

1911

W. L. Apua
3256

CO

3256

Recd 1 Feb 11
Days

Machinery

Date.

1st January

of previous Paper.

20558

2160

see
5616

100
22
50

And send some to the
Office for
to the 29th
1911

Lean & Passage Rules

Accounts to recommendations to the main
subject to certain modifications, and a particular
view that present system of deductions should
continue pending the result of the enquiry into the
subject.

Mr Butler

The Machinery Dept to use proposals
for the main but object to the proposal
to grant full pay during the whole of
an officer's leave

The grant of full pay during leave is an
integral part of the W. African leave system,
and it cannot be very undesirable to
keep up this much-needed piece of reform
both to the benefit of the
allowance system is introduced
and to the benefit of

think that we shall strike a better bargain
by waiting. If we do not get the answer
now, I doubt if we ever shall.

If the question comes up in Parliament
we should have something to say to which
to point later, if we could point to the
reform now proposed, but it will not amount
to much, if we can only point to the
shaken ^{shake} from office us by the Treasury.
We are practically pledged by the 1867 Act
to some improvement of the conditions of
service of E. African Officers, and the
present form constitutes the best &
the cheapest that we can put forward
for the moment.

We must hurry, I think, press the
Treasury to give way - and to save time,
I submit a draft which I trust will have
the desired effect -
Col. Selby, who I believe is

interested in the question, looks back
up one official letter into a letter
to his brother

H.B. of

W. P. D. Jones

This draft is the result of
discussion with me. I agree that we
ought to press now for the whole reform
of the leave rules proposed in our
letter of the 18th of January.

H.B.

Feb 9

H. J. R.
9/11

In the reply to this Letter the following
Number should be quoted.

TREASURY CHAMBERS

1121

11.

C O
325631st January 1911

Sir,

I have laid before the Lords Commissioners of His Majesty's Treasury Mr. Fiddes' letter of the 18th instant (25538/1910), relative to the proposed revision of the Leave and Passage Rules for the East Africa Protectorate, Uganda and Nyasaland.

In reply I am to state that, although My Lords cannot agree that the amount of leave allowed in the Home Civil Service should be any criterion of the length of time to be spent in this country under Colonial Regulations, They feelable to assent to Mr. Harcourt's recommendations in the main, subject to the modifications suggested below as regards certain subsidiary features of the scheme.

1. My Lords agree generally to the proposed classification of East Africa and Nyasaland as "healthy" and of Uganda as "unhealthy", but They wish it to be understood that this classification is only made for purposes of leave and that the question of pensions is not affected. They would enquire however, whether it is necessary to place the whole of Uganda in the "unhealthy" category. They were under the impression that the climate of certain districts, notably that of Ruwenzori, was good, and They would be glad to be informed whether Mr. Harcourt is able to

to

The Under Secretary of State,

Colonial Office

to make any distinctions between localities in this Protectorate. Similarly My Lords would wish to be consulted before any district in the other two Protectorates is classed as unhealthy.

2. Under the rules as now drafted an officer allowed leave on "urgent private affairs" under paragraph 6 would apparently be entitled to the expenses of his journeys under paragraph 8. My Lords assume that this was not the intention of the Secretary of State and They would suggest that the rules might be made more explicit on the subject.

3. My Lords observe that no reference is made in the rules to leave spent in the Protectorates and They would enquire whether any limit, and if so of what nature, is set to the amount of leave which an officer can take locally.

4. Finally the proposal that the present system should be abolished, under which deductions of pay are made after a certain period of leave has been taken and are applied as allowances for substitutes, appears to Their Lordships to be open to considerable objection in the special circumstances of the case. In the first place the effect of the new rules will be to extend by considerable periods (especially in Uganda) the length of an officer's absence from his post, and My Lords feel grave doubt whether in practice it would be feasible to require his duties to be performed by his colleagues for the whole of this time without any extra remuneration. Even as it is, claims for special acting allowances are not infrequently

put

put forward which on their merits are often difficult to resist, and My Lords fear that if the allowance available under the existing rules were withdrawn applications of this character would become more general.

The present moment, however, appears to Them to be especially inopportune for the introduction of any change in this respect. Mr. Harcourt states that the question of introducing into the East Africa Protectorates a system of duty allowances is now under consideration, and My Lords are inclined to the view that this is the proper method of remunerating the substitutes of officers on long leave. The system, however, amounts in fact to a deduction from an officer's emoluments during the whole of his leave and would therefore appear to be at variance in principle with Mr. Harcourt's present proposals.

Moreover the introduction of the scheme of duty pay into East Africa would inflict hardship on officers who had grown accustomed to full pay throughout the whole period of their leave, unless the duty allowances were made wholly or largely additional to existing salaries. Such an addition to salaries, however, would obviously impose a very heavy burden on the resources of the various Protectorates and one to which without the strongest evidence of its necessity My Lords would not feel justified in assenting.

On all these grounds therefore My Lords would urge Mr. Harcourt not to press his proposals in this respect and They would suggest that *mutatis mutandis* the existing regulations should be allowed to continue for

the

the present pending the result of the enquiry into the
scheme of duty pay.

I am,

Sir,

Your obedient Servant,

J. M. M. M.

10

Henry E. Africa
3208
75

10 Feb 1901

Immediate
his

I am etc to act the

Recd of your letter^{no} 1125
of the 31st of Jan. relating
to the proposed revision
of the Sean and Passage
Rules for the East, Uganda
and Nyasaland, from
which ^{he} ~~to~~ ~~the~~ ~~the~~ ~~the~~

has received with
Satisfaction ~~pleasure~~ that the ~~the~~ ~~the~~ ~~the~~
are able to accept of
his recommendations.

With regards to the budget
submitted in 1900
I am to

DRAFT.

The Secretary to the
Treasury

MINUTE.

- Mr. ~~1875~~ 9/2
- Mr. ~~Bates~~ 9/9
- ~~Mr. Ridd~~ 9/9
- Mr. Fiddes 9/9
- Mr. Just.
- Mr. Cox.
- Sir G. Lucas.

- X Col. Beely 9/2
- Mr. Harcourt 9/2

In concert
see minutes

Recd 5616

2000
5616

105 } 24 Feb 1901
225 }
105 }
335 }

2000
225
105
335

(1) The proposed classification
of the East & West
as "healthy" and of West
as "unhealthy" is intended
only for purposes of law.
And it is not proposed
to disturb the present
arrangement, whereby all
three protectorates are
classified as "unhealthy"
for general purposes.
As regards Uganda,
the Government, as at
present advised, does
not think that there
is a sufficiently numerous
of relatively healthy districts
to warrant the present

a division into two classes
of districts, but he will
make inquiry of the
Uganda Protectorate
to the classification of certain districts
of the East & West
as "unhealthy";
the provisions of these
Protectorates will be made
to draw up lists of districts
for submission to the S.P.S.,
to be classified as "unhealthy"
and copies of these lists will
be communicated to the
Protectorates when received.

(2) It is not intended
that officers present
bearing "an urgent private
affair" should be
entitled to the passage
and the provisions to

make the necessary
amendment in the draft
rules by inserting the
regulation of the words

Incept on the ground of
illegitimate profits arising after
the words 'an officer who
has been granted leave
of absence' at the beginning
of that para.

(3) Mr. Macmillan has
to make up as to the
amount of leave has
allowed in the "Protectorate"

but he will make inquiries
on this point, - and report
the result of ^{his} ~~his~~ ^{inquiries} ~~inquiries~~
to the Inspector General

(4). The 1st object of
the proposal to abolish 77
the present system, under
which distributions of pay
are made after a certain
period of leave, is in the
first place because they
doubt whether it is practicable
it would be possible to
require an officer to perform
two duties of another for
considerable periods without
extra remuneration. In
Parsons' case, not there
the doubt whether P. L.
attendants fall on his point.
It seems
he could not perform that
the same of pay
made of pay

DRAFT.

MINUTE.

- Mr.
- Mr.
- Mr. Fiddes.
- Mr. Just.
- Mr. Cox.
- Sir C. Lucas.
- Col. Seely.
- Mr. Harcourt.

...to the same
...over a period of
years, and that the
same course is habitually
followed in Maryland,
except in the comparatively
rare cases of half pay leave.
His statement does not
expressly mention that
any difficulty in his former
posts arose in practice,
provided of course that it
was generally understood
that the abolition of acting
(except in so far as duty pay may be attached to
allowances ^{or} ~~was~~ an integral ^{already} ~~part~~ ^{certain offices}
part of the new scheme
of leave regulations,
that in applications for leave

acting allowance, ^{with} ~~but~~ not
if the new leave rules are
to be introduced, ⁱⁿ ~~of~~
course from the ⁱⁿ ~~the~~ ^{the} ~~the~~
that a duty allowance ^{or attached}
to the salary of the officer
~~when duty is being~~
performed. This leads
to the second consideration
advanced by the LL.
His statement agrees in
V. L's ^{view} ~~view~~ that a system
of duty allowances is the
proper method of remunerating
the substitutes of officers
on long leave, and, as
V. L will be aware, every
shortcoming in your rule
taken, when an applicant

of salary is under discussion,
moreover ~~the~~ ^{is} ~~filled~~
to support a vote to which

a duty allowance is attached
Although, as ^{was} ~~has~~ ^{already}

intimated ⁱⁿ the letter from his
Dept of the 18th of Jan.

(in CO. 12538₁₀)

his Harcourt desires, if
possible, to deal with
the question ^{of duty allowances} ~~comprehensively~~,
it is impossible at the
present moment to say

when this will be practicable,
and that from any formal
proposal of your kind would

take so long to
that it will be found to be
desirable to continue to
deal with the question
separately at present

taking every opportunity
afforded by the
of revision of individual
salaries ^{the} ~~of~~ ^{the} ~~of~~
individual salaries to
introduce the new system.
However his Harcourt
would object that the
objection to the present

DRAFT.

MINUTE.

- Mr.
- Mr.
- Mr. Fiddes.
- Mr. Just.
- Mr. Cox.
- Sir C. Lucas.
- Col. Seely.
- Mr. Harcourt.

proposals in the present
effect on the salary of the
of his ~~former~~ ^{present} ~~but~~ ^{introduction}
hereafter of a
of the scheme of duty pay
does not apply to his great
majority
bill of pieces, viz, those
in his lowest grades
of his name, to whom
salaries ^{are} ~~are~~ ^{not} ~~not~~ ^{of} ~~of~~ ^{the} ~~the~~ ^{same} ~~same~~
in any case ^{of} ~~of~~ ^{the} ~~the~~ ^{same} ~~same~~

likely afterwards.

Further to Harcourt

would point out that
 any difficulty that may
 arise in the introduction
 of the duty-free ^{System} scheme,
 on the ground that that
 Dept. amount is offset by
 a deduction of salary
 during leave, ^{will} ~~be~~ in
 any case ^{have to be paid} ~~in~~ ^{in Nyasaland,}
 where the system of full
 pay during the whole
 period of leave is already
 in operation.

Now Sirley to Harcourt

would ^{point out} ~~state~~ that, if the
 Lt. Col. is not in favour
 of the proposal

L. to object to the present
 system as to deductions
 from leave
 off pay in the last regard,

in view of the fact
 that the system of
 full pay during the
 whole period of leave
 already obtains in
 Nyasaland except
 in certain comparatively
 rare cases,

it will be ^{impossible} ~~impossible~~ to
 introduce uniformity into the
~~leave system~~ ^{leave system} ~~has~~ ^{has} ~~been~~ ^{been} ~~in~~ ⁱⁿ ~~force~~ ^{force}
 for the time. ^{It is} ~~It is~~ ^{possible} ~~possible~~
 a result which it is
~~not~~ ^{not} ~~in~~ ⁱⁿ ~~the~~ ^{the} ~~interest~~ ^{interest}
 of the present
 provision of leave regulations
 to ~~adopt~~ ^{adopt} effect.

3. In all these grounds
 Sir Harcourt would
 press very strongly for
 the adoption of the
 new leave regulations
 proposed, this being a
 definite strength

improvement of the
conditions of service in the
Ed. Posts which is in
his opinion finally decided

~~It will of course always
be open to P. L. to take
into improvement into account
the considerations any financial
proposals as to Salaries
& Duty pay which may hereafter
be made before them.~~

accept his recommendations,
the L.C. agree to his present
in earnest,
proposals, in announcing
his decision to the Postmaster,
expect that ^{may}
will cause officers to be clearly
warned that, in view
of the ^{fact that the} hard conditions
necessitating absence of funds
for acting allowances for
leave to which is duty

Mr. Butler
I understand
you think something of the
kind to be said, but I have
a little doubt as to
to be holding the same
but arguments to fight
movement - but may be
then they come up - but
must they hold on to
whether it holds is a
17

9 would suit
J.P.B.

DRAFT.

MINUTE.

- Mr.
- Mr.
- Mr. Fiddes.
- Mr. Just.
- Mr. Cox.
- Sir C. Lucas.

- Col. Seely.
- Mr. Harcourt.

Copy is attached,
no applications for such
allowances can be applied
to be sustained

I am to request
the forms of a reply to
this letter at 8 to be sent
to the
Commence, since, as the
all are already aware
it is desired, if possible,
to introduce the new
have regulations in the
of about next

(Sd) J.P.B.