

Mr. Bottley

As we have not explained to the Governor the details of the proposals a short telegram would probably suffice & I do not think the urgency is such as to justify telegraphing at length. Drafts herewith for review.

980
3.10.19
W.A. 3.10.19

W. Elliott
W. Strachey

Please see Mr. Calder's note (on 5. 6. A.) on the draft despatch. He has found 20 necessary points of interest - and contradiction - that I think you should see the draft G.E.A. in case any difficulties occur by or.

W.A. 3.10.19

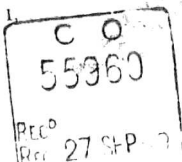
I think before allowing communication with D. Africa it ought to be considered whether it shall not be held over as an inducement to be offered to people to reconsider the new rules for leave being made. The time which we are contemplating for D. Africa. But I am sorry to find that Gen. Guggisberg is opposed to any long hearing of the case. W.B. 6/10

Recd
the dep. Secy
of...

Copy to this letter should be addressed to—
THE SECRETARY,
TREASURY,
WHITEHALL, LONDON, S.W. 1
and the following number quoted.

TREASURY CHAMBERS.

35839
19



26 September 1919.

561

Sir,

I have laid before the Lords Commissioners of His Majesty's Treasury Sir Herbert Read's letter of the 15th ultimo ⁵⁰ (37144/1919.) proposing that certain payments should in present circumstances be made to officers of the Tropical African Governments and Protectorates who agree not to take their full period of accumulated leave.

As leave is intended to enable officers to recruit their health and energies and as its grant is subject to the exigencies of the public service, officers who are compelled or who elect to take less than the maximum leave allowed by the regulations governing their posts have no claim to receive compensation for the sacrifice. Thus My Lords have not felt justified in sanctioning any compensatory payment to the numerous officers of the Home Civil Service who have been compelled to curtail their leave during the war.

But the conditions of employment in the African

Secretary of State,
Colonial Office.

colonies

colonies differ very materially from those in the Home Civil Service, especially those concerning the accumulation of leave. In these circumstances and in view of the importance of uniform treatment for officers of those colonies They will not object, so far as Uganda and Nyasaland are concerned, to Lord Milner's proposal, as an emergency measure to meet the situation arising out of the War and applicable to a strictly limited period, on the conditions set forth in the letter under reply.

I am,

Sir,

Your obedient Servant,

G. D. Bantow

~~Ref 51144/EAP~~
119
7/ 55960/EAP
15

15
£ 45 / new
10/10/19

10 October
unqualified
1st city teleg. 2nd Aug. leave

562

DRAFT. Teleg

Gov.
Nairobi

proposals approved
commented
detailed conditions of payment
figwort

MINUTE.

Follow by despatch
glandome
Inform Gov. Uganda

- Mr. JAG 3.10.
- Mr. Bottomley 3.10.19 f.s.
- Mr.
- Mr. Grindle.
- Sir H. Lambert.
- Sir H. Read.
- Sir G. Fiddes.
- Col. Amery.
- Lord Milner.

minutes

72 drafts

30/55960/EAP

563

2nd all + 15
16 Oct. 1919

DRAFT.

Amad
15928

E.A.P.	(3) Nyamaland	(5) G.E.A.
No. 1071	No. 311	No. 249
for Mr. Northy	for Mr. Smith	for Mr. Adams
(4) Zam	No. 106	
for Mr. Bagnall	for Mr. Bagnall	

Sir,

(1) & (2) I have etc. to ackn. the receipt of your despatches No. 329 of the 16th & (3) No. 241 of the 19th 1919

& to inform

(3) & (4) & (5) I have etc. to inform

- Mr. Calder 3.10
- Mr. Bollenby 3.10.19.
- Mr.
- Mr. Grindle
- Sir H. Lambert
- Sir H. Read
- Sir G. Fiddes
- Col. Amery
- Lord Milner.

(1) (2) (3) (4) & (5) you that after careful consideration I have decided to authorize a departure from the rule, which has hitherto been rigidly observed, namely that the leave of civil officials may not be compounded for a money equivalent.

2. The special reasons

which in my opinion justify exceptional

Left on similar -
to sent to the
Governor
Let these 4/4 first
of the
2 drafts & return papers
C.P.

treatment are due to ~~such~~ conditions, being

the exigencies of the war and the lack of

shipping facilities, a very large number of

civil officials have been unable to take

leave after completing a normal tour

It would be inconvenient

for the long periods of leave which have

had to be taken at one

of the officials would

England for a year

but it would be equally

inconvenient if all the leave were

kept in reserve for future occasions

owing to the difficulty in working out in

practice the leave routes for the 564

various departments. Moreover I

am fully aware that the officials in

Tropical Africa, who have had to

carry on the work of civil

administration in all its branches

have had a very difficult and

trying task; shortage of staff;

increased work due to war

conditions and no opportunity

for recuperative leave ^{have} had all

combined to render the war

work of the civil officials extremely

arduous. I have tacitly that

DRAFT.

MINUTE.

Mr.

Mr.

Mr.

Mr. Grindle.

Sir H. Lambert.

Sir H. Read.

Sir G. Fiddes.

Mr. Amery.

and Milner.

permission to commute part of their
excess leave for a money payment,
for which so many have applied,
should be granted in the exceptional
circumstances, as showing that the
Govt. is prepared to recognize in
this exceptional manner the good
services which they have rendered.

3. On the other hand I must
~~not have intended to enable officers to receive their health and leave grants~~
showing that it is to the interest
of every officer that he should hold in
substantial amount of
full pay leave. Official extensions of
leave on grounds of ill health are granted
with half pay, ^{with the result} that an officer's resources
are reduced when he is least able to

contract his expenditure. It ^{is} 565
would be a great advantage
if in such circumstances he
could draw on the full pay
leave deferred from a previous
occasion. I have accordingly
decided that officers with a
large amount of accumulated
leave due to them should
normally keep four months full
pay leave in reserve. These four
months will be regarded as a
available reserve to meet the possibility
of an officer who has performed

DRAFT.

MINUTE.

Mr.

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Mr. Grindle.

Sir H. Lambert.

Sir H. Read.

Sir G. Nides.

Col. Amery.

Lord Milner.

inordinately long tours requiring an exceptionally long period of leave in this country. Officers will be allowed to carry them forward to keep them until prior to retirement, or, if he has no desire to be subject to the exigencies of the service permitting, he will be allowed to enjoy them ^{during any} ~~in the~~ period of leave commencing after 1st April 1922. It may, however, be that in most cases where an officer is transferred from one station to another in the Protectorate, it may not be possible to arrange for him to carry over any deferred leave from the Protectorate he is leaving.

4. The conditions on which I have

decided to approve of commutation as follows:

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(a) No officer is required to commute any portion of the leave due to him. If an officer does not desire to commute any portion of his leave, such portion as cannot be granted to him ^{if the Government} ~~has accumulated leave~~, it will at present will be carried forward to subsequent occasions & he will be permitted to enjoy it as & when the exigencies of the service permit.

(b) Full pay leave shall not be commuted at the full rate of pay but at two-thirds of the full rate of pay. For example, District Commissioner drawing £400 per annum with war bonus

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at the rate of £55 per annum
(50s)
would amount to three months full
pay leave for a money payment
of approximately £76, not £114.

(c) The amount of accumulated leave
which may be commuted shall be limited
to the accumulated leave in excess of four
months. For example, if an officer has
the months accumulated full pay leave,
he may at once commute six months
of that period for a money payment,
or may commute the period as he wishes. He
must decide how much ^{accumulated} leave
he wishes to commute, and commute
it all at one time.

(d) The period to be regarded as
accumulated leave will be determined as

follows:

567

(1) In the case of officers now on leave
accumulated leave will be the amount
of leave in England outstanding at
the date when he is now expected
to embark, and his statement of
choice must be made before that
date. If he leaves before the
expected date, the difference of
time will be added to or
subtracted from his remaining
four months (or more) deferred
leave which is to be carried
forward.

(2) Similarly, as officers come

DRAFT.

MINUTE.

Mr.

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Mr.

Mr. Grindle.

Sir H. Lambert.

Sir H. Bosc.

Sir G. Bridges.

Col. Amory.

Lord Milner.

he will be allowed to commute at
 once on the basis of the
 accumulated leave (less the
 four months to be kept in reserve)
 due to him at the date of his
 last return to duty plus leave
 due to him in respect of such
 part (if any) of his present term
 of service as was earlier than
 April 1st. 1918. His decision
 must be made before April
 1920. The fact that an officer
 has commuted part of his
 accumulated leave should be
 shown in his next leave certificate.
 (c) Commutation will be

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- Mr.
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leave in the near future; the accumulated
 leave will be determined by subtracting
 from the total leave in England for which
 they are qualified the amount of
 leave which it is considered
 expedient that they should actually
 retain in England. The four months to be kept
 in reserve that may occur if they must state
 within one month of their arrival in
 England whether they desire to
 commute any part of their ^{accumulated} leave and
 if so how much. The C.A. will issue a
 circular embodying the conditions to
 all officers on leave to those who arrive
 in the near future.

[x] Do not
 to valla

(3) If an officer will not, in the
 ordinary course leave office before April 1st 1920,

calculated on the salary plus was
bonus drawn at the date of
commutation. [In the case of] for Nymers
~~payments in this~~ mit []

~~case~~ will be made in sterling
Officers' sterling salaries, payments
in this country will be made in
sterling, payments in East Africa at
the rate of exchange current at
the date of payment. In the case,
however, of officers on rupee salaries,
payments in East Africa will be
made in rupees, and
in this country the payments due will
be converted from rupees into sterling at
the current rate of exchange. War bonus,
however, is expressed in sterling so
that even in the case of officers on rupee

salaries such portion of the payments
made locally
on same basis in respect of war

bonus will be made on the 569
same basis as for officers on
sterling salaries.]

DRAFT.

MINUTE.

- Mr.
- Mr.
- Mr.
- Mr. Grindle.
- Sir H. Lambert.
- Sir H. Read.
- Sir G. Fiddes.
- Mr. Amery.
- Mr. Milner.

(f) The privilege of commutation
is granted in respect of the war
emergency only, and no
commutation will be permitted
after the dates specified under

(d).
5. Certain difficulties may be
experienced in applying these
conditions in the case of officers
who have been awarded for review
under different administrations.

In such cases the general principle should be that the leave due to the Officers from the Protectorate to which he is seconded should be settled first either by being taken or accumulated while the former remains in service should whenever possible amount against the leave due from the Protectorate to which he holds his substantive appointment. In cases where an officer has been definitely transferred the normal rule is that he pays up any leave still due at the date of transfer, but in cases during the war where an officer has been transferred from one Protectorate to another a large amount of accumulated leave

due to him, I shall be prepared as a special case to sanction the payment to such an officer of the Protectorate from which he was transferred of a money payment in lieu of a portion of the leave due at date of transfer.

DRAFT.

MINUTE.

- Mr. ...
- Mr. ...
- Mr. ...
- Mr. Grindle.
- Sir H. Lambert.
- Sir H. Read.
- Sir G. Fiddes.
- Col. Amery.
- Lord Milner.

It seems impossible to lay down rules to cover all cases, but I shall be willing to ~~be prepared to consider~~ each case on its merits.

6. These conditions for commutating ~~off~~ leave apply to all ~~of~~ the East and West African Colonies and Protectorates with the exception of Somaliland where special

leave regulations of the force

98

(Signed) MILNER

W/55960/EAP

571

DRAFT. *Y. L. C.*

Y. L. C.

MINUTE.

- Mr. Calder 23.10.19
- Mr. Bottomley 3.10.12 p.
- Mr.
- Mr. Grindle.
- Sir H. Lambert.
- Sir H. Ross.
- Sir G. Fiddes.
- Col. Amery.
- Lord Milner.

16 Oct.

Sir
17 Oct 19
Gentlemen,

I am etc. to transmit
to you a copy of a despatch
addressed to the Governors

of E.A.P., Uganda, and
Nyasaland, the Acting
Adm. of G.E.A., and the
Acting Resident of Yangibar.

2. Lord Milner approves

your issuing a circular to
Officers on leave from these
Protectorates or to Officers who
arrive in the near future

12 drafts

embodying the conditions on which
accumulated leave may be
commuted. The disapproval of
your paying the claims when
presented to you. The circular
should not be sent to any
Officers to cause returning in
specimen of leaving the service
at the expiration of their leave,
to any Officers who have had
experience of leave on half pay.