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E. AFRICA
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REC
MAR 13



Colonial Office

1913

Medical Officers & Courses of instruction

minutes resp. question of leave and payments.
e.g. rates, fees, rates.

- Incb.
Last previous Paper.

38325
1/2
1/2

Mr Fiddian
Mr. Bottomley

Yrs herewith

S/S dept circulated ^{copy} to the Committee 8 April 1913

Mr Fiddian
Mr Read

? send a copy of this print to
Mr. Res. 2. One (not sufficiently
nupt. to send to H.C.) - say
that the same arrangement
will apply to that Pt. the
Mr. Res. being substituted

Copy to be sent to Mr. Fiddian 40. 21 May 1913

Next subsequent Paper

22449/20

13 MAR 1931

Mr. Fiddian,
Mr. Bottomley, *W. Read*

The question of extension of leave for Medical Officers from East Africa who take courses of instruction has recently come up for consideration.

The general rule followed by the East Africa Department is based on the West African rule, viz. that a Medical Officer should have two full months in England "recreative" leave free from courses of all kinds; any extension which may be necessary to give him the two months to himself being granted with half pay. By a special arrangement for any portion of a medical course during which an East African Medical Officer is on half pay, an extra allowance of 5/- a day may be paid to him — see C.O./17947/11/W.A./E.A.

This is at first sight rather a curious arrangement, as if an officer takes a long course at the beginning of his leave while on full pay, he will not draw the 5/- allowance, whereas if the course comes during the latter part of his leave while he is on half pay, he will draw the allowance — assuming of course, for the purposes of this argument — that in either case the half pay extension is necessary under the "two months to himself" rule. The justification for the rule, however, is that while at a course a man is incurring special expenditure in addition to his normal current expenses. I should like to take this opportunity of getting down clearly on paper certain points in connection with payments and extensions of leave for medical courses:

But I should like to treat cases of this kind as we do the T.A.S. course, provided that the course is compulsory - i.e. give full pay for the extension. In that case, the 5/- training allowance would of course not be paid. The extension should be granted up to such a date as will enable the officer to catch the first available U.C. steamer after the course ends.

There is one further point:

If W.A. M.O's get a "two months to himself" extension when they take courses, either compulsory or voluntary, it is a matter for consideration whether E.A. M.O's should have a "three months to himself" rule. The W.A. M.O. comes home on leave once a year for about 4 months; the E.A. M.O. comes home on leave only once in three years, normally, for about 6-6 months. If a man takes a three months course, either compulsory or voluntary, he may just be short of three months' to himself, and of course if he does a very short tour, he would be well short of the three months' to himself. The fact that the extension would be on $\frac{1}{2}$ pay would act as a check on any undue desire for extensions on the part of officers.

In any event, such extension should be granted not as a matter of course but only if the officer applies for it.

I think it would be convenient, to have this registered with any succeeding minutes and to communicate the decisions en bloc to the S.A. Protectorates for information.

recd 4/3/13

unhappily. Take an imaginary course for 140
hours from 1st March 1850 so that he
would normally get 9 days extension without pay
500 to leave tomorrow 28 March. If he
"three months to himself" expired on 31 March
31 he would have to get an extension of
 $\frac{1}{2}$ day from 19 March to 23 April - 36 days
- i.e. over before effect to a rule intended
to come in 13 days more than in England

I suggest a proviso that the expiration
of the 3 mos. must not be more than
a fortnight before the date of the next
steamer.

Thence I agree

WCS
6

at once

H. J. R.

~~1/11~~

Yes
H. J. R.

Cop 4070 E. Africa

R. 12 MAR
D. 14

999

gently

East No 205
Uganda No 123
Nyasaland No 98

DRAFT.

Gen. H. Loring Belfield
Gen. Sir F. Jackson
O.A.G.

14 March 1913

MINUTE.

Sir,

- Mr. A. C. P. 10/3/13
- Mr. Diddain 12
- Mr. Broadley R.P.
- Sir G. Fiddes.
- Sir H. Just.
- Sir J. Anderson.
- Lord Emmott.
- Mr. Harcourt.

Have the honor to inform you that I have recently had under my consideration the question of extending the leave of E. African M.O.'s who are taking course of instruction in this country.

Cop. No. 4070

It will be convenient to summarize the reasons at which I have arrived on this subject and

20 Gw. G.C. 16 Dec 10
180/11 (Printed)

20 Gw. G.C. 30 Jan 11
180/11 (Printed)

Chas. Stevenson
Lt. Colonel
Suff. Regt.

Cabon

Extensions of leave

a. The general principle will
be that a medical officer
may, if he wishes, be
granted such extension
of his leave as will
allow him a period
of three months recreation
leave - i.e. leave during
which he is not engaged
in attending a course
of instruction - ~~provided~~

this country, ~~not~~
~~counting the time occupied~~
~~on the voyages~~ } Half
pay will be granted
for extensions given
under this rule.

H
L

When an officer is attending a compulsory course & an extension of leave is necessary to enable him to complete the course, he ~~may~~ ^{may} be ~~granted~~ ^{granted} the necessary extension with full pay up to such date as will enable him to return by the first available U.C. steamer after the completion of the course.

DRAFT.

MINUTE.

- Mr.
- Mr.
- Sir G. Fiddes.
- Sir H. Just.
- Sir J. Anderson.
- Lord Emmott.
- Mr. Harcourt.

2. Payment of fees
 - a. If the course is compulsory the Govt will pay the fee for tuition

with his professional work
should always inform the
P.M.O. before coming
on leave, in order that
the matter may be
brought to the notice
of the Governor, who
will report the officer's
intention to this Dept
with a recommendation
as to the payment of
fees & allowances.

c. A special "training
allowance" of 5/- a
day ~~may~~ ^{may} be granted
to M.O.s for such
period as they may
spend at an approved
course of instruction on
half pay.

the officers being able to profit by it, having regard to his ability & professional qualifications. I may, however, observe that in the Colonies the course of study & examination for the diploma of Public Health is considered especially valuable for Govt. M.O.s in view of the increased importance now ~~attached to an officer in~~ of, on the other hand, an officer is merely entering for a further medical or surgical degree or diploma, it is not customary for the Govt. to pay the fee for tuition or exam., but only to give railway fare & lodging allowance.

DRAFT.

MINUTE.

- Mr.
- Mr.
- Sir G. Fiddes.
- Sir H. Just.
- Sir J. Anderson.
- Lord Emmott.
- Mr. Harcourt.

attached to sanitary work in the office

In this connection, I enclose
for you with a copy
of correspondence with
the Gov. of the G. C.

relating with the signing
of agreements by M. O. S.
as to the refund in certain
kind of the fees &
allowances paid by
the Gov.



60 8070/1913 1539/22
Edfrica

No. 10
(No. 10) 21 May 1914

DRAFT.

Zanzibar
No 140
Pr. Resident

MINUTE.

Mr. Harper 19/5/14

Mr. Bottomley 17.5.14

Sir G. Fiddes.

Sir H. Just.

Sir J. Anderson.

Lord Emmott.

Mr. Harcourt.

Handwritten note:
No 70
8070

* No 70 African
No 977

Sir,

I have the honour
to transmit to you
the accompanying
copy of a despatch
addressed to the Secretary
of the E. Africa, Uganda
& Nyasa Protectorates
on the 14 of March
1913 on the subject
of extensions of
leave of Medical
Officers taking courses

all San