

EAST AFR. PROT.
No. 37565

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further, that the application of Mr Dymond & yourself for these areas <sup>has</sup> been noted but that no survey fees have been paid and that you have not been asked for proof of your financial status.

It is understood that you have made arrangements for the National Bank of India to defray the cost in excess of the £1 which you have already paid of the telegrams which have been sent on your behalf and on that amount will be made up on the 1st of the month.

Inventor No. 163  
 1908  
 24/1/08  
 Last printed Paper.

(Subject.)

Leave Rules for European Staff

To copy letter from Treasury - Consider that the same rules should be applied to all permanent staff, & that all officers on temporary engagements should receive leave on at least granted to permanent staff.

(Minister.)

Mr. Head The Treasury have agreed (£2500/00) to the grant of the same leave privileges to all permanent European officials. I enclose herewith attention to our Dept. (Ref. to 16521) conveying the decision and I think we may agree without further refs to the Treasury to the

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proposal that business or  
engaged for 3 years (annual)  
shall now for 30 mos and  
the law 3 months <sup>less</sup> or full  
pay, with a further 3 mos

or  $\frac{3}{4}$  pay if they are re-  
engaged -  
of the *W.M.* 19/10

in Antwerp

Super

H. R.

19/10

19/10

Governor's Office,  
Nairobi,

September 14th 1900.

EAST AFRICA PROTECTORATE.

No. 463

(Incl. 1)

C O  
37565

15 30 08

My Lord,

I have the honour to transmit herewith a copy of a letter which I have received from the Treasurer with reference to the leave conditions prevailing in the Protectorate.

2. The diversity at present existing might, I think, be well removed and the same leave rules be applied to all European appointments on the permanent staff. As regards the leave conditions attaching to temporary agreements, I have the honour to invite a reference to the ruling contained in Lord Elgin's despatch No. 22 of the 15th January last, regarding the leave to be granted to Assistant Engineers on temporary engagements, by which they are to receive 6 months' leave after 30 months' service and 3 months' leave if not re-engaged.

3. I consider that it would be advisable to grant a similar privilege to all officers on temporary agreements and trust that Your Lordship will sanction this being done in future.

I have the honour to be,

With the highest respect,

My Lord,

Your Lordship's most obedient,

humble servant,

H. H. PRINCIPAL SECRETARY OF STATE  
FOR THE COLONIES.

BOWING STREET,  
LONDON, S.W.

Treasurer  
No. 279/85

*for*  
*14/9/00*

INCLOSURE

231

In Despatch No. 463 of Sept. 14 1908.

The Treasury,

Mombasa. 8th September, 1908.

GOVT. No. 279/88.

C. C. C.  
37565

Rec'd  
15 OCT 08

Sir,

I have the honour to bring to your notice the great diversity of conditions as to leave which exists at present in regard to Europeans in the Protectorate service and to suggest for your consideration the advisability of obtaining sanction for the adoption of a scheme which would abolish the present anomalies and obviate the necessity of referring to the Colonial Office the questions which are constantly arising out of the claims for leave by Europeans.

2. In regard to officers on the permanent staff there are two sets of Regulations bearing upon the question of leave, namely "Regulations for the Employment of officers in the East Africa, Uganda and Somaliland Protectorates" (African No. 775) and "Subordinate Staff leave Regulations" of January 31st 1902.

With minor exceptions these Regulations are the same to-day as when originally issued in the early

L.H. The LIEUT-GOVERNOR,

NAIROBI.

early days of the Protectorate. But the state of affairs has changed greatly since then. When these Regulations were issued there were practically no Europeans on the Subordinate Staff, and the Subordinate Staff Regulations were intended only for non-Europeans.

3. With the development of the country it was found to be not only possible but desirable to employ Europeans in posts for which formerly only non-Europeans were available, and in consequence a considerable number of Europeans are now engaged locally subject to the Subordinate Staff Regulations. I may observe that in the case of Messrs. Reilly and Madden, who were transferred from the Royal Irish Constabulary to the Subordinate Staff of the East Africa Police, the Colonial Office sanctioned leave on the scale allowed to officers of the superior establishment, whereas other officers of similar standing have been granted only the leave allowed to non-Europeans. It will be readily understood that this is regarded as a grievance, and I venture to express the hope that it will be found possible to allow to all Europeans on the permanent staff the scale of leave which at present is granted to the superior establishment only.

4. As regards officers serving under special agreements or holding temporary appointments, the conditions

conditions as to leave are almost perplexing in their variety. Some officers are serving under temporary agreements or appointments entitling them to the benefit of the ordinary Leave Regulations, the agreements of others do not stipulate for any leave, some are entitled to a stated amount of leave on the expiry of their agreements whether they re-engage or not, and others are entitled to a stated amount of leave if they do not re-engage and a different amount if they do re-engage, whilst in the case of some it is stated that if they wish to re-engage the terms will be such as may be mutually agreed upon. In addition to this many officers have, by special sanction, been given leave which was not in strict accordance with the terms of their agreements.

15. As you are aware a general authority has been received from the Colonial Office in regard to the leave of temporary engineers in the Public Works Department. I enclose for ready reference a copy of the despatch, from which you will observe that after 30 months service an engineer receives 6 months leave if he is not re-engaged, and 3 months' leave if he is not re-engaged. I have the honour to suggest that these terms be made applicable to all Europeans holding temporary appointments.

I have &c.

Sd/- C.C. BOWRING.  
Treasurer.

COPY

Downing Street,  
15th January, 1908.

EAST AFRICA PROTECTORATE.  
No. 22.

Sir,

I have the honour to acknowledge the receipt of your despatch No. 520 of the 6th of December, and to inform you that I approve of your recommendation that Mr. Sykes, Assistant Engineer in the Public Works Department, should be regarded as entitled to first class passages and that the difference between the cost of a first and a second class passage, which he himself paid on the voyage to East Africa, should be refunded to him.

2. The provision as to leave contained in Mr. Birch's agreement was that he should receive, after thirty months' service, six months leave of absence if he was to be re-engaged for further service and three months leave if he was not to be re-engaged. This provision should apply to Mr. Sykes, and also to Mr. Greenall and other Executive or Assistant Engineers who may be engaged or re-engaged in the future.

3. I do not consider, however, that it is essential that a fresh Agreement should be prepared to cover these modifications in the terms of Mr. Sykes' engagement, and it will be sufficient if he is informed that he will be entitled to first class passages and to leave on the scale mentioned in the preceding paragraph.

I have, &c.  
(54) H.M.S.

Governor

SIR J. HAYES BARTON, K.C.M.G., C.B.

cc. cc. cc.

Uganda No 244  
Gov. Bell

Pomalitard No 77  
for Comar Codens

~~600~~  
Kyanstead No 236  
Gov. Sherpe

1898 2/10  
1898 2/10

23 October '08

Sir  
The Gov of the U.A.P.  
has called attention to  
the uncertainty regarding  
what exists regarding the  
leave, if any, to be  
granted to those  
officers serving under  
temporary agreements  
after considering the matter  
I have decided that unless  
officers engaged normally  
on a full 3 years shall  
be required to serve  
in the Post for 30 mos.  
only, & that at the end of  
that time they shall  
receive 3 months leave  
full salary, with a  
further 3 months on  
 $\frac{3}{4}$  salary if they are  
re-engaged.



I presume that you will  
have no objection to the inser-  
tion of the conditions in  
the agreement which  
appear for temporary service  
in the Post under your  
date, and I am instead  
being the Clerk accordingly

L

for  
37565

L.A.P.  
236

Y<sup>r</sup> O<sup>r</sup>

23 October 88

DRAFT

L.A.P. No 532

for Padder 5880

MINUTE.

Mr. W. H. 21/10

Mr. Head 22

Mr. Jan

Mr. Antrobus

Mr. Cox

Sir C. Lucas

Sir F. Harrison

Mr. Churchill

The Earl of Elgin

3 dfts  
but see for cover

Mr. Secretary }  
Mr. & Council } To be taken  
See also 7/10 } despatch

See then the lower part  
the receipt of your desps  
No 34 of the 11th Jan 88  
No 63 of the 14th  
and to inform you  
that I suppose of the  
purpose that officers  
engaged on temporary  
agreements, shall in  
future nominally  
for the year shall  
in fact be engaged  
for 2 months actual  
service in the Post  
and be allowed 3 mos  
leave on full pay at the  
end of that time, with  
a further 2 months on  
3 pay in the event of  
their re-engaging

for further review

You will have seen  
from my des. No 482  
of the 11<sup>th</sup> ult. that  
the proposal to apply  
the same lease rules  
ought to be now in force  
in regards superior  
lands, & all former  
rent, transfer offices  
is affirmed.

L.A.P.

Gov  
37565

237

7 Copies

DRAFT

C. Agt.

Mr Reed 22

ansd 39147

Your  
Gentlemen  
24 October 18  
I am directed by  
the Secy of the Com.  
for you that in he  
renders that office  
may engaged for a  
normal period of  
three years in the  
title Office, Uganda,  
Somaliland, & Hyderabad  
Protractors should in  
future be granted  
three months leave on  
full salary after separ-  
-ation 30 mos. actual  
service, with a further  
three months on 7/8 salary

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