 780/- p.m.
26	4th. Do.	Do.	@ Rs. 25/-	Do.	<u>Rs. 650/-</u> p.m.
					Rs. 2110/- p.m.
				= Rs. 25320/-	per annum
				=	£1688/-

1	Corporal	@ Rs. 16/-	per mensem	Rs. 16/-	p.m.
8	1st. grade constables.	@ Rs. 21/-	each per mensem.	Rs. 168/-	p.m.
3	2nd. Do.	Do.	@ Rs. 16/-	Do.	Rs. 48/-
57	3rd. Do.	Do.	@ Rs. 14/-	Do.	<u>Rs. 798/-</u> p.m.
					Rs. 1030/- p.m.
				= Rs. 12360/-	per annum
				=	£824/-

£1688
£ 824
£ 864

Adv economy

Estimate showing cost of equipping the R.A.P. Police.

796

1 Water bottle with cork and chain	at 2/6d.
1 web carriage for water bottle	" 3d.
1 set greatcoat straps with connectors	2d.
1 Waistbelt	at 2/10d.
1 sling for rifle	" 9½d.
1 pair braces	2/- per pair
1 frog	1/1d.
2 pouches	5/-
1 set endpieces	2d.
	<hr/>
	14-9½ per man

Scale of Issue.
 Every 3 years.

for 1,913 men = £1412-16-7½

Plus 20% for packing
 inspection and
 freight charges = £ 282-11-4

 £1695-7-11½.

Annual renewals would cost a nominal sum, say £100
 Annual issue of haversacks (which
 have been provided for up to April
 1909) - 1913 haversacks at 1/1½ each plus 20% = $\frac{£130}{£230}$

	<u>Initial Expenditure.</u>	<u>Recurring Expenditure.</u>
Total	£1695 6	£230 6

Amount provided in
 Committee's estimate = £ 500
 Economy effected
 vide abstract. $\frac{- 230}{£ 270}$

Vide Special Expenditure in abstract.

Cost of providing ammunition for the East Africa Police and of establishing a Reserve of 100 rounds per rifle. 797

	Recurring Expenditure.	Initial Expenditure.
	£.	£.
1895 men at 100 rounds per man for annual musketry course - 189500 rounds .303 ammunition at - £ 4-14-2 per 1000 rounds £892-4-7.		
43 boxes at 780 rounds per box for above ammunition at 5/- per box £60-15-0.	1131- 8- 6	
10% extra for packing, freight & inspection charges on £892. £178-8-11.		
Reserve of 100 rounds per rifle for 1600 rifles 160000 rounds.		945- 5- 0
	1131- 8- 6	945- 5- 0

Total for first year £.1131- 8- 6. ⌘

945- 5- 0. ⌘
£ 2076-13-6

Cost for ensuing years for 1895 men would be less than

£1131- 8- 6 as it is proposed to limit the annual course to

75 men i.e. $\frac{75}{100}$ of £1131-8-6 = £848-11-5.

Amount provided in Committee's estimate = £1000

Therefore an additional is required - 131
 Vide abstract.

Vide special expenditure in abstract.

No. 9
 June 19/50

Statement showing how it is proposed to adjust the existing European
 in accordance with the recommendations of the Committee. 793

Name.	Present Rank.	Proposed Rank.
A. Donald	Inspector General	Inspector General
J. Biddick	Dy. Insp. General	Dy. Insp. General
R. V. Ewart	Asst. Dist. Superintendent	Superintendent
J. M. L. Tew	Do.	Asst. Superintendent
R. W. B. Eustace	Do.	Superintendent
T. P. Moore	Do.	Asst. Superintendent
H. R. Peran	Do.	Services dispensed with
V. Rigby	Do.	Superintendent
F. D. Tysner	Do.	Do.
B. Smith	Do.	Asst. Supdt. & Persl. Asst
P. Elliott	Do.	Asst. Superintendent
J. C. Bentley	Do.	Do.
J. Lickman	Inspector	Services dispensed with
W. J. Reilly	Do.	Asst. Superintendent
A. Madden	Probationary Inspector	Dy. Asst. Supdt. 2nd. grade
R. Anderson	Inspector	Do. 1st. grade
C. S. Long-Lines	Do.	Asst. Superintendent
C. Bowen	Do.	Dy. Asst. Supdt. 1st. grade
J. W. Milton	Do.	Do.
J. Fitzgerald	Probationary Inspector	Do. 2nd. grade
J. Lydford	Do.	Do. Do.
W. Richardson	Do.	Services dispensed with
P. S. H. Tanner	Inspector	Asst. Superintendent
H. L. Chevola	Do.	Dy. Asst. Supdt. 1st. grade
J. Mc. Clyment	Probationary Inspector	Do. 2nd. grade
S. O. Ward	Do.	Do. Do.
D. N. Bradney	Sergt. Major European Police	Asst. Superintendent
H. Freeman	Sergeant Instructor	Services dispensed with
T. Wood	Do.	Sergeant Instructor
W. Harbott	Do.	Services dispensed with
A. C. E. Darke	Do.	Sergeant Instructor
C. Campbell	Do.	Services dispensed with
H. Webb	Do.	Do. Do.
T. Quinn	Do.	Do. Do.

List of European Police Officers whose services will be dispensed with.

Name.	Rank.	Salary.	Remarks.
W. R. Yates	Asst. Dist. Supdt.	265	Resigns in December
J. Likeman	Inspector	300	Discharge recommended by the Inspector General of Police.
E. P. Davidson	Probationary Inspector	160	To be returned to their respective regiments.
H. Freeman	Sergt. Instructor	150	
W. Barnett	Do.	150	
C. Campbell	Do.	150	
J. V. ...	Do.	150	
...	Do.	150	

799

STATEMENT I.

Cost of providing ammunition for the East Africa Police and of establishing a Reserve of 100 rounds per rifle.

	Recurring Expenditure. Recurring Expenditure.	Initial Expenditure
	£.	£.
1895 men at 100 rounds per man for annual musketry course - 189500 rounds .303 ammunition at - £ 4-14-2 per 1000 rounds £892-4-7.	£.	£.
243 boxes at 780 rounds per box for above ammunition at 5/- per box £ 60-15-0.	1131- 8- 6	
20 ⁰ extra for packing, freight & inspection charges on £892. 178-8-11.		
Reserve of 100 rounds per rifle for 1600 rifles 160000 rounds.		945- - 0
	1131- 8- 6	945- 5- 0
Total for first year	£. 1131- 8- 6.	945- 5- 0.
	<u>2077-13- 6</u>	

Cost for ensuing years for 1895 men would be less than £ 1131-8-6 as it is proposed to limit the annual course to 75 rounds per man i.e. 100 ⁷⁵ i.e. of £ 1131-8-6 £ 848-11-5.

Pay & Quartermaster,

E.A.P. Station.

Estimate showing cost of equipping the E. A. P. Police.

801

- 1 Water bottle with cork and chain at 2/6d
- 1 web carriage for water bottle " 3d
- 1 set frontcoat straps with connectors 2
- 1 Waistbelt at 2/10d
- 1 sling for rifle " 9d.
- 1 pair braces 2/- per pair
- 1 frog 1/1d
- 2 pouches 5/-
- 1 set endpieces 2d
14-9d per man

Scale of Issue.
Every 3 years.

For 1,913 men = \$1418-16-7 1/2

Plus 20% for packing
inspection and
freight charges = \$ 282-11-4
\$1695-7-11 1/2.

Annual renewals would cost a nominal sum, say \$100
Annual issue of haversacks (which
have been provided for up to April
1909) - 1913 haversacks at 7/11 each plus 20% = 2130
2230

	<u>Initial Expenditure.</u>	<u>Recurring Expenditure.</u>
Total	\$1696	\$230

Charles J. ...

PAY & QUARTERMASTER,
E. A. P. Police.

802

Cost of creating 10 magazines for E. A. Police Police

10 Magazines at 200 each - 2000

Vide special expenditure abstract.

Carlyle

PAY & QUARTERMASTER

E. A. Police.

The above estimate was obtained from the Public Works Department and is only approximate.

74

In *Conf* June 19, 08

Statement IV

Approximate cost of erecting buildings for accommodating officers attending court at Hainaba.

say \$1,000

Vide special expenditure in abstract.

Charles Smith

PAY & QUARTERMASTER,

H. A. Police.

STATEMENT XVa.

Cost of hutting accommodation 150 huts @ £2. each
= £. 300:00:00.

Vide special expenditure in abstract.

Swainston

Pay & Quartermaster,
E.A. Police.

INDEMNITY NO. 1166
JAN 19/18

Initial
Expenditure,
£.

Recurring
Expenditure.
£.

Expenditure for 1908-9
as per statement I
attached.

2076:13: 6

24011: 5

Do. II attached.

1596: 0: 0

230: 0: 0

Do. III do.

800: 0: 0

Do. IV do.

1000: 0: 0

Do. IVa do.

300: 0: 0

£. 6072:13: 6

£. 1078:11: 5.

Total £. 6950:00:00.

Pay & Quartermaster,
E.A. Pollock.

INTELLIGENCE SECTION
In Despatch No. 20 of 1907

RECORD OF SERVICE

Mr. R.M. Ewart.

Aden Police 1894-March 1895. Supt. Zanzibar Police April 1st to Nov. 8th 1895. Asst. Supt. Police E. Africa Nov. 8th. 1895, Manipur Field Force 1891 Mburuk rebellion 1895-1896.

He is a capable and energetic Officer and well up in his work and has passed the R.I.C. course.

2) Capt. R.W.B. Bastace.

Late 4th. Batt. 3. Staff Regiment, Lieut. 1st Canadian Mounted Rifles and attached Army Service Corps. E. Africa, Capt. Reserve of Officers 1902, A.D.S. Police E. Africa May 10th 1907, Law Exam. 1908, Went through a finger-print course at Acetland Yard. Passed Swahili Exam. April 1907

He is a most painstaking and tactful Officer and efficient.

3) Capt. W. Rigby.

5th. Batt. Royal Irish Rifles. served with Rhodesia Mounted Police 1896, (Matabeleland). Attached to Cape Mounted Rifles Bechuanaland Rebellion 1897 (Medal & Clasp). British South African Police Oct. 1897 to 1900., Imperial Light Horse and Kitchners Fighting Scouts 1900 to July 1902 (2 Medals & Clasps). Insp. Police E. Africa May 18th 1904. Asst. Supt. Police Oct. 15th 1904 Passed Higher Standard Swahili Oct. 1906, Passed in Law 1908. Royal Irish Constabulary Course 1907

He is a hardworking and efficient Officer and got a laudatory report from the R.I.C. depot.

(4) Mr. F.D. Tyssen.

Insp. Police E. Africa May 22nd 1905 A.D.S. Police July 1906. S. Africa war 1901 to 1902. Passed Swahili higher Standard Oct 1906 Passed in Law July 1907.

An exceptionally good Officer, who takes a keen interest in his work and is now going through the R.I.C. Course. *Which he has now completed with credit.*

(5) Capt G. Smith.

5th Royal Irish Regt. Joined 5th R.I.R. Feby 1891 Capt Oct 1895 A.D.C. to Sir J.A. Swettenham K.C.M.G. June 1902 to Oct 1904, A.D.C. to Sir F. Hodyson K.C.M.G. Nov 1904 to Sept 1906, Asst. Insp. British Wassa Police/Feby 1897. Sub Insp British Guiana Police Feby 1898 Dist Insp Oct 1900. Acting County Insp April 1901 to Feby 1902 Acting Adjutant B.C. Police July 1904 to Sept 1905 Asst Supdt Police East Africa Sept 1906 Act Adjutant E.A. Police Sept 1907. Certificates - Rhythe Shoeburyness 1895. Passed School (Drill) Nov 1895 Signalling (B. Guinia) May 1900.

A capable, most tactful Officer, with good experience.

RECORD OF SERVICE OF INSPECTORS.

Mr. J.W.Reilly.

Joined Royal Irish Constabulary 1894

Transferred to East Africa Police 1905 as Insp.
Swahili
Passed Higher Examination Oct. 1906. Department-
-al Law Exam. R.I.C. 1894 Record of good Police
duty Belfast R.I.C. 1900, St. John's Ambulance
Medal & Certificate. Kings Medal for Personal
desert 1903.

A steady and reliable officer with good
police training.

Mr. C.S.Long-Innes.

S. African War Dec. '99 to June '02, Kings

& Queens Medals 7bars, Capt. Scottish Horse
Passed lower Standard Swahili Exam.
Passed Law Exam.

Is a keen Zealous officer and fearless in the
unknown discharge of his duties.

Mr. P.S.H. Tanner.

Cape Mounted Police 1901 to May 1905

Insp. East Africa January 18th 1907.

An officer with an entirely good record which
he has fully upheld since joining to E.A.Police.

Sergt. Major Bradney.

Lieut. Somerset Light Infantry Fby. 1900

to 1897 Temporary Insp. E.A. Police Sergt.

Major European Detachment 1907.

Is a hard working and promising officer who will
undoubtedly prove a credit to the Corps.

(5) Mr. G. Bowen.

2nd Lieut. " The Queens " Oct. 1899. to
Dec. 1904 Dec. 1904 to Feby 1906 1st.
West India Regt. Passed Swahili Exam 1907
Passed Law Exam. 1908.

He is a careful and painstaking officer but has
no initiative.

(6) Mr. J. McCliment.

South African Constabulary Apl 1901 to
March 1st 1907 Insp. E.A. Police Feby 9th 1907.

He is a good Const Insp. and knows his work
well.

RECORD OF SERVICE.

(1) Mr. R. Anderson

Qualified for the R.F. College Sandhurst Dec 05
Bombay Light Horse Volunteers 1904-05.
Insp. E.A. Police Aug 1st 1905.
Passed Lower Standard Swahili Oct 1906
He is a young Officer who may improve.

(2) Mr. H.L. Chevens.

Imperial Transport Service June 1900 to Nov 1900
Cape Mounted Police Nov 1900 to March 1901
Johannesburg Mounted Rifles July 1901 to Jan 02
Johannesburg Mounted Police Feby 02 to April
1906 E.A. Police Feby 07 Inspector.
Is an Officer with fair abilities.

(3) Mr. S. Cullen Ward.

Imperial Bushmen April 1st 00 to Sept 24th 01
Criminal Investigation Dept Cape Colony 3 years
Natal Naval Corps 2½ years.
Lines Officer E.A. Police Dec 15th 1906
Temporary Insp March 15th 1907

Is a most capable hardworking Officer and
has done consistently good work.

(4) Mr. J. Likeman.

Royal Scots Fusiliers Sept 22 1899 to January
17th 03 Inspector E.A. Police June 1st 1905.
Certificates Army School, Musketry Drill.
Passed lower Standard Swihili Oct 13th 06
Handi Expedition 1905-06.

(5) Mr. A. Madden.

Joined Royal Irish Constabulary 1904.
Transferred to E.A. Police as Insp June 15th
1905. Passed Exam for promotion to commissioned
rank R.I.C. Nov 1901
Passed Board of Trade Exam for Insp Weights
and Measures 1902.

Warrant King visit to ...

These Officers records are not good.

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Insp. E.A. Police Aug 1st 1905.

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and Measures 1902.

Natal Kings visit of Natal 1902.

In 2 A.P.
25704

21 Aug '9

Lucy

DRAFT.

2 A.P. Conf.
Pw:

MINUTE.

- Mr. Read. 17 Aug.
- Mr. _____
- Mr. Just.
- Mr. Antrobus.
- Mr. Cox.
- Mr. Lucas.
- Sir F. Hopwood.
- Mr. Churchill.
- The Earl of Elgin.

81036 read

Sir, I have the honor to ack: the recd: of your conf: despatch of the 19th of June submitting Col. Smyth's report on the Police and the proposals of the Committee appointed to consider the report and also the report of Colonel Freder. Sifton.

2. Whereas consideration of these papers in I have by previous discussion with the present state of affairs & suggest that

I cannot regret your
explorations of your failure
to take proper steps
for the improvement of
the organization of the
Force.

3. The Police Vote has
now reached the large
sum of nearly £60,000
and the cost per head
of officers & men is
about double the cost
in Uganda, while the
efficiency of the Force
in the latter Part^{to}
appears to be much
superior to that of
the Police of the
S.A.V. Making due
allowance for the difference
in the organization of the
two Part^{to} I cannot
but think that with
proper

I do not wish to
push further on
the side of the
question & I only

proper administration and
economy, a more efficient
Force could have been
produced in the S.A.V.
for a smaller expenditure.

4. I desire to impress
upon you ^(now) the necessity of
making every effort
to place things on a better
basis.

5. I regret that I ~~was~~
am unable to allow Mr
Small to remain in the
Force as Commissioner of
Police, as suggested in
your telegram of the
29th of July, and the
appointment has been
offered to Mr. Nottley,
the Commissioner of Police
in Uganda, who is an
able & experienced
Officer & likely to be

his of past assistance
to the new Dep. Secy, Capt. Edwards,

is the reorganization of
the Force. I trust that
you will give all
possible support to
these officers in the
difficult task which
lies before them.

6. I request that you
will offer the post of
Commissioner of Police in
Uganda to Capt.

Riddick who should
be informed that, if
he accepts, he will be

on probation for one
year. It is desirable that

7. The various matters
of detail raised in the
reports of Col. Fyfe
and the Committee
must await the arrival
of Capt. Edwards.

should
be a short time
before taking over the
duties of the latter, &
that Mr. Nettle should
reach the S.A.P. at the
the same time as Capt.
Edwards.

DRAFT.

MINUTE.

- Mr.
- Mr.
- Mr. Just.
- Mr. Antrobus.
- Mr. Con.
- Mr. Lucas.
- Sir F. Hopwood.
- Mr. Churchill.
- The Earl of Elgin.

who is leaving this country
in October.
8. I look to you to
exercise the most rigid
economy in framing the
future Estimates for
the Police, both by 813
eliminating all unnecessary
expenditure in the way of
equipment &c. & also
by relieving the force of
all duties of an
(+ or adding still numbers)
onerous kind. In
this connexion I would
observe that, as at
present advised, I am
not satisfied that any
secret is required for
any official, other than
the Governor, who he
is on tour in settled
districts.

I do

See S.A.P.
25704

914

DRAFT.

Col. Fought, V.C., &c.,

MINUTE.

- Mr. Peard. 17 Aug
- Mr.
- Mr. Just.
- Mr. Antrobus.
- Mr. Cox.
- Mr. Lucas.
- Sir F. Hopwood.
- Mr. Churchill.
- The Earl of Elgin

Sir, I am directed by the Secretary of State to convey to you his thanks for your useful & able Report on the Police of the S.A.P., which has been recently received from the Governor.

The Report will be of great assistance in carrying out the much needed reorganization of the Force.

J. D. [Signature]

DRAFT

Minute Conf.

Sir =

25102 S.A.P.

MINUTE.

- Mr. Read. 17-Conf
- Mr.
- Mr. Just.
- Mr. Antrobus.
- Mr. Cox
- Mr. Lucas
- Sir F. Hopwood
- Mr. Churchill
- The Earl of Elgin

Sir, With reference to your telegram of the 8th of Aug, I have the honor to inform you that the Police force of the S.A.P. is in urgent need of reorganization & that I have come to the conclusion that Mr. Volley is eminently qualified for the post of Commissioner of Police which will be rendered vacant by the transfer of Mr. [unclear] to another office.

who appears to be an able experienced officer.

apt. I have instructed
the fm of the S.A.P.
to offer the post which
Secretary of Commission
of Police - Uganda to
Capt. Riddick, Mr.
Donald's deputy. Capt.
Riddick has had
considerable police
experience both in West
Africa & in the S.A.P.
& will no doubt be
able to maintain the
Uganda Police at its
present high level of
efficiency. I have hence
decided that his apt.
shall be on probation
for one year, that
you may be able to
recommend a judge,
before the apt.
actually commences. He
will however all the
necessary

qualified for the post.
3. As I have referred
to the fm of the S.A.P.,
it is desirable that
Capt. Riddick should
be well-versed with Mr.
Nottley in Uganda for
a short time before taking
over the latter's duties,
& that Mr. Nottley
should arrive in the S.A.P.
at about the same time
as Capt. Edwards, who
is leaving this country
in October.

PUBLIC RECORD

OFFICE

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PUBLIC RECORD OFFICE

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PUBLIC RECORD OFFICE

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INTO THE VOLUME TO
REPRODUCE IN ENTIRETY**

C. O. R. 1908

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