

5. Passages for wives and children are not provided by the Government, and houses for the wives of junior Medical Officers are rarely available. Officers are not allowed to take their wives and young children out with them until they have acquired experience of the local conditions and have obtained the sanction of the Governor; and permission to bring out young children will only be given in the most exceptional circumstances.

6. Candidates should apply in writing to the Assistant Private Secretary (Appointments), Colonial Office, Downing Street, S.W.1, by whom forms will be supplied, which the candidate must fill up with full particulars regarding his career and qualifications and the nature of the appointment he desires; he must name on the form two referees who will answer from personal knowledge for his character and capacity, and he must return it to the Assistant Private Secretary with originals and copies of testimonials (not more than six), which should be sent in all together. The originals will be inspected and returned to the candidate and the copies retained for record in the Colonial Office. He should also enclose a certificate of birth, which will be returned to him.

7. If from his application he appears to be prima facie eligible for appointment the candidate will be asked to attend at the Colonial Office for an interview with the Colonial Medical Appointments Committee, which meets about once a month to advise the Secretary of State as to the suitability of candidates. If the candidate is considered suitable his name will be noted on the Secretary of State's list, and will then be considered with those of other candidates as vacancies from time to time occur; but no promise whatever can in any case be given that a candidate, even if placed on the list, will eventually be offered an appointment. If a candidate is offered an appointment he can usually be allowed sufficient time to make preparations and to terminate the employment in which he may be engaged, and it is accordingly not expected that candidates should hold themselves in readiness by refraining from other employment.

8. The selection of candidates depends on the general educational attainments, the professional training and experience, and on the character and personal fitness of the applicants. These qualifications are judged by the candidate's academic and professional record, by testimonials from properly qualified persons who have a personal knowledge of the candidate and his career, and by the personal interview at the Colonial Office.

*(Attempts to influence the Secretary of State's selection through Members of Parliament or other persons who are not personally well acquainted with the applicant are useless, and will be regarded as indicating that the applicant himself does not consider his qualifications sufficiently good to justify his appointment on his own merits.)*

9. Candidates whom it is proposed to select for appointment will have to be medically examined by one of the medical advisers of the Colonial Office (or, in the case of those residing in a Colony, by a medical officer appointed by the Colonial Government), and no appointment will be made unless the candidate is declared to be physically fit for service in West Africa.

10. Candidates for medical appointments in West Africa are allowed to express a preference for any particular Colony or Protectorate, and their wishes in this respect will be borne in mind and met as far as possible, but they are liable to be posted in the first instance, or transferred afterwards if necessary, to any other West African Colony or Protectorate at the discretion of the Secretary of State. Candidates who wish to be posted to the Northern Provinces of Nigeria should be able to ride.

11. Transfers from one Colony or Protectorate to another will, however, be made as seldom as possible, and will usually be restricted to the following cases:—

- (i) If an officer is appointed in the first instance as supernumerary to the establishment in one Colony or Protectorate, pending the occurrence of a vacancy in another Colony or Protectorate.
- (ii) If an officer himself applies for transfer in the same grade.
- (iii) On promotion.
- (iv) Temporary transfers in case of emergency.

It is also considered that, in view of the small medical staff of the Gambia, it is better that junior officers should not be allowed to remain for more than three or four tours in that Colony.