

EAST AFR. PROT.

5300

No. 5800

Recd
Feb. 17 FEB 08

Governor. No.

Address 34

1908

16 Jan

Next previous Paper.

(Subject.)

Leave of Officials on Temporary Agreement

Suggests that to avoid discontent
Treasurer suggests that agree. shd be for 2 1/2 yrs
no ordinary leave on re-engagemt, shd be adopted.

Mr. P. C. Ambrose. (Minutes.)

Pl. see the bracketed portion of my
minutes on 3002/07, as to giving after three
years the ordinary 6 mos. leave in case of
re-engagement + 3 mos. where the official does
not return. The shorter period of 30 months,
(which is the period qualifying for my mos.
leave in the case of permanent officials) was
adopted in Mr. Birch's case at the suggestion
of Mr. J. Hayes Sadler + avoids the
inconvenience of multiplying the complications
to the leave rules. Temporary officials would
still be at a disadvantage, as compared
with permanent officials, as regards the
absence of qualifying period. If we do
not extend 25 months service, and such is now
necessary to get an officer's name on the
whole question I would suggest that, in cases
of temporary only, those periods should be
extended to temporary officials - subject
always to the deduction of half the leave
in cases of non-return.

37565
To Secy
Mr. J. Hayes Sadler
Mr. J. C. Ambrose
Mr. J. C. Ambrose

Next previous Paper.
37565

I do not think Treasury approval is
required, but it seems necessary to hold
the matter over until we have got their
decision as to the case of subordinate
Europeans on permanent app'ts. To try as we
have two sets of leave rules for permanent
European officials we must distinguish
between the two classes of subordinates, and
it will be well to wait until we know whether
that distinction must be retained? In the
meantime we can adopt the new proposal in
the case of app'ts at a salary of ~~£250~~^{or more}, and continue to make
no reference to leave agreements for service
at lower salaries?

W.C.A.

I suppose so. But I wish we could
have got a proposal from the
P.C. for reducing expenses instead
of for increasing it.

I am not sure that this + similar questions should
not be thrashed out by the C.C. in the
unification of the Com. in
W. & Africa.
H.J.R.
5/3

The Treasury have now approved of the application
of the leave rules formerly in force for superior
officials only to all permanent European officials in
the C.A.P. and Uganda. The message is therefore
clear for the general adoption of the new proposal,
if desired. (Salary thresholds are of course exempted).

The East African leave rules are not nearly so
convenient as the West African and the ^{Kenya} ~~Kenya~~ ^{Kenya} ~~Kenya~~

remodelling them should be considered. It is difficult to follow West African line in regard to vacation & return leave, and at the same time retain the East African proportion of leave to residential service, usually one fifth if voyages are counted in the leave, without dealing in half-months. We might have

Service	Voyage Home	Vacation leave	Return leave	Voyage back
$2\frac{1}{4}$ yrs.	about $\frac{3}{4}$ mo.	2 mos.	2 mos.	$\frac{3}{4}$ mo.

which gives an approximately correct proportion; but on a basis of $2\frac{3}{4}$ yrs. service the vacation and return leave would be nearly $2\frac{1}{2}$ mos. each, and other periods of service would give more awkward fractions. This subject should be dealt with by the Ctee.
 Edw B Sept

Mr Read
 The immediate question on this paper is whether temporary leave officers shd. be promised any & what leave in their agreements

" The other question referred to by Mr Stanley, i.e. the modification of the general leave rules is somewhat larger one - and I don't see that the decision on the first question need wait for the second.
 M. S. J. 1/10

Mr. Anthon's. I am sorry to have delayed this paper. I suppose that we had better adopt the 1st recommendation which follows has similar to those which have been laid down in the case of 18 April.

A. J. R.
13/10

Since I understand, the same point as $\frac{37565}{3}$, and the decision should be the same as on that paper - viz. that Europeans engaged for 3 years (minimum) shall come for 3 months and then come with a further 3 months on 1/2 pay if engaged.
I agree that the larger question should be referred to the committee, which will, I hope, now that the holidays are over, take up the question of the suspension of the W. and A. services in earnest.

W. A. 20
at once.

Governor's Office,

Nairobi,

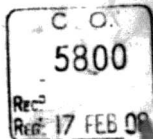
January 16th 1908.

EAST AFRICA PROTECTORATE.

No. 34.

(Incl. 1.)

My Lord,



There are continually questions arising in connection with officials on temporary agreements for three years who apply for leave after two and a half years' service in the Protectorate. By the terms of the agreements under which most of them are serving they are not entitled to leave till the completion of the agreement and then only if they elect to re-engage.

2. I recognise the distinction that should be drawn between officers in permanent employment and those on temporary agreement. But it is unsatisfactory having officers serving side by side under different conditions as to the period after which leave may be

asked

H. M. Principal Secretary of State

for the Colonies,

Downing Street,

LONDON, E. W.

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DEC 24, 1907

asked for. The position is further complicated by the fact that officers on temporary agreement are frequently selected for permanent employment, though time may often elapse before the change is effected and leave may be due as a permanent official which would not be due till six months later under the agreement. I consulted the Treasurer and enclose a copy of his minute.

3. I recommend that in future all agreements for temporary employment be for two and a half years on the terms suggested by him, as was done in the case of Mr. Birch of the Shell Works Department.

I have the honour to be,
With the highest respect,

My Lord,

Your Lordship's most obedient,
humble servant,

J. H. ...

INCLOSURE 230

Despatch No. 34 of Jan 16, 1908

M I N U T E



There would be no difficulty if agreements were made for 2½ years and ordinary leave allowed on re-engagement.

This has been done in the case of Mr. Birch, Executive Engineer, Public Works Department.

The following is an extract from his agreement:-

" 16. On the satisfactory expiration of this agreement if the person engaged does not return to the Protectorate for further service he will be granted leave of absence for three months and if his services are retained by the Government he will be granted leave of absence for six months. Full salary will be paid for the first three months of his leave and three quarter salary for any further period to which he may be entitled."

Sd/- C. E. POWER

For Treasurer.

Mombasa,

December 24th 1907.