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THE PUBLIC RECORD OFFICE

Downing Street,

April, 1926,

596

Gentlemen

I am directed by Mr. Secretary Amery to acknowledge the receipt of your letter No. M/3.A. 252 of the
24th of March enclosing forms of agreement (Ughida Railway
Class A and Class B) amended in accordance with the provisions of the "Kenya and Uganda (Transport) Order-inCouncil, 1925", and to inferm you that the following
additional amendments should be made in both Class A and
Class B Agreements:-

- (1) A new clause I should be inserted as followe:"In this agreement the term "the Colony" includes the
 Colony and Protectorate of Kenya and the Protectorate of
 Uganda. The term "the Railway" means the Kenya and
 Uganda Railway."
- (2) The present Clause & should be re-numbered and begin, "The person engaged agrees to proceed to the Colony when

THE COLONIES

(5) In the present clause 1, for tarm of service for the le engaged,"

- (4) In the present Clause 2 "the Colony" should altered to "the Railway" and a corresponding ration made in Clause 4 (3) of the Schedule.
- (5) Clause 1 (1) of the Schedule should read
 ollows:- "The person engaged is engaged for a
 of met less than twenty nor more than thirty
 in" continuous residential service, beginning
 the date of disembarkation at the port of
 val but the tour of service may be setended x Hombasa
 forided for in Clause 1 (5).
- (6) In clause 3 of the Schedule, "the Railway"
 the substituted for "the High Commissioner"
 orly "the Government"); and a similar amendment
 the made in clause 9 were the words "the High
 valoner" (formerly "the Government") first ecour.

Gentlemen.
Your most obedient servant,

shipsonile 6/4 J. Harding 9 april , 1926. struckey. Shuckburgh crindle. Dires 9 and Me No ark the Witson roushy-Grove. y Stanfadan neck. of your letter two. M/S.A. DRAFT. 252 of the 24th of march enclosing forms of agreement (Uganda Railivay, Elaso A D) Blass B) aménded in accordance with the provisions of the " thenya and uganda (Transport) broker. mi. Bannett 1925, and to inform you that the following addission amendments should be

madeing both block A & slaw B Agreements a a new solaries should ge inserted wille a green en la as follows & . In whis agreement the term "the bolony includes the solony and those of Kenya & The Prote of uganota. The serve the Railway means the Kenya the de riganda Railway. 2) The present Blause of should be re-numbered and begin, · the person engaged agrees to proceed to the bolony when & as directed etc. etc. (2) In the quesent clouse & " seme of this engagement" Townskiller noun of service for which he is engaged! (4) In the present blause 2

"she belong knowled be altered to the Railway I. J. Harding. and a corresponding alteration made in Beauce 4(2) of the Schedule (6) Slavie 16) of the defrance should read as tollows: - "The herson engaged is engaged for a Now of not less than twenty nor more than thinly months' continuous, residential service begin from the diale of olis embackation at the part of armol this the law of service may be extended as promoted for in seauce 1(3)

markety both blood A & Black & agreemented 1/4 a new clause / should It inserted was the ogreements as follows - In this agreement the tein the Edding includes the solony and those of Kenya & St. Pros of ligation. The House is a Raleway" means the Henrya Hetel siganda Railwogs. 2) The present Blause of shauld be re-numbered and begin, The person engaged agrees to proceed to the bolony when & as durbied etc. etc. (2) In the present clouse 7, the " iems of his engagement" Forestitutes hour of select for which he is engaged (4) In the present Clause 2

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g 1, Shuckburgh.

Course attangement "she solony should be altered to " the Railway and a consponding alkeration made in Beauce 4(2) of the schedule (5) 8 fame 11) of the detroule should read so follows: - "the herosu engaged is engaged for a low of mot less than twenty nor more than thirty months' southernous, residential service begin from the date of dis embackation at the part of ormula but the tour of service may be extended

as provided for in

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DE BE ADDRESSED TO THE SOLONIES.

OF THE COLONIES.

OF THE COLONIES.

WHO REFERENCE:



WESTMINSTER LONDON, S.W. 1

24th March, 1926

Sir,

LEGRAMS, "CROWN, LONDON."

TELEPHONE, TRESMETORIA

With reference to your letter X.1555/26 km

the the Barch, I have the honour to enclose for the secretary of Shate, forms

agreement (Uganaa Railway Cits A and Gisss B).

Famended in accordance with the "News and Massey.

(Transport) Order-in-Council, 1425" control with the secretary control control of the secretary control of the secretary

SAY,

Your obedient Serverty

war breaks

for Crown Agents .

Secretary of State, Colonial Office. A water

X.1555/26.

Downing Street,

March, 1926.

Gontlemen.

I am directed by Mr. Secretary week transmit to you for your information, a coup of the Kenya and Uganes (Transport) Order-in-Council, 1988 which came into operation on the tot of Jacobse and to request that you will possible what a consequent monotonity was necessary in the logs of agreement in use for afficult of the Kenya and Uganda Unitary.

Gentlamen,

Your most obedient pervant.

ISIGNED W. C. BOTTOMLEY

MM AGENTS

FOR THE COLONIES.

10 mg

1.1555/26.

Downing Street,

March, 1926.

Gentlemen.

I me directed by Mr. Secretary Amory to
transmit to you for your information, a copy of the
"Kenya and Uganas (Transport) Order-in-Council, 1925"
which came into operation as the San of Patricky,
and to request that you will densider what consequents
assume that you will densider what consequents
assuments we recommery in the form of agreement in
the for officers of the Kanya and Uganda Railway.

Gentlamen,

Your most obedient servant.

(Signed, W. C. BOTTOMLEY!

arch 1921

RAILWA ITCANDA

Agreement made the

day of

acting on behalf or the Government the Kenya Colony and Protectorate (hereinafter called

mercinafter called "the person engaged").

1. The person engaged agrees to proceed to the Kenya Colony and Protectorate (hereinafter called "the Colony") when and as directed by the Crown Agents for the Colonies, and undertakes that he will there diffigently and faithfully perform the duties of a

and will act in all respects according to the instructions or directions given ment through the Head of his Department or other duly authorised others. In this agreement the term "Head of his Department" shall mean the person for reserved to him under this Agreement may be delegated by him in accordance with regulations approved by the Government. High Commissioner

2. The salary of the office is at the rate of

pounds pounds

) a year rising to

pounds

(3 /) a year by annual increments of

The person engaged shall also be paid an allowance of thirty pounds (£30) on first appointment to assist hime in meeting the cost of the necessary buttle. This allowance, or such part of it as the Secretary of State or the sovernor may direct, is liable to be refunded by the person engaged in the event of his failing to take up the appointment or quitting the Service of the Colony before the completion of a tour of service for any reason other than mental or physical infirmity.

- 3. This Agreement is subject to the conditions set forth in the Schedule hereto annexed, and the Schedule shall be read and construed as a part of the Agreement.
- 4. The Crown Agents for the Colonies shall not be in any way personally liable for anything arising out of this Agreement.

As witness our hands the day and year above written.

Signed by

the presence of

on behalf of the Crown Agents for the Colonies) in

of the office of the Crown Agents for the Colonies.

Signed by

in the presence of

Signature

Of the Witness:

Address

Occupation

SCHEDULE.

(1) The engagement of the person engaged is for a tour of her less than twenty no more than thirty months continuous residential service, beginning from the date of disembarkation at the first of arrival but the engagement may be extended as provided for the

(2) A tour shall be deemed to be completed upon the expiration of such period within the limited above mentioned, as may be fixed by the Hend of his Department, or, if no such period and the x preading of the maximum period of thirty months' service. (3) His parson ungased may notwith tanding the completion of his tour of service, be the control of the Column at the option of the Head of his Department for a surther pariod, if In the applicant which Head of his Department, the exigencies of the public service demand it; By the Laur of service and such extended service shall not together exceed thirty-six menth and the provisions of this agreement shall apply to such extended period accordingly,

2. At some time, not more than three months and not less than one month before the englyton of a full four of tharty months' service, or The Head of his Bepartment shall var. furler period with the spiration of thirty mouths for the completion of the tour, then you as possible taper thems of the notice high such cartier period, the person engaged Malli give mores in writing to the Head of his Department whether he desires to remain in the employment of the desires to remain in decide a other he shall be offered further employment, in which case the co-endagonout will be on and toques and for such passed a mile to mutually agreed

7. This bulne of the person on oged shall meliate the usual duties of the office for which he i broazed and hav other suitable drives which the Head of his Department may call upon The person cagagod shall recide in such place and occupy imuself in such are at the Hell of his December through his duly authorise cofficers, shall direct, and he shall not entry threats or indirectly engage or he concerned in any other service or and he shall not enter the or indirectly engage or no engineering in any other service of the three services of the service of any kind but shall devote the whole of his king aid attention to the service of the servi

At a condition of the Agreement that a person was a Tior spece on any of the underaday and in 1, 449 to gerve on the others if and whenever regarded by the Head

They grand Railway Kempa und You subsidiary line of the Uganda Railway The Kampala Port Bell Railway.

med that a person engaged for service many of the undermentioned departments will be lighte The other att and whenever required by the Head of his Department :-

Lee Bereige Radway Marine

The L. L. Attack Marine

1 . 1) On Just cage ement built salary will be paid from the date of leaving England. FAU splers will begin from the date of disembarkation at the port of arrival.

(V. In remen's officialary it any will be reckoned as from the date for which the person gog good his dray sold of the other from the lunds of the Colony but no increment will be arted alters the conduct and chargenes of the person engaged during the year immediately

preceding have been approved. The evidence of such approval shall be a certificate signed by the Head of his Division, countersigned by the Head of his Department or by such officer as he may designate for the purpose.

5. Carement Quarters, free of rent but not of rates on other similar outgoings) will Quarters. be provided when such quarters are available. When such quarters are not available, the person engaged will be provided with a tent or other temporary shelter, or, in certain cases the will be dranted an allowance in lieu of quarters at the discretion of the Government figh Commissions

6. When travelling on duty away from his station in the Colony the person engaged Travelling either shall be provided with transport or shall be paid travelling expenses according to the cules laid down for transport and travelling expenses respectively in the Colony

7. (1) "Passage" in this Agreement means a first class passage* and includes con-Passage veyance by railway, steamer, or other transport between the port of disemparkation and the ation of the person engaged in the Colony and conveyance by railway on the Continent of

Europe where pecosary tommissiones (2) The Goldenment shall provide the smeet shall provide the person engaged with a free passage to the Colony, and shall provide him with a free passage back to England in the following circumstances

(a) On the completion of a tour of service to the satisfaction of the Charmington

(b) If the person engaged is invalided home before the completion of a tour of service, as provided in Clause 8 of this Agreement; a degli Commissi strely

(c) On the determination of the engagement by the Coveniment as provided in huse 10 (1) of this agreement.

s. If the person engaged shall be compelled by reason of ill-bealth (not caused by his Invading un misconduct) to relinguish his employment, or if at any time it shall be certified by a manager Covernment medical officer that the person engaged is by reason of ill-health not caused by ill-health the own misconduct incapable on physical grounds of rendering further efficient service in le Colony, then the person engaged must remount his employment, and in either case the the date of his departure from he Colony and furnish him, with a free passage to England previded that he claims and avails ameel of such return passage by the first available steamer by which in the opinion of the everyment he could have embarked

9. If the person engaged shall at any time neglect or refuse or from any cause (excepting Disasses ill-health not caused by his own misconduct, as provided in Clause 8) become unable to perform any of his ditties or to comply with any order or shall improperly disclose any or shall in any manner misconduct himself, the three mount may dismiss but and on such dismissal all rights and advantages reserved to bim by this Agreement shall use and he shall be liable to repay to the Kovens and he shall be liable to repay to the control of the liable to repay to the control of the liable to repay to the control of the liable to repay to the liable to the liabl was age to the Colony.

10. (1) The Head of his Department may at any time determine the engagement of Optermina the person engaged on giving him three months' notice in writing or on paying him one engagement month's salary, and in either case if he is in the Colony at the time, furnishing him with a tree passage to England provided that he claims and avails himself of such return passage not later than two months after the expiration of his engagement.

(2) The person begaged may at any time after the expiration of three months from the our menoement of a four of residential services determine his engagement on giving to the Head of his Department three months' notice in writing or on paying to the Government one month's salary, and in either case repaying the cost of his passage to the Colony. He shall not in either case be entitled to a return passage to England.

In either case be entitled to a return passage to England.

The direct processes are to provide shipsits with escontinolation of the class by which they are reviewed to travel; but it hust be understood that, if sireumataines winder it necessary for an officer to travel by a privileged to travel; but compensation will be entertained. This suffices the entangement, applicable generally to European Officials in the Ena Affician dependencies, by wifich a marging online, which are increased 5000 a year, is allowed to receive one and a fight state who cost of his passage, and to make his own a principle of the own and his wife passages by whatever class he wished. This concession is now greated, which the salary does not exceed 2000 a year but this is Compensation of the consequence of the control of the c

- (3) If the person engaged terminates his engagement otherwise than in accordance with this recomment he shall be liable to pay to the the three this recommend as inquidated damages three months' salary and the cost of his passage to the Colony and outfit allowance.
- 11. In the event of any penumiary durings arising from the person engaged disregarding or failing to comply with any order, standing order, or departmental instruction, or from any neglect of duty whatspeyor on his part he may be liable to a deduction from his salary to make good the damage or state and the remount of which shall be fixed by the Head of his
- 12 the person engaged shall if so required to the concernment furnish such security, and form as the toler mineral furnish form as the toler mineral furnish form the faithful and hongst discharge of his Living gradit any promounts parable in corporated strong or wife it may be the uponed from his Try by the coverdance high Commencer
- The pige on engaged will be required, unless he chains exemption as a contributor The Figure Previous Fund to contribute under the Bast African Widows and replacif Pension Scheme in accordance with the rules and regulations in force from thing to me and the contributions half be recovered by deductions from his salary. No data for shall be valid unless it rewhes the Crown Agents for the Colonies within there months in the date from which the person engaged potymenees to draw salary under this Acreemant
- 11 The person aggregal shall contribute to the Provident Fund for non-pensionable a Ivante of Stale Rod ways mothe Colony.
- the curt of the preson engaged being entitled on the expiration of this Agreement with stores Andrew for the tolerance a certificate from the Andrews bill the amount diese.
- The Whom the person engaged is not in the Colony the Crown Agents for the Colonies, shall will on the colonies, shall will on the colonies of the colonies of

What lever of absence is not a legal right melujed in the contraint the person engaged ther action of service or if haveleded home before sampleting the tour or if when he is in the Can when the month of terminated by reason of ill-lighth in accordance with the provision Schedule will ordinarily be granted so far as the exigencies of the under the regulations for European officers serving on agreement Partie Air white printed below

RECULATIONS FOR EUROPEAN OFFICERS SERVING ON CELEMINI IN THE EAST AFRICAN DEPENDENCIES.

the necessities of the service, officers may, after a tour of residential van from leave with full pay for the time necessarily taken on the journey plus 30 days for each completed calendar month of residential service, and if they make be granted vacation leave for 37 days mora with full pay in of each completed calendar month that they may have been detained

of officers who are returning to East Africa for further service there may be att a to then vacation leave a further period of leave with full pay, known as "return leave, at the rach completed alendar month of residential service, plus the time necessarily as to on the journey from England. Officers to whom return leave is granted will be required to sign an agreement to the effect that in the event of their failing to return to East Africa for further service they will if called upon to do so refund the amount of any pay drawn

certain stations in Kenya and Nyasmand, three and a half in

in respect of such leave, and that in the event of their returning to East Africa for further service but determining the engagement under Clause 10 (2) of the foregoing Schedule of being dismissed under Clause 9 of the foregoing Schedule, they will, if called upon to do so, glund the amount of any pay drawn in respect of such heave or such part of that pay as the

11. Officers invalided before completing a tour of service of 201 months may be granted sick leave with full pay for the time necessarily taken on the journey to England, plus 3† days in respect of each completed calendar month of residential service.

In addition to the sick leave which may be granted under the foregoing regulations, if there is reason to believe that an officer will ultimately be fit to return to East Africa for duty, and if the common desires to retain his services for a further tour, he may be granted return sick leave " with full pay for 3† days more (making 0\$ days in all) in respect of each impleted calendar month of residential service, plus the time necessarily taken on the arries from England subject to the same conditions with regard to repayment as return

- III No attension of vacation leave will be granted in the ordinary course but in exceptional circumstances such as continued in seath officers who are not retaining may be granted an extension of seave, at the discretion of the Scoretary of State of a period not exceeding 6 calendar months, with such salary as the Secretary of State may direct
- LV Resum leave or return sick leave may be extended, with full pay, on the ground of il-health, for any period not exceeding o calendar months, and if new sary for a further period of 6 months with half salary or it may be extended with full pay if the officer is detained in England by the Secretary of State on public grounds.
- V. Any extension of leave, however short, which may be granted on any other grounds than those mentioned above will be without pay unless for special reasons the Secretary of State authorises full pay on half pay
- Vi. For the purpose of reckoning the acrount of leave due to an officer residential write is taken to begin on the day on which he arrives at the coast and to end on the day preceding that on which he leaves the coast for England.

[†] Two and a half in respect of services in certain stations in Kenya and Nyasaland, three and a half in

[§] Five in respect of service in certain stations in Kenys and Nyasaland, seven in Somaliland.

[#] Mombasa for officers serving in Kenya and Uganda-1 Beira for officers serving in Nyasalande; Zahribar for officers serving in Zanzibar; Dar-es-Balaam (ordinarity) for officers serving in the Tanganyika Territory, and Aden for officers serving in Somahland.

mand UGANDA RAILWAY.

Class B

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on and UGANDA RAILWAY.

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Agreement made the		day of		High Commission
the Crown Agents for	the Colonies, Lo	don acting on	behalf of the	d-
he Konya Colony and Protect	ctorate (hereinafte	r called the	h Commission	ner
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	1 1 I	o the Kenya Col	lony and Prot	ectorate (herein-
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the person engaged in the service of the Colony	before the complet	ion of a four	of service for	any reason other
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3. This agreement is s	whice to the cond	itions set forth	in the Schedu	le hereto annexed
3. This agreement is and the Schedule shall be	read and construe	ed as a part of	the Agreeme	nt.
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4. The Crown Agents	for the Colonies	anari note or		
anything arising out of thi	a agreement	1 muitton		
As witness our hands t	the day and year	above written.		
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behalf of the Crown A	cents for the Col	onies) in		
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Occupation

Consequent Quarters, free of rent (but not of rates or other similar outgoings), will Quarter be provided when such quarters are available. When such quarters are not available, the in engaged will be provided with a cent or other temporary shelter, or, in certain cases, me will be granted an allowance in Neu of quarters at the discretion of the Government Augh Com

When travelling on duty away from his station in the Colony the person engaged Travelling other shall be provided with transport or shall be paid travelling expenses according to the scales laid down by the Uganda Railway Regulations.

(1) 'Passage un this agreement means a second-class passage* and includes con Passage eyance by railway, steamer or other transport between the port of disembarkation and the station of the person engaged in the Colony, and conveyance by railway on the Continent of hurope where necessary.

The Government shall provide the person engaged with a free passage to the Colony, and shall provide him with a free passage back to England in the following circumstances

(a) On the completion of a tour of service to the satisfaction of the deverament nly : vided that the passage is taken within two months of the date on which the person engaged ceases to do duty in the Colony.

(b) If the person engaged is invalided home before the completion of a tour of service, as provided in Clause 8 of this agreement; High Commissioner

(c) On the determination of the engagement by the Government as provided in

Clause 10 (1) of this agreement.

(3) The becomes shall provide the person engaged with railway fare (third class) to port of embarkation on first engagement.

If the person engaged shall be compelled by reason of ill-health (not caused by his laveliding m misconduct) to relinquish his employment, or if at any time it shall be pertired by a mo vernment medical officer that the person engaged is by reason of ill health, not caused by ill health wn misconduct, incapable on physical grounds of rendering further efficient service in Colony, then the person engaged must relinquish his employment; and fin either case) the in consecutional pay him his salary up to, but not including, the date of his departure from the Colony, and furnish him with a free passage to England, provided had he claims and avails himself of such return passage by the first available steamer by white in the opinion of the Garagert, the could have embarked.

If the person engaged shall at any time neglect or refuse or from any change keepting Dismi height not caused by his own misconduct, as provided in Clause 8) become rabble to the farm any of his duties or to comply with any order, or shall improperly discous any matton respecting the adiates of the Gotten and the matter than the first of the contract of the contr aner misconduct himself, the tree ranges first dismiss him, and on such dismissal all first and vantages reserved to him by this agreement shall coase and he shall be liable to repay to critical on demand the amount paid for his passage to the Colony.

10. (1) The Head of his Department may at any time determine the engagement of the Determ estson engaged on giving him three months' notice in writing, or on paying him one month's mary, and in either case, if he is in the Colony at the time, furnishing him with a free assage to England, provided that he claims and avails himself of such return passage not er than two months after the expiration of his engagement.

(2) The person engaged may, at any time after the expiration of three months from the minencement of a tour of residential service, determine his engagement on giving to the menth's salary, and in either case repaying the cost of his passage to the Colony. He shall & in either case be entitled to a return passage to England.

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(3) If the person engaged terminates his engagement otherwise than in accordance with this rement, he shall be liable to pay to the Covernment as liquidated damages, three months sulary the cost of his passage to the Colony and outfit allowance.

The cost of first plassage to the equally and outsit anowance.

The decommendation of the cost of the provide officers with accommodation of the class for which they are privileged to travel; but it must be understood that; if circumstances render to accommand the confidence of the privileged to travel; but it must be understood that; if circumstances render to accommand the confidence of the confidence o

SCHEDULE.

1. (1) The engagement of the person engaged is to a tonr of not less than trenty nor more than thirty months' continuous residential service beginning from the date of the embarkation at the port of arrival but the ongagement may be extended as provided for in Clause 1 (3)

(2) A tour shall be deemed to be completed upon the expiration of such period within the limits above mentioned, as may be fixed by the Head of his Department, or, if no such period shall be so fixed upon the expiration of the maximum period of thirty months' service.

(3) The person engaged may notwith standing the completion of his tour of service, be detained in the Colony at the option of the Head of his Department for a further period, if in the opinion of the Head of his Department the exigencies of the public service demand it, and if a givernment Medical Officer certifies that the person engaged is physically fit to be so deterned, provided that the tour of service and such extended service shall not together exceed printy-six months: and the provisions of this agreement shall apply to such extended period Macoordinglys

2. At some time, not more than three months and not less than one mouth before the completion of a full tour of thirty months service, or, if the Head of his Department shall ax an earlier period than the expiration of thirty months for the completion of the tour, then as youn as possible after receipt of the notice fixing such earlier period, the person engaged shall give notice in writing to the illast of his Department whether he desires to remain in the one physical of the Continuous and the Head of his Department shall thereupon decide whether he shall be offered further employment, in which case the re-engagement will be on such terms and for such period as may be mutually agreed.

1 2. The dulie of the person engaged shall include the usual duties of the office for which he is buggaged and doy up statute duties which the Head of this Department may call upon him to perform. The peace a engaged shall reside in such piece and occupy himself in such respectly as one their it is bequet out through disting autronical officers, shall direct, and the shall the bitter directly or inductive engage to be concerned in any other service or business weaksoned or researce commissions of my rind, but shall devote the whole of his time and attention to the service of the forest part of the forest of the fo the annual for the Late and Regulations in ... for as the same are applicable.

in a goodition of this agreement that a person engaged for service on any of the undermentioned rankways will be limble to serve on the others if and whenever required by the Hend of his Department The Uganda Railway. Kenya

Any, sub-ideary line of the K ganda Rarbway

The Kampala Port Bell Railway

The Busoga Radway. a jets an engaged by service in corner of the undermentioned departments will be Trade to serve the the other is good whenever required by the Head of his Department :-

They Randa Halway Marine The Busega Railway Marine.

Ple Loke Albert March

4 1 On first engagement hair salary will be paid from the date of leaving England. I all salary will begin from the date of disembarkation at the port of arrival.

the date from which the person draws salary of the other from the funds of the Colony, but no increment will be granted unless the control and dilurence of the person engaged during the year immediately Ig have been approved. The evidence of such approval shall be a certificate signed If all of his Department or by such officer

as he may designate for the parpose

Consequencest Quarters, free of rent (but not of rates or other similar outgoings), will Quarter be provided when such quarters are available. When such quarters are not available, the son engaged will be provided with a tent or other temporary shelter, or, in certain cases, he will be granted an allowance in lieu of quarters at the discretion of the Government Nich Commission

6. When travelling on duty away from his station in the Colony the person engaged Travelling either shall be provided with transport or shall be paid travelling expenses according to the scales laid down by the Wanda Hailway Regulations.

7. (1) "Passage "In this agreement means a second-class passage" and includes con- Passages avyance by railway, steamer or other transport between the port of disembarkation and the Jation of the person engaged in the Colony, and conveyance by railway on the Continent of

Lurope where necessary.

12) The Common shall provide the person engaged with a free passage to the Colony, and shall provide him with a free passage back to England in the following circumstances

(a) On the completion of a tour of service to the satisfaction of the Government! pro-

vided that the passage is taken within two months of the date on which the person engaged eases to do duty in the Colony.

(b) If the person engaged is invalided home before the completion of a tour of service, as provided in Clause 8 of this agreement: High Commissioner

(c) On the determination of the engagement by the Government as provided in

Clause 10 (1) of this agreement.

(3) The liver remains shall provide the person engaged with railway fare (third class) to port of embarkation on first engagement.

If the person engaged shall be compelled by reason of ill-health (not caused by his leveliding of an disconduct) to relinquish his employment, or if at any time it shall be pertified by a meanwrite Averpment medical officer that the person engaged is by reason of the matth, not caused by produced wn misconduct, incapable on physical grounds of rendering further efficient service in Colony, then the person engaged must relinquish his employment; and hin either case) the a consent ghall pay him his salary up to, but not including, the date of his departure from Colony, and furnish him with a free passage to England, provided has he claims and walls himself of such return passage by the first available steamer by which in the opinion he the ament he could have embarked.

9. If the person engaged shall at any time neglect or refuse or from any characteristic Dismission heasth not caused by his own misconduct, as provided in Clause 8) become pashle to talkern any of his duties or to comply with any order, or shall improperly disclose any arranton respecting the adapts of the description of multiporter misconduct himself, the document misconduct himself, and the document miscondu advantages reserved to him by this agreement shall coase and he shall be liable to repay to

10. (1) The Head of his Department may at any time determine the engagement of the Determin erson engaged on giving him three months' notice in writing, or on paying him one month's engagement alary, and in either case, if he is in the Colony at the time, furnishing him with a free assage to England, provided that he claims and avails himself of such return passage not ter than two months after the expiration of his engagement.

(2) The person engaged may, at any time after the expiration of three months from the mannencement of a tour of residential service, determine his engagement on giving to the month's salary, and in either case repaying the cost of his passage to the Colony. He shall in either case be entitled to a return passage to England.

(3) If the person engaged terminates his engagement otherwise than in accordance with this/ reement, he shall be liable to pay to the Covernment has liquidated damages, three months' salary I the cost of his passage to the Colony and outfit allowance.

The declarament endeavours for provide officers with accommodation of the class by which, they are privileged to travel; but I must be understood that if circumstances render it medicate for an officer to travel by the contract of the con to European Officials in the East Affelon dependencies, by which a married output wings assay now any account of the Cooperation of the Cooperatio

M sabasa.

In the eventure person repaired transition overland to and embarking at Markeller on the officer
on logical issistantly will be paid from the day previous to the date of departure from Markeller of the

Liability to make good damage

11. In the event of any pecuniary damage drising from the person engaged disregarding or failing to comply with any order, standing order or departmental instruction or from any neglect of duty whatsoever on his part, he may be limble to a deduction from his salary to make good the damage of any part thereof, the amount of which shall be fixed by the Head of his Department or other duly authorised officer.

Absence from

12. If the person engaged shall absent himself from duty through ill-health he shall produce a medical certificate to that effect signed by a medical officer designated by the Government for that purpose, and if his sickness should be caused through his own impropriety of conduct he shall forfeit his salary for the number of days he shall be absent from duty. If he shall absent himself from his work from any cause whatever without leave he shall forfeit his salary for the number of days he shall be absent from duty, and it shall be lawful for the Constitution dismiss him forthwith as for misconduct.

13. If the person engaged shall-

- (1) Disregard or without sufficient reason fail to comply with any order, standing order, or departmental instruction;
- or (2) Incapacitate himself for the performance of any of his duties by induagence in any stimulant;
 - or (3) In any manner misconduct himself;

the Head of his Department may, after such investigation and upon such evidence as he may think fit, and in addition to or in lieu of exercising any other powers reserved to him or to the thoronament under this agreement, fine the person engaged to any extent not exceeding tive pounds (£5) or suspend him from work with loss of pay and allowances for any period not exceeding ore calendar month, and any such fines and the pay corresponding to any such suspension may be deducted from any money which would otherwise be due under this agreement.

High Commission 14. The person engaged shall, if so required by the Government furnish such security and in such form as the Government may decide, for the faithful and honest discharge of his duties, and if any premium is payable in respect of such security, it may be deducted from his salary by the Government. High Commissioner

Widows and Orobane

The person engaged will be required, unless he claims exemption as a contributor to the Lyanda Reilway Provident Eund; to contribute under the East Africa. W. 1 Orphans Pension Scheme in accordance with the rules and regulations in force from time to time, and the contributions shall be recovered by deductions from his salary. No claim for alid unless it reaches the Crown Agents for the Colonies within three months exemption sha!" ich the person engaged commences to draw salary under this agreement. from the date

16 The person engaged shall contribute to the Provident Fund for non-pensionable servants of State Railways in the Colony.

17 In the event of the person engaged being entitled, on the expiration of this agreement, to any payment in England, before payment can be made it will be necessary for him to produce to the Crown Agents for the Colonies a certificate from the Covernment of the amount due.

Agenta

18. When the person engaged is not in the Colony, the Crown Agenta for the Colonies when duly authorised by the the colonies when duly authorised by the the colonies when the shall be competent to exercise any of the powers of the competent this agreement.

While leave of absence is not a legal right included in the contract, the person engaged. after a tour of service, on if invalided home before completing the tour, or if, when he is in the Colony, his engagement is terminated by reason of ill-health-in accordance with the provisions of Clause 8 of the above Schedule, will ordinarily be granted, so far as the

estigencies of the public service permit, leave under the regulations for European Officers serving on agreement in East Africa, which are printed below:

LEAVE REGULATIONS FOR EUROPEAN OFFICERS SERVING ON AGREEMENT IN THE EAST AFRICAN DEPENDENCIES.

1. Subject to the necessities of the service, officers may, after a tour of residential service, be granted vacation leave with full pay for the time necessarily taken on the journey to England, plus 3* days for each completed calendar month of residential service, and if specially detained by the Covernment of Public grounds after the completion of a tour of months' service, they may be granted vacation leave for 3* days more with full pay in respect of each completed calendar month that they may have been detained.

in the case of officers who are returning to East Africa for further service, there may be added to their vacation leave a further period of leave with full pay, known as return leave, 107 3* days for each completed calendar month of residential service, plus the time decressarily taken on the journey from England. Officers to whom return leave is granted whethe required to sign an agreement to the effect that in the event of their failing to return to East Africa for further service, they will, it called upon to do so, refund the amount of my pay drawn in respect of such leave, and that in the event of their returning to Fast Action for further service but determining the engagement under Clause 10 (2) of the foreang Schedule or being dismissed under Clause 9 of the foregoing Schedule, they will it atted upon to do so, refund the amount of any pay drawn in respect of such texte of such part of that pay us the Government may direct.

II. Officers may alided before completing a tody of service of 20% months may be granted h leave with full pay, for the time necessarily them on the journey to England, plus days in respect of each complete calendar month of residential service.

In addition to the sick leave which may be granted under the foregoing regulation, if te is reason to believe that an officer will ultimately be fit to return to East Africa for ty, and if the the desires to retain his services for a further tour, be may be mated return "ties leave" with fall pay for 3 days more (making 6; days in all) respect of each completed calendar month of residential service, plus the time necessarily sen on the journey from England, subject to the same conditions with regard to repay-... at as roturn feave.

- III. No extension of vacation teave wild be granted in the ordinary course, but it ceptional circumstances, such as configured ill-limith, officers who are not ceturning be granted an extension of leave at the discretion of the Secretary of State for Speriod watereding six calendar months, with such salary as the Secretary of State may direct
- IV. Return leave or return sick leave may be extended with full pay, on the ground ill-health, for any period not exceeding any enleader months and, if picessary, for a other period of six months with half salary; or it may be extended with full pay if the Leris detained in England by the Secretary of State on public grounds.
- V. Any extension of Peave, however short, which may be granted an any other grounds an those mentioned above, will be without pay, unless for special reasons the Secretary State authorises full pay or half pay.
- VI. For the purpose of reckening the amount of deave due to an officer, residential Trice is taken to begin on the day on which he arrives at the coast and to end on the ay preceding that on which he leaves the coast for England.

Two and a half in respect of service in certain stations in Kenya and Ryanaland; three and a half in

In Somaliland, 15 months.

The in respect of service in certain stations in Kenya and Nyasaland : seven in Somaliland.

s on monantaged, 12 months.

Mombass for officers serving in Kenya and Uganda; Beira for Officers serving in Nyasaland; Zangrbar for discors serving in Zangbas, Dar-ca-Salaam-(ordinarily) for Officers serving in the Tanganyika Territory; and Adea for Officers serving as Somaliland.

Kenya Colony and Protectorate

Class B. Reingagement of locally ingaged officials.

day of and

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thousand nine hundred and Between The Crown Agents for the Colonies, London acking on behalf of the Government of the Kenya Colonies and Brojectorate (hereinafter called the Government)

(hereinafter called the furson ingraged).

The person engaged agrees to proceed to the Homes belong and Protectoral hereinafter called the belong when and as directed by the brown agents for the bolonies, and undertakes that will there delegently and faithfully perform the duties of a

for the term of his ingagiment and will act in all respects according to the instructions or directions given to him by the Government through the Head of his Department or other duly authorised officers. In this Agreement the term "Head of his Department shall mean the person for the time being acting as Head of his Department.

The salary of the office is at the rate of pounds (£) a year rising to pounds (£)

pounds ()

Schedule

This Agreement is subject to the condition set forth in the Schedule hereto annixed, and the Schedule shall be read and conshued as part of the Agreement. The Crown Agent for the Colonies stad not be in any way personally liable for an thing arising out of this Agreement. to witness our hands the day and year above wretten

Trigned by for behalf of the Grown Tyento for the Colonaco) in the presence of How of the Grown Agents for the Colonies

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(1) The engagement of the person engaged is for a love of not less than wenty not more than thirty months' continuous residential service beginning from the date of disembarkation at the port of arrival but the engagement may be extended as provided for in blanse 1 (3). (2) A low shall be desired to be completed upon

the expiration of such period within the limits above mentioned as many be fixed by the Head of his Department or if no such period shall be so fixed upon the expiration of the maximum period of thirty months service

(3) The person engaged may notwithstanding the completion of his four of service, be defained in the Colony at the option of the Government for a further period if in the openion of the Government the exegurors of the public service demand it, provided that they tour of service and such extended service shall not together exceed thereby six months, and the provisions of this Agreement shall apply to such extended period accordingly. At some time not more than three months and

not less than one month before the completion of a full tour of thirty months service or if the Head of his Department shall for an earlier period than the experation of thirty months for the completion of the town, then as soon as possible after receipt of the notice fixing such earlier period, the person engaged shall give notice in writing to the Government whether he deries to remain in its employment, and the

Government shall thereupon decide whether it

Schedule

(1) The engagement of the person engaged is for a tour of not less than twenty nor more gagement than thirty months' continuous residential service beginning from the date of disembarkation at the port of arrival but the engagement may be extended as provided for in blause 1(3)

(2) A four shall be desmed to be completed upon (2) A four shall be desmed to be completed upon the repiration of such period within the limits above mentioned as may be fixed by the Head of his Department or if no such period shall be so fixed upon the expiration of the maximum period of thirty months service period of thirty months service (3) The person engaged may, nowithstanding the

completion of his tour of service, be detained in the Colony at the option of the Government for a further period if in the openion of the Government, the exigences of the public service demand it provided that they tour of service and such extended service shall not together exceed therty six months, and the provisions of this Agreement is shall apply to such extended periods accordingly shall apply to such extended periods accordingly

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shall apply to such extended perfect the some time, not more than three months and not less than one mosth before the completion of a full tour of thirty months service, or, if the Head of his Department shall fac an earlier period than the expiration of thirty months for the completion of the tour, then as soon as possible after receipt of the notice fixing such earlier period, the person engaged shall give notice in writing to the Sovernment whether he disvises to remain with employment, and the Sovernment shall thereupon decide whether it

^{*} Mombasa

When such quarters are available, the person when such quarters are not available, the person engaged will be provided with a tent or other temporary shelter, or, in certain cases, he will be granted un allowance in lieu of quarters at the discretion of the Government.

Twelling

When travelling on duty away from his station in the bolony the person ingaged either shall be praid be provided with transport or shall be paid havelling expenses according to the scales laid travelling expenses according to the scales laid travelling expenses respectively in the bolony

(1) Tussage in this agreement means as secondclass passage and includes conveyance by railway steamer, or other transport between the port of disembarkation and the station of the persons engaged in the Eglony, and conveyance by railway on the bondment of Europe where necessary

12) The Government shall provide the person engaged with a few passage from England to the bolony

(3) The Government shall provide the person engaged with railways fare (third class) to the port of emburkation on first engagement

Note The Government endeavours to provide officers with accommodation of the class by which they are privileged to travel; but it must be understood that, if or cumstances render it necessary for an officer to travel by a lower class, no claim for compensation will be entertained

compensation will be entertained.

This will not affect the arrangement, applicable generally to this will not affect the arrangement, applicable generally to which burgheam Officials in the East of fican alpendences, by which a married officer, whose salary does not exceed £ 500 a year, is allowed to receive to time the cost of his passage and to make his own arrangements for his own, and his wifes naw give by whatever class he wishes. This concession is now granted when the salary does not exceed £ 700 a year, but this is a temporary extension of concession and may be revoked by the covernment at y hour with the without notice.

single men when such quarkers are available When such quarkers are not available, the person ingaged will be provided with a kink or other kemporary shelker, or, in certain cases, he will be granted an allowance in hew of quarters at the decretion of the Government. When pavelling on duty away from his station in the bolony the person engaged either shall be provided with hansport or shall be paid pavelling expenses according to the scales laid sdown for hunsport and havelling expenses respectively in the todony (1) Tassage in this agreement means a second class passage and include conveyance by ractivary steamer, or other transport between the post of downbarkation and the station of the person engaged in the Colony, and conveyance by rachway on the bondenent of Courage where necessary 12) The Government shall provide the person engaged with a few passage from England to the Colony (3) The Government shall provide the person engaged with railway fare (third class) to the port of emburkation on first engagement. Note The Government endeavours to provide officers with

* Note: The Government encleavours to provide officers with accommodation of the class by which they are privileged to accommodation of the class by which they are privileged to know, but I must be understood that, if arcumstances render incessary for an officer to have by a lower class, no claim for compensation will be entirated.

This will not after the arrangement, applicable generally to This will not after the arrangement, applicable generally to European Officials in the East African dependences, by which a married officer, whose salary does not exceed £ 500 a year, is allowed to preceive to times the cost of his passage and to make his own arrangements for his own and his wifes make his own arrangements for his own and his wifes passages by whatever class he wishes. This concession is passaged by whatever class he wishes. This concession is now granked when the salary does not exceed £ 700 a year, but this is a temporary extension of the concession and may be revoked by the dovernment at any horizonthe without notice.

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Teave Regulations for Couropean Officers serving on Agreement in the Good African Dependencies I. Subject to the necessities of the service, officers may after a tour of residential service be granted vacation leave, with full pay for the home necessarily taken on the journey to England place 3 t days for each completed calendar month of residential service, and of specially detained by the Governm on public grounds after the completion of a four of 30 + months service, they may be granted vacas leave for 3 + days more with full pay in respect each completed calindar month that they mough

been detained In the case of officers who are returning East Africa for further service, there may be adde to their vacation leave a further period of leave

with full pay, known as return leave, for I and for each completed calendar month of resident

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No experion of vacation live will be granted in the ordinary course but in exceptional circumstances, such as controvad ill health, Officers who are not returning inay be granted an extrision of leave at the sisouthon of the Leartary of State for a period not exceeding 6 calendar months, with such salary as the Shoretary of
State may direct
IN Return leave or return such heave may be extended with full pay, on the ground of ill health for any period not exceeding bealindar months, and if newsary for a further period of 6 months with half salary, or it may to whended with full pay if the Officer is detained in longland by the Secretary of State on public grounds my extension of leave however short which may be granted on any other grounds than those mentioned above will be without pary, unless, for special reasons the Acretory of Hate authorises full pay on half pay. For the purpose of recoming the amount of leave due to an Officer residential service is taken to begin on the day on which he arrives at the avast, 55 and to end on the day preceding that on which he leaves the court in ongland

§§. Mombava for Officers serving in Kenya and Uganda; Chinde for Officers serving in Ryasaland, Farribar for Officers serving in Fanyibar Dar is Salaam to surely) for Officers serving in the digingangilla turibary, and Adam for Officers serving in Samalitarist

No expression of vacation leave will be granted in the ordinary course but in exceptional urney circumstances, such as continued ill health, Officers is who are not returning inay be granted an to the extension of leave at the secretary n to of State for a period hist considery 6 calendar lled months, with such salary as the Secretary of State may direct rawn of the Return tears or return sich leave may be extended but with full pay, on the ground of ill health for 12/of any period not exceeding beatendar months, and nder if necessary for a further period of 6 months called with half salary, or it may be whended with full raun pay if the Officer is detained in longland by the ay as

Secretary of Hate an public grounds Any extension of leave however short, which many be granted on any other grounds than those mentioned above will be without pay, unless for special reasons the Acretory of State authorises full pay or half pay.

For the purpose of reckining the amount of leave due to an Officer residential service is taken to begin on the day on which he arrives at the court, 55 and to end on the day preceding that on which he leaves the coast for longland

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