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LEAVE FOR RAILWAY STAFF

The copy letter from General Manager on subject of a arrangements to be made recommends proposal for grant of extra leave in respect of service beyond 30 months. Offers no objection to monetary payment in lieu of leave. If approved it might be extended to other departments.

Mr. Bottomley

These are important principles involved in these proposals, and their treatment is in no way... the present plan... is roughly summarized in the statement that considerably more than half the railway staff will be due for leave, and, in some cases, have ^{some} considerable periods beyond the normal 30 months... by the end of this year; and that, at the present rate, about 84% will be due for leave (many ^{having} served abnormally long terms) by the end of 1917.

Bonus included
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Subsequent Paper
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His proposals are as follows:-

- (1) that members of the railway staff shall be allowed leave in respect of ~~leave~~ ^{leave} in excess of 30 months;
- (2) that, after the war, when it becomes possible to grant leave on a larger scale, officials shall, in the first instance, be given not more than 3 months' leave (exclusive of the period of the voyages). This ^{is} period of 3 months includes return leave; And
- (3) that they shall be allowed, ~~up~~ up to the end of 1918, to compound for the period of leave foregone (after having been granted the period mentioned in (2)) by accepting a monetary payment.

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 time. But I
 see that the
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 (or? local staff)

The S. M. presses strongly for the adoption of his proposals, and is supported by the staff. If it were shown that they were in fact necessary for the efficient working of the department, there would, I suppose, be no ~~alternative~~ alternative but to accept them. But it does not seem to me that they are, in the degree dictated by necessity; and, in some respects, they appear to be contrary

to the interests of the staff.

In the first place, it would be ~~embarrassing~~ ^{unpleasant} to approve proposal (1) unless the proposal to allow monetary payment in lieu of leave were also approved. The present is really the most inopportune time possible for the introduction of the former concession; because, in effect, it amounts merely to granting officials leave which they cannot hope, within any definable time, to enjoy. As for the proposal gone in the abstract, I cannot see any serious objection to giving members of the railway staff a footing with the rest of the public staff in the matter of earning leave for their services, irrespective of its length. But, in the circumstances of the present time, it seems to me that it would be only interfering good complication, by ~~allowing~~ ^{allowing} the railway staff to have longer periods of leave which it will be impossible for them to take. (The

This leads us to the consideration of the suggestion that monetary payment in lieu of leave (in excess of 3 months + voyages) should be allowed. The Govt's orders in par. 3 tend to dissuade civilian since he there expresses the obvious objection to the scheme, viz. that "inasmuch as leave must be regarded as a period of relaxation required for the recruitment of mental & physical powers, it cannot, in ordinary circumstances, be profitably exchanged for a pecuniary consideration" but, so far as I can see, the only argument in favour of the proposal is based on the assumption that it is essential that an official shall wipe out the whole of his leave account on the first occasion of the grant to him of leave. I doubt all the necessity of this. He can still be given only his 3 months + voyages, & be allowed to carry on his deferred leave. It is true that the period of deferred leave will often be large & cumbersome;

who means (referred to in minute) that, if not compounded, he deferred so long that he will enjoy it when to retire. This is a point, & it is by no means certain that the period of deferred leave would not affect the rest of person

but there are undoubted advantages in an officer's having a lengthy period of deferred leave to draw down some of his leave. The obvious occasion when such an advantage would materialise would be that of illness, when it would obviate the misfortune to an official of half pay or no pay ^{at all} ^{at all}. Further, it seems that a permanent official will lose a considerable period of service for pension if he compounds his leave for monetary payment: this is clearly contrary to the the best interest of the permanent staff. In the case of a temporary official, whose app. is to terminate within ^{the} a comparatively near future, will then have the opportunity of enjoying all his long deferred leave. Furthermore, the precedent of approving monetary payment in lieu of leave would be an undesirable dangerous one, and has again, as previously Sir H. Belfield took the bill by its terms by suggesting that the principle, if approved, shall

should be extended to other departments.
I feel that the principle is one to be
amplifically resisted.

I doubt if the practice of paying
to W.A.F.F. & K.A.R. officers who
rejoin their British regiments the
balance of leave pay as a gratuity can
be regarded as a precedent. Their position
is totally different from that of permanent
civil officials. And I have always
believed that the gratuity is given to
avoid the having by an officer of pay
from different dep^s at the same time.
On the other hand, there are cases in
which the idea of giving money instead
of leave has been definitely negatived.

as in the case of Major Wallace* (1679 W.A.).
Here, however, he did finally get a
gratuity equal to about half the pay
of the leave which he had foregone on
transfer from Uganda to the C. Coast; and,
inasmuch as the pecuniary consideration
was essentially approved for the reason that
it was not practicable for him to take
the extra leave foregone, the case, so it
was

There is also, of
course, the question of
officers making
leave later on.

It will also be in
the case of

(The C. Coast
proposal is the
staff shall get
gratuity of
leave pay)

was ultimately decided, tends to support
the present proposal. There were, however,
opposed to it in the case of Major Wallace's
case; and it was not the intention that
the final grant of gratuity should be
regarded as a precedent. It may be urged
that war conditions also introduce special
circumstances in the present case; but they
are the same throughout the empire,
certainly throughout all the E.A. Post^s; and
if we approve this principle in the case of the
Vg. R^{ts} staff we shall probably have to
extend it, not only to other dep^s of the
E.A.P. but to Uganda, Nyasaland, & other
posts, somewhere as well. The proposal of
a large number of such gratuities at once
less the same time would embarrass the
finances of Uganda & Nyasaland considerably.

It seems, then, that members of
the Vg. R^{ts} must resign themselves, as every
one else must, to the loss of their holidays
for the time being. Such leave as is
necessary for recuperation is being, and will
continue to be, granted; and, in the meantime,
they

they are fortunate in being able to carry on an unlimited period of leave, which they can feel certain of enjoying some time, even though they have to wait until their retirement.

That event, as pointed out above, they will share so much longer service due to their credit for purposes of pension & gratuity.

I should propose, therefore,

(1) that, if at the present time the G.M. considers that it would gratify the staff to be allowed leave for service over 30 months, they may be allowed to earn it, though it will very naturally increase the length of periods of deferred leave.

That the proposal to limit leave as far as possible to 3 months & voyages, be approved.

(2) That the suggestion of monetary payment in lieu of leave be rejected.

Letter A. in Mr. Cook's minute

A.C. 26/12/16

The original of 70/1027¹³/₇₄ as to the leave of European Railway subordinates is missing - duplicate labelled below. I did not at the time see much for the limitation of leave to that time for 30 months' service, & as Mr. Eastwood tells us that a 'pledge' was given that detention beyond 30 months would be avoided whenever possible, I think we are bound to admit the right to extra leave, even though it may be unenforced.

to give it as leave & irregular to give it in cash.

On the latter point, I would certainly not adopt the principle of cash in lieu of leave generally, but the Uganda Railway is a special case. On the outbreak of war the staff was ruthlessly cut down to the amount expected to be sufficient for a much reduced train traffic, & later it was necessary to borrow men from India for ^{traffic purposes} ~~maintaining~~ ~~running~~ ~~the~~ ~~line~~. These men will no doubt leave us when the local operations are over - if, indeed, they do not go when ~~the~~ ~~British~~ ~~railway~~ ~~administration~~ comes on Jan 31st; and we have the prospect, for the rest of the war, of a short staff which cannot be augmented & is much over-run for leave. In the special case I think a special arrangement is justifiable.

* Part of the gratuity could be given when the man comes on leave & the balance when he returns to the country when it is known that he will not need more than the 3 mos leave for health purposes.

W.C. 28/12/16

Mr. Read.

A decision is required on two points.

A. I cannot see any logic in denying to the subordinate European staff of the Railway as distinct from the other European officers of the Protectorate, the right to earn extra leave for a term prolonged beyond thirty months. I would certainly grant this privilege.

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B. I am bound to say that I am all against the commutation of leave for a money payment. This would be a serious blow to our view that leave is not in the nature of an addition to emoluments, but is a means of recovering from the strain of one tour and preparing for the next. The suggestion of commutation is now put forward ostensibly in order to make it easy for the local authorities to arrange the goings and comings of officers so as to suit the special situation created by war conditions. Subject to questions of health, ^{in which} it must of course be paramount in either case, — the same result can quite well be obtained by the local authorities deciding how much of the leave for which he has qualified an officer shall be allowed to take at any one time and how much he shall carry forward and take on some suitable occasion in the future. I think that this arrangement should be insisted on inflexibly.

I have always for myself been nervous of the precedent of King's African Rifles' officers recalled to the Army. We do give them, in the shape of ^{a single} money payment, pay for the balance of leave which they have to forgo, but there is not in their case any likelihood of their ever having an opportunity to enjoy that leave in the future, and this constitutes an essential difference between their case, and that of the officers of the ordinary Protectorate service.

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H. J. R.
29/5/16

EAST AFRICA PROTECTORATE.
No. 639.

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GOVERNMENT HOUSE,
NAIROBI, REC'D
BRITISH EAST AFRICA CO

October 12th, 1916.

Sir,

With reference to my despatch No. 458 of the 25th of July, I have the honour to transmit herewith a copy of a letter from the General Manager of the Uganda Railway on the subject of the arrangements to be made for granting leave to the members of his staff.

2. The first proposal made by him, namely that those European officers who in the interests of the service have been detained for more than 30 months should be granted additional leave in respect of such period, notwithstanding the stipulation made by me in my despatch No. 345 of the 29th November 1913, and approved by you in your despatch No. 236 of the 13th March 1914, is one that I strongly recommend. I do not consider that a procedure adopted in time of peace, however suitable it may be in normal circumstances, should necessarily be adhered to under the conditions now obtaining, and I trust that you will approve the grant of this concession until such time as the arrangements for the leave of the European Railway staff can be carried out as usual.

3.

THE RIGHT HONOURABLE
ANDREW BONAR LAW, P.C., M.P.,
SECRETARY OF STATE FOR THE COLONIES,
DOWNING STREET,
LONDON, S. W.

General Manager U.G. Rly.
16-9-1916.

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3. The second suggestion is that members of the staff may be allowed to compound leave due to them by a monetary payment in lieu thereof, under certain conditions. My personal view is that, inasmuch as leave must be regarded as a period of relaxation required for the recruitment of mental and physical powers, it cannot in ordinary circumstances be properly exchanged for a pecuniary consideration; but in the special and onerous conditions which now exist, and in view of the necessity of maintaining the department at working strength, I shall offer no objection if you are prepared to entertain it in respect of leave earned prior to or during the continuance of local hostilities.

4. I understand from your despatch King's African Rifles No. 66 of the 17th August, 1914, that officers of the King's African Rifles who are obliged to rejoin the Army before the expiration of the leave due to them in respect of their service in this Protectorate are granted a bonus equivalent to their pay for the period surrendered, and I consider that this precedent may properly be brought forward in support of the proposal.

5. It might possibly be desirable to extend this principle, if approved, to members of other departments of the Service.

I have the honour to be,

Sir,

Your humble, obedient servant,

H. Coma, Beyica.

GOVERNOR.

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ENCLOSURE

In Document No. 639 of

1918

TELEGRAPHIC ADDRESS
MANAGER, N R B
P. O. Box No. 57.

Uganda Railway

General Manager's Office,

Nairobi, 13th September, 1918
B. E. A.

The Honourable The Chief Secretary,
to the Government,
East Africa Protectorate,
Nairobi.

Sir,

LEAVE OF UGANDA RAILWAY STAFF.

I have the honour to give herewith as a extract from my report on the working of the Railway for the year 1915-16,

- The staff employed have done remarkably good work. The conditions during the year have been very trying and very strenuous, and while fairly good health has been enjoyed on the greater part of the line there has been a very appreciable amount of sickness on the coast to Voi section, and also from Nakuru to the Lake. All leave had been stopped owing to the urgency and discomforts of the military situation in the country, and the resumption of normal conditions will have to face the problem of practically all the staff being due for leave at the same time. It is estimated that it will take several years before the regular working of the railway in this respect becomes an accomplished fact, as at first those members of the staff who are now overdue - and many of them are long overdue for leave - will only be allowed to take such portion of their leave as is absolutely necessary to ensure the continuance of their health.

and in connection therewith to ask you to lay before His Excellency for his consideration, and I hope his approval, the proposal that the members of the subordinate staff may be allowed to accumulate leave beyond the period of 6 or 8 months, that is, the maximum now allowed, and also that they may be allowed to compound a portion of the leave due to them by receiving payment in lieu of leave in place of taking the leave actually due.

The subject of leave has been causing me the most serious and anxious consideration, and I feel that the acceptance of my proposals would do very much towards placing the services of the staff upon a satisfactory basis.

In 1914 the European members of the Railway staff were

... the benefit of the leave provisions that were in force for the Protectorate staff as a whole, but there was included, with the introduction of the improved conditions the stipulation that no leave could be accumulated beyond what would be due at 30 months service. That period would be 5 or 6 months depending on whether the term of service had been in a healthy or unhealthy district. The staff had been promised that every effort would be made to let them go on leave at the expiration of 30 months service, and that they would feel assured that no leave would be held over unless it was an absolute necessity in the interests of the service. The War has entirely changed the position and what would have been followed, and during the War practically no leave has been given except on medical certificates. Members of the superior staff are allowed to accumulate leave in order to go over the tour of 30 months owing to the interests of the service in avoiding such detention, and I feel most strongly that the same benefit should be accorded to all members of the Railway staff who have been kept or will be kept from the commencement of the war up to the end of 1918 in any continuous term of service over the maximum period of a 30 months tour.

At the present time the position of the Railway staff with regard to leave is -

Number due for the maximum period of leave prior to January, 1915	23
Number that became due during 1915	45
do. do. do. do. do. 1916	
do. do. do. do. do. 1916	51
Number that will become due to the end of 1916	30
do. do. do. do. do. 1917	50
do. do. do. do. do. 1917	23
On leave	
Total European staff	241

From this statement it will be seen that no less than 84 cases of the staff is due or will become due for leave during the next 15 months. It is, of course, impossible that they can all be allowed to go, and if the period of leave granted to such members of the staff as may be permitted to go on leave be arbitrarily controlled, as it must be, it will mean that the period carried over must be worked at some later date, and this in many cases leave will be worked on the second occasion from that of leave being taken on shorter periods of service than the maximum tour in order to bring the service generally into the proper order. This will not be conducive to either efficient or economical working, as members of the staff will be absent for long periods and so lose touch

affairs, and it will necessitate a much larger staff engaged than would otherwise be necessary in order to find relief and to carry on the work of the Railway in proper manner.

I therefore beg to propose that members of the staff be allowed to compound leave due to them by receiving payment in lieu of leave for such period of leave as they require, provided that in no case shall the period of leave taken be less than three months exclusive of the time spent upon the voyage, and that the right to compound leave under the provision herein proposed shall be allowed to continue up to the end of 1918.

I do not consider that in the interests of the men, and the service, and also to ensure the Railway getting the best work possible out of its staff, a shorter term than three months should be allowed. With the time taken on the voyage this would mean about 4 1/2 months vacation, and that will be sufficient to restore a condition of health suitable for continuous service for the next year, after which normal conditions will once more apply. Any member of staff leaving the service would not be allowed to compound, and any member of the service resigning within a period of 12 months from the expiration of leave taken under these conditions would have to refund any money received as compensation in lieu of leave, provided the resignation was not caused or necessitated by a medical board.

I feel that I cannot attach too much importance to the effect of my proposals, and I cannot see any other way whereby we can extricate ourselves from the most serious and unsatisfactory position that the war has enforced upon the service.

Sgd. B. Carlwood

Colonel,
CENTRAL MANAGER,
UGANDA RAILWAY.

indicated.

3. I regret that I ^{am unable} do not see my way to accept the proposal that members of the Railway staff should be allowed to compound leave due to them for a money payment. Any such arrangement would seriously impair the principle to which I attach very great importance, that leave is not in the nature of an addition to emoluments, but is a means of recovering from the strain of one tour and preparing for the next. The suggestion now made is intended to make it easy for the railway management to arrange the goings and comings of the staff, so as to suit the special situation created by war conditions. Subject to considerations of health, ^{which} ~~it~~ must of course be paramount in either case. The same result can be obtained by your deciding how much of the leave for which ^{he} an officer has qualified ^{an officer} he shall be allowed to take at any one time, and how much he shall carry forward and

take on some suitable occasion in the future. Such an arrangement may involve a certain measure of disappointment to the officers concerned, but they are not alone in having to postpone personal considerations to the exigencies of the ^{public service} service. They will at any rate enjoy at one time or another all the leave which they have earned. This is more than it has been possible to arrange in some other branches of the public service.

4. It is true that the practice has been adopted of making a single money payment to officers of the King's African Rifles recalled to the Army ^{in compensation for} for the balance of Colonial leave which they have to forgo. There is not in this case any likelihood of the officers concerned having an opportunity to enjoy that leave in the future, and this constitutes in my opinion an essential difference between their case, and that of officers of the

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3. I regret that I do not see my way ^{an unalterable} to accept the proposal that members of the railway staff should be allowed to compound leave due to them for a money payment. Any such arrangement would seriously impair the principle to which I attach very great importance, that leave is not in the nature of an addition to emoluments, but is a means of recovering from the strain of one tour and preparing for the next. The suggestion now made is intended to make it easy for the railway management to arrange the goings and comings of the staff, so as to suit the special situation created by war conditions. Subject to considerations of health, ^{which} ~~it~~ must of course be paramount in either case. The same result can be obtained by your deciding how much of the leave for which ^{he} an officer has qualified, ^{an officer} he shall be allowed to take at any one time, and how much he shall carry forward and

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ordinary Protectorate service.

I have, etc.,

(SD)

W.H.

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