

Proc.
No. 6
1915

PROCLAMATION

BY HIS EXCELLENCY THE HIGH COMMISSIONER.

No. 6 of 1915.

WHEREAS it is expedient to amend the law governing appointments to and promotions in the Public Service of the Bechuanaland Protectorate;

Now therefore under and by virtue of the powers in me vested I do hereby proclaim and make known as follows:—

1. The Public Service (Bechuanaland Protectorate) Proclamation 1910 shall be and is hereby repealed.

2. In this Proclamation unless the context otherwise requires—

“the territory” shall mean the territory of the Bechuana-land Protectorate;

“pensionable office” shall mean any office in the territory which is included in the Schedule to Proclamation No. 26 of 1906 or which has been or shall be added thereto by subsequent Proclamation.

3. Except in the case of an officer already holding a pensionable office in the territory or transferred with pension rights from the service of another British Administration, no officer shall be appointed to a pensionable office until he shall have served for a period of at least six months on probation.

4. The Resident Commissioner may recommend any officer who has served for such period on probation for appointment to a pensionable office provided that the officer shall have

- (a) satisfied the Resident Commissioner by examination or by the production of certificates or otherwise that his general knowledge and education is of the standard desirable and proper for the performance of the duties of the office to which it is proposed to appoint him;
- (b) attained the third grade of proficiency in the local native language;
- (c) satisfied the Resident Commissioner as to his general fitness for retention in the service;
- (d) appeared before a medical board consisting of not less than two qualified medical officers and obtained from the board a certificate of good health and physical fitness to serve under the climatic conditions of the territory.

5. The High Commissioner may with the approval of the Secretary of State appoint to a pensionable office any officer recommended for such appointment by the Resident Commissioner and such appointment shall be notified in the *Gazette* and shall, unless the Resident Commissioner shall for any reason recommend otherwise, be deemed to have taken effect from the commencement of the probationary period served by such officer.

6. No officer shall be qualified for promotion to the post of Assistant Commissioner or Magistrate until he shall have—

- (a) passed the Union Civil Service Lower Law Examination or such other examination in law as may be approved by the High Commissioner; and
- (b) attained the second grade of proficiency in the local native language.

7. The grades of proficiency in the native language shall be determined by examination to be held in such manner and at

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such time and place as the Resident Commissioner may direct and the tests for the respective grades shall be as follows:—

- (a) To attain the third grade a candidate must satisfy the examiner that he has the ability to write and converse in simple colloquial Secwana;
- (b) to attain the second grade a candidate must satisfy the examiner that he has a grammatical knowledge of such language and ability to write translate and converse freely therein on ordinary subjects without the aid of an interpreter;
- (c) to attain the first grade a candidate must satisfy the examiner that he has a thorough knowledge of such language and ability to act as an interpreter therein on any public occasion;

provided that it shall be necessary for a candidate in order to satisfy the examiner as to his oral proficiency in such language to obtain for the third grade twenty-five marks for the second grade sixty marks and for the first grade ninety marks out of a possible maximum of one hundred marks.

8. A bonus of fifty pounds on passing the examination in law prescribed in section *six* (a) shall be paid to any officer holding a pensionable office and bonuses not exceeding fifty pounds and one hundred pounds may on the recommendation of the Resident Commissioner be paid to any such officer on attaining respectively the second and first grades of proficiency in the native language.

9. The High Commissioner shall have the power to exempt—

- (a) from one or more of the conditions laid down in section *four* any probationer in whose case he is of opinion that the fulfilment of the conditions from which exemption is given is not essential to the proper performance of the duties which such probationer will if appointed be expected to discharge;
- (b) from one or more of the conditions for promotion laid down in section *six* any officer the length and character of whose service shall in the opinion of the High Commissioner entitle him to special consideration;

provided that the High Commissioner shall duly report to the Secretary of State every case in which he has allowed such exemption.

10. This Proclamation may be cited as the Public Service (Bechuanaland Protectorate) Proclamation 1915.

GOD SAVE THE KING.

Given under my Hand and Seal at Capetown this Twenty- Proc.
second day of March One thousand Nine hundred and Fifteen. No. 6
1915

BUXTON,
High Commissioner.

By Command of His Excellency the
High Commissioner.

C. H. RODWELL,
Imperial Secretary.