

1925

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E. AFRICA
NYASALAND PROT.

C O
48569

FROM
GOVERNOR BOWRING.

CONF

DATE

23rd September 1925.

REC
RE 27 OCT 25

For Circulation

230

Mr. *[Signature]*
Mr. *[Signature]*
Mr. *[Signature]*
Asst. U.S. of S.

LEAVE AND PASSAGE RULES.

Submits comments on Kenya proposals; considers they are not suited to Nyasaland.

Permt U.S. of S.

Parlv U.S. of S.

Secretary of State.

Previous Paper

MINUTES

In para 12 of 42842/24 the Gov. agreed with the views of his Executive Council that there would be no harm in submitting the term of service to 30-36 months as to allowing officers, subject to medical examⁿ, to serve longer than 36 months, on the understanding that leave would then only be granted on the basis of 36 months service.

The Gov. does not take the Kenya proposal.

! wait for views of J.I.

(Mr. B. H. H. should acc)

HDD

29/10/25

1/11/25

P.T.O.

see no gov. v. v. c. no. 10400.25

MA. 1/11

Subsequent Paper

Gov. 51107 *[Signature]*

Mr Bottmley

You spoke to me about this. It is clear that there is no general agreement with the Kenya proposals in 21251/25, but you thought that as regards the calculation of leave the Kenya Govt. might be allowed to have their way. The question of family passages however has been referred to the Govts. of Kenya Uganda & the T.T. for joint consideration in connection with the proposed revision of salaries, and it seems best to wait and see what any agreement is reached on introducing a new system in Kenya. In particular, officers could hardly be expected to exercise an option as to the old and new regulations ~~then~~ without knowing what is going to happen to family passage allowances in the case of those who opt for the old.

One point which we noted in connection with the new regime is that under it a man going into the ~~post~~ ^{post} ~~appt~~ ^{appt} ~~post~~ ^{post}

will not get any family passage allowance. This is unfavourable treatment as compared with the other Dependencies (for men with salaries up to (at present) £700 a year), and there might be an adverse effect on recruiting for Kenya.

but I don't think it would be serious
C.P.

ask T.T. by Feb when their views on the Kenya proposals may be expected

C. Jeffrey
6.11.25

Mr. Egan

It would be well to know if you would have any serious objection to a break away from uniformity. Kenya conditions are different, though I think too little as she has been given to the men in her local stations. They can distance get along with highland, but only (with their small means) by the hospitality of others.

also I don't think the advisability of encouraging men to stay as a definite ~~post~~

But while he may have to point out
weak points I am well inclined to
recommend that the views of
committee, very largely official,
should be carried over.

So far as proposed!

W. H. Manning
6.21.25

W. H. Manning

I have no serious objection to
a violation of uniformity.
I believe the serenity of Kenya
affairs here at heights will be good for
them very few in the mountains. I do not
think a steady line in this can
afford health some more by it
we are now very averse to any
alteration of method which would require a
great change in our long under walking
by a mountain.

W. H. Manning

Kenya 1. 1 by tel

6.21.25
W. H. Manning

No. CONFIDENTIAL.



48569

GOVERNMENT HOUSE,
ZOMBA,
NYASALAND.RECEIVED 27 OCT 25
26 OCT 192523rd September, 1925.

COL OFFICE

Sir,

With reference to Mr. Denham's despatch to you, Kenya No. 477 of the 21st April last, a copy of which was sent to me with the suggestion that I should inform you of any comments I might wish to make on the leave and passage regulations therein referred to, I have the honour to enclose a copy of a report by a Committee, consisting of the Acting Treasurer, the Principal Medical Officer and Mr. E.W. Day, President of the Nyasaland Civil Servants' Association, which I appointed to consider and report on the regulations.

2. In paragraph 12 of my Confidential despatch of the 13th August, 1924, I referred to the question of the length of official tours and leave. I see no reason to alter the views which I then expressed; and I concur with the Committee that the regulations proposed for Kenya are not suited to Nyasaland and would not prove acceptable to officers serving in this Protectorate.

I have the honour to be,

Sir,

Your most obedient,
humble servant,

GOVERNOR

The Right Honourable,
Lieutenant-Colonel L.M.S. Amery, P.C., M.P.,
Secretary of State for the Colonies.

O.A.P. 80.
21251 K
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R E P O R T

of

A COMMITTEE APPOINTED BY HIS EXCELLENCY
THE GOVERNOR TO REPORT ON NEW LEAVE AND
PASSAGE RULES PROPOSED BY KENYA COLONY.

It is pointed out in a covering despatch by the Acting Governor of Kenya to the Secretary of State for the Colonies that one of the main features of the new conditions is to induce officers to prolong their tours of service. This Committee do not consider that it would be in the interests of the Public Service of Nyasaland to encourage or allow european officers to remain out for 4 or 5 years without overseas leave. Even in the healthier and more populous parts of the Protectorate the climate and conditions are such as to make it desirable for Europeans, in the interest of health, to take leave outside the country at more frequent intervals. In other parts of the country the present length of a tour is considered sufficiently long.

Advantages under the proposed regulations are principally for married officers; it is therefore they who could be expected to prolong their tours to obtain the passage benefits. In Nyasaland, apart from the fact that it is undesirable for health reasons to keep children in the country after a certain age, there are at present no adequate educational facilities. Officers therefore have to be separated from

their families when they reach school age and it is unlikely that they would wish to lengthen these periods of separation.

It is doubtful if officers would obtain any real benefit from taking part of their vacation leave in the country. The object of such leave, in the Government interest, must be for officers to have a thorough change in order that they return to their duties with renewed interest and energy. In order to obtain this there must be the means of obtaining diversion from the somewhat monotonous life which, perforce, is led in this country. The opportunity for so doing is strictly limited in Nyasaland. Furthermore, in practice it would be very difficult to arrange. This would especially apply in the Administrative Service and would entail constant temporary reliefs in districts which would probably detract from their efficient administration.

The remarks in the foregoing paragraph equally apply to the proposed additional local privilege leave to officers in unhealthy stations.

This Committee are therefore of the opinion that the proposed leave and passage rules by Kenya are not suitable for adoption in Nyasaland."

The Committee, having come to this conclusion, have not thought it necessary to deal with the minor points of difference between the proposed and existing regulations, such.....

such as:- Leave on Urgent Private Affairs -
 Variation of the number of days leave earned
 for different years in a tour of service.
 Leave commencing from coast ports -. No
 doubt some of these might be applied with
 advantage to both in the interest of the
 Service and of Officers. The Committee
 presume, however, that the whole scheme,
 as it stands, would have to be adopted, or
 at most with minor amendments, and to suggest
 amendments that would be opposed to the main
 objects of the proposed regulations would be
 valueless.

[Handwritten signature]

CHAIRMAN.

F. J. Whithead.

Gundry

MEMBERS.

3 copies.

August 28th 1925

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Nov. 10
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Boolekorent
4.40 p.m.
10.11.25
S.D.W.

AFT. Code tel.

Spr.

Memor

10th November when

Daresalaam

may I expect your news
on Kenya proposals
with regard to leave

Sincer