

EAST AFR. PROT.
UGANDA
No. 16523

DOMESTIC

C O
16523
REC
9 MAY 08

(Subject.)

Conditions of employment
for subordinates

Sanctions proposals of Messrs.
ask for copies of regulations as finally
issued.

(Minutes.)

Mr. [unclear]

The following points remain for disposal.
The references are to the minutes on 15740/106
Passage of Indians on leave.

Proposed in papers by Mr. Bottomley, not
containing some the allegations to prohibit members
of the staff.
Agreed 1/6

Medical examination

add at end of para 19
whether successful or unsuccessful, provided
that candidates for situations carrying an
initial salary of less than £5 per
month shall be required to contribute
towards the fee only 50% of one month's
pay.
Agreed 1/6

This is taken from 148 on 15740/106

para 1. The Mr. Bottomley's point to the Government
is that there is a table of salaries that would be
set up which would be subject to the same conditions as
the present table. It is proposed that on first appointment an
employee should be placed on the lowest grade
and that the Government should in future

They must all begin at the beginning of
the year
Jagers 1771/6

Regn. 6. Read

All first appointments will be on probation
until expressly confirmed, and confirmation
will not be given until after one year's
approved service.

This substitutes one year for six months,
besides adding provision for expense of
confirmation

Regn. 9. About travelling as proposed.

Regn. 10. The salary of a clerk who is dismissed
ceases on the date of the letter
informing him of his dismissal.

These are points raised in 15480, but in
view of the Cor. with the Treasury,
add 6. Regn 14 at end of par 1
provided that they are in receipt of salaries
of not less than £400 p.a.

And ask for copies of regns. as finally
issued. The loss of course be sent copy Cor.
with Treasury. Attention shd be drawn to
the month of publication
END 29 May

Jagers 1771/6

W.H. Jones
at once

the reply to this Letter the following
Number should be quoted.

227
C. O.
16523
Recd
9 MAY 08

8037
08.

TREASURY CHAMBERS.

8 May 1908

Sir,

I have laid before the Lords Commissioners of His Majesty's Treasury Mr. Antrobus's letter (9585/1903) of the 30th ultimo with regard to the conditions of employment for subordinates in the East Africa and Uganda Protectorates.

In reply I am to say that, as recommended by the Earl of Crewe, My Lords sanction the proposals of the Treasurers, subject to any modifications in minor points which His Lordship may wish to make.

My Lords would be glad to be furnished with copies of the new regulations as finally issued.

I am,

Sir,

Your obedient Servant,



The Under Secretary of State,
Colonial Office.

Lucas
16523

East Prot.
Uganda

10 Sept 08

DRAFT

CAP
Uganda
L. 462
222
Yr 08
Yr 07

Sir,
I have the honour to
inform you, with reference to
your [inserted in L. 13. of the 26.
of March 1906 and L. 291 of the 19.
of June 1908] ^{of the 19. of Dec 1907}
that in the [inserted] of
the [inserted] of [inserted] I
approve of the proposed
terms of service for the
members of the permanent
clinical staff in the East
Africa and Uganda Prots.
subject to the following
provisions.

Gov. Sudder
Gov. Best

MINUTE

- Mr. Dandy
- Mr. Ellis
- Mr. Judd
- Mr. McIntosh
- Mr. Cox
- Sir E. Lucas
- Sir F. Hopwood
- Gov. Seely
- The Earl of Orkney

In very busy this has
been and delayed [unclear]

Signature
[unclear]
[unclear]

at any place in either
Protestorate, and not merely
at any place in the
Prot: to which they are
first appointed. ^(It is reported)
that the Com. of the
Cott will communicate
with the Com. of
Windsor on this question,
and that it may be
settled by the two
Coms. in consultation.

Reply to No. 4.

I shall prefer to
substitute for the
regulation in respect
to the code. Orders on
first appl. will not
necessarily be placed in
the lowest grade, and
I consider that all
appl. to any grade
should be made at
the minimum salary
of the unexamined
scale attached to the
grade.

Reply to No. 5.

This might be
attached to the - 111

at any place in either
District, and not merely
at any place in the
District to which they are
first appointed. (I signed
the last of the
COT will communicate
with the last of
regards on this question
and that it may be
settled by the two
last in consultation.

Reply to 4.

I shall prefer to
submit for the
regulation in respect
the code. Clerk on
first appl. will not
necessarily be placed in
the lowest grade and
I consider that all
appl. to any grade
should be made at
the minimum salary
of the incumbent
scale attached to the
grade.

Reply to 6.

This might be
attached to the
first appointment with

be on probation until specially
confirmed, and confirmation
will not be given until
after at least one year
approved service. This
would substitute one year
for the present 6 months as the
minimum period of
service qualifying for
confirmation, and add a
provision regarding express
confirmation, so that
no one can claim to
have been confirmed merely
by reason of length of
service should the question
of confirming him be
inadvertently overlooked at
the proper time.

Reply to 7.

I think that it will
be better in order to
avoid giving any cause
for dissatisfaction. It is
clear that the proposed
to the following is a good
idea of the new system.
It is an excellent

Reply to 7.

The work of the time
has been good and the

inserted after the words
"Regulations" in the
second line of the
second paragraph, and
this change will
prevent the insertion
of the inserted clause.

In order to avoid
giving any reasonable
ground for dissatisfaction,
I think it will be
best that clerks
who have already
been allowed to
receive reimbursement
of the actual
expenses between
November and the
month described
in Mr. Bowring's
letter of the 21st
of February, shall
be allowed to
retain this privilege
on future occasions.

Reg. No. 11.

I suggest the addition
of the sentence "The
salary of a clerk who is
summoned across after the
date of the letter in
which he is appointed"

In the second line of the
third para. the word
"warding" should be inserted
before the word "expense".

his removal.
Reg. No. 14.
The Bill of the Treasury Service
that appointments (if any)
carrying a salary of less
than £1000 a year shall
be temporary shall be non-
pensionable and a provision
to this effect should be
added to the regulation.

Reg. No. 19

In view of complaints
which have been made in
another Bill with
regard to excessive fees
being charged to candidates
for appointments on account
of medical examination I
suggest the following addition
at the end of the regn
"whether successful or
unsuccessful provided that
candidates for stations
carrying an initial salary
of less than £125
per annum shall be
required to contribute
towards the fee not
less than one month's salary
of the candidate."

DRAFT

MINUTE.

- Mr.
- Mr.
- Mr. J. J.
- Mr. Andrews
- Mr. Cox
- Mr. C. Lewis
- Mr. F. Hopwood.
- Col. Scott
- The Earl of Cromer.

rather ambiguous, and
might be improved
on a final revision.

4. As to his name
has been decided, & have
separate regulations for
the railway staff, it
should be made clear
that the present regn.
do not apply to them.

6. A despatch in
similar terms has been
sent to the Governor
of [the [?]]

Let

P.S. to [?]
I request that I
may be furnished with
six copies of the regn.
as finally issued.

5. At the request of the [?]
of the [?], I desire
draw your attention to the
desirability of keeping the
of [?] [?] [?]
European are appointed
the necessary [?]
of employing Indian
labour in such posts
as possible.

1921

DRAFT

to the Govt. No. 213

MINUTE.

- Mr. Batcher. 97
- Mr. Balle. 97
- Mr. Just.
- Mr. Andrews.
- Mr. Cox.
- Sir C. Lucas.
- Sir F. Hopwood.
- Col. Seely.
- The Earl of Creux.

25248/09

231

S/L

23 July 09

Sir,

I have the honor to ack.
the recd of your despatch
of the 17th of June & to
inform you that I approve
your recommendation that
the period of probation for
Indian and native clerks
in the service of the [?]
Govt. be fixed at one
year.

Sr.

EDWARD CHEWE.

18523