

1923

E. AFRICA

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REC'D
9 NOV 23

COLONIAL

DATE
NOVEMBER 1923

SUBJECT

NURSES AND FEMALE POSTAL CLERKS

RAIL FARES ON LEAVE JOURNEYS

Minutes as to payment of fares between port of disembarkation and home.

MINUTES

Registered for record. No action required.

Per G.

C.J. 9.11.23
abm

Previous Paper
B.G. 19083 / 16 2
B.G. 29407 / 15 80

Put by

Subsequent Paper

26079/31 EA

~~Mr. Parkinson,~~

Payment of Rail Fares,
between Port of Disembarkation and
Home, to Nursing Sisters when coming
on leave and when returning from leave.

The above question has been
brought up as the result of a request
from Doms. Department as to practice in
East Africa.

It appears that the Crown
Agents are still refunding these fares
on application not only in the case of
nurses but for Female Postal Clerks
also as they have received no instruc-
tions to discontinue the practice.
The position is not quite clear.
however, as the following historical
note, which Mr. Wood has supplied, will
show. 1911. (C.A. 34708/11 E. Afr.) Crown
W. Afr
Agents were authorised to make such
payments. (The concession was extended
to Za. zibar in 1916 (M.O. 19083/16).

1913 A similar concession was
approved for Female Postal Clerks
(M.O. 29407/13).

1921 On C.A. 13466/21, however, it
was laid down

(a) No expenses in respect of
journeys between home and ship, at any
time, should be paid to officers with
1st class passages.

(b) Officers with 2nd class passages should get fares from home to port on embarkation, but not at other times; except in special cases where the payment of such expenses is provided for in the regulations under which the individual serves.

On a strict interpretation of this ruling, Nurses would never get fares between home and ship, as their appointments carry 1st class passages. Female Postal Clerks would get fares on first appointment only, as they do not serve under any special regulations which provide for the payment of such fares at other times (They get a copy of Airican 973 with their offers of appointment i.e. they are on the same footing in this respect as other 2nd class officers)

The Crown Agents, however, appear to have acted on the assumption that the special treatment of Nurses and P.C. & T's was not affected by this letter.

As regards the Female Postal Clerks, the payment of fares when on leave has never been incorporated in any published Regulations, and there is really no reason why women should receive special treatment in this matter.

The ruling in paragraph 2(b) of the letter on 13466/21 could be applied to them, I think, merely by informing

Crown

Crown Agents and Kenya that S. of S. had decided to do so.

The case of Nurses is somewhat more complicated. To apply para. 2(a) of 13466/21 to them would debar them from receiving railway fare from home to ship even on first appointment as their appointments carry first class passages. But this is a special arrangement, and in other respects, i.e. salary, they correspond more closely to the second class appointments. It would seem therefore that as a special case they should receive 3rd class fares from home to ship on 1st appointment, but not otherwise (i.e. should be treated as 2nd class officers for this purpose).

But in the case of Nurses, the grant of fares from port to home and vice versa was embodied in the pamphlet Afr. 1036 (para. 12) in editions up to that of January 1922. In that edition it was cut out, (presumably on account of the revision of salaries) but no instructions were given to the Crown Agents or to the local Governments (from whom nurses claim the fare from home to ship on the outward journey after leave. Payments have therefore continued to be made.

In any case, therefore, I do not think we could withdraw the concession
from

who were changed before
from nurses the issue of the 2nd edition
of Air. 1086 (i.e. Jan. 1922). It would
probably be inexpedient to withdraw it
from any nurses who are already serving,
and the same applies to the Postal Clerks
and Telegraphists. This leaves two
alternatives

1. to leave things as they are.
This, however, would mean perpetuating
the anomaly.

2. to inform C.A. and the various
Governments the concession at present
authorised in the case of nurses and
female postal clerks and telegraphists,
whereby they receive 3rd class rail
fares between ship and home in this
country when coming on leave, and from
home to ship when returning from leave
has been under consideration. Say that
in view of the revised conditions of
service S. of S. considers that this
concession is no longer necessary that
while he has no objection to its con-
tinuance in the case of nurses and
female Postal Clerks and Telegraphists
who are already in the service, the
concession will not be approved in
the case of officers of these two
classes who are appointed in future.
Say that in the case of women Postal
Clerks and Telegraphists, the ruling
laid down in para. 2(b) of the letter
to Crown Agents of 5.5.21 (13456/21)
will apply; i.e. they will get 3rd
class

I don't suppose we shall
appoint any more female
postal clerks. Their places
are being taken by nurses
& we have made no
appts. for a long time.

C. J. F.

class rail fare from home to port of embarkation on first appointment, but not otherwise. Nurses, although their appointment entitle them to first class passages, will be similarly treated i.e. they will get 3rd class fares from home to port of embarkation on first appointment but not otherwise.

Can we proceed as at (2)?
and register later
(P.D. ask for the early return of the papers)

G.F.S.18.10.23.

I have returned to P.D. the Nursing Pamphlet papers.

A.C.C.P.
20.10.23.

~~Mr. Hatcher.~~

Would you please let me know

- (1) what class of passage West African nurses get;
- (2) whether they still get railfare to port of embarkation on first appointment;
- (3) whether they get rail fare between port of disembarkation and home when coming on leave and again from home to port of embarkation when returning to West Africa after leave.
- (4) Whether other West African officials receive privileges as in (2) and (3).

A.C.C.P.
23.10.23.

~~Mr. Board~~
~~E. Coast Dept~~
~~N. Coast Dept~~
~~Mr. G. G. G.~~
~~Mr. G. G. G.~~

In your view. Personally I

see no reason why nurses should receive railway fares when coming on leave or returning from leave.

Perhaps you can justify treating them more generously than ^{the} 2nd class Officers in this respect.

(As regards Postal Clerks I agree with Mr. Peel but I do not see why we should have a saving clause in favour of those affected before the issue of the new ruling. But it is not absolutely my concern as we have to handle P.C.s in T.T. Agreements in S. & Land)

H.P.D. 29.10.21

cannot see that any 'adjustment' is needed.

They are not class 2.

in a position might not to pay rail fares at all.

H.P.D. 30/10

Principles H.P.D.

The justification is that it is part of the terms of a nurse's service to give her her rail fares. The salaries paid are not great & these small concessions are much appreciated.

It is quite absurd to try to bring a nursing sister under the rules laid down for engine-drivers & foremen of works.

They get Class I passages because that is the class they ought to travel by. I see no reason for alteration.

H.P.D. 30.10

They agree fully such fares as concessions drawn nurses small

30.10
I depend on the H.P.D.

I did not mention the Class I passage H.P.D.

