

African (West)

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WEST AFRICAN COLONIES AND PROTECTORATES.

GENERAL CONDITIONS OF SERVICE FOR CIVIL SERVANTS.

1. The employment of officers in the Civil Service of a West African Colony or Protectorate is under the Colonial or Protectorate Government; their emoluments are paid solely from the funds of the Colony or Protectorate; and they are subject to the Colonial Regulations in force for the time being. The Colonial Regulations may be purchased through any bookseller, or may be consulted on application at the Colonial Office. A copy of the Regulations is communicated to each officer on his selection for appointment.

2. The special rules as to leave of absence and passages applicable to West Africa are contained in Chapter II., §10 of the Colonial Regulations; a copy of these special rules may be obtained free on application to the Colonial Office. They have lately been revised.

Officers serving in the interior of Nigeria will not as a rule be allowed to proceed on leave till they have completed a full tour of service at their stations.

3. Pensions and gratuities on retirement from the service are granted in accordance with the law and regulations*, copies of which are supplied to candidates selected for appointment and may be seen on application at the Colonial Office. The West African Pension Laws are at present under revision. The new Laws when passed will apply to all officers.

4. Officers will hold their appointments in the first instance on probation for three years from the date of their first arrival in the Colony or Protectorate, but this condition may be waived in the case of officers transferred from a pensionable appointment in the service of the Crown.

5. If after three years from the date of first arrival in the Colony or Protectorate the officer's appointment is confirmed on the recommendation of the Governor approved by the Secretary of State, but not otherwise, he ceases to be on probation and becomes eligible for pension or gratuity on retirement in accordance with the law and regulations.

6. It will be within the power of the Governor, subject to the approval of the Secretary of State, to give notice of the determination of the engagement at any time during the period of probation, without assigning any reason, on giving the officer a free passage back to England and leave of absence with full pay for the time necessarily spent on the voyage and for a further period which shall be reckoned at the rate of five days for each completed month of residential service but shall not in any case be less than one calendar month.

Notice without assignment of a reason may also be given to an officer while on leave of absence, in which event he will be allowed to complete the leave of absence, other than return leave, granted to him; but in no case will such notice be less than one calendar month.

7. During the period of probation, the Governor will further have full power, subject to the confirmation of the Secretary of State, to cancel the appointment at any time if the officer has been guilty of any misconduct, or if the Governor is satisfied that he is inefficient and that his inefficiency is due to his own negligence or default; and in that event the officer will not be entitled to a free passage back to England, or to any leave of absence or pay after the date of the letter by which the cancellation is notified to him.

8. The Colonial Regulations (Nos. 53 to 73) specify the proceedings which are taken in a Colony when the Governor deems it necessary to suspend the holder of a permanent appointment with a view to his removal from the service; but it must be understood (Colonial Regulation No. 50) that all appointments in a Colony or Protectorate are held subject to the pleasure of the Crown, and that the pleasure of the Crown that an officer should no longer hold an appointment may be signified at any time through the

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