

1931.

Kenya.

No. 17143 / C.

CO 533  
410

SUBJECT

Retrenchment of locally engaged Railway  
Staff; staff engaged overseas.  
Terms of retrenchment.

Previous

*Main file*

CLOSED  
UNTIL



Subsequent

*See 17389/31 (Retrenchment  
of Indian Staff)*

*- 17158/32 Kenya*

~~1933~~  
(~~1933~~)  
A ruling is required as to what extent the standard retrenchment terms should apply to locally engaged officials who proceed to England on the termination of their employment. i.e. whether they should be given.

(A) Six months notice of which at least three must be leave with full pay in England.

(B) Sufficient notice to allow three months full pay leave in England.

(C) Sufficient notice to allow three months full pay leave to include the period of the voyage.

There is obviously no reason for giving more than (B) in the case of officials remaining in the Colony, but it is not clear whether this is being done or whether the offer is being given three months notice only - which is of course a different matter. In view of the recent L.O. circular it does not seem necessary to refer to pursue this at present.

\* to sufficient notice to allow 3 months of leave in the Colony.

This point was taken by Mr. [Name] in his minute of 21.7.31 on 1733/31

dated 17.9.31

locally engaged officer who is eligible for a passage to England and take it is, however, rather different. It might be argued that he should be granted such ~~leave~~ <sup>full pay</sup> as well ~~give him~~ <sup>three months</sup> leave in the colony and the fact that he chooses to proceed to England is no reason for granting him additional leave to compensate him for the period of the voyage (— note a locally engaged officer who completes his tour & is eligible for a passage to England in the ordinary course gets some leave for the period of the voyage.)

Mr Lambert was given three months notice on the 13th August, but remained on duty until the 21st August. He was granted leave for the period of the voyage plus vacation

leave for 69 days. After ~~it~~ <sup>it</sup> decided to apply (C) to these cases Mr Lambert will require no further extension. In the first place refer to Personnel Division for their opinion.

Number also on files of Miss Collins (40806 EA) and Craig (25162 EA)

J. King

8.10.51

The normal field for re-employment of locally engaged Officers whose employment under Govt comes to an end, whether in these times of retrenchment, or for other reasons in normal times, is their place of origin. The provision of a free passage to this country in certain circumstances is a concession, & I do not think that Col Gubb should be under any sort of obligation to give additional retrenchment leave to those officers who choose to avail themselves of the passage concession.

Would suggest that locally engaged <sup>also proceed to the</sup> retrenchees should have either three months leave with full pay from date of ceasing duty, or casual leave plus the period of the voyage, whichever is greater.

x A-T Mr Lambert seems to have originated at Leeds - see 2nd ed. in vol. (M)

(I would please enquire in relation to his employment by the colony from which he is retrenched.)

Personnel  
8.10.51

discussed the matter with A. Jeffries  
and I think agree

~~the following is that~~

the ~~relevant~~ office the ~~relevant~~  
of 11 Sept, which makes no  
distinction between ~~local~~  
European officers on the basis  
of where they were recruited,  
~~and~~ applicable

a) the records show the intention  
should be whether the  
person's home is in the  
Colony or the U.K. -  
a maximum of  
3 months in the Colony  
Case ~~is~~ there or  
inland of the period of the  
voyage if he is going ~~regarding~~  
his chance to leave the Colony.

b) if home his home is in  
England (as Mr Lambert's  
clearly is) the maximum of  
3 months' leave exclusive of

shown in sub 51  
British to  
1912-1914 in support of  
1914-1916 (longer in  
service - post-1916  
uninterrupted  
1916-1918 (not interrupted)  
1918-1920 (not interrupted)  
1920-1922 (not interrupted)  
1922-1924 (not interrupted)

assistance towards the cost of passages  
home (as will be stated in order to  
avoid having a lot of homeless European  
deserters in the Colony) he sh' of course  
have no claim to assistance back to  
E.A. on the conclusion of the Court.

In the case of CRAIG (24162 EA)  
the passage question arises acutely.

Such locally engaged Europeans are  
receiving passage assistance from the  
Govt, only if they have at the time of  
retrenchment completed a full tour. If  
it is rightly necessary in present circumstances  
to retrench them earlier I feel strongly  
that they sh' have the passage concession  
of officers who have completed a tour, &  
that the H's sh' be bound to agree.

(11 Sept. 1940)  
9/10.  
f.s. 17 Sept to take  
decision in due course)

The trouble is that in  
the peculiar circumstances of  
Kenya it is difficult to say



whether or not a locally engaged officer's "home" is in the Colony. I am inclined to think that the only sound procedure is to give all restricted Europeans the opportunity of coming to England if they wish, in which case they should be granted free passage & the standard notice & leave terms.

We must assume that those who really have no connection with this country will not desire to be tumbled adrift amongst the jobless unemployed here, but will prefer to stay in Kenya where they know the ropes.

C.J. Johnson  
10.10.31

2 or 3 Africa 4  
they requested  
within a certain  
time limit

The original  
has been  
placed on  
the file of  
precedents  
for necessary  
action

States regulations of Railway Admin. in regard to locally engaged officers whose services are terminated and enquire reasons for granting admnl. facilities to Flandersleith

This despatch, which was received after the foregoing minutes were written, has been registered here as showing that H.C. Comm's news will regard to the grant of passages to locally engaged retrenched.

H. King  
15.10.31

I think the criterion is place of engagement not origin - locally engaged officers attached while a leave in England get a passage back to Kenya automatically because they are locally engaged & inspection of the place of origin. It is a nice point whether if as an act of grace the admin gives a free passage to England & who necessarily saddle itself with the extra expense of pay for the passage but here matters is the standard period allowed to look for work here.

~~...~~

think his case would be met  
if his officer (or woman)  
had three months leave in  
England; instead of six &  
to re-engage in the time that  
should have not exceeded  
two months unrequited  
in case of real hardship.

W. Allen

2/10/31

~~W. Allen~~  
Mr. Allen proposes that  
in these cases the standard  
notice of 6 months should  
not necessarily be given,  
provided that the officer  
has at least three months  
leave in this country in which  
to look for work. I agree.

I understand Mr. Allen  
to mean in the case that  
any retrenched <sup>European</sup> officer (wherever  
engaged & ~~wherever~~ wherever  
the length of term completed) should  
be given a free air passage

or to S. Africa,  
if they are prepared  
to do this,  
S.J.F.F.

to this country, within some "paid  
time limit", if he wants it.

? Decide accordingly

S.J.F.F.

23.10.31

I agree. It is not to Kenya's interest  
to be saddled with unemployed Europeans.  
On the other hand there will be some  
retrenchees who will think that  
their chances of finding employment  
are better in Kenya than in England  
& will therefore not want a passage  
home. The time-limit is of course  
important.

S.J.F.F.  
23/10/31

I have discussed with Mr. Allen  
the case where engaged with duties  
engaged here - they get passage home,  
with pay, & a leave to re-engage but  
they are short of paid work. In the  
case of the engaged I think it will  
be sufficient to say that  
(4) They may if they have done a  
passage to this country (or S.A. with  
the will not be



Forward representations against the retrocession terms stated in C.O. Case, 17th Sept and in 7a 2 Annex. Submits that revised terms will involve the Administration in very considerable expenditure, and if certain concessions are granted, the terms will be entirely generous.

Please see Mr. Gaud's letter to ~~Mr. Gaud~~ (5)

Mr. Gaud  
9.11.31

I am at the same time C.O. Dept

J.W. Allen  
9/11/31

... and ...

...  
11/12/31

Mr. Gaud P. Luffan

...

...

...

J.W. Allen  
11/12/31

Mr. Gaud 11/12/31

J.W. Allen

11/12/31

Mr. Gaud

At London on 11/12/31

...

11/12/31

Mr. Gaud

I have spoken with you & have amended draft as shown in red.

J.W. Allen

17/12/31

Draft passed

17/12/31

6

To H. O. Transport, K. O. U. Rly. Tel. Co. Conf.  
London 17/12/31

17143(C) Kenya

17143  
17/10/46

- cc
- Genl Secy
- Secy for Africa
- Secy for India
- Secy for East Africa
- Secy for West Africa
- Secy for South Africa
- Secy for Ceylon
- Secy for Malaya
- Secy for New Guinea
- Secy for the Pacific
- Secy for the Middle East
- Secy for the Balkans
- Secy for the Mediterranean
- Secy for the Near East
- Secy for the Caucasus
- Secy for the USSR
- Secy for the USA
- Secy for the UK
- Secy for the France
- Secy for the Italy
- Secy for the Germany
- Secy for the Japan
- Secy for the China
- Secy for the India
- Secy for the Pakistan
- Secy for the Ceylon
- Secy for the Malaya
- Secy for the New Guinea
- Secy for the Pacific
- Secy for the Middle East
- Secy for the Balkans
- Secy for the Mediterranean
- Secy for the Near East
- Secy for the Caucasus
- Secy for the USSR
- Secy for the USA
- Secy for the UK
- Secy for the France
- Secy for the Italy
- Secy for the Germany
- Secy for the Japan
- Secy for the China

170  
170 26.

Colony Secy  
6.50 PM  
17/10/46

CONFIDENTIAL

Your confidential telegram No. 30 No. 1000  
retrenchment conditions in my Circular  
despatch 17 September have been applied  
to Europeans throughout the Colonial  
Service and were only modified by my  
despatch of 28 October No. 146 Transport  
in order to meet special position of  
officers engaged locally (other than on  
month to month agreement) in Kenya Uganda  
Railway Administration and East Africa  
generally. These terms did not take into  
account special gratuity concession to  
Europeans in Railway Service and in the  
circumstances I am ready to agree that  
officers may be given option of ~~same~~ (1)  
gratuity or ~~same~~ and leave under  
the modified  
retrenchment terms. In other respects

DRAFT tel.

BJPHOONA

DAINGSI

(17)

M. P. King, Secy for Africa  
17/10/46 (17)

These arrangements and  
leave only as  
are provided in  
the agreement

(1) no gratuity



~~I must ask you to adapt standard retrenchment terms communicated to you~~ regards points mentioned in your telegram which

require elucidation (a) passages should be <sup>according as</sup> ~~is kept or South Africa~~ <sup>is kept or South Africa</sup> (b) yes.

Retrenchment terms in Transport despatch

intended to be applicable to Colony's

officers.

Some

handwritten notes:  
handwritten  
handwritten  
handwritten  
handwritten

also and in both cases it has been assumed that only those with homes or connections in this country or South Africa would wish to avail themselves of passage and that there would for a majority of locally engaged staff see no reason to leave despatch No. 100. If however this assumption is unjustified, we could you suggest a way of dealing with genuine cases of repatriation from Colony and Transport.

29  
26 1177

A decision as to the terms to be given to retrenched European officers who were locally engaged is contained in Sir C. Battenley's minute of 24.10.22. In pursuance of this decision the despatch of the 28th of October (2) was sent to the High Commissioner for Transport. I do not think that the terms of the despatch were altogether clear in one or two points. For instance, (1) it was not stated that the decision related to European officers; (2) the standard notice mentioned in the second sentence of paragraph 2 ought perhaps to have been omitted (vide Mr. Jeffries' minute of 23.10); (3) there seems to be a conflict between the statement that the standard notice should be granted and the last three lines of paragraph 3. The High Commissioner mentions a further point of obscurity, namely, that in paragraph 1 it is stated that the despatch deals with officers engaged locally, whereas in paragraph 2 this apparently embraces officers engaged <sup>retrenched from</sup> in South Africa.

On the important question whether the Railway Administration and the Colony must in fact be put to the expense of according to retrenchees the treatment required under this decision, the High Commissioner explains that the additional cost to the Railway Administration is estimated at £12,000 in the case of Europeans alone. We are told in No.3 that it is the Administration's policy to preserve equality of treatment as far as possible between European and Asian officials retrenched from the Railway, and the High Commissioner now states that the same principle may have to be applied to the Asians on agreement (over £400).

We are also told in No.3 that it is the

A decision as to the terms to be given to retrenched European officers who were locally engaged is contained in Sir C. Rattenley's minute of 24.10.21. In pursuance of this decision the despatch of the 23rd of October (2) was sent to the High Commissioner for Transport. I do not think that the terms of the despatch were altogether clear in one or two points. For instance, (1) it was not stated that the decision related to European officers; (2) the standard notice mentioned in the second sentence of paragraph 2 ought perhaps to have been omitted (vide Mr. Jeffries' minute of 23.10); (3) there seems to be a conflict between the statement that the standard notice should be granted and the last three lines of paragraph 3. The High Commissioner mentions a further point of obscurity, namely, that in paragraph 1 it is stated that the despatch deals with officers engaged locally, whereas in paragraph 2 this apparently embraces officers engaged in South Africa.

On the important question whether the Railway Administration and the Colony must in fact be put to the expense of according to retrenchees the treatment required under this decision, the High Commissioner explains that the additional cost to the Railway Administration is estimated at £15,000 in the case of Europeans alone. We are told in No.3 that it is the Administration's policy to preserve equality of treatment as far as possible between European and Asian officials retrenched from the Railway, and the High Commissioner now states that the same principle may have to be applied to the Asians on agreement (over £400).

We are also told in No.3 that it is the

policy that retrenchment terms for the Railway Administration should correspond as closely as possible with the terms accorded by the Kenya and Uganda Governments to their civil officials. The High Commissioner now states that he presumes that the terms laid down for locally engaged Europeans are not meant to be applicable to staff retrenched from the Colony's service, and he adds that the grant of passages to the Railway retrenched would seriously embarrass the Colony if similar claims were received from officers retrenched from the Govt service.

It appears from No.3 that the Railway officers do not receive free passages home if they are retrenched before completing a full tour, whereas the Colony gives a free passage regardless of the length of tour completed by an officer at the time of retrenchment. On the other hand, the Railway officers are given a special gratuity on retrenchment in order to preserve equal treatment with the Asian employees (in one case the regulations provide for a gratuity in such circumstances). The Government, however, sees no necessity to alter the regulations of the civil administration in this matter. There may be similarity with the Railway Administration in this matter.

Telegram No.4 also quotes a ruling given in the case of a Sergeant of the G.M. who was given a gratuitous passage to England instead of to South Africa on the termination of his engagement in 1922, and the Secretary of State addressed a despatch to the

Governor

10  
Governor pointing out that "in the present state of the labour market here it is folly for a man who has neither home nor assured employment to proceed to England on the chance of earning his living."

Although I hope that no substantial modification of the principles debited upon in the Circular of the 17th of September and (in the case of locally engaged Europeans of the principles set out in No.2) will be agreed to, there is room for discussion and modification by means of closer definition of the category of persons who benefit under these principles, and I suggest that we might discuss with Mr. Allen.

*S. H. [Signature]*

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The telegram No.4 also quotes a ruling given in 1922 in the case of a Sergeant of the K.A.F. who was given a gratuitous passage to England instead of to South Africa on the termination of his engagement in 1922, and the Secretary of State addressed a despatch to the

Governor

Governor pointing out that "in the present state of the labour market here it is folly for a man who has neither home nor assured employment to proceed to England on the chance of earning his living."

Although I hope that no substantial modification of the principles decided upon in the Circular of the 17th of September and (in the case of locally engaged Europeans of the principles set out in No.2) will be agreed to, there is room for discussion and modification by means of clearer definition of the category of persons who benefit under these principles, and I suggest that we might discuss with Mr. Allen.

*Allen*  
9/12



DECODE

RECEIVED  
30 NOV 1931  
COL OFFICE

4

Telegram from the High Commissioner for Transport Kenya and Uganda Railway to the Secretary of State for the Colonies.

Dated 20th November. Received at 11-34am 30th November 1931.

7167/10  
Kam

Confidential. Your Circular Despatch 17 September and your despatch 20th October Transport No 148. No conditions to be applied to retrenched Officers. Please refer to my despatch of 13th October Transport No 169 which sets out conditions applied by Transport Administration and reasons therefor. This applied to revised terms suggested, will involve administration very considerable additional expenditure estimated at £12,000 which in view of financial position is of considerable importance. Same principle may have to be applied to over 400 ~~SEIans~~ on agreement also retrenched costing further sum. Moreover paragraph 2 of despatch under reference states that grant of passage standard notice and leave terms should be made but no mention is made of gratuitia sanctioned in your telegram of 9th April Confidential No 13. I submit that if all these three concessions are granted retrenchment terms will be unduly generous and will cause serious financial embarrassment to Railway Administration at this difficult period. In regard to proposed passage concessions would invite attention to paragraph 2 of your despatch of 20th December 1922 Kings African Rifles No 399 principles of which appear to conflict with your present ruling. If notwithstanding these representations conditions laid down in your despatch of 29th October are to be applied in all cases following points require elucidation (a) paragraph 1 refers to officers locally engaged and paragraph 2 states that passages to South Africa to be granted if recruited there these terms appear contradictory. Presumably passages to England or South Africa would be granted as desired by retrenched officer. (b) Presumably extension of leave referred to in paragraph 2 would

Amended  
No 1  
7143/11  
Kam  
No 2

12  
apply to officers granted passages to either England or South Africa. Decision in the case of Craig depends on decision on general questions.

As regards O'Leary's retrenched officers assume that Transport Despatch under reference does not apply on the grounds that railway employees are generally recruited on a different basis, serving on different terms and have perhaps more chance of private employment. The grant of passages locally engaged railway officers would seriously embarrass Colony if claims of similar nature were received from its retrenched officers.

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

13<sup>th</sup> October, 1931

Sir,

17/2/31  
17/2/31  
I have the honour to refer to your predecessor's telegram to the Governor and to the High Commissioner for Transport regarding the terms to be extended to retrenched officers of the Colony and of the Transport Services.

2. In view of the fact that petitions may be addressed to you by officers of the Transport Services in which stress may be laid on apparent differences in treatment in regard to the privileges granted to them as compared with those extended to retrenched officers of the Colony's Service, I cite below, for your information, certain cases of actual retrenchments from the Transport Services and give, in monetary terms, the payments made on retrenchment. I also show in juxtaposition what such payments would have been had the retrenched officers been in the employ of Government. For facility of reference I enclose as an annexure the varying retrenchment terms which have governed the termination of appointments of officers of the two Administrations.

I take this opportunity of pointing out that when it became obvious that retrenchments would have to be made I issued instructions as High Commissioner for Transport that the retrenchment terms for staff of the Transport Services should correspond as closely as possible with the terms accorded by the Kenya and Uganda Governments.

(1).....

THE RIGHT HONOURABLE  
J. R. THOMAS, M.P.,  
SECRETARY OF STATE FOR THE COLONIES,  
DOWLING STREET,  
LONDON. S.W.1.

(1). Locally engaged non-responsible official with 11 years service.

	Payment made by Transport Services.	Payment that would have been made had he been in Galaxy's Service.
Salary during period of notice @ 2000 p.a.	2000.00	2000.00
Home salary	10.00	
Gratuity	107.00	80.00 <i>plus</i>
Passage	-	40.10.0 <i>in England</i>
Family Passage Allowance	-	20.00 <i>about 1/2 way</i>
Salary during voyage	-	22.10.0 <i>in home</i>
<b>Totals.</b>	<b>2207.00</b>	<b>2202.10.0</b> <i>1/2 of 1100 etc.</i>

(2). Programme engaged non-responsible official with 8 years service.

Salary during period of notice	2180.00	2180.00
Gratuity	60.00	-
Passage	69.10.0	49.10.0 <i>leave? be</i>
Salary during voyage (Maximum 28 days)	34.6.10	34.6.10 <i>allow</i>
<b>Totals.</b>	<b>2343.16.10</b>	<b>2263.16.10</b> <i>3 months in UK at least</i>

3. The Galaxy's regulations allow a locally engaged officer who has completed more than one tour a passage to England, if retrenched, notwithstanding that the minimum period of the current tour is not completed. The Transport Services regulations, however, require a minimum tour to be completed before a passage is granted with salary for the period of the voyage. The difference, therefore, in the gratuities paid by the two Administrations is offset by the grant of passage privileges made by the Galaxy.

4. In the second case had the officer been in the Galaxy's Service he would not have been paid a gratuity as he had not completed the minimum qualifying period of seven years.

5. In regard to the gratuity paid by the Transport Services, it is necessary to state that the recommendation to pay proportionate gratuities to European officers in the

Transport Services was made in order to preserve equality of treatment, as far as possible, between European and Asian servants the war being diagnosed with at a time of general retrenchment. Whereas the Asian Contingency rules applicable in the Transport Services provide for the payment of a gratuity in such cases, there is no such provision in the corresponding European Officers' Contingency rules.

Approval of the special recommendation which was made and has been acted upon, maintained parity of treatment as between the two sections of the Railway and Harbour Service. It did, however, in its incidence make the position of such servants more favourable than would have been the case had they been employed by Government whose rule is that a gratuity is payable, both to European and Asian non-pensionable servants who are retrenched, only after the completion of seven years. I see no necessity, however, for any alteration of this regulation.

b. To illustrate the case of the Asian servants, the following are taken:-

(a) Clerk, locally engaged, 8 years service.

	Payments made by Transport Service.	Payment that would have been made had he been in Colony's Service.
Salary during period of notice.	Shs.180/-	Shs.180/-
Leave pay	644/-	648/-
Gratuity	870/-	-
	<u>Shs.1694/-</u>	<u>Shs.828/-</u>

(b) Clerk, engaged overseas, 8 years service.

	Shs.250/-	Shs.1900/-
Salary during period of notice.	448/-	1800/-
Leave	220/-	210/-
Gratuity	210/-	210/-
Passage	190/-	190/-
Family passage allowance	-	-
	<u>Shs.1068/-</u>	<u>Shs.4200/-</u>

(i.e. After five years the clerk would have acquired pensionable status).



6. While the example at (5) indicates a close similarity between the terms that would be extended by the two Administrations, the apparent disparity in the fourth example is discounted by the fact that the Asian Railway servants retrenched in addition to the Rs. 2,000/- would have received a Provident Fund bonus also.

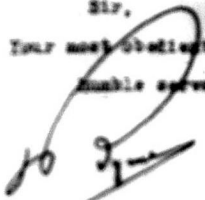
7. It will be appreciated that in two Administrations, the service conditions of which are not uniform, it is impossible to secure absolute uniformity of treatment, but the illustrations I have given show that, having due regard to the existing differences, a substantial measure of uniformity has been achieved in the treatment extended to officers in the employ of the Colony and of the Transport Services who have had to be discharged.

I have the honour to be,

Sir,

Your most obedient,

Humble servant,



HIGH COMMISSIONER.

Government Practice.

- (a). Europeans who have been confirmed and admitted to the permanent and pensionable establishment. - Six months' notice to run concurrently with any leave earned, and to include voyage period to England or to place of domicile.

Railways and Harbours practice.

Europeans.

- (1) Officers on leave when notice served.  
→ (S.O. despatch Transport No. 100 of 15.6.51)
- (2) Officers in these territories.

Three months notice. & First class passage back to Colony.

Formal notice of not less than one month, and minimum of two months leave on full salary. First class passage to ordinary place of domicile (up to maximum of cost of passage to England).

Government practice.

- (b). Europeans serving on probation in pensionable offices - Six months' notice to run concurrently with any leave earned, and to include voyage period to England or place of domicile.

Railways and Harbours practice.

- (1) If officers on leave
- (2) If officers in these territories.
- (3)

Three months' notice, leave being extended accordingly. Gratuity at the rate of half a month's salary for each completed year of service.

Notice according to terms of agreement plus leave due, and plus a gratuity equal to half a month's salary for each completed year of service.

In both cases, passage granted only if agreement provides therefor.

Government practice.

(c). Europeans serving on thirty months' agreement -

Treatment in accordance with the terms of their agreement, i.e. they are given three months' notice to run either concurrently with leave <sup>or subsequent leave as per usual in practice</sup> or, subsequently to the termination of the three months' notice. If engaged overseas or if they have completed more than one tour of service, a free passage, together with leave for the period of the voyage, is granted, provided the passage is taken within two months from the date on which they ceased duty.

Railways and Harbours practice.

- (1) Notice according to terms of agreement, if not more than one tour has been completed.
- (2) If more than one tour completed:-
  - (a) If serving on agreement which provides for one month's notice Pay for leave and notice of not less than three months.
  - (b) If agreement provides for three months' notice plus single vacation leave which has accrued.
- (3) In all cases payment of a gratuity of one half a month's salary for each completed year of service.
- (4) Passage granted only in accordance with servant's agreement.

Government practice.

- (1) Europeans serving on a purely temporary basis (i.e. monthly agreement) - One month's notice under the terms of their letter of temporary appointment. By the terms of their agreements they are not entitled to any privileges whatever.

Railways and Harbours practice.

Notice in accordance with terms of agreement. Gratuity of half a month's salary for each completed year of service, if member of Provident Fund.

Government practice.

- (e) Asians who have been confirmed and admitted to the permanent and pensionable establishment - Six months' notice to run concurrently with any leave earned and to include voyage period to India (if eligible for a passage).

Government practice.

- (f) Asians who are serving on probation on the permanent establishment but who have not been confirmed and granted pensionable status have been given one month's notice, and such leave as they have earned on full pay. The notice given in this case is in addition to and not concurrent with proportionate leave earned.

Railways and Harbours practice.

No such servants in Administration's employ

Government practice.

- (g) Asian clerks who are serving on a purely temporary basis have been given one month's notice. There are no clerks in this category who have been recruited from overseas and consequently no passage concessions are granted.

Railways and Harbours practice.

All Asian staff serving on agreement, on a monthly basis,	
Notice	One month.
Leave	As per
Passage	vide provisions of agreement and Staff Regulations - overseas recruited servants in all cases getting passage.
Gratuity	Half a month's salary for each complete year's service if member of Provident Fund.

Government practice.

- (h) Certain temporary Asian staff other than C.I.P.T.A., who are serving on specific terms of agreement are given one month's notice and leave in accordance with the terms of their agreement.

Railways and Harbours practice.

Such staff are employed on a daily basis, with no privileges whatever, and at all times are subject to twenty-four hours' notice.



C. O.

C. O.  
R 27 OCT  
D 27

Mr. L. Lewis 26/10  
Mr. Venning 26/10/31  
Mr. Trester 26/10

Mr. J. Shuckburgh  
Mr. G. Grindle  
Permt. U.S. of S.  
Parly. U.S. of S.  
Secretary of State

28 October, 1931

Sir,

I have the honor to inform you that

I have had under consideration

the question of the terms that should be given, on attachment,

to officers who were engaged

locally for employment under

the Kenya and Uganda Railways

and Harbours Administration,

2. I have decided that

all such officers should, if

they so desire, be given the

opportunity of proceeding

DRAFT. for comment.

Kenya - Uganda

Transport.

No. 146

H. G.

*P. J. ... 25/10/31*  
*(No. 146 on 25/10/31)*

Clerical Section to see after desirable

Copies to be placed on personal file

to the country, or to South  
Africa if they are recruited  
for the, provided that  
they avoid themselves of the  
concession <sup>whenever</sup> within a month after

of the expiration of their  
base of absence. <sup>Officers who intend to</sup>  
return to this country (and Africa)  
as they should be granted

a single passage only at  
Government expense, and  
the standard rules and  
has been laid down in  
my minute despatch of

plus the usual family passage allowance  
to officers taking advantage of this concession  
not be possible to grant them passage back to Africa

17th September, 1908  
that  
will point out, in the case of an  
officer who is granted an  
absence of 12 months, that on  
returning to the country  
in full salary in this country

- Mr. ...
- Mr. ...
- Mr. ...
- Mr. ...
- Mr. ...
- Mr. ...
- Mr. ...
- Mr. ...
- Mr. ...
- Mr. ...

DRAFT.

to <sup>seek</sup> further  
employment, <sup>it will not</sup>  
be necessary to grant a  
leave in ~~an~~ <sup>such</sup> ~~case~~

not necessary to grant a  
further extension to enable the  
a period of <sup>complete</sup>  
leave to be six months  
from the date on which he  
receives notice that  
his employment  
would be terminated.

4.2 All officers will be  
expected to proceed to the  
country in time to avoid  
of the three months' leave <sup>after</sup>  
their arrival falling  
within the period of their  
base of absence, and, when  
this is done, they can be  
granted additional leave,  
1 will

and full salary, for the  
period of the voyage should be granted.

In other cases, the question  
of regarding the period of  
the voyage, or part of it,  
as leave with salary, will  
be left to you to decide,  
but no salary in respect of  
the voyage should be granted  
to an officer who delays his  
departure for the voyage  
until after he has been  
ordered.

I enclose with  
the foregoing paragraphs, I  
have granted leave to A. Collins,  
your Clerk, Transportable Dept.,  
and leave to Lambert and  
H. A. Craig, Steamers, class II,  
/ others

leave Dept., salaries of leave 13  
~~will full salary~~ including the  
22nd December, the 16th December,  
and the 16th December,  
96.  
respectively and I enclose,

for your consideration, a copy  
of a letter from Thomas.

J. W. Macdonald regarding  
a claim by Mr. Craig <sup>to be refunded</sup> for the

sum of £72 in respect of  
the <sup>cost of the</sup> passages of himself and  
his wife to England. I shall

be glad if you will inform  
in view of the above ruling, whether  
me, in ~~the~~ ~~case~~ whether the  
you have any objection to  
~~sum~~ ~~or~~ ~~if~~ ~~not~~, what part of  
Mr Craig being refunded the actual  
cost of the passages.  
Craig

I have no.  
(SIGNED) J. H. THOMAS.

a. b.  
Mr. F. S. ...  
Mr. ...  
Mr. ...  
Mr. ...  
Par. U.S. of S.  
Par. U.S. of S.  
Secretary of State

DRAFT.

Original regd on  
22771 6A (PE of R.G. Flanders)

Transport  
no 155

R. 13 OCT 31  
COOL OFFICE

Capt. on subject file  
P.F.

10<sup>th</sup> September, 1921

Sir,

I have the honour to refer to Lord Passfield's  
Despatch Transport No. 51 of the 6th of July, 1921,  
transmitting a copy of Letter No. 25722-B.A. of the 3rd  
of July addressed to Mr. R.G. Flanders, Guard,  
Transportation Department, Kenya and Uganda Railways and  
Harbours, granting, if Mr. Flanders so desired, a  
passage to Umbasa, as well as family passage allowance.

1. This Administration's regulations in regard to  
locally engaged servants, whose services are terminated,  
are that, provided more than one year of service has been  
completed, single passage to England is offered.

2. Mr. Flanders, when served with the notice of  
termination of his services, was informed that he would be  
granted a single passage to England.

3. I hold the opinion that it would be more than  
generous to offer to all locally engaged servants on  
retrenchment, provided merely that they have done more  
than one year of service, a return passage to England in  
addition to the usual period of notice and leave earned on  
full pay. The single passage which has been  
customary to offer is conceded in order that, should the  
retrenched official see no possibility of obtaining further  
employment..

THE RIGHT HONOURABLE

J. S. WOODS, M.P.,

DEPARTMENT OF STATE FOR THE COLONIES,

DOWNING STREET,

S.W.1.

employment in the colony, he can transport himself and his family to England shore, in most cases, his friends and relations are omitted. The offer of a free passage is not made with a view to enabling a locally engaged official to take leave in England on retrenchment. In all the circumstances I feel that Lord Macfield must have agreed to a return passage being offered to Mr. Flender-lyth for special reasons not known to me, and I shall be grateful if I can be informed of those reasons, as I am anxious that this case should not form a precedent.

I have the honor to be,

Sir,

Your most obedient,

humble servant,

WINE COMMISSIONER.