

1931.

Kenya

No. 17303 B.

SUBJECT

C0533/415

Native Tribunals Ordinance.

Enquiry relating to Interpretation.

Previous

16092/30

Subsequent

See 18010/32.

Received 3.16 p.m. 1932

Reference is made to the letter of the Board of Governors dated 15th January 1932 and to the letter of the Board of Governors dated 15th January 1932. The Board of Governors has considered the matter and has decided to recommend that the Board of Directors should be authorized to make such arrangements as may be necessary to give effect to the above-mentioned resolution. The Board of Directors is requested to take such steps as may be necessary to give effect to the above-mentioned resolution. The Board of Directors is requested to take such steps as may be necessary to give effect to the above-mentioned resolution.

30
End

of their agreements. I fully appreciate obvious objections to interfering with what may well be regarded as Government contractual obligations to its servants whether temporary or permanent and have already directed ^{that the} views of the Civil Service Associations should be sounded upon the point. Other possibilities are further retrenchments or increase of levy of salaries but should moratoria prove locally more acceptable I should be glad to know if possible before Thursday next whether you see any serious objection in principle to the course proposed. In the event of such a proposal proving locally workable and acceptable to you General Manager of the Railway will adopt similar policy so far as possible.

7710011 from the Governor of Kenya to the Secretary of State

Received 3.16 p.m. 1962

Reference paragraph 8 of

No. 171. I have already

in No. 18 Confidential

Finance Committee

in the light

for January and

standing in

reduction in

to obtaining

Head

the balance. One

effect from

effect of

the light of

in its favour

proposed to United

at a time when

of reduction

and native

will leave for

in the service

in July 1962

the only

before the last

Secretary

European office

of four

to give their

to be for

in accordance

TELEGRAM from the Governor of Kenya to the Secretary of State for the Colonies. Dated 14 March 1932. Received 3.16 p.m. 14 March 1932.

IMPORTANT. No. 46. Confidential. Reference paragraph 8 of your despatch of the 29th February Reserved No. 171. I have already with your approval communicated in telegram No. 15 Confidential of the 26th February appointed a Standing Finance Committee to formulate a running appreciation of the financial position in the light of the latest revenue returns. Customs receipts for January and February are definitely disappointing as a result of which Standing Finance Committee have recommended an immediate further reduction in expenditure of £100,000 over the full year. I can see my way to obtaining half this amount by further rigorous pruning of all expenditure Heads, and am exploring alternative methods of obtaining the balance. One method proposed is a year's moratorium on all leave with effect from a date to be declared probably the 1st July next financial effect of which is now being examined and its practicability in the light of medical and staff considerations. Strongest arguments in its favour are 1. resultant ^{in passages} savings 2. retention in Kenya as opposed to United Kingdom of money disbursed on living expenses etc. at a time when local customs receipts are seriously dropping. 3. utilization of redundant staff on campaign of intensive production in settled and native areas. Scheme would entail complete postponement of all leave for one year no additional leave accruing in respect of moratorium service e.g. any European officer who completes 30 months service on the 15th July will be compelled to serve until the 15th July 1933 at which date he will be granted leave in respect of 30 months only. Any officers at present on leave or who proceeded on leave before the 1st July will be warned that their next tour will be similarly treated. Similar treatment will be accorded to Asians and Africans. European officers serving on agreements which provide for no extension of tour beyond 36 months would presumably have to be invited to waive their agreement rights. Should they decline to do so it would be for consideration whether their services should be dispensed with in accordance with the strict letter of

Amud. At. 19/6/32

No 29 on 17302/1/31

No 5 on 18028/32

X.REG.

Kenya tel.No.46 recd.14 March

A correction has been recd.from Impl.Comms.
indicating that "in passages" shd.be inserted between
"resultant savings" and "2.Retention in Kenya"
as opposed to the U.K."

G.C.Green 15/3/32

would be granted leave on conclusion of maximum tour provided in agreement and ^{allowed} ~~granted~~ full vacation leave earned by service. It would however be made a condition of re-engagement that those to whom re-engagement was offered would accept an abatement of return leave equivalent to period by which total leave would have been lessened if moratorium had applied.

4. I suggest for your consideration that difficulties of working scheme might be considerably reduced if moratorium were six months instead of a year. Balance of saving required could be made up by other ways e.g. if necessary be made up by increasing salary levy to Tanganyika scale.

2. substitute 8/16
 4. I would much prefer a six months moratorium instead of a year. The balance of saving required being if necessary made up in other ways e.g. by increasing salary levy to Tanganyika scale.

Secar

affect officers whose normal tours extend beyond July, 1933, as well as those now on leave and those whose tours expire before July, 1933.

Officers newly appointed would presumably be informed their first year would not count towards leave.

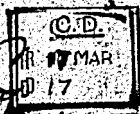
2. Exemption from postponement of leave would have to be allowed to officers who could show good cause on medical grounds or urgent private affairs. It would be necessary to consider to what extent they should be called on to make a sacrifice in respect of next subsequent tour.

3. I should see great objection to informing officers on agreement that if they do not accept moratorium their engagements will be terminated but it might be possible to deal with them on following basis. Officers who do not voluntarily accept moratorium scheme

would

G. O.

17302E/31. Kenya.



26

Mr. Jeffries. 15.3.32.

Mr. Allen 15/3

Mr.

Mr. Parkinson

Mr. Tomlinson 15/3

Sir C. Bottomley

Sir J. Shuckburgh

Permt. U.S. of S.

Parly. U.S. of S.

Secretary of State

Handwritten initials: P.W. 15/3

DRAFT.

Telegram.

Governor. Nairobi.

for comment

Important. Confidential.

W. 56 Your telegram No. 46.

Like you I am reluctant to contemplate interference with established conditions of service but I am impressed by financial arguments in particular prospect of saving on passages and I am prepared to agree in principle to leave moratorium should you decide to recommend this expedient. In this event I would ask you to consider following points before making final recommendation.

1. Principle of equality of sacrifice should be preserved that is to say moratorium should

C.S. Dept. to see after action.

25

TELEGRAM from the Governor's Deputy Kenya to the Secretary of State
for the Colonies.

Dated 18 March 1932. Received 5.7 p.m. 18 March 1932.

19 MAR 1932

COL OFFICE

No 2

No. 48 Confidential. Your telegram No. 56 Confidential. The questions raised by you have all received consideration and after further discussion with Executive Council Governor reached conclusion that as far as savings for the current year are concerned it will be sufficient for the present to proscribe that all leave shall be stopped from 1st July to 31st December inclusive this year and that such leave periods shall not be leave-earning. Officers who proceed on leave before 1st July or who are on leave at present will be informed that their next tour will be extended to 36 months of which only 30 months will be leave-earning. Officers who have completed more than 30 months on 1st July and who normally would proceed on leave in the latter portion of the year will be stopped until after the end of the year officers who will complete a 42 months tour in the period July - December next will however be allowed to proceed on leave. Newly appointed officers will be informed that their first six months will not count towards leave. Similar procedure will be adopted for Asian and African staff. The exemption mentioned by you will be reviewed as occasion arises under existing Regulations. As regards Agreements, present proposals fall within extended tour allowed by contracts and as leave is a privilege and not a right it is suggested that officers on agreement cannot expect preferential treatment over other civil servants. Glad to learn whether under the new proposals you concur in their being treated accordingly. As regards common service Governments concerned will be consulted on receipt of reply in so far as staff stationed in Kenya is concerned and the personnel of Customs and Post Office whether stationed in Kenya or Uganda. Military personnel presents difficulties owing to the limited period of secondment of officers from British Units. Shall appreciate your guidance as regards application to them in view of divergent positions of seconded and substantive ranks unless you are willing to press the War Office for an extension of the period of secondment. General Manager of the Rail.

that date when their employment with the K.A.R. should normally end and consequently colonial funds will be involved in a serious increase in liability for the pay of officers returning from service with the K.A.R. who are unfit to be restored & remain on recuperative leave until the Army medical authorities certify them as fit for general service. In the long run, as far as K.A.R. officers are concerned, I doubt very much if the proposal would result in a financial economy.

The above leads me to the view that officers of the K.A.R. should be excluded from the proposal. I would suggest that as far as the K.A.R. officers are concerned the views of the I.S. should be obtained before the proposal is made.

P. Cole

23. 3. 32

Officers employed with the K.A.R. are, with few exceptions, Army officers lent by the War Department for temporary employment with this Force, and in borrowing their services we are bound to accept conditions imposed by the lending department. We offer certain conditions and these officers give their services on those conditions, and the lending Department can agree or refuse to lend officers on such conditions.

It may therefore be contended that K.A.R. officers are not in the same position as officers directly engaged and employed by the colonial government and that any drastic alteration in conditions of service should be, if granted, imposed in regard to the terms in which they are induced to give their services, and that the Lending Department, viz, the War Office must have a say in that regard, to make a change in the general conditions of service for which they are prepared to lend their services.

From a military officer's point of view, the I.G., in the matter of the imposition of the levy, has given his view that it is desirable that the efficiency & well-being of the K.A.R. should be maintained. It is proposed that the same Brigade should have a fixed number of officers attached to the battalion to which they are appointed, and are sent locally. When officers are appointed to the K.A.R. they are appointed to a Brigade & sent to that Brigade, or Colony and they have a right to assume that the implied conditions of their appointment will be applicable throughout that Brigade. Uniformity of treatment in the way of pay & leave is also desired if we are to avoid discontent & inefficiency in particular battalions, or colony. This would have an adverse effect on the general efficiency & well-being of the Brigade.

The 6 years seconded rate is an Army rule; normally the period is restricted to 5 years but we obtained a special concession of extension to 6 years for the K.A.R. on the ground of the longer period being necessary to get two tours of 30 months out of each officer. The limitation of secondment is a general regulation for the Army and I doubt if the W.O. would be prepared to consider a further extension. This question is wrapped up with that of the rate of pension contribution - fixed on an actuarial basis - and we might be asked to pay a higher rate of pension contribution. The 10 years aggregate of secondment is definitely a fixed one, and if we did get the first seconded period extended, it would mean that the balance left of the 10 years would be insufficient to permit of further employment with the K.A.R. and this deprive us of the very men we want to get for our senior appointments, those with previous K.A.R. experience. Under the 6 years rule, we can get two tours of about 30 months, cutting it rather fine. If the tour is extended to 36 months, it would only be possible for an officer to do a short second tour of 20 months, or less.

The medical aspect of the longer tour is of any concern, but I am sure that the lengthening of the tour will mean that a higher proportion of officers will be regarded by the Army medical boards as unfit for restoration of

PUBLISHED BY THE LONDON

C.D.
R 29 MAR
D 29

23

C. O.

Mr. Allen 23/3

17302/31/B Kenya.

Mr.

Mr.

Mr. Parkinson.

Mr. Tomlinson 24/3

Sir C. Holloway 24.5

Sir J. Shackburgh

Perms. U.S. of S.

Party. U.S. of S.

Secretary of State.

for conson: 7 minutes.

DRAFT. Code
Telegram

No. 64

Codes & sent
Att. 24.5
5.30 pm
26.3.32

Confidential.

Your telegram No. 48.

I approve your proposals and concur in agreement officers being treated accordingly.

Governor Nairobi.

I shall communicate with

you later as to military personnel

I assume from penultimate sentence

of your telegram No. 46 that scheme

for leave moratorium has proved

locally ~~was~~ acceptable but if

Civil Service Associations contem-

plate making representations you

will no doubt agree that present

correspondence should not be regard-

ed as precluding either you or myself

from considering possible modifica-

tions of scheme in the light of any

force that such representations may

have.

Handwritten signature

SECRET

COPY FOR REGISTRATION

RECEIVED
30 MAR 1932
COL OFFICE

Telegram from the Governor of Kenya to the Secretary of State for the Colonies.

Dated 30 March 1932. Received 10.53 a.m. 30 March 1932.

No.56 Confidential. Your telegram of 26th March No.64 Confidential. Modified 6 months moratorium now proposed has not been referred to Civil Service Association but service point of view was fully considered in Executive Council. Naturally I shall be prepared to consider representations if any which may be made subsequently but as the whole object of proposal is to secure definite saving for the purpose of balancing budget I am sure you will agree that no modification of scheme likely to seriously reduce such saving should be entertained.

COPY FOR REGISTRATION

RECEIVED
20 MAR 1932.
COL OFFICE

Telegram from the Governor of Kenya to the Secretary of State for the Colonies.

Dated 30 March 1932. Received 10.53 a.m. 30 March 1932.

----- *1004*

No.56 Confidential. Your telegram of 26th March No.64 Confidential. Modified 6 months moratorium now proposed has not been referred to Civil Service Association but service point of view was fully considered in Executive Council. Naturally I shall be prepared to consider representations if any which may be made subsequently but as the whole object of proposal is to secure definite saving for the purpose of balancing budget I am sure you will agree that no modification of scheme likely to seriously reduce such saving should be entertained.

2. I do not think they should want to interfere, although they might feel that new conditions should be imposed on new appointments & that those now serving should continue on the conditions under which they accepted appointment.

S. W. Co.

27. 1. 52

2. I do not think they would want to interfere, although they might feel that new conditions should be imposed on new appointments & that those now serving should continue on the conditions under which they accepted appointment.

W. C.

32

Major Cole

You will remember that we discussed this with Mr. Allen the other day.

I understand that Sir C. Bottomley wishes to consider the qⁿ of military personnel further in the light of answers to the follow^g. questions.

- ① Is it likely that W.O. would agree to the extension beyond 6 years of the term of secondment to the K.A.R.?
- ② If they did, would they be likely to back up the S.F.S. in the case of any individual officer in the K.A.R. who protested against the "moratorium" being applied in his case?

Could you indicate briefly hereon your views on ① & ② so that ~~they~~ can go forward to Sir C. Bottomley for further comment. In the meantime I understand that consultation with W.O. is not desired.

S Steel

31.3.32

I do not think so. They do not like officers to be away from their Regiments for too long at a time. Also any concession of this nature to Kenya would have a repercussion on other classes of secondment, e.g. RWAFF, who would ask for a similar concession. It is considered to be necessary in the interests of military efficiency that officers should return to the Army for a brush-up after 5 years. (6 in the special case of RWAFF & KAR).

Major Cole

You will remember that we discussed this with Mr. Allen the other day.

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- ② If they did, would they be likely to back up the S.G.S. in the case of any individual officer in the K.A.R. who protested against the "moratorium" being applied in his case?

Could you indicate briefly here on your views on ① & ② so that this can go forward to Sir C. Bottomley for further comment. In the meantime I understand that consultation with W.O. is not denied.

S Steel
21.3.32

I do not think so. They do not like officers to be away from their Regiments for too long at a time. Also any concession of this nature to Kenya would have a repercussion on other classes of secondment, e.g. R.W.A.F. who would ask for a similar concession. It is considered to be necessary in the interests of military efficiency that officers should return to the Army for a brush-up after 6 years. (6 in the special case of R.W.A.F. & K.A.R.)

297

M. Fruston

pm CH

Morning Post. 5. 11. 32

**LEAVE TO BE STOPPED IN
KENYA.**

NAIROBI, April 4.

It is announced to-day that from July 1 all leave for Government officials in Kenya will be put back for six months, thus extending their term of service from two and a half years to three years.

This decision, which has been taken as a measure of economy, also means that from June 30 till the end of the year no officials will be proceeding on leave.—
Reuter.

D. 297

6

C. O.

Mr.

Mr.

Mr. C. Bottomley

Mr. Eakinson.

Mr. Tomlinson.

Sir C. Bottomley

Sir J. Shuckburgh.

Permt. U.S. of S.

Party. U.S. of S.

Secretary of State.

No. 41

Confidential

My telegram No. 64 confidential

Covered Sent
7.45 P.M.
7.4.52

C.D.
10.5
11.14
11.8

Military personnel. In view of effect on other colonial forces and general rigidity of War Office views on subject I do not consider it practical to approach War Office for special extension of seconded period for military officers stationed in Kenya. I agree that moratorium proposals approved for civil officers can be applied to seconded military officers provided that they are released in time to take all leave due and be available for re-rotation to Army by the date on which maximum period of 6 years' secondment expires. You will have appreciated that prolongation of first tour necessitates curtailment of second tour in case of returning military officer. Non-seconded military officers can be treated on same lines as civil officers.

Sener.

DRAFT.

Governor
Nairobi

See.
(See pencil interpretation on line 9. This removes the 4th (Bibanda) Battalion from the scope of the moratorium, including, on a strict interpretation which I think would be right, the contingent of the 4th Battalion temporarily stationed in Turkana. This is subject to Def. Sec. 1947

was not especially to its relation to the system of the

No. S/E. 28/4/2/1/II.

CIRCULAR No. 19

G.—18.

A.—1.

D.—

THE SECRETARIAT

NAIROBI.

KENYA

1st April, 1932

LEAVE MORATORIA

It is notified for general information that as a temporary measure in the economy His Excellency the Governor has reluctantly ordered with the concurrence of the Secretary of State for the Colonies that the following changes in respect of leave regulations shall be operative.

- (a) No leave will be granted during the period between the 1st July and the 31st December, 1932, both dates inclusive save as set out in paragraph (d) below.
- (b) The period from the 1st July to the 31st December, 1932 will not be leave earning.
- (c) European officers who have completed more than a thirty months' tour on the 1st July next and who normally would proceed on leave in the latter half of this year will have their leave deferred until after the end of 1932.
- (d) European officers on completion of a forty two months' tour during this period will, however, be allowed to proceed on leave and the leave granted to them will be that for which they have qualified on 30th June, 1932.
- (e) European officers who proceed on leave before the 1st July next or who are on leave at present should be informed that their next tour will be extended by six months beyond the normal maximum of thirty months and that no leave will accrue in respect of such extension. Officers at present serving in the Colony whose thirty months' tour will expire after the 31st December, 1932, will be required to serve for a further six months before being permitted to proceed on leave. Leave granted will then be subject to the restriction imposed by paragraph (b) above.
- (f) New appointees should be informed that their first six months of service will not count towards leave.
- (g) The Asian and Arab and African staff will be subject to similar treatment.

2. The Governments concerned are being approached as regards the application of the above regulations to all personnel of the Secretariat of the Conference of East African Governors and of the Meteorological Service stationed in Kenya as well as to the staff of the organizations common to Kenya and Uganda. As regards the seconded personnel of the King's African Rifles special consideration is necessary and a further communication will issue when a decision has been reached.

3. Heads of Departments are requested to furnish this office with revised figures of savings which they anticipate will accrue as the result of the introduction of these temporary regulations.

H. M.-M. MOORE,

Colonial Secretary.

To:—

All Heads of Departments.

All Provincial Commissioners.



KENYA.

No. 56

CONFIDENTIAL.

GOVERNMENT HOUSE,
NAIROBI,
KENYA

9th April 1932.

Sir,

With reference to telegraphic correspondence terminating with Kenya Confidential telegram No. 56 of the 30th of March, I have the honour to inform you that in accordance with the advice of Executive Council the Governor has ordered that all leave will be suspended for a period of six months with effect from the 1st July next except in such special cases as are indicated in the enclosed Circular six copies of which I forward for your information.

Circular.

2. I shall be glad if you will instruct the Crown Agents for the Colonies (to whom an adequate number of copies of the Circular are being forwarded by ordinary mail) to invite the attention of all officers at present on leave in England to the new regulations since all are affected.

I have the honour to be,
Sir,
Your most obedient, humble servant,

GOVERNOR'S DEPUTY.

THE RIGHT HONOURABLE

MAJOR SIR PHILIP CUNLIFFE-LISTER, P.C., G.B.E., M.C., M.P.,

SECRETARY OF STATE FOR THE COLONIES,

DOWNING STREET, LONDON S.W.

256
16

C. O.

Mr. Priestman 2074

Mr. *Drake* 2071

Mr.

~~Mr.~~ Parkinson

Mr. Tomlinson

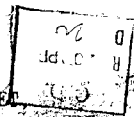
Sir C. Bottomley

Sir J. Shuckburgh

Permt. U.S. of S.

Parly. U.S. of S.

Secretary of State.



DOWNING STREET

11th April 1932

Gentlemen,

I am, etc., to transmit to you
~~the accompanying~~ copy of a despatch
 with enclosure from the Government
 of Kenya regarding ^{the temporary suspension} ~~the suspension~~ of
^{of leave} ~~leave~~ which has been ^{decided upon} ~~approved~~ by that
 Government.

2. I am to request that you
 will ~~kindly arrange~~ to communicate
 the contents of the circular to all
 officers on leave from Kenya with
 the exception of those mentioned in
 paragraph 2 of the circular in regard
 to whom a separate communication will
 be addressed to you in due course.

I am, etc.,

(Signed) L. B. FREESTON

DRAFT.

THE CROWN AGENTS
FOR THE COLONIES.

(7)

~~No. 7.~~

For action

R297

105
9th May, 1932.

Dear Mr. Guy,

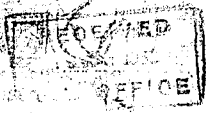
You wrote to me on the 27th of April about Kenya officials' leave, enclosing a press cutting from the "Scotsman" of Tuesday, April the 5th. I now enclose a copy of the circular issued by the Kenya Government in this matter. The question of the proper period for a tour of service in Kenya, having regard to medical and other considerations, is of course a debatable one, but the regulations provide for the grant of leave on grounds of ill-health before the completion of an ordinary tour. As regards the special leave moratorium which it has been necessary to declare for financial reasons, you may safely assume that special consideration will be given in any case in which the Governor is satisfied that the state of the officer's health makes it undesirable to extend his present tour.

Yours sincerely,

(Signed) R. W. HAMILTON.

J. C. M. Guy, Esq., M.C., M.P.

P/274



Mr. Freeston,
East African Department,
COLONIAL OFFICE.

Not

With reference to Colonial Office letter No. 17302/31 of the 21st April, 1932, and our telephone conversation with you of the 12th May regarding the Kenya moratorium on leave, will you please confirm that we should circularise all the Kenya officials who are on leave and who are returning for further service, including those coming under paragraph 2. of the circular, and also new men appointed by this office ?

ansd. 30 MAY 1932

J. H. ...

Pay Department,
CROWN AGENTS,
14.5.32

wh

huv

C. D.

R 26 MAY -
B-27

C. O.

17302 ^E/31 Kenya 12

Mr.

Musoni 26/5

Coded ^S 26/5/22

Mr.

Mwambi 26/5

Mr.

Mr. Parkinson.

Mr. Tomlinson.

Sir C. E. B. B. B.

Sir J. Shackleton.

Perm. U.S. of S.

Part. U.S. of S.

Secretary of State.

^{13c} NO 108. Confidential Yours

(7) despatch of the 9th April

Confidential No 56. I

shall be glad to be

informed by telegram of

the decision regarding

the application of the

moratorium to officials

mentioned in paragraph

2 of ~~secretary's~~

Circular No 19

sec.

DRAFT: Code telegram

Gorsman

Mwambi

C. O.

17362 E / Kemp
71

124
12
B

Mr. Dexter is for
Mr.

- Mr. Tomlinson.
- Sir C. Bottomley.
- Sir J. Shuckburgh.
- Sir G. Grindle.
- Permt. U.S. of S.
- Parly. U.S. of S.
- Secretary of State.

~~30~~

CD
P 28 MAY
D 30

C.A.

You must P/274 of 16

DRAFT.

May. The Kemp Circular
about the leave, Doritau
should be sent to all officials
in leave who in return of
further more also to new
appointments made by you

(Signed) L. B. EREKSTON

30 MAY 1932

QTA. on 9/17/64/3/32 Personnel.

11
121

EXTRACT FROM OFFICIAL REPORT OF

25th MAY, 1931.

20 Lord APSLEY asked the Secretary of State for the Colonies whether his attention has been called to the fact that, in addition to cutting the salaries of the Civil Service in Kenya, the Government has suspended leave, whether this policy is being adopted in other Colonies; and whether the civil servants affected will have their suspended leave restored when economic conditions have improved?

Sir P. CUNLIFFE-LISTER: The arrangement in Kenya to which my Noble Friend refers was made with my sanction as a measure of economy. No similar scheme has been adopted in any other Colony. I think it would be premature to consider the point raised in the last part of the question.

Mr. MACQUISTEN: Is my right hon. Friend not aware that there is a great number of producers, planters, and others in this particular Colony who are having a far thinner time than the civil servants, and that if he could cut down the number of civil servants it would give them a chance to be of service to the Colony?

RECEIVED
25 JUN 1932
COL OFFICE

East African Department,
COLONIAL OFFICE.

No 13

With reference to Mr. Freeston's
minute No. 17302/31 of the 30th May 1932 regarding
the Leave Moratorium in Kenya we understand from
Mr. W. McHardy, of the East African Trade and
Information Office, that a Moratorium was applied
to the Kenya and Uganda Railway and Harbourservice
in the weekly notice No. 15 of 9th April 1932. We
have received no information from the Administration
in the matter, however, and we shall be glad if you
will inform us whether we should take any steps to
notify officials on leave and new appointments.

Am 6.7.32

J. Stokoe
Pay Dept.
Crown Agents.
24.6.32.

C. O.

C. D.
R 4-JUL
D h

17
75
9

Mr. Priestman

Mr. *Stokoe*

Mr.

Mr. Parkinson

Mr. Tomlinson

Sir C. Bottomley

Sir J. Shuckburgh

Perm. U.S. of S.

Parly. U.S. of S.

Secretary of State

Insy by Mr. Stokoe

July 1932

DRAFT Minute.

THE CROWN AGENTS
FOR THE COLONIES.

(16)

With reference to Mr. Stokoe's
minute No. P/234 of the 24th of June
regarding the leave moratorium in
Kenya, the intention to apply the
leave moratorium to the railway
administration is clear from the follow-
ing extract from the Governor's
confidential telegram No. 46 of the
14th March submitting the general
proposals:

"In the event of such a proposal
proving locally workable and
acceptable to you the General
Manager of the Railway will adopt a
similar policy so far as possible."

We have, however, no confirmation

G. O.

G.D.
R 4-JUL
D 14

Mr. Priestman 4/7
Mr. Stokoe 4/7
Mr.
Mr. Parkinson

Joseph H. Stokoe

Mr. Tomlinson.
Sir C. Bottomley.
Sir J. Shuckburgh.
Permt. U.S. of S.
Parly. U.S. of S.
Secretary of State.

July 1932

DRAFT. Minute.

THE CROWN AGENTS
FOR THE COLONIES.

(16)

With reference to Mr. Stokoe's
minute No. P/234 of the 24th of June
regarding the leave moratorium in
Kenya, the intention to apply the
leave moratorium to the railway
administration is clear from the follow-
ing extract from the Governor's
confidential telegram No. 46 of the
14th March submitting the general
proposals:

"In the event of such a proposal
proving locally workable and
acceptable to you the General
Manager of the Railway will adopt a
similar policy so far as possible."

We have, however, no confirmation

16. C.A.

24/6/32

Box of keys should take steps
to notify officials of the K.V.P.
(on leave & new appointments) of the
leaveatorium.

The last sentence of C makes clear
the intention, but we have no confirmation
of Dr. McHardy's statement.

S. reply to E.A., says that
they will no doubt communicate direct
with the K.V.P. Admin.

24/6/32
J. H. ...
2/7/32

To C.A., — 16 ansd. — 6. 7. 32

1/1
Personal file
with [unclear]
[unclear]

11 CA

14/5/32

Ask for confirmation that they should circularise all Kenya officials who are on leave & who are returning for further service, including those coming under para 2 of the Secretariat Cinc. & also new men appointed by CA.

as regards the officers mentioned in para 2 of the circular (custo b 7) the format in 3 proposed to cover the points concerned regarding officers of service common to both, on receipt of approval. We have not been informed of the result.

approval has been given in 6 (with a proviso) for the application of the leave regulations to military officers - but again there is no information of the manner in which it has been applied.

2. I telephoned also draft submitted may issue and the CAS may be informed that Kenya officials on leave and who are returning for further service with the exception of those in para 2 of the circular, should be notified, and also any newly appointed officers. Proviso a further communication on the

It is better (as I agreed with CA on the telephone) to circulate the para 2 portion of the circular. They will see the present position and accept it as a warning that para 1 will may, in due course apply to themselves.

26/5 str
26/6

12 To Gen. Kenya Ad. No. 108 (7and) - Cinc - 24/5/32

13 To CA - 11 and -

14 Copy of P.O. Answer - 24/5/32 as used on 9/7/64/32
Registered for record. Forward

for Kenya - Tel 100. Conf - 24/5/32
In reply to No 12 " I have just received views of Uganda which are under consideration. I will advise you of decision reached as early as possible."

? put by
A.H.S.

3-6-32

5/6/32

as at
R-311
Ref. to...

are on the whole correct - as the Govt
of Kenya as a temporary measure
have reluctantly been compelled to
authorize a six months moratorium
on leave as a temporary measure
of economy. That the moratorium
does not however prevent transfer
of officers who have completed 42 months
leave from proceeding on leave. Their
S. of S. has no reason to believe that
the extension of their current period will be
detrimental to the health or efficiency of
the officers concerned.

H. S. P. 28/4/32

Sir R. Hamilton may prefer to send his
correspondent a copy of the Circular in 7,
adding that the Kenya Govt will, no doubt,
be prepared to make exceptions in favour
of officers who can show good cause on
grounds of health or urgent private
affairs (para. 2 of 2)

And see marked
pages 2 & 3.

H. S. P. 29

*Sent in the word "Present"
as the circular was to
be forwarded - see No 2 1/1/32

In view of the fact that the question of
the length of tour in Kenya is a thorny one and
still under consideration, it would seem desirable
in replying to adopt some form of phraseology which
would guard against any assumption that it is accepted
that the present tour is the maximum that is safe
from a health point of view. So, in sending a
copy of the circular as proposed Sir R. Hamilton may
be willing to say that the question of the
proper period for a tour of service in Kenya having
regard to medical ^{and other} considerations is, of course,
a debatable one, but that the ~~existing~~ regulations
provide for the grant of leave on grounds of ill-
health before the completion of an ordinary tour
and that as regards the special leave moratorium which
it has been necessary to declare for financial
reasons, his correspondent may safely assume that
special consideration will be given in any case
in which the Governor is satisfied that the state
of the officer's health makes it undesirable to
extend his present tour.

L.C.P.

(sd) H. T. Allen.
29.4.32.

C. J. Jeffries
2/5/32

E. J. P.

28.32
W.C.S.
3.5.32

4 To Gov Kenya tel 64-26 Mch 1932

5 from Kenya — Tel. Sec. Conf — 20/2/32

States that 6 months moratorium now proposed has not been referred to C.S. Dept., but Service point of view was fully considered in Exec. Cmt. As prepared to consider representations but feels that no modification of scheme likely to seriously reduce savings should be entertained.

The Allen agrees that no action is required on 5. The question of military personnel still awaits disposal

St. Andrew

On that question see minutes attached. I have today discussed with Major Cole. It seems practically to deal with the question on these lines, that the civil irregularities can be applied in full to seconded military officers provided that they are released in line to other officers. All other irregularities can be applied in full to seconded military officers provided that they are released in line to other officers. All other irregularities can be applied in full to seconded military officers provided that they are released in line to other officers.

set in the draft, which should go through Major Cole.

Wad. 6.4.32

Papers circulated. 14/4/32
C.S. Dept. to Sec.

Seen *W. Kent*
W. Kent
14

Mrs. Fawcett

7. from Deputy — 16 Conf — 9/4/32

The copies of Section 10 Circular regarding the details of the leave moratorium & asking that C.A. be instructed to invite the attention of all Officers on leave in England to the terms of the Circular.

7. I submit a draft.

J. S. Fawcett
28/4/32

C.S. Dept. may wish to take a copy of the Print

Room 311 to note, especially 9 (f).

St. Andrew
20/4/32

Copy Circular sent to C.S. D.

9 14/6/32
C.S. D.
St. Andrew

8 J. b.A. - w/c 7 - 21 APR 1932

RECEIVED UNDER SECRETARY

J. M. Fawcett 27 Apr

9. The presentment is not altogether correct, as it will be seen from clause (d.) of the Circular referred to that officers who have completed a full 6 months leave during the moratorium period

Copy to be sent to Major Cole

Pl. see Major Cole's note opposite:-

As regards KAR. Officers, on grounds of equity there is little justification if any for differentiating between them & civil officers, as both are given to understand, on app't, that they will have family definite leave? conditions. There are, however, special difficulties in

- ① the fact that the Northern Brigade is liable for service in either Kenya or Uganda.
- ② the fact that officers are lent by the G.O. ~~under an~~ under an arrangement whose terms are part of an agreement between the two depts. The 6 years rule quoted in Major Cole's para 4 is a real difficulty. I don't see how we can get beyond it.

Suggest that before theatorium is applied to KAR. serving in Kenya Major Cole be authorized to explain the proposal tentatively to G.O. & ascertain what their attitude is likely

I think the proposal may be agreed to by the app'n to government officers to approve - but the position of military personnel will require consideration & that aspect of the matter might be deferred.

As I submit draft telegram but as regards it in the office's minute I have (after some discussion with Sir C. Bottomley) made the form in a different form instead of delaying approval, which seems undesirable.

J.M. Allen

24/2/57

I agree with the draft.

R.J.P.

24.2.57

L. S. Wilson

I signed like you because there is time. But as we can postpone the military part I

3 Gov. Kenya Tel. 48 Conf. 18th March, 1932
States in answer to No 2 that after further discussion with Exec. Council, conclusion reached that all leave shall be stopped this year from 1 July to 31 December, & that such period will not be leave-earning. States effect in regard to officers proceeding on leave before 1 July, those on leave now, newly appointed officers, and other cases where extended tour is required. Same procedure will be adopted for Asians & Africans. Refers to officers serving under Agreements, and asks for decision. "Common Service" Govts will be consulted in regard to such staff. Asks for guidance in regard to Military personnel.

The Gov. agrees to a reduction of the "moratorium" to six months, and apparently (as far as can now be foreseen) this will not have to be accompanied by a further cut in salaries.

In the circ., ? he may be authorised to go ahead; but he should be told that if the Civil Service Associations are making representations against the proposal, the S.D.S. would wish to hear what they have to say before the

are as to (i) officers on agreement,
(ii) military personnel.

I cannot speak as to the latter, but no doubt Mr Seel will deal with them. As regards the agreement officers, I am inclined to agree that, if we are driven to the distasteful expedient of tampering with the conditions of service of the permanent staff, there is no reason for being particularly squeamish over the temporary staff. While in ordinary times we should not take advantage of the fact that leave is not a legal right under the agreements, we are entitled in the present abnormal conditions to use this to the extent of requiring agreement otherwise.

members suggested (but not a very
detailed) [idea] a reduction in
the Customs Estimate of £75,000
the Govt adhered to the original
estimate, & passed as a careful
& itemized consideration of the
Comptroller of Customs, but
recognised that circumstances might
necessitate an early revision &
new measures of experience showed
that the estimate was likely to
be falsified

W. Waller
25/3/32

Sir C. Bodley,
When we were discussing
this, none of us precluded to
like the scheme, but we
could not suggest any
alternative way of reducing
expenditure.

B.J.F.F.

15332

That is nearly all that is to be said.

W. Waller 15.3.32

Sec of State

(through Sec of Hamilton)

I don't like the scheme, but I don't
know what else we can do.

I would much prefer a 6 months
maintenance plus an additional
cut in salaries.

B.H.G.

15.3.32

Sec of State

There are very strong arguments against
adopting the proposed scheme, which would
be but slightly affected by a reduction
to 6 months, in which case the savings
expected would be greatly reduced.

I would rather see an increased salary cut

Wilt

16.3.32

2 Tel. to 56 Coligny Quay (Chorlwood) - 16 Mar 1932

members suggested (but not on any
detailed basis) a reduction in
the Customs Estimate of £75,000
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J. H. Allen

25/3/32

Sir C. D. Atkinson,

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could not suggest any
alternative way of reducing
Expenditure.

E. J. D. D.

15/3/32

That is nearly all that is to be said.

W. C. D. 15-3-32

1 Gov. Kenya

Tel 46 Conf. 14.3.1932

Reports that the Standing Finance Committee have recommended an immediate further reduction in expenditure of £100,000 over the full year. Governor can see his way to obtaining half this amount by rigorous pruning of all expenditure heads, and submits as a method for obtaining balance, a year's moratorium on all leave. Other possibilities further retrenchments or increase in the levy on salaries. Asks for reply by Thursday, 17th March. In event of leave proposal proving workable, the Gen. Mangr, K.U.R. will adopt similar policy.

This was discussed today by Sir C. Bottomley, Mr. Tomlinson, Mr. Allen and myself. Sir C. Bottomley pointed out that the information available^x was to the effect that Kenya spent over £30,000 a year on passages for officials, and that in the present financial condition any expedient which would enable a substantial temporary reduction to be made in the passage bill was not to be lightly disregarded. He did not like the proposal for a moratorium on leave, but he considered that it could not be turned down unless some satisfactory alternative could be devised.

Mr. Tomlinson pointed out that the salary levy in Kenya was on a scale considerably below those in force in most Colonies where such levies have been applied, and he suggested that some part at any rate of the necessary saving might be found by increasing the salary levy to the Tanganyika scale.

It was suggested that the leave moratorium might work out a good deal more simply in practice if the period was fixed at six months instead of a year, and that such a scheme might possibly be combined with an increase of the salary levy.

I have embodied the results of the discussion in the attached draft for consideration.

E. J. Jeffries

X
(No. 14 on
26045/21)
E.A.
Kens E40,000
L.A.

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I have embodied the results of the discussion in the attached draft for consideration.

B. J. Selby

X
(No. 14 on
26045/2)
E.A.

near £40,000
W.C.B.