

1936

Kenya

No. 38179/8

SUBJECT

CO 533/472

Kenya-Uganda Railways  
and Harbours

Asian Staff

Previous

1935

Subsequent

1937

Mr Flood  
R 297  
pp please  
S. C. Bottomley

Mr. Flood,

5. Would you please advise how the S. of S. might reply to the attached letter from Mr. McEntee, regarding the Kenya and Uganda Railway Asian Union?

W. Davis  
14/7/36.

See pp here with especially 3117/33. The Academies get 10 days annual (i.e. leave) leave a year. They used to ask for 14 9 now apparently want 12  
The cost to the Railway of a motor 4 days was put at about £ 5000 in 1931  
The K. U. R. is of course better off a new Draft remittance (I suppose it's no use saying that they are not the stuff of "the Colonial office" it is for the K. U. R. to argue about restricted Academies & their value)

S. C. Bottomley  
15/7

W. Davis  
15/7

24/11  
6.15 So H. Br. Transport. 68 — cons 24 JUL 1936  
w/c. L. G. Mr. McEntee dated 13/7/36

- 7. To McEntee.-----5ackd.----- 14.7.36.
- 8. To McEntee.-----5 ansd-----16.7.36.
- 9. McEntee.-----Sje----- 18.7.36.  
Acks. No.8 with thanks.
- 10. McEntee.----- 20 July 1936.  
Ref.No.9; draws attention to the 1935 corres.

DESTROYED UNDER STATUTE

I think that Mr McEntee means that the Kenya & Uganda Railway Asian Union have in fact  
Submitted

submitted their grievances direct  
to the Local Authorities. In any  
case we have asked the H.C. Transport  
what representations have been  
made locally. Is No 10  
may be put by  
Ch. Furness  
25/7/36

(See No 6)

The reason why Mr. Hood referred to  
the 1933 cases instead of the '35  
cases was, no doubt, that the 27  
of leave was mentioned in the  
for - but not in the latter.  
It hardly seems necessary to point  
this out to Mr. Hutchins however.

? as proposed.

J.P. Gamm  
28/7

Thorsave 28/7

18.  
25.9

11. H. Commr. Transport No. 60. ----- 24.7.36.  
Transmits petition by the Kenya and Uganda Railways  
Asian Union praying for improvements in terms and  
conditions of service applicable to Asiatic employees,  
and memo. by Railway Advisory Council giving views  
on points raised.

This is a petition from the Asiatic  
staff of the K.U.R. about which Mr. McEntee  
wrote to the S. of S. in July. It was quite  
true that we had not heard anything from Kenya  
about them and what has happened was that the  
memorandum

memorandum was prepared but had to be submitted to  
the Advisory Council before coming forward to the  
S. of S.

It would probably be just as well to tell  
Mr. McEntee what has happened.

The question of the rules under which the  
Asiatic staff of the K.U.R. came goes back a long  
way. In 1924 Mr. Thomas, who was then in charge,  
decided that the rules introduced in that year were  
fair and generous. In 1930 the question of revising  
the leave rules for Asiatics in the service of the  
Railway was considered and the High Commissioner  
reported that, if they were given the same leave  
conditions as Asiatics employed by the Kenya Govern-  
ment, it would cost the Railway £30,000 a year.  
Lord Passfield replied that, in view of the financial  
situation, no alteration involving any appreciable  
extra expenditure could be contemplated, and he said  
that any general revision of the leave rules should  
be deferred until the financial position improves  
and then considered on its merits. The Union now  
return to the charge asking that their casual leave  
should be extended from 10 days to 14 and that, as  
regards their general leave rules, they should be  
given those applicable to Government servants other  
than those who are on Local Civil Service terms.  
The position taken up in regard to these  
employees of the K.U.R. has always been that they are

not

not in the same position as servants of the Kenya Government. This is forcibly apparent to them at present because Kenya Government staff suffer a salary levy and the K.U.R. staff do not. The High Commissioner backs up the Railway Council and urges that there is no necessary connection between the two sets of conditions.

The General Manager proposes to consider the possibility of increasing local leave and agreeing to the accumulation of overseas leave up to 180 days instead of 150.

This is really not the sort of matter which ought to bother the Secretary of State and if it were any place else but Kenya, I do not think that it would bother us; but with the interest taken in that unfortunate place by Members of Parliament, people get the habit of producing petitions and going on with them, repeating the same old petition year after year.

It is, however, something to know that the General Manager hopes to give something to them and, in view of the Railway's present flourishing financial position, they can certainly afford it. Draft reply herewith.

*J. I. W. 21/9*  
29.

*21/9*

Mr. Davies.

This is not a matter in which I should ordinarily trouble the Secretary of State, but he will doubtless wish to reply personally to Mr. McEntee's outstanding letter of the 20th July last.

I have marked the two drafts for issue, on the assumption that the S. of S. will be content to see the letter to Mr. McEntee in the signature copy.

*J.I.W.*  
*21/9/36*

*S/S has signed the letter to Mr McEntee*

*W.Davies 21/9*

*12* So y. p. T. McEntee - (S/S) — <sup>18</sup> SEP 1936

**AIR MAIL** *21/9* *13* To H. G. Transport 40 (H. G. M. S.) 21 SEP 1936

14. High Commr. Tpt. No. 71.----- 27.8.36.  
No. 6 ansd; invites attention to No. 11.

Put by  
*21.9.36*

*W.Davies*  
*22.9.36*

*J.I.W.*  
*22/9*



X  
c. o.

Mr. Flood. 7.9.36.

Mr. Acheson. 8.9.

Mr.

Sir C. Parkinson.

Sir G. Tomlinson.

Sir C. Bottomley.

X Sir J. Shuckburgh.

Perm. U.S. of S.

Parly. U.S. of S.

Secretary of State.

Hand. (1) 38179/8/37  
AIR MAIL.

54

11/9/36 f.s.

21 Sept., 1936.

Sir,

DRAFT.

(11)

TRANSPORT.

KENYA - UGANDA.

No. 90.

H. Cr.

I have etc. to ack. the receipt of your despatch No.60 of the 24th of July forwarding a memorial from the Kenya and Uganda Railways Asian Union, in which they request the extension of casual leave from ten to fourteen days, and ask that the provisions of Secretariat Circular No.48 of 1932 should be granted to the staff of the Railway.

2 drafts.

FURTHER ACTION.

2. In reply, I request that you will point out to the petitioners that there is no analogy necessarily between

between the conditions applicable to service on the Kenya-Uganda Railways and service under the Kenya Government in a civil capacity, as is clearly shown by the fact that the salary levy for the Railway servants has been removed. You should add that I have carefully considered the petition, but am not prepared to intervene in their behalf, especially as I understand that in connection with the draft Railway Estimates for next year it is proposed to consider the possibility of improving the terms of local and overseas leave for the Asiatic staff.

I have, etc.,

(Signed) W. ORMSBY GORE.

H6  
G. O.

Flood. 7.9.36.

Mr.

Acheson. 8.9.

Mr.

Sir C. Parkinson.

Sir G. Tomlinson.

Sir C. Bottomley.

X Sir J. Shuckburgh.

Permt. U.S. of S.

Parly. U.S. of S.

Secretary of State.

DRAFT.

V. La T. McENTEE, ESQ., M.P.

2 drafts.

FURTHER ACTION.

For Sir J. Shuckburgh  
11/9/36  
287  
C.D.  
R 12 SEP  
19  
18 Sept., 1936.  
Dear Mr. McEntee,

May I refer you to your letter of the 20th of July about the Asiatic staff of the Kenya-Uganda Railway? I have had the memorial from them which you would have me you understood to be in preparation. I find that, in fact, it was ready for transmission some time ago, but that it could not be forwarded at once as it had to be laid before the Railway Advisory Council which met at the beginning of July. I have carefully considered

considered the memorial and the Governor's recommendations upon it; but have felt bound to accept the Governor's advice that the signatories should be informed that I am not prepared to intervene. I have reached this conclusion the less reluctantly, as I understand that the question of improving their leave, both local and overseas, will be taken up and considered in connection with the preparation of the Railway Estimates for 1937. This possibility is being examined by the General Manager and I hope that he will find himself able to do something to meet the wishes of the staff.

It must be remembered, as the Railway Advisory Council have emphasised in their report on the petition, that the terms of service of the Railway staff are not in any

way

C. O.

Mr.

Mr.

Mr.

Sir C. Parkinson.

Sir G. Tomlinson.

Sir C. Bottomley.

Sir J. Shuckburgh.

Permt. U.S. of S.

Parly. U.S. of S.

Secretary of State.

way connected with those under which the civil servants of the Kenya Government are serving. To take one obvious example, the Kenya staff are still subject to a salary levy which has been removed in the case of the Railway.

*Wms Gore*

(Signed) W. ORMSBY GORE.

**DRAFT.**

**FURTHER ACTION.**





TRANSPORT.

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

KENYA - UGANDA.

No. 60

REC'D  
1936  
C. O. REGY

24<sup>th</sup> July, 1936.

Sir,

I have the honour to enclose a petition addressed to your predecessor by the Kenya and Uganda Railways Asian Union, praying for certain improvements in the terms and conditions of service applicable to Asiatic employees of this Administration. In this connection your reference is invited to Lord Passfield's despatch Transport No.52 of the 6th May, 1931, and correspondence connected therewith.

2. On receipt of this petition I thought it well, before forwarding it to you, to ascertain the views of the Railway Advisory Council in regard to the petitioners' claims. Copies are enclosed of the Memorandum which was laid before Council, and from the appended extract from the minutes of their meeting of the 2nd July, you will observe that Council considered that the terms of service of Railway Asian Staff are not in any way connected with the terms of service adopted by the Government of Kenya.

3. The General Manager informs me that, while sharing the views expressed by Railway Advisory Council, he proposes to consider the possibility of meeting the Union's wishes to a minor extent when drafting the estimates for 1937 by suggesting an increase in the local leave from 10 to 14 days per annum, and by agreeing to the accumulation of overseas leave up to 180 days instead of 150 days as before.

THE RIGHT HONOURABLE,  
W.G.A. ORMSBY-GORE, P.C., M.P.  
The Secretary of State for the Colonies,  
Downing Street.

117067/211

13  
Annex

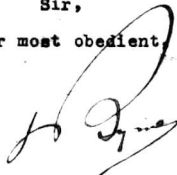
4. I should be most reluctant to admit the principle that parity should necessarily be maintained between the conditions applying to the Asiatic servants of the Colonial Government, and those applicable to the Asian servants of the Railway. As you are aware the former are still subject to a salary levy, whereas the corresponding levy on Railway servants was removed in 1935.

5. I venture to suggest that your reply to the petition should take the form that, having considered the case presented by the Union you are unable to intervene on their behalf; but that you understand that consideration will be given, in connection with the draft Railway Estimates for 1937, to the possibility of improving the terms of local and Overseas' leave.

I have the honour to be,

Sir,

Your most obedient, humble servant,



HIGH COMMISSIONER.

# Kenya and Uganda Railway Asian Union.

(KENYA COLONY & UGANDA.)

(AFFILIATED TO THE CIVIL SERVICE CONFEDERATION, LONDON.)

No R.A.U/L.P.

P O Box No. 1270,

All correspondence to be addressed to

Nairobi, 15th May, 1936.

KENYA COLONY

Hony General Secretary

Head Quarters:

NAIROBI

Branches:

Kilindini Harbour,

Kisumu,

Mombasa.

The Right Hon'ble J.H.Thomas, M.P.,  
His Majesty's Principal Secretary of State  
for the Colonies,  
Downing Street,  
L O N D O N, S.W.1.

Through:- His Excellency The High Commissioner  
for Transport,  
and  
The Hon'ble The General Manager,  
Kenya and Uganda Railways and Harbours,  
N A I R O B I.

We, on behalf of the Railway Asian Union, respectfully beg to invite your attention to our telegram dated 13th December, 1929, and our memorial dated 19th June, 1930, to the address of your predecessor, The Right Hon'ble Lord Passfield, and to his reply thereto communicated to us by the High Commissioner for Transport on the 6th June, 1931, paragraph No. 2 of which reads as follows:-

"The Secretary of State has reviewed your memorial but he does not consider that any alteration in general conditions of service involving an appreciable extra expenditure such as that which would be involved in the grant of the extra leave privileges for which you ask can be contemplated at the present time. He is accordingly of the opinion that the question of the general revision of the Asian Leave Rules for Asians in the service of this Administration should be deferred until the financial position improved when it can be considered on its merits.

2. On receipt of this reply, our Union submitted to the High Commissioner for Transport that the extension of casual leave from 10 days to 14 days would not involve the Administration in any additional expenditure as casual leave is only granted when staff can be conveniently spared and requested the grant of this privilege. The High Commissioner, however, in his reply stated that he did not consider that the extension of casual leave would cause any extra expenditure; he was accordingly unable to grant any further leave facilities besides the extraordinary leave without pay and he saw no reason why the question should be reopened at the time.

3. This matter was again referred to the Hon'ble The Acting General Manager, who, we are pleased to say, was very sympathetic and promised to give this question his consideration if it would be proved that the cost involved would not exceed £ 300/- as submitted by the Union's Representatives at an interview accorded by him and it is gratifying to observe that almost all the Heads of Departments endorsed the views submitted by the Union that the extension of this privilege from 10 days to 14 days would not involve the Administration in an expenditure exceeding £ 355/- whereas for the last 7 years our request for the extension of local leave has been turned down on the grounds that it would involve the Administration in an expenditure of £ 5000/- which is evidently an erroneous overestimate.

4. We now submit, Sir, that as the finances of the Administration have improved and the result for the first quarter of the current year viz 1936 clearly indicates that the earnings will far surpass all expectations inspite of recent rate reductions involving £ 168,000/- that the time is opportune to give consideration to the memorial submitted to your predecessor in the light of his observations thereon.

5. We may mention that we have already referred this matter to the local authorities but it would seem from the trend of the replies received that not only have the Administration no intention of rectifying the wrong done and suffered by the staff for the last 12 years but they are prepared to subject the staff to further hardships by offering the local civil service terms, as regards leave and passage only.

We, on behalf of the Railway Asian Union, respectfully urge that the terms of Secretariat Circular No. 48 of 1935 which apply to the Asian Civil Servants be granted to all Railway staff and if it is desired to introduce terms similar to the Local Civil Service they should only be made applicable to new entrants to the service. In this connection we beg to invite your attention to paragraphs Nos. 1 and 3 of Category "A", paragraph No. 2(a) of Category "B", and proviso to paragraph No. 2 of Category "C" of part 1 of Secretariat Circular No. 15 of 1935 from which it is clear that it is not intended to subject the existing Civil Servants to compulsorily accept the new terms.

7. We trust, Sir, that you will be pleased to give this matter your kind and sympathetic consideration and remove the hardship suffered by the Railway Asian Employees since 1924, and should you consider further elucidation on the points raised is necessary our Union, at our cost, would be pleased to send a deputation to wait upon you and personally put our difficulties before you in a more convincing manner.

8. Awaiting a favourable reply and assuring you of our unfailing loyalty and devotion to the Railway service,

We have the honour to be,

Sir,

Your most obedient servants,

*Handwritten signature*

PRESIDENT.

*Handwritten signature*

HONORARY GENERAL SECRETARY,  
Kenya and Uganda Railway Asian Union.

## MEMORANDUM FOR RAILWAY ADVISORY COUNCIL

SUBJECT:

LEAVE CONDITIONS APPLICABLE TO ASIAN STAFF.

PARTICULARS

With reference to Council's Minute No. 979 of October, 1935, it was considered desirable to ascertain the views of the Asian staff in regard to the proposal that the revised Kenya Local Civil Service leave and passage conditions should be adopted in full, if any change is to be made in the present conditions.

AND

REMARKS:

2. Accordingly, the following letter was addressed to the Kenya & Uganda Railway Asian Union:-

"With reference to your letter R.A.U./L.P. of the 23rd ultimo, I have to state that this Administration is not prepared to consider the introduction of Leave Rules as laid down in Secretariat Circular No. 48 of 1932.

I shall, however, be glad to know whether your Union is desirous of consideration being given to the adoption by this Administration for the Asian staff of the Leave and Passage Conditions applicable under the Kenya Local Civil Service Scheme for Asian staff in their entirety."

The Union replied on 4th April, 1936, as follows:-

"I beg to inform you that the matter was thoroughly considered in the last Delegates Conference and the Annual General Meeting and I am directed to state that the suggestions made in paragraph 2 of your letter No. C.P. 15/2 of 28th January, 1936, are not acceptable to them on the grounds that the grievances of the Asian Staff have always been for betterment in the existing leave conditions."

This Union is submitting a memorandum to the Secretary of State for the Colonies on this subject very shortly and request you to be good enough to await its receipt before any final decision is given."

1. A copy of the petition to the Secretary of State referred to is, on the High Commissioner's recommendation, attached for Council's consideration.

2. For the information of Council, the accompanying statement is submitted, showing:-

- (1) Leave terms applicable to Asian staff of the Railway Administration.
- (2) Leave terms laid down in Secretariat Circular No. 48 of 1932, which apply to Government servants other than those on local Civil Service terms, and which the Union ask should be applied to present Railway staff.
- (3) Leave terms under Kenya Government Asian Local Civil Service laid down in Secretariat Circular No. 19 of 1933, which the Union suggest should apply only in the case of new entrants to

# MEMORANDUM FOR RAILWAY ADVISORY COUNCIL

SUBJECT :

-2-

PARTICULARS

AND

REMARKS :

6. A statement also is attached, showing the increases and reductions which would result, as compared with existing Railway terms of service for Asian staff, were the terms asked for by the Union to be applied.

For the consideration of Council.

Ref. No. SPG. 16/2.

**GENERAL MANAGER'S OFFICE,  
NAIROBI.**

22nd June, 1936.

## KENYA AND UGANDA RAILWAY ASIAN UNION

P.O. BOX 1270  
NAIROBI.

R.A.U./L.P.

15th May, 1936.

The Right Hon'ble J.H. Thomas, M.P.,  
His Majesty's Principal Secretary of State for the Colonies,  
Downing Street,  
LONDON, S.W. 1.

Through:- His Excellency the High Commissioner for Transport  
and  
The Hon'ble the General Manager,  
- Kenya & Uganda Railways & Harbours,  
NAIROBI.

S i r,

We, on behalf of the Railway Asian Union, respectfully beg to invite your attention to our telegram dated 13th December, 1929, and our memorial dated 19th June, 1930, to the address of your predecessor, The Right Hon'ble Lord Passfield, and to his reply thereto communicated to us by the High Commissioner for Transport on the 6th June, 1931, paragraph No. 2 of which reads as follows:-

"The Secretary of State has reviewed your memorial but he does not consider that any alteration in general conditions of service involving an appreciable extra expenditure such as that which would be involved in the grant of the extra leave privileges for which you ask can be contemplated at the present time. He is accordingly of the opinion that the question of the general revision of the Asian Leave Rules for Asiatics in the service of this Administration should be deferred until the financial position improves when it can be considered on its merits."

2. On receipt of this reply, our Union submitted to the High Commissioner for Transport that the extension of casual leave from 10 days to 14 days would not involve the Administration in any additional expenditure as casual leave is only granted when staff can be conveniently spared and requested the grant of this privilege. The High Commissioner, however, in his reply stated that he did not consider that the extension of casual leave would cause no extra expenditure; he was accordingly unable to grant any further leave facilities besides the extraordinary leave without pay and he saw no reason why the question should be reopened at the time.

3. This matter was again referred to the Hon'ble the Acting General Manager, who, we are pleased to say, was very sympathetic and promised to give this question his consideration if it could be proved that the cost involved would not exceed £300 as submitted by the Union's representatives at an interview accorded by him and it is gratifying to observe that almost all the Heads of Departments



endorsed the views submitted by the Union that the extension of the privileges from 10 days to 14 days would not involve the Administration in an expenditure exceeding £355/- whereas for the last 7 years our request for the extension of local leave has been turned down on the grounds that it would involve the Administration in an expenditure of £5000/- which is evidently an erroneous overestimate.

4. We now submit, Sir, that as the finances of the Administration have improved and the result for the first quarter of the current year viz 1936 clearly indicates that the earnings will far surpass all expectations in spite of recent rate reductions involving £168,000/- that the time is opportune to give consideration to the memorial submitted to your predecessor in the light of his observations thereon.

5. We may mention that we have already referred this matter to the local authorities but it would seem from the trend of the replies received that not only have the Administration no intention of rectifying the wrong done and suffered by the staff for the last 12 years but they are prepared to subject the staff to further hardships by offering the local civil service terms, as regards leave and passages only.

6. We, on behalf of the Railway Asian Union, respectfully urge that the terms of Secretariat Circular No. 48 of 1932 which apply to the Asian Civil Servants be granted to all Railway staff and if it desired to introduce terms similar to the Local Civil Service they should only be made applicable to new entrants to the service. In this connection we beg to invite your attention to paragraphs Nos. 1 and 3 of Category "A", paragraph No. 2(a) of Category "B" and proviso to paragraph No. 21 of Category "C" of part 1 of Secretariat Circular No. 15 of 1935 from which it is clear that it is not intended to subject the existing Civil Servants to compulsorily accept the new terms.

7. We trust, Sir, that you will be pleased to give this matter your kind and sympathetic consideration and remove the hardship suffered by the Railway Asian Employees since 1924, and should you consider further elucidation on the points raised is necessary our Union, at our cost, would be pleased to send a deputation to wait on you and personally put our difficulties before you in a most convincing manner.

8. Awaiting a favourable reply and assuring you of our unflinching loyalty and devotion to the Railway service.

We have the honour to be,

Sir,

Your most obedient servants,

(Signed) ALI BAKHSH

President

V.N. DANDEKER

Hon. General Secretary.

KENYA & UGANDA RAILWAY ASIAN UNION.

IF TERMS LAID DOWN IN SECRETARIAT CIRCULAR NO.48 OF 1935 WERE APPLIED TO EXISTING RAILWAY STAFF.

IF TERMS LAID DOWN IN SECRETARIAT CIRCULAR NO.15 OF 1935 (GOVERNMENT LOCAL CIVIL SERVICE) WERE APPLIED TO NEW ENTRANTS TO RAILWAY SERVICE.

LEAVE (local.)

Clerical )  
Non-clerical )

Increase of 8 days per annum.

Increase of 8 days per annum.

LEAVE (Vacation.)

Clerical ) Other than temporary staff.  
Non-clerical )

Increase of 5 days per annum.

Reduction of 3 days per annum.

Non-clerical )

Increase of 10 days per annum.

Increase of 2 days per annum.

Clerical ) Temporary (other than casual staff) (when re-engaged for further service.)  
Non-clerical )

Reduction of 10 days per annum.

Reduction of 3 days per annum.

Non-clerical )

Reduction of 5 days per annum.

Increase of 2 days per annum.

LENGTH OF TOUR.

Clerical )  
Non-clerical ) Other than temporary staff.

Under 11 years service, Increase of 12 months.  
Over " " " No change.

Increase of 24 months.

Non-clerical )

Under 11 years service, No change.  
Over " " " Reduction of 12 months.

Increase of 12 months.

Clerical ) Temporary (other than casual staff) (when re-engaged for further service.)  
Non-clerical )

Increase of 12 months.

Increase of 24 months.

Non-clerical )

No change.

Increase of 12 months.

VOYAGE DAYS.

Clerical )  
Non-clerical ) Other than temporary staff.

Under 11 years service - Reduction of 1 day per annum.  
Over " " service - No change.

Reduction of 5 days per annum.

Non-clerical )

Under 11 years service - No change.  
Over " " " Increase of 1 day per annum.

Reduction of 4 days per annum.

Clerical ) Temporary (other than casual staff) (when re-engaged for further service.)  
Non-clerical )

Reduction of 3 days per annum.

Reduction of 5 days per annum.

Non-clerical )

Reduction of 4 days per annum.

Reduction of 4 days per annum.

TOTALS (including Voyage days.)

Clerical )  
Non-clerical ) Other than temporary staff.

Under 11 years service - Increase of 4 days per annum.  
Over 11 years service - Increase of 5 days per annum.

Reduction of 8 days per annum.

Non-clerical )

Under 11 years service - Increase of 10 days per annum.  
Over 11 years service - Increase of 11 days per annum.

Reduction of 2 days per annum.

Clerical ) Temporary (other than casual staff) (when re-engaged for further service.)  
Non-clerical )

Reduction of 13 days per annum.

Reduction of 8 days per annum.

Non-clerical )

Reduction of 7 days per annum.

Reduction of 2 days per annum.

PASSAGES.

Clerical	)	Temporary (other than casual staff) (when re-engaged for further service.)	Reduction of 1 day per annum	Reduction of 3 days per annum.
Non-clerical	)		Reduction of 5 days per annum.	Increase of 2 days per annum.

LENGTH OF TOUR.

Clerical	)		Under 1 years service	Increase of 12 months.	Increase of 24 months.
	)	Other than temporary staff.	Over " " "	No change.	
Non-clerical	)		Under 11 years service	No change.	Increase of 12 months.
	)		Over " " "	Reduction of 12 months.	
Clerical	)	Temporary (other than casual staff) (when re-engaged for further service.)		Increase of 12 months.	Increase of 24 months.
Non-clerical	)		No change.		Increase of 12 months.

VOYAGE DAYS.

Clerical	)		Under 11 years service - Reduction of 1 day per annum.	Reduction of 5 days per annum.
	)	Other than temporary staff.	Over " " " service - no change.	
Non-clerical	)		Under 11 years service - No change.	Reduction of 4 days per annum.
	)		Over " " " - Increase of 1 day per annum.	
Clerical	)	Temporary (other than casual staff) (when re-engaged for further service.)	Reduction of 3 days per annum.	Reduction of 5 days per annum.
Non-clerical	)		Reduction of 4 days per annum.	Reduction of 4 days per annum.

TOTALS (including Voyage days.)

Clerical	)		Under 11 years service - increase of 4 days per annum.	Reduction of 8 days per annum.
	)	Other than temporary staff.	Over 11 years service - increase of 5 days per annum.	
Non-clerical	)		Under 11 years service - increase of 10 days per annum.	Reduction of 2 days per annum.
	)		Over 11 years service - increase of 11 days per annum.	
Clerical	)	Temporary (other than casual staff) (when re-engaged for further service.)	Reduction of 13 days per annum.	Reduction of 8 days per annum.
Non-clerical	)		Reduction of 7 days per annum.	Reduction of 9 days per annum.

PASSAGES.

Clerical -	)	in receipt of salary up to Sh.159 p.m.	Deck (no change) (Cost Sh.246).	Under correspondence between Government and the Secretary of State.
Clerical -	)	in receipt of Sh.160-249	Second class (Cost Sh.559) instead of Deck passage cost (Sh.246).	
Clerical -	)	in receipt of Sh.250 upwards.	Second Class (no change.)	
Non-clerical -	)	in receipt of salary under Sh.250/- p.m.	Deck (no change.)	
(Other than temporary staff)	)	in receipt of salary of Sh.250/- to Sh.279/-	Deck instead of Second class.	
	)	in receipt of salary of Sh.280 and over	Second Class (no change.)	
Non-clerical (Temporary).	)	in receipt of salary under Sh.250/p p.m.	Deck instead of Second Class.	
Other than casual staff (when engaged for further service.)	)	in receipt of salary under Sh.250 and over p.m.	Deck instead of Second Class.	
Sick Leave (overseas).	)	All staff.	Increase up to 6 months on half pay.	
Leave on urgent private affairs.	)		Increase up to 3 months inclusive of voyage.	

RAILWAY LEAVE TERMS.

LEAVE TERMS LAID DOWN IN SECRETARIAT CIRCULAR NO. 48 OF 1933 WHICH APPLY TO GOVERNMENT SERVANTS OTHER THAN THOSE ON LOCAL CIVIL SERVICE TERMS AND WHICH THE UNION ASKS SHOULD BE APPLIED TO PRESENT RAILWAY STAFF.

LEAVE TERMS UNDER KENYA GOVERNMENT ASIAN LOCAL CIVIL SERVICE LAID DOWN IN SECRETARIAT CIRCULAR NO. 15 OF 1935, WHICH UNION SUGGEST SHOULD APPLY ONLY IN THE CASE OF NEW ENTRANTS TO RAILWAY SERVICE.

LEAVE (LOCAL).

Clerical and Non-clerical.

10 days per annum.

10 days per annum.

18 days per annum.

LEAVE (VACATION).

Clerical - 25 days per annum (Tour 4 years)

Accumulation up to 150 days.

Clerical and Non-clerical (Permanent) - 31 days per annum (Tour - under 11 years service = 5 years) (Tour - over 11 years service = 4 years)  
No limit to accumulation.

All staff - 22 days per annum.

No specified tour.

Accumulation up to 160 days.

Non-clerical - 20 days per annum (Tour 5 years)

Accumulation up to 160 days.

Non-clerical (Temporary &c) - 30 days per annum on half pay = 18 days on full pay. (Tour - 5 years)

No limit to accumulation.

VOYAGE DAYS - 10 days in each direction.

Clerical and Non-clerical (Permanent) - 10 days in each direction on full pay.

No voyage days allowed.

Non-clerical (Temporary &c) - 10 days in each direction (on half pay).

TOTALS (including voyage days).

Clerical - 30 days per annum.

Non-clerical - 24 days per annum.

Clerical and Non-clerical (Permanent) - 4 year tour - 36 days per annum  
- 5 " " - 34 " " "  
Non-clerical (Temporary &c) - 5 year tour - 30 days per annum on half pay = 15 days per annum full pay

plus 2 days per annum for voyage (on full pay)

17 days.

RAILWAY LEAVE TERMS.

LEAVE TERMS LAID DOWN IN SECRETARIAT CIRCULAR NO. 48 OF 1933 WHICH APPLY TO GOVERNMENT SERVANT OTHER THAN THOSE ON LOCAL CIVIL SERVICE TERMS AND WHICH THE UNION ASK SHOULD BE APPLIED TO PRESENT RAILWAY STAFF.

LEAVE TERMS UNDER KENYA GOVERNMENT ASIAN LOCAL CIVIL SERVICE LAID DOWN IN SECRETARIAT CIRCULAR NO. 15 OF 1935, WHICH UNION SUGGEST SHOULD APPLY ONLY IN THE CASE OF NEW ENTRANTS TO RAILWAY SERVICE.

LEAVE (LOCAL).

Clerical and Non-clerical.

10 days per annum.

18 days per annum.

18 days per annum.

LEAVE (VACATION).

Clerical - 25 days per annum (Tour 4 years)

Accumulation up to 15 days.

Clerical and Non-clerical (Permanent) - 31 days per annum (Tour - under 11 years service = 5 years) (Tour - over 11 years service = 4 years)  
No limit to accumulation.

All staff - 22 days per annum.

No specified tour.

Accumulation up to 160 days.

Non-clerical - 20 days per annum (Tour 5 years)

Accumulation up to 150 days.

Non-clerical (Temporary &c) - 30 days per annum on half pay = 18 days on full pay. (Tour - 5 years)

No limit to accumulation.

VOYAGE DAYS - 10 days in each direction

Clerical and Non-clerical (Permanent) - 10 days in each direction on full pay.

No voyage days allowed.

Non-clerical (Temporary &c) - 10 days in each direction (on half pay).

TOTALS (including voyage days).

Clerical - 30 days per annum.

Non-clerical - 24 days per annum.

Clerical and Non-clerical (Permanent) - 4 year tour - 35 days per annum  
- 5 " " - 34 " " "  
Non-clerical (Temporary &c) - 5 year tour - 30 days per annum on half pay = 15 days per annum full pay plus 8 days per annum for voyage (on full pay)

17 days.

RAILWAY ADVISORY COUNCIL.

EXTRACT FROM MINUTES.

Meeting No. 47

Held at ENTebbe

Date 1st/2nd JULY, 1936.

Minute No. L048

Folio No 567

1048. LEAVE CONDITIONS APPLICABLE TO ASIAN STAFF (R.A.C. 19)

Council NOTED the petition to the Secretary of State received from the Railway Asian Union, but considered that the terms of service for Railway Asian staff are not in any way connected with the terms of service adopted by the Government of Kenya and advised that the Secretary of State should be informed accordingly.

2. Council, however, NOTED the statement of the General Manager that he hoped to be able to suggest one or two minor changes in Asian leave conditions which would alleviate the position to some extent and which would come up for consideration in due course when the Estimates for 1937 are submitted to Council.

20th July, 1936.

R 10

23 JUL 1936  
C. O. REGY

Dear Mr. Ormsby Gore

(8) Since I acknowledged your letter of the 16th, in which you stated that the Colonial Office did not seem to have heard anything of the Asiatic Staff of the Kenya-Uganda Railway since 1933, when Lord Swinton last wrote to me, I find I had a letter from Lord Swinton dated April 3rd, 1935, asking for specification of the complaints entertained by the employees in question.

(+) Lord Swinton suggested, in the first place, and prior to approaching the Colonial Office, direct approach to the Local Authorities, and I am ~~quite con-~~ almost certain ~~since~~ his advice has been acted upon.

Yours faithfully  
T. L. M. Swinton

Major Rt. Hon. W.G.A. Ormsby-Gore, M.P.,  
Colonial Office,  
Whitehall.

C. O.

Mr. *Hend* 157

Mr.

Mr.

Sir C. Parkinson

Sir G. Tomlinson

X Sir C. Bottomley 127

Sir J. Shuckburgh

*Mr Davies*  
Permt. U.S. of S. 167/10

Partly, U.S. of S.

Secretary of State

**DRAFT.**

V. La T. 77c Entice Eng 77p. P.

*cls 10/10*

72  
(8)

for the S. of S. ans

Dear ~~Mr~~ *Mr. Davies* -

I reply to your letter of the  
12<sup>th</sup> of July <sup>advised</sup> <sup>the office</sup> & do not seem to  
have had anything of the describe  
staff on the range legation railway  
since 1932, <sup>last</sup> <sup>at</sup> <sup>Swinton</sup> <sup>works</sup>  
to you. I am not therefore able  
say whether they have <sup>been</sup> <sup>sent</sup> <sup>forward</sup>  
a request for more casual leave  
~~Administration~~ Administration or not. I  
will however ask the High Comm  
for Transport whether anything has  
happened.

I am glad to say that, from  
recent inf<sup>n</sup> the railway is doing  
much better than it was a few  
years ago.

Yours  
*[Signature]*

FURTHER ACTION.

*Copy sent to the  
High Comm for  
obvns.*



C. O.

38179/56 Kenya

13

Mr. Hood 16-7/5

Mr.

Mr.

Sir C. Parkinson

Sir G. Tomlinson

Sir C. Bromptley

Sir J. Shikharsh

Permt. U.S. of S.

Parly. U.S. of S.

Secretary of State.



1936 JUL 14

24 JUL 1936

Sir

I have the honor to refer to

your letter ending with your deep 40  
153 of the 10th of July 1936,

to enclose a copy of a letter  
from Mr. V. E. Baker M.P.,  
in which he requests

from the Ocean Staff of the  
Administration that their 'annual leave'

should be reduced from ten to  
twelve days in each year. I

request that you will inform me

whether any further  
representations on the  
subject have been received from

the staff and, if so, with  
what result.

(Signed) W. ORMSBY GORE.

**DRAFT.**

Transport

Kenya - Uganda

High Comm.

No. 68.

18 July  
5



5  
13th July, 1936.

Dear Mr. Ormsby-Gore,

From time to time I have interested myself in the affairs of the members of the Kenya and Uganda Railway Asian Union, and there are two relatively small points which I should like to bring to your notice.

For some time past, the members of the Union have requested the Railway Authorities in the country to permit the extension of annual leave from ten days to 12 days, and have contended that the cost would be nominal, especially because such leave is only granted when the staff cannot conveniently be spared. Indeed, I believe even the Railway Authorities themselves hold a view that the cost would be not much more than £1000 a year.

Some five years ago, when this request was brought forward, the Secretary of State suggested that it should be deferred until the financial position of the Railway improved, when it could be considered on its merits?

The finances of the Administration have now improved, and the results of the current year's working of the line clearly indicate that the earnings will far surpass all expectations, despite ~~the~~ cuts and reductions made to stimulate trade.

I venture to think, therefore, that the moment has arrived for this small concession to be made to the staff, the more so because I am sorry to see that there is still an inclination to subject the existing staff to further hardships by offering local Civil Service terms only as regards leave and passages. I would have understood restricting these terms to new entrants, but it is perhaps unfortunate to extend them to men who have been long in the Company's service.

I feel certain that the Colonial Office will appreciate the value of a contented staff, and inasmuch as

copy to H. G. Franks

when there is a return of prosperity all classes should share in it. I venture to recommend very strongly to your sympathetic consideration the request I have set out above on behalf of the men concerned.

Yours sincerely,

V. L. ...

MAJOR GEN. HON. G. A. ORMSBY-GORE, M.P.,  
The Colonial Office,  
S.W.1.