

3. Subject to your approval, which I trust will not be withheld, it is proposed to introduce the above leave regulations with effect from the 1st January, 1938.

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

R. Brooke-Popham

AIR CHIEF MARSHAL,

G O V E R N O R .

REVISION OF LEAVE REGULATIONS OF ASIANS
SERVING ON OVERSEAS TERMS OF SERVICE.

In 1932 a direction was received from the Secretary of State that as an emergency measure of economy the leave regulations of both Europeans and Asiatics should be revised as follows for a period not exceeding five years with effect from the 1st January, 1933:-

EUROPEANS.

<u>I.</u>	<u>Normal Tour</u>	<u>Leave.</u>
(a)	<u>36 months</u> in the case of an officer who had completed more than nine years continuous service.	<u>4 days</u> for each completed month of residential service or 144 days on completion of 36 months tour.
(b)	<u>48 months</u> in the case of an officer who had completed less than nine years continuous service.	<u>3 days</u> for each completed month of residential service or 144 days on completion of 48 months tour.

In both cases five months service at an unhealthy station was treated as six months service at a healthy station, i.e., officers whose normal tours were 36 months and 48 months could go on leave on completion of residential service at unhealthy stations of 30 months and 40 months respectively with leave earned in each case at the rate of 144 days.

ASIANS.

<u>II.</u>	<u>Normal Tour</u>	<u>Leave.</u>
(a)	<u>48 months</u> in the case of an officer who had completed more than eleven years continuous service.	<u>3½ days</u> for each completed month of residential service or 120 days on completion of 48 months tour.
(b)	<u>60 months</u> in the case of an officer who had completed less than eleven years continuous service.	<u>3½ days</u> for each completed month of residential service or 150 days on completion of 60 months tour.

2. There are at present approximately 800 Asiatics on the pensionable staff (who for facility of reference are termed hereafter as officers serving on "Overseas" conditions), to whom the leave terms set out in II (a) and (b) above apply. Of the 800 officers, approximately 275 officers have not yet completed 11 years service and are

are therefore serving on a 60 months tour while the normal tour of the remaining (325) officers is of 48 months duration.

3. Before the introduction of the 1933 revision of leave terms indicated in paragraph 1 above, the leave regulations in force for the European and the Asian staff were as summarised below. These regulations were introduced in April 1911 and in December 1909 respectively:-

EUROPEANS.

<u>Tour.</u>	<u>Leave.</u>
<u>20-30 months</u> (normal tour 30 months) irrespective of the length of an officer's service.	<u>5 days</u> if serving at a healthy station and <u>6 days</u> if serving at an unhealthy station for each month of residential service i.e., 150 days or 180 days as the case may be on completion of 30 months tour.

ASIANS.

<u>33-43 months</u> (normal tour 43 months) irrespective of the length of an officer's service.	<u>5 months</u> on completion of 43 months tour (Average 32 days per month).
-------------------------------------------------------------------------------------------------	------------------------------------------------------------------------------

4. The Asian Civil Service Association has submitted representations to Government for a revision of the leave terms of Asian staff and as the period of five years (for which period the revised leave regulations were introduced in 1933) will expire at the end of 1937, the question of reviewing those leave terms with a view to leave regulations on a more permanent basis being introduced for Asians serving on the "oversens" conditions needs consideration and report to the Secretary of State.

5. The leave regulations for Europeans indicated in paragraph 1, I (a) and (b), have been revised and new leave terms for the European Overseas Service were brought into effect with the approval of Council and the sanction of the Secretary of State from the 1st January, 1937. The case for the revision of the leave terms of the Asian staff embodied in paragraph 1, II (a) and (b), has been carefully examined in all its aspects and in the light of the leave regulations in force from time to time both for Europeans and Asians.

The leave terms set out below are suggested for consideration as being fair and reasonable.

Approved Leave Regulations for the European Overseas Service.

<u>Tour</u>	<u>Leave.</u>
<u>Senior Officers</u> 24 - 36 months (i.e. officers (normal tour with ten years 36 months continuous service).	<u>5 days</u> per month or 180 days on completion of 36 months tour.

Junior Officers

	<u>Tour</u>	<u>Leave</u>
<u>Junior Officers</u> (i.e. officers with less than ten years continuous service).	36 - 48 months (normal tour - 48 months)	4 days per month or 192 days on completion of 48 months tour.

No difference is made between service in "unhealthy" or "healthy" stations either in regard to tours or leave.

Proposed Leave Regulations for the Asian Overseas Service.

<u>Senior Officers</u> (i.e. officers with more than 11 years continuous service).	48 months	3½ days per month or 168 days on completion of 48 months tour.
<u>Junior Officers</u> (i.e. officers with less than 11 years continuous service).	60 months	2½ days per month or 165 days on completion of 60 months tour.

6. In addition to the leave granted on completion of normal tour indicated in paragraphs 1, 3 and 4 above, European officers are allowed extra periods of the voyages to and from England not exceeding 10 days each way with full pay. Similarly Asian officers are allowed actual periods of voyages to and from India not exceeding 10 days each way with full pay.

7. No difficulty has been experienced in computing leave due to fractional calculations which the existing leave regulations for Asiatics as embodied in II (a) and (b) of paragraph 1 necessitate. No difficulty is therefore anticipated on this score if the revised leave terms as proposed above for the Asian Overseas Service are approved.

8. As stated in paragraph 2 supra the proposed leave regulations will apply only to a maximum number of 800 Asian pensionable officers. No new appointments of Asiatics on Overseas terms have been made since July 1931 or are likely to be made in future. As vacancies created by the retirement etc. of the existing Asian Overseas officers are being filled by the appointment of officers on the Asian Local Civil Service terms, commitments in regard to the privileges exclusively enjoyed by the Asian Overseas Service, including the proposed leave terms, if approved, will gradually be reduced as and when the Asiatics serving on Overseas terms leave the Service.

9. It is suggested that the proposed revision, if approved, should be introduced with effect from the 1st January, 1938.

3. Subject to your approval, which I trust will not be withheld, it is proposed to introduce the above leave regulations with effect from the 1st January, 1938.

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

R. Brooke-Bopham
AIR CHIEF MARSHAL,
GOVERNOR.

REVISION OF LEAVE REGULATIONS OF ASIANS
SERVING ON OVERSEAS TERMS OF SERVICE.

In 1932 a direction was received from the Secretary of State that as an emergency measure of economy the leave regulations of both Europeans and Asiatics should be revised as follows for a period not exceeding five years with effect from the 1st January, 1933:-

EUROPEANS.

I.	<u>Normal Tour</u>	<u>Leave.</u>
(a)	<u>36 months</u> in the case of an officer who had completed more than nine years continuous service.	<u>4 days</u> for each completed month of residential service or 144 days on completion of 36 months tour.
(b)	<u>48 months</u> in the case of an officer who had completed less than nine years continuous service.	<u>3 days</u> for each completed month of residential service or 144 days on completion of 48 months tour.

In both cases five months service at an unhealthy station was treated as six months service at a healthy station, i.e., officers whose normal tours were 36 months and 48 months could go on leave on completion of residential service at unhealthy stations of 30 months and 40 months respectively with leave earned in each case at the rate of 144 days.

ASIANS.

II.	<u>Normal Tour</u>	<u>Leave.</u>
(a)	<u>48 months</u> in the case of an officer who had completed more than eleven years continuous service.	<u>3½ days</u> for each completed month of residential service or 120 days on completion of 48 months tour.
(b)	<u>60 months</u> in the case of an officer who had completed less than eleven years continuous service.	<u>2½ days</u> for each completed month of residential service or 150 days on completion of 60 months tour.

2. There are at present approximately 800 Asiatics on the pensionable staff (who for facility of reference are termed hereafter as officers serving on "Overseas" conditions), to whom the leave terms set out in II (a) and (b) above apply. Of the 800 officers, approximately 275 officers have not yet completed 11 years service and are

are therefore serving on a 60 months tour while the normal tour of the remaining (325) officers is of 48 months duration.

3. Before the introduction of the 1933 revision of leave terms indicated in paragraph 1 above, the leave regulations in force for the European and the Asian staff were as summarised below. These regulations were introduced in April 1911 and in December 1909 respectively:-

EUROPEANS:

<u>Tour.</u>	<u>Leave.</u>
<u>20-30 months</u> (normal tour 30 months) irrespective of the length of an officer's service.	5 days if serving at a healthy station and <u>6 days</u> if serving at an unhealthy station for each month of residential service i.e., 150 days or 180 days as the case may be on completion of 30 months tour.

ASIANS.

<u>33-43 months</u> (normal tour 43 months) irrespective of the length of an officer's service.	<u>5 months</u> on completion of 43 months tour (average 3½ days per month).
-------------------------------------------------------------------------------------------------	------------------------------------------------------------------------------

4. The Asian Civil Service Association has submitted representations to Government for a revision of the leave terms of Asian staff and as the period of five years (for which period the revised leave regulations were introduced in 1933) will expire at the end of 1937, the question of reviewing those leave terms with a view to leave regulations on a more permanent basis being introduced for Asians serving on the "oversens" conditions needs consideration and report to the Secretary of State.

5. The leave regulations for Europeans indicated in paragraph 1, I (a) and (b), have been revised and new leave terms for the European Overseas Service were brought into effect with the approval of Council and the sanction of the Secretary of State from the 1st January, 1937. The case for the revision of the leave terms of the Asian staff embodied in paragraph 1, II (a) and (b), has been carefully examined in all its aspects and in the light of the leave regulations in force from time to time both for Europeans and Asians.

The leave terms set out below are suggested for consideration as being fair and reasonable.

Approved Leave Regulations for the European Overseas Service.

	<u>Tour</u>	<u>Leave.</u>
<u>Senior Officers</u> (i.e. officers with ten years continuous service).	<u>24 - 36 months</u> (normal tour 36 months)	5 days per month or 180 days on completion of 36 months tour.
		<u>Junior Officers</u>

	<u>Tour</u>	<u>Leave.</u>
<u>Junior Officers</u> (i.e. officers with less than ten years continuous service).	36 - 48 months (normal tour 48 months)	4 days per month or 192 days on completion of 48 months tour.

No difference is made between service in "unhealthy" or "healthy" stations either in regard to tours or leave.

Proposed Leave Regulations for the Asian Overseas Service.

<u>Senior Officers</u> (i.e. officers with more than 11 years continuous service).	48 months	3 $\frac{1}{4}$ days per month or 156 days on completion of 48 months tour.
<u>Junior Officers</u> (i.e. officers with less than 11 years continuous service).	60 months	2 $\frac{1}{4}$ days per month or 150 days on completion of 60 months tour.

6. In addition to the leave granted on completion of normal tour indicated in paragraphs 1, 3 and 5 above, European officers are allowed actual periods of the voyages to and from England not exceeding 28 days each way with full pay. Similarly Asian officers are allowed actual periods of voyages to and from India not exceeding 10 days each way with full pay.

7. No difficulty has been experienced in computing leave due to fractional calculations which the existing leave regulations for Asians as embodied in II (a) and (b) of paragraph 1 necessitate. No difficulty is therefore anticipated on this score if the revised leave terms as proposed above for the Asian Overseas Service are approved.

8. As stated in paragraph 2 supra the proposed leave regulations will apply only to a maximum number of 800 Asian pensionable officers. No new appointments of Asians on Overseas terms have been made since July 1931 or are likely to be made in future. As vacancies created by the retirement etc. of the existing Asian Overseas officers are being filled by the appointment of officers on the Asian Local Civil Service terms, commitments in regard to the privileges exclusively enjoyed by the Asian Overseas Service, including the proposed leave terms, if approved, will gradually be reduced as and when the Asians serving on Overseas terms leave the Service.

9. It is suggested that the proposed revision, if approved, should be introduced with effect from the 1st January, 1938.