

1931

Kenya

No. 17067

SUBJECT

C0533/407

Revised Rules for Staff classed as Asian,
employed by K. W. R.

Previous

15984/30.

Subsequent

18177/52.

States that to grant Asians same leave rules as Asians in Kenya Government would cost Railway Service £30,000 annually. Encloses memorandum submitted to Railway Council, who were unable to recommend leave conditions be improved to standard adopted by Kenya Government. Recommends matter be held in abeyance until decision reached re conditions of service of Kenya Government Service.

As the proposed Commission of Inquiry into the terms of service of the Kenya Civil Service is being postponed until the position as to a unified Colonial Service has become clearer (the papers are in circulation but Mr. Eastwood tells me that this is so) perhaps this question, which is one of leave privileges, might be decided now.

A study of the very concise memorandum accompanying the despatch reveals the fact that there is a big disparity between the leave conditions of the K.U.R. servants and the ordinary C.S., to the disadvantage of the former. The High Commissioner makes no attempt to conceal this. But before any decision can be taken to improve the leave conditions of K.U.R. servants the following questions should be answered.

1. is their present leave adequate?
2. is an adequate supply of labour available under present conditions?
3. is there any other reason which makes the unification of the two leave systems of paramount importance?

1. High Commissioner T. Moore 7.....13th January.

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1. is their present leave adequate?
2. is an adequate supply of labour available under present conditions?
3. is there any other reason which makes the unification of the two leave systems of paramount importance?

The answer to (1) and (2) is clearly in the positive: 2 1/12 days per month (the leave granted for departmental reasons) should be sufficient. This is the opinion of the F.M.S. Kenya: see letter enclosure to 3 on 15984 (flagged). Sick leave and local leave seem adequate, if not liberal, and the supply of labour required fully meets the Administration's demands under existing conditions (see paragraph 2 of despatch). I find it difficult to agree with Mr. Cliffe that the latter condition is not a worthy argument in favour of no change in the existing conditions (see minute of 7.2.30 on 15984/30). The point that I would stress is that we should be satisfied that the present leave granted should be adequate irrespective of what other Government officers are in receipt of. If we are satisfied on that point - and I think we are - then the fact that a plentiful supply of labour is available and willing to accept existing conditions is an added argument in favour of no change.

The only argument in favour of a change is that Kenya Government and Tanganyika Territory Railway servants get more leave than do those in the Railway service. To unify the one system of leave with the other would cost £30,000 and to spend this in a time of financial stringency, when K.U.R. labour is not "sweated" labour and when plenty of Asians are willing to accept the present leave conditions seems indefensible. If any change towards unification is desirable surely it should be in the revision of the leave conditions.

of £2000 inclusion in salaries.

conditions of the Kenya Government service, and that of the Tanganyika Railway Administration; but that is not the point raised in these papers. The K.U.R. Asian servants accepted their terms of service with their eyes-open, those terms of service impose no hardship, there is nothing to show that they were ever led to expect similarity of terms with the ordinary Government Service. Their "grievance" is not such as to deter others from entering the service and possibly they would be happier with a "grievance" than with that "grievance" righted.

I should therefore be inclined to reply to the H.C.T. telling him that the Secretary of State has now re-considered the question that he finds no ground to justify the revision at the present moment of the leave conditions of the Asian staff of the K.U.R. and that the K.U.R. Asian Union should be so informed.

G.D. Chamberlain.

20/2.

I am very sorry that I have been such an unconscionable time in dealing with this. Whatever the merits of the case, it is clear that the Transport Administration was not in a position to make concessions at a cost of £30,000 a year. In 1930 they put no money to betterment, and in fact, probably had to draw on their small reserve fund. The Estimates for 1931 just balance without placing any money to betterment or reserve, and I see from page 911 of "East Africa" for the 2nd April, 1931, that "The Kenya and Uganda Railways are curtailing services, and retrenching staff. Already a saving of £230,000 is reported, but the revenue is expected to show a short fall of £432,000." If this were the final position

act

position, it would mean the whole of the reserve would be swallowed up *much more* ~~reserves~~

Inspection of the enclosures to the despatch indicates that the Kenya Government service and the Asians in Tanganyika, both Government and Railway, have much more generous terms than the Kenya and Uganda Railway Asians. Mr. Thomas satisfied himself, after examination, that the 1924 Rules were fair and generous to the Asiatics of the Kenya and Uganda Railway. On that basis, terms in Kenya and Tanganyika are over generous, and personally, I should have been inclined to think that that is the correct view, especially as regards locally recruited Asiatics.

? Reply that in view of the financial situation which has developed since the Secretary of State's despatch No. 30 of the 25th February, 1930 was written, it is clear that no alteration in general conditions of service involving additional expenditure can be contemplated at the present time, and that in the circumstances, the Secretary of State is of opinion that the question of the revision of the Leave Rules, which he does not desire to prejudge, should be deferred until the financial position improves, and enables the matter to be considered on its merits, and asks that the Union may be informed in this sense. As regards the last three lines of the despatch, if there is to be an enquiry into the matter of local service in Kenya, as distinct from the Colonial Service it might be desirable in such an enquiry to include the conditions of service of Asiatics. And this point may be covered by adding to the despatch

2 on 15984/30.

Substance:
Conditions of
service for
locally-recruited
Staff.
M

? omit
[]
A.C.C.P.

4
A suggestion that instead of the matter being left in abeyance until a decision has been reached with regard to the conditions of the Kenya Service, it might be considered at the same time; saying also that it is assumed that the Governments of Uganda and Tanganyika would be consulted.

(Signed) H.T. Allen.
14.4.31.

Mr. Jeffries.

I think you should come into this, or at any rate see the papers. Note especially the last part of Mr. Allen's minute. The "local" inquiry awaits the Unification Committee's report, but when they hold their enquiry in Kenya, it seems reasonable enough that the conditions for locally recruited Asians both in Government and Transport Administration should come under review.

(Signed) A.C.C. Parkinson.
18.4.31.

We can't make much ^{now} of Mr. Thomas' decision in 1924 that the 1924 Rules were fair and generous, since these Rules have themselves been to some extent worsened since, and, as it appears, they do not ^{now} at all represent the same standard in relation to the conditions of similar public servants in the Kenya Government or the T.T. Railways. ^{It seems inevitable} ~~There are some points concerning~~ that any general review of the conditions will now have to wait to be taken up with the Kenya Enquiry, but the High Commissioner might be asked to consider at once whether, in such matters as Religious Holidays,

(para. 6)

17067/31 Kenya 7/6

G. D.
R.
D 54

Mr. Curzon 18/10

~~Mr. ...~~

Mr. Tomlinson.

Sir C. Bottomley.

Sir J. Shuckburgh.

Sir G. Grindle.

Permt. U.S. of S.

Parly. U.S. of S.

Secretary of State.

6. May 1930

M. H. ...

I have the honor to acknowledge the receipt of your

① despatch No. 7 of the 13th Jan. on the subject of the Leave Rules for Asiatics in the Transport Administration

DRAFT.

Receipt
Kenya - Uganda
No. 52.

High Commr.

and to inform you that in view of the financial situation which has developed since the writing of my despatch No. 30 of the 25th Feb. 1930, I do not consider that any extension in general duration of service involving appreciable extra expenditure can be contemplated at the present time. I am accordingly of opinion that in the circumstances the question of the general revision of the leave rules should be deferred until the financial condition improves, when it can be considered on its merits.

With regard to ^{the proposal} your suggestion that in any case the question should be left to the discretion of the local authorities until a decision has been reached as to the question of the Kenya Govt. services,

I would suggest that ^{in order to avoid unnecessary delay and for} ~~other reasons~~ ^{instead of this}
it would be more convenient

for the conditions of service of Asians
employed by the Administration
to be included in any inquiry which
is proposed to hold regarding the conditions
of service for locally-recruited staff in Kenya.

3. In the meantime, however, it would
appear that some improvement in the sense asked
for by the Kenya and Uganda Railway Officers
Union might be effected in such matters as
Religious Holidays ^{and} Extraordinary leave without
Pay, and ~~leave granted on business~~
~~leave~~, without ^{the} involving ~~of~~ any ~~extra~~ appreciable
extra expenditure to the Transport Administration,
and I shall be glad if you will give the
your consideration to the question of the
possibility of an immediate grant of

cessions of this nature
I have to ~~report~~ ^{reply} that the
petitioners ~~should~~
^{may} be informed that ~~visiting~~ as in

Omit
the excess
leave
app?

- O. O.
- Mr.
- Mr.
- Mr.
- Mr. Tomlinson.
- Sir C. Bottomley.
- Sir J. Shuckburgh.
- Sir G. Grindle.
- Perml. U.S. of S.
- Parly. U.S. of S.
- Secretary of State.

DRAFT.

The first para. of this
deals with the question
of a general revision
of the leave rules,
~~and that of~~
at the same time,
if you see no objection,
it might be indicated
that you are giving
separate answer to
certain of their requests
wh. if granted, wd
not involve the
Transport Administration
in extra expenditure.

2
D. D. FIELD



HIGH COMMISSIONER
FOR TRANSPORT.

OFFICE OF THE HIGH COMMISSIONER FOR TRANSPORT,
GOVERNMENT HOUSE,
NAIROBI,
KENYA.

RECEIVED
6 FEB 1931
COL. OFFICE

13th January 1931.

No. 7

No. 3 *15984/30*

Amend. 52
6 MAY 1931

My Lord,

I have the honour to refer to my despatch TRANSPORT No. 168 dated 18th October on the question of leave rules for Asians in the service of this Administration, and to state that as a result of the examination of the subject in detail by representatives of this Administration and of the Kenya Government, I found that if Asians in this Administration were given the same leave conditions as Asians in the Kenya Government, it would mean an additional cost of some £30,000 annually to the Railway Service.

2. I accordingly, under the terms of the Railway Order in Council, referred the whole matter to the Railway Advisory Council for their consideration (a copy of the memorandum submitted to the Council is attached), and at their last meeting held in December, 1930, the following Resolution was passed unanimously :-

"Council is unable to recommend that the terms of service of Asians employed in the Railways and Harbours Administration should be altered in the direction of improving them up to the standard adopted by the Kenya Government for the following reasons among others :-
"(a) The Administration is to be run on business principles and it is evident that the supply required by the Administration fully meets the demands under existing conditions of service;
"(b) The additional cost, estimated at £230,000 per annum should not be incurred;

(c).....

THE RIGHT HONOURABLE
LORD PASSFIELD,
SECRETARY OF STATE FOR THE COLONIES,
DOWNING STREET, S.W.1.

"(c) On information received, it is seen that the conditions afforded by the Railway Administration are more favourable than those now offered by private enterprise. Moreover, Council is advised that Asians are no longer being engaged by the Uganda Government on terms implying pensionable status or benefits from a Provident Fund."

3. I hold the opinion that the financial position of the Railway is at present such as not to admit of any increases of expenditure in the matter of leave or pay conditions, and in fact, a reduction in these respects may have to be seriously considered in the near future. In this connection I invite Your Lordship's attention to despatch No. 751 dated 29th November, 1930, which I have sent to you in my capacity as Acting Governor of Kenya, in which it is pointed out that there is a general tendency for the unofficial element in Kenya to criticise the conditions of service of Government employees as being on too high a scale and this is a criticism which is equally applied to railway servants. Any steps taken at present to improve the conditions of service of Asians in the Railway would therefore be most unfavourably received both by the settler and commercial elements, especially by the latter, who have in the past not only as a rule given less favourable leave conditions to their Asian employees than the Railway, but at the moment, owing to the general depression, are in several cases offering to their employees either still less favourable conditions of service, or dismissal.

4. I have suggested in my despatch as Acting Governor of Kenya, referred to in the preceding paragraph, that for locally recruited Europeans it might be possible to devise a satisfactory scheme for conditions of service which would not carry all the existing privileges of

leave.....

No. 1 on 16389/30
Commission of Enquiry into
Kenya Civil Service
1
in view

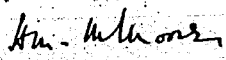
leave, free passage, housing, etc. The same remark applies to Indians and I consider that locally born Indians who have spent all their early life in Kenya have not a valid claim for all the leave and passage concessions which heretofore have been offered to Indians recruited in India.

5. I therefore recommend, especially as this Administration has no difficulty whatever in obtaining as many Asians as it requires under the present conditions, that Your Lordship should take no steps at present to improve the leave conditions of Asians in the Railway Service, and that the matter should anyhow be held in abeyance until a decision has been reached with regard to the conditions of service of the Kenya Government Service.

I have the honour to be,

My Lord,

Your Lordship's most obedient, humble
servant,



HIGH COMMISSIONER.

MEMORANDUM FOR RAILWAY ADVISORY COUNCIL.

SUBJECT: LEAVE PRIVILEGES APPLICABLE TO THE ASIAN STAFF OF THE ADMINISTRATION.

Attached, for consideration by Council, are :

PARTICULARS

AND

REMARKS :

(1) Copy of a Despatch addressed by the High Commissioner for Transport to the Secretary of State for the Colonies, dated 18th December, 1929 ;

and

(2) A copy of the Secretary of State's reply, dated the 25th February, 1930, in which it will be seen that the Secretary of State desires the disparity between the Administration's Asian leave privileges and those applicable in the Government Services of Kenya, Uganda and Tanganyika to be re-examined with a view to "... ensuring for the Asian Staff of the Railways and Harbours terms not less favourable than those in force for Asians in the Civil Service of Kenya ..."

2. In order to enable the High Commissioner to re-examine these leave privileges in the light of the instructions given by the Secretary of State, steps were taken to obtain from the other Governments concerned particulars of their corresponding privileges.

5. The High Commissioner arranged for a Meeting to take place between an Officer of the Kenya Government and an Officer of this Administration for the purpose of examining the whole question so that a summary might be prepared showing the differences which now exist and an estimate of what the cost would be if the leave privileges in both Services were assimilated.

4. This discussion duly took place, and, as a result, the summary contained in Annexures A - H have been prepared showing exactly what differences exist between the Administration's leave privileges and those of the Kenya Government and the Tanganyika Railways.

5. The High Commissioner has instructed that this matter be referred to Council for advice under Clause 14(1) of the Transport Order in Council.

6. It will be seen from the Annexures mentioned in paragraph 4 that the differences between the Asian Leave Privileges applicable in the Kenya Government Service and those applicable in the service of the Kenya and Uganda Railways and Harbours Services consist of :-

ACCUMULATIVE LEAVE.

7. Clerical Staff:

Kenya Government Permanent Asian servants are granted the equivalent of 15 days' leave per annum more than what is allowed to an Asian Clerical servant of this Administration.

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AND

REMARKS :

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and

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Kenya Government Permanent Asian servants are granted the equivalent of 15 days' leave per annum more than what is allowed to an Asian Clerical servant of this Administration.

SUBJECT:

Non-Clerical Staff:

The Kenya Government Permanent Asian servants enjoy the equivalent of 20 days leave per annum more than is granted to Asian Non-Clerical servants of this Administration.

PARTICULARS
AND

LEAVE GRANTED (A) FOR DEPARTMENTAL REASONS, AND (B) ON MEDICAL GROUNDS.

REMARKS:

8. (a) Leave granted for Departmental reasons:

Asian Clerical Staff:

In the case of a Permanent Asian Clerical servant in the Administration's employ who it is desired should proceed on leave before the expiry of his normal tour of four years for departmental reasons, such servant would be granted the leave which had accrued, calculated on a pro rata basis. A corresponding servant in the Kenya Government Service would, it would be seen from Annexure "A" be granted three months' leave for the first 35 months completed service, plus six days for each completed month thereafter.

The following will illustrate the difference :-

Kenya Government servant proceeding on leave for departmental reasons on completion of 35 months service ...	91 days leave		
Kenya and Uganda Railway servant proceeding on leave for departmental reasons on completion of 35 months service - 35 months at 2 1/12th days per month	69	"	"
	<u>22</u>	"	"

The disparity becomes greater the longer a Railway servant is retained before being sent on leave for departmental reasons, as the following will show :-

An Asian Permanent Clerical servant in the employ of the Kenya Government sent on leave for departmental reasons after completion of 35 months service would be entitled to	109 days leave		
A corresponding servant in the Administration's employ would get	75	"	"
	<u>34</u>	"	"

~~XXXXXXXXXXXX~~

MEMORANDUM FOR RAILWAY ADVISORY COUNCIL

- 5 -

SUBJECT:

(b) Overseas leave granted on Medical Grounds.

PARTICULARS

AND

REMARKS:

The foregoing differences between the Kenya Government and this Administration's practice in the case of leave granted for departmental reasons also apply in the case of leave granted on medical grounds to Asian Permanent Clerical servants who have completed not less than 35 months service.

In the case of Government Asian Permanent servants with less than 35 months service, overseas sick leave to the extent of three months on full pay in any one period of twelve months is given. A corresponding Railway servant would be granted only such accumulative leave as he had earned (i.e. at the rate of 25 days per annum for Clerical Staff, and 20 days per annum for Non-Clerical Staff) and provided he had completed not less than one year of resident service.

EXTENSION OF OVERSEAS LEAVE GRANTED ON MEDICAL GROUNDS.

9. The Kenya Government usually allows half pay in these cases up to a maximum extension of three months. In very special cases full pay is allowed up to a maximum extension of three months. As this Administration allows no paid overseas sick leave vide paragraph 9(b), it follows that any extension of overseas sick leave is without pay.

LOCAL SICK LEAVE.

10. A servant on the Kenya Government Permanent staff may be granted sick leave on medical certificate with full pay, up to a maximum within any one period of twelve months of91 days

The Administration's servant would be granted full pay during any one calendar year of60 "

Difference 31 "

The governing condition "calendar year" applicable in the case of the Administration's servants would, under certain rare circumstances, be more favourable than the governing condition "within twelve months" applicable to a Kenya Government servant.

LOCAL LEAVE.

~~MEMORANDUM~~

11. Kenya Government Asian servants are allowed annually 14 days

whereas corresponding servants in the employ of the Administration are granted annually 10 days

Difference 4 "

MEMORANDUM FOR RAILWAY ADVISORY COUNCIL.

SUBJECT :

- 4 -

PASSAGE CONDITIONS.

	12.	Government Servants.	K.U.R. & H. Servants.
	<u>Clerical Staff.</u>		
PARTICULARS	In receipt of salary of less than Sh.140 per mensem	Deck	No passage.
AND	In receipt of salary Sh.140 to Sh.159 per mensem	Deck	Deck.
REMARKS :	In receipt of salary Sh.160 to Sh.249 per mensem	Second Class	Deck.
	In receipt of salary Sh.250 or over per mensem	Second Class	Second Class.
	<u>Non-Clerical Staff.</u>		
	In receipt of salary of less than Sh.140 per mensem	Deck	No passage.
	In receipt of salary Sh.140 to Sh.159 per mensem	Deck	Deck.
	In receipt of salary Sh.160 to Sh.249 per mensem	Deck	Deck
	In receipt of salary Sh.250 to Sh.279 per mensem	Deck	Second Class.
	In receipt of salary Sh.280 and over per mensem	Second Class	Second Class.

FOOD ALLOWANCES.

15. Servants entitled to passages who elect to take such passages without food, are paid the following amounts, according to the class of free passage to which they are entitled :-

	<u>Government servants.</u>	<u>K.U.R. & H. servants.</u>
Second class single	Sh.85	Sh.74/70
Second Class return	Sh.166	Sh.134/46
Deck Single	Sh.30	Sh.25
XXXXXXXXXXXX Deck Return	Sh.60	Sh.46

The explanations of these differences are :-

Second Class. The Administration allows the servant the actual difference between :

- the cost to the Administration of a passage with food, and
- the cost to the Administration of a passage without food.

SUBJECT :

- 4 -

PASSAGE CONDITIONS.

12.		Government Servants.	K.U.R.&H. Servants.
<u>Clerical Staff.</u>			
PARTICULARS	In receipt of salary of less than Sh.140 per mensem	Deck	No passage.
AND	In receipt of salary Sh.140 to Sh.159 per mensem	Deck	Deck.
REMARKS :	In receipt of salary Sh.160 to Sh.249 per mensem	Second Class	Deck.
	In receipt of salary Sh.250 or over per mensem	Second Class	Second Class.
<u>Non-Clerical Staff.</u>			
	In receipt of salary of less than Sh.140 per mensem	Deck	No passage.
	In receipt of salary Sh.140 to Sh.159 per mensem	Deck	Deck.
	In receipt of salary Sh.160 to Sh.249 per mensem	Deck	Deck
	In receipt of salary Sh.250 to Sh.279 per mensem	Deck	Second Class.
	In receipt of salary Sh.280 and over per mensem	Second Class	Second Class.

FOOD ALLOWANCES.

15. Servants entitled to passages who elect to take such passages without food, are paid the following amounts, according to the class of free passage to which they are entitled :-

<u>Government servants.</u>		<u>K.U.R.&H. servants.</u>
Second class single	Sh.85	Sh.74/70
Second Class return	Sh.168	Sh.154/48
Deck Single	Sh.50	Sh.25
XXXXXXXXXX Deck Return	Sh.60	Sh.48

The explanations of these differences are :-

Second Class. The Administration allows the servant the actual difference between :

- the cost to the Administration of a passage with food, and
- the cost to the Administration of a passage without food.

MEMORANDUM FOR RAILWAY ADVISORY COUNCIL.

- 5 -

Deck Passages. Government allowance is an arbitrary one, fixed many years ago. The Administration's allowance represents the actual difference in the cost of a deck passage with, and without food.

INCIDENTIAL EXPENSES.

PARTICULARS

AND

REMARKS:

14. The difference, it will be seen from Annexure H, is that Railway Asians are not granted free transport, or expenses in lieu thereof, from house to station, station to pier, and vice versa, on first appointment or when proceeding on, or returning from leave.

15. Summarising the foregoing, the position is :-

Nature of Privilege.

Extent to which Government service is more favourable than service in Kenya and Uganda Railways and Harbour

Accumulative Leave
(para.7)

Clerical Staff

15 days per annum.

Non-Clerical Staff

20 " " "

Leave for departmental reasons, or overseas leave granted on medical grounds.
(para.8A and 8B)

Clerical staff who have completed not less than 35 months service.

(a) after completion of 55 months service

22 days.

(b) after completion of 58 months service

34 days.

Overseas leave granted on medical grounds.
(para. 8 B)

Permanent servants with less than 35 months service.

(a) on 12 months service.

Clerical - 66 days
Non-Clerical - 71 "

(b) on 18 months service

Clerical - 55 "
Non-Clerical - 61 "

Extension of overseas ~~leave granted on medical grounds.~~
leave granted on medical grounds.
(para. 9)

Half pay for three months. (in very special cases full pay for three months).

Local Sick Leave
(para.10)

31 days per annum.

MEMORANDUM FOR RAILWAY ADVISORY COUNCIL

- 5 -

Deck Passages. Government allowance is an arbitrary one, fixed many years ago. The Administration's allowance represents the actual difference in the cost of a deck passage with, and without food.

INCIDENTIAL EXPENSES.

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REMARKS:

14. The difference, it will be seen from Annexure H, is that Railway Asians are not granted free transport, or expenses in lieu thereof, from house to station, station to pier, and vice versa, on first appointment or when proceeding on, or returning from leave.

15. Summarising the foregoing, the position is:-

<u>Nature of Privilege.</u>		<u>Extent to which Government service is more favourable than service in Kenya and Uganda Railways and Harbour</u>
1. Accumulative Leave (para.7)	Clerical Staff Non-Clerical Staff	15 days per annum. 20 " " "
2. Leave for departmental reasons, or overseas leave granted on medical grounds. (para.8A and 8B)	Clerical staff who have completed not less than 55 months <u>service.</u> (a) after completion of 55 months service (b) after completion of 56 months service	22 days. 34 days.
3. Overseas leave granted on medical grounds. (para. 8 B)	Permanent servants with less than 55 <u>months service.</u> (a) on 12 months service. (b) on 18 months service	Clerical - 66 days <u>Non-Clerical</u> - 71 " Clerical - 55 " <u>Non-Clerical</u> - 61 "
4. Extension of overseas REASONABLE leave granted on medical grounds. (para. 9)		Half pay for three months (in very special cases full pay for three months).
5. Local Sick Leave (para.10)		51 days per annum.

MEMORANDUM FOR RAILWAY ADVISORY COUNCIL.

(SUBJECT :

PARTICULARS

16. The Kenya Government has intimated that, as at present advised it is not disposed to alter its existing rules for the Asian Staff.

AND

REMARKS :

17. Therefore, the cost of assimilating the Administration's Asian Leave conditions with those in force in Kenya Government service would, it is estimated, so far as the Railways are concerned, be as follows :-

	<u>per annum.</u>
1 and 2/ Clerical	£8,290
Non-Clerical	£12,715
3, 4, 5, 7, 8, and 9	£4,241
6	<u>£4,754</u>
Total estimated cost <u>£ 50,000</u>	

18. The estimated cost, so far as the Harbours are concerned is, it may be stated for the information of Council, £3,000 per annum.

19. Council naturally will desire to consider this matter in the light of the Administration's financial position, which is fully disclosed in a separate memorandum, which has been circulated to members.

RECOMMENDATION :

My Lord,

I have the honour to refer to my telegram No. 38 of the 13th December which forwarded a petition from the Railway Asian Union asking that the Leave Rules for Asians in Railway Service might be revised or that Your Lordship would grant an interview to a deputation from the Union in connection with this matter.

2. Shortly after my despatch No. 79 of 6th June 1927 was forwarded the Asian Union asked for an interview with me to discuss their alleged grievances and in November 1928, after correspondence with the Union as to the items which should be placed on the agenda for the interview, I arranged to meet representatives of the Union and discuss any matters they wished to raise, except those on which a decision by the Secretary of State had already been given. The Union at first replied that if they could not discuss all their grievances they did not desire an interview but subsequently they asked for an interview to discuss matters other than those of leave privileges and salaries which had already been submitted to and decided by the Secretary of State. This interview took place on 22nd January 1929, but the re-opening of the questions of general leave privileges or salaries was not permitted.

3. In July of this year the Asian Union re-opened the question of leave privileges with the Director of Medical and Sanitary Services, by whom it was referred to the General Manager, The General Manager having examined the case replied that no useful purpose would be served by the Union pursuing the matter further since the whole question of leave had already been considered by both the High Commissioner and Secretary of State. At the end of October the case was referred to me by the Union through the General Manager and as no new factors had been introduced since the case had previously been considered by Mr. Amery and dealt with in his despatch No. 48 of 6th July 1926, I replied that I could not re-open it. The Union then asked me to transmit a petition by telegram to Your Lordship on the matter and this was done in my telegram No. 38 of the 13th December.

4. Although the leave conditions of Asians in Railway employ are less favourable than those of Asians in the Civil Service in Kenya and also I am informed than those of Asians in both the Railway Service and Civil Service in Tanganyika, I am of opinion that no reconsideration of these conditions should be undertaken at present since under the present rules the Railway Administration has no difficulty in obtaining as many Asians for its services as it requires. When however, Your Lordship has announced His Majesty's Government's decision as to what steps if any, are to be taken with regard to Closer Union in the East African territories and when it is known what degree of unification if any, is to be taken with regard to the Tanganyika and Kenya and Uganda Railway Administrations, then I recommend that the question of leave conditions for Asians in both Railway Services should be reviewed and in my opinion the time will then be opportune for a consideration of the whole question of leave-conditions for Asian in the Civil Service as well as in the Railway Administrations with a view to introducing what uniformity is possible.

I have the honour etc.,

EDWARD GRIGG

High Commissioner.

3
15779/24

25th February, 1930.

Sir,

I have the honour to acknowledge the receipt of your despatch No. 208 of the 13th December, 1929, in which you forward a petition from the Railway Asian Union, asking that the leave rules for Asiatics in the service of the Kenya and Uganda Railways and Harbours may be revised, or that I should grant an interview to a deputation from the Union.

2. After having reviewed the past correspondence on this subject, and having considered your despatch under acknowledgment, I feel that it would be desirable to re-examine the leave rules with a view to ensuring for the Asian staff of the Railways and Harbours terms not less favourable than those in force for Asiatics in the Civil Service of Kenya and that it is not necessary to postpone consideration of this matter until the question of the closer union of the East African territories, to which you refer in paragraph 4 of your despatch is determined.

3. I shall therefore be glad if you will take this matter up now and submit to me your recommendations on it, and also if you will, at the same time ascertain whether the proposals which you desire to submit would place the Asian staff of the Kenya and Uganda Railways and Harbours in a less favourable position as regards leave than the Asian staff on the Tanganyika Railways, and if so in what respects.

4. In the meanwhile, I have to request that you will inform the petitioners that the question of leave privileges for the Asian staff of the Kenya and Uganda Railways and Harbours is being reviewed in consultation with me. The petitioners should also be informed that in the circumstances there is no occasion for them to contemplate sending a deputation to England, but that you will be glad to forward to me, with your recommendations any further written statement which they may wish to submit in this connection.

I have the honour to be,

Sir,

Your most obedient,
humble servant,

(Signed) PASSFIELD

HIGH COMMISSIONER FOR TRANSPORT,

KENYA - UGANDA.

Kenya Colony.

Tanganyika Railways.

Kenya & Uganda Railways & Harbours.

Permanent Clerical Staff.

"X" Class Staff. See Appendix.

A. Clerical Staff. See Appendix.

Five months on full pay after 43 months continuous service.

One month p.a. on full pay or 5 months on full pay after 43 months' service.

25 days p.a. on full pay, which may be accumulated up to 150 days.

Three months' leave on full pay may be granted after 33 months' residential service.

Three months' leave cannot be taken until the completion of 33 months' continuous service.

B. Non Clerical Staff. See Appendix.

20 days p.a. on full pay which may be accumulated up to 150 days.

In both the above cases full pay is granted for periods of voyage to and from India.

"Y" Class Staff. See Appendix.

20 days leave p.a. on full pay, which may be accumulated up to 120 days.

The above applies to staff who are on the Establishment Rolls.

If leave is granted for Departmental reasons or on medical grounds, on completion of residential service between 33 months and 43 months, 3 months leave in respect of 33 months' service and 6 days for each completed month thereafter are granted.

This leave is based on completed years of service only.

Staff not on the Establishment Rolls, but whose pay is chargeable to capital or revenue works, who have had 5 years' continuous service and whose salaries during such periods have been not less than Shs. 140 p.m. may be granted the same leave as either Clerical or non-Clerical Staff according to the category under which they come.

If invalided before completing 33 months' service, leave is granted at the rate of one month for every 11 months service, or 3 days for every completed month, if the residential service is less than 11, 22 or 33 months.

"X" Class Staff are granted extra leave of 3 days p.m. for each completed month for which they are detained on public grounds, after 43 months' service.

Staff whose salary is less than Shs. 140 p.m. (Other than apprentices).

Periods of voyage are granted in addition to accumulative leave, in the case of "X" Class when leave of 3 months or over is earned; in the case of "Y" Class when accumulative is granted after 4 years continuous service.

Leave not exceeding 21 days in the calendar year with or without pay at the discretion of the Chiefs or Divisions.

Extension of Leave in India.

Extra Leave.

As a rule, half pay is granted in cases of extensions of leave in India granted on the grounds of ill-health, up to a maximum of 3 months. Full pay up to a maximum of 3 months is granted in exceptional and special cases, each case being decided on its merits with the help of the Director of Medical and Sanitary Services.

Staff stationed at Ports on Lakes Kioga, Kwana, Albert, the River Nile and Masindi Town are granted extra accumulative leave at the rate of 7 days p.a. in respect of periods of service spent in the area in question.

Permanent Staff other than Clerical.

Full pay for periods of voyages is granted in addition to accumulative leave when the passage is paid by Railway.

One month p.a. on full pay or 5 months after 43 months continuous service plus period of voyages to and from India.

A. NON-EUROPEAN STAFF - ACCUMULATIVE LEAVE.

Kenya Colony.

Permanent Clerical Staff.

Five months on full pay after 43 months continuous service.

Three months' leave on full pay may be granted after 33 months' residential service.

In both the above cases full pay is granted for periods of voyage to and from India.

If leave is granted for Departmental reasons or on medical grounds, on completion of residential service between 33 months and 43 months, 3 months leave in respect of 33 months' service and 6 days for each completed month thereafter are granted.

If invalidated before completing 33 months' service, leave is granted at the rate of one month for every 11 months service, or 3 days for every completed month, if the residential service is less than 11, 22 or 35 months.

Extension of Leave in India.

As a rule, half pay is granted in cases of extensions of leave in India granted on the grounds of ill-health, up to a maximum of 3 months. Full pay up to a maximum of 3 months is granted in exceptional and special cases, each case being decided on its merits with the help of the Director of Medical and Sanitary Services.

Permanent Staff other than Clerical.

One month p.a. on full pay or 5 months after 43 months continuous service plus period of voyages to and from India.

Tanganyika Railways.

"X" Class Staff. See Appendix.

One month p.a. on full pay or 5 months on full pay after 43 months' service.

Three months' leave cannot be taken until the completion of 33 months' continuous service.

"Y" Class Staff. See Appendix.

20 days leave p.a. on full pay, which may be accumulated up to 120 days.

This leave is based on completed years of service only.

"X" Class Staff are granted extra leave of 3 days p.m. for each completed month for which they are detained on public grounds, after 43 months' service.

Periods of voyage are granted in addition to accumulative leave, in the case of "X" Class when leave of 3 months or over is earned; in the case of "Y" Class when accumulative is granted after 4 years continuous service.

Kenya & Uganda Railways & Harbours.

A. Clerical Staff. See Appendix.

25 days p.a. on full pay, which may be accumulated up to 150 days.

B. Non Clerical Staff. See Appendix.

20 days p.a. on full pay which may be accumulated up to 150 days.

The above applies to staff who are on the Establishment Rolls.

Staff not on the Establishment Rolls, but whose pay is chargeable to capital or revenue works, who have had 5 years' continuous service and whose salaries during such periods have been not less than Shs. 140. p.m. may be granted the same leave as either Clerical or non-Clerical Staff according to the category under which they come.

Staff whose salary is less than Shs. 140 p.m. (Other than apprentices).

Leave not exceeding 21 days in the calendar year with or without pay at the discretion of the Chiefs of Divisions.

Extra Leave.

Staff stationed at Ports on Lakes Kioga, Kwana, Albert, the River Nile and Masindi Town are granted extra accumulative leave at the rate of 7 days p.a. in respect of periods of service spent in the area in question.

Full pay for periods of voyages is granted in addition to accumulative leave when the passage is paid by Railway.

B. COMPARATIVE STATEMENT OF ACCUMULATED LEAVE EARNED DURING A PERIOD OF 43 MONTHS.

A. <u>Kenya Colony.</u>	B. <u>Tanzania Railways.</u>	C. <u>Kenya & Uganda Railways & Harbours</u>	<u>Remarks.</u>
<u>Permanent Staff.</u>	<u>"I" Class Staff.</u>	<u>Clerical Staff on Establishment Rolls.</u>	To make C level with A, it will mean giving the Clerical staff 61 days extra leave in 48 months or 15 days extra per man per annum and non-Clerical staff 78 days extra i.e. 20 days extra per man per annum.
<u>Non-European Clerks.</u>	<u>"II" Class Staff.</u>	69 days.	
5 months or say, 150 days.	5 months or say, 150 days.	<u>Non-Clerical Staff on Establishment Rolls.</u>	
<u>Non-European Subordinates.</u>	<u>"III" Class Staff.</u>	78 days.	
5 months or say, 150 days.	60 days.	<u>Staff not Establishment Rolls.</u>	
	Staff on salary less than Shs. 50/- p.m. no leave.	Nil.	
		<u>Staff in receipt of salaries less than Shs. 140/-</u>	
		Nil.	

C. OVERSEAS SICK LEAVE - NON-EUROPEAN STAFF.

Kenya Colony.

Tanganyika Railways.

Kenya & Uganda Railways & Harbours.

Non-Europeans.

Three months on full pay in any one period of 12 months, unless the officer has earned accumulated leave in excess of this period, when full pay will be granted for the actual amount of accumulated leave earned.

Extensions may be granted on half salary up to 3 months.

In exceptional and special cases of extension of leave in India granted on the grounds of ill-health, full pay may be granted up to a maximum of 3 months - Each case will be decided on its merits.

Periods of voyages to and from India will not be reckoned as part of the sick leave.

Sick leave is granted on the recommendation of a Board of Medical Officers.

Extensions, on a certificate from the Government Medical Officer, Bombay, or from a qualified Medical Practitioner advised by the Government Medical Officer, Bombay.

Half the fees for medical examination will be paid Government in the case of fourth and junior grade clerks. In all other cases fee is to be paid by the Official.

"A" Class Staff.

An amount on full pay, equivalent to amount of accumulated leave earned, plus a period not exceeding 3 months in any one period of 12 months, on full pay. May be extended for a further period of 3 months on half pay.

Periods of voyages to and from India, Goa, etc., will not be reckoned as part of the sick leave.

"B" Class Staff.

No "overseas" sick leave.

Sick leave is granted on the recommendation of a Medical Board. Extensions on a certificate from the Government Medical Officer, Bombay, or from a medical Practitioner vised by the Government Medical Officer, Bombay.

When medical examination is ordered by Government, the fee will be paid by Government.

No provision for "Overseas" sick leave at all.

D. LOCAL SICK LEAVE - NON-EUROPEAN STAFF.

Kenya Colony:

All Permanent Staff.

Up to maximum period of 3 months in any one period of 12 months on full pay; this may be extended for a further 3 months on half pay.

This includes absences owing to convalescence.

Tanganyika Railways.

"X" Class Staff.

Up to a maximum of 3 months on full pay in any one period of 18 months. Extensions may be granted on half pay up to a maximum of 3 months.

"Y" Class Staff.

Same as above.

Kenya and Uganda Railways & Harbours.

All Staff.

Up to 60 days on full pay in any one calendar year. Extensions may be granted for a further 60 days on half pay. Such extensions may be treated as privilege leave at the option of the employee, if such leave is due.

E. LOCAL LEAVE.

Kenya Colony.

All Permanent Staff.

Up to 14 days once in every 12 months.

Local leave should not be granted before an official has completed at least 6 months residential service, nor within 3 months of an official proceeding on privilege leave.

Not more than 48 days local leave may be granted in a tour of 43 months residential service.

Tanganyika Railways.

"X" Class Staff.

14 days once in every 12 months.

"Y" Class Staff.

10 days annually.

Kenya & Uganda Railways & Harbours.

Clerical Staff.

Non-Clerical Staff and

Staff not on Establishment Rolls.

Drawing not less than Shs. 150/- p.m.

All the above up to 10 days p.a.

Remarks.

To grant the Railway Asian Staff 14 days p.a. local leave will mean 4 days extra per man per annum.

EXTRAORDINARY LEAVE.

Nothing in the Regulations.

"X" Class.

Nothing in the Regulations.

"Y" Class.

Up to a maximum of 6 months without pay, to be spent outside the Territory.

Clerical, non-clerical and staff not on Establishment Rolls.

Up to a maximum of 6 months without pay.

LEAVE ON URGENT PRIVATE AFFAIRS.

Full salary will be allowed for that portion of the leave which represents the accumulated leave earned to date, periods of voyages counting as part of such accumulated leave and not additional thereto. The remaining period of leave will be without salary.

"X" and "Y" Class Staff.

Up to 3 months - any portion equal to amount of accumulative leave earned may be on full pay, the balance without pay.

Nil.

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Kenya Colony.

Non-European Clerks.

Class of Passage.

Clerks on salaries of Shs. 160/- p.m. or over - 2nd class.

Clerks on salaries of less than Shs. 160/- p.m. - Deck class.

If passage "without" food is taken, the following allowances are paid :-

Second Class. The difference between the schedule cost of a passage with food and of a passage without food.

For a return passage twice this difference is paid - Deck passage - Shs. 30/- each way.

When passages are granted.

When not less than 3 months accumulated leave is earned.

Overseas Sick Leave.

If special privilege leave is granted on grounds of ill-health before 3 months accumulated leave is due passage to and from India will be granted.

If required to travel by a class lower than that to which he is entitled may be paid the difference between the schedule cost of tickets.

Non-Europeans, other than Clerks, travelling on first appointment, leave etc., will be granted accommodation by rail or steamer as may be decided in each case by the Governor.

Permanent Staff other than Clerks.

Staff drawing Sh. 280/- p.m. and over - Second class.

Staff drawing less than Sh. 280/- p.m. - Deck class.

When passage is granted.

After a tour of 43 months service.

Tanzania Railways.

Class of passage.

"I" Class staff - 2nd class.

"II" Class staff.

Those drawing over Sh. 400/- p.m. 2nd Class or alternatively, deck with food for himself and 2 dependants.

Those drawing Shs. 400/- p.m. and under, Deck with food for himself and 2 dependants.

If passage "without" food is taken the difference between the costs of passage "with" and "without" food is given to the employee.

When passages are granted.

This is not clearly laid down, but apparently is.

"I" class. When accumulative leave of 3 months or over is earned.

"II" class. After 4 years continuous residential service.

Overseas Sick Leave. To "I" Class only when leave is granted on the recommendation of a Medical Board.

An employee required to travel by a class lower than that to which he is entitled may be granted the difference between the cost of the two passages.

Kenya & Uganda Railways & Harbours.

Class of Passage.

Staff on salary of Shs. 280/- p.m. and over - 2nd Class.

Staff on salary under Shs. 280/- p.m. - Deck class.

If passage "without" food is taken, the difference between the costs, to the Services, of passage "with" and "without" food is given to the employee.

When passages are granted.

When not less than 100 days accumulated leave is earned, in respect of one tour of service.

When a servant is required to travel in a class lower than that to which he is entitled he will be granted the difference between the cost, to the Services, of the two passages.

Kenya Colony.

Tanganyika Railways.

Kenya & Uganda Railways & Harbours.

Rates of allowance.

To a servant eligible for 2nd class ocean passage. Shs. 170.00

To a servant eligible for Deck ocean passage. Shs. 70.00

This allowance is permissible once only, in each direction, during a tour of service.

It is not permissible until a locally engaged servant becomes eligible for a personal passage.

A servant entitled to 2nd class who travels deck, will, in addition be granted toward the cost of his family's passages, the difference between the cost of one 2nd class and of one deck passage at scheduled rates, provided that his family join him during the same tour of service and that the total sum paid to them does not exceed the actual cost of their passage tickets (without incidental expenses).

The allowance is only available for the purchase of the actual passage tickets, and any balance remaining after these have been paid, must be refunded and may not be used for incidental expenses such as the transport of heavy baggage.

A servant's family may proceed by any class of passage irrespective of the class by which the official himself is entitled to travel.

The allowance is not admissible in respect of a tour of service during which an official's family does not actually make the journey.

"X" Class Staff.

(1) Officials entitled to 2nd class passages.

(a) If the official is himself travelling 2nd class, he will be allowed up to the equivalent of half the cost of a 2nd class passage towards the cost of passage of his dependants.

(b) If the official is required to travel by a lower class than 2nd class, he will be allowed passages for himself and his family up to the equivalent in value of 1 1/2 times the cost of a 2nd class passage. If, however, the cost of such passages is less than the scheduled cost of a 2nd class passage, he shall be paid the difference, in cash, between the scheduled cost of a 2nd class and the actual cost of the passages provided for himself and family.

(c) If an official elects to travel by a lower class than 2nd class, he will be allowed passages for his family up to the equivalent in value of half the cost of a 2nd class passage.

(d) The term passage means "passage with food".

(e) Family passage allowance will be payable once only, in each direction, during a tour of service during which an official's family do not actually make the journey.

(f) The amount of the allowance payable, is not affected by the class of passage or route by which an official's family travel, subject to the provisions of paragraphs a, b and c above.

"Y" Class Staff.

No provision, but is evidently covered by the Passage conditions, Abstract F.

Rates of allowance.

To a servant eligible for 2nd class ocean passage. Shs. 170.00.

To a servant eligible for Deck ocean passage. Shs. 70.00.

This allowance is permissible once only in each direction during a tour of service.

The allowance is not permissible until a locally engaged servant becomes eligible for a personal passage.

A servant eligible for second class passage, who travels deck, will in addition be allowed to apply towards the cost of his family passage, the difference between the schedule cost of a 2nd class passage and the schedule cost of the deck passage furnished, provided that his family join him during the same tour of service, and that the total sum allowed does not exceed the actual cost of their passage tickets without incidental expenses.

The allowance is only available for the purchase of passage tickets, and any balance remaining after such purchases must be refunded, and may not be used for incidental expenses, such as the transport of heavy baggage, etc.

A servant's family may travel by any class, irrespective of the class by which the servant is eligible to travel.

The allowance is not admissible if the servant's family does not actually travel from, or to India during the tour.

Kenya Colony.

Detention allowance.

Non-European officer, permanent staff, detained at Mombasa on first appointment, or from leave, pending instructions to proceed to their posts, or on departure on leave, or retirement, awaiting the sailing of a steamer, will be granted a refund of actual lodging expenses up to a maximum of Shs. 6/- per night.

Incidental expenses.

Permanent staff on first appointment, may be granted a passage from the port of departure to Mombasa, and allowances from their houses to the port of embarkation on the following scale :-

Clerks and Teachers on salaries of Shs. 160.00 p.m. and over, and other permanent staff on salaries of Shs. 280.00 p.m. and over - second class.

Clerks and Teachers on salaries under Shs. 160.00 p.m. and other permanent staff drawing less than Shs. 280.00 p.m. - deck class.

Transport charges up to Shs. 2/- from house to station, and station to pier, and vice versa when proceeding on, or returning from leave, when Government transport is not available also portorage charges from Pier to steamer.

H. TANGANYIKA RAILWAYS.

Tanganyika Railways.

Detention allowance at Coast Ports.

Those entitled to 2nd class passages, Shs. 4.00 per night.

Those entitled to lower class passages, Shs. 2.00 per night.

Detention allowance at Zanzibar 8/17 and 16/18.

Both classes of staff - actual lodging expenses up to Shs. 6.00 per day with a minimum of Shs. 3.00 per day, on production of vouchers.

Incidental expenses.

On first appointment and termination of services.

"X" Class journeys by road.

24 cents per mile.

By Rail.

Double 2nd class to staff drawing Shs. 280.00 p.m. and over, double intermediate to staff drawing less than Shs. 280.00 p.m. from or to Bombay.

"Y" Class staff, journeys by road.

24 cents per mile.

By Rail.

Double 2nd class to staff drawing over Shs. 400.00 p.m., double to staff drawing Shs. 400.00 p.m. and under, from or to Bombay.

Embarkation expenses at Bombay.

To staff recruited in Bombay.

To both classes.

Any reasonable sum.

Embarkation and disembarkation expenses at Coast Ports, when proceeding on, or returning from leave, or on first appointment.

8/17 and 17/18 to both classes.

Shs. 5.00 on each occasion of embarkation or disembarkation, when luggage is not handled by Transport Department.

Kenya & Uganda Railways & Harbours.

Detention allowance.

A servant when detained at Mombasa on first appointment, or on return from leave, pending instructions to proceed to his post, or when proceeding on leave, or on retirement from the services, in circumstances which render him eligible for a passage, and detained owing to departure of steamer being delayed, may be granted a refund of actual lodging expenses up to a maximum of Shs. 6.00 per diem, for the period of such detention.

This allowance is admissible if neither house nor travelling allowances is drawn for this period.

Incidental expenses.

A servant engaged from overseas may, on first appointment, or on termination of service, in addition to ocean passage, be allowed rail fare, if actually incurred, and reasonable incidental expenses, from his home to the port of embarkation in accordance with the following :-

A servant entitled to 2nd class ocean passage.

2nd class rail fare.

Deck class - to 3rd class rail fare.

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KENYA AND UGANDA RAILWAYS AND HARBOURS.

A. Clerical Staff, which shall include the following :-

Draughtsmen.
Station Masters & Assistant Station Masters.
Clerks: Goods, Booking, Luggage and Parcels.
Assistant Clerks: Goods, Booking, Luggage and Parcels.
Pier Clerks.
Assistant Pier Clerks.
Signallers-in-Charge.
Signallers.
Telephone Operators.
Trains Clerks.
Tally Clerks.
Clerks (all grades)
Surveyors.
Storemen.

B. Non-Clerical Staff, which shall include the following:-

Permanent Way Inspectors.
Sub-Permanent Way Inspectors.
Overseers.
Sub-Overseers.
Yard Foremen.
Assistant Yard Foremen.
Ticket Examiners and Collectors.
Weighing Machine Fitters.
Guards.
Drivers and Crane Drivers.
Firemen.
Artizans.
Cooks.
Stewards.
Tug Masters.
Mates.
Engineers.
Motor Trolley Drivers.
Dhow and Ferry Inspectors.
Hooring Foremen.
Nahotas (Steam Tug Launches)
Ferry Mechanics.
Signalmen.
Seacunnies.
Light keepers and Attendants.
Greasers.

CLASS "X".		Scale of Pay.
Graded Clerks, Special Grade.		Shillings per month. Increments to be fixed in each individual case.
- do -	Stock Verifiers	380 - 20 - 500 - 20 - 550
- do -	First Grade	380 - 20 - 500
- do -	Second "	280 - 15 - 360
- do -	Third "	210 - 10 - 270
- do -	Fourth "	150 - 7½ - 200
- do -	Stores Warders - First Grade	380 - 20 - 500
- do -	- do - Second "	280 - 15 - 360
- do -	- do - Third "	210 - 10 - 270
- do -	- do - Fourth "	150 - 7½ - 200
Permanent Way Inspectors		400 - 25 - 600
Sub - Permanent Way Inspectors		150 - 15 - 350
Overseers		350 - 25 - 550
Sub-Overseers		150 - 15 - 350
Draughtsmen, First Grade		350 - 25 - 500
- do -	Second "	150 - 15 - 340
Station Masters, Class C.		350 - 25 - 450
- do -	" D.	250 - 15 - 350
Assistant Station Masters		150 - 15 - 240
Clerks :- Goods, Booking, Luggage & Parcels, 1st Grade		350 - 25 - 425
- do -	Second "	250 - 15 - 330
Assistant Clerks :- Goods, Booking, Luggage and Parcels		150 - 15 - 240
Pier Clerks, First Grade		350 - 25 - 450
- do -	Second "	250 - 15 - 330
Assistant Pier Clerks		150 - 15 - 240
Signallers - in - Charge		250 - 15 - 320
Signallers, Telephone Operators, Trains Clerks, and Ticket Collectors.		120 - 15 - 240
Yard Foremen, First Grade		350 - 25 - 450
- do -	Second Grade	250 - 15 - 330
Assistant Yard Foremen		150 - 15 - 240
Tally Clerks		150 - 15 - 240
Guards		150 - 15 - 340
Drivers "A" Class, First Grade		365 - 25 - 450
- do -	Second "	280 - 15 - 350
Drivers "B" Class		150 - 15 - 230
Tug Master (Marine) First Grade		350 - 25 - 500
- do -	Second Grade	250 - 15 - 330
Tug Master (Marine)		150 - 15 - 250
Third Engineers (Marine) First Grade		320 - 25 - 450
- do -	Second "	150 - 15 - 300
Pressman, First Grade		250 - 15 - 350
- do -	Second "	120 - 15 - 240
Artizan "A" Class		450 - 25 - 600

CLASS "Y".		Scale of Pay.
Artizan "B" Class, First Grade		Shillings per month.
- do -	" " Second "	350 - 25 - 440
- do -	" " " "	230 - 15 - 340
- do -	" " " "	100 - 10 - 200
Assistant Artisans		50 - 10 - 90
Cooks and Stewards, Chief "A" Grade		210 - 15 - 250
- do -	" " "B" "	150 - 10 - 200
Assistant Cooks and Stewards "A" Grade		110 - 10 - 140
- do -	" " "B" "	80 - 10 - 100
Weighing Machine Fitters, First Grade		250 - 15 - 350
Chief Lighthouse Mechanic		200 - 10 - 260
Lighthouse Keepers		200 - 10 - 250
Driver, Steam Tug		150 - 10 - 200