

1911

EAST AFR. PROT.
UGANDA
ZANZIBAR

7231

Zanzibar

leave regis for European subordinates
Hoff

kept

Sends extract from Zanzibar in which I recommended
that members of subordinates staff the colony have privilege
to improve staff includes copies of both Regas. Expenses
regis obtained in S.A.P. Regis with a view to similar
arrangement being adopted in Zanzibar

to Berlin

Draft for consen. had written

1875 1/3

W. Read

H.A.

to Berlin

Approved to 1875 1/3 of African
to 97.4 of 1875 1/3 of African
a 1875 1/3 of African

1875 1/3

2/13 Aug 26

at once

615/11)



1231 210
FOREIGN OFFICE,

March 3 1911

Sir:-

Clarke
I am directed by Secretary Sir Edward Grey to transmit to you herewith an extract from a despatch from His Majesty's Agent and Consul-General at [redacted] in regard to the leave regulations at present in force for the European Members of the subordinate staff of the [redacted] Government.

The said regulations provide that members of the subordinate staff should enjoy the same privileges as regards leave and leave pay as the superior staff.

Copy of both Regulations annexed.

I am to observe that the question of leave being on full pay was raised in August 1906, and the petition was rejected on the ground that the principle of half pay only was approved by the Treasury for East Africa and that it would tend to friction if adjacent countries were to be covered by different arrangements, the recruiting ground being to a great extent

the

Under Secretary of State,
Colonial Office.



the same for both Protectorates. It was pointed out that whilst men employed in the Sultan's dominions in East Africa could accumulate leave for two years at full pay others, Europeans or otherwise, could accumulate for six years although at half pay, and this was considered to meet the merits of the case.

Therefore to introduce any change into the system at present in force Sir E. Grey would be glad to learn what regulations govern the leave of European members of the subordinate staff in East Africa or Uganda, in order that, should it be thought advisable to revise the regulations in East Africa, such regulations as may be drafted may follow lines similar to those in force in those Protectorates.

Sir,

Your most obedient servant,

Dumile Servant,

W. Langley

ZANZIBAR

January 1911.

... from you certainly
 ... the terms under which
 the ... European members of the subordinate staff
 ... present service. The ... carefully con-
 sidered ... believe that ... would not, if
 ... the ...
 ... the Government, they
 ... efficient
 ...

... providing that when the rules for
 ... Staff ... by Mr. Cave and myself
 in 1907 we ... contemplated the possibil-
 ity of the ... We Europeans ... on
 that staff and ... regard to the
 ... which you are ... framed
 ... the ...
 ...

You are ...

upon

upon us by the most painful experience that a considerable number of Englishmen must necessarily be employed in the subordinate ranks of the Government if the waste and folly so frequent in old days are to be avoided in the future and at the present moment the European in the subordinate staff number less than seven, made up as follows:-

- European Inspector of Police,
- Wireless Telegraph Operator,
- Clerk of Works, Public Works Department,
- Foreman of Workshops,
- Two Lighthouse Keepers,
- Chauffeur, Public Works Department.

The fact of their presence in the service however renders it necessary to consider a revision of the leave rules applicable to them. So long as the members of the subordinate staff were all Indians or Europeans the leave rules erred in anything on the side of generosity, but the case is very different when Europeans are concerned. The climate unfortunately takes no heed to

rank

rank and if it is necessary that the First Minister or the Town Magistrate should return to cooler climates at the end of every twenty months in order that they may preserve their health and vigour it is equally necessary that the Wireless Expert and the Inspector of Police should do so likewise. Indeed I would go further and say that it is more necessary since the smaller salaries enjoyed by the humbler members of the Government service prevent their living under equally favourable conditions with their higher-paid colleagues. I was at one time inclined to think that the permission given to the members of the superior staff here to take leave after twenty months was unnecessarily generous and that it would be quite sufficient if they were allowed to do so after two years or even two and a half years' service. But having myself been here for nearly two years without a break my opinion on this subject has undergone a complete change and I feel sure that the extra cost entailed on the Government by this privilege is more than repaid by the additional energy with which

its

its servants are thereby enabled to discharge their duties.

I am quite aware that traders and missionaries are only allowed by their employers to return home at the end of every three years but I do not think that the health they enjoy - so far as I am aware - shows this to be a good plan.

With regard to pay Captain Barton is inclined to think that European subordinated ought only to be allowed three quarter pay instead of full pay for the first three months. I can see no reason for an invidious distinction drawn in favour of the richer as against the poor man and I would suggest that in this respect members of the subordinate staff should be treated on the same footing as members of the superior staff. They would of course however only have second class passages given to them, not first class.

I have, etc.

(Signed)

Edward Clarke.

C/O
7231 214
Recd
6 MAR

Regulations for the Employment of Subordinate Officers under the Zanzibar Government.

1. APPOINTMENTS to the subordinate staff of the Government shall be made, with the previous concurrence of the First Minister, by the Member of Council controlling the Department where the vacancy may occur. A satisfactory medical certificate from the physician of the Foreign Office, or, if the candidate is not in England, from some approved medical practitioner, will have to be produced before appointment. Officers holding such appointments are subject to the regulations already laid down, or hereafter to be laid down, by the First Minister, with the concurrence of His Majesty's Agent and Consul-General, and of the Foreign Office.

2. All first appointments shall be subject to one year's probation from the date of the holder's arrival in Zanzibar. If, at the expiration of that period, the officer is considered by the Member of Council under whose general superintendence he is placed to be unfit for service in Zanzibar, his employment may be terminated without further notice by his superintending Member of Council who shall notify the fact to the First Minister. In any such case the passage home of the officer will be defrayed by the Zanzibar Government. This Regulation does not affect the general right of the Zanzibar Government to terminate the employment of any member of the Government Service when such a course may seem desirable in the interests of the State.

3. The appointment or dismissal of any officer to whom is assigned a salary of 100 rupees monthly or upwards shall be subject to the approval of His Majesty's Agent and Consul-General.

4. An officer travelling to his post for the first appointment from any place in Europe will be provided with a first-class passage from London, and with a sum of 50 rupees in respect of travelling expenses. The passage ticket, together with the sum of 50 rupees, will be paid by the Agent and Consul-General of the Zanzibar Government upon production of a certificate from the Agent and Consul-General of the place of origin.

5. An officer appointed to his post for the first appointment from any place other than Europe will be provided with a first-class passage, or, if drawing a salary of less than 100 rupees per mensem, with a third-class passage. If drawing a salary of less than 100 rupees per mensem, he will be provided with a sum of 50 rupees in respect of travelling expenses, or, if drawing a salary of less than 75 rupees per mensem, with a sum of 25 rupees in respect of travelling expenses. All other provisions relating to the appointment of officers, whether in this or in any other Regulation, shall be provided with a passage and travelling allowance at the following scale:-

- (a) An officer in receipt of a salary of 100 rupees per mensem and upwards.
Second-class passage and 40 rupees.
- (b) An officer in receipt of a salary of 75 rupees per mensem, and under 100 rupees per mensem.
Third-class passage and 25 rupees.
- (c) An officer in receipt of a salary of less than 75 rupees per mensem.
Deck passage with food and 10 rupees.

Every officer employed in Pemba will be provided with a residence or an allowance in lieu thereof at the cost of the Government. All officers are entitled to medical attendance at the cost of the Government, but officers whose salary exceeds 150 rupees per month will provide their own medicines. Hospital expenses which are certified by a Government medical officer to be necessary shall be defrayed by the Government, except as regards a fixed charge for maintenance in hospital.

5. Officers, on proceeding to their posts, are paid half salary from the date of embarkation, and full salary from the date of arrival at Zanzibar.

6. Officers are entitled, when travelling on official business connected with their administration, to payment of their travelling expenses, on the following scale: (1) For drawing 250 rupees per month or upwards, 24 rupees per diem; (2) those drawing less than 75 rupees per month, an allowance of 14 rupees per diem; (3) those drawing less than 75 rupees per month, a pocket expense of 12 rupees per diem. These rates are payable only in the case of an officer's absence from his quarters for a night or more in quarters elsewhere for a night or more.

7. Where the salary of an officer is subject to deductions, his full salary shall only become payable on production of a certificate from the Government Secretary that his services have been satisfactory.

8. For the purpose of these Regulations the Government shall divide its officers into two classes, Class I and Class II, and shall fix the scale of allowances and other benefits for each class.

Class I. Officers appointed to East Africa.

Class II. Officers appointed to Pemba.

Members of Class I shall receive a gratuity of 12 months' pay on termination of their service, and a gratuity of 6 months' pay on termination of their service if they have not completed 10 years' service. Members of Class II shall receive a gratuity of 6 months' pay on termination of their service. Officers of both classes shall be allowed a period of 15 days' leave with full pay on termination of their service. Officers of Class I shall be entitled to a gratuity of 12 months' pay on termination of their service, and a gratuity of 6 months' pay on termination of their service if they have not completed 10 years' service.

9. Leave is granted to an officer when he is absent from duty for a period exceeding 15 days in any year. Leave is granted to an officer when he is absent from duty for a period exceeding 15 days in any year. Leave is granted to an officer when he is absent from duty for a period exceeding 15 days in any year.

10. On the termination of his employment, every officer shall be entitled to a gratuity of 12 months' pay on termination of their service, and a gratuity of 6 months' pay on termination of their service if they have not completed 10 years' service.

11. In the event of an officer being compelled owing to illness to leave his country of origin before he has become entitled to accumulated leave of absence, the above rates may be allowed, and a similar allowance on his return to his country.

12. In the case of an officer of any department being absent from duty, owing to sickness for more than three days he will furnish a medical certificate from a Government medical officer to the head of his department, stating the nature and probable duration of his illness. If an officer is absent from duty for a period of one week, the head of the department will report the fact to the First Minister, who will decide whether such officer is to be placed on half pay leave for the whole or part of the duration of his illness. In the case of an officer being absent from duty through ill health for one month, the question of continuing his services will be considered. In case of importance will be given to the consideration as to whether the illness is due to an accident or to the officer's own control, and especially whether they are due to the nature of his employment in the colony under the State.

13. No officer of the regular service of the Zanzibar Government shall, either directly or indirectly, be allowed to hold any office, or any share or fractional interest, or any share in any business of the Government other than a share in the Government of any colony or territory, or to be employed in any way in the public service of the Government, or to be employed in any way in the public service of the Government, or to be employed in any way in the public service of the Government.

14. No officer of the regular service of the Zanzibar Government shall, either directly or indirectly, be allowed to hold any office, or any share or fractional interest, or any share in any business of the Government other than a share in the Government of any colony or territory, or to be employed in any way in the public service of the Government, or to be employed in any way in the public service of the Government.

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15. No officer of the regular service of the Zanzibar Government shall, either directly or indirectly, be allowed to hold any office, or any share or fractional interest, or any share in any business of the Government other than a share in the Government of any colony or territory, or to be employed in any way in the public service of the Government, or to be employed in any way in the public service of the Government.

16. No officer of the regular service of the Zanzibar Government shall, either directly or indirectly, be allowed to hold any office, or any share or fractional interest, or any share in any business of the Government other than a share in the Government of any colony or territory, or to be employed in any way in the public service of the Government, or to be employed in any way in the public service of the Government.

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20. The First Minister, in consultation with His Majesty's Agent and Council, shall have the right to require any officer of the Government to direct himself towards a property in the public interest to require the officer to direct himself towards a property in the public interest to require the officer to direct himself towards a property in the public interest.

21. Officers and employees of the Government shall be employed in any way in the public service of the Government, or to be employed in any way in the public service of the Government.

22. Should an officer be absent from duty for a period exceeding 15 days, the head of the department will report the fact to the First Minister, who will decide whether such officer is to be placed on half pay leave for the whole or part of the duration of his illness.

23. In the case of an officer of any department being absent from duty, owing to sickness for more than three days he will furnish a medical certificate from a Government medical officer to the head of his department, stating the nature and probable duration of his illness.

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6. Where the salary of an officer other than a Member of Council is subject to periodical increment, such increment will only become payable on production of a certificate from his Superintending Officer that his service has been satisfactory, and no increment will be payable in respect of any officer until he shall have satisfied the requirements of section 16 of these Regulations.

7. Officers are entitled to two months' leave annually, provided that the exigencies of the service permit. They are allowed to accumulate this leave up to six months; that is to say, if they remain at their posts without intermission for one year and eight months, they are entitled to four months' leave; if for two years and one month, to five months' leave; and if for two years and six months they shall have been on duty in Zanzibar for a minimum period of one year and eight months.

8. Officers shall for ever be entitled to a further two months' leave annually, which may be granted to them on application, at the discretion of the Superintending Officer or, in the case of one of the Members of Council, to His Majesty's Agent and Consul-General.

9. Leave is reckoned from the date of the officer leaving Zanzibar until his return to that place.

10. In the event of an officer proceeding on accumulated leave he will be paid the full salary of his post for the first three months, and for the remaining period one-quarter of his salary will be deducted for the purpose of providing an allowance for his substitute.

11. On the termination of his ordinary leave his salary shall be paid as if he were on sick leave, in which case he is placed upon half-pay for a period not exceeding three months, or unless the delay in his return to Zanzibar is caused by circumstances over which he has no control, i.e., the breakdown of a steamer, in which case power is granted to the payment of his salary as and from the date in which his return would ordinarily have taken place is deferred to his Superintending Officer's Office.

12. When an absent officer is in receipt of full salary, the substitute receives no remuneration. When any deduction is made from the full salary, the substitute, if a salaried officer, shall receive half the sum deducted; if not a salaried officer, the whole amount deducted.

13. An officer entitled to not less than four months' accumulated leave will be provided with a return passage to his country of origin, provided that the cost of such journey does not exceed the cost of a journey to England, via Marseilles, by the German East African line if steamer. He will also be allowed a sum of £10 in respect of his travelling expenses each way if proceeding to Europe or to, if proceeding to India. Return tickets must be taken when available and a statement of the amount actually expended on this account must be rendered on his return to Zanzibar. Any extra expenditure incurred by extension of leave, or similar cause, for other than public reasons, will be at the charge of the officer concerned.

14. In the event of an officer being compelled, owing to illness, to return to his country of origin before he has become entitled to accumulated leave of absence, half the above rates may be allowed, and a similar allowance on his return to his post.

15. In the event of an officer being unable, on the expiration of his leave, to return to his post, or unable to do so, he may be placed upon the unemployed list for a period not exceeding one year, during the expiration of the leave earned by residence in Zanzibar. Should he be able to return earlier, he may be reappointed to the first suitable vacancy that may occur at the same salary as that which he would have drawn had he returned at the expiration of his original leave. The period during which he is unemployed will not count towards pension.

16. It is highly desirable that all officers of the Zanzibar Government should acquire as soon as possible after their arrival in the Sultanate at least a colloquial knowledge of the Swahili language.

The following are, however, exempted with one year of their taking up their appointments to pass the examination—

Collector of Zanzibar
Town Collector
Collector of Pemba
Town Magistrate
Director of Agriculture
Principal Medical Officer
Health Officer
Post Office
Director of Public Works
Director of Education
Commandant of Police
Deputy Magistrate
Third Magistrate
Assistant Collector
Secretary to His Britannic Majesty's Agent and Consul-General
Secretary to the First Minister
Assistant Medical Officers
Surgeon to Military Hospital
Assistant Commandants of Police
Assistant Director of Public Works
Assistant Post Office
Chief Accountant

On the recommendation of the First Minister of a vote from the Board of Examiners to the effect that the candidate has satisfactorily passed his examination, he will authorize the payment of a grant of £50.

In the event of the Board not having determined to award such certificate, it will be within the discretion of the First Minister with the concurrence of His Majesty's Agent and Consul-General, either summarily to terminate the officer's appointment or to allow him a further period of one year within which to satisfy the Board that his proficiency in the requisite knowledge is proved.

In the case of an officer being exempted from the examination as will be the case, the same conditions as to the Government service apply.

A list of H. E. will be published by all Government officers submitting themselves for examination to each candidate in accordance to pay not to be in the Government service.

17. Officers are forbidden to accept employment or employment from any person or Association whatever without the sanction of the First Minister and the concurrence of the Foreign Office duly obtained on the recommendation of His Majesty's Agent and Consul-General. They are summarily disqualified if, without previous notice either to themselves or to their wives or families, without the sanction of His Majesty's Agent and Consul-General.

18. Officers are forbidden to take any interest in the place or any matter connected with the Government service. Any breach of these restrictions may entail dismissal.

19. No pensionable officer in the public service of the Zanzibar Government shall acquire directly or indirectly any title with the authorization of the First Minister, conferred by His Majesty's Agent and Consul-General, or any title or land or any right or beneficial interest in land situated within the territory of the Protectorate, other than a garden or ground attached to his dwelling, and not cultivated with a view to the sale of the produce thereof. He may acquire or hold, either directly or indirectly any beneficial interest in any Corporation or in any house property, other than a house he has own occupation, within the Protectorate.

The Regulations shall not apply to officers of Zanzibar, or to persons, other than officers of Assistant who are domiciled in Zanzibar.

20. No officer shall engage in commercial pursuits, or purchase shares in any local bank or other Company, or take part in the management of any commercial

undertaking, notwithstanding that he may have invested money therein, nor shall any officer make or continue an investment which may interest him privately in an affair or undertaking with which his public duty is connected. An officer should confidentially consult the Government concerning any investment which may be reasonably open to doubt.

21. These Regulations shall apply to the holding of land, or of any beneficial interest in land, by an officer in the name or names of members of his family. They shall not apply to officers who may become possessed of land or houses by inheritance or devise, and not by purchase; but all officers, whether pensionable or unpensionable, and whether native or not, are required to report any acquisition of land or houses to the First Minister.

22. The First Minister, in consultation with His Majesty's Agent and Consul-General, will decide in regard to any property or investment acquired by any officer whether it is necessary in the public interests to require the officer to divest himself thereof.

Should an officer fail to act in accordance with the instructions he may receive, he will be liable to be removed from the service.

All civil officers will be required to furnish security for the faithful discharge of their duties, and arrangements with an Insurance Company will be made on their behalf with this object through the Crown Agents for the Colonies. The necessary premium for this service will be a charge against the salary of their appointments.

23. No officer whose salary amounts to £1000 or less shall be allowed to marry without the consent of the Government.

24. For the purposes of these Regulations the Superior Staff of the Government shall be deemed to include all officers whose salaries amount to £500 per annum or upwards, and are subject to regular annual increments.

Foreign Office,
February 28, 1910

F.O. East
7231 Uganda
Zanzibar

10 218

13 March 1911

Sir,

I am glad to hear the
receipt of your letter no
5875/11 of the 3rd of March
relating to the heavy
speculations for the European
members of the Subordinate
Staff of the Zanzibar port.
In reply I am to
express your surprise that

in the East African Protectorate
controlled
by the East
the distinction is being
generally speaking,
as regards leave & leave pay
between European members

DRAFT

MINUTE

- Mr. DTS 8/11
- Mr. Butler 8/11
- Mr. Fisher 8/11
- Mr. J. J.
- Mr. C.
- Mr. O. L.

8/11

- Col. S.
- Mr. H.

Notes on the subject of 25/11

in the case of subordinates
with Uganda Railway
to be paid by me or by others
have special leave
conditions

of two Subadmiral Staff
and members of the
Superior Staff of, therefore
it is desired that two
Lieutenant Admirals should
be sent to the fleet
there is provision for the
African Protection, it
would be desirable that
the Chief Surgeon should
be sent to the fleet
The importance of the
position of the fleet
is that of the fleet
is to be regulated
what it is proposed to

introduce to the fleet,
Lynce, & Myrland
The fleet, have been
by the Admiralty, and the
of the fleet, the
has been to find
Protection to the fleet
for the fleet
asked for the fleet
of the fleet, it
also to be sent to
Lynce, & Myrland
Lynce

J