

1933.

Kenya.

No. 3099.

SUBJECT

C0533/434

Conditions of Service - K. U. Rly Staff.

Previous

18045/32

Subsequent

23074/34

As the result of correspondence with the Governor of Kenya at the end of 1932, certain important changes were approved in the terms of service applicable to Kenya forest servants. These are summarized in the Secretariat Circular N^o 48 in 18/11/32.

Mr. King has ~~noted~~ from several leave certificates recently received that the revised leave conditions are apparently being applied to K.V.R. personnel.

The K.V.R. is of course a joint service, and there may be difficulties if railwaymen stationed in Uganda get less generous leave than Uganda forest employees. But the position is exactly parallel to that which arose when Kenya (but not Uganda) introduced a salaries levy at the beginning of 1932; the K.V.R. applied ~~the~~ ~~same~~ levy, at identical rates, to the whole of its staff.

But the present position (as regards leave - ~~provision~~ ~~Reg^s~~) is not free from doubt, and H.C. certainly ought to

have told us.

Off. let. herewith, after speaking to
Mr. Gant. C.S.D. 2d. see the reply,
and action on ^{18045/32} ~~211~~ should wait till
we know whether an addition to the aft
dep. will be necessary.

J. P. ...
3/5/33
J. P. ...
13-3 same

See order from Transport etc - 14/2/33

H.Cr. for Transport. Tel. 5. 16th March, 33

DESTROYED UNDER STATUTE

Reports that revised terms of service for Railway
employees closely resembles those in circ. No. 48.
Dep. follows.

await the proposed draft

H. E. P. ...
16/3/33

Subject
Rk. Room 311 } to see meaning

J. P. ...
17/3/33

see some slight alteration in
apcan 973 may be required

J. P. ...
18/3

M

N. 1 2
Action 194
Letter on 18045/32
on 1234/31/No. 5

3. A/H. Cr. Transport. 37. 17th March, 33.

Encls. Memo. and Circ. explaining the proposed terms
of service; states he has approved the recomn. of the
Rly. Council that effect be given to the revised
Tour, Leave and Passage Regulations embodied in the
Circ.

The circular states that the alterations
have the approval of the S. G. S. to whom
this is the first intimation received as
a result of the telegram at 1. The
circular applies to staff & Agents.

The matter has been badly managed
as the Transport alterations should
have been introduced pari passu with
those of the Colonial Govt.

? C.S.D. and 311 should be - then
then in the points on alteration of apcan
973 and the provision for amending
the draft despatch on 18045/32

H. E. P. ...
28/3/33

Mr. Verrington

My only comment
is whether this arrangement
whereby an officer is to count
15 days service in (as a month)
claimed B or C is necessary

The simplest
arrangement would be to ignore
all but completed months
of service - both (a) when an officer
is transferred from a healthy
to unhealthy station (or vice versa)

See section
III page 4
of the enclosed
circular
J.P.

is (b) on the termination of his
tour - for the purpose of
calculating leave, any
odd days being included in
later service in the case of (a)
or carried forward in the case
of (b)

The loss or gain of leave
to individual officers by this
arrangement would be
negligible.

J. King

30.3.33

NB It seems unwise any longer
attempt to convert odd days of
residential service into "leave-
earning" service J.K.

~~Leave~~ The formula of 15 days
counting as a month ^{is no}
~~is no doubt intended towards the~~
~~weekly service~~ difficulty of converting an
odd no. of days at a Port Station
to the K Station equivalent, at the
respective rate of $1\frac{1}{2}:1$ and $1\frac{1}{2}:1$.
This is convenient, but is on
the generous side. Twenty days
to count as a month would have
been about right. But we need
not comment.

§ 13 of the Memo means that
none of the Running Staff will
get 3rd class passage, since
 $240 \times \frac{3}{2} = 360$. It is no doubt

4
intends that this shall govern
the family passage also, a tho'
it does not say so.

James
30.3.33

I asked Mr. King & Mr. ... to look through
this in the light of their experience in dealing
with individual cases. The points raised in
their minutes are not, I think, of sufficient
importance to call for any amendment to H.C.

Nor do I think we need question
the assumption of the S.F.S. approval
in the first two lines of the Weekly Notice.
It is true that no such approval had in
fact been sought or given, but S.F.S.
has approved similar changes in the
terms of service of Kenya Govt. employees.

When the necessary amendments have
been made in App. 973 on the dft. on
18.05 ? Put by.

(C.A. will no doubt hear direct from
Nairobi.)

J. King
30.3.33

Mr. Dehner agrees that the Uganda Govt's
interest has been sufficiently safeguarded by the

purpose of this ref. on the Railway Council
- para 3 of draft.

J.P. P...
6/4.

Issue: there is no need to comment. I have passed
the draft on 18045/32

Placed on file of Kenya
30/5/33
1947

To H.C.T. 34 - comm - 13 April 33
(Draft on 18045/33 copy attached)

H. Crown Agents - 16 May 33
Encl. letter from General Manager K.V.R. enquires
whether it is desired that steamship accommodation
should be provided as shown therein, of 100, from what
date.

5. H.C. Transport 61 - 25 April 33.
Furnishes recommendations for leave or passages
for apprentices.

No.5. Hitherto apprentices have received
180 days vacation leave overseas on full salary.
The voyage, for which they got a free second-
class passage and during which they were on full
pay, did not count as leave.

The changes now proposed follow on the
general worsening of conditions described, so
far as they apply to the Kenya-Uganda Railway
servants in the circular enclosed with No.3
on this file. We had anticipated (see para.6
of No.3(a)) that some changes in the draft,
revised staff rules would be necessitated by
reason of that circular.

The possible criticisms of the changes now
proposed

proposed would be that two years on an instruct course is ^{too} long a time. An apprentice who took such a course would be one whom the Administration desired to retain (vide the proposed new para. 116(b)). But it may be difficult to tell whom the Administration ^{will} would have need of as far ahead as two years. The treatment of apprentices, however, is essentially a matter of local application (see Mr. Jeffries' minute of 12.11.32 on 18045/32 Kenya) subject to C.S.D.'s observations on the matter.

? Reply that the Secretary of State need no reason to dissent from the High Commissioner's recommendations

No.4. It is clear from the encl. that
the C.A. have already received
the circular enclosed in No.3.
? Reply S/S approves of their providing
accommodation on the scale shown
in the Gen. Manager's letter.

Point out that the circular says
the new terms should have effect from
1 Jan 1933, & says that the new procedure
should therefore be put in force forthwith
but any passage arrangements that
has already been made may be
allowed to stand.

T.W. Swire 7/6
A. ...

No objection
W. ...
7.6.33

W. ...
7/6

Mr. Freeston I have no objections but

the accommodation on B. I.
skippers is being regarded
as from 28th July next
in writing to CA we
may include refer to
proposed letter on 4005/11/33

J. King

P. 6. 33

W. B. Weston

9 atms

✓p Crown Agents (Min) _____ 7 June 33

DESTROYED UNDER STATUTE

present early reply to No 4.

7 To B.A. (4 annod) 14/6/33

8 To H.C.T. Co (5 annod) 15 JUN 1933

9 To B.A. (with 508) B/C - 15/6/33

4

3099/33 Kenya

6
nb
73

C. D.
R 14 JUN
D 14

C. O.

- Mr. *Poolley 13/6/55*
- Mr. *Hanning 14/6/55*
- Mr.
- Mr. Parkinson.
- Mr. Tomlinson.
- Sir C. Bottomley.
- Sir J. Shuckburgh.
- Permi. U.S. of S.
- Parly. U.S. of S.
- Secretary of State

15 June, 1955

Sir,

DRAFT.

(No. 5)

I have to C
ack. the receipt of
your despatch No. 61
of the 25th of April
and to inform
you that I see
no reason to
dissent from your
recommendation for

Transport.
Kenya Uganda
No. 61
H. Bottomley

copy a.s.a. (B)

2 copies
1 copy a.s.a. 4
1 copy a.s.a. 4

the revision of
the conditions of
service as regards
leave and passages
of apprentices
serving under the
Kenya & Uganda
Railways & Harbours
Administration who have
satisfactorily
completed the
prescribed period
of apprenticeship
and whose services
are so desired, to
Kilimanjaro?

I am &c.

(Sgd.) P. OUNLIFFE-LISTER

3099/53 Kenya

7

W
7

C. O.

Mr. ^{12/11/55} ~~Boley~~
Mr. ^{12/11/55} ~~Kenning~~ K4/6732f
Mr.

7

Mr. Parkinson.
Mr. Tomlinson.
Sir C. Bottomley.
Sir J. Shuckburgh.
Perm. U.S. of S.
Parly. U.S. of S.
Secretary of State.

14 June, 1955.

DRAFT.

~~Sent~~ ~~to~~

The S.A.
for the Col.

(No. 4.)

With reference
to your letter
No. M/S.A. 275, of the
16th of May, enclosing
a copy of a letter
from the General
Manager of the
Kenya & Uganda
Railways regarding
grade &
the ~~statement~~
return passage
~~arrangement~~ to
be provided for

2 copies.

those officers of
the Transport
Admin: at present
on leave in this
country, in view of
the revised terms
of service for officers serving
under the
Admin: I am &c.

inform you that
subject to the proviso in paragraph 3 of this letter,
the approval of your

providing the
concerned
officers with passages
as indicated by the
General Manager's letter.

3. The circular
referred to by the
General Manager's
letter states that
the new terms of
service shall have
effect from the 1st of Jan.

C. O.

Mr.

Mr.

Mr.

Mr. Parkinson.

Mr. Tomlinson.

Sir C. Bottomley.

Sir J. Shuckburgh.

Perm. U.S. of S.

Parly. U.S. of S.

Secretary of State.

DRAFT.

1955. Passages⁸ of
grades
the revised rates
should therefore
be taken forthwith
but any passage
arrangements already
made should be
allowed to stand.
3. The rates
of passages of
officers travelling
by British India
steamers will
require to be
altered in view
of the regrading
of the accommod-
ation of those
grades. A separate
letter on this
subject will be

send to you

shortly.

I am &c.

(Signed) L. B. FREESTON



9
5

TRANSPORT.

OFFICE OF THE HIGH COMMISSIONER FOR TRANSPORT,
GOVERNMENT HOUSE,
NAIROBI,
KENYA.

KENYA-UGANDA.

NO 61

RECEIVED
18 MAY 1933
COL. OFFICE

15 April, 1933.

Sir,

I have the honour to refer to my Transport Despatch No.118 of 12th August, 1932, which forwarded certain amendments for embodiment in the Draft Revised Staff Rules and Regulations of this Administration forwarded with my Transport Despatch No.227 of 31st December, 1931, and to inform you that as a result of the revised conditions of service regarding tours and passages, etc., it will be necessary to make amendments in the provisions for leave for apprentices in the Draft Revised Staff Rules and Regulations.

(8) N/O 3
18045/32
N/O 1
18045/32
G. M. Wood

2. After considering the recommendations for the Kenya local service I recommend that apprentices who have satisfactorily completed the period of apprenticeship prescribed in their agreements, and who are to be offered employment on the completion of their apprenticeship, be granted:-

(9)
Copy to S.A.

- (a) Seven days leave on full salary for each three complete months of apprenticeship, and
- (b) A third class return passage.

I also recommend that if such apprentices desire to undertake an instructional course they be allowed an extension of leave without pay up to a maximum of two years, on the understanding that where such extensions are/

THE RIGHT HONOURABLE
MAJOR SIR PHILIP CUNLIFFE LISTER, G.B.E., M.C., M.P.,
SECRETARY OF STATE FOR THE COLONIES,
DOWNING STREET, S.W.1.

are granted periodical progress reports will be called for. The return passage to be deferred until the completion of the course.

3. In the light of the recommendations contained in paragraph 2 above, I recommend that paragraph 116 (b) of the Draft Staff Regulations, forwarded with my Transport Despatch No. 227 of 31st December, 1931, be cancelled and the following paragraph be substituted:-

"After having served a full and satisfactory period of apprenticeship as prescribed in his deed of apprenticeship an apprentice whose services the Administration desire to retain may be granted on the recommendation of the Head of his Department and with the approval of the General Manager, seven days leave in respect of each three complete months of apprenticeship on full salary. Such leave will include the period for the voyage."

And that a new paragraph 116 (c) be inserted to read as follows:-

"Apprentices proceeding on overseas leave and who desire to undertake an instructional course may, with the General Manager's approval, be granted an extension of leave, without salary, up to a maximum of two years. In such cases, the apprentice will be required to submit periodical progress reports signed by the Principal under whom he is obtaining the instructional courses."

And that paragraph 216 be cancelled and a new paragraph 216 be inserted to read as follows:-

"An apprentice is not eligible for passage during the period of his apprenticeship, but may when leave is granted under the provisions of regulations 116 (b) and (c) be granted a return third class passage to England or the equivalent cost of a passage to any other country in which leave is allowed to be spent provided the cost to the Administration does not exceed that of a third class return passage to England by the normal route. The return passage may be deferred until the expiry of any leave without pay which may be granted in accordance with regulation 116 (c)."

I have the honour to be,

Sir,

Your most obedient, humble servant,

C. G. Ballantyne

for HIGH COMMISSIONER.



11
4

ALL COMMUNICATIONS
TO BE ADDRESSED TO THE
CROWN AGENTS FOR THE COLONIES
THE FOLLOWING REFERENCE AND THE
DATE OF THIS LETTER BEING QUOTED

M/S.A.275.

TELEGRAMS: CROWN LONDON
TELEPHONE: 7730 VICTORIA

4. MILLBANK,
WESTMINSTER,
LONDON. S.W.1.

16th May 1933.

RECEIVED
17 MAY 1933
COL

Amst 2

Sir,

*Not
6.4.33
20-16/33
[Signature]*

In reference to Colonial Office letter
No.3076/33 of the 23rd March, I have the honour to attach
a copy of a letter dated the 6th April, which we have
received from the General Manager of the Kenya and Uganda
Railways and to enquire whether it is desired that we
should provide steamship accommodation for officers
employed on the Railway on the scale shown in the General
Manager's letter and if so, from what date the new
procedure will come into force.

I have the honour to be,

Sir,

Your obedient Servant,

FOR CROWN AGENTS.

The Under Secretary of State,
COLONIAL OFFICE,

FROM THE GENERAL MANAGER, KENYA AND UGANDA RAILWAY AND HARBOURS
TO THE CROWN AGENTS.

General Manager's Office,
Nairobi,
Kenya Colony.

SPG.12/1/2.

6th April 1933.

AIR MAIL.

Gentlemen,

Revised terms of service.

I have to refer to my Air Mail letter No.SP.G.12/1/2 dated 31st ultimo with which was forwarded one copy of the revised Terms of Service for European Staff, also to my No.SP.G.12/1/2 dated 4th/6th instant, forwarding a supply of 50 copies of the same circular for distribution to staff on leave etc.

I now enclose a list of the staff at present on leave showing the grades of passage they become entitled to under the revised terms and shall be glad if the necessary alterations can be made in the booking of the return passages.

I shall also be glad if you will arrange to revise the existing form of agreement to conform with the revised terms when entering into agreements with the following staff:-

<u>Name</u>	<u>Designation</u>	<u>Chief Account- ant's Reference</u>	<u>Your Reference</u>
Mr.D.C.Jack	Clerk, Class I	No.E/S.6832 d/ 28.1.33.	No.P/K.U.R. 764 dated 8.3.33.
Mr.S.R.Simms	Clerk, Class II	No.E/S.7132 d/ 13.3.33.	
Mr,J.T.Thornham	Inspector Class II	No.E/S.2814 d/ 18.3.33.	

/Mr.C.Skelton

The Crown Agents for the Colonies,
4 Millbank,
Westminster, S.W.1.

- 2 -

<u>Name</u>	<u>Designation</u>	<u>Chief Accountant's Reference</u>	<u>Your Ref.</u>
Mr. C. Skelton	Station Master Class II	No. E/S. 5219 d/ 17.1.33.	
Mr. J. J. Harrington	Second Engineer	No. E. 8/Staff 6993 d/ 12.11.32.	
Mr. M. Gass	Traffic Inspector Class II	No. E/S. 4368 d/ 13.3.33.	

I have etc.

(Sgd.) G. Thomas.

General Manager.

Name	Designation	Class of passage for return journey		Reference.
		As provided	Entitled to under the revised terms.	
H.E.Brown	Pilot	B.III	B.IV or J. grade B.I.	Crown Agents No.P/K.U.R.612 d/- 20.2.33.
T.Magner	Jr. Clerk	B.V.	G.III or M. grade B.I.	This office No. E/S.6685 d/- 21.3.33.
C.E.Lee	do	B.V.	do	This office No. E/S.5603 d/- 21.3.33.
W.E.Yoxall	Artizan II Class	B.V.	do	This office No. E/S.6026 d/- 18.2.33.
E.H.Jones	Driver	B.V.	B.VI	This office No. E/S.1592 d/- 18.3.33.
P.Le. Cheminant	Asst.Accountant (Workshops)	G.grade	J.grade B.I.	This office No. E/S.3478 d/- 4.2.33.
J.Rawlins	Artizan I Class	B.V.	B.VI	This office No. E/S.5500 d/- 1.3.33.
W.S.Godfrey	Motor Transport Officer	G.grade	J.grade B.I.	Crown Agents No.P/K.U.R.253 d/- 15.2.33.
C.Skelton	S.M.Class II	B.V.	B.VI	Crown Agents No. P/K.U.R.535 d/- 24.2.33.
H.W.Gould	D.T.S.Class II	G.grade	J.grade B.I.	This office No. E/S.2651 d/- 13.3.33.
R.D.Hoskins	Commander Lake Steamers	B.III	B.IV	Crown Agents No. P/K.U.R.318 d/- 18.2.33.

Copy, draft on 18043/32 Kenya 15 3A

TRANSPORT.

KENYA-UGANDA.

NO. 34

DOWNING STREET,

18 April, 1955.

Sir,

I have the honour to acknowledge the receipt of your despatches Nos. 227 of the 31st of December, 1951, and 116 of the 18th of August, 1952, enclosing revised Staff Regulations for the Kenya and Uganda Railways and Harbours Administration.

2. Although Article 24 of the Transport Order-in-Council, 1952, reserves to me the right to disallow any regulations made by the High Commissioner, my specific approval of such regulations is not required and I think it would be better to amend the draft title page accordingly.

3. The Regulations have, however, been scrutinised, and subject to the comments on points of detail in the accompanying memorandum which I suggest for your consideration, I do not see any objection to them.

4. The Draft Revised Colonial Regulations forwarded in my Circular despatch of the 16th of November, 1952, have a bearing on several of these Regulations e.g. Nos. 44, 560 and 586, and should be taken into account by your Administration before the new Transport Regulations

THE HIGH COMMISSIONER
FOR TRANSPORT
KENYA-UGANDA.

Regulations are finally promulgated.

B. In view of the understanding set out in your despatch No. 18 of the 30th of January, 1932, I have not considered it necessary to comment on the matter of actions by a dismissed servant against the High Commissioner.

C. It will, of course, be necessary to recast certain sections of the Regulations in the light of the changes in terms of service reported in your despatch Transport No. 37 of the 17th of March, 1933.

I have the honour to be

Sir,

Your most obedient
humble servant,

(for the Secretary of State)

(Signed) PLYMOUTH



AIR MAIL

17 3

OFFICE OF THE HIGH COMMISSIONER FOR TRANSPORT,
GOVERNMENT HOUSE,NAIROBI,
KENYA.TRANSPORT.KENYA-UGANDA.

R

17th March, 1933.

No. 37

Sir,

WOT

I have the honour to confirm my telegram No. 5 dated 16th. March, 1933, which reads as follows:-

"Your telegram No. 6

Kenya Secretariat Circular No. 48 not applied to Railway Employees but revised terms of service closely resembling those in Circular are being applied to railway staff. Despatch follows by Air Mail."

2. On the issue of Kenya Government Circular No. 48 dealing with terms of service for Europeans and Asiatics I instructed the General Manager to have the question of the application of revised terms of service following as closely as possible those contained in the Kenya Government circular considered by the Railway Advisory Council at their next meeting. A memorandum explaining the proposed terms of service together with a copy of the Railway Circular which it was proposed to publish in the railway Weekly Notice if the proposed terms of service were approved was accordingly circulated to the Council. and copies of the Memorandum and of the proposed circular are enclosed.

3. The question was discussed at the last railway Council Meeting at Entebbe on March 1st. and 2nd. last when the Council

"Agreed to recommend that as a temporary measure, in order to test the scheme, effect

be/

THE RIGHT HONOURABLE

MAJOR SIR PHILIP CUNLIFFE LISTER, C.B.E., M.C., M.P.,
SECRETARY OF STATE FOR THE COLONIES,
DOWNING STREET, S.W.1.

be given to the revised Tour, Leave and Passage Regulations embodied in the Draft Circular submitted by the General Manager under cover of his memorandum, No.S.P.12/6 dated 1st. February, 1933."

4. This recommendation I have now approved and the necessary weekly notice is about to be issued.
5. The terms of service for Asians in the Service of this Administration are not being changed at present.

I have the honour to be,

Sir,

Your most obedient, humble servant,

C. G. Galloway

HIGH COMMISSIONER.

MEMORANDUM FOR RAILWAY ADVISORY
COUNCIL.

REVISED TERMS OF SERVICE.

With the approval of H. E. the High Commissioner for transport, Council is asked to consider the question of the introduction by the Administration of revised terms of service, so far as tours, leave and passage are concerned, for the European staff of this Administration. A draft circular is attached, embodying the revised conditions which it is recommended should be adopted by this Administration.

2. Broadly, the differences between the existing conditions and those which are now placed before Council for approval are as follows:-

TOURS.

3. At the present time the normal tours of all European officers are from 20 to 30 months, with the right of the Administration to extend that tour for a further period of 6 months.

4. Under the revised conditions now contemplated, it is proposed to divide the staff into two categories: (1) those with less than nine years' service, and (2) those with more than nine years' service, and also to sub-divide each category into classes according to the health conditions in the stations where the various officers are employed. The classes contemplated are:-

Class A. which would embrace all stations classified as healthy.

Class B. which would embrace all stations at present classified as unhealthy, with the exception of certain stations detailed in Class C. which are in Uganda and which, because of their location and the loneliness of such stations, it is considered justify special treatment.

Class C. Namasagali, Butiaba, Pakwach and Kagera River, and such other stations as may from time to time be included in this Class.

5. In Class A. stations, the normal tour for an officer with less than nine years' service will be 48 months; after nine years' service the normal tour will be 36 months.

6. The normal tour in Classes B. and C., will be:-

	B. Months.	C. Months.
For the first two tours	40	32
Subsequent tours	30	24

The/

The basis of the foregoing is that in Class B. 5 months' service is reckoned as the equivalent of 6 months' service in Class A., and in Class C. 4 months' service would be regarded as equal to 6 months' service in Class A.

7. The foregoing proposal differs from the revised conditions adopted by the Kenya Government only to the extent that provision is being made for the few isolated stations in Uganda which have been included in Class C. The Administration's experience shows that this discrimination is fully justified in the interests of the Services, as well as in the interests of the staff concerned who are mainly officers of the Marine Department.

8. Another departure from the revised conditions adopted by the Government of Kenya is the provision for the Administration to have the right not to require officers who are engaged with considerable railway service in private companies to serve two 4 year tours before such officers are entitled to a 3 year tour. The reason for this difference is that, whereas the Kenya Government obtains a large number of its officers from other Government services on transfer, this Administration's senior officers, when obtained from outside sources, are generally obtained from private railway companies. In the case of the Kenya Government, a transferred servant is entitled, for tour purposes, to count his other Government service. It is considered only equitable that provision should be made whereby corresponding officers of the Administration engaged from other railways or other companies should be similarly treated.

9. The Administration's experience has shown, particularly in the case of technical officers, such as Engineers, that staff engaged from home have been found to be unsuited for employment in these territories. It is the opinion of the Administration's senior officers that to require such staff to serve 4 years before the Administration or the officer himself can terminate his agreement without loss of privileges is unduly harsh, and, therefore, provision has been made in the draft regulations for agreements in such cases to be terminated without loss of privileges after the expiry of 2 years.

LEAVE.

10. The main difference between the proposed leave conditions and those at present in force are that, under the existing conditions European officers are entitled to 21 days' leave in respect of each month's service in a healthy station, and 3 days' leave for each month's service in an unhealthy station if they are not returning for further duty. If returning for further duty, they are entitled to 5 or 6 days for each complete month's service respectively.

11. Under the draft revised instructions, vacation leave would be granted on the following basis:-

For each month's service.

Officers/

MEMORANDUM FOR RAILWAY ADVISORY

COUNCIL.

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Subsequent tours	30	24

The/

The basis of the foregoing is that in Class B. 5 months' service is reckoned as the equivalent of 6 months' service in Class A., and in Class C. 4 months' service would be regarded as equal to 6 months' service in Class A.

7. The foregoing proposal differs from the revised conditions adopted by the Kenya Government only to the extent that provision is being made for the few isolated stations in Uganda which have been included in Class C. The Administration's experience shows that this discrimination is fully justified in the interests of the Services, as well as in the interests of the staff concerned who are mainly officers of the Marine Department.

8. Another departure from the revised conditions adopted by the Government of Kenya is the provision for the Administration to have the right not to require officers who are engaged with considerable railway service in private companies to serve two 2 year tours before such officers are entitled to a 3 year tour. The reason for this difference is that whereas the Kenya Government obtains a large number of its officers from other Government services, on the other hand, this Administration's senior officers, when obtained from outside sources, are generally obtained from private railway companies. In the case of the Kenya Government, a transferred servant is entitled, for tour purposes, to count his other government service. It is considered only equitable that provision should be made whereby corresponding officers of the Administration engaged from other railways or other companies should be similarly treated.

9. The Administration's experience has shown, particularly in the case of technical officers, such as Engineers, that staff engaged from home have been found to be unsuited for employment in these territories. It is the opinion of the Administration's senior officers that to require such staff to serve 4 years before the Administration or the officer himself can terminate his agreement without loss of privileges is unduly harsh, and, therefore, provision has been made in the draft regulations for agreements in such cases to be terminated without loss of privileges after the expiry of 2 years.

LEAVE.

10. The main difference between the proposed leave conditions and those at present in force are that, under the existing conditions European officers are entitled to 27 days' leave in respect of each month's service in a healthy station, and 3 days' leave for each month's service in an unhealthy station if they are not returning for further duty. If returning for further duty, they are entitled to 5 or 6 days for each complete month's service respectively.

11. Under the draft revised instructions, vacation leave would be granted on the following basis:-

For each month's service.

Officers/

Officers under 9 years' service.

3 days) irrespective of
) whether returning for
) further service or not.

Officers with more than 9 years' service

4 days)

this basis being applied as follows:-

Officers in Class A. stations) On the total actual complete months of service during tour.

Officers in Class B. stations) On the basis of each 5 complete months of service in the tour being counted as 6 months.

Officers in Class C. stations) On the basis of each 4 complete months of service in the tour being counted as 6 months.

This is illustrated on the attached statement (B).

PASSAGES.

12. Broadly, the Kenya Government's decision in regard to passages, so far as the classification of officers under categories A. and B. are concerned, follows the classification previously adopted by Government and is still in force in the Administration. They provide for a lower grade of first or second class passage according to the salaries of certain officers, and also provide, under category B. that officers drawing £300 per annum and under should, if travelling by the Union Castle Line, be entitled only to 3rd class passages. So far as family passage allowances are concerned, the existing allowance of £40 would, under the Government's scheme, be confined to officers in category "A" drawing not less than £400 per annum, officers in that category drawing less than £400 per annum, as well as officers in category "B" (1) and (2) being entitled to £30 only. The Family Passage Allowance in the case of officers drawing £300 per annum and under is reduced by £10 from £30 to £20.

13. It is proposed, so far as the Administration is concerned, to follow the decision of the Kenya Government with the exception that, in the case of Running Staff on the grade £240 to £300, it is recommended that, as their emoluments are made up of salary plus allowances, 50% be added to the actual salary for the purpose of determining the actual grade of passage to which the officer is entitled.

14. For Council's information, a statement (C) is attached, illustrating the monetary values which represent the expenditure to the Services for passages and allowances which would be granted under the proposals to the various members of the staff of the Administration, according to their salary, as compared with the corresponding passage costs.

15. The savings that will be effected as a result of the introduction of these changes cannot be estimated with any degree of accuracy, but, for the information of Council, it may be stated that the following sums have been disbursed for European passages during the past three years:-

		i.
1930	...	21,990
1931	...	23,750
1932	...	14,805.

RECOMMENDATION:

Council recommends that as a temporary measure, in order to test the scheme, effect be given to the revised Tour, Leave and Passage Regulations embodied in the draft Circular submitted by the General Manager under cover of his memorandum, No. S.P.12/6 of the 1st February, 1933.

Ref. No.S.P.12/6.

GENERAL MANAGER'S OFFICE,
NAIROBI.

1st February, 1933.

Note. Statements B and C are not enclosed.

Weekly Notice No. of1933.

() TERMS OF SERVICE - EUROPEAN STAFF

The High Commissioner, with the approval of the Secretary of State, has approved the following terms of service for European Officers, with effect from the 1st January 1933. These terms are introduced as an emergency measure for a period of five years. The period of five years has been selected by the Secretary of State as covering a complete cycle maximum tour and leave, but the arrangement is without prejudice to such ultimate permanent settlement in regard to terms of service as may be effected at the end of the period of five years or earlier if circumstances justify it.

I. Tour of Service.

(1) Future Entrants to the Service.

- (a) The tour of residential service will be from twenty-four to forty-eight months.
- (b) Stations are classed as follows :-

- Class "A" All Stations other than those scheduled under Class "B" and "C".
- " " " " All main line stations on the Coastal side of Nairobi, Turco and all Stations to Kampala, inclusive.
 Lake Branch - all stations.
 Magadi Branch - all stations except Kajiado
 Nyeri Branch - Thika to Bagana (both inclusive).
 Nakuru-Kisumu Branch - Muheroni to Kisumu (both inclusive).
 Yala Branch - All stations.
 All stations in Uganda, and all Lake Ports other than those scheduled under Class "C"
- " " " " Namagali, Butiaba, Pakwach and Kagera River and such other stations as may from time to time be included in this category.

The normal tour in a Class "A" station will be forty-eight months for the two first tours. Subsequent normal tours in a Class "A" station will be thirty-six months.

Five months service in a Class "B" station will be treated as six months service in a Class "A" station.

Four months service at Class "C" stations will be treated as six months service in a Class "A" station.

- (c) When an officer completes more than nine years' continuous Colonial Service at the end of thirty-six months in any tour, his normal tour will be deemed to be completed on the expiration of his thirty-sixth month of residential service.

The case of an officer transferred from other Colonial Service will be treated as follows :-

- (d) If at the end of thirty-six months in a tour the officer has completed less than nine years' continuous Colonial Service, his tour of service will be deemed to be completed on the expiration of his thirty-sixth month of residential service.
- (e) In the event of the officer having completed more than nine years' continuous Colonial Service at the end of thirty-six months in any tour, such tour will be deemed to be completed on the expiration of his thirty-sixth month of residential service.
- (f) In certain cases of which the Administration will be the sole judge, Officers engaged from other non Government Railways who have had considerable service with such Railways may not be required to complete two four year tours before having a normal thirty-six months tour.
- (g) The Administration may in certain cases require officers on first appointment to serve a probationary period of only two years on agreement. On the expiry of such period the agreement may be terminated by either party without loss of leave and passage privileges as provided for in the terms laid down herein. Should the services of an officer be retained after the two years probationary period such officer will serve a tour of service in accordance with paragraph I(1)(b) of this Circular.

I.(2) Existing Pensionable Officers and Officers serving probationary periods in pensionable posts.

- (a) As in paragraph I(1)(a) above.
- (b) As in paragraph I(1)(b) above.
- (c) If at the end of thirty-six months in a tour an officer has completed less than nine years' continuous Colonial Service, his normal tour of service will be deemed to be completed on the expiration of forty-eight months' residential service; except that any officer who has completed twenty months or more in his present tour on the 31st December, 1932, will be deemed to have completed a normal tour on the expiration of his thirty-sixth month of residential service irrespective of his total length of service.
- (d) As in paragraph I(1)(c) above.

I.(3) Officers (other than officers serving on probation in pensionable posts) Serving on Agreements.

I. New Agreements.

- (a) The future engagement of officers on agreement will be for a tour of from twenty-four to forty-eight months' service.
- (b) As in paragraph I(1)(b).
- (c) If at the end of thirty-six months in a tour the officer has completed less than nine years' continuous Colonial Service his normal tour of service will be deemed to be completed on the expiration of forty-eight months' residential service.
- (d) When an officer completes more than nine years' continuous Colonial Service at the end of thirty-six months in any tour his normal tour will be deemed to be completed on the expiration of his thirty-sixth month of residential service.

II: Present Agreements.

Notice is hereby given to all officers serving on agreement that on the termination of their present agreements or on completion of their present tour, whichever is the earlier, any offer of future employment will include the terms set out above and below, subject to any alteration in terms of service which may be made in respect of certain classes of officers.

In accordance with existing agreements the tour of an officer serving on agreement cannot be extended beyond thirty-six months residential service. This period includes the period of the moratorium and subject to the exigencies of the service will normally be insisted upon.

III. Leave.

All leave, other than local leave, will in future be known as vacation leave, the old distinction between vacation leave and return leave being abolished.

The basis of calculation of vacation leave will be:-

- (a) Three days for each completed month of residential service where the normal tour is of forty-eight months.
- (b) Four days for each completed month of residential service where the normal tour is thirty-six months.
- (c) The terms of the moratorium on leave as laid down in Weekly Notice No. 15(217) dated 9.4.1932 and Weekly Notice No. 36(509) dated 27.8.1932 will be cancelled in so far as the carrying forward of leave for the moratorium period is concerned, and an officer will be allowed to take the whole of the leave for which he is eligible in respect of his service.
- (d) In the case of officers who are returning to the Colony for further service, return leave will be granted in respect of service calculated up to the 31st December, 1932, on the existing basis, shown in paragraph 183 of the Code of Regulations.
- (e) All leave earned in respect of service previous to the 1st January, 1933, will be granted in accordance with the regulations in force prior to the 1st January, 1933. Any fraction of a month remaining at 31st December, 1932, will be added to subsequent service for the purpose of the calculation of leave at the rates specified in paras. III (a) or (b) above as the case may be. Leave earned in respect of service after the 31st December, 1932, will be granted on the basis laid down in paragraph III (a) and (b) above.
- (f) Where an officer wishes to renew his agreement the offer of re-engagement will be conditional upon all service in his present tour subsequent to the 31st December, 1932, qualifying for leave at the rate of four days vacation leave for each completed month of residential service in accordance with the basis laid down in paragraph III(b) of this Circular.
- (g) Where the existing agreement of an officer is not being renewed, at the desire of either the Officer or the Administration, single vacation leave will be granted in accordance with paragraph 182 of the Code of Regulations.

(h) To meet the special case of officers who, as explained in paragraph 12(c) above, are only being required to serve for thirty-six months during their present tour of service, any vacation leave earned in respect of service after 1st January, 1933, will for this period only be calculated at the rate of four days for each completed month of residential service.

(i) Leave in respect of service in Stations Class "B" and "C" subsequent to the 31st December, 1932, will be computed on the following basis :-

Each month of service in a "B" Class Station will be treated as equal to one and one-fifth month's service in a Class "A" Station.

Each month's service in a "C" Class station will be treated as equal to one and a half month's service in a Class "A" Station.

For broken periods of a month 15 or more days will count as a month.

(j) Leave will be granted for the voyage period as herebefore.

IV.

GENERAL.

The Administration may allow an officer to proceed on leave at any time, subject to it being in the interests of the service to do so.

No officer will be allowed to accumulate more than 180 days leave unless detained with the General Manager's approval, in the interests of the service.

Officers who serve continuously for more than 36 months in a Class "A" Station or 30 months in a Class "B" or "C" Station will be required to undergo medical examination on the expiry of thirty-six or 30 months service respectively, in such stations, and to proceed on leave if recommended by the Medical Officer.

V.

PASSAGES.

The passage accommodation for officers will be as follows :-

CATEGORY "A".

This Category applies only to those posts, the holders of which are granted, under existing regulations, first class ocean travelling privileges, and also to those individuals who have been granted these privileges as personal to themselves.

- (i) Officers drawing £840 per annum or over - Grade G British India Line or B3 Union Castle Line. £80
- (ii) Officers drawing £400 per annum and under £840 per annum - Grade J British India Line or B 4 Union Castle Line. £70
- (iii) Officers drawing less than £400 per annum - Grade M British India Line or B 5 Union Castle Line.

CATEGORY "B".

This category applies to those posts the holders of which are granted, under existing regulations, second class ocean travelling privileges.

- (i) Officers drawing over £450 per annum - Grade M British India Line or B 5 Union Castle Line.
- (ii) Officers drawing over £300 per annum and not more than £450 per annum and Locomotive Drivers - Grade M British India Line or B 6 Union Castle Line.
- (iii) Officers drawing £300 per annum and under - Third Class Union Castle Line or Grade M British India Line.

GENERAL - In cases where officers have completed twenty months' residential service by the 31st December, 1932, the passage regulations in Clause V will be applied in respect of their return journey to Kenya for a further tour of service.

FAMILY PASSAGE ALLOWANCES.

Family passage allowances will be continued at existing rates, i.e. £40 for officers graded in Category A (i) and (ii), £30 for officers graded in Categories A (iii), B (i) and (ii), £20 for officers graded in Category B (iii).

C. O.

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Mr. Austin 3/3/33

Mr. Flood 13.3 above

Mr.

Mr. Parkinson.

Mr. Tomkinson.

Sir C. Bottomley.

Sir J. Stuckburgh.

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Secretary of State.

Kenya.

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Nairobi.

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to all K.U.R. staff on lines
approved for Kenya port
staff. If so please telegraph
whether Kenya Secretariat Circular
48 applies are being applied
to railway employees.

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