

1922

K E N Y A

C.O.

54943

2

17th July 22

GOVERNOR Northey

Tel  
240

DATE

15 th July 1922

RE CIRCULATION —

SUBJECT

RAILWAY ASIATIC STAFF  
LEAVE REGULATIONS

Fwd message from Railway Asiatic Union stating that new rules are considered most unfair and requesting approval be withheld, also requesting reply re leave pay and long service gratuity paid on rupee basis

Mr.

Mr.

Mr.

Mr. Grindle

Sir H. Lambert

Sir H. Read

Sir J. Masterton Smith

Mr. Wood

Mr. Churchill

Previous Paper

MINUTES

I have compared the rules on 34656/22 with the old 1902 rules attached to 40056/07, and have noted the chief points of difference on the attached sheet (apart of course from those entailed by the deletion of reference to African staff).

The most marked differences appear to be the raising of the salaries <sup>fixed</sup> which qualifies a member of the staff for leave & passage privileges & the provision for local leave, and the provision that leave out of Africa shall be reckoned between arrival in & departure from India, & not between departure from arrival in Africa. The latter wd appear to be a substantial concession, & in regard to the raising of the qualification salaries the actual salaries of the Asiatic staff have of course been considerably raised.

Gov  
55748  
21

Recd 16/19 & sent 22  
Gov 55748/22

Subsequent Paper

34656

But I suppose it will be necessary to wait until we get the promised memorial, showing exactly on what points the Rly Asiatic Union protest against the new rules.

The question of the issue of leave pay on a refuse basis is also mentioned (as subject of a separate despatch forwarded with these papers) and be considered there in connection with the same ~~question~~ question as regards ordinance for civil servants.

Act. Receipt of 34656/22

say that in view of let on this paper, P.S. proposes to await the memorial from the Rly Asiatic Union before considering the Revised Rules.

And as regards the staff's let of Feb: 16 refer the favour to our dep of 22 Feb on 7695/22 say that S.S. has now received his

dep of 23 of June (44/162) forwarding the report of the officer who was appointed

to make recommendations as to the payment of Asiatic staff on leave,

that he will consider the question as regards the Rly staff also in connection with that despatch.

See in  
copy 30466/22  
date 22-7-22.

But I suppose it will be necessary to wait until we get the promised memorial, showing exactly on what points the Rly Asiatic Union protest against the new rules.

The question of the issue of leave pay on a rupee basis is also mentioned in subject of a separate despatch forwarded with these papers should be considered thereon in connection with the same ~~connected~~ question as regards advances for civil servants.

Act. Receipt of 34656/22

say that in view of ltr. on this paper, P.S. proposes to award the memorial from the Rly. Asiatic Union before considering the Revised Rules. But ~~as~~ regards the staff's ltr. of Feb. 16, refer the Governor to an dno. of 22, ltr. on 7675/22, say that S. & S. has now received the dno. of 25 of June (1915), forwarding the report of the Committee which was appointed to make recommendations as to the payment of Asiatic staff on leave, so that he will consider the question as regards the Rly staff also in connection with that despatch.

See  
20/5/2016/22  
22-7-22

# UGANDA RAILWAY

3

## Leave Rules for Asiatic Staff OF THE UGANDA RAILWAY.

### Clause No.

### RULES.

- I. (a) These rules shall come into force with effect from the 1st May, 1922.
- (b) Leave of absence can never be claimed as a right.
- (c) Nothing in these rules can be taken to limit the free discretion of the General Manager, or those acting under his authority, to refuse, vary or revoke leave of absence of any description at any time, or to grant it subject to any conditions he may think fit, according to the exigencies of the public service.
- (d) Every Railway servant to whom these rules apply on the date from which these rules come into force, or on appointment, must be definitely classed as an Asiatic.

### II. Rules Applicable to Staff who are classed as Asiatics:—

- (a) The following rules apply to all staff who are on the Establishment Rolls and are in receipt of salaries of S.160 per mensem and over. Also to all staff, not borne on the Establishment Rolls, but whose pay is chargeable to capital or revenue works, who are in receipt of salaries of S.160 per mensem and over and who have served at such salary for over 5 years continuously on the Railway.

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# UGANDA RAILWAY

3

## Leave Rules for Asiatic Staff OF THE UGANDA RAILWAY.

Clause No.

### RULES.

I. (a) These rules shall come into force with effect from the 1st May, 1922.

(b) Leave of absence can never be claimed as a right.

2. Nothing in these rules can be taken to limit the free discretion of the General Manager, or those acting under his authority, to refuse any or revoke leave of absence of any description at any time, or to grant or refuse to grant leave to any man, but the subject to the provisions of these rules.

3. Every man appointed to any office or position in the Railway, which these rules come into force, at his appointment must be definitely fixed as in this.

II. Rules Applicable to Staff who are classed as Asiatics.

1. The following rules apply to all staff who are in the Establishment of the Railway and are in receipt of salaries of Rs. 160 per month and over. Also to all staff who are borne on the Establishment Rolls, but whose pay is chargeable to a fund for revenue works, who are in receipt of salaries of Rs. 160 per month and over and who have served at such salary for over 2 years continuously on the Railway.

# UGANDA RAILWAY

3

## Leave Rules for Asiatic Staff OF THE UGANDA RAILWAY.

Clause No.

### RULES.

1. (a) These rules shall come into force with effect from the 1st May, 1911.

b) Leave of absence shall be granted in accordance with the following rules.

2. Nothing shall be done to prevent any Asiatic staff from being absent from duty for a period of 14 days in any calendar year for the purpose of attending to the affairs of their family or for the purpose of visiting their relatives. Such leave shall be granted on full pay, but shall not be counted as leave for the purpose of the rules. The maximum time of absence shall be 14 days in any calendar year, but may be extended in special cases.

3. Leave of absence shall be granted in accordance with the following rules, which shall be subject to the approval of the General Manager, who may, in special cases, extend the maximum period of absence to 28 days.

4. Rules Applicable to Staff who are classed as Asiatics.

5. The following rules apply to staff who are classed as Asiatics. The leave of absence shall be granted in accordance with the following rules. A staff member who is absent from duty for a period of 14 days or more shall be charged full pay for the period of absence, which shall be deducted from his salary. The maximum period of absence shall be 14 days in any calendar year, but may be extended in special cases. The maximum period of absence shall be 28 days in any calendar year, but may be extended in special cases. The maximum period of absence shall be 28 days in any calendar year, but may be extended in special cases.

But I suppose it will be necessary to wait until we get the promised memorial showing exactly on what points the Rly Asiatic Union protest against the new rules.

The question of the issue of leave pay on a rupee basis is also mentioned (the subject of a separate despatch forwarded with these papers) should be considered thereon in connection with the same ~~concerning~~ question as regards advances for civil servants.

Act. Receipt No. 34656/22.

May that in view of l.t. on this paper, S. of S. proposes to await the memorial from the Rly. Asiatic Union before considering the Revised Rules. That so as regards the staff's l.t. of Feb. 16, refer the favour to an dnt. of 22 Feb. 1922, as day that S. of S. has now received the dnt. of 23 of June (dnt. 11/22) forwarding the report of the Ctee which was appointed to make recommendations as to the payment of terminal staff on leave, that he will consider the question as regards the Rly staff also in connection with that despatch.

See on  
dnt. 20/6/22  
22-22.



# UGANDA RAILWAY

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## Leave Rules for Asiatic Staff

### OF THE UGANDA RAILWAY.

#### Clause No.

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- (d) Every Railway servant to whom these rules apply on the date from which these rules come into force, or on appointment, must be definitely classed as an Asiatic.

#### II. Rules Applicable to Staff who are classed as Asiatics:—

- (a) The following rules apply to all staff who are on the Establishment Rolls and are in receipt of salaries of S.160 per mensem and over. Also to all staff, not borne on the Establishment Rolls, but whose pay is chargeable to capital or revenue works, who are in receipt of salaries of S.160 per mensem and over and who have served at such salary for over 5 years continuously on the Railway.

# UGANDA RAILWAY

3

## Leave Rules for Asiatic Staff OF THE UGANDA RAILWAY.

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(d) Every Railway servant to whom these rules apply on the date from which these rules come into force, or on appointment, must be definitely classed as an Asiatic.

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### II. Rules Applicable to Staff who are classed as Asiatics:

- (a) The following rules apply to all staff who are on the Establishment Rolls and are in receipt of salaries of S.160 per mensem and over. Also to all staff, not borne on the Establishment Rolls, but whose pay is chargeable to capital or revenue works, who are in receipt of salaries of S.160 per mensem and over and who have served at such salary for over 5 years continuously on the Railway.

(b) The following are the five classes of leave admissible:—

- (1) Privilege leave.
- (2) Leave on Medical Certificate.
- (3) Extraordinary leave without pay.
- (4) Combined leave.
- (5) Local leave.

### III. Privilege Leave:—

- (a) Leave of this kind to the extent of one calendar month for every eleven calendar months of duty may be granted by the General Manager.
- (b) Should leave of this kind not be taken during a period of twenty-two months, two months leave may be granted, and should the period without leave extend to thirty-three months, three months leave may be granted and so on. For intermediate periods one day's leave to count for every eleven days duty.
- (c) Leave of this kind in excess of three months may be accumulated up to six months only at the discretion of the Chiefs of Divisions. No leave may be accumulated in excess of six months.
- (d) No leave of this kind can be taken unless eleven months have been spent continuously on duty.

Unexpired portions of leave of this kind can be carried forward. Thus, an employee having four months privilege leave to his credit and who takes only three months, returns to duty with one month still to his credit, which may be added to the next leave he takes. He cannot, however, be again granted privilege leave until he has put in at least eleven months continuous service from date of return to duty, nor can he be again granted a passage until he has completed a further tour of 33 months continuous service.

### IV. Leave on Medical Certificate

- (a) Leave on Medical Certificate out of East Africa for the restoration of health may be granted at any time on the recommendation of a Medical Board sitting in Kenya or Uganda.

- (b) The total aggregate amount of leave of this kind which may be granted to an employee during his total service must not exceed two years in all and not more than six months can be granted at any one time.
- (c) For short periods of sick leave in East Africa the usual medical certificate of a Government Medical Officer is sufficient and pay for such sick leave is governed by Clause VIII.

### V. Extraordinary Leave Without Pay:—

Leave of this kind may be granted by the General Manager on sufficient cause being shown.

### VI. Combined Leave:—

- (a) An employee taking privilege leave may in addition be granted up to three months leave on Medical Certificate on half pay, if such certificate is obtained before leaving the Colony.
- (b) An employee taking privilege leave may in addition be granted up to three months extraordinary leave without pay by the General Manager on sufficient cause being shown.
- (c) The maximum amount of such combined leave shall not exceed nine months at any one time, except with the special sanction of the General Manager.

### VII. Local Leave:—

If an employee can be spared from his post and his work can be carried on in his absence by a substitute, local leave may be granted him up to 31 days once in every calendar year. The granting of such local leave is entirely at the discretion of the Chief of Division or other officer concerned. Such local leave, if not taken, cannot be accumulated nor does it count within the term 'privilege leave'.

### VIII. Leave Allowances:—

- (a) The following allowances are admissible to employees on leave:—
  - (1) Privilege leave.....Full salary of substantive post.
  - (2) Leave on Medical Certificate.....Half the above (vide Clause IV).

- (b) An employee absent from duty through ill-health must produce a medical certificate to that effect signed by a Medical Officer appointed by the Government for that purpose, and if his sickness should be caused through his own fault or misconduct, or if he should absent himself from his work from any cause whatsoever without leave, he shall forfeit his salary for the number of days he is absent from duty.
- (c) As a general rule all leave on medical certificate must be taken on half pay, but the General Manager is authorised at his discretion to allow short periods of absence on account of duly certified illness, not caused by the employee's own fault to count as service up to a maximum of three months, but should such absence exceed in the aggregate ninety days in any calendar year, or ninety days continuously, the subsequent period will count as leave on medical certificate on half pay, or at the option of the employee, as privilege leave on full pay provided that such leave is due to the employee.

#### IX. Passages:—

- (a) Employees drawing over \$,500 per mensem who have completed a continuous tour of service of 33 months, and are taking privilege leave to the extent of three months or over, may be granted second class return passages to Bombay or Goa.
- (b) Employees in receipt of salaries of over \$,500 per mensem proceeding on sick leave who have less than three months' privilege leave to their credit may be granted half the cost of a return passage (*vide* Clause X).
- (c) Employees proceeding on an extraordinary leave without pay are not granted any passage. This rule however does not affect the passages already granted to employees who are granted extraordinary leave in extension of privilege leave or sick leave.
- (d) Employees drawing \$,500 or under per mensem may be granted deck return passages on the same conditions as stated in preceding paragraphs.

- (e) No matter what amount of leave is due to him, no employee can be granted a passage to India more often than once in 33 months.

#### X. General Conditions:—

- (a) Cash cannot be given to an employee in lieu of passage, except under special sanction of the General Manager. Passages will be booked by the Chief Accountant. In the case of an employee being entitled to half passage, only (*vide* Clause IX) the Chief Accountant will book the passage and receive the amount payable from the employee.
- (b) Employees on leave are prohibited from taking any service without the previous sanction of the General Manager.
- (c) Leave out of Africa counts from the date of arrival at the port in India, and ceases the day preceding embarkation in India.
- (d) An employee availing leave may be liable to forfeit his appointment.
- (e) Leave in Africa of any kind commences from the date of an employee taking over charge of his duties and terminates on his again taking over charge of his duties.
- (f) An employee who has earned leave during the operation of and under the Rates in force on and from the 1st January, 1909, can take such leave as may be due him under these conditions:
- (g) Leave earned under the old rules can be combined with leave earned under these rules.
- (h) If an employee resigns his appointment or is dismissed for misconduct within 12 months of his return from leave, he may be required to refund the cost of his passage from India.

XI. Employees who are in receipt of a salary of under \$,100 per mensem, may be granted leave, not exceeding one month in any calendar year, with or without pay, at the discretion of the Chiefs of Divisions, but no ocean passages will be admissible. Such leave cannot be accumulated.

- (b) An employee absent from duty through ill health must produce a medical certificate in that effect signed by a Medical Officer appointed by the Government for that purpose, and if his sickness should be caused through his own fault or misconduct, or if he should absent himself from his work from any cause whatsoever without leave, he shall forfeit his salary for the number of days he is absent from duty.
- (c) As a general rule all leave on medical certificate must be taken on half pay, but the General Manager is authorised at his discretion to allow short periods of absence on account of duly certified illness not caused by the employee's own fault to count as service up to a maximum of three months, but should such absence exceed in the aggregate ninety days in any calendar year, or ninety days continuously, the subsequent period will count as leave on medical certificate on half pay, or at the option of the employee, as privilege leave on full pay provided that such leave is due to the employee.

#### IX. Passages:

- (a) Employees drawing over £,300 per mensem who have completed a continuous tour of service of 33 months, and are taking privilege leave to the extent of three months or over, may be granted second class return passages to Bombay or Goa.
- (b) Employees in receipt of salaries of over £,300 per mensem proceeding on sick leave who have less than three months privilege leave to their credit may be granted half the cost of a return passage (vide Clause X).
- (c) Employees proceeding on extraordinary leave without pay are not granted any passage. This ruling however does not affect the passages already granted to employees who are granted extraordinary leave in extension of privilege leave or sick leave.
- (d) Employees drawing £,300 or under per mensem may be granted third return passages on the same conditions as stated in preceding paragraphs.

- (e) No matter what amount of leave is due to him, no employee can be granted a passage to India more often than once in 33 months.

#### X. General Conditions:

- (a) Cash cannot be given to an employee in lieu of passage, except under special sanction of the General Manager. Passages will be booked by the Chief Accountant. In the case of an employee being entitled to half passage only (vide Clause IX) the Chief Accountant will book the passage and recover the amount payable from the employee.
- (b) Employees on leave are prohibited from taking up any service without the previous sanction of the General Manager.
- (c) Leave out of Africa counts from the date of arrival at the port in India, and ceases the day preceding embarkation in India.
- (d) An employee exercising leave may be liable to forfeit his appointment.
- (e) Leave in Africa of any kind commences from the date of an employee taking over charge of his duties and terminates on his again taking over charge of his duties.
- (f) An employee who has earned leave during the operation of and under the Rules in force on and from the 1st January, 1909, can take such leave as may be due him under those conditions:
- (g) Leave earned under the old rules can be combined with leave earned under these rules.
- (h) If an employee resigns his appointment or is dismissed for misconduct within 12 months of his return from leave, he may be required to refund the cost of his passage from India.

XI. Employees who are in receipt of a salary of under £,100 per mensem, may be granted leave not exceeding one month in any calendar year, with or without pay, at the discretion of the Chiefs of Divisions, but no such passages will be admissible. Such leave cannot be accumulated.

XII. These Rules supersede the Leave Rules for the Asiatic Staff of the Uganda Railway previously in force with the proviso that employees, who were entitled to second class passages under the old rules and old scales of pay, excluding war bonus, but who have not qualified under these Rules on re-grading, may continue to be granted second class passages."



Uganda Railway

Leave Rules for Asiatic Staff 1922

Points of departure from previous rules (1909)

(Reference to the Asiatic subordinate staff is entirely omitted in the new rules).

Section II The rules are applied to all Asiatic staff drawing over £160 per mensem. The figure in the old Rules was £150 per m.

Leave is now classified as of five kinds: - Privilege, Medical Certificate leave, ~~157~~ 157 to ordinary, without pay; local leave; combined leave (local in the only new class, "combined" having been already provided for in the old, though not classified <sup>separately</sup> ~~provided~~ separately)

Section III Privilege leave

Provision that no leave can be accumulated in excess of 6 months. (c)

Reference to the old rule

The old Rule IV that the maximum amt. of leave per annum at any one time is 12 months has disappeared

Section VII Local leave

This is entirely new.

Section VIII Leave allowances.

Subsection (c) is amended as follows for 55745/22. (Sick leave now given full pay at 90 days)

Section IX Passages

Employees with over £300 per annum



# Uganda Railway

Leave Rules for Asiatic Staff. 1922

Points of departure from previous rules (1909)

(Reference to non-Asiatic subordinate staff is entirely omitted in the new rules)

Section II The rules are applied to all Asiatic Staff drawing over S. 160/- per annum. The figure in the old Rules was P. 50/-.  
Leave is now classified as of five kinds: - Privilege

Medical Certificate leave, extraordinary & with out pay, local leave. • Combined leave (local is the only new class, "combined" having been already provided for in the old, though not classified ~~separately~~ separately)

Section III Privilege leave

Provision that no leave can be accumulated in excess of 6 months. (c)

The old Rule II that the maximum amt. of leave permitted at any one time is 12 months has disappeared]

Section. VII Local leave

This is entirely new.

Section VIII Leave allowances.

Subsection (c) is amended as appears on PW 55748/22. (Sick leave may again on full pay up to 90 days)

Section IX Passages

Employees with over S. 300 per annum

average leave up to 6 months

receive 2nd class passage rights etc.

(old figure, Rs 120 pm)

18 Passage (cont'd) (a) Continuously 33 months required before passage rights earned, etc. under (b)

X. General Conditions

(c) Leave out of Africa now reckoned between dates of arrival in India & departure, instead of between departure from Kharan & arrival there on return.

(d) An employee overstaying leave may be liable to forfeit his abt.

(Old rule, a servant overstaying leave beyond two weeks will forfeit his abt. etc., unless the Mgr. is satisfied that default is due to circumstances beyond his control etc.)

The rule about forfeiting abt. on overstaying appears to have been dropped

(b) is new.

leave for employees with salaries of less than \$160/- per annum (This is new.)

passage rights earned under old rules.

receive two class passage rights etc.

(old figure, Rs 120 per m)

IX

Passages (cont'd) (a) Continuation time of 33 months required before passage rights earned, etc. under (b)

X

General Conditions

(c) Leave out of Africa now reckoned between date of arrival in India & departure, instead of between departure from Mauritania & arrival there on return.

(d) An employee overstaying leave may be liable to forfeit her abs't

(old rule, a servant overstaying leave beyond two weeks will forfeit his abs't etc, unless the Mgr is notified that default is due to circumstances beyond his control etc)

The rule about forfeiting abs'ces on overstaying appears to have been dropped

(b) in new.

leave for employees with salaries less than \$160/- per annum (7 hrs or new)

passage rights earned under old rules.

receive 2nd class passage rights etc.

(old figure, Rs 150 pm)

IX Passage (cont'd) (a) Continuous time of 33 months required before passage rights earned etc. under (b)

X. General Conditions

(c) Leave out of Africa now reckoned between date of arrival in India & departure, instead of between departure from Portaria & arrival there on return.

(d) An employee availing leave may be liable to forfeit his app't.

(old rule, a servant availing leave beyond two weeks will forfeit his app't. etc., unless the Jt. Manager is satisfied that default is due to circumstances beyond his control. etc.)

The rule about forfeiting allowances on availing appears to have been dropped.

(b) is new

leave for employees with salaries of less than \$1604 per annum  
(This is new)

regarding rights earned under old rules.

receive two class passage rights etc.

(Old figure, Rs 120 pm)

IX Passage (cont'd) (a) Continuation time of 33 months required before passage rights can be exercised under (b)

X. General Conditions

(c) Leave out of Africa now reckoned between date of arrival in India & departure, instead of between departure from Port Swara & arrival there on return.

(d) An employee overstaying leave may be liable to forfeit his app<sup>t</sup>

(Old rule, a servant overstaying leave beyond two weeks will forfeit his app<sup>t</sup>, unless the J. Manager is satisfied that default is due to circumstances beyond his control. etc.)

The rule about forfeiting allowances on overstaying appears to have been dropped.

(b) is new

leave for employees with salaries of less than \$160/- per annum.  
(This is new.)

passage rights earned under old rules.

TELEGRAM from the Governor of <sup>34347</sup> ~~India~~ to the Secretary of State for the Colonies. Dated 15th July. (Received Colonial Office 11.30.22. 17.44.22 15th July 1922.)

8

300  
34656  
K

240. July 15th My despatch 20th June. No. 778.

Following telegram is sent at the request of Railway Asiatic Union begins revised leave Rules for Railway Asian Staff published June pending your sanction introduced with retrospective effect from last May caused grave dissatisfaction. Staff consider rules most unfair emphatically but respectfully request approval withheld memorial follows. Staff anxious for reply to their telegram transmitted to you February 16th regarding leave pay and long service gratuity paid in rupee basis. ends.

305  
645

4643

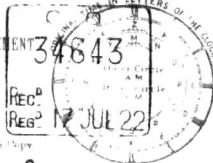
NOTHEBY.



# TELEGRAM

SENT FROM CABLE STATION ELECTRA HOUSE, FINCHBURY PARKWAY  
REPLIES SHOULD BE ORDERED

*via Eastern*



Doubtful messages should be OFFICIALY registered for the book  
No inquiry respecting this Telegram can be accepted without production of this copy

See back of form for list of OFFICIALS in London and Foreign Offices

9 Examples, PW 3.45 p.m.  
HE-6.55 a.m.

PRINTED  
60  
15  
20

**GOVERNMENT**  
**(PRIORITY)**

DA 62 0 NAIROBI 62 N8 15 GMT

CHAPELRIE LN

*only ... the date 20 June*

*no 778 ... telegram sent at my request*

240 GENTLING UNBUSHING WHIRBOOM STACEYNES

RAILWAY ASIATIC UNION BEGINS REVISED LEAV

*Rules for*  
RINAVIDEO RAILWAY ASIAN STAFF PUBLISHED

JUNE PENDING YOUR SANGION INTRODUCED

*with action taken from last telegram*  
RHIZOPD MARNATURA CAUSED GRAVE DISWOBBLE *? dissatisfaction had*

SILVERGOD STAFF CONSIDER RULES MOST

EASTERN TELEGRAPH COMPANY

DIRECT CABLE ROUTES FOR TELEGRAMS

TO  
A, NEW ZEALAND, SOUTH AMERICA, INDIA, CHINA, JAPAN, STRAITS SETTLEMENTS,  
PAIN, PORTUGAL, GREECE, TURKEY, EGYPT, ALL PARTS OF AFRICA, &c., &c.

ONES IN GREAT BRITAIN.

TIMES OF OPENING AND CLOSING.

LONDON STATIONS:

CENTRAL CABLE STATION ALWAYS OPEN  
FOR BUSINESS FROM 8 AM TO 8 PM  
SUNDAY 10 AM TO 4 PM

GLOBAL STATIONS:

HEAD OFFICES: 2, ABNEY SQUARE, LONDON, E.C. 2

SIGNALLY A

ISSUED PROVISION SHEET NO. 2

*Shapetries*

*date 20*

*immediately*

*request fully*

19

UNFAIR ~~EGOTISM~~ BUT ~~RESPECTUS~~ REQUEST

APPROVAL WITHHELD MEMORIAL FOLLOWS ~~SILVERWOOD~~

STAFF RESISTANCE THEIR TELEGRAM TAGGONIA

YOU ~~FORGIVE~~ REGARDING LEAVE PAY AND

~~SALARY~~ GRATUITY PAID IN RUPEE BASIS

ENDS - NORTHY