

6th June 1921.

Sir,

18917

I have the honour to refer to your telegram of the 6th May on the subject of the marriage gratuities payable to female postal employees, seconded from the British Post Office, and to record my endorsement of your view that in the event of an officer resigning prior to the completion of two years residential service in Kenya, she should be called upon to forfeit any gratuity from Colonial funds.

2. I share your reluctance, however, to extend such forfeiture to gratuities for which an officer has qualified by actual service in England, and I consider it would only be equitable to allow her, in such circumstances, to draw a gratuity at the expense of the British Post Office at the rate, and under the same conditions, as would have applied had she left the Home Service on the date of her secondment to this Colony.

3.

I desire

THE RIGHT HONOURABLE

WINSTON CHURCHILL, B.C., M.P.,

SECRETARY OF STATE FOR THE COLONIES,

DOWNING STREET,

LONDON, E.W.,

2.

3. I desire, however, to invite attention to the fact that the female postal and telegraph staff are required, prior to sailing, to enter into the usual agreements under which refund of passage money is provided for in the event of an officer leaving the service within three years except for reasons of health. Since marriage annuls certain contracts and modifies others, there is normally no security for recovery in the case of women marrying within the period specified, as the husband cannot be compelled to accept liability. The Postmaster General has suggested that this Government should possess a recognised lien on any gratuity payable from home funds for the purpose of recovering passage money, and I would advocate the inclusion of a clause to this effect in the letters of appointment furnished to female employees seconded from the British service if you concur in my proposal. I do not recommend that the demand for such refunds should be pressed in every instance, but I consider that officials should understand their liability clearly at the outset and recognise that any remission is an act of grace on the

part

2.

3. I desire, however, to invite attention to the fact that the female postal and telegraph staff are required, prior to sailing, to enter into the usual agreements under which refund of passage money is provided for in the event of an officer leaving the service within three years except for reasons of health. Since marriage annuls certain contracts and modifies others, there is normally no security for recovery in the case of women marrying within the period specified, as the husband cannot be compelled to accept liability. The Postmaster General has suggested that this Government should possess a recognised lien on any gratuity payable from home funds for the purpose of recovering passage money, and I would advocate the inclusion of a clause to this effect in the letters of appointment furnished to female employees seconded from the British service if you concur in my proposal. I do not recommend that the demand for such refunds should be pressed in every instance, but I consider that officials should understand their liability clearly at the outset and recognise that any remission is an act of grace on the

part

3. I desire, however, to invite attention to the fact that the female postal and telegraph staff are required, prior to sailing, to enter into the usual agreements under which refund of passage money is provided for in the event of an officer leaving the service within three years except for reasons of health. Since marriage annuls certain contracts and modifies others, there is normally no security for recovery in the case of women marrying within the period specified, as the husband cannot be compelled to accept liability. The Postmaster General has suggested that this Government should possess a recognised lien on any gratuity payable from home funds for the purpose of recovering passage money, and I would advocate the inclusion of a clause to this effect in the letters of appointment furnished to female employees seconded from the British service if you concur in my proposal. I do not recommend that the demand for such refunds should be pressed in every instance, but I consider that officials should understand their liability clearly at the outset and recognise that any remission is an act of grace on the part

RECORDED
 INDEXED
 LONDON

part of the Government. I consider it would
only be equitable to maintain the same
policy of... to... the...
... the...

John H. ...

CONFIDENTIAL

...
...
...

SECRET

EX-100

part of the Government. I consider it would
only be equitable to maintain the same
ratio of the same in proportion to the
of the same in proportion to the

Handwritten signature

SECRET

1200

21 20/19

Downing Street,
20 July, 1921.

DRAFT.

SECRETARY,
GENERAL POST OFFICE.

Sir,

With reference to the discussion which took place at the G.P.O. on the 3rd May, with regard to the proportion of the Imperial and Kenya funds of the marriage gratuities of female Postal Clerks, I am etc. to transmit to you, to be laid before the P.M.G., the enclosed copy of a telegram which was sent to the Governor following on that discussion together with a copy of a despatch from the Governor which has been received in reply. Mr. Churchill will be glad to be informed whether the P.M.G. sees any objection to the proposal made in the Governor's despatch.

MINUTE.

- Mr. Batterbee. 16.7.21.
- Mr.
- Mr.
- Mr. Grindle
- Sir H. Lambert.
- Sir H. Read.
- Sir G. Piddes.
- Col. Amery.
- Mr. Churchill.

Copy of memo 1 & 2
C/O July 14/21 - 28 Sept 21
Memo 15 Aug 21
Memo 15/14/21
Memo 39045

Gov. Kenya, 6th May (18917)
6th June (33750).

2. If the P.M.G. agrees to this proposal, it would appear desirable that the announcement to intending candidates should take the following form: -

"Female Officers are required to resign on marriage and will be eligible for a gratuity, subject to the following conditions -

If an officer has rendered not

less than two years' service in East Africa and six years qualifying service in all (qualifying service includes Established Service either in the Colonial or in the Home Service, and any full time Unestablished Service paid for directly out of monies provided by the Imperial Parliament), the gratuity will be calculated separately in respect of each period of the service in accordance with the principles of Rule 9 of the Rules of the 31st July, 1911, framed under Section 7 (1) of the Superannuation Act, 1909, but the total gratuity will not in any case exceed one month's pay at the date of retirement in respect of each completed year of Established Service with a maximum of twelve months' pay.

If an officer resigns to be married before she has completed two years' service in East Africa, she will forfeit all claim to gratuity in respect of her Colonial Service, but will be granted such gratuity as she may be qualified for in respect of her Home Service.

I am to take the present opportunity of stating that Mr. Churchill concurs generally in the conclusions reached at the discussion above referred to as stated in the memorandum, a copy of which has been furnished sent officially to this Department.

As regards the three cases referred to in para. 1 of that memorandum, Mr. Churchill is of opinion that the same should be dealt with in accordance with the principles of the Act, but that the Government should be prepared to consider a special arrangement in the case of the first two cases, having regard to the more favourable treatment accorded to later cases. A greater weight should be given to the fact that the Government are bound to consider the Department, and I am, etc.,

13

Handwritten note: I am to take the present opportunity of stating that Mr. Churchill concurs generally in the conclusions reached at the discussion above referred to as stated in the memorandum, a copy of which has been furnished sent officially to this Department.

[We must to consult Governor point w. ultimate him the

... proposed to make the part ... with ...
in the event of the Grant being approved
it will be possible to add to the ...
an equivalent area from adjoining ...
& unincorporated Crown land.

H. J. R.

12/21/21

Ch. R. 7

Can & Bobb
...
...
...



GOVERNMENT HOUSE,
NAIROBI,

BRITISH EAST AFRICA

8th June 1931

Sir,

I have the honour to request that your sanction may be accorded as required by Part VI of the Crown Lands Ordinance, 1915, to the alienation of a small area of Native Reserve to a syndicate of local settlers who desire to erect a Hydro-electric plant under the following circumstances.

2. The land in question consists of 20 acres of the Fort Hall Native Reserve. The extra edge of the reserve bordering the river which is given out as farms, on the other side, is shown in red on the attached plan of the district. A large scale plan of the actual portion alienated is also attached.

3. The alienation of the land proposed is supported by the Chief Native Commissioner and the administrative officers concerned after consulting the Native authorities who have expressed no objection to the proposal. The question of compensation has not arisen

as

RIGHT HONOURABLE
WINSTON CHURCHILL, P.C., M.P.,
SECRETARY OF STATE FOR THE COLONIES,
DOWNING STREET,
LONDON, S.W.,

Reference to Traverse
and Road Segments

Line	Bearing	Distance
5-9	241° 11' 57"	249.89
4-5	225° 19' 26"	71.00
3-4	345° 15' 28"	345.28
2-3	29° 20' 59"	324.66
1-2	12° 42' 40"	364.98
0-1	111° 35' 59"	295.34

Co-Ordinates

Referred to Equator and 57° E. Long

Station	Y	X	Notes
0	27247114	58599.3	Station
1	2741987	68339.1	Station
2	2753032	61100.2	Trans. Pt
3	2725522	50781.6	Station
4	2770310	60529.4	Station
5	2711330	61934.4	Station
6	2714970	57615.9	Station
7	2716348	57021.9	Station
8	2716749	60257.7	Station
9	2717848	60776.3	Station
10	2717533	60711.8	Trans. Pt
11	2715407	65441.8	AI in Con
12	2712552	60241.1	Trans. Pt
13	2715568	66643.7	AI in Con
14	2710754	61762.8	Station
15	2715320	61556.5	Station

Scale: 1" = 100'



Native Reserve

Rect Area 12.17 Acres
 Curv. 15.01
 Total 19.68

EAST AFRICA PROTECTORATE FORT HALL AND SURROUNDING COUNTRY

SHEET SOUTH 57
B.H.A. (PROVISIONAL)

0° 50' N 4615718.5
37° 15' E 31504.9



would be proposed to make the

DRAFT.

grant, in the event of

approval being given, and

MINUTE.

whether it would be possible to

Mr.

add to the Reserve an

Mr.

Mr.

Mr. Grindle.

equivalent area - from

Sir H. Lambert.

Sir H. Read.

Sir G. Fiddes.

Mr. Wood.

adjoining unreserved and

Mr. Churchill.

incorporated Crown Land

Dear Louis Rodman

your letter received,

certain

called

proposing a final decision in the usual
I shall be glad to learn
you will inform us on what terms it