CHALL GA LORDON, S.W.

4th August, 1911.

Sir.

July last to. 22243/1911 I have the honour to enclose for the information of the Secretary of State copies - Minimum street (in duplicate) of the agreements to be used in future in connection with the engagement of officials for service in Eastern Africa, which have been amended in accordance with instructions received from the Secretary of State.

With reference to your letter of the 12th of

I have the honour to be,

Your obedient Servant,

Crown Agents.

Under Secretary of State. &c. &c. &c. COLONIAL OFFICE.

ECTORATE

Beimeen

Die County o ad THE CROWN AGENTS FOR THE COLONIES, of Whitehall Gardens, Lou in the County of Middlesex, for and on behalf of His Majesty, of the other pare

Volhereas

in the Protectorate of

(hereina/ter called the Parace

lected) hath been duly selected for appointment as

and will be provided with a passage to the Protectional

in the Steamer leaving_

And whereas the Person selected may be reafter be granted leave of absence from the Protectorate known a "return leave" or "return sick leave," and may receive pay in respect of such leave

How the Person selected, in consideration of the premises, doth hereby agree that should be fail to proceed to , or, prior to the expiration of the tour of service

that shall have been fixed by the Governor of the Protectorate, either quit the Protectorate without leave or leave the service of the Government of the Protectorate or be dismissed or removed from his appointment in consequ misconduct, he will refund and repay to the Government of the Protectorate or to the Crown Agents for the Coh in London, the amount paid for his passage to the Protectorate and transport to his post.

Drovided always that nothing herein contained shall bind or editor the Person selected to repay the aforesaid amounts if at the time he shall leave the service of the Government of the Protecturals as aforesaid the Stines of the Protectorate or person acting as such, shall certify that the Person selected is unable from beatly or infirmity to continue in the performance of his dety.

And the Person relected, in consideration of the premises, that hereby also agree that should be fail after the expiration of such return leave or return sick bare as aforesaid duly to return to the Protectorate for further service under the Government of the Protectorate or for service under the Government of any other British Protectorate in East Africa, he will refund and repay to the Government of the Protectorate or to the Crown Agents for the Colonies on demand its amount or amounts which may have been paid to him or on his behalf in respect of such leave.

MOITHESS our hands the day and year about are

Signed by the

f of the Crown Agents for the Colonies as aforesaid) in the

UGANDA PROTECTORATE.

Class 1
No.
Appts.
day of
Burrellett made on behalf of Whitehall Gardens, London, acting on behalf of
Between the Crown Agents for the Country, the Government of the Uganda Protecterate (hereinafter called the Government), and
the Government of the Uganda Prosecution
in the County of
The state of the s
(hereinafter called the person engaged).
1. The person engaged agrees to proceed to the Uganda Protectorate (hereinafter called
Destructorestal when and as directed by the Crown Agents for the Colonies, and undercases
that he will there diligently and faithfully perform the duties of a
for the term of this ongag outcome,
and will act in all respects according to the instructions or directions given to him by the Government
the Hard of his Department or other duly authorised officers. In this Agreement the
through the read of his Department" shall mean the person for the time being acting as Head of his
Department.
2. The salary of the office is at the rate ofpounds
2. The salary of the olice is a tangent pounds (£) a year rising to
pounds
7.44
(£).
3. The Government shall deduct each month from the salary of the person engaged the sum of
£ , which amount shall be paid in England by the Crown Agents for the Colonies to
presenting to them a bill drawn upon them by the Government in his favour, and endorsed
by the
4. 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.
5. The Crown Agents for the Colonies shall not be in any way personally liable for anything
7 A 7 SANGER STATE SANGE
arising out of this agreement.
As witness our hands the day and year above written.
The state of the s
Signed by
(on behalf of the Crown Agents for the Colonies) in the
presence of
of the office of the Crown Agents for the Colonies.
Signed by
THE RESERVE OF THE PROPERTY OF

SCHEDULE

1.—The engagement of the person engaged is for a tour of thirty months' continuous residential service, commetteing from the date of disembarkation on the African Coast, but the engagement may be extended as provided for in Clause 13. The person engaged may however at the option of the Governor be detained in the Protectorate after the completion of a tour of service for such further period as may be necessary in the interests of the Government.

2.—The duties of the person engaged shall include the usual duties of the office for which he is engaged, and any other suitable duties which the Government may call upon him to perform The person engaged shall reside in such place and occupy himself in such manner as the Government, through its duly authorised officers, shall direct, and he shall not, either directly or indirectly, engage or be concerned in any other service or business whatsoever or receive commissions or profits of any kind, but shall devote the whole of his time and attention to the service of the Government and shall use his utmest exertions to promote the interests of the Government.

3.-(1) Half salary will be paid from the date of embarkation on first engagement. Full salary will begin from the date of disembarkation on the African Coast.

(2) Intrements of salary, if any, will be reckoned as from the date for which the person engaged first draws the half or full salary of the office from the funds of the Protectorate, but no increment will be granted unless the conduct and diligence 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 Department, countersigned by the Governor or by such officer as he may designate for the purpose.

(3) The salary of the person engaged may be liable to deductions under Clauses 10 and 12.

4.—The person engaged shall be provided with free quarters or be paid such an allowance in lies thereof as the Government shall consider equitable. "Quarters" in this agreement means quarters tree of rent, but not of rates and similar outgoings.

5.+ When travelling on duty away from his station in the Protectorate (the person engaged either shall be provided with transport or shall be paid travelling expenses according to the males laid down for transport and travelling expenses respectively in the Protectorate.

4 - (1) "Passage" in this agreement means a first-class passage, and includes convayance by ay, steamer, or other transport between the African Coast and the station of the person engaged the Protectorate, and conveyance by railway on the Continent of Europe where necessary.

(3) The Government shall provide the person engaged with a free pattern from England to the Probedorate bit shall provide him with a passage back to England only as herefurther provided.

7.-(1) If the person engaged shall be compelled by reason of ill-health not reased by his lib-health own misconduct to resign his appointment, or if at any time it shall be sertified by a duly qualified medical officer employed by the Government that he is incapable on physical grounds of rendering further efficient service in the Protecturate, the Government shall pay him full salary up to but not including the date of departure from the African Coast of the first seamer by which in the opinion of the Government, he could have embarked, and half satary during the time secessarily spent on the passage to England, and shall provide him with a free passage to England provided he embarks within two months of the date of such resignation or certificate; but he shall to further claim on the Government. He may however at the option of the Government be granted leave of absence with full salary under Clause 11, as if he had been invalided

(2) A certificate signed by a duly qualified medical officer employed by the Government shall be conclusive evidence on the question whether or not the person engaged was compelled to reason his appointment by reason of ill-health within the meaning of this clause

8.—If the person engaged shall at any time neglect or refuse or from any ownse rescepting this. Dis health not caused by his own misconduct, as provided in Clause 71 become unable to perform any of his duties or to comply with any order, or shall disclose any information respecting the affairs of the Government to any person not in the employment of the U-vernment, or shall in any manner misconduct himself, the Government may dismiss him, and on such dismissal all rights and advantages reserved to him by this agreement shall ocase, and he shall be hable to remay to the Covernment on demand the amount paid for his passage to the Protectorate

- 9.-(1) The Government may at any time determine the engagement of the person engaged. Determine on giving him three mouths' notice in writing, or on paying him one month's salary, and in corner either case, if he is in the Protectorate at the time, furnishing him with a free passage to Bugland. provided that he claims and avails himself of such return passage within two months of such determination.
- (2) The person engaged may, at any time after the expiration of three months from the commencement of a tour of residential service, determine his engagement on giving to the (fovernment three months' notice in writing, or on paying to the Government one month's salary, and in either case renaving the cost of his passage to the Protectorate. He shall not in orthor case be cumited to a return passage to England
- (3) The person engaged may also while on leave of absence in this country, determine his oft on giving notice in writing to the Crown Agenta for the Colonies, in which made the deo shall take effect from the date of the expiration of such leave as he may have been granted, other than puture leave, peters sick from, or any extensions thereof. He shall, however, unless he has at the term of corresponded for in this agreement, be liable to repay on domain the cost of
- 10-da the cred of the paralacy during aroung from the person engaged disregarding or failing to comply with any order, standing order, or departmental instruction, or from any negle-

11.—(1) The person engaged may, after 30 months' continuous residential service, if the suggestion of the service permit, be granted (a) leave of absence on full salary (known as social neave) for this time necessarily spent on the vayage home and for three days in respect of each completed month of continuous residential service together with a tree passage home, and (b) if he is returning to the Protectorate further leave of absence on full salary (known as return leave) for three days in respect of each completed month of continuous residential service, and for the time necessarily spent on the voyage out together with a free passage out, and the person engaged hereby agrees that, if he should fail to return to the Protectorate at the expiration of his return leave, he will repay on demand the amount which may have been paid to him in respect of such return leave. If invalided homs before completing the tour fixed by the Governor he will be subject to the same rules in respect of duration of leave as others on the permanent establishment.

(2) In this agreement the period of any voyage shall be reckoned as commencing on the day of embarkation and ending on the day previous to the day of disembarkation of the person engaged, both days inclusive:

Security

12.—The person engaged shall, if so required by the Government, furnish such security and in such form as the Government may decide upon 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.

Further employment 13.—Three months before the date on which he will be due to leave the Protectorate at the confidence of the tour of service, the person engaged shall give notice in writing to the Government whether he desires to remain in its employment, and the Government shall thereupon decide whether it will offer him further employment, in which case the re-engagement will be on such terms and for such period as may be mutually agreed.

Payments in England. 14.—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 a certificate from the Government of the amount due.

Powers of Crown Agents, 15.—When the person engaged is not in the Protectorate, the Crown Agents for the Colonies, when duly authorised by the Government or by the Secretary of State for the Colonies, shall be competent to exercise any of the powers of the Government under this agreement.

EAST AFRICA PROTECTORATE.

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Appts.

Agreement hade the Beween the Course Mutchell Carriers London, acting on behalf of the Covernment of the East Africa Protestorate (hereinafter salled the Government), and

hereinafter called the person engaged

1. The person engaged agrees to proceed to the East Africa Protestorate (hereinafter called the Protestorate), when and as directed by the Chown Agents for the Colonies, and undertakes that he will there difficulty and faithfully perform the duties of a

in the County of

for the term of his engagement, and will set in all respects according to the instructions or invections given to him by the tioverament 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 "investing acting as Head of his Department.

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

(£) a year rising to pounds

(£) a year by annual increments of pounds

3. The Government shall deduct each mouth from the salary of the person engaged the sum of

£ , which amount shall be paid in England by the 1 rown Agents for the Colomest.

the of the person engaged, on had the person engaged, on had the person engaged on had the person engaged.

by Mr.

4. This Agreement is subject to the conditions set forth in the Schedule hereto nanexed, and the Schedule shall be read and construed as a part of the Agreement

 The Crown Agents for the Commes shall not be in any way personally habite for anything arising out of this Agreement.

As witness on hands the day and year above written.

Signed by

(on behalf of the Crown Agents for the Colonies) in the
presence of

of the office of the Crown Agents for the Colonies.

Signed by
the presence of
Name
Address
Contraction

lass Y. May 1911.

1.—The engagement of the person engaged is for a tour of thirty months' continuous residential service, commencing from the date of disembarkation on the African Coast, but the engagement may be extended as provided for in Clause 13. The person engaged may, however, at the option of the Governor, be detained in the Protectorate after the completion of a tour of service for such further period

as may be necessary in the interests of the Government.

2.—The duties of the person engaged thall include the usual duties of the office for which he is engaged, and any other suitable duties which the Government may call upon him to perform The person engaged shall reside in such place and occupy himself in such manner as the Government. through its duly authorised officers, shall direct, and he shall not, either directly or indirectly. engage of be concerned in any other service or business whatsoever or receive commissions or profits of any kind, but shall devote the whole of his time and attention to the service of the Government and shall use his utmost exertions to promote the interests of the Government.

3.-(1) Half-salary will be paid from the date of embarkation on first engagement. Full salary will begin from the date of disembarkation on the African Coast.

(2) Insrements of salary, if any, will be reckoned as from the date for which the person engaged first draws the half or full salary of the office from the funds of the Protectorate, but no increment will be granted unless the conduct and diligence 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 Department, countersigned by the Governor or by such officer as he may designate for the purpose.

(3) The salary of the person engaged may be hable to deductions under Clauses 10 and 12.

4. The person engaged shall be provided with free quarters or be paid such an allowance in heu thereof as the Government shall consider equitable. "Chuarters" in this agreement means quarters free of rent, but not of rates and similar outgoings.

5. When travelling on duty away from his st stectorate, the person engaged either shall be provided with transport or shall be past to redding expenses accordial down for transport and travelling expenses.

6.-(1) "Passage" in this agreement means a first-class passage, and includes conveyance by railway, steamer, or other transport between the African Com and the station of the person engaged in the Protectorate, and conveyance by railway on the Continued of Europe where necessary

19) The Government shall provide the person engaged with a free passage from England to the Protestorate, but shall provide him with a passage back to England only as hereinafter provided

7.-(1) If the person engaged shall be compelled by reason of ill-health not caused by his Ill-health own misconduct to resign his appointment, or if at any time it stall be certified by a duly analified medical officer employed by the thevernment that he is meanable on physical grounds of contering further efficient service in the Protectorate, the Government shall pay him full salary up to but not including the date of departure from the Atrican Coast of the first steamer by which in the opinion of the Government, he could have unbarted, and half salary during the time necessarily spent on the passage to England, and shall provide him with a free passage to England provided he embarks within two months of the date of such resignation or certificate . but he shall have no further claim on the Government. He may, however, at the option of the Government has granted leave of absence with full many under Clause 11, as if he had been invalided home

(2) A certificate signed by a duly qualified medical officer emproyed by the (invernment shall be conclusive evidence on the question whether or not the person engaged was compelled to resign his appointment by reason of ill-health within the meaning of this clause

s.-If the person engaged shall at any time neglect or refuse or from any cause (excepting illhealth not caused by his own misconduct, as provided in Clause 7: become unable to perform any of his duties or to comply with any order, or shall disclose any information respecting the affairs of the Government, to any person not in the employment of the Government, or shall to any manner misconduct himself, the Government may dismiss him and on such dismissal all rights and advantages reserved to him by this agreement shall wase, and he shall be hable to repay to the Government on demand the amount paid for his passage to the Protectorate

9:-(1) The Government may at any time determine the engagement of the person engaged on giving him three months' notice in writing, or on paving him one month a salary and in either case, if he is in the Protectorate at the time furnishing him with a free passage to England. provided that he claims and avails himself of such return passage within two mouths of such determination.

(2) The person engaged may, at any time after the expiration of three months from the commencement of a tony of residential service, determine his engagement on giving to the travernment three months' notice in writing, or on paying to the Government one month's solary, and in either case repaying the cost of his passages to the Protectorate. His shall not in either case be entitled to a return passage to England.

(3) The person organized may also, while on leave of sheance in this country, determine his ment on giving notice in writing to the Crown Agents for the Colonies, in which once the deremination shall take these from the date of the experation of such leave as he may have been granted, tracipiek leave, or any extensions thereof. He shall known, unless he has completed the been of network projected for in this agreement, by liable to repare or demand the cost of his paleage to the Protectorite on the completions.

10 .- In the event of any pountary damage urising 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 liable to a deduction from his salary to make good the damage or any part thereof, the amount of which shall be fixed by the Head of his Department.

11.-(1) The person engaged may, after 30 months' continuous residential service, if the exigencies of the service permit, be granted (a) leave of absence on full salary (known as vacation leave) for the time necessarily spent on the voyage home and for "two and a-half days in respect of each completed month of continuous residential service together with a free passage home, and (b) if he is returning to the Protectorate further leave of absence on full salary (known as return leave) for two and a-half days in respect of each completed month of continuous residential service, and for the time necessarily spent on

the voyage out together with a free passage out, and the person engaged hereby agrees that, if he should fail to return to the Protectorate at the expiration of his return leave, he will repay on demand the amount which may have been paid to brim in respect of such return leave. If invalided home before completing the tour fixed by the Governor he will be subject to the same rules in respect of duration of leave as officers on the permanent establishment

(2) In this agreement the period of any voyage shall be reckoned as commencing on the day of embarkation and ending on the day previous to the day of disembarkation of the person engaged, both days inclusive.

12.—The person engaged shall, if so required by the Government, furnish such security and in such form as the Government may decide upon 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

Security

13.—Three months before the date on which he will be due to leave the Protectorate at the end of the tour of service, the person engaged shall give notice in writing to the Government whether he desires to remain in its employment, and the Government shall thereupon decide whether it will offer him further employment, in which case the re-engagement will be on such terms and for such period as may be mutually agreed

Payments i

14.—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 a certificate from the Government of the amount due.

15.-When the person engaged is not in the Protectorate, the Crown Agents for the Colonies, when duly authorised by the Government or by the Secretary of State for the Colonies, shall be competent to exercise any of the powers of the Government under this agreement.

NOTEs-Wherever 24 days are mentioned in this clause, 3 days may at the discretion of the Governor be substituted in

UGANDA PROTECTORATE.

Appts.

Agreement made the

Between the Crown Agents for the Colonies, Winternal Gardens, London, acting on behalf of the Government of the Uganda Protestorate hereinaster balled the Governments, and

to the County of

hereinafter called the person engaged

1. The pengaged agrees to proceed to the Uganeta Projectorate, hereinafter called when and as directed by the Crown Agents for the Colomes, and an iertaness that he will there diligently and faithfully perform the duties of a

to the term of his engagement and will act in all respects according to the unstructions or Liesctions given to from the traverament through the Head of his Department or other tally authorised others. In this Agreement the narm "Head of his Department - shall mean the person for the time being acting as thead of his Department

The salary of the office is at the rate of te unda a year rising to a year by annual increments of

4. The Government shall deduct each month from the saiars of the person engaged the sum of , which amount shall be raid to England by the rown Agents for the Commestic

presenting to them a bill drawn upon them by the viovement in the favour and endorsed

- 4. This Agreement is subject to the conditions set touch in the Schedule begets annexed, and the Schedule shall be read and construed as a part of the Agreement.
- 5. The Crown Agents for the Colomies 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

on behalf of the Crown Agents for the Colonies

of the office of the Crown Agents for the Colonses.

SCHEDULE

Term of engagemen

1.—The engagement of the person engaged is for a tone of thirty months continuous residential service, commencing from the date of disembarkation on the African Coast, but this term may be extended as provided for in Clause 15. The person engaged may, however, at the option of the Governor, be detained in the Protectorate after the completion of a tour of service for such further period as may be necessary in the interests of the Government.

Dutie

2.—The duties of the person engaged shall include the usual duties of the office for which be is engaged, and any other suitable duties which the Government may call upon him to perform The person engaged shall reside in such place and occupy himself in such manner as the Government through its duly authorised officers, shall direct, and he shall not, either directly or indirectly, engage or be concerned in any other service or business whatsoever or receive commissions or profit of any kind, but shall devote the whole of his time and attention to the service of the Government and shall use his utmost exertions to promote the interests of the Government.

Salar

- 3.—(1) Half salary will be paid from the date of embarkation on first engagement. Full salary will begin from the date of disembarkation on the African Coast.
- (2) Increments of salary, if any, will be reckoned as from the date for which the person engaged first draws the half or full salary of the office from the funds of the Protectorate, but no increment will be granted unless the conduct and diligence 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 Department, countersigned by the Governor or by such Officer as he may designate for the purpose.
 - (3) The salary of the person engaged may be liable to deductions under Clauses 10, 11, 12 and 14.

Quarter

4.—The person engaged shall be provided with quarters or be paid such an allowance in lieu thereof as the Government shall consider equitable. "Quarters" in this agreement mean quarters free of rent, but not of rates and similar outgoings.

Travelli

5.—When travelling on duty away from his station in the Protectorate the person engaged wither shall be provided with transport or shall be paid travelling expenses according to the scale hald down for transport and travelling expenses respectively in the Protectorate.

Branne

- 6.—(1) Passage in this agreement means second class passage, and includes conveyance by railway, steamer, or other transport between the African Coast and the station of the person engaged in the Protectorate, and conveyance by railway, second class, on the Continent of Europe where necessary.
- (2) The Government shall provide the person engaged with a free passage to the Protectorate, but shall provide him with a passage back to England only as hereinafter provided.
- (3) The Government shall provide the person engaged with railway fare (third-size) to the po of embarkation on first engagement.

UGANDA PROTECTORATE

Class 2

Appts

Agreement made the day of 12
Between the Crown Agents for the Colonies, Whitehall Gardenet London, esting on behalf of the Government of the Ugands Protectorate (heromatter called the Government), and

hereinafter called the person engaged).

The person engaged agrees to proceed to the Uganda Prote-torate (hereinafter called the Prote-torate), when and as directed by the Orosin Agents for the Colonies, and undertakes that he will there diligently and faithfully perform the duties of a

in the County of

for the term of his engagement.

add will act in all respects according to the instructions or directions given to hist by the invertment 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 other is at the rate of pounds

) a year rising to pounds

a year by annual increments of pounds

 The Government shall deduct each month from the salary of the person engaged the sum of , which amount shall be read in Englant by the residual for the Colonies to

" e person engaged, on her

presenting to them a bill drawn upon them by the 'covernment in be favour, and endorsed by the covernment in the favour, and endorsed by the covernment in the favour of t

4. This Agreement is subject to the condition: set forth in the Schedule hores: annexed, and the Schedule shall be read and construed as a part of the Agreement.

5. The Crown Agents for the Cosonies 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

(m behalf of the Crown Agents for the Colonies) in the

Description of the Crown Agents for the Colonies.

Signed by
If the presence of
Name
Address
Operation

Term of

1.—The engagement of the person engaged is for a tour of thirty months' continuous residential service, commencing from the date of disembarkation on the African Comment this term may be extended as provided for in Clause 15. The person engaged may, however, at the option of the Governor, be detained in the Protectorate after the completion of a tour of service for such further period as may be necessary in the interests of the Government.

2.—The duties of the person engaged shall include the usual duties of the office for which he is engaged, and any other suitable duties which the Government may call upon him to perform The person engaged shall reside in such place and occupy himself in such manner as the Government through its duly authorised officers, shall direct, and he shall not, either directly or indirectly. engage or be concerned in any other service or business whatsoever or receive commissions or profits of any kind, but shall devote the whole of his time and attention to the service of the Government and shall use he utmost exertions to promote the interests of the Government

- 3.—(1) Half salary will be paid from the date of embarkation on first engagement. Fig. salary will begin from the date of disembarkation on the African Coast.
- (2) Increments of salary, if any, will be reckened as from the date for which the person engages first draws the half or full salary of the office from the funds of the Protectorate, but no increment will be granted unless the conduct and diligence of the person engaged during the year immediately preceding have been approved. The evidence of such approval shall be a certificate against by the Head of his Department, countersigned by the Governor or by such Officer as he may designate for the purpose.
 - (3) The salary of the person engaged may be liable to deductions under Clauses 10, 41, 12 and 14,

Quarter

4.—The person engaged shall be provided with quarters or be paid such an allowance in lieu thereof as the Government shall consider equitable. "Quarters" in this agreement means quarters free of rent, but not of rates and similar outgoings

Travelling

5.-When travelling on duty away from his station in the Protectorate the person engaged either shall be provided with transport or shall be paid travelling expenses according to the scale laid down for transport and travelling expenses respectively in the Protectorate

- 6.—(1) Passage in this agreement means second class passage, and includes conveyance by rail way, steamer, or other transport between the African Coast and the station of the person engaged in the Protectorate, and conveyance by railway, second class, on the Continent of Europe where necessary
- (2) The Government shall provide the person engaged with a free passage to the Protectorate, by all provide him with a passage back to England only as hereinafter provided.
- (3) The Government shall provide the person engaged with railway fare (third-class) barkation on first engagement.

7.—(1) If the person engaged shall be compelled by reason of ill-health not caused by this own misconduct to reagn his office, or if at any time it, shall be certified by a duffy qualified medical officer employed by the Government that he is incapable on physical grounds at condering further efficient service in the Protectorate, the Government shall pay him full salers up to but not including the date of departure from the African Coast of the day decime in the opinion of the Government, he could have embarked, and half galaxy during the necessarily spent on the passage to Eugland, and shall provide him with a free passage to England provided he embarks within two menths of the date of such resignation or certificate but he shall have no further claim on the Government. He may, however, at the option of the Government he granted leave of absence with full salary under Clause 16, as if he had been firealided home.

(2) A certificate signed by a duly qualified medical officer employed by the Government shall be conclusive evidence on the question whether or not the pensel engaged whe compelled to resign his office by reason of ill-health within the meaning of this clause.

s ... If the person engaged shall at any time neglect or refuse or from any course (excepting ills B health not caused by his own misconduct, as provided in Clause 7) become unable to perform any of his duties or to comply with any order, or shall disclose any information respecting the affairs' of the Government to any person nor in the employment of the Government, or shall in any manner mesenduct himself, the Government may dismiss him, and bu such dismissal all rights and advantages reserved to him by this agreement shall owner, and he shall be liable to repay to the Government on demand the amount paid for his passage to the Protectorate.

- 1 f. The trovernment may at any time determine the engagement of the person engaged. Determine on giving him three months notice in writing, or on paying him one month's salary, and in engage either case, if he is in the Protectorate at the time, furnishing him with a free passage to England, provided that he claims and avails himself of such return passage within two months of such Ltermination
- 2) The person engaged may, at any time after the expiration of three months from that commencement of any residential service, determine his engagement on giving to the Odvernment three months' notice in writing, or on paying to the Government onesmonth's salary, and in either one repaying the cost of his passage to the Protectorate. He shall not in either case be entitled to a return passage to England.
- (3) The person engaged may also, while on leave of absence in this country, determine his ngagement on giving notice in writing to the Crown Agents for the Colonies, in which case the determination shall take effect from the date of the expiration of such leave as he may have been granted, ther than return leave, return sick leave, or any extensions thereof. He shall, however, unless he has completed the term of service provided for in this agreement, be liable to repay on demand the cost of his passage to the Protectorate on first engagement

10 -In the event of any pecuniary damage arising from the person engaged disregarding or faling to comply with any order, standing order, or departmental instruction, or from any neglect of duty whatsoever on his part, he may be liable to a deduction from his salary to make good the demage or any part thereof, the amount of which shall be fixed by the Head of his Department.

11. - If the person segaged shall absent himself from duty through ill-health he shall produce It.—If the person expected shall about himself from duty through the sealth he shall produce our fifthests to their affect signed by a medical officer appointed by the Crossynniant for purpose and if his acknows should be caused through his own unproperty of equitates he maintain its estany for the number of days he deal is above from days. It has shall about himself his work from any same shatases without heavy he shall facility his satary for the number of his thall be amount from duty, and it shall be largely by deal to personnel to distince him justice.

Leave of

12.-- If the person engaged shall-(1) Disregard or without sufficient reason fail to comply with any order, standing order, or

deportmental instruction : or (2) Incapacitate himself for the performance of any of his duties by indulgence 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 Government under this agreement, fine the person engaged to any extent not exceeding five penneds (£5), or suspend him from work, with loss of pay and allowances for any period not exceeding one 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.

13.-(1) The person engaged may, after 30 months' continuous residential service, if the carge coes of the service permit, be granted (a) leave of absence on full salary (known as vacation leave) for the time necessarily spent on the voyage home and for three days in respect of each completed menta of continuous residential service together with a free passage home, and to if he is returning to the Protectorate further leave of absence on full salary (known as return leave) for three days in respect of each completed month of continuous residential service, and for the time necessarity spent on the voyage out together with a free passage out, and the person engaged hereby agrees that, if he should fall to return to the Protectorate at the expiration of his return leave, he will repay on demand the amount which may have been paid to him in respect of such return leave. If invalided home before completing

the tour fixed by the Governor he will be subject to the same rules in respect of duration of leave as officers on the permanent establishment.

(2) In this agreement the period of any vayage shall be reckoned as commencing on the day of embarkation and ending on the day previous to the day of disembarkation of the person engaged, both days inclusive.

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

15.—Three months before the date on which he will be due to leave the Protectorate at the end the four of service, the person engaged shall give motion in writing to the Gevernment whether he desires to remain in its employment, and the (roverament shall thereupon decide whether it will offer him further templeyment, in which case the re-engagement will be on such terms and for such period as may be mutually agreed.

16.—In the event of the person engaged being mided on the expiration of this agreement to any payment in England, before sayment can be made it will be necessary for him to produce to the Crown Agents a certificate from the Government of the amount due.

15. When the person engaged is not in the Protectchite, the Crown Agents for the Colonies, when duly authorised by the Government or by the Secretary of State for the Colonies, until be competent to exercise any of the powers of the Government under this a

7.—(i) If the person engaged shall be compelled by reason of ill-health not caused by his illown misconduct to resign his office, or if at any time it shall be certified by a duly qualified medical officer employed by the Government that he is incapable on physical grounds of rendering further efficient service in the Protectorate, the Government shall pay him full salary up to but not including the date of departure from the African Coast of the first steamer by which, in the opinion of the Government, he could have embarked, and half salary during the time necessarily spent on the passage to England, and shall provide him with a free passage to England provided he embarks within two months of the date of such resignation or certificate; but he shall have no further claim on the Government. He may, however, at the oution of the Government be granted leave of absence with full salary under Clause 13, as if he had been invalided home.

If A certificate signed by a duly qualified medical officer employed by the Government shall be conclusive evidence on the question whether or not the person engaged was compelled to resign by reason of ill-health within the meaning of this clause.

8.—If the person engaged shall at any time neglect or retuse sg. from any consecutoring ill-health not caused by his own misconduct, as provided in Clause 7) become unable to perform any of his duties or to comply with my order, or shall disclose any information respecting the affairs of the Government to any person not in the supplement of the Government, or shall in any manner miscondust himself, the Greenment ingy dismiss him, and on such dismissal all rights and advantages reserved to him by this agreement shall cease, and he shall be liable to repay to the Government on demand the amount paid for his passage to the Protectorate.

9.-(1) The Government may at any time determine the engagement of the person engaged on giving him three mouths' notice in writing or on paving him one mouth's ealary, and in either case, if he is in the Protectorate at the time, furnishing him with a free passage to England, provided that he claims and avails himself of such return passage within two months of such determination

(2) The person engaged may, at any time after the expiration of three months from the summencement of any residential service, determine his engagement on giving to the flovernment hree months' notice in writing, or on paying to the Government one mouth's salary, and in either use repaying the cost of his passage to the Protectorate. He shall not in either case be entitled to a return passage to England.

(3) The person engaged may also, while on leave of absence in this country, determine his engagement on giving notice in writing to the Crown Agents for the Colonies, in which case the determination shall take effect from the date of the expiration of such leave as he may have been granted. other than return leave, return sick leave, or any extensions thereof. He shall, however, unless he has completed the term of service provided for in this agreement, be liable to repay on demand the cost of his passage to the Protectorate on first origing most

10 will the went of any proteinry damage arising from the person suggest disregarding or it failing to comply with any order, standing order, or departmental instruction, or from any neglect of dute whatsoever on his park we may be liable to a deduction from his salary to make good the dismage or any part thereof, the amount of which shall be first by the Hoad of his Department.

11 - If the person engaged shall elsent himself from duty through ill health be shall produ natical cartificate to that effect signed by a medical officer appointed by the troverament for that his many for the number of days he shall be absent from duty. If he shall strent 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 Government to dismiss him forth with s for misconduct.

Leave of

(1) Disregard or without sufficient reason fail to comply with any order, standing or departmental instruction ;

or (2) Imapacitate himself for the performance of any of his duties by indulgence in any stimulant :

for (f) In any manner misconduct himself;

officers on the permanent establishment

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 Government under this agreement, fine the person engaged to any extent not exceeding five pounds (£5), or suspend him from work, with loss of pay and all any notes for any posted not exceeding one calendar month, and any such fines and the pay corresponding to any melt appension may be deducted from any money which would otherwise be due under the agreement.

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(2) In this agreement the period of any voyage shall be reckoned as commencing on the day of embarkation and ending on the day previous to the day of disembarkation of the person engaged both days inclusive

14. - The person engaged shall, if so required by the Government, turnish such security and in such form as the Government may decide upon 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.

15 .—Three months before the date on which he will be due to leave the Protectorate at the end of the tour of service, the person engaged shall give notice in writing to the powernment whether he desires to remain in its employment, and the Government shall thereupon decide whether it will offer him further employment, in which case the re-engagement will be on such terms and for such period as may be mutually agreed.

16. In the event of the person engaged being untitled 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 a certificate from the Government of the amount due.

17 -When the person engaged is not in the Protectorate, the Crown Agents for the Colonies, when duly authorised by the Government or by the Secretary of State for the Colonies, shall be competent to exercise any of the powers of the Government under this agreement

AFRICA PROTECTORATE

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Agreement made the day of **			19	
Between the Crown Agents for the Colonies, Wh	steluall Gardens, 1	ondon, actin	g on bel	alf of
he Treverament of the East Africa Protector	4	4	-	
•				
	in the County	of		
nafter called the person engaged		1		
1 The person engaged agrees to proceed to	the East Africa I	Protectorate	heremafter	called
be l'retectorate, when and as directed by the				
hat he will there diligently and faithfully perfe	100			
r.		or the term of	his engree	rement,
ad full set in all respects according to the instructs	one or directions of	ven to him by	the Gove	rnment
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5. The Government shall deduct each month t	rom the salary of	he person du	raged the	sum of
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		the person		
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4. This Agreement is subject to the conditions	set forth in the Sch	hedule henete	annexed,	nd the
bedule shall be read and construed as a gast of the	Agreement			120
5. The Grown Agents for the Colonies all as	to in any lway o	erionally fial	de for au	wthing
rong out of this Agreements	7	(Showing)	196	- 9
All Marie and Ma	4.33			- 4
As witness our hands the day and year above wit	ften.			WHE
	-	The State of		16 A.
Signed by	F) - 8	3 7 3	49	35
n behalf of the Crown Agents for the Colonies) in t	The east	C LAND	No.	JE ST
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the office of the Crown Agents for the Colonies.			B 11	20
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Term of engagemen

I.—The engagement of the person engaged is for a tour of thirty months' continuous residential service, commencing from the date of disembarkation on the African Coast, but this term may be extended as provided for in Clause 15. The person engaged may, however, at the option of the Governor, be detained in the Protectorate after the completion of a tour of service for such further period as may be necessary in the interests of the Government.

Intres

2.—The duties of the person engaged shall include the usual duties of the office for which he is engaged, and any other suitable duties which the Government may call upon him to perform. The person engaged shall reside in such place and occupy bituself in such manner as the (iovernment through its duly authorised officers, shall direct, and he shall not, either directly or indirectly, engage or be concerned in any other service or business whatsoever or reseive commissions or profit of any kind, but shall devote the whole of his time and attention to the service of the Government and shall use his attents to reconstruct the foregraph of the Government.

Salar

- 3.—11 Half salary will be paid from the date of embarkation on first engagement. Full salary will begin from the date of disembarkation on the African Coast.
- (2) Increments of salary, if any, will be reckoned as from the date for which the person engaged first draws the half or full salary of the office from the funds of the Protectorate, but no increment will be granted unless the conduct and diligence 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 Department, countersigned by the Governor or by such Officer as he may designate for the purpose.
 - (3) The salary of the person engaged may be liable to deductions under Clauses 10, 11, 12 and 14

- Quartep

4.—The person engaged shall be provided with quarters or be paid such an allowance in licu thereof as the Government shall consider equitable. "Quarters" in this agreement means quarters free of rent, but not of rates and similar outgoings.

Travelling

6.—When travelling on duty away from his station in the Protectorate the person engaged either shall be provided with fransport or shall be paid travelling expenses according to the sale-laid down for transport and travelling expenses respectively in the Protectorate.

Warte

- this agreement means second class passage, and includes on veyance by railway, steamer, ok other transport between the African Coast and the station of the person engaged in the Protectorate, and conveyance by railway, second class, on the Cantinent of Kutope when necessary.
- (2) The Government shall provide the person engaged with a few passage to the Protectorate, in shall provide him with a passage back to England only as hereinafter provided.
- (3) The Government shall provide the person engaged with railway fare (third-class) to the port of embarkation on first engagement.

1911

EAST AFRICA PROTECTORATE.

ρts.
Agreement made the day of
tween the trown Agenty for the Colonies, Whitehalls Gardens, London, acting on behalf of
Government of the Easy Africa Protectorate hereinafter called the Government), and
a Allaha
in the County of
after called the person engaged).
1 The person sugaged agrees to proceed to the East Africa Protestorate shereinafter called
Protectorate, when and as directed by the Crown Agents for the Colonies, and undertakes
at he will there diligently and faithfully perform the duties of a
for the term of his engagement,
will act in all respects according to the instructions or directions given to him by the Government
rough the Head of his Department or other duly authorised officers. In this Agreement the
m Head of his Department " shall mean the person for the time being setting as Head of his
articelis
The salary of the office is at the rate of . pounds
a year rising to pounds
) a year by annual increments of pounds
h
d. The Government shall deduct each month from the salary of the person engaged the sum of
which amount shall be paid in England by the Crown Agents for the Colonies to
the of the person engaged, on her
senting to them a bill drawn upon them by the Government in her favour, and endorsed
lore.
4. This Agreement is subject to the conditions set forth in the Schedule hereto annexed, and the
bedule shall be good and construed as a part of the Agreement.
5. The Crown Agents for the Colonies shall mut be in any way personally habis for anything
sing out of this Agreement.
As witnes, our hands the day and year above written.
bigued by
hehalf of the Crown Agents for the Colonies in the
the office of the Green Agents for the Coloures.
Signed by
the presence of
Name

SCHEDIT

1.—The engagement of the person engaged is for a tour of thirty months' continuous residential service, commencing from the date of disembarkation on the African Coast, but this term may be extended as provided for in Clause 15. The person engaged may, however, at the option of the Governor, be detained in the Protectorate after the completion of a tour of service for such further period as may be necessary in the interests of the Government.

2.—The duties of the person engaged shall include the usual duties of the office for which he is engaged, and any other suitable duties which the Government may call upon him to perform The person engaged shall reside in such place and occupy himself in such manner as the thovernment. through its duly authorised officers, shall direct, and he shall not, either directly or indirectly engage or be concerned in any other service or business whatsoever or receive commissions or profits of any kind, but shall devote the whole of his time and attention to the service of the Government and shall use his utmost exertions to promote the interests of the Government.

3-1 Half salary will be paid from the date of embarkation on first engagement. Full salary will begin from the date of disembarkation on the African Coast.

(2) Increments of salary, if any, will be reckoned as from the date for which the person engaged first draws the half or full salary of the office from the funds of the Pretectorate, but no increment will be granted unless the conduct and diligence of the person engaged during the year immediately preceding have been approved. The evidence of such approval shall be a certificate signed by the Blead of his Department, countersigned by the Governor or by and Officer as he may designate for he purpose.

(3) The salary of the person engaged may be liable to deductions under Clauses 10, 11, 12 and 14.

Quarter-

4.—The person engaged shall be provided with quarters or be paid such an allowance in lieu thereof as the Government shall consider equitable. "Quarters" in this agreement means quarters free of rent, but not of rates and similar outgoings.

Travelling

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

- 6.-(1) Passage in this agreement means second class passage, and includes conveyance by railway, steamer, or other transport between the African Coast and the station of the person engaged in the Protectorate, and conveyance by railway, second class, on the Continent of Europe where necessary.
- (2) The Government shall provide the person engaged with a free passage to the Protectorate, but shall provide him with a passage back to England only as beremafter provided.
- (3) The Government shall provide the person engaged with railway fare (third-class) to the port embaraction on first engagement.

7 -(1) If the person engaged shall be compelled by reason of ill-health not caused by the the own misconduct to resign his office, or if at any time it shall be certified by qualified medical officer employed by the Government that he is incapable on physical grounds of rendering further efficient service in the Profestorate, the Government shall pay him full salary up to but not including the date of departure from the African Coast of the first steamer by which in the opinion of the Government he could have embarked, and half salary diffing the time secessarily spent on the passage to England, and shall provide him with a free passage to England provided he emberks within two months of the date of such resignation or certificate ; but he shall have no further claim on the Government. He may, however, at the option of the Government be granted leave of absence with full salary under Clause 18, as if he had been invalided home.

(2) A certificate agned by a duly qualitied medical officer employed by the Government shall inclusive evidence on the question whether or not the person engaged was compelled to resign his office by reason of ill-health within the meaning of this clause

s - If the person engaged shall at any time neglect or refuse or from any cause (excepting illhealth not caused by his own misconduct, as provided in Clause 7r become unable to perform any of his duties or to comply with any order, or shall disclose any information respecting the affairs if the Government to any person not in the employment of the Government, or shall in any manner misconduct himself, the Government may dismiss him, and on such dismissal all rights and advantages reserved to him by this agreement shall cease, and he shall be hable to repay to the Government on demand the amount paid for his impage to the Protectorate

9 - 1 The Government may at any time determine the engagement of the person engaged. De on giving him three months notice in writing it in paying him one month's salary and in engagement ther case, if he is in the Protectorate at the time, furnishing him with a free passage to England provided that he claims and avails himself of such return passage within two months of such determination

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... (8) The person ongaged may also, while, on leave of absence in this country determine his eligigement on giving notice in writing to the Crown Agents for the Coloniest in which case the determination shall take effect from the date of the experation of such leave as he may have been granted. other than return leave, return sick leave, or any extensions thereof. He shall, however, shless he has completed the term of service provided for in this agreement, be liable to repay on demand the cost of his passage to the Protectorate on first engagement.

- 10.2-In the event of any pecuniary damage arising from the person engaged disregarding or Liability to failing to comply with any order, standing order, or departmental instruction, or from any neglect of duty whatsoever on his part, he may be liable to a deduction from his salary to make good the damage or any part thereof, the amount of which shall be fixed by the Head of his Department.
- 11.- If the person engaged shall absent himself from duty through ill-health he shall produce a least Redical 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 impropriety of conduct he shall forfeit ry for the number of days he shall be absent from duty. If he shall absent himself from er from any cause whatever without leave he shall forfeit his salary for the number of days he shall be absent both duty, and it shall be lawful for the Government to dismiss him forthwith

12.-If the person engaged shall-

(1) Disregard or without sufficient reason fail to comply with any order, standing order, or

or (2) Incapacitate himself for the performance of any of his duties by indulgence 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 Government under this agreement, fine the person engaged to any extent not exceeding five pounds (25), or suspend him from work, with loss of pay and allowances for any period not exceeding one 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.

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

Powers of

17. When the person engaged is not in the Protectorate, the Crown Agents for the Colonies, when duly authorised by the Government or by the Secretary of State for the Colonies, shall be competent to exercise any of the powers of the Government under this agreement.

7(-II) If the person engaged shall be compelled by reason of ill-health not caused by his ill-health, own misconduct to resign his office, or if at any time it shall be certified by a duly qualified medical officer employed by the Government that he is incapable on physical grounds of rendering further efficient service in the Protectorate, the Government shall pay him full salary up to but not including the date of departure from the African Coast of the first steamer by which, in the opinion of the Government, he could have embarked, and half salary during the time provided he embarks within two months of the date of such resignation or certificate; but he shall have no further claim on the Government. He may, however, at the option of the Government be granted leave of absence with full salary under Clause 13, as if he had been invalided home

(2) A certificate signed by a duly qualified medical officer employed by the Government shall hive evidence on the question whether or not the person engaged was compelled to resign the omee by reason of ill-health within the meaning of this clause

8 - If the person engaged shall at any time neglect or refuse or from any cause (excepting ill-Domisal, health not caused by his own misconduct, as proguled in Clause : become unable to perform any of his duties or to comply with any order, or shall disclose any information respecting the affairs if the Government to any person not in the simpleyment of the Government, or shall in any manner misconduct himself, the Cowrnment may dismiss him, and on such dismissal all rights and advantages reserved to him by this agreement shall cease, and he shall be liable to repay to the Government in demand the amount paid for his passage to the Protestorate.

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2. The person engaged may, at any time after the exparation of three months from the mmencement of any residential service, determine his engagement on giving to the Government hree months notice in writing, or on paying to the Government one month's salary and in either are remaying the cost of his passage to the Protestorate. He shall not in either once be entitled to a return passage to England

(3) The person engaged may also, while on leave of absence in this country, determine his engagement on giving notice in writing to the Crown Agents for the colonies, in which case the determination shall take effect from the date of the expansion of such leave as he may have been granted, other than return leave, return sick leave, or any extensions thereof. He shall, however, unless to has completed the term of service provided for in this agreement, be liable to repay on demand the cost of his passage to the Protectorate on first engagement.

10.-In the event of any pecuniary damage arising from the person engaged disregarding or Lifailing to comply with any order, standing order, or departmental instruction, or from any neglect "and of duty whatsoever on his part, he may be liable to a deduction from his salary to make good the damage or any part thereof, the amount of which shall be fixed by the Head of his Department."

11.- 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 appointed 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 about himself from his work from any cause whatever without leave he shall forfeit his salary for the runtier of days be shall be absent from duty, and it shall be lawful for the Government to dismise him forthwill as for misconduct.

Wherever 24 day are mentioned in this clause, 3 days may at the discretion of the Covernor be substituted in respect of service at any station which is classed by the Government as an unbashthy station

12-If the person sugaged shall

- (f) Disregard or without entition reason fail to comply with any order, etanding order, departmental instruction;
- or (2) Incapacitate himself for the performance of any of his duties by indulgence in any
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the Head of his Department may, ther such investigation and upon such evidence as he may think fit, and in addition to or in lieu of exercising day ether powers recoved to him, or to the Government under this agreement, fine the person engaged to any extent such according five pounds (£5), or suspend him from work, with loss of pay and allowances for any period not exceeding one analomatomouth, and any such fines and the pay corresponding to any such suspension may be declared from any money which would otherwise be due under this agreement.

lionve, o absence.

- 13.—(1) The person engaged may after 30 months' continuous residential service, if the exigurates of the service permit, be granted (a) leave of absence on full salary (known as vacation leave) for the time, necessarily great on the voyage home and for "two and a half days in respect of each completed manth of continuous residential services together with a free passage home, and (b) if he is returning to Protectorate further leave of absence on full salary (known as return leave) for two and a half days in respect of each completed mouth of continuous residential service, and for the time necessarily spend on the voyage out together with neftree passage, out, and the person engaged hereby agrees that, if he should sail to return to the Protectorate at the expiration of his return leave, he will repay on demand the amount which may have been paid to him in respect of such return leave. If invalided homebefore completing the tour fixed by the dovernor he will be subject to the same rules in respect of duration of leave as officers on the permanent establishment
- (2) In this agreement the period of any voyage shall be recked as commencing on the day of embarkation and ending on the day previous to the day of disembarkation of the person engaged, both days inclusive.
- 14. -The person engaged shall, if so required by the Overnment, furnish such security and in such form as the Government may decide upon 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.
- 15.—Three months before the date on which he will be due to leave the Protectorate at the end of the tour of service, the person engaged shall give noise in waiting to the tile-forment whether he desires to remain in its employment, and the Covernment shall thereupon should whether it will offer him further employment, in which case the re-engagement will be on such terms and for such period as may be mutually agreed.

16.—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 a certificate from the Government of the amount due.

If .—When the person engaged is not in the Protectorate, the Crown Agents for the Colonies, when daily authorised by the Government or by the Societary of State for the Colonies, shall be competent to exercise any of the powers of the Government under this agreement.

NYASALAND PROTECTORATE

gn. No		" CAR		1 4	袋	Class 1.
Appts.	. '		55	# 300		5 -
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	reement made the		lay of	Y-1.	1/4	19
Between	the Crown Agent	to for the Colo	nies, White	hall Gardens,	London, auti	igrom habate at
the Gov	regulationt of the	Nymaland I	rotestorate	hermafter	called the	invertiment) and
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heremaf	ter-eniled the pores	n inguged).	2.4		4.00	
ments.	The versus andress	ad a common to		15		
Our Prote	The person engage	ill agrees or pr	beed to the	Nyasaland l	rolectorate	hereinafter called
that ha	ectorate, when an	d as directed	by the Cro	wn Agents for	the Colonies	, and undertakes
capaci ner	will there diligen	my and marten	mily perform			
and will a	or in all many to				for the term of	his engagement,
through 4	ot in all respects a	coording to the	instructions	or criteations &	iven to him by	the Government
torm t 18	the Head of his 1	epartment or	other duly	authorised offic	ome In this	Agreement the
Thomas de	end of his Departz	nent shall m	ean the per	son for the time	e being acting	as Head of his
Departme	et.					
: 1	The salary of the o	ffice is at the ra	ite of			pounds
£) a year risi	ing to				pounds
(£) a year by	annual increm	ments of			pounds
(£ _).					Pounds
4 T	he Government sh	all deduct each	month from	the salary of t	he nome	
ż	, which	amount shall be	e maid in En	cland by the C	me person eng	aged the sum of or the Colonies to
4	4.					
Directature	to them a but	deserving the second	thought the	OI.	the person e	engaged, on her
by him.	to them a ban	grant this	them by the	. U erument	in her favour	and endorsed
	2 84 1 16		yla.			Adver.
4C 91	his Agreement is ea	shject to the bo	ndi tio ns set f	orth in the Sch	odule hereto a	nnexed, and the
Schedule of	iall to read and go	nationed as a pa-	rt of the Ago	reespect.	4.64	7.
5. Ti	in Cross Agents f	te the Courtes	shall not be	7	- Bir V V	E 4 41
Arising out	of this Agreement		Andread more code		standard tract	e tor anything
fi.	A. A. A.		17.60	45		(2)
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	Market Street, Street, St. Market Street, St. Market St.	AT THE PARTY OF THE PARTY OF	W-11 - S - 1 - 1 - 1 - 1 - 1 - 1	TOTAL COMPA	or the second control of the second control	

^{*} Whorever, it, days are mentioned in this clause, S days may at the discretion of the Consumer be substituted in respect of service at any station which is claused by the Government of an unbealthy station.

SCHEDULE.

Term of

1.—The engagement of the person engaged is for a tour of thirty months' continuous residential service, commencing from the date of disembarkation on the African Coast, but this term may be extended as provided for in Clause 13. The person engaged may, however, at the option of the Governor, be detained in the Protestorale after the completion of a four of service for such further period as may be necessary in the interests of the Government.

Puties,

2.—The duties of the person engaged shall include the usual duties of the office for which he is engaged, and any other suitable duties which the Government may call upon him to perform. The person engaged shall reside in such place and occupy himself in such manner as the tireornment through its duly authorised officers, shall direct, and he shall not, either directly or undirectly engage or be concerned in any other service or business whatseever or receive commissions or profits of any kind, but shall devote the whole of his time and attention to the service of the Government and shall use his utnost exertions to promote the interests of the Government.

Sala

- 3.—(1) Half salary will be paid from the date of embarkation on first engagement. Hall salary will begin from the date of disembarkation on the African Coast.
- (2) Increments of salary, if any, will be reckoned as from the date for which the person engaged first draws the half or full salary of the office from the funds of the Protectorate, but no increment will be granted unless the conduct and diligence of the person engaged during the year unmadiately preceding have been approved. The evidence of such approval shall be a certificate signed by the Head of his Department, countersigned by the Governor or by such officer as he may designate for the purpose.
 - (3) The salary of the person engaged may be hable to deductions under Clauses 10 and 12.

4.—The person engaged shall be provided with free quarters or be paid such an allowance in lies thereof as the Government shall consider equitable. "Quarters" in this agreement means quarters free of rent, but not of rates and similar outgoings.

6.—When traveling so duty away from his station in the Protestorate the person engaged of the state of the person of the state of the s

1.

6.—(1) "Passage" in this agreement means a first class passage, and includes conveyance by railway, steamer, or other transport between the African Coast and the station of the person engages in the Protectorate, and conveyance by railway on the Continent of Europe where necessary.

1911.

NYASALAND PROTECTORATE

lgii No.	Class 1.
Appearance uses the day of	
Hotween the Grown Agents for the Colonies, Whitehall Gardens, L.	10 miles
the Covernment of the Nyasaland Protestorate (here nafter on	the Common behalf of
A Committee Comm	med the Government), and
n. the County	
hereinafter called the person engaged).	
1 The error engaged agrees to proceed to the Nyacaiand Pr the Protect ate, when and as directed by the Crown Agents for a	ote-torate (hereinafter called
that he will there diligently and faithfully perform the duties of	the Colonies, and undertakes
and will act in all respects according to the instructions or directions give	r the term of his engagement,
through the Head of his Department or other duly authorized office	en to him by the Government
term "Head of his Department shall mean the person for the time	rs. In this Agreement the
Department	being acting as Head of his
4. The malary of the office is at the rate of	pounds
£ 4 a year riding to t	pounds
£, a year by annual increments of	pounds
(£	
To d. The Government shall deduct each month from the salary of the	e person engaged the sum of
g which amount shall be paid in England by the tro	wn Agents for the Colonies to
— of t	the person engaged, on he
presenting to them a but drawn upon them by the (inversment in	has favour, and endorsed
by her	
4. This Agreement is subject to the conditions set footh in the Miles	
and the second of the state of the second of	dule hereto annexed, and the
Schedule shall be read and construed as a part of the Agreement	
o. The Crown Agents for the Colomies shall not be in any way per	sonally hable for anything
arising out of this Agreement,	
As witness our hands the day and year above written.	
Signed by	201
(on behalf of the Crown Agents for the Colonies) in the	1986
presence of	100000000000000000000000000000000000000
of the office of the Grown Agents for the Golemies.	
Signed by	and the second
In the presence of	为对海岸最高。 南部
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SCHEDULE.

The organism of the person engaged is for a tour of thirty mouths' continuous residentis service, commencing from the date of discubarkation on the African Coast, but this term may be extended as provided for in Clause 13. The person engaged may however, at the option of the Governor, be detained in the Protectorate after the completion of a tour of service for such further period as may be prossary in the interests of the Government.

2. The duties of the person engaged shall include the usual duties of the office for which his engaged, and any other suitable duties which the Government may call upon him to nerform The person engaged shall reside in such place and occupy himself in such manner as the Government through its duly authorised officers, shall direct, and he shall not, either directly or indirectly engage or be concerned in any other service or business whatsoever or receive commissions or profitof any kind, but shall devote the whole of his time and attention to the service of the Grovernmen and shall use his utmost exertions to premete the interests of the Government

- 3-1 Hall salary will be part from the date of embarkation on first engagement salary will begin from the date of dasembarkation on the African Coast
- 2. Increments of salary, if any will be reckoned as from the date for which the person engaged first draws the half or full salary of the office from the funds of the Protectorate, but no increment will be granted unless the conduct and diligence of the person engaged during the year immediately preceding have been approved. The syndence of such approval shall be a certificate signed by the Head of his Department, countersigned by the Governor or by such officer as he may designate for the purpose
 - (3) The salary of the person engaged may be habte to deductions under Clauses 10 and 12
- 4. The person engaged shall be provided with free quarters or he paid such an allowar lieu thereof as the Covernment shall consider equitable. "Quarters" in this agreement mean free of rent, but not of rates and similar outgoings.

the traveller of duty exer from his station in the Protectorate the person engaged the small will transport or shall be paid travelling expenses according to the scale had down for interior and Iravelling expenses respectively in the Protectorate.

6-(1) "Heads" in this agreement means a first-class passage, and todudes conveyance by lawy, steamer, Saother transport between the African Coast and the station of the person engaged in the Preterogram and conveyance by railway on the Continue of Europe where necessary.

(2) The Government shall provide the person engaged with a free passage from England to Processed to, but shall provide him with a passage back to Sugland only as heroinafter provided.

e 17 -(1) Higher person engaged whall be compelled by meaning of ph-bealth wit caused by his the own misconduct to resign his appearament, or if or any time it shall be certified by a duly qualified medical officer supplyed by the Government that he is meapable on physical grounds of roadering further efficient service in the Protectorate, the Government shall pay him full salary an to but not including the date of departure from the African Coast of the first steamer by which in the opinion of the Government, he could have embarked, and half salary during the time more early spent on the passage to England, and shall provide him with a free passage to England provided the embarks within two months of the date of such resignation or certificate; but he shall have no further claim on the Government. He may, however, at the option of the Government be granted leave of absence with full salary under Clause II, as if he had been invalided home.

(2) A certificate signed by a duly qualified medical officer employed by the Government shall be conclusive evidence on the question whether or not the person engaged was compelled to resign his appointment by reason of ill-health within the meaning of this clause.

N -If the person engaged shall at any time neglect or refuse or from any cause (excepting ill. Dismissal health not caused by his own missondupt, as provided in Clause 7) become amble to perform any of his duties or to comply with any order, or shall disclose any information respecting the affairs of the Government to any person not in the employment of the Government, or shall in any manner misconduct himself, the Government may dismiss him, and on such dismissal all rights and advantages reserved to him by this agreement shall cease, and he shall be liable to repay to the Government on demand the amount paid for his passage to the Protectorate.

9 - (1) The Government may at any time determine the engagement of the person engaged. Determine on giving him three mouths' notice in writing, or on paying him one mouth's salary, and in either case, if he is in the Protectorate at the time, furnishing him with a free passive to England provided that he claims and avails himself of such return passage within two months of bush determination.

2) The person engaged may at any time after the expiration of three months from the commencement of a four of residential service, determine his engagement on giving to the Government three months' notice in writing, or ou paying to the Government one month's salary, and in either case repaying the cost of his passage to the Promotorate. He shall not in either case be entitled to a return passage to England.

(3) The person engaged may also, while on leave of absonce in this country, determine his gement on giving notice in writing to the Crown Agents for the Colonies, in which case the determination shall take effect from the date of the expiration of such leave as he may her Rengranted. Ger than refurn leave, return sick leave, or any extensions thereof. He shall, however, to completed the term of service provided for in this agreement, be liable to repay on demand the cost of his passage to the Protectorate on light engagement.

10.—In the event of any pountary damage arising from the person engaged disregarding or Labina failing to comply with any order, standing order, or departmental instruction, or from any neglect



of duty whatsoever on his part, he may be liable to a deduction from his salary to make good the damage or any part thereof, the amount of which shall be fixed by the Head of his Department.

11 -(1) The person engaged may after 30 months' continuous residential service, if the exigencies of the service permit, be granted (a) leave of absence on full salary (known as vacation leave) for the time neces arily spent on the voyage home and for two and a half days in respect of each completed month of continuous residential service together with a free passage home, and (b) if he is returning to the Protectorate further leave of absence on full salary (known as return leave) for two and a half days in respect of each completed month of continuous residential service, and for the time necessarily spent on the voyage out together with a free passage out, and the person engaged hereby agrees that, if he should fail to return to the Protectorate at the expiration of his return leave, he will repay on demand the amount which may have been paid to him in respect of such return leave. If invalided homebefore completing the tour fixed by the tiovernor he will be subject to the same rules in respect of duration of leave as officers on the permanent establishment.

(2 In this agreement the period of any voyage shall be reckoned as commencing on the day of embarkation and ending on the day previous to the day of disembarkation of the person engaged. both days inclusive

12. -The person engaged shall, if so required by the Government, furnish such security and in such form as the Government may decide upon 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.

13 - Three months before the date on which he will be due to leave the Protectorate at the end of the tour of service, the person engaged shall give notice in writing to the Government whether he desires to remain in its employment, and the Government shall thereupon decide whether it will offer him further employment, in which ease the re-engagement will be on such terms and for such period as may be mutually agreed.

It is 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 a certificate from the Government of the smount due.

when duly authorised by the Government or by the Secretary of State for the Colonies, shall be competent to exercise any of the powers of the Government under this agreement.

15.-When the person engaged is not in the Protectority the Crown Agents for the Colonies,

(2) The Government shall provide the person engaged with a free passage from England to the Protectorate, but shall provide him with a passage back to England only as hereinafter provided

7.-(1) If the person engaged shall be compelled by reason of ill-health not caused by his own missinduct to resign his appointment, or if at any time it shall be certified by a duly qualified medical officer employed by the Government that he is incapable on physical grounds of rendering further efficient service in the Protectorate, the Government shall pay him full salary up to but not including the date of departure from the African Coast of the first steamer by which, in the opinion of the Government, he could have embarked, and half salary during the time necessarily spent on the passage to England, and shall provide him with a free passage to England provided he embarks within two months of the date of such resignation or certificate; but he shall no further claim on the Government. He may, however, at the option of the Government be granted leave of absence with full salary under Clause 11, as if he had been invalided home.

(2) A certificate signed by a duly qualified medical officer employed by the Government shall be conclusive evidence on the question whether or not the person engaged was compelled to resign his appointment by reason of ill-health within the meaning of this clause.

8.—If the person engaged shall at any time neglect or refuse or from any cause (excepting illhealth not caused by his own misconduct, as provided in Clause 7) become unable to perform any of his duties or to comply with any order, or shall disclose any information respecting the affairs of the Government to any person not in the employment of the Government, or shall in any manner misconduct himself, the Government may dismiss him, and on such dismissal all rights and advantages reserved to him by this agreement shall cease, and he shall be liable to repay to the Government on demand the amount paid for his passage to the Protectorate.

9.—(1) The Government may at any time determine the engagement of the person engaged. Determine on giving him three months' notice in writing, or on paying him one mouth's salary, and in either case, if he is in the Protectorate at the time, furnishing him with a free passage to England, provided that he claims and avails himself of such return passage within two months of such determination.

(2) The person engaged may, at any time after the expiration of three months from the commencement of a tour of residential service, determine his engagement on giving to the Government 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 Protectorate. He shall not in either case be entitled to a return passage to England.

(3) The person engaged may also, while on leave of sbeenee in this country, determine his engagement on giving notice in writing to the Crown Agents for the Colonies, in which case the determination shall take effect from the date of the expiration of such leave as he may have been granted ther than return leave, return sick leave, or any extensions thereof. He shall however, unless he has completed the turn of service provided for in this agreement, be liable to repay on demand the cost of his passage to the Protectorate on first engagement.

10. In the event of any pecuaiary damage arising from the person engaged disregarding or Liability failing to comply with any order, standing order, or departmental instruction, or from any neglect

^{*} NOTE .- Wherever 14 days are mentioned in this clause, 3 days may at the discretion of the Governor be substituted in respect of service at any station, which is classed by the Government as an unhealthy station.

NYASALAND PROTECTORATE.

	Class 2
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Appts.	\$100 PM (2011)
Agreement made the day of	
Between the Crown Agents for the Colonies,	Whitehall Gardens, London, acting on bahalf
the Government of the Nyasaland Protect	storate (hereinafter called the Government), an
1917	in the County of
inafter called the person engaged).	
Terri America	No State of Designation of the Committee of the
1. The person engaged agrees to proceed	d to the Nyssaland Protectorate diereinafter calle
	the Grown Agents for the Colonies, and undertake
that he will there diligently and faithfully	for the term of his engagemen
	ructions or directions given to him by the Government
will set in all respects according to the insti	ructions or directions given to him by the determinent the
	or duly authorised officers. In this Agreement the
Department.	the person for the time bonng acting as acting
wartment.	
The salary of the office is at the rate of	
£) a year rising to	,
(£) a year by afinual increments	s ofpound
(£)).	
3. The Government shall deduct each mor	nth from the salary of the person engaged the sum
, which amount shall be par	id in England by the Crown Agents for the Colonies t
	theof the person engaged, on he
presenting to them a bill drawn upon then	m by the Government in his favour, and endorse
by ham	1
4 - White American to believe to the condition	tions set forth in the Schedule hereto annexed, and th
Schedule shall be read and construed as a part o	
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A SECURITY TO SECURITY OF THE	all not be in any way personally hable for anythin
arising out of this Agreement.	· · · · · · · · · · · · · · · · · · ·
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As witness our hands the day and year above	e written.
Signed by	
on behalf of the Crown Agents for the Colonies) in the
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of the office of the Crown Agents for the Colonie	
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Signed by	The state of the s
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Name	The sale of the sale of
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SCHEDULE

Term of engageme

1.—The engagement of the person engaged is for a tour of thirty months' continuous residential service, commencing from the date of disembarkation on the African Coast, but this term may be extended as provided for in Clause 15. The person engaged may, however, at the option of the Governor, be detained in the Protectorate after the completion of a tour of service for such further period as may be necessary in the interests of the Government.

Duties.

2.—The duties of the person engaged shall include the usual duties of the office for which he is engaged, and any other suitable duties which the Government may call upon him to perform. The person engaged shall reside in such place and occupy himself in such manner as the Government, through its duly authorised officers, shall direct, and he shall not, either directly or indirectly, engage or be concerned in any other service or business whatsoever or receive commissions or profits of any kind, but shall devote the whole of his time and attention to the service of the Government and shall use his utmost exertions to promote the interests of the Government.

Hele

(3.—(1) Half salary will be paid from the date of embarkation on first engagement. Full salary will begin from the date of disembarkation on the African Coast.

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(2) Ingrements of salary, if any, will be reckened as from the date for which the person engaged first draws the half of full sulary of the office from the funds of the Protectorate, but no increment will be granted unless the conduct and diligence 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 Department, countersigned by the Governor or by such officer as he may designate for the purpose.

1

(3) The salary of the person engaged may be liable to deductions under Clauses 10, 11, 12 and 14.

Quest

4.—The person engaged shall be provided with quarters or be paid such an allowance in ties thereof as the Government shall counsider equitable: "Quarters" in this agreement means quarters free of rent, but not of rates and similar outgoings.

Tracell

5.—When travelling on duty away from his station in the Protectorate the moreon engaged eather shall be provided with transport or shall be paid travelling expenses according to the scales laid down for transport and travelling expenses respectively in the Protectorate.

6.—(1) Passage in this agreement means second class passage, and includes conveyance by railway, stammer, or other transport between the African Coast and the station of the person engaged in the Protectorate, and conveyance by railway, second class, on the Continent of Europe where necessary.

Tr. 1

(2) The Government shall provide the passes suggest with a free passage to the Procedurals half provide him with a passage tack to England only as hereinally provided.

(3) The proper many shall provide the person aggress with bulbay fare (third-class) to the port of antisyclass on first organization on the configuration.

NYASALAND PROTECTORATE

0 20	D.	No.	
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opts.		and the second	× 1980
Agreement made the	day M		behalf bal
tween the Crown Agent	day of the Colonies, Whitehall G	plens, London, acting ou	ment) and
Government of the	for the Colonies, Whitehall V. Nyusaland Protectorate (herein	after delled	Ra C
A 18 8 7 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	A STATE OF THE STA	7 () V	1
	in th	ne County of	THE REAL PROPERTY.
percinafter called the perso	or engaged).	7.56	Carrier To
Total Contract Contra	Marie Marie Marie Marie	saland Protectorate (herein	after called
1. The person engage	ad as directed by the Crown Ap	rents for the Colonies, and	undertako
e Protectorate), when an	id as directed by the Crown the	duties of a	22.77.3
	tly and faithfully perform the		engagement
	according to the instructions or dir	rections given to him by the	Governmen
ad will act in all respects	seconding to the instructions of the	rised officers. In this Ag	reement the
rm "Head of his Depart	tment shall mean the person for	the and said	
epartment.			pound
The salary of the	office is at the rate of		pound
£) a year ri	ising to		pound
£) a year b	y annual increments of		pound
	shall deduct each month from the	salary of the person engaged	the sum
3. The Government	h amount shall be paid in England	i by the Crown Agents for th	ne Colonnes t
	4 h a	of the person engi	aged, on he
	ill drawn upon them by the Go	vernment in his favour, a	nd endorse
resenting to them a bi	il drawn upon them by the de	THE STATE OF THE S	
y him.			
4 This Agreement is	s subject to the conditions set forth	in the Schedule hereto ann	exed, and th
schedule shall be read and	construed as a part of the Agreen	ment.	
	ts for the Colonies shall not be in	any way personally liable	for anythin
rising out of this Agreem	ent.		m. 6 m.
			313
As witness our hands t	the day and year above written.	and the second	-
Signed by	AND THE PARTY OF	apple to the	1000
on behalf of the Crown A	gents for the Colonies) in the	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	
presence of			2.4
CONTRACTOR OF THE PROPERTY OF	Acto Official		
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All Property and the second	《新教》《新教》 《新教》	ALTONOMIC STATES	AUTE LANG.

1.—The engagement of the person engaged is for a four of thirty months' continuous residential service, commencing from the date of disembarkation on the African Coast, but this term may be extended as provided for in Chause 15. The person engaged may, however, at the option of the Governor, be detained in the Protectorate after the completion of a tour of service for such further period as may be necessary in the interests of the Government.

2.—The duties of the person engaged shall include the usual duties of the office for which he is engaged, and any other suitable duties which the Government may call upon him to perform. The person engaged shall reside in such place and occupy himself in such manner as the Government, through its duly authorised officers, shall direct, and he shall not, either directly or indirectly. engage or be concerned in any other service or business whatsoever or receive commissions or profits of any kind, but shall devote the whole of his time and attention to the service of the Government and shall use his utmost exertions to pramote the interests of the Government.

3.-(1) Half salary will be paid from the date of embarkation on first engagement. Full salary will begin from the date of disembarkation on the African Coast. .

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(3) The salary of the person engaged may be liable to deductions under Clauses 10, 11, 12 and 14.

1.—The person engaged shall be provided with quarters or be paid such an allowance in lieu thereof as the Government shall cousider equitable. "Quarters" in this agreement means quarters free of rent, but not of rates and similar outgoings.

Travelling

5 -- When travelling on duty away from his station in the Protectorate the person engaged wither shall be provided with transport or shall be paid travelling expenses occording to the scalelaid down for transport and travelling expenses respectively in the Protectorate.

- 6. -(1) l'assage in this agreement means second class passage, and includes convayance by railway. steamer, or other transport between the African Coast and the station of the person engaged in the Protectorate, and conveyance by railway, second class, on the Continent of Europe where necessary.
- (2) The Government shall provide the person engaged with a free passage to the Protect shall provide him with a passage back to England only as hereinafter provided
 - (3) The troverament shall provide the person sugaged with railway fare (third-class) to the north embarication on first engagement.

T. (1) If the person engaged shall be compelled by reason of all health not caused by his unbount own misconduct to resign his office, or if at any time it shall be certified by a duly . qualified medical officer employed by the Government that he is incapable on physical grounds of rendering further efficient service in the Protectorate, the Government shall pay him full salar up to but not including the date of departure from the African Coast of the first steamer by which. in the opinion of the Government, he could have embarked, and half salary during the time necessarily spent on the passage to England, and shall provide him with a free passage to England growided he embarks within two months of the date of such resignation or certificate; but he shall have no further claim on the Government. He may, however, at the option of the Government be granted leave of absence with full salary under Clause 18, as if he had been invalided home.

(2) A certificate signed by a duly qualified medical officer employed by the Government shall be conclusive evidence on the question whether or not the person engaged was compelled to reconhis office by reason of ill-health within the meaning of this clause.

8 .- If the person engaged shall at any time neglect or refuse or from any cause - enting ... health not caused by his own misconduct, as provided in Clause . become unable : perform any of his duties or to comply with any order, or shall disclose any information respecting the affairs of the Government to any person not in the employment of the Government, or shall on an amount misconduct himself, the Government may dismiss him, and on such hismissal and rights and advantages reserved to him by this agreement shall cease, and he shall be a late to charthe Government on demand the amount paid for his passage to the Protestorate

9.-(1). The Government may at any time determine the engagement of the person engages. on giving him three months' notice in writing, or on paying him the meanth and the salety and the meanthment either case, if he is in the Protectorate at the time, furnishing him with a free passage to England provided that he claims and avails himself of such return passage within two months of such determination.

2) The person engaged may, at any time after the expirate in it three mobiles it in the commencement of any residential service, determine his angagement on gaving to the Government three months' notice in writing, or on paying to the Government one month's salary, and in entreer case repaying the cost of his passage to the Protectorate. He standard in either case be entitled to a return passage to England.

(3) The person engaged may also, while on leave of absence in this country, determine his engagement on giving notice in writing to the Crown Agents for the Counter, in which tues the determination shall take effect from the date of the expiration of such leave as he may have been granted. other than return leave, return nick leave, or any extensions there of the shall, however, unless he has completed the term of service provided for in this agreement, be made to repay on demand the cost of his passage to the Protectorate on first engagement.

10 .- In the event of any positionry damage arising from the present angaged disregarding or biability failing to comply with any order, standing order, or departmental matriolical, or front any neglect finance of duty whatsoever on his part, he may be liable to a deduction from his adary to make good the damage or any part thereof, the amount of which shall be find by the Hoad of his Department

II .- If the person mysged shall absent himself from duty through ill-health he shall product a medical certificate to that effort signed by a medical other appointed by the Government for that purpose and if the series should be caused through his own, impropriety of conduct he shall be saled by a should first state. If he shall should his salery for the number of days he shall be about from cuty. If he shall should him work from any cause whatever without leave he shall for the flowing for the number of days he shall be about from duty, and it shall be lawful for the Government to describe him fortunes in as for misconduct.

12.-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 indulgence 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 Government under this agreement, fine the person engaged to any extent not exceeding five pounds (£5), or suspend him from work, with loss of pay and allowances for any period not exceeding one 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.

- 13.-(1) The person engaged may, after 30 months' continuous scalential service, if the exigences of the service permit, be granted so leave of absence on full salary (known as vacation leave) for the time necessarily spent on the voyage home and for 'Jwo and a-half days in respect of each completed monthof continuous residential service together with a free passage home, and (b) if he is returning to the Protectorate further leave of al sence on full salary (known as return leave) for two and a half days in respect of each completed month of continuous residential service, and for the time necessarily spent on the voyage out together with a free passage out, and the person engaged hereby agrees that, it he should fail to return to the Protectorate at the expiration of his return leave, he will repay on demand the amount which may have been paid to him in respect of such return leave. If invalided home before completing the tour fixed by the Governor he will be subject to the same rules in respect of duration of leave as officers on the permanent establishment.
- (2) In this agreement the period of any voyage shall be reckoned as commencing on the day of embarkation and ending on the day previous to the day of disembarkation of the person engaged, both days inclusive.
- 14. The person engaged shall, if so required by the Government furnish such security and in such form as the Government may decide upon for the faithful and honest discharge of his duties, and if any promium is payable in respect of such security it may be deducted from his salary by the Government.
- 15. Three months before the date on which he will be due to leave the Protostorate at the endof the tour of service, the person engaged shall give notice in writing to the Covernment whether he legires to remain in its employment, and the Government shall thereupon dende whether it will offer him further employment, in which case the re-engagement will be on such terms and for such period as may be mutually agreed
- 16. In the exect 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 recessary for him to produce to the Crown Agents a certificate from the Government of the amount due.
- 17. When the person engaged is not in the Protectorate, the Crown Agents for the Colonies, when duly authorised by the Government or by the Secretary of State for the Colonies, shall be competent to exercise any of the powers of the Government under this agreement.

Wherever 24 days are mentioned in this clause, 3 days may at the discretion of the Governor be substituted in respect of service at any station which is classed by the Government as an unhealthy station.

7-d) If the person engaged shall be compelled by reason of ill-health not caused by his misconduct to resign his office, or if at any time it shall be certified by a tuly qualified medical efficer employed by the dovernment that he is incapable on physical grounds of rendering further efficient service in the Protectorate, the Government shall pay him 1 it salary up to but not including the date of departure from the African Coast of the first steamer by which, in the opinion of the Government, he could have embarked, and half salary during the firms necessarily spent on the passage to England and shall provide him with a free passage to England provided he embarks within two months of the date of such resignation or certificate but he shall have no further claim on the Government He may, however, at the option of the Government has cranted leave of absence with full salary under Clause 43, as if he had been in valided home

(2) A certificate signed by a duly qualified medical officer employed by the Government shalf be conclusive evidence on the question whether or not the person engaged was connected to resurhis office by of ill-health within the meaning of this clause

8. If the person engaged shall at any time neglect or refuse or from any case severime di health not caused by his own misconduct, as provided in Clause become mable to perform any of his dulies or to comply with any order, or shall disclose any unformation respecting the affairs of the Overnment to any person not in the employment of the Covernment, or shall its any manner miscondust himself, the Government may dismiss him, and on on a dasmissal an rights and advantages reserved to him by this agreement shall cease, and he shall be to the Government on demand the amount paul for his passage t the Protectorate

Re-(1) The Government may at any time determine the engagement of the person engagest an arrived him three months notice in writing, or on paying him one month saury and an anary either case, if he is in the Protectorate at the time, furnishing him with a free passing to England provided that he claims and avails himself of such return passage within two mouths I such determination.

(2) The perod engaged may, at any time after the expiration of three months is as the commencement of any residential service, determine his engagement on giving to the succertained three months notice in writing, of on paying to the traverament me month's salary and in cities case repaying the cost of his passage to the Protesterate. II. shall not in either case to contact to a return passage to England

(3) The person expected may also, while on leave of absence in this country, determine the ing spenent/on giving notice in writing to the Crown Agents for the Culomies, in which case the 4termination shall take sheet from the date of the expersion of such leave as he may have been granted other than return these return not leave, for any extensions thereof. He shall, however, unless he completed the term of service provided for in this agreement, is liable to repay on domaind the conhis passage to the Protectorate on first engagement.

10. In the money of any prominery damage arising from the person ongaged disregarding of faith faithing to comply with any order, standing brilen or departmental instruction, or from any scale to order or damage of duty whitecover or his part, he may be liable to a deduction from his salary to make good the mage or any part thereof, the amount of which shall be fixed by the bload of him benefitment

1).—If the person engaged shall elsent immed from duty through ill-health he shall produce a medical certificate to that effect algored by a medical officer appointed by the Government for that purpose and if his sickness should be caused through his lown impropriety of conduct in the condu purpose and if his sixtness about the she is the street from duty. If he shall, about because the shell from his work from 'nny cause whatever without bears he shall be refer his work from 'nny cause whatever without bears he shall be facilities for the Covernment to dismiss him forthwith he shall be absent from duty, and it shall be lawful for the Government to dismiss him forthwith se for misconduct.

12 .- If the person engaged shall-

- (1) Disrogand or without sufficient reason fail to comply with any order, standing order, of departmental instruction;
 - or (2) Incapacitate himself for the performance of any of his duties by indulgence 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 this and in addition to or in lieu of exercising any other powers reserved to him or to the Government under this agreement, fine the person engaged to any extent not exceeding five pounds (£5), or support him from work, with loss of pay and allowances for any period not exceeding one calendary months, and any such sizes and the pay corresponding to any such suspension may be deducted from any money which would otherwise be due under this agreement.

13.—43 The persecutaged may after 39 months' continuous residential service, if the exigencies of the service parmit, be granted (m' beare of absence on full salary (known as vacation leave) for the innecessarily speal on the voyage home and for "two and a-half days in respect of each completed month of continuous residential service together with a free passage home, and (b) if he is returning to the Prote torate further leave of absence on full salary (known as return leave) for the sund a half days in respect of each completed month of continuous residential service, and for the time necessarily spent on the voyage out together with a free passage out, and the person engaged hereby agrees that, if he should fail to return to the Protectorate at the expiration of his return leave, he will repay on demand the amount which may have been paid to him in respect of such return leave. Hinvalided home before completing the tour fixed by the Governor he will be subject to the same rules in respect of duration of leave as officers on the permanent establishment.

(2) In this agreement the period of any voyage shall be reckoned as commencing on the day of embarkation and ending on the day previous to the day of disembarkation of the person engaged, both days inclusive.

14.—The person engaged shall, if so required by the Government, furnish such security and in such form as the Government may decide upon 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.

15.—Three months before the date on which he will be due to leave the Protectorate at the end of the tour of service, the person engaged shall give notice in writing to the Government whether he desires to remain in its employment, and the Government shall thereupon decide whether it will offer him further employment, in which case the re-engagement will be on such terms and for such period as may be mutually agreed.

16.—In the event of the person engaged being suitiled on the explantion of this agreement to any payment on England, before payment can be made it will be necessary for him to pay so to the Crown Agents a certificate from the Government of the amount due.

17 — When the person engaged is not in the Prefectionic, the Crown Agents for the Colonies, when day authorised by the Government of by the Secretary of State for the Colonies, shell be competent to exercise any of the powers of the Government under the agreement.

Further

Payments

Powers to Crown Agents.

Wherever 14 days are mentioned in this clause, I days may at the discretion of the Governor be substituted in respect of service at any station which is classed by the Government as an unfinelity station.