

Secretary of State, in which case no special formalities are required, and no notice need be given.

9. If the officer is at any time during the period of probation pronounced physically unfit for further service, his engagement may be terminated on that ground at the end of such leave of absence as may be granted to him under the regulations.

10. It must also be understood that the holder of any office may be required to discharge any duties upon which the Governor may think it desirable to employ him, and that it will be within the Governor's discretion to station him wherever the Governor may consider that his presence will be most useful. He is also liable, while on leave of absence, to be employed in the United Kingdom without extra remuneration if the Governor or the Secretary of State should think it desirable in the interests of the public service.

11. Half salary begins on the date of embarkation in England on first appointment, and full salary from the date of arrival in the Colony or Protectorate.

12. Increments to salaries are payable only when the services of an officer during the period of employment qualifying for increment are approved.

13. A duty allowance is attached to some appointments. This allowance is payable to the holder of the office only while he is actually performing its duties, and during his absence or incapacity it is paid, at the discretion of the Governor, to the officer performing them for the time being. Duty allowance is not a pensionable emolument. Most officers receive "seniority allowance" on rising to salaries of £720 a year and over. Seniority allowance is drawn by the officer while in the Colony and not while on leave. It is not a pensionable emolument.

14. Officers may be required to give security for such amounts and in such manner as the Governor may direct, in respect of the pecuniary responsibility, if any, attaching to their employment.

15. Information as to the payment of officers' salaries or of monthly remittances to persons in this country may be obtained from the Crown Agents for the Colonies, 4, Millbank, S.W. 1.

16. Quarters, free of rent (but not of rates and similar outgoings), for single men are provided, or an allowance is given in some cases in lieu of quarters. Accommodation for European women is in many places, especially in Nigeria, not available; and the conditions of life are generally unsuitable to them. Officers should not take their wives out with them until they have acquired experience of the local conditions and have obtained permission from the Governor. They may not in any circumstances be accompanied by their children unless they have obtained the special permission of the Governor, which will only be granted in exceptional cases. No passages for wives or children are provided at the public expense, under the rules of the West African Service, but an officer, whose wife accompanies or follows him to West Africa with the permission of the Governor and fulfils certain conditions regarding a minimum period of residence, etc., is granted half a single fare in respect of his wife's outward passage and another half single fare in respect of her homeward passage.

17. Officers, with a few exceptions, are required to pass such tests in native languages as are prescribed by the local regulations of the Colony or Protectorate to which they are proceeding. Failure to pass the required tests in the period allowed will render an officer liable to have his appointment cancelled or his increments withheld; and promotion will also be dependent on passing in a language, and will only be provisional until the tests have been passed.

In Nigeria, Assistant District Officers are required, before the receipt of their first increment, to pass a local examination in law, the Colonial Regulations, and the Government Circulars or General Orders, and a similar examination is prescribed in the Gold Coast and Sierra Leone.

18. Every officer selected for appointment is required to have himself re-vaccinated before proceeding to West Africa, unless one of the Medical Advisers of the Colonial Office certifies in any particular case that this is unnecessary.

19. In the absence of a statement to the contrary, it will be assumed that a selected candidate has no objection to conforming to the usual measures for the prevention and treatment of tropical disease, including the use of quinine.

20. Officers, with a few exceptions, are required to become contributors to the West African Widows' and Orphans' Pension Scheme. Details of the scheme are given in a Memorandum: African (West) No. 997, a copy of which may be obtained free on application to the Colonial Office.