

Deliberations

2013

2015

2015

Japan

1974

2 of Sept

75

The question was considered by the ILO at the at a meeting with Sir Howard Atkinson.

The ILO recommended that the E. African leave rules should be modelled, as suggested, on those for W. Africa contained in § 10 of the O. Regs. The leave ~~being~~ ^{being} similarly granted being accordingly divided into two equal parts as "vacation" & "return" leave; and in particular

- (a) There should be differentiation between healthy & unhealthly states ^{in addition to the period of the very ill}
- (b) Leave should be granted on the scale of 5 days per month of resident service at a healthy

station, & 6 days in the case
of an unhealthy station. 267

(C) The whole of quarters shd. be
closed at present as
unhealthy. Byakeland & the
S. & A. on the other hand
shd. be closed generally
as "healthy", but the forms of
these posts shd. be invited
to submit proposals for closing
certain stations in them as
"unhealthy".

(D) Full pay shd. be given
allowed for the whole of the
normal period of leave of
absence during the voyage.

Yours
truly

H. B. Buller

The C.P.S. will no doubt wish to
know exactly what is involved in
these proposals.

The part of 6 days leave for months

resident since here for an hour
 an average about 15 days longer in
 England than he fits at present
 and the part of 6 days per month
 resident here (as proposed for Uganda
 the unhealthy parts of East Africa)
 about 40 days longer in England. Even
 the proposed conditions compare very
 favorably with the less conditions
 W. Africa with its 10 days' rain
 12 months of resident disease in that
 East Africa) It is recognized of
 course that health conditions are worse
 in the West Coast, but I doubt whether
 the difference is so great as is sometimes supposed
 and D. Hood's help I have been attempting
 obtain notes of deaths & burials
 East Africa to compare with similar
 the West Coast. He has not

this year commenced to keep vital
 Statistics for East Africa, so that the
 task has not been easy. I selected the
 figures with all care, but they are not
 any way sufficient to show that it is
 impossible to justify the existing difference
 between East & West African health conditions
 the figures for Uganda for the last
 two years, as compared with those
 for W. Africa generally (see 1107 post mortem)

break out as follows

	1902-3	1903-4	1904-5	1905-6
Uganda	15	16	30	26
West Africa	17.7	17.3	37	48

For comparison the figures for the African
 population are not readily available, but
 the death rate for the 5th European population
 for the last two years was according to the
 West Coast - death rate per 1000

	1902-3	1903-4
West Coast	108.7	108.7

For the last it is difficult to quote
 figures for past years, owing to the
 medical reports, but with the Journal
 of "Hospital medicine", but for the
 past ten months of the present financial
 year there have been 5 deaths & 4
 paralytic deaths, which with a total number
 of 10 deaths of about 5500 gives an annual
 death rate of 18 per 1000 & an
 mortality rate of 15.5
 These figures I think speak for
 themselves, but, if any further evidence
 is needed of the unhealthiness of Canada,
 to which we propose to pay her wages
 than per month, it can be found
 in Dr. Horn's recent memo, of which
 I put up a proof with these papers
 Dr. Horn tells me that the balance

I am
 attached
 to
 the
 account

I should like
 to see 9-10
 figures of
 mortality
 in
 the
 present

As to the expense involved in
 adopting these proposals, we are
 assured both by Sir P. Curzon &
 Sir Bampfylde that they can be adopted
 without necessitating any increase of
 staff and, therefore, no extra expense will
 be caused on this ground. The only
 expense involved will be that caused
 by the hospital to pay full pay for
 the whole period of absence, instead of
 3/4 pay after the first three months
 as at present. In the case of
 Superior Officers, the full salary stopped
 at present for three years has
 under existing arrangements, not been replaced
 for at present to provide an adequate
 allowance for the officers acting for them
 so that in their case no extra
 expense is involved but at the same

of officers in the lowest grades of
the service, whose pay salary is at
present based to the job. However
it may be possible not to have
money in the estimate is provided,
but only a loss of savings ~~without~~ ^{without} ~~ordinarily~~
deductions. It is proposed to provide
acting allowances for the future in
another way say by the institution
of duty allowances of a superior officer,
which will of course go to the
acting officer when the superior officer
is on leave. But I think that
we should put the present proposals
to the Manning by themselves in their
own hands. If the Manning agree subsequently
to sanction an duty allowance
proposals East African officials must

Don't
think
it
will
be
the

best compensation for the loss of two
acting allowances which they have 270
to be assigned in the letter have
conditions and in the enjoyment of
full pay during the absence of the
leave - it is as broad as it is long
and rather broad.

The first thing to be done is to
put these proposals to the Manning
with the other explanations, ask
for their sanction. If, when the
Manning agree it will be better to
send out the proposed rules to the
Manning instructions before actually
bringing them into force - Sir P. James
has specially asked that he may have
an opportunity of consulting his Council
about them before they are finally

Albany - and ask Capt. Myrland
to really find out what the local
facts are to the division between healthy
& unhealthy states. But with a reasonable
amount of investigation there should be
no difficulty in bringing this kind
of legislation into force in the 1st of April next.

W. P. Fielder

JAB

Dec. 24

H. J. R.

24/11

Op for exam

above
D. 28

Mr Butler

Draft submitted herewith

I am indebted to his lordship for preparing
the annual table of vital statistics for
Ireland & for his report for the last few years.

I think that a copy should go to his Grace
with the concluding paper for the report
1872/1.

W. P. Fielder

Draft for common renewal

JAB

Jan 11

Cl. Bely

Mr. Bely

I agree - Mr. Bely

has pointed out the very important

W. P.

13/11

I agree Mr. Bely makes the position
very clear especially a useful comparison
with Africa

W. P.
13/11

15/11

Deaths & Invalidings

East Africa Protectorate

272

nr	Average monthly officials (approx)	Deaths		Invalidings	
		Total number	Rate per 1000	Total number	Rate per 1000
06	250	1	2.65	3	9.54
07	390	2	5.13	5	12.82
08	423	6	14.18	6	14.18
09	445	4	9.00	2	4.49
10	460	8	17.39	7	15.22
for 3			10.15		11.2

Uganda Protectorate

nr	Average monthly officials (approx)	Deaths		Invalidings	
		Total number	Rate per 1000	Total number	Rate per 1000
06	124	3	23.43	1	7.81
07	132	1	4.57	3	22.72
08	163	1	6.13	2	12.27
09	173	4	23.12	3	17.34
10	220	2	9.09	9	36.36
for 3			10.49		20

Angu Island Protectorate

nr	Average monthly officials (approx)	Deaths		Invalidings	
		Total number	Rate per 1000	Total number	Rate per 1000
06	63	2	-	2	12.70
07	158	3	18.98	-	-
08	134	1	7.46	2	14.93
09	127	2	15.74	-	-
10	135	3	22.22	-	-
for 3			12.55		-

desirability of adopting the West African system as regards leave. In the first place it would remove one hardship which East African Officers have hitherto suffered, and which is constantly giving us trouble. At present an officer is expected to serve some 24 months after exactly twenty, twenty-five or thirty months service, however convenient it may be to himself or the Government for him to take leave at these particular times. If he stays on longer even against the convenience of the Government, he has no record in his present regulations, so that leave in respect of his extra time is served, he is even liable to overstay the 24 months to suit the convenience of the service, and he will be liable to a corresponding increase of leave under the proposed regulations, an officer's leave will vary accordingly with the time served, an arrangement which will have great convenience for the Government and benefit of officer in fitting his leave. In the second place it will remove any difficulties as to compelling an officer to travel by any particular line of steamers. Under the present regulations it is hard to expect an officer to be ready to transship through a line if he loses several days of leave thereby, unless he gains some corresponding advantage; but under the proposed regulations no such difficulty would arise, as his leave would be calculated according to the time actually spent in England, and the period spent on the voyage would not matter. We must of course in the interests of the

Colonies

Economy

Colonies, set some limits to the time spent on the voyage, and for this reason it could have been necessary to rule out the West Coast line via the Cape for West African cadets and young officers, but in view of the new agreement this presents no difficulty. The case of Nyasaland will require separate consideration, and I will return to this later.

Another question that has been suggested is to calculate leave according to the West African rates. A question arises as to number of days leave in England actually allowed for each month served in Africa. The draft rules, which have received the provisional approval of the Tropical Air Staff, will allow only 10 days leave in England per month served in Africa instead of 14 days in the West Coast which practically means 12 days for an officer about the same time that he is in Africa. I am inclined to think that the present difference between West African and East African leave privileges is greater than the difference of climatic facilities, and that something could be done if possible to improve the present East African conditions. I have carefully discussed this side of the question with Mr Jackson and he believes that he is convinced that an officer could be granted five days leave per month's service without

without any increase of expenditure (or ? necessity of reference to the Treasury). In fact the better leave terms should prove more economical in the end as they should make for greater efficiency, and lessen the number of invalidities. Five days per month would give an officer on an average about a fortnight's extra leave in England. To be exact - 100 days instead of about 80 if he served twenty months, 125 days instead of about 110 if he served twenty-five months, and 150 days instead of about 140 if he served thirty months. The proposed concession represents a material improvement on existing conditions, while on the other hand it will not, I think, necessitate any increase of staff or other any undue increase of administrative arrangements. It seems to me the best proposal that could be put forward and I desire to recommend it for careful consideration to the Tropical African Service Committee. One would be likely to be urged against it, that the five days proposed is two and a half according to the best available rule would count as vacation and the other half as return leave. In the case of an officer not returning to the Protectorate he might be credited with leave including half a day, but this seems to me quite a minor objection; the half day's leave would of course not count.

I have considered the question whether it would be possible to give officers in the West African Protectorate and Tanganyika better leave privileges than officers in the East African Protectorate and Tanganyika, but there are certainly

some parts of the East Africa Protectorate quite as unhealthy as any part of Uganda, and if we granted better terms to Uganda we must also grant them to officers serving in the unhealthier parts of the sister Protectorate. It seems to me impracticable to have different conditions of service in different parts of the same Protectorate and for this reason I think we must give up the idea. Moreover, for sake of uniformity it is very desirable to have the same conditions of service throughout East Africa, and as to the East Africa and Uganda Protectorates, it seems to me especially important to affiliate conditions as far as practicable in view of the possible unification of the two Protectorates some day. I have on similar grounds recommended on another paper that no difference should be made between the salaries of the administrative staff in the two Protectorates.

On the same ground of uniformity and simplicity I am opposed to Sir Bell's proposal for his despatch to Uganda for the term 1909-1911, and that better terms should be granted after seven or ten years' service. I have discussed this proposal with Mr. Jackson and other officers, and I have never been able to find any consensus of opinion in its favour. Whatever one seems to want is better terms all round. Moreover I am not convinced that the proposal is justified on medical grounds. Since I have been in the Department I should certainly say that we have had more cases of sickness and death among the

young of

In regard to Nyasaland two special points arise -

(1) If the proposals which I have put forward above are approved, they will of course put an end to the special conditions of leave in Nyasaland, under which at present an officer is allowed six months leave (four on full pay and two on half pay) after two years' service. This is very desirable as no other line of comparison generally throughout the Africa, and apart from the question of the level of pay, it would lead to a more uniform system of leave for all officers and to a more uniform system of leave for all officers and to a more uniform system of leave for all officers.

(2) If the above proposals are approved, it would mean that any officer who is allowed leave for six months or more will have to be paid full pay for the first three months and half pay for the remainder of the period. This will lead to a more uniform system of leave for all officers and to a more uniform system of leave for all officers.

As to the arrangements to be made to fit in leave with the sailing of steamers, I think we could do better than to adhere to the existing practice. The only other fair proposal that I can suggest is that we should allow officers full pay for the first three months of leave and half pay for the remainder, or if the full pay leave should be permitted to add them to their next leave, but I fear that this might lead to complications, and on the whole

I think we had better keep to the existing arrangements. Conditions on the East coast in this respect are of course quite different from those on the West coast, where there is a weekly steamship service.

As to sick leave, I do not think we can do better than proceed on the lines suggested by Mr. Parkinson (on 4505/10) though the proposals which he has made will need some slight alteration in detail to fit in with the East African system.

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... to compile and where there are ...
... regulations.

ms
1918

Mr. Tait

In addition to the many points mentioned in your memo, the following might, I think, be considered

a) whether in the event of a general improvement of the leave regulations, it might not be possible to abandon the granting of leave after 20 months service except in the case of ill health, when the Government could, as at present, suspend the cost of the passage both home & return as leave deferred by Govt.

b) the best of my belief the principle of the granting of leave has not been taken advantage of except in cases of ill health, & it is a charge that married officials could not afford to incur the expense of a wife and family, or an item which cuts into the possible savings of such an official to too great an extent to allow of such an expenditure after so short a period of service.

I am also somewhat doubtful whether, taking into consideration the voyages both ways, such leave is of much use from a medical point of view and the case of officials involved doubtless I should in most cases be obliged to recommend an extension of leave & in that disadvantage can be derived from the return to the country.

c) If 8 days is taken as the necessary leave for W. Africa, 6 days would in any humble opinion appear to be a fair allowance for S. Africa and Uganda taking climatic conditions into account. I should perhaps mention that I am considering the case rather as one concerning Uganda & the unhealthy districts of East Africa as it would appear only fair that those which would form by far the larger area should be legislated for rather than the comparatively small but healthier part the highlands of East Africa.

The difference between 5 + 6 days should not necessitate any increased staff and I have little doubt that the increase of leave which would accrue from the difference between the present leave regulations and those now proposed would be in many cases the extension of leave which are now necessary and which render so difficult the allocation of staff. Such extensions of leave are often not known in Uganda until the receipt of the mail by which the officer is expected to return to his location has therefore already been determined.

I should also suggest that a maximum up to which leave may be accumulated should be fixed and that Governors should be able to insist that an officer taking the leave due to him unless of course it is contrary to the interests of the public service.

a. g. T. J. f.

27. 11. 10.

C.O. E. Africa
25538

[Handwritten signature]

18 Jan 1911

Sir

I am glad to request
you to inform the
of the passing that
the question of the revision
of the term "Passage"
Rules for the East
Africa, Madagascar
has been made the
center of a departmental

DRAFT

Secretary to the
Passage

MINUTE

- Mr. 1775 of
- Mr. Butler
- Mr. Piddoe 12
- Mr. Ross
- Mr. Cox
- Mr. C. Lucas
- Sir P. Hogwood.
- Col. Seely.

Committee

2. The Committee

has recommended that
new East Africa be
introduced.

Rules should be
in that the
Colonies
and in particular that

[Handwritten notes and scribbles]

no. 275
836
for E. Africa
for W. Africa
[unclear] 1911

[Vertical handwritten notes]

There should be

differentiation between
"healthy" and "unhealthy"

the Board should be granted

the power to

make of 5 days

of resident

at a healthy

station, and 5 days

of resident

at an

unhealthy station;

the whole of Uganda

to be divided into

as "unhealthy";

to be

in the

other hands ^{should be} ~~kept~~

Classes generally as

healthy but that

the presence of these two

protestants should be

submitted to

submit proposals for

changing certain stations

to be as "unhealthy";

(b) full pay should be

allowed for the whole

of the normal period

of leave, & during the

absence

(c) draft of the proposed

new Rules is enclosed

3. It is unnecessary

to present a detailed

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been in England for
the space of 3 years
then he would never
be that interesting the
(if he had been more accumulated over three years)
home would be and
consequently less than
the world seems at home
after 3 years absence
with a knowledge of general
what health conditions
then in Africa the letter
than here in the Africa
the fact in Harcourt is of
the opinion that the difference

DRAFT

MINUTE

- Mr.
- Mr.
- Mr. Fisher
- Mr. Jull
- Mr. Cox
- Mr. Lucas
- Mr. Hopwood
- Col. Selby
- Mr. Harcourt

is not so considerable
as to justify the present
disregard of the
less considerable of the
two services in the
concerning the way
to be set to the
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prohibits but a question
for the last few years
the corresponding
for the Africa and
to the point of which
is being included
a beginning has only just

Report to be made of
compiling vital statistics
keeping vital statistics
offices.
for each African State
present before
the Commission as a whole
as possible but it is
impossible to insist for
their ^{absolute} necessity.
They would appear
however, sufficient to
show that there is
a great need for
improving the general
African health
conditions.

The rule of law 1977
proposed by the Commission
it has been suggested
that the Commission
should recommend that
the Commission should
not be bound by the
National Security
Council's ~~recommendation~~
in matters of staff.
But the Commission
the fact of the fact
to be made, the
only administrative
the fact of the fact
have indicated that
confidence that the
proposals could be
sanctioned what

necessitating an increase
 staff or causing inconvenience
 the high price in
 of other ways in the
 the least of which is
 the proposed has
 conditions in regard
 number of meetings
 will naturally give the
 difference
 the same and the increase in
 the

The funds to be raised
 but
 result of the best of
 the proposals, as already
 would be well met
 as set at the time all

DRAFT

It

MINUTE

- Mr. [unclear]
- Mr. [unclear]
- Mr. Fisher
- Mr. Just.
- Mr. Cox
- Mr. C. Lucas
- Mr. F. Hayward
- Mr. Seely
- Mr. [unclear]
- Mr. Harcourt

of establishments
 means of expenditure
 will therefore be added
 the same
 the other hand, as far
 as the new arrangements
 tend to diminish the
 number of books and
 meetings there can
 be a saving of expenditure
 to the Institute in
 the result of which
 the total result has
 shown that it is
 proposed to grant

pay for the whole
period that an officer's
ordinary whereas, under the existing rules,
is subject to a deduction of $\frac{1}{4}$ of his pay
in the case of absence and to a deduction of one
month's pay in the case of absence
in the higher grades of the service
is to be paid to the officer

will be caused in
the amount of
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of the pay to
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two per cent
the amount of the pay
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for the period of absence
the time being in the higher appointments
acting for ~~the~~
during the absence
of the officer

The only measure of
intended here, ~~is~~

will be caused in the
case of officers in the
highest grades of the
service ~~and~~
the amount of the
pay to be paid for
being in the case of such officers
will amount to
two per cent
of the pay to be paid
for the period of absence
of the officer in the
higher appointments
acting for the
period of absence
of the officer

that the adoption of
 the proposed new system
 will deprive East African
 of the advantages which they
 have hitherto enjoyed
 but against this loss
 of advantages must be
 set the advantages which they
 will derive from the
 extension of their share
 of the benefit of free
 trade during the whole
 of the long period.
 Mr. Harcourt has under his

DRAFT

MINUTE

- Mr. P. ...
- Mr. J. ...
- Mr. Cox.
- Sr G. Lucas.
- Sr F. Hopwood.
- Col. Seely.
- Mr. Harcourt.

Concern a scheme for
 in attaching a system of
 East African protection
 a system of duty pay
 if adopted,
 which would provide a
 means for remunerating
 during periods in which
 the duty is decreased
 to protect the present
 proposals in other
 parts of the world
 expense to any part
 of the L.C. and
 to the proposed

regulations, in various
provisions, which bringing
them into force, to
defeat them at the foot
of the hills East Africa
prohibited for any other
which have been long
off, with things of course
understand that they
are not at all to
be done, some will think
then there have proposed
but that, when these
limits it is open to
them to suggest variation
in points of detail

931
The descent is most
anxious to introduce
by the regulations, in
the case of April 1891
and I am anxious to
to effect the object of
a way at the end
of the