

EAST AFR. PROT.

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Date
July
previous Paper
1911/86

new leave Regis.
Detention leave.

Memoranda from C.A. requesting instructions as to treatment of Detention leave for purposes of return leave agreements.

Hi Reas

1. Mr Combe He has been granted 5 days' vacation leave instead of 2 1/2 days' vacation leave & 2 1/2 days' return leave - apparently through a slip. The new leave regulations make it quite clear that for every 5 days' vacation leave an officer is to get 2 1/2 days' vacation & 2 1/2 days' return leave. What the C.A. mean by suggesting that amendment is necessary to make them

Ret long
subsequent Paper
1911/79

the rule I do not understand.

In the purchase of the Retiree's Pension
Assessment the Act should interpret to
have as 77 days' vacation, 78 days'
when leave

11. Mr. Downing has completed a term
of 65 months' service, and he was
therefore entitled due for a considerable
amount of vacation ^{more} than the 40 days
allotted him, but of course a proportional
amount of ^{when} leave, but he could not be
paid more than 40 days extra owing

to the exigencies of the Service. The Probationary

Authorities were therefore quite correct
in reckoning the whole of the 40 days
as vacation leave

Ch.
inform
MM

N.B.
at once 11/7
H. J. R. 12/VII

the rule I do not understand.

In the course of the Retiring Leave Agreement the Lt. should interpret his leave as 77 days vacation '78 days' when leave

11. Li Bowang has completed a tour of 65 months' service. and he was therefore strictly due for a considerable amount of vacation leave ^{more} than the 40 days allotted him, but of course a proportional amount of ^{when} leave, but he could not be granted more than 40 days extra owing to the exigencies of the service. The Probationary

authorities were therefore quite correct in reckoning the whole of the 40 days of vacation leave

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H. J. R. 12/VII

the rule I do not understand.

In the absence of the Nelson's leave
Agreement the Lt. should interpret his
leave as 77 days' vacation, 78 days'
other leave.

11. Mr. Bowring has completed a tour
of 65 months' service, and he was
therefore strictly due for a considerable
amount of vacation leave ^{more} than the 40 days
allotted him, but of course a proportional
amount of ^{leave} leave, but he could not be
granted more than 40 days extra owing
to the exigencies of the service. The prohibition

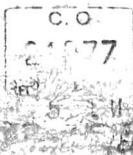
on this matter was therefore quite correct
in reckoning the whole of the 40 days
as vacation leave.

H.B.S.
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H. J. R. 12/VII

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E.A.P. 1650.

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Mr Parkinson

C.O.

The Hon. R.M. Coombs has been granted leave, according to his leave paper, for 75 days vacation leave, 5 days extension of vacation leave owing to detention, + 75 days return leave, etc. As we understand that the regulations will be amended to allow the "detention allowance" to be divided equally between vacation and return leave, will we be correct in interpreting this for purposes of the "Return Leave Agreement"; as 77½ days vacation leave + 77½ days return leave, please?

2. The same considerations would apply equally to the leave of the Hon. C.F. Bowring. Should we interpret his leave as 105 days vacation + 105 days return leave, please?

And. Elr 30/6/11
C.A. Law Office

P
B.A.P. 1646

JUN 7 1911

Mr Batterbee

On the 23rd of May we invited your attention to the leave granted to the Hon. C. Bowring, C.M.G., Treasurer of East Africa Prot., viz. 125 days' vacation leave and 85 days' return leave. We understood that you would communicate with Mr Bowring on the subject. Can you say yet whether he is entitled to all of the above leave, please?

F.M.P.

C.A. Pay Office
28/6/11

Yes - unless you hear to the contrary later on. If his services were urgently required in the Pte., he would ~~lose~~ forego some of the leave.
A.C.P. 1916

Draft Leave and Passage rules in West Africa 265

to be substituted for Colonial

Regulations 122 - 135.

122. Subject to the necessities of the service, European officers may be granted, by the Governor, vacation leave of full pay, not exceeding in all one week's leave in the United Kingdom for every completed calendar month of their residential service in West Africa, plus the time necessarily taken on the journey to the United Kingdom, and, if the officer returns to West Africa for further service, the time necessarily taken on the journey from the United Kingdom to the Colony.

The additional leave will be granted in respect of any fraction of a month.

If an officer on vacation leave is called upon to proceed to the United Kingdom in accordance with the Governor's orders, the leave in respect of the journey to or from the United Kingdom shall be the time necessarily taken on the journey to or from the United Kingdom, provided this is not greater than the time necessarily taken on the journey to or from the United Kingdom.

123. Vacation leave may be granted without any special grounds after 18 consecutive calendar months of residential service. A European officer will not be required to serve a tour of more than 24 consecutive calendar months.

months residential service in West Africa except in special circumstances, and the Governor may, should he think fit, grant vacation leave to any European officer at any time after he has completed 12 consecutive calendar months residential service in West Africa. Within the above limits the actual length of each officer's tour shall be at the discretion of the Governor, who will take into consideration the necessities of the service, the character of the station or stations at which the officer has been serving and his medical history.

Vacation leave on full salary may also be granted by the Governor to a European officer after less than 12 consecutive calendar months residential service in West Africa (a) if he is invalided from West Africa or (b) in special cases where the Governor considers that the arrangement will be in the public interest.

124. Vacation leave may be extended by the Secretary of State on full or half salary at his discretion if the officer is permitted to remain in the United Kingdom by the Secretary of State on public grounds.

125. Sick leave on full salary may be granted by the Secretary of State at his discretion to a European officer on the ground of ill health for any period not exceeding six calendar months from the date of the expiration of his vacation leave; and, where

there

there is reason to believe that the officer will ultimately be fit to return to West Africa, the secretary of state may at his discretion extend such leave with half salary for a further period not exceeding six calendar months,

if an officer who has been granted sick leave is found by the medical adviser to the Colonial Office to be fit to return to West Africa and fails to do so when ordered, he shall be liable to refund any pay which he may have drawn in respect of such leave,

126. Any extension of leave, however short, which may be granted on any other grounds than those mentioned in the two foregoing regulations must be without pay.

127. In addition to the leave above mentioned, a European officer may be granted leave to be spent in West Africa or on a sea voyage, for purposes of relaxation from duty up to an amount not exceeding 21 days in each tour of service. During such leave full salary but not duty allowance will be paid.

128. An officer returning to West Africa will be required to embark by the first steamer leaving England after the date on which his leave of absence expires, and will be allowed pay at the rate which he is then drawing for any days which may elapse between the expiration of his leave and the departure of the steamer; provided that, if there is a later steamer which is timed to arrive at his destination before the first one, he will be required to proceed by the latter one. Extensions of leave will date from the expiration of the original leave, and not from the day on which the officer would have had to embark if his leave had not been extended. 268

129. Officers desiring leave on the ground of "urgent private affairs" before completing a tour of 12 consecutive calendar months as residential service may be granted by the Governor at his discretion permitting to proceed on leave. In such cases the officer may be granted any vacation leave for which he is eligible under regulation 122 (including leave for the voyage to his two voyages), but any extension must be without pay.

130. Every officer immediately before proceeding ~~home~~ home of absence will present himself to the medical officer of his station (or other medical officer, as provided by the local regulations for examination as to the state of his health. The medical officer will furnish him with a paper of advice in proper form, which will contain directions as to the precautions he should take during the voyage home and after arrival in the United Kingdom, and also an expression of opinion as

as to the necessity or otherwise of his being sent by mail the Medical Advisers to the Colonial Office. Immediately after the examination the Medical officer will himself post a certificate in the approved form direct to the Colonial Office, so that it will arrive in England by the same steamer as the officer examined.

(b) When the officer arrives in the United Kingdom he will receive instructions to present himself to one of the Medical Advisers of the Colonial Office if that course is thought necessary, and in any case he may be required to show that the recommendations of the local medical officer are being carried out.

(c) If an officer falls ill so as to require medical attendance during the voyage home or during his leave of absence, and remains ill for a week he will report the fact to the Colonial Office, and will send fortnightly reports from his medical attendant as long as he remains under medical care. This also applies to the case of invalided officers, who are unable on arrival in this country to comply within a week, with instructions to visit the Medical Adviser.

(d) Unless these rules are observed, an officer will not be entitled to pay during any extension of leave, which it may be necessary to grant him on the ground of ill-health.

131. Officers to whom the foregoing regulations of this section apply are required to discharge any duties upon which the Governor may think it desirable to employ them; and they are not entitled to receive any available half salary under Regulations 76, 77, 104, 105, and 106, in addition to the salary of their own office, for performing the

and not be continuous with the vacation leave
 return leave provided for in their agreements.
 130. The foregoing regulations (127 to 130)
 do not apply to officers who are natives of West
 Africa. All such officers are subject to the
 general regulations as to leave of absence and
 absence, with the exception that they are not
 entitled to any pay under Regulations 76 and 77,
 when acting in the class of a European officer.
 They will, however, in like manner, draw the
 pay allowance when not in the office to which
 their allowance is attached; but when they are
 on leave for a European officer and not receiving
 pay by allowance, the Governor may, if he think
 fit, award a gratuity in respect of their active
 service, subject to the approval of the Secretary
 of State. On the other hand, the Regulations
 numbered 84 to 87, 89, 91, 92, 93 to 98, 100, 101, and
 102 do not apply to European officers.

All officers who are not of pure European
 descent will be regarded as natives of West Africa
 for the purpose of these regulations unless special
 arrangements are made on appointment either as
 provided in Regulation 134 or otherwise.

MINUTES.

The second meeting of the West African Leave Regulations Committee was held in the Colonial Office at 3 p.m. on Friday the 30th of January.

The following were present:-

Sir H. Read (Chairman)
 Mr. T. Read (late D.A. and S.S. Nigeria)
 Mr. F. A. H. Jones (late D.P.W. Gold Coast)
 Mr. V. D. Ellis of the Colonial Office.
 Mr. A. J. Harding " " "

and Mr. G. A. Mc. Cluskey (Secretary).

The minutes of the last meeting were read and passed.

Mr. Jones called attention to the fact that it was desirable that officers in the service should be given the option of accepting the new regulations or remaining under the old regulations, and Sir H. Read said that this point would be made clear.

The Committee then proceeded with the examination and redrafting of the existing regulations and adjourned leaving the following questions for discussion at the next meeting:-

- (1) Payment of officers wives' passages out of Government funds.
- (2) Application of new rules to officers on agreement.
- (3) Length of service ^{to} render an officer eligible for retirement on pension.

A draft embodying the recommendations of the Committee up to date is attached.