

EAST AFR. PROT.

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LEAVE PAY

Draws attention to the anomalies which exist under the system of granting 3/4 pay during a period of an officer's leave. Considers system unsatisfactory. Proposes to give 2 months on full pay out of 4 months, 3 out of 5 and 4 out of 6 leaving 2 on 3/4 in each case. Will submit later proposals for the introduction of a system of duty allowances.

W Reed

Please see 28538

This desk should be acquainted
with writing in his general quarters

MRS

9/6

at once
W. J. H.

7/5

C. O.
2990
29 JAN. 10

Government House,
Nairobi,
4th January 1910.

EAST AFRICA PROTECTORATE.

No.4

My Lord,

I have the honour to invite Your Lordship's attention to the anomalies which exist under the system of leave and leave pay at present in force in this Protectorate.

2. As Your Lordship is aware, officers are subject to the exigencies of the service entitled to 4,5 and 6 months leave after 20,25 and 30 months service respectively, the first three months in each case being on full pay and the remainder of the period on $\frac{3}{4}$ pay.

3. A closer examination of these figures will show that the longer a tour of service so in proportion is an officer penalized as to pay.

4. For instance, A and B both serve for 6 years, A takes 4 months leave 3 times and has 9 months leave on full and 3 on $\frac{3}{4}$ pay; B takes 6 months leave twice and has 6 months leave on full and 6 months on $\frac{3}{4}$ pay; so that it is to the individual's interest to take leave as often as possible, whilst long tours of service, with consequent longer periods of continuity, and less frequent steamer passages

are

The Right Honourable

The Earl of Crewe, K.G.,
Secretary of State for the Colonies,
Downing Street, London, S.W.

are in the interest of the Administration.

5. In practice short leave is not very usual but in a country presenting such great contrasts in the way of climate, it is obvious that cases must arise when short leave is advisable and even necessary.

6. It cannot however have been intended that the officer who best serves the Administration by doing a long tour should be unduly penalized in the matter of leave pay and I submit for Your Lordship's consideration that whilst this system is in force, it would be more equitable to give two months leave on full pay out of a total period of 4 months, 3 months out of 5 and 4 months out of 6 leaving 2 months on $\frac{1}{2}$ pay in each case.

7. The whole system of $\frac{1}{2}$ pay during a period of an officer's leave is however very much unsatisfactory.

8. Instituted originally as a means of providing duty pay for the officer performing the absent officer's duties, on which ground it can in my opinion alone be justified, it has degenerated in many instances into a mere stoppage of pay by which nobody benefits, except the administration.

9. All District Commissioners and Assistant District Commissioners lose a $\frac{1}{2}$ of each month's pay during the latter portion of their leave, but as their work is almost invariably performed by officers of equal rank and salary, these latter are precluded from benefitting by the amount of salary withheld.

10. In a few rare instances it is possible to determine that a District Commissioner's work has been performed during his absence by an Assistant District Commissioner, but generally speaking nobody benefits by the moieties deducted from the salaries of District Commissioners and Assistant District Commissioners whilst on leave.

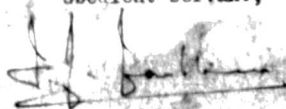
11. I have brought forward these cases as examples of the anomalies existing under the present system. I do not consider that any remuneration for acting need be granted in the more junior ranks, it would be sufficient in these instances to allow each officer to draw his leave pay in full and not subject him to a series of deductions by which as I have shown in many instances nobody benefits; but in the case of the higher posts the substitution of a system of duty allowances would be more equitable and I propose to address Your Lordship on this point at a subsequent date.

12. Meantime I would ask for Your Lordship's special consideration of the proposals I have made in the 6th paragraph of this despatch.

I have the honour to be,

My Lord,

Your Lordship's humble,
obedient servant,



In the absence of Governor.