



COLONY AND PROTECTORATE OF KENYA

SESSIONAL PAPER
No. 7 of 1961

**Report of the Commission of Inquiry into the
Administration and Staff Relations of the
Kenya Meat Commission**

One Shilling - 1961

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**REPORT OF THE COMMISSION OF INQUIRY INTO THE
ADMINISTRATION AND STAFF RELATIONS OF THE KENYA
MEAT COMMISSION**

On 13th March, 1961, under Gazette Notice No. 1147, the Governor appointed—

Mr. T. A. Dennison (Chairman),
Mr. R. E. Luyt, C.M.G., D.C.M. and
Mr. E. T. Jones,

to be a Commission within the terms of the Commissions of Inquiry Ordinance (Cap. 40) to inquire into—

- (i) the administration of the Kenya Meat Commission, and the relations in regard thereto between the Chairman of the Kenya Meat Commission, the Members thereof and the Executive Staff thereof; and
- (ii) the circumstances and causes of the recent dismissal of the General Manager of the Commission;

and to report the result of such inquiry, the conclusions arrived at and the reasons leading thereto, and to make any recommendations that the Commissioners may consider desirable for improving the administration of the Kenya Meat Commission.

2. The Commission submitted its report to the Government on 19th May, 1961, and the Report is laid together with this Sessional Paper.

3. The Report has now been considered by the Government, and the Government's views and the action proposed on the Commission's recommendations are set out in the following paragraphs:—

(i) Recommendation No. 1

That the Kenya Meat Commission should no longer have a "working Chairman" and a General Manager but that there should be instead a Chairman (preferably a producer) who will not be "working" and a Managing Commissioner who should be a full-time employee and a full member of the Board.

The Government considers that this recommendation should be accepted and should be given effect to as soon as the amendments involved of the Kenya Meat Commission Ordinance, 1950, can be enacted. These and other necessary amendments of the Ordinance will be introduced into the Legislative Council as quickly as possible.

(ii) Recommendation No. 2

That the Minister for Finance should be represented on the Board by an officer of the Government with special financial training and experience.

The Government considers that this recommendation is not necessary and should not be accepted. The existing constitution of the Board does in fact provide for a representative of the Ministry of Finance; but this appointment is held, with the concurrence of the Treasury, by the Director of Veterinary Services. The Government considers it desirable to have a non-official member with financial experience as a member of the Board.

(iii) Recommendation No. 3

That the financial arrangements for the distribution of surplus funds from trading activities should be such as to permit of adequate money being available for essential capital expenditure.

Section 13 of the Ordinance provides that if in any year the operations of the Commission result in a surplus . . . the Commission may, with the approval of the Minister, pay such part of the surplus as it thinks fit to the suppliers of slaughter stock supplied by them to the Commission, or may, with the approval of the Minister, apply a portion of such surplus to the general betterment of the livestock industry . . .

Under the existing arrangement 30 per cent of the profits of the Commission from its trading activities is retained for capital development, including the provision of staff housing. The Government considers that this arrangement should continue and that the Minister should take this into account in the annual price review under section 5 of the Agriculture Ordinance, 1955.

(iv) Recommendation No. 4

That the Director of Veterinary Services or one of his professional colleagues of the Kenya Veterinary Department should continue to be a member of the Board.

The Government considers that this recommendation should be accepted; and specific provisions to that end will be made in the amending legislation agreed to above.

(v) Recommendation No. 7

That a Management Committee, presided over by the Managing Commissioner, and consisting of all the Chief Executives, should meet regularly to consider all aspects of management.

Government is in agreement with this recommendation.

4. The following action has already been taken on the remaining recommendations by the Commission of Inquiry:—

Recommendation No. 5.—That a more progressive policy for the construction of houses and provision of amenities must be adopted by the Board immediately.

The Kenya Meat Commission has undertaken to submit and implement a phased programme for the construction of housing to meet the criticisms made in the Report. The total programme is likely to involve expenditure of the order of £300,000 or more, and the Commission has commenced the first phase of the programme from its own resources. It is, however, possible that the Commission may seek a Government guarantee of a loan to secure the further funds required to accelerate the programme. Such an application would be favourably considered by the Government.

Recommendation No. 6.—That an early appointment should be made of a qualified Personnel Manager, experienced in industrial relations and the handling of all personnel matters.

Agreement has already been reached with the Kenya Meat Commission on the appointment of a qualified Personnel Manager, and the appointment has now been made.

Paragraph 74.—Training Within Industry

5. Initial steps have now been taken by the Kenya Meat Commission for the introduction of Training Within Industry.

Paragraphs 50-60.—Transfer of Funds

6. The Government has given careful consideration to the position disclosed in the Report that there was a rundown in the local balances of the Kenya Meat Commission in 1960, although the position has subsequently been rectified. The Government attaches great importance to the retention and building up of finance in Kenya, particularly by the Statutory Boards; and the Minister for Agriculture has issued instructions on the subject to all Boards under his control.

Paragraphs 128 and 129.—The Position of the General Manager and of the Four Chief Executives

7. The employment, conditions of service and termination of appointment of the General Manager and staff is within the complete discretion of the Kenya Meat Commission under section 6 of the Kenya Meat Commission Ordinance, 1950; and the Government understands that the Commission does not intend to reconsider the termination of the General Manager's appointment. Whether or not the services of the four Chief Executives should be dispensed with is also a matter entirely for the Commission.

Nairobi,
8th July, 1961.

*Ministry of Agriculture, Animal Husbandry
and Water Resources.*

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