

1925

E. AFRICA

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REC'D
REL 10 FEB 25

DATE

10th February 1925.

MAIL OFFICE.

RELATION:—

FEMALE POSTAL CLERKS.
MARRIAGE GRATUITIES.

Minutes fixing a limit to period in which
marriage must take place in order to remain
eligible for gratuity.

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Country of State.

Previous Paper

MINUTES copied from File 112
(Andrews)

Gov 2338
21/2/25

Subsequent Paper

25445

Ceylon Gov 2488 (Vacancies)

~~Mr Cooke~~

~~Mr Beckett~~

X Mr Lowell

The Ceylon Pension Minutes provide that women employees holding pensionable office may receive gratuities on compulsory retirement on marriage after 3 yrs service.

In Hongkong & Malaya the privilege is confined to Nurses & Women Teachers holding pensionable offices with not less than 5 years service.

There seems to be no reason for imposing a time limit ^{after resignation} within which the marriage should take place. I think it can be taken for granted that the Posts concerned will satisfy themselves that the applications for gratuity on marriage are genuine; & in the ordinary course of events women officials are not likely to resign until practically on the eve of marriage.

In the circumstances no action is necessary in the case of the above

F.E. Dept.

J.S. 17/2/25

The conditions in Ceylon, briefly, are

1) that you should not give notice only in cases where the employee must resign under duress. The resignation must be referred to the Director of Public Health & take place. The employee must have been employed for a period of 2 years in the Government service before he is allowed to resign. It is also necessary to provide for a period of notice to be given by the employee in the event of his resignation. It is also necessary to provide for a period of notice to be given by the employee in the event of his resignation. It is also necessary to provide for a period of notice to be given by the employee in the event of his resignation.

an ^{stated} period of employee to give ~~no~~ notice of her intention to resign on the ground of marriage. Such a provision would appear to be desirable in order to secure that the ground of resignation ^{should} ~~was~~ ^{be a definitely arranged} ~~really~~ ^{to} ~~be~~ ^{the} ~~fact~~ ^{of} ~~her~~ ^{becoming} ~~engaged~~ ^{to be married,} though at a possibly far distant date should not dislocate the service by resigning immediately without notice.

It probably does not admit much latitude a time limit for marriage after resignation is given, whether an employee intending to resign on marriage is required to give a certain period of notice; but I should have thought that one or other of these points ought to be made.

It is, however, to matter mainly for the Ceylon Govt and I think I might write a despatch saying that the question has been raised, & asking whether it is desirable to introduce any special condition for the ground of gradually

AC 17/2/25

I am inclined to agree with L. Emmers so far as a ~~sub~~ ^{sub} ~~clause~~ ^{clause} ~~is~~ ^{is} ~~concerned~~

Minute typed following sheet 2-21

21 -----Govr. 1620-----20th Dec. 1924

(Remdr. resignation be accepted and period between resignation and marriage should not exceed 6 months)

Mr. Jeffries Mr. Bottomley.

We should fix a limit and embody it in future offers of appointment. The Home limit of 3 months is too little for our people, but the 6 months suggested by the Governor is, I think, rather too long as a normal limit. I should be inclined to fix it at 4 months from cessation of service (i.e. end of leave if any) "unless there are exceptional reasons for delay beyond this period". But as regards Miss Andrews herself, as there has hitherto been no specified rule, we should give as much time as reasonably possible. I would therefore tell her that the usual rule will in future be 4 months from date of retirement but that in her case the Secretary of State is prepared to allow a period not exceeding 6 months from 19th December 1924?

We can write to the Governor when we know the gratuity and the shares.

M.J. 28.1.25

I think that the rule should be 3 months from end of leave, if granted, or 6 months from resignation if there is no leave, but we can't lay down anything without the consent of the G.P.O. as they have to bear part of the gratuities.

?Propose this to G.P.O. and register these minutes with copies of the relevant correspondence.

As regards Miss Andrews I would tell her that the rule is as stated by G.P.O. and leave her to say if there are exceptional circumstances (She was in the Home service once and though she has evidently forgotten the rule I don't see why it should not apply to her).

C.J.J. 28.1.25

So proceed - telling C.P.O. what we have told Miss Andrews.

In order to give her as much time as possible before 18th March, the letter to her should be got off quickly. As regards the more general action, perhaps Mr. Jewell will find out if any other Colonies are likely to be interested. (? Ceylon) and W.A have a few women. (C.J.J.)
W.C.B. 29.1.25 at once.

To Andrews)
To G.P.O.) 30th January 1925. File 11291 & A

(Marriage gratuity).

As regards gratuities of women employees of the Ceylon Government generally, I do not think that there is any need for us to take any action, since the matter is one for the Ceylon Government. There have, however, been one or two women Postal employees seconded from the General Post Office, and questions of division of gratuity might arise in such cases. It will, I think, be sufficient to tell Ceylon what the General Post Office rule is, and ask whether this rule is likely to affect in any way the position of any employees seconded from the General Post Office, and whether there is any similar rule in force in the case of Ceylon Government employees in general.

9, 24

LONDON, E.C.1.

15th January, 1925.

Sir,

With reference to your letter of the 30th ultimo, enclosing a copy of a communication from Miss M.I. Andrews, late Postal Clerk and Telegraphist in Kenya, concerning her marriage gratuity, I am directed by the Postmaster General to state that under the regulations applicable to the Home Service it is required that the marriage take place within three months of resignation unless there are exceptional reasons for delay beyond this period.

I am to add that your letter of 28th November, last, concerning the Imperial share of Miss Andrews' gratuity, is receiving attention, and a reply will be sent as soon as possible.

I am, etc.,

(sd) H. S. Sambrook

for the Secretary.

Secretary of State,

Colonial Office.

177
20. -----G.P.O.-----15th January 1925

(States marriage should take place within three
months of resignation, to qualify for gratuity).

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S. Africa

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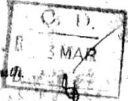
Masterton Smith

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REC advised



Ceylon
No. 122

To: Sir W. H. Manning

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S. R. J.

J. M.

5 March 1925

Ans 2999 5/25 Gey

SIR,

I have re to address you with regard to the gratuity which is payable on marriage under para. 2 of the Pension Minutes to female employees holding pensionable app'ts under the Ceylon Govt.

I am ~~glad~~ that under the grant of such gratuity in the regns applicable to the Home Service it is required that the marriage should take place within three mos. of resignation unless there are exceptional reasons for delay beyond this period. I have therefore to enquire whether this rule is likely to affect in any way

may be further of any employees
wounded from the G.P.C., whether
there is any similar rule in force
in the case of Exton Park employees