

1926

KENYA

461

X. 1992  
23 FEB 1926

150  
DATE  
27th January 1926.

DEPT  
111

Allen 1/4  
Stanley

UGANDA RAILWAY - ASIATIC STAFF  
Conditions of Service.

The further memorial from the  
Railway Asiatic Union together with a  
covering memorandum by the Acting Genl Manager.

S.  
S.  
State

vious Paper

MINUTES

*[Handwritten signature]*

Minutes within  
Being requested, partly due to further  
papers having to be collected *Ref. 10/26*

*[Handwritten signature]*

*[Handwritten signature]*

Both the despatch etc attached are  
two feet of reference to the minutes to send  
with me a typed summary of the same. Will  
you please check one, at leisure.

*[Handwritten signature]*

*[Handwritten signature]*  
*[Handwritten signature]*

Memorandum attached

*[Handwritten signature]*

*[Handwritten signature]* 9/4/26

*[Handwritten signature]*

As prepared - *[Handwritten signature]* 13/4/26  
at once

ment Paper

443/M

Rates of Pay

The scales introduced on 36308/23 were shown by Mr. Felling in the memo in that paper to be necessary for the economical working of the Railway. In the "notes of the meeting" in 32267/24 Mr. Shans - ed. - Dean is recorded to have ~~been~~ said that it was admitted that the British Staff of the Railway were (? had been)

comparatively highly paid & that certain economic considerations in approving the revised scales the S.G.S. ensured that the rights of men on their existing agreement were safeguarded.

Mr. Felling states in his memo on the present petition that the reduction in pay is only equivalent to the first reduction of local allowances made in the case of Europeans. This is a fair argument & that since local allowances in fact for practical purposes indistinguishable from pay. There appears to be nothing in the petitioner's new complaint which has not already been fully considered & decided against.

Leave & Passages Rules

The Rules are in 36052/24 - See the notes of discussion with Mr. Felling on that paper.

There is a petition against the new Rules in 32299/24 & the S.G.S. has expressed the view

\* Appendix A to the petition

that they are fair & generous to the Staff. While there is a careful statement of the position in the new petition, it contains nothing to justify a reconsideration of the decision so recently taken

Telling them that neither reduction in pay nor the introduction of <sup>new</sup> leave rules has affected the number of retirement

Remove matter from the main subject of the new petition. It is all familiar ground & has been said in the petition in 1914. The Jeffries case is that petition

General

The remark made by the petitioners as to charges to prosecutions, general dissatisfaction etc are fully dealt with in the 1914 memo. It is evident from his last paper that he is quite ready to adopt any compromise that may appear to be

He asks that the memorialists may be informed that the S.C. has received their memorial [I give it careful consideration but that he is satisfied that it is neither necessary nor desirable to introduce the changes in conditions suggested in the memorial]

For [?] say  
his matter [?] has  
refer has [?] about  
Kca file [?] [?]  
Cowan & that [?]  
see no reason [?]  
[?] [?] [?]  
[?] have been

McJowell 3/26

1897  
that they are fair & equivoal to the Staff. While there  
is a careful statement of the position in the new petition,  
it contains nothing to justify a reconsideration of the  
decision so recently taken.

The following shows that neither objection in  
regard to the introduction of new rules has affected the  
number of retirement

The above matters form the main  
subject of the new petition. It is all familiar  
ground to the Staff and in the petition is  
324 of 20. The Staff is sure that petition  
should be read.

General

The remarks made by the petitioners  
are in substance to presentions, general  
assimilation etc are fully dealt with in  
the Staff's memo. It is evident from their  
last paper that they are quite ready to  
adopt any proposal that may appear to be

It is said that the memorialists  
may be ignorant that the Staff has received  
their memorial [I give it careful  
consideration, but that he is satisfied that  
it is neither necessary nor desirable to  
introduce the changes in conditions suggested  
on the memorial]

McFowell 30 3 26

For [?] Jay  
his matter [?] and  
refers here [?] [?]  
Kear [?] [?]  
Larsen & [?]  
and no reason [?]  
vice [?] [?]  
which have been

It might be as well to refer

to be here on page 9 of the memorial  
improperly noted "Privileges attached" &  
point out that the Staff refused to [?]  
any of the memorial of the 1st Aug 1922

SM Allen  
11/4/26

On this [?] [?] [?]  
copy of the [?] [?] [?]  
it is [?] [?] [?]  
and [?] [?] [?]

There is no [?] [?] [?]  
[?] [?] [?]  
[?] [?] [?]  
[?] [?] [?]  
[?] [?] [?]

The [?] [?] [?]  
[?] [?] [?]

- (1) [?] [?] [?]  
[?] [?] [?]  
[?] [?] [?]  
[?] [?] [?]
- (5) As I understand, the [?]  
did not consider that [?]  
prevented the General [?]

submitting individuals on receipt of  
any modification of conditions  
with one of general application -  
~~the above~~

S. S. Rowley  
10/4/26

MA

KENYA/UGANDA

TRANSPORT.

No. 14

OWING STREET,

17 April, 1926.

Sir,

I have the honour to acknowledge the receipt of your Kenya despatch No.111 of the 27th of January transmitting a Memorial from the Railway Asiatic Union.

2. I have to request that you will cause the memorialists to be informed that I have received their Memorial, that the matters to which it refers have already received full and careful consideration, and that I see no reason to revise the decisions which have been taken.

3. As the memorialists state on page 9 of the Memorial that they were not favoured with a reply to the representations made in their memorial dated the 1st of August, 1922, I shall be glad to receive a copy of the communication which was presumably made to them on receipt of the Duke of Devonshire's despatch No.1619 of the 9th of November, 1922.

I have the honour to be,

Sir,

Your most obedient,

humble servant,

THE COMMISSIONER FOR TRANSPORT,

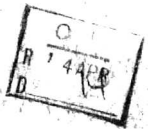
KENYA/UGANDA.

Goo Kenya  
X 1992/26

Jewell No. 4. 26  
Allen No. 4  
Bothwell

84

- J. Harding
- Tracy
- J. Shuckburgh
- Grindle
- Davis
- Wilson
- Ormsby-Gore
- Clarendon
- Tracy



17 April 26

Sir

I have the honor to acknowledge the receipt of  
 Kenya Times & Telegraph No 111 of the 27th of January  
 transmitting a Memorial from the  
 Railway Asiatic Union dated the 22nd  
 of Oct. 1925, together with a memorandum  
 by the General Managers of the  
 Kenya & Uganda Railway and the  
~~Joint~~ Joint ~~Memorial~~ Memorial

2 I have to request that you  
 will cause the memorialists to be  
 informed that I have & received  
 their Memorial, that the

DRAFT.

as per  
M 17  
Griff

~~Handwritten scribble~~

letters to which it refers have  
already received full & careful  
consideration, & that I see no  
reason to reverse the decisions  
which have been taken.

3. ~~Let them~~<sup>As</sup> the memorialists

state on page 9 of the memorial  
that they were not favoured with  
a reply to the representations made in  
their memorial dated the 18<sup>th</sup> of Aug.,

(530076/24)

1922, I shall be glad to receive a  
<sup>communication</sup>  
copy of the reply which was formally

made to them as receipt of the books of

Devanbhai's disp. No 1619 of the 9<sup>th</sup>

(..)

of Nov., 1922.



letters to which it refers have  
already received full & careful  
consideration, & that I see no  
reason to revise the decisions  
which have been taken.

3. ~~Let them~~<sup>As</sup> the memorialists  
state on page 9 of the memorial  
that they were not favoured with  
a reply to the representations made in  
their memorial dated the 1<sup>st</sup> of Aug.,  
(1922), I shall be glad to receive a  
copy of the <sup>communication</sup> reply which was formally  
made <sup>sent</sup> to them as receipt of the date of  
Devanbhari's day (No 1699 of the 9<sup>th</sup>  
of Nov., 1922.

(53026/24)

(..)

MEMORANDUM.

The points dealt with in this petition, which is from the Railway Asiatic Union (Kenya and Uganda), may be divided as follows : -

1. Former Representations:

The petitioners claim that their previous representations have not been made unnecessarily, but that the result is that their position is worse than it was before. The former of these petitions was submitted before the introduction of the present scales of pay, and the latter afterwards. The former ~~of these petitions~~ resulted in the Secretary of State directing several concessions in regard to privilege leave, allowances on sick leave, and passages on sick leave. Their position has also been definitely improved in respect of further small items as a result of the latter petition, and the petitioners are therefore not correct in saying that their position is worse than it was before.

2. General Dissatisfaction:

The petitioners allege that many old and experienced officials have left the service in consequence of the conditions obtaining. Mr. Felling, however, states and proves that this is not the case, and that retirements are proceeding normally as before. The petitioners refer to numerous prosecutions as evidence of the confidence and loyalty of the ~~less~~ faithful servants being undermined. The General Manager, however, states that fraud and corruption have been widespread amongst the Asiatic staff for many years, and that the Railway is only now steadily coming to grips with the matter. He points out that the railway authorities merely report the facts to

the Law Department, which, in itself, is a guarantee against unjustifiable prosecutions, and that, in fact, five out of the last six Asiatics charged have been convicted. With the tightening up of the Administration Mr. Felling expects prosecutions to increase rather than diminish.

3. New Scales of Pay:

As suggested above, conditions are stated to have been better before April, 1920, <sup>than</sup> and since. At that time, Europeans were differentiated from Asiatics, and it is stated that a barrier was created between them. The policy referred to is that resulting in the revision of European salaries which was introduced on the 1st April, 1920. In 1922, on account of financial stringency, Kenya proposed an immediate cut of one-sixth in all Asiatic salaries. This was not agreed to, as involving a breach of faith in respect of permanent and pensionable officials, but lower scales were approved for new appointments, for officials on promotion, and also in respect of re-engagement of temporary staff. But the Asiatics on the Railway were not permanent or pensionable, and the present General Manager, who was appointed at the end of 1923, decided that the Railway was being worked uneconomically, and, as one step in the process of setting the Railway on an economic basis, he was allowed to introduce lower scales of pay from November, 1923, subject to individuals retaining their existing pay and privileges during the currency of their agreements. The Railway Asiatic Union compared the new scales unfavourably with the old; this comparison is generally <sup>correct</sup> agreed, but it has been admitted, even by their own representative,

Shams-ud-Deen

265/13  
2345/23  
363.8/23

of Meeting  
467/24)

Shams-ud-Deen, that the Asiatic staff of the Railway had been comparatively highly paid, and that certain economies were necessary. In this connection it may be observed that the Asiatics were not the only officials to suffer, numerous retrenchments and re-engagements on reduced pay having been brought about among Europeans, both on the Railway and in the Civil Service. Mr. Felling points out that the cut in pay - approximately one-sixth - is only equivalent to the first reduction of local allowances made in the case of Europeans: a fair argument, since it has for some time been difficult to distinguish local allowance for practical purposes from pay. Mr. Felling has a pretty free hand in matters of pay (and in other matters), and he considers the Asiatic staff well paid in relation to the value of the services given. Any improvements which he considers necessary in any particular grade will, he says, be made without hesitation.

4. Exceptions to the Cut in Pay:

The petitioners state that these exceptions are not made when warranted, and they imply that only two such exceptions have been made. Mr. Felling states however, that special arrangements of this nature have been in "a number of individual cases", and it is clear that all cases are dealt with on their merits; it is also obvious that a wholesale making of exceptions would defeat the object of re-grading, and the petitioners appear to have been told this (see bottom of page 5 of the petition).

5. Retrenchment of Permanent Employees:

The petitioners support the statement made by their representative - Mr. Shams-ud-Deen - to the effect that the Asiatic Railway Employees are as

permanent

permanent as officials on the pensionable establishment. (32467/24)  
There is, of course, no foundation for this view,  
since employees are engaged under agreements, and  
contribute to the Railway Provident Fund instead of  
acquiring pension rights. It may be argued under  
this head that any grievance in this respect might be  
considered as removed by the grant of a proportionate  
gratuity at the discretion of the General Manager on  
retirement on medical grounds, or on abolition of  
office after less than fifteen years' service,  
provided the employee had served for one tour and had  
been re-engaged. (37876/24)

6. Leave and Passage Rules:

The petitioners compare the old and new  
rules to the disadvantage of the new. They complain  
that they had no reply to their memorial of the 1st  
August, 1922. The Secretary of State's despatch on (53046/22)  
that paper, however, instructed the Governor to  
inform them that he had carefully considered their  
memorial, and went on to suggest various improvements  
which might be made in the rules in order that the  
railway staff should not be in a worse position than  
the Civil Service staff. These suggestions were  
generally adopted, and a comparison of the old rules  
with the new proposed rules is given by the General  
Manager in 55376/23. The rules, as finally approved,  
subject to existing rights of individuals being  
safeguarded, are in 36052/24, and the Secretary of State  
has expressed the view as recently as November, 1924,  
that they are fair and generous to the staff.

*There was a  
withdrawing  
16048*

*Para 5  
Shows ad New  
S. No 24 a*

*W. J. Swell  
9. 4. 26*

permanent as officials on the pensionable establishment. (32467/24)  
There is, of course, no foundation for this view, since employees are engaged under agreements, and contribute to the Railway Provident Fund instead of acquiring pension rights. It may be argued under this head that any grievance in this respect might be considered as removed by the grant of a proportionate gratuity at the discretion of the General Manager on retirement on medical grounds, or on abolition of office after less than fifteen years' service, provided the employee had served for one tour and had been re-engaged.

*Trans was withdrawn 16/4/24*

(37876/24)

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(53046/24)

*Para 5  
Shows and  
I Nov 24*

*H. J. Swell  
9 4 26*



KENYA.

No. III

GOVERNMENT HOUSE,  
NAIROBI,  
KENYA.

27<sup>th</sup> January, 1926

X. 1992

23 FEB 1926

Sir,

With reference to the correspondence ending with your despatch Confidential (2) dated the 1st of July 1925, regarding the leave rules and conditions of service for the staff of the Uganda Railway classed as Asiatics, I have the honour to transmit a further Memorial from the Railway Asiatic Union together with a covering memorandum from the Acting General Manager.

1/11 2/10/25  
25

2. I can only again refer you to the marginally noted despatches and their enclosures. I am unable to see that there are any new points in the present memorial which require further comment.

I have the honour to be,

Sir,

Your most obedient, humble servant,

*S. M. Carter*

GOVERNOR.

RIGHT HONOURABLE  
LIEUTENANT COLONEL L. C. H. S. AMERY, P. C., M. P.  
SECRETARY OF STATE FOR THE COLONIES  
DOWNING STREET,  
LONDON, S. W.

244 31.3.23  
" 261. 7.4.23  
" 376 25.6.23  
" 545 22.10.23  
" 97 16.4.24

21652/23  
13116/23  
4500/23  
555/23

ADDRESS:  
NAIROBI.

# UGANDA RAILWAY

472

General Manager's Office,

NAIROBI, 4th November, 1925  
KENYA COLONY.

The Hon; Colonial Secretary,  
Colony & Protectorate of Kenya,  
NAIROBI.

I transmit herewith a petition addressed to the Secretary of State for the Colonies from the Railway Asiatic Union.

2. The real feeling in the minds of the Asiatic staff centres round the fact that the Railway is carrying through, as contracts terminate, a cut of approximately one-sixth in rates of pay, whereas the Civil Service has not taken similar action. This one-sixth reduction of pay is only equivalent to the first reduction of local allowance (from 50 to 25 per cent) made in the case of Europeans.

3. The Railway has also successfully introduced changed leave conditions for Asiatics.

4. I am not aware that the reduced pay or amended leave conditions have led to our losing our best men. Retirements from the service take place with a fair amount of regularity in the ordinary course, and our system lends itself to temptation to leave the service after 15 years so as to obtain the gratuity due; but it would not appear that either the reductions in pay or the increasing number of men entitled to gratuity and tempted to take it, has led to an increased number of retirements.

5. The number of Asiatics of over 10 years service who have left the Railway during the past four years is as follows:-

1922	...	35
1923	...	39
1924	...	21
1925	...	17
(to date)		

6. The reductions in pay commenced in November, 1923.

(contd).

## UGANDA RAILWAY

ADDRESS:  
NAIROBI.

General Manager's Office,

NAIROBI,

192

KENYA COLONY.

-2-

7. In a number of individual cases special arrangements have been made to avoid the whole or part of the pay reductions, but the men so dealt with have invariably been officials whose work warranted their cases being dealt with specially.

8. The cases of the Pier Clerk at Port Bell and the Stationmaster at Kampala are quoted. There have been other similar cases, usually of men of a loyal and efficient type.

9. In the matter of prosecutions, I know that feeling is working up, and I have been told that prominent representatives of the Asiatic community intend to attack me on every possible occasion, because of these prosecutions. Unfortunately fraud and corruption have been widespread amongst the Asiatic staff of the Uganda Railway for many years. We are only now steadily coming to grips with the matter.

10. The power of prosecution of course does not rest with the Railway. The Railway merely reports the facts to the Law Department, and if the Law Department considers there is a case for prosecution, prosecution follows. If prosecutions were undertaken unjustifiably the Court would soon draw attention thereto. As a matter of fact in the five cases of prosecution of Asiatic staff this year guilt has been established in every case. (Since writing the foregoing one man has been discharged because of insufficient evidence.

11. There is no indication that fraud is encouraged by low rates of pay, because all the cases of fraud detected have been connected with men in fairly responsible posts, such as Stationmasters, pier clerks, and the like, who are on the higher scales of pay. Increased pay would not solve the problem. Only firm action and criminal prosecutions wherever warranted will improve matters.

12. The staff is commencing to understand that the Administration is resolved to try and eliminate fraud. With the tightening up of the Railway Police force under the new organisation, it is more than likely that prosecutions will increase, until we get to the point when it will be realised, detection of crime is "probable" and not merely "possible".

13. In regard to the difficulties of obtaining good staff, the position is that we are recruiting more and more locally. With the large number of Asiatics in the country the Administration hesitates to obtain further staff from India in other than exceptional cases.



ADDRESS:  
P.O. BOX, NAIROBI.

# UGANDA RAILWAY

General Manager's Office,

NAIROBI,

192

KENYA COLONY.

ONE NO. 17.

use quote '18.

and date.

-2-

7. In a number of individual cases special arrangements have been made to avoid the whole or part of the pay reductions, but the men so dealt with have invariably been officials whose work warranted their cases being dealt with specially.
8. The cases of the Pier Clerk at Port Bell and the Stationmaster at Kampala are quoted. There have been other similar cases, usually of men of a loyal and efficient type.
9. In the matter of prosecutions, I know that feeling is working up, and I have been told that prominent representatives of the Asiatic community intend to attack us on every possible occasion, because of these prosecutions. Unfortunately fraud and corruption have been widespread amongst the Asiatic staff of the Uganda Railway for many years. We are only now steadily coming to grips with the matter.
10. The power of prosecution of course does not rest with the Railway. The Railway merely reports the facts to the Law Department, and if the Law Department considers there is a case for prosecution, prosecution follows. If prosecutions were undertaken unjustifiably the Court would soon draw attention thereto. As a matter of fact in the five cases of prosecution of Asiatic staff this year guilt has been established in every case. (Since writing the foregoing one man has been discharged because of insufficient evidence).
11. There is no indication that fraud is encouraged by low rates of pay, because all the cases of fraud detected have been committed with men in fairly responsible posts, such as Stationmasters, pier clerks, and the like, who are on the highest scales of pay. Increased pay would not solve the problem. Only firm action and criminal prosecutions wherever warranted will improve matters.
12. The staff is commencing to understand that the Administration is resolved to try and eliminate fraud. With the tightening up of the Railway Police force under the new organization, it is more than likely that prosecutions will increase, until we get to the point when it will be realized detection of cases is "probable" and not merely "possible".
13. In regard to the difficulties of obtaining good staff, the position is that we are recruiting more and more locally. With the large number of Asiatics in the country the Administration hesitates to obtain further staff from India in other than exceptional cases.

UGANDA RAILWAY

TELEGRAPHIC ADDRESS:  
RAILWAYS, NAIROBI.

FORM NO. 121

FORM NO. 17

General Manager's Office,

NAIROBI,

192

KENYA COLONY.

and date.

-3-

If we were to continue recruiting in India, we might obtain more experienced men, but only by sending senior officers to that country to select them.

14. I prefer gradually working up training arrangements for Asiatics in this country. I know that there may at times, or in individual centres be feeling against this course, but we must go ahead. Asiatic children are growing up in many centres. At Kisumu for example there are approximately 180 Asiatic children growing up with very little education. I propose gradually to take at least a proportion for training in the railway service. Children born in this country, and especially the children of railway staff, are entitled to consideration.

15. I have no further observations to make, as the conditions are well known. I cannot recommend changes, as I consider the Asiatic staff as a whole is well paid in relation to the value of services given. If in any individual grade it should appear from time to time that improvements are desirable such improvements will be made without hesitation.

C. L. N. FELLING.

GENERAL MANAGER,  
UGANDA RAILWAY.

OK.

General Manager's Office,

NAIROBI,

KENYA COLONY.

192

-3-

If we were to continue recruiting in India, we might obtain more experienced men, but only by sending senior officers to that country to select them.

14. I prefer gradually working up training arrangements for Asiatics in this country. I know that there may at times, or in individual centres be feeling against this course, but we must go ahead. Asiatic children are growing up in many centres. At Kisumu for example there are approximately 150 Asiatic children growing up with very little education. I propose gradually to take at least a proportion for training in the railway service. Children born in this country, and especially the children of railway ~~staff~~ staff, are entitled to consideration.

15. I have no further observations to make, as the conditions are well known. I cannot recommend changes, as I consider the Asiatic staff as a whole is well paid in relation to the value of services given. If in any individual grade it should appear from time to time that improvements are desirable such improvements will be made without hesitation.

C. L. N. FELLING.

GENERAL MANAGER.  
UGANDA RAILWAY.

# Railway Asiatic Union.

475

(KENYA COLONY & UGANDA).

Head Quarters,

P. O. Box....572..

Correspondence to be addressed to—

GENERAL SECRETARY.

NAIROBI, 24th, October, 1925

*Kenya Colony*

To,  
The Rt. Hon. Secretary of State for the Colonies,  
Downing Street,  
S. W. 1,  
London.

Through,  
His Excellency the Governor & Commander-in-Chief,  
Colony & Protectorate of Kenya,  
Nairobi.

Through the Hon: General Manager,  
Uganda Railway,  
Nairobi.

Sir,

We, on behalf of the Railway Asiatic Union, representing the whole Asian Staff employed on the Railway & Marine services from the Coast to the border of the Sudan, respectfully beg leave to present before you this Memorial in the hope that it will receive your sympathetic consideration.

Our Union has made repeated representations in the past, at very considerable expense, but the result, however, has been that our position on the Railway has grown from bad to worse, instead of improving.

From the number of Memorials and Petitions we have presented to the Local Government and your Predecessor it would perhaps appear as though we have acquired a habit of making representations unnecessarily; the fact, however, remains that there is a very acute sense of dissatisfaction prevailing throughout the whole service as a result of which the efficiency of the staff has been materially affected.

result of  
numerous  
petitions.

Petitions not  
made unnecess-  
arily but due  
to acute sense  
of dissatis-  
faction through-  
out the service.

continuous tampering with rules destroys confidence of staff.

Many old efficient and experienced hands have left and are gradually leaving the service owing to a sense of insecurity which is brought about by the continuous tampering with rules and Regulations and the introduction of adverse conditions in the terms of service. This has not only marred the smooth progress of the Railway but has also had the cumulative effect of destroying the confidence and loyalty of the most faithful servants as evidenced in the numerous prosecutions of the staff, the large shortages in cash at various ports and stations and the unusually numerous claims for compensations paid during the year.

Measures which lead to strikes etc. other parties.

In other countries, failures to obtain just and serious consideration from the employers lead to the adoption of strikes and other undesirable methods, but our Union has still unbounded faith in British justice and fairplay and cannot believe that the present cruel and unreasonable conditions will be allowed to be continued, and any idea, therefore, of resorting to strikes etc., at this juncture, is considered out of the question and cannot possibly be countenanced by the Union. It is therefore, that we have recourse to you, again, in spite of our past failures, trusting that this appeal will not fail to evoke a sympathetic hearing.

Failure to recapitulate all our grievances.

We consider it would be futile for us to recapitulate all our grievances seriatim as embodied in our Memorial dated 23rd February 1924; we will here allude to a few only in further support of those in the Memorial under reference and also to the new leave rules which were introduced on 24th June 1924.

30/2/24

Conditions of service before the war.

In order that you may be able to gauge our present position the better, we respectfully beg to invite your attention, for a few moments, to the conditions of service prevailing on the Railway before the war when the country was making a steady headway.

Distinction of service, leave, provident fund, gratuity

You will observe that no distinction existed in the service then as regards the scales of salary, leave, passes, provident fund and gratuity rules, thus giving an impetus not only to the Europeans but also to the Asians and Africans to rise to the top of the ladder by dint of perseverance. The scales of salaries referred to are those contained in General Manager's letter No.C.35/19/833 dated 7th May 1914.

Introduction of differentiation in the scales of service.

These scales were in operation till 1st April 1920, when for some unknown reasons the European Subordinate Staff were brought on the same scales as the Civil Servants and different scales were introduced for the Asians and Africans thus creating a barrier between the different sections.

Present scales are short of those prevailing before the war.

If the present scales of salaries are compared with those prevalent before and during the war, it will be observed that in the case of Cashiers and Accounts Clerks of GRADE and are now graded as Special Grade Clerks the present scales are lower. It will also be observed that such posts as Head Clerks, Office Clerks and Mail Printer are now no longer graded to Asians however capable they may be. Asians are even debarred from Acting Allowances when relieving Europeans (Junior Officers).

Conditions  
rates of  
pay before  
the war not  
attractive  
entice &  
sp men in  
service.

Lest it might be considered that the terms of service before the war were too generous we beg to point out that the conditions of service at that time were not sufficiently attractive to entice the best class of men to join the service as will be noticed from the following extracts culled from the Manager's Report for the year 1913-14.

CHIEF ACCOUNTANT'S REPORT.

"The difficulties mentioned in last year's report in connection with the Clerical Staff have increased rather than decreased. It is hard to obtain competent men, and it is practically impossible to engage them locally. We engage such material as comes to hand, train it, and at the first opportunity it leaves our service to obtain more lucrative situations elsewhere....."

Increased  
of  
living, and  
its causes.

It will be realised that due to the war, the large influx of settlers and the high duties imposed, the cost of living has greatly increased during the last eleven years.

in  
salaries  
very dis-  
heartening.

It therefore seems really strange that men who should have remained in the service and who were even debarred from leaving it to take up more lucrative employments during the war when they were called upon to work extra hours to cope with the increased military traffic, should have been made victims to the 1/6th cut in their substantive salaries at a time when the cost of living is increasing and after having completed from 10 to 15 years in the service. In some cases of older hands who have had no increment from two to three years the cut is very disheartening.

Result of  
reduction  
in scales  
of salaries  
retards the  
prospects  
of making  
up the loss of  
in  
series.

The effect of the cut is more keenly felt as the scales in salaries have also been reduced by 1/6th thereby retarding the prospect of making up the loss by increments. This action on the part of the Railway Administration can only be suitably compared to the dwarfing operation to a tree. To illustrate the position better, let us take the example of the Senior Clerical Staff who reached the maximum of their grade before the introduction of the re-grading scheme; they would be debarred from an increment from two to three years after which they would be brought down by a reduction of 1/6th of their salaries to the maximum of the new grade, unless, in the meantime, they were fortunate to be promoted, - though it may be stated that the majority of the staff have not been fortunate in this regard.

Excuse for  
omit that  
had a  
different  
and same  
rates of pay.

In reply to a point raised by Hon: Mr. Shams-u-Deen the Hon: General Manager is reported to have stated in the Legislative Council Session of August 1925 that he had made exceptions with regard to the cut in salaries in two cases, and that he had not the slightest objection to making exceptions, but that was totally different from paying good, bad and indifferent the same rates of pay. By this the impression is created that exceptions to the cut in salaries are made where warranted. This is quite incorrect as cases can be quoted where recommendations of divisional heads that staff should retain the same pay as drawn before re-grading were not acceded to, on the plea that it would defeat the object of re-grading.

The two exceptions of which reference is made by the General Manager viz of the Station Master



Master at Kampala and the Pier Clerk at Port Bell were such that the Manager had perhaps no remedy but to waive the out lest the staff refused to serve and thereby increased the most unsatisfactory state of affairs that were existing, the congestion in particular.

Exceptions apparently made as no remedy left staff affected could leave service.

Staff respectively good, bad or indifferent offer the out.

462655  
27/11/34

5/11/34

Staff remain in service when offered reduced pay.

We may inform you that good, efficient, faithful and long serving staff have had to undergo the out as well as the so called bad and indifferent staff, (if there are any) though it seems very surprising that the General Manager should have retained bad and indifferent staff on the Railway and removed some of the good, faithful and long serving men in 1933 on the pretext of economy and non-renewal of agreements of temporary staff as stated by your Predecessor in the House of Commons in reply to questions raised by Col. Meyler and Sir Robert Hamilton. It was proved to the Rt. Hon. Mr. Thomas by our representative that the 368 men retrenched who formed 18 o/o of the staff - some of whom had service on the Railway ranging from 10 to 14 years - were neither temporary nor quasi permanent (as suggested later by Mr. Thomas) but were permanent employees of the Railway.

There is one feature which is likely to mislead you in considering our case, namely that notwithstanding the 1/8th out which is being introduced gradually there are still employees who have acquiesced in this unreasonable out by remaining in the service. It is obvious that men who have completed half or more than half of the length of service which would entitle them to a gratuity cannot afford to show resentment by leaving the service and sacrificing their gratuity.

Anomaly in the method of adjustment.

In connection with the method of adjustment we beg to point out that it is not understood why the staff whose agreements had expired and were not renewed are allowed to draw their salaries on the old scales for a period of 33 months only instead of 36 months or 3 years, the usual period of a tour. The anomaly is that after completing 33 months such staff are due leave but are allowed a lower allowance unless they prefer to leave the service, instead, when they are granted their leave allowance <sup>in accordance</sup> with the salary drawn for the 33rd month. Had the men been given agreements when their last ones had expired this anomaly would not have arisen.

LEAVE AND PASSAGE RULES.

Rules in force before & during the war.

We have so far dealt with the anomalies in the terms of service. We will now respectfully draw your attention to the leave and passage rules. It will be interesting to re-call that the rules in force before the war were uniform and were brought into force in 1909. Those rules provided inter alia for, :-

- (a) PRIVILEGE LEAVE of one calendar month for every eleven months of service which could be accumulated up to six months. For intermediate service one day's leave for every eleven days of service.
- (b) LEAVE ON MEDICAL CERTIFICATE out of East Africa on the recommendations of a Medical Board for the restoration of health; the aggregate period allowable being two years in the total service and not more than six months at a time.
- (c) EXTRAORDINARY LEAVE without pay granted by the Manager on sufficient cause being shown, either in extension of privilege leave or leave on Medical certificate or by itself.

(d) COMBINED LEAVE which provided that a servant taking **privilege leave** could be granted in addition up to 3 months leave on Medical certificate on half pay, or 3 months extraordinary leave without pay.

Privilege leave carried with it full salary of substantive post held at the time of taking leave and medical leave provided for half pay.

Staff drawing a salary of Rs.120/- (Shs.240/-) and over were allowed 2nd. class ocean passages; below Rs.120/- (Shs.240/-) and above Rs.70/- (Shs.140/-) Superior deck, Rs.70/- (Shs.140/-) or under deck passages. A person taking privilege leave of 3 months was allowed free return passage.

The following table showing a comparison between the privileges allowed to the Railway Staff and the Civil Servants before the war will be enlightening:-

Leave Allowances.

Passages.

Comparison between the privileges allowed to the Railway Staff & the Civil servants before the war.

<u>Railway Staff</u>	<u>Civil Servants Asians</u>
To earn 5 months leave had to work for <u>55</u> months.	To earn 5 months leave had to work <u>43</u> months.
Leave allowances- <u>full</u> pay	Leave allowances- <u>Half</u> pay
Medical leave - Half pay (but seldom allowed)	Medical leave - Quarter pay
Casual leave - 10 days	Casual leave - 14 days.

In April 1914 the then Secretary of State for the Colonies was pleased to allow the Railway European Staff the benefit of the rules applicable to the European Civil Servants with certain reservations vide Manager's Circular letter dated 30th April 1914.

European Staff allowed same Privileges as Civil servants.

872/13-14  
 2.8.14  
 Dispatch of  
 1914 (Hans 24/11/14)  
 3/11/14

Civil  
service  
Commission's  
recommen-  
dations.

In the year 1918 due to the high cost of living etc a Commission was appointed to investigate the grievances of the Railway and Civil Servants and their recommendations on the leave and passage rules were, that the leave granted should be exclusive of voyage days and that the staff should be required to take 14 days casual leave each year. These recommendations were adopted. It must be remarked that, on the whole, the report of the Commissioners left much to be desired, hence the Union considered it expedient to petition His Excellency the Governor Sir Edward Northey whose reply through the Hon:General Manager might not be out of place here, :-

"Your petition dated 16th July submitted to His Excellency the Governor who desires me to inform you that from the generous war bonus lately granted it would appear that your interests are being well looked after and that the Home Government can be relied upon to give your claims early consideration."

Privileges  
withdrawn.

On the face of the above assurance it was surprising that new leave rules withdrawing certain privileges were promulgated in June 1923 and made applicable from 1st May 1923, without the prior sanction of your predecessor in office; Our objections thereto were cabled as well as embodied in our Memorial dated 1st August 1923 but we regret to point out that we were not favoured with a reply to our representations though His Grace the Duke of Devonshire was very sympathetic to our cause as evidenced in his despatch Kenya No.1619 dated 9th November 1923.

8/20  
53046/22

It is perhaps due to our taking the most constitutional step in protesting against those rules and petitioning for the improvement so long

Further privileges withdrawn in introduction of new leave rules. Promised, that further privileges have been withdrawn by the introduction of new leave rules vide Weekly Notice No.736 dated 24th June 1924 appendix (A). In these rules which are now applicable differentiation is made between clerical and non-clerical staff. The following table will serve to show how the present leave rules compare with those in force before the war:-

Leave Privileges	Present Rules.	
	Clerical staff	Non-clerical staff
1909 Rules		
One month after 11 months service or 1 day for every 11 days service	25 days after 12 months service or 1 day for 14.6 days service	30 days leave after 12 months service or 1 day for 18.25 days service.
10 days per annum extended to 14 days on the recommendation of the Civil Service Commission.	10 days	10 days
Staff proceeding on 3 months leave were entitled to a return passage. This works out after 33 months service.	Staff proceeding on 100 days leave entitled to a return passage. This works out after 48 months service or 4 years.	Staff proceeding on 100 days leave entitled to a return passage after 60 months service or 5 years.

In considering the above it should be noted that the staff work 25 days more per annum now than before, the office hours having been increased by half an hour per day, and receive 7 days privilege and 4 days casual leave less per annum.

Staff drawing salaries below Shs.140/- per mensem are not entitled to any leave overseas under the present rules but 31 days local leave per annum with or without pay at the discretion of Heads of Division. As this rule affects most keenly the poorly paid firemen and Asst. Artizans who have to work harder to eke out a living, we leave it to you to judge whether these hard worked men require a change out of the Colony or not.

Staff drawing salaries below Sh.140/- not allowed leave overseas.

Religious  
Holidays.

You will observe that the four religious holidays previously allowed to non-christians vide Manager's Circular No.1 of 1915 appendix (B) and subsequently increased to 5 vide Secretariat circulars No.9 of 1918, No.82 of 1921 and No.23 of 1924 (see section 293 of Code of Regulations 2nd Edition) have been embodied in the revised leave rules and may perhaps have misled your predecessor when he gave his sanction to them. In this connection we may be permitted to point out that this leave is only granted to staff that can be spared. Staff at Ports and Stations do not get these holidays nor are christians allowed similar holidays. The Governments of Kenya & Uganda allow their non-christian staff these holidays.

Railway  
Europeans  
enjoy same  
privileges  
as European  
Civil Ser-  
vants but  
Asians  
enjoy  
similar  
treatment.

We understand that the General Manager takes exception to bring the Railway rules in line with those in force for the Asian Civil Servants but there is no indication to show that he holds the same view with regard to the European staff who have so far been allowed every privilege enjoyed by the European Civil Servants.

Matters that  
can be dealt  
with locally  
excluded.

In putting forward our grievances, we have considered it advisable to exclude from this Memorial matters that can be dealt with locally e.g. pass rules, hospital & educational facilities, housing and apprenticeship schemes etc in order not to make this appeal too lengthy and cumbersome for perusal.

Summary

To sum up the position; we have so far seen:-  
(a) That the conditions of service and all rules on the Railway were uniform in 1914 which encouraged the staff to work loyally and faithfully, and afforded a chance to efficient hands to receive recognition of their services.

(b) That the European staff were latterly allowed all the privileges enjoyed by the European Civil servants.

(c) That the Railway Asian staff enjoyed better privileges before, than the Asian Civil Servants.

(d) That whereas attempts have been made to improve the conditions of service of the Asian Civil Servants, the Railway European and Native Staff, every advantage has been taken to systematically curtail all the privileges enjoyed by the Railway Asian Staff and to suppress their cry for improvement.

(e) That the cut in salaries and in the scales thereof has been very disheartening to the long serving staff as it has resulted in blocking increments; the economy effected has been outweighed by the loss suffered due to numerous accidents, congestion of traffic and compensations paid to the public for loss of goods, during the year.

(f) That the objection of the General Manager against granting the Asian Staff the same leave privileges as are applicable to Asians in the Civil service is not justified.

We look forward to His Excellency the Governor, to whom we are indebted for the assurance given that whatever grievance is felt by any section of the community he would do his utmost to understand it and deal fairly with it, to investigate and redress all our long-standing and legitimate grievances so that peace and contentment may once again prevail in the service.

In conclusion we beg to assure you of our loyalty and co-operation for the furtherance of the progress of the Railway on which we have faithfully served for so many years and which has been the primary factor in opening this country to civilisation

and prosperity to which we have had the privilege  
of contributing equally.

We beg to remain,

Sir,

Your most humble & obedient servants,

  
P R E S I D E N T.

  
S E C R E T A R Y.



Appendix "A"

**FOR INFORMATION AND GUIDANCE OF  
THE SERVANTS OF THE ADMINISTRATION.**

**UGANDA RAILWAY**

**Special Notice No. 736.**

Special Notices are sent out as occasion demands, in addition to the Weekly Notices, and are numbered consecutively with the Weekly Notices.

The same arrangement as to the acknowledgment of the Weekly Notice applies.

GENERAL MANAGER'S OFFICE :  
Nairobi, 24th June 1924.

G. D. RHODES,  
Acting General Manager.

**LEAVE RULES FOR STAFF CLASSED  
AS ASIATICS.**

- 1. These rules shall have effect from 1st July 1924 and shall apply to (a) all staff classed as Asiatics who are on the Establishment Rolls and are in receipt of salaries of not less than Shillings 140 per mensem and (b) all staff not on the Establishment Rolls but whose pay is chargeable to capital or revenue works who have had five years continuous Uganda Railway service and whose salaries during such service have been not less than Shillings 140 per month.

Staff entitled to leave.

- 2. Leave of absence is a privilege and cannot be claimed as a right.
- 3. For the purposes of these rules the staff shall be divided into :—

Leave a Privilege. Classification.

**A. Clerical Staff, which shall include the following :—**

- Draughtsmen
- Station Masters and Assistant Station Masters
- Clerks : Goods, Booking, Luggage and Parcels
- Assistant Clerks : Goods, Booking, Luggage and Parcels
- Pier Clerks
- Assistant Pier Clerks
- Signallers-in-Charge
- Signallers
- Telephone Operators
- Trains Clerks
- Tally Clerks
- Clerks (all grades)
- Pressmen; and

**B. Non-clerical staff, which shall include the following :—**

- Permanent Way Inspectors
- Sub-Permanent Way Inspectors
- Overseers
- Sub-Overseers
- Yard Foremen
- Assistant Yard Foremen
- Ticket Examiners and Collectors
- Weighting Machine Fitters

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Pier Clerks  
Assistant Pier Clerks  
Signallers-in-Charge  
Signallers  
Telephone Operators  
Trains Clerks  
Tally Clerks  
Clerks (all grades)  
Pressmen; and

**B. Non-clerical staff**, which shall include the following :—

Permanent Way Inspectors  
Sub-Permanent Way Inspectors  
Overseers  
Sub-Overseers  
Yard Foremen  
Assistant Yard Foremen  
Ticket Examiners and Collectors  
Weighing Machine Fitters

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- Assistant Pier Clerks
- Signallers-in-Charge
- Signallers
- Telephone Operators
- Trains Clerks
- Tally Clerks
- Clerks (all grades)
- Pressmen; and

B. **Non-clerical staff**, which shall include the following :—

- Permanent Way Inspectors
- Sub-Permanent Way Inspectors
- Overseers
- Sub-Overseers
- Yard Foremen
- Assistant Yard Foremen
- Ticket Examiners and Collectors
- Weighing Machine Fitters

B. Non-clerical staff.—*contd.*

- Guards
- Drivers
- Firemen
- Artisans
- Cooks
- Stewards
- Tug Masters
- Mates
- Engineers

Vacation leave

4. Clerical staff may be granted leave at the rate of thirty five days per annum on full pay of which ten days will be non-accumulative and twenty five may be taken locally in conjunction with current non-accumulative leave or accumulated up to one hundred and fifty days. In addition all gazetted holidays and four religious holidays per annum may be allowed on full pay.

Non-clerical staff may be granted leave at the rate of thirty days per annum on full pay of which ten days will be non-accumulative and twenty days may be taken locally in conjunction with current non-accumulative leave or accumulated up to one hundred and fifty days. In addition all gazetted holidays and four religious holidays per annum may be allowed on full pay.

Staff West & North West of Jinja

Staff stationed North and North West of Jinja (i.e. on the Busoga Railway other than at Jinja, on Lake Kioga or the Masindi-Port-Butiaba Motor service or on Lake Albert) will be entitled to extra accumulative leave at the rate of seven days and extra non-accumulative leave at the rate of four days per annum in respect of periods of service spent in the area in question, in addition to the foregoing.

Medical Leave

5. As a general rule all leave on medical certificate must be taken on half pay but the General Manager may at his discretion allow short periods of absence on account of duly certified illness not caused by the employee's own fault on full pay up to a maximum of sixty days in any one calendar year. Sick leave in excess of sixty days may be allowed for an additional period not exceeding sixty days on half pay, or at the option of the employee, as privilege leave on full pay provided that such privilege leave is due. In special cases sick leave on full or half pay may be extended at the discretion of the General Manager.

Extra ordinary Leave

6. Leave of absence without pay may be granted at the discretion of the General Manager up to a maximum of six months.

Passages

7. Staff taking not less than one hundred days accumulated leave may be granted free passages to and from Bombay plus pay for the time necessarily occupied on the voyages, in addition to pay while on leave for the period of accumulated leave due.

B. Non-clerical staff.—*contd.*

- Guards
- Drivers
- Firemen
- Artisans
- Cooks
- Stewards
- Tug Masters
- Mates
- Engineers

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Staff stationed North and North West of Jinja (i.e. on the Busoga Railway other than at Jinja, on Lake Kioga or the Masindi Port-Bariaba Motor service or on Lake Albert) will be entitled to extra accumulative leave at the rate of seven days and extra non-accumulative leave at the rate of four days per annum in respect of periods of service spent in the area in question, in addition to the foregoing.

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Vacation leave

Staff West & North West of Jinja

Medical leave

Extra-ordinary leave

Passages

The class of passage allowed will be :—

Staff on salary of Shillings 250 or over per mensem ... 2nd class.  
 " " " of under Shillings 250 per mensem ... deck.

8. Staff at present in the service will be granted such leave and passages as they may be entitled to under their existing agreements and existing leave rules. The new leave rules will be applied only from (a) expiry of agreements in operation on 1st July 1924 or (b) adjustments of pay taking effect on the 1st July 1924 or thereafter in terms of paragraph 3 of Special Notice No. 698 of 20th October 1923. Leave due at the date of adjustment will remain due as calculated under the existing scale.

Staff at present in service.

9. Unexpired portions of leave foregone at the request of the Administration may be carried forward, but passages to India will not be granted under clause 8 more than once in four years.

General Conditions.

10. (a) Cash cannot be given to an employee in lieu of passages except under the special sanction of the General Manager.

(b) An employee overstaying leave is liable to forfeit his appointment.

(c) Leave taken locally commences from the date of an employee handing over his duties and terminates on his again taking over charge of his duties, except in the case of staff stationed North and North West of Jinja whose leave will commence from the day of arrival at Jinja.

(d) No vacation leave, accumulative or non-accumulative, will be granted until after twelve months' service. Non-accumulative leave is forfeited if not commenced in the calendar year in which it falls due.

(e) All absence from duty during working hours must be treated as leave without pay or deducted from leave due.

(f) If an employee who has been granted a passage from India on return from leave resigns or is dismissed within twelve months of his return from leave he will be required to refund the cost of his passage from India.

11. Employees who are in receipt of a salary of less than shillings 140 per month may be granted leave not exceeding twenty one days in any calendar year with or without pay at the discretion of Chiefs of Divisions. No ocean passages to such employees are admissible and their leave cannot be accumulated.

Employees whose salaries are less than Shillings 140 per month.

12. Notwithstanding anything in these rules contained the General Manager, or any officer acting under his authority, may refuse, vary or revoke leave of absence of any description at any time, or grant it subject to any conditions he may think fit, according to the exigencies of the public service.

All leave at discretion.

UGANDA RAILWAY.

Circular No.1 of 1915

HOLIDAYS

Heads of Departments are hereby advised that sanction is accorded to the following holidays being observed on the Railway:-

## Public Holidays.

New Year  
 Good Friday  
 Easter Monday  
 Empire day  
 The Anniversary of the Birthday of His Majesty.  
 The first Monday in August.  
 Christmas day  
 Boxing day.

The Railway Offices and Workshops will, so far as practicable, be always closed on these days and the staff allowed full pay for the same.

2. In addition to the above the following holidays will be allowed with full pay to the Hindu and Mohamedan staff on their respective festivals.

## Mohamedan Holidays.

Id-ul-Fiter	1 day
Id-ul-Zuha	1 "
Mohoran	1 "
Last Friday in Ramzan	1 "

## Hindu Holidays.

Dewali	1 day
Holi	1 "
Dashara	1 "
Gokal Ashtami	1 "

3. The Sikh staff will be allowed either to avail themselves of the above Hindu holidays or be granted a holiday on each of the four Sikh festivals.

4. Any of the staff required to work on their respective holidays will be allowed double pay.

B. EASTWOOD,

General Manager  
 Uganda Railway

General Manager's Office,

Nairobi, 30th March 1915.