

1923

E. AFRICA  
~~W. AFRICA~~

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35181

16 JUL 23

JULY 1923

REGISTRATION:

*Jeffries*  
(on return)

*St. Marks*  
U.S. of S.

U.S. of S.  
Secretary of State.

SUBJECT

MEDICAL OFFICERS

EXTENSIONS OF STUDY LEAVE

*Revision of Africa 1087*

Extracts from minutes on files of Dr J.H. Neill and Dr J.H. Thomson.

Previous Paper

800  
49163

MINUTES

1. Extract from MINUTES on Dr Neill's file.

These study leave extensions are a nuisance but they were wrung from us by the T.M.A. and the obligation has to be carried out. I think, however, that there is a lot to be said for not giving study leave in respect of compulsory T.M. courses taken as a condition of confirmation.

The M.O. who takes them in the ordinary before he goes out gets his fees, £3 a week and 5/- a day. The Medical Officer who takes the course in his first leave gets his fees full pay at about £650, 5/- a day, and a full pay extension of leave to cover the period of the course. Moreover he has in the same leave to fit in his course for the £700 efficiency

13 SEP 1923

35 copies made 1537  
530  
29213 Sept 25  
166  
593 14 September 22  
194  
26  
9 NOV 1925  
Dr. Thomson (w. Jeffries)

Previous Paper

136  
24  
E.6  
20369  
Thomson & Jeffries  
attached

MINUTES

MINUTES NOT TO  
ON THIS

efficiency bar, which probably takes another 3 months and means another 3 months extension, so that with voyages he is well over a year away from duty. No wonder that P.M.O's have to try and evade the regulation or postpone its working. I put up the somewhat similar case of Dr. de Boer (Kenya).

Officers now in the service must be treated according to the existing regulations, but if you think it worth while we might have a paper registered with copy of my minute for consideration of this particular point.

(Intd.) C.J.J. 25.6.23.

2. Extract from minutes on Dr. Thomson's file.

I think that we shall have to let him carry forward the study leave (we have already done this in the case of Dr. Sanderson of Nyasaland). It is I think wrong to allow such leave to be carried forward but Section III of Africa 1087 is so worded as to allow this concession, and I think that it would be difficult to refuse.

I

I should like however to revise Section III to make it clear (1) that 'Study leave' is subject to the exigencies of the service and (2) study leave can be deferred.

This might be taken up on a separate paper on which these minutes should be registered. (There are one or two other points in Africa 1087 which might be considered at the same time e.g. Section II - allowances).

As proposed by Mr. Jewell.

(Intd.) H.F.D.

28.6.23.

*H. Jeffries  
Mr. Bostwick  
Mr. Shockey*

*\* Copy amended There are 4 points on which Afs 1087 might be revised :-*

*A. Study leave in respect of Prof. Medicine course taken on leave (first extract above)*

*B. The question whether study leave should be 'deferred' (second extract above)*

*C. The point about training etc for officers who stay at home and only attend for instruction 2 or 3 days a week - ruling given in 1960/13 SA*

*D. Travelling expenses to be refunded to officers who stay at home and build up to the course each day - Discussed and settled on 1960/23 and 1960/23*





subject to the exigencies of the service, and the amount (within the maximum of six months) which is to be allowed will depend in each case upon the recommendation of the Governor. An

Officer who is prevented for any reason does not take full leave or of leave from taking the normal amount of <sup>leave</sup> which he is eligible <sup>to</sup> ~~and~~ <sup>may</sup> carry forward the balance <sup>unconsumed</sup> to a subsequent occasion. *W.S.*

If this amendment is approved we can explain the reason for it to Govt when sending out copies of the revised pamphlet; at the same time asking Govt to let us know, when an officer who is to take a course comes on leave, the maximum extension of his ordinary leave which should be granted. We might ask Govt to take into account when making these recommendations the <sup>probable</sup> ~~probable~~ <sup>probable</sup> of ordinary leave (e.g. and return) which is likely to be occupied by study, and suggest that when such <sup>leave</sup> <sup>is</sup> <sup>granted</sup> <sup>to</sup> <sup>an</sup> <sup>officer</sup> <sup>having</sup> <sup>at</sup> <sup>least</sup> <sup>2</sup> <sup>(or)</sup> <sup>months</sup> <sup>to</sup> <sup>himself</sup> <sup>clear</sup> <sup>(i.e.</sup> <sup>cont.</sup> <sup>when</sup> <sup>exigencies</sup> <sup>of</sup> <sup>the</sup> <sup>service</sup> <sup>render</sup> <sup>it</sup> <sup>impossible</sup> <sup>to</sup> <sup>allow</sup> <sup>him</sup> <sup>the</sup> <sup>full</sup> <sup>amount</sup> <sup>of</sup> <sup>leave</sup> <sup>permissible</sup> <sup>to</sup> <sup>him</sup> <sup>at</sup> <sup>the</sup> <sup>time</sup>

C. As I understand the upshot of the minutes on 1960/23 <sup>14A</sup> EA it is 552 necessary to amplify §II(4)(iii) as follows - preferably, I think by a footnote.

"Officers who <sup>stay</sup> <sup>at</sup> <sup>home</sup> <sup>while</sup> <sup>attending</sup> <sup>courses</sup> <sup>of</sup> <sup>instruction</sup> which involve attendance on less than five days in the week will only receive training allowance in respect of the actual days of attendance." <sup>Attendance</sup> <sup>their</sup> <sup>usual</sup> <sup>plans</sup>

D. Reaffirms. See the letter to CA on 29663/23 in which we directed amendment of the T&S agreements which are based (as regards §4) on §I(2) of Apr 1087.

? amend last para of §I(2) of Apr 1087 by inserting after 'to' in first line "the payments mentioned under"

(2) by deleting '8s a day' and substituting "the amount of these payments."

? first to P.D. for a proof as revised. *400 23/72*

see para 7  
amendment  
on alt. copy  
400

I agree with these proposals, ~~which~~  
<sup>as now</sup>  
~~revisions~~ slightly amended in  
discussion with Mr. Dennis.

C. J. J. 7.8.23

to Mr. J. 7.8.23

~~A. Dennis~~

Mr. Jeffries

conce-

Mr. Dennis

Before sending for proof  
I shall be obliged if you will check  
the amended copy attached  
Will 250 press copies be enough?

10/7/23

I think that the amended copy is  
all right.

7/23/23 shows that 250 copies of  
the last edition were printed  
in B.M.A. asked for 30  
and we could only get them  
later in.

I think we had better have

300 copies printed this time  
and 46 B.M.A. have 30

H.D.

11.8.23

Mr. Wilson  
Handwritten note

Pages  
off 11.8.23

Mr. Jeffries  
Mr. Dennis  
Proof attached  
for revision & for auth to

print off.

The other papers (West  
African) which were with  
this were returned to P.R.,  
on 23 Aug

T.M.  
22/8/23

22/8/23  
print off. 25.8.23

25.8.23  
above

Mr. Jeffries

Copies of the new edition  
are now available

T.M.  
25/8/23

Mr. Mackenzie  
Mr. Parkinson

Time  
short

? Distribute to Depts. and

as on 44569/21 (was pointing out to  
Governors - not B.M.A! - the alterations  
made).

C. J. J. 6.9.23.

6/9/23

And. We have 5/9 was get hold  
of the alterations. Many answers in  
5/9 were. All 6.9.23 above.

we also leave  
them to ask for  
more copies if  
they want them

off

Mr. Jeffries, Mr. Dwayne

S.O. has raised question of type as the sea months are running out. We have in stock 150 copies. Do you think any more will be required if so, how many?

Unless a revision is contemplated in the early future, it would seem better to have enough copies to last some time & disperse the type of so & so all a work.

Please let us know soon

Wm. Wilson 7.11  
20/7/124

When the S.A.M.S. signs are finally settled, we shall have to re-set this pamphlet, probably. The 150 copies should last till then & I would like the type go. If however further copies are to be printed the period covered noted on page 3 should be made.

Version  
I hope  
Yes  
H.D.

S.O. with  
H.D.

Mr. Jeffries, Mr. Dwayne

The stock of the pamphlet (African East) No. 1087, 3rd Edition) is reduced to 20 copies. For the next Edition the type will have to be set up afresh. A copy of the S.A.M.S. Regs. (African East) No. 1103 is annexed.

28/6/10  
H.D.

It is desirable enough to bring this up to date. I have made some corrections.

H.D. 28/6/10

The pamphlet is all right now, I think. We had better have 250 copies of the new edition.

H.D.  
17/7/25  
Africa

Mr. Jeffries, Mr. Dwayne

I enclose a proof for approval. There is one query (p. 4).  
? Print off.

[I note here that copies of the new edition must go to the B.M.A. as soon as they are available.]

H.D. 22/10/10  
Africa

Further marking off

6 copies to  
 Box Hya 112  
 Hya 1475  
 Hya 302  
 Blue Star 253  
 Gw T.T. 669  
 " Limited 148

9 - NOV 1925 ✓

ka To Ch Sec Hya - 300 1925 3/4

in office  
 922 copies of Johnson are now available

10/15/25  
 PD

Mr. Dawson

Dpls. herewith is a hand,  
 meaning to send out a copy for each H.O. in room

Room 2 to note that there is a new edition (for  
 welcome in offers of appl) +  
 to distribute to you, Mr Jewell  
 and myself

notes to office  
 Done.  
 To office

Is Mr Jewell a note in  
 room in connection with stock  
 off 4/1/25

noted  
 HA

10/16/25  
 10/16/25  
 at home

Papers to be brought up when  
pamphlet next revised.

File 15053 S.A. G. J. C. Johnstone

*For Approval*  
557

*Printed for the use of the Colonial Office.*

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African (East).

No. 1,087

(Fourth Edition).

**RULES**

AS TO

**COURSES OF INSTRUCTION  
AND STUDY LEAVE**

FOR

**OFFICERS OF  
THE EAST AFRICAN MEDICAL  
SERVICE.**

---

COLONIAL OFFICE,

October, 1925.

*For Approval*  
557

*Printed for the use of the Colonial Office.*

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SERVICE.

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COLONIAL OFFICE.

October, 1925.



3

558

## Rules as to Courses of Instruction and Study Leave for Officers of the East African Medical Service.

**I. Course of Instruction on first appointment.**—(1) Officers are required to take a course of instruction in tropical medicine at the London School of Hygiene and Tropical Medicine, or the Liverpool School of Tropical Medicine prior to appointment.

The following payments are made by the Government:—

- (i) Fees for tuition.
- (ii) £3 a week, for board and lodging expenses (paid monthly in arrears).
- (iii) A training allowance of 5s. a day during the period of the course and for such period subsequent to the course up to the date of embarkation as the Secretary of State may determine.

The officer is liable to refund all these payments if he declines to take up the appointment for which he has been selected, if he fails to obtain a satisfactory certificate at the conclusion of the course as to his attendance, progress, and proficiency, or if he relinquishes his appointment for any other reason than physical or mental infirmity (not caused by his own misconduct), or is removed from the service for misconduct within three years of the date of his arrival in the Dependency to which he is appointed.

(2) If an officer has not taken a course of instruction in tropical medicine prior to appointment, he is required to take the course during his first leave of absence, and to obtain a satisfactory certificate before he can be confirmed in his appointment.

The following payments are made by the Government:—

- (i) Fees for tuition.
- (ii) Railway fare (1st class) from the officer's place of residence to the School at the beginning of the course and from the School to his place of residence at the end of the course.
- (iii) A lodging allowance of 5s. a night if the officer has to sleep away from his usual place of residence in order to take the course.

As an alternative to the payments mentioned under (ii) and (iii), daily railway fares for every day of attendance at the course will be paid, not exceeding the amount of those payments, if the officer is at his usual place of residence during the course of instruction.

**II. Subsequent courses of instruction.**—(1) Officers are required to take a special course of study while on leave, before passing the "efficiency bar" at £800, and a second special course of study

before passing the "efficiency bar" at £800, or promotion to the grade of Senior Medical Officer (£800-£900), Senior Sanitation Officer, or to a Specialist Appointment.

(2) Approved courses of study for this purpose are:—

- (i) The three months' course at the West London Post-graduate College or the London School of Clinical Medicine, Greenwich, in clinical medicine, clinical surgery, and pathology.
- (ii) The course of study and examination for a recognised diploma or degree in public health, sanitary science, or state medicine.
- (iii) The course of study and examination for a further medical or surgical diploma or degree.
- (iv) A course of study in some special branch of medical or surgical practice (e.g. ophthalmology, dermatology, genito-urinary diseases).
- (v) An advanced course at the London School of Hygiene and Tropical Medicine, or the Liverpool School of Tropical Medicine.
- (vi) Any other course recommended by the Governor and approved by the Secretary of State.

(3) Voluntary courses of instruction may be taken by officers on leave in any subject desired.

(4) The following payments are made by the Government in respect of compulsory approved courses:

- (i) Tuition and examination fees.
- (ii) Railway fares and lodging allowance as in Section I (2).
- (iii) Training allowance of 5s. a day for the period necessarily occupied by the actual course of instruction and examination.

All these payments are conditional on the officer undertaking to refund them if he fails to pass the examination at the end of the course and obtain the diploma or degree as the case may be, or to obtain a satisfactory report as to attendance and diligence, if there is no examination, or if he relinquishes his appointment for any other reason than mental or physical infirmity (not caused by his own misconduct) before completing a full tour of service after taking the course.

Similar payments may be made under similar conditions in respect of voluntary courses provided that the Governor approves the course and so recommends.

**III. Extension of leave for courses of instruction.**—Extensions of leave for officers taking compulsory or voluntary courses of instruction as in Sections I (2) and II will be granted with full

\* Officers who stay at their usual place of residence while taking courses of instruction which involve attendance of less than five days in the week will receive training allowance only in respect of the actual days of attendance.

† If an officer takes the course of study and examination for a further medical or surgical diploma or degree (see Section II (2) (iii)) tuition fees and other payments specified in 4 (ii) and (iii) will be paid, provided that a satisfactory report as to attendance and diligence is received, even if the officer fails to pass the examination for the diploma or degree; if he is successful in the examination and qualifies for the diploma or degree, the examination fees also will be paid.

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*Printed copy*

Africa (East)  
No. 1,067  
(Third Edition).  
Fourth

pay up to a maximum of six months, the period spent in study being, subject to the maximum of six months, additional to leave earned by service in East Africa. Such extensions of leave are, however, subject to the exigencies of the service, and the amount (within the maximum of six months) which is to be allowed will depend in each case upon the recommendation of the Governor. An officer who, for any reason, does not take the full extension of leave for which he is eligible cannot carry forward the balance to a subsequent occasion.

If an officer fails to return for duty at the end of his leave, or fails to obtain a satisfactory report as to attendance and diligence at the end of the course, or relinquishes his appointment for any other reason than mental or physical infirmity (not caused by his own misconduct) before completing a full tour of service after taking the course, he is liable to refund the pay granted to him in respect of any such extension of leave.

IV Applications to attend courses of instruction on leave.— Before coming on leave, an officer who contemplates taking any course of instruction (whether a compulsory course or a voluntary course) must apply through the Director of Medical and Sanitary Services, in order that a specific recommendation as to the course to be taken may be submitted by the Governor to the Secretary of State, and it must be understood that, if on the recommendation of the Director the Governor considers that one of the compulsory approved courses other than that applied for would be preferable, the Governor's decision must be accepted.

COLONIAL OFFICE,  
October, 1925.

RULES

AS TO

COURSES OF INSTRUCTION AND  
STUDY LEAVE

FOR

EAST AFRICAN MEDICAL SERVICE  
OFFICERS OF THE R

COLONIAL OFFICE,  
August, 1923.

1923

Printed for the use of the Colonial Office

Africa (East)

No. 1,067

(Third Edition)

Fourth

*Price 1/6*

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If an officer fails to return for duty at the end of his leave, or fails to obtain a satisfactory report as to attendance and diligence at the end of the course, or relinquishes his appointment for any other reason than mental or physical infirmity (not caused by his own misconduct) before completing a full tour of service after taking the course, he is liable to refund the pay granted to him in respect of any such extension of leave.

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COLONIAL OFFICE,  
October, 1925.

RULES

AS TO

COURSES OF INSTRUCTION AND  
STUDY LEAVE

FOR

EAST AFRICAN MEDICAL SERVICE  
OFFICERS OF THE

COLONIAL OFFICE,  
August, 1925.

1925

Rules as to Courses of Instruction and Study

Leave for East African Medical Officers of the S.

School of Hygiene and Tropical Medicine on the

1. *Officers* Course of Instruction on first appointment. (1) *Medical Officers* are required to take a course of instruction in tropical medicine at the London or Liverpool School of Tropical Medicine prior to appointment.

The following payments are made by the Government:

- (i) Fees for tuition.
- (ii) £3 a week, for board and lodging expenses (paid monthly in arrears).
- (iii) A training allowance of 5s. a day during the period of the course and for such period subsequent to the course up to the date of embarkation as the Secretary of State may determine.

The officer is liable to refund all these payments if he declines to take up the appointment, for which he has been selected, if he fails to obtain a satisfactory certificate at the conclusion of the course as to his attendance, progress, and proficiency, or if he relinquishes his appointment for any other reason than physical or mental infirmity (not caused by his own misconduct), or is removed from the service for misconduct within three years of the date of his arrival in the Dependency to which he is appointed.

(2) If a *medical* officer has not taken a course of instruction in tropical medicine prior to appointment, he is required to take the course during his first leave of absence, and to obtain a satisfactory certificate before he can be confirmed in his appointment.

The following payments are made by the Government:

- (i) Fees for tuition.
- (ii) Railway fare (1st class) from the officer's place of residence to the School at the beginning of the course and from the School to his place of residence at the end of the course.
- (iii) A lodging allowance of 5s. a night if the officer has to sleep away from his usual place of residence in order to take the course.

As an alternative to the payments mentioned under (ii) and (iii), daily railway fares for every day of attendance at the course will be paid, not exceeding the amount of those payments, if the officer is at the usual place of residence during the course of instruction.

11. *Subsequent courses of instruction* Officers are required to take a second course of study while on leave of absence from the "efficiency bar" at £800, and a second course of study

before passing the "efficiency bar" at £800, or promotion to the grade of Senior Medical Officer (£800-£900), *Senior Sanitation Officer*, or to a *Specialist Appoint-ment*

(2) Approved courses of study for this purpose are:

- (i) The three months' course at the West London Post-graduate College or the London School of Clinical Medicine, Greenwich, in clinical medicine, clinical surgery, and pathology.
- (ii) The course of study and examination for a recognised diploma or degree in public health, sanitary science, or state medicine.
- (iii) The course of study and examination for a further medical or surgical diploma or degree.
- (iv) A course of study in some special branch of medical or surgical practice (e.g., ophthalmology, dermatology, genito-urinary diseases).
- (v) An advanced course at the London or Liverpool School of Tropical Medicine.
- (vi) Any other course recommended by the Governor and approved by the Secretary of State.

School of Hygiene and Tropical Medicine on the

(3) Voluntary courses of instruction may be taken by *medical* officers on leave in any subject desired.

(4) The following payments are made by the Government in respect of compulsory approved courses:

- (i) Tuition and examination fees.
- (ii) Railway fares and lodging allowance as in Section I (2).
- (iii) Training allowance of 5s. a day for the period necessarily occupied by the actual course of instruction and examination.

All these payments are conditional on the officer undertaking to refund them if he fails to pass the examination at the end of the course and obtain the diploma or degree as the case may be, or to obtain a satisfactory report as to attendance and diligence, if there is no examination, or if he relinquishes his appointment for any other reason than mental or physical infirmity (not caused by his own misconduct) before completing a full tour of service after taking the course.

Similar payments may be made under similar conditions in respect of voluntary courses provided that the Governor approves the course and so recommends.

12. *Extension of leave for courses of instruction* Extension of leave for officers taking compulsory or voluntary courses of instruction as in Sections I (2) and II will be granted with full pay up to a

\* Officers who stay at their usual place of residence while taking courses of instruction which involve attendance on less than five days in the week will receive training allowance only in respect of the actual days of attendance.

13. *Refund of leave* Leave for study and examination for a further medical or surgical diploma or degree, or for a diploma or degree in public health, sanitary science, or state medicine, or for a diploma or degree in some special branch of medical or surgical practice, or for a diploma or degree in tropical medicine, or for a diploma or degree in any other course recommended by the Governor and approved by the Secretary of State, will be granted with full pay up to a maximum of 12 months, if the officer takes to pass the course with attendance and diligence in respect of which the examination for the diploma or degree is successful, and if he so successfully passes the examination for the diploma or degree, the examination fees also will be paid.

Rules as to Courses of Instruction and Study  
Leave for East African Medical Officers of the S.

School of Hygiene and Tropical Medicine, or the

I. *Officers* Course of Instruction on first appointment. (1) *Medical Officers* are required to take a course of instruction in tropical medicine at the London or Liverpool School of Tropical Medicine prior to appointment.

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The following payments are made by the Government :-

- (i) Fees for tuition.
- (ii) Railway fare (1st class) from the officer's place of residence to the School at the beginning of the course and from the School to his place of residence at the end of the course.
- (iii) A lodging allowance of 2s. 6d. a night if the officer has to sleep away from his usual place of residence in order to take the course.

As an alternative to the payments mentioned under (ii) and (iii), daily railway fares for every day of attendance at the course will be paid, not exceeding the amount of those payments, if the officer is at his usual place of residence during the course of instruction.

II. *Subsequent courses of instruction.* (1) *Medical Officers* are required to take a second course of study while on leave of absence at the "efficiency bar" at £800, and a second special course of study

before passing the "efficiency bar" at £800, or promotion to the grade of Senior Medical Officer (£800-£900), *Senior Sanitation Officer* or *Specialist Appointed*

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- (iii) The course of study and examination for a further medical or surgical diploma or degree.
- (iv) A course of study in some special branch of medical or surgical practice (e.g. ophthalmology, dermatology, genito-urinary diseases).
- (v) An advanced course at the London or Liverpool School of Tropical Medicine.
- (vi) Any other course recommended by the Governor and approved by the Secretary of State.

School of Hygiene and Tropical Medicine, or the

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- (i) Tuition and examination fees.
- (ii) Railway fares and lodging allowance as in Section I (2).
- (iii) Training allowance of 5s. a day for the period necessarily occupied by the actual course of instruction and examination.

All these payments are conditional on the officer undertaking to refund them if he fails to pass the examination at the end of the course and obtain the diploma or degree as the case may be, or to obtain a satisfactory report as to attendance and diligence, if there is no examination, or if he relinquishes his appointment for any other reason than mental or physical infirmity (not caused by his own misconduct) before completing a full tour of service after taking the course.

Similar payments may be made under similar conditions in respect of voluntary courses provided that the Governor approves the course and so recommends.

II. *Extension of leave for courses of instruction.* (1) Extensions of leave for officers taking compulsory or voluntary courses of instruction as in Sections I (2) and II will be granted with full pay or to a

\* Officers who stay at their usual place of residence while taking courses of instruction which involve attendance on less than five days in the week will receive training allowance only in respect of the actual days of attendance. If an officer takes the course at a school or college for a further diploma or degree as in Section I, or this section, he will receive the full medical diploma or degree as in Section I, or this section, provided that a satisfactory report as to attendance and diligence is received, even if an officer fails to pass the examination for the diploma or degree. If an officer fails in the examination and qualification for the diploma or degree, his examination fees will be paid.

maximum of six months, the period spent in study being subject to the maximum of six months additional to leave earned by service in East Africa. Such extensions of leave are, however, subject to the exigencies of the service, and the amount (within the maximum of six months) which may be allowed will depend in each case upon the recommendation of the Governor. An officer who, for any reason, does not take the full extension of leave for which he is eligible cannot carry forward the balance to a subsequent occasion.

If an officer fails to return for duty at the end of his leave, or fails to obtain a satisfactory report as to attendance and diligence at the end of the course, or relinquishes his appointment for any other reason than mental or physical infirmity (not caused by his own misconduct) before completing a full tour of service after taking the course, he is liable to refund the pay granted to him in respect of any such extension of leave.

IV. *Applications to attend courses of instruction on leave.* Before coming on leave, ~~a~~ <sup>an</sup> officer who contemplates taking any course of instruction (whether a compulsory course or a voluntary course) must apply through the ~~European~~ <sup>Principal</sup> Medical Officer, in order that a specific recommendation as to the course to be taken may be submitted by the Governor to the Secretary of State; and it must be understood that, if on the recommendation of the ~~Principal~~ <sup>Principal</sup> Medical Officer the Governor considers that one of the compulsory approved courses other than that applied for would be preferable, the Governor's decision must be accepted.

COLONIAL OFFICE,

August, 1923.

1925

Director  
of Medical  
and Sanitary  
Services

*Planned by H. H. Downie*

Printed for the use of the Colonial Office.

561

African (East).

No. 1,087

(Second Edition).

## RULES

# COURSES OF INSTRUCTION AND STUDY LEAVE

FOR

## EAST AFRICAN MEDICAL OFFICERS.

COLONIAL OFFICE,

January, 1922.

*Placed in return to H. D. D. Office*

Printed for the use of the Colonial Office.

African (East).

No. 1,087

(Second Edition).

RULES

COURSES OF INSTRUCTION AND  
STUDY LEAVE

FOR

EAST AFRICAN MEDICAL  
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COLONIAL OFFICE,  
January, 1922.

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If an officer fails to return for duty at the end of his leave, or fails to obtain a satisfactory report as to attendance and diligence at the end of the course, or relinquishes his appointment for any other reason (personal or physical infirmity (not caused by his own misconduct) before completing a full tour of service after taking the course, he is liable to refund the pay granted to him in respect of any such extension of leave.

IV. *Applications to attend courses of instruction on leave.* Before coming on leave, ~~a compulsory~~ officer who contemplates taking any course of instruction (whether a compulsory course or a voluntary course) must apply through the Principal Medical Officer, in order that a specific recommendation as to the course to be taken may be submitted by the Governor to the Secretary of State, and it must be understood that, if on the recommendation of the Principal Medical Officer the Governor considers that one of the compulsory approved courses other than that applied for would be preferable, the Governor's decision must be accepted.

COLONIAL OFFICE,

*August, 1922*

1923

*Director  
of Medical  
and Sanitary  
Services*

## Rules as to Courses of Instruction and Study Leave for East African Medical Officers.

*I. Course of instruction on first appointment.* (1) Medical officers are required to take a course of instruction in tropical medicine at the London or Liverpool School of Tropical Medicine prior to appointment.

The following payments are made by the Government

- (i) Fees for tuition
- (ii) £3 a week, for board and lodging expenses (paid monthly in arrears)
- (iii) A training allowance of 5s a day during the period of the course and for such period subsequent to the course up to the date of embarkation as the Secretary of State may determine.

The officer is liable to refund all these payments if he declines to take up the appointment for which he has been selected, if he fails to obtain a satisfactory certificate at the conclusion of the course as to his attendance, progress, and proficiency, or if he relinquishes his appointment for any other reason than physical or mental infirmity (not caused by his own misconduct), or is removed from the service for misconduct within three years of the date of his arrival in the Dependency to which he is appointed.

(2) If a medical officer has not taken a course of instruction in tropical medicine prior to appointment, he is required to take the course during his first leave of absence, and to obtain a satisfactory certificate before he can be confirmed in his appointment.

The following payments are made by the Government —

- (i) Fees for tuition.
- (ii) Railway fare (first class) from the officer's place of residence to the School at the beginning of the course and from the School to his place of residence at the end of the course.
- (iii) A lodging allowance of 5s. a night if the officer has to sleep away from his usual place of residence in order to take the course.

As an alternative to (ii) and (iii), daily railway fares for every day of attendance at the course will be paid, not exceeding ~~the~~ <sup>the payment mentioned in (ii)</sup> if the officer is at his usual place of residence during the course of instruction.

*II. Subsequent courses of instruction.* (1) Medical officers are required to take a special course of study while on leave, before passing the "efficiency bar" at £700, and a second special course of study

before passing the "efficiency bar" at £800, or promotion to the grade of Senior Medical Officer (£800-£900).

(2) Approved courses of study for this purpose are:—

- (i) The three months' course at the West London Post-graduate College or the London School of Clinical Medicine, Greenwich, in clinical medicine, clinical surgery, and pathology.
- (ii) The course of study and examination for a recognised diploma or degree in public health, sanitary science, or state medicine.
- (iii) The course of study and examination for a further medical or surgical diploma or degree.
- (iv) A course of study in some special branch of medical or surgical practice (e.g., ophthalmology, dermatology, genito-urinary diseases).
- (v) An advanced course at the London or Liverpool School of Tropical Medicine.
- (vi) Any other course recommended by the Governor and approved by the Secretary of State.

(3) Voluntary courses of instruction may be taken by medical officers on leave in any subject desired.

(4) The following payments are made by the Government in respect of compulsory approved courses.

- (i) Tuition and examination fees.
- (ii) Railway fares and lodging allowance as in Section I (2).
- (iii) Training allowance of 5s. a day for the period necessarily occupied by the actual course of instruction and examination.

All these payments are conditional on the officer undertaking to refund them if he fails to pass the examination at the end of the course and obtain the diploma or degree as the case may be, or to obtain a satisfactory report as to attendance and diligence, if there is no examination, or if he relinquishes his appointment for any other reason than mental or physical infirmity (not caused by his own misconduct) before completing a full tour of service after taking the course.

Similar payments may be made under similar conditions in respect of voluntary courses provided that the Governor approves the course and so recommends.

*III. Extension of leave for courses of instruction.*—(1) Extension of leave for officers taking compulsory or voluntary courses of instruction as in Sections I (2) and II will be granted with full pay up to a

\* If an officer takes the course of study and examination for a further medical or surgical diploma or degree [see Section I (2) (iii)] tuition fees and the other payments specified in (4) (ii) and (iii) will be paid, provided that a satisfactory report as to attendance and diligence is received, even if the officer fails to pass the examination for the diploma or degree, if he is successful in the examination and qualifies for the diploma or degree, the examination fee will be paid.

+ Officers who have been at the School of Tropical Medicine, Liverpool, and who have passed the examination for a diploma or degree in tropical medicine, clinical medicine, clinical surgery, and pathology, may be exempted from the course of instruction and examination for a recognised diploma or degree in public health, sanitary science, or state medicine.



4  
maximum of six months, the period spent in study being, subject to the maximum of six months, additional to leave earned by service in East Africa.

9 →  
See in  
A. S. S. S.  
on  
3578/23  
If an officer fails to return for duty at the end of his leave or fails to obtain a satisfactory report as to attendance and diligence at the end of the course, or relinquishes his appointment for any other reason than mental or physical infirmity (not caused by his own misconduct) before completing a full tour of service after taking the course, he is liable to refund the pay granted to him in respect of any such extension of leave.

IV. *Applications to attend courses of instruction on leave.*—Before coming on leave, a medical officer who contemplates taking any course of instruction (whether a compulsory course or a voluntary course) must apply through the Principal Medical Officer, in order that a specific recommendation as to the course to be taken may be submitted by the Governor to the Secretary of State; and it must be understood that, if on the recommendation of the Principal Medical Officer the Governor considers that one of the compulsory-approved courses other than that applied for would be preferable, the Governor's decision must be accepted.

COLONIAL OFFICE,

January, 1922.

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9 →  
See in  
n. n. n. h.  
on  
3578/23

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COLONIAL OFFICE,  
January, 1922.

Co/35781/22

F.A.

C. D.  
R. 11 SEP.  
D. 12

13 Sept. 1922

*[Handwritten signature]*

DRAFT.

Sir,

Medical Society  
British Medical Assocn.

With ref to the letter  
from this Dept. of the  
18th of Jan., 1922, I

MINUTE.

am now to transmit to  
you for your information,  
you a copy of a revised  
edition of the pamphlet  
"African (East) 105",

- Mr. Jeffries 10/9/22
- Mr. Mackay 10/9/22
- Mr. Parkinson
- Mr. Dove
- Mr. G. Grindle
- Mr. H. Head
- Mr. J. Hudson-Smith
- Mr. Ormsby Gore
- Director of Research

containing rules as  
to courses of instruction  
and study leave  
for S. African medical  
officers.  
(Signed) G. GRINDLE

105  
3 copies  
2 9/11

Co/35751/23

S. A.

C. D.  
R. 11 SEP.  
D. 12

13 Sept. 1923

*Handwritten signature/initials*

DRAFT.

Sir,

Medical Society  
British Medical Assoc.

With ref to the letter  
from this Dept. of the  
18th of Jan., 1922, I

MINUTE.

am now to transmit to  
for your information,  
you 14 copies of a revised  
edition of the pamphlet

- Mr. Jeffries 109/22
- Mr. Mackay 109/23
- Mr. Parkin
- Mr. Duce
- Sir G. Spence
- Sir H. Begg
- Mr. J. Macdonald Smith
- Mr. Gwynne, Pres.
- Depts of Devonshire

African (East) 1087,

containing rules as  
to courses of instruction  
and study leave  
for S. African medical

*Handwritten notes:*  
1087  
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18 (10/11)

(Signed) G. GRINDLE



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● Sir Compton  
Banyan to 66  
Rust

Mysalala to 292  
GHS

Uganda to 5280

**DRAFT.**  
Sir [unclear]

T.T. to 593  
Sour [unclear]

Samalita to 184 (copy 4)  
Sir [unclear]

**MINUTE.**

Mr. Jewell 7.9.23

Mr. [unclear] 10.9.23

Mr. [unclear] 10/10/23

Mr. [unclear]

Mr. Davis.

Sir G. Grindle.

Sir H. Road.

Sir J. Masterton Smith.

Mr. Ormby-Gore.

Duke of Devonshire.

For use

2 Dpts.

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[unclear] 15  
[unclear] 20  
[unclear] 35  
[unclear] 30  
[unclear] 10

1-4 13 Sept 1923  
576 14

Sir

With ref. to Mr. Chardall's

dispatch to  
1/89 ✓  
2/11 ✓  
3/16 ✓ of the 19th of Jan., 1923  
4/40 ✓  
5/36 ✓  
6/19 ✓

I have the honour to transmit to you

copies of a revised edition of

the Rules as to courses of

instruction and study leave for

East African Medical Officers

2. I desire to draw your

attention to the following

alterations which have been  
following section of the  
and the further edition  
of the Rules -

(i) Paragraph I (2)

The alternative payment specified in this subsection has been amended so as to cover the payment mentioned in (ii) & (iii) of the subsection.

ii) Para II (4) (iii) Note.

The decision embodied in this note involves a slight departure from the practice hitherto observed in regard to training allowance.

~~3. This alteration in the Rules should be brought to the notice of all Officers of the Indian Air Force Medical Service under ~~for administration~~~~

(iii) Para. III The word

and their instances have been added since cases have arisen in which it has been

~~not to Para II (4)~~  
(i) Paragraph I (2)

The alternative payment specified in this subsection has been amended so as to cover the payment mentioned in (ii) & (iii) of the subsection

ii) Para II (4) (iii) Note.

The decision embodied in the note involves a slight departure from the practice hitherto observed in regard to training allowance.

~~3. The alteration in the Rule should be brought to the notice of all officers of the last African Medical Service under ~~the administration~~~~

(iii) Para. III. The second

and third sentences have been added since cases have arisen in which it has been

DEPT.

2

MINUTE.

Mr.  
 Mr.  
 Mr.  
 Mr. Davis  
 Mr. G. Beinde.  
 Mr. H. Bond.  
 Mr. J. Huxterton Smith  
 Mr. Ormady Cove.  
 Duke of Devonshire.

found impossible to allow  
 an officer to take the  
 full extension of leave  
 for which he was eligible,  
 and it ~~was~~ <sup>has been</sup> necessary,  
 under the original regulations,  
 to allow him to carry forward  
 the balance to a future  
 occasion. While I consider  
 it ~~desirable~~ <sup>important</sup> that whenever  
 practicable an officer should  
 be enabled to take the  
 full extension of leave  
 presented, I do not think  
 that it desirable that  
 such extensions should be  
 carried

DEPT.

2

MINUTE.

Mr.

Mr.

Mr.

Mr. Davis.

Mr. G. Gosnell.

Mr. H. Bond.

Mr. J. Marlinton Smith.

Mr. Ormsby Gore.

Duke of Devonshire.

found impossible to allow  
 an officer to take the  
 full extension of leave  
 for which he was eligible,  
 and it ~~was~~ <sup>has been</sup> necessary,  
 under the original regulations,  
 to allow him to carry forward  
 the balance to a future  
 occasion. While I consider  
 it ~~desirable~~ <sup>improbable</sup> that whenever  
 practicable an officer should  
 be enabled to take the  
 full extension of leave  
 prescribed, I do not think  
 that it desirable that  
 such extensions should be  
 carried

carried forward. I shall  
be glad if in future  
you will inform me, when  
an officer who is to take  
a course comes on leave,  
of the maximum extension  
of his ordinary leave which  
can be granted without  
serious inconvenience to the  
Govt. In making these  
recommendations you will  
no doubt take into account  
the proportion of the officer's  
ordinary vacation and return  
leave which is likely to  
be occupied by study. I  
would suggest that whenever  
possible your recommendations  
should

DRAFT

3

MINUTE.

Mr.  
Mr.  
Mr.  
Mr. Dutt  
Mr. D. Ghosh  
Mr. H. Bose  
Mr. J. Nathaniel Dutt  
Mr. G. S. Chatterjee  
Duke of Devonshire

560

should allow for an officer  
having at least three  
months leave (i.e.  
including the leave  
in England which will not  
be spent in study when  
assigned of the service  
under it impossible to  
allow him the full  
amount of leave  
permissible under the  
regulations

3. I shall be glad  
if you will send the  
new

carried forward. I shall  
be glad if in future  
you will inform me, when  
an officer who is to take  
a course ~~is~~ comes on leave,  
of the maximum extension  
of his ordinary leave which  
can be granted without  
serious inconvenience to the  
Govt. In making these  
recommendations you will  
no doubt take into account  
the proportion of the officer's  
ordinary vacation and return  
leave which is likely to  
be occupied by study. I  
would suggest that whenever  
possible your recommendations  
should

DRAFT.

3

MINUTE.

Mr.

Mr.

Mr.

Mr. Davis

Sir G. Oswald

Sir H. Rand

Sir J. Matheson Smith

Mr. Ormsby Gore

Duke of Devonshire

566

should allow for an officer  
having at least three  
~~months~~ clear (i.e.  
continuous) months in  
England which will not  
be spent in study when  
 exigencies of the service  
under it impossible to  
allow him the full  
amount of leave  
permissible under the  
regulations.

3. I shall be glad  
if you will cause the  
new

DRAFT.

3

MINUTE.

Mr.

Mr.

Mr.

Mr. Davis.

Sir G. Osbald.

Sir H. Reid.

Sir J. Masteron Smith.

Mrs. Cornaby Cox.

Duke of Devonshire.

should allow for an officer  
 leaving at least three  
~~months~~ clear (i.e.  
 continuous) months in  
 England which will not  
 be spent in study, when  
 exigencies of the service  
 render it impossible to  
 allow him the full  
 amount of leave  
 permissible under the  
 regulations.

3. I shall be glad  
 if you will cause the  
 new

new Rules to be  
 communicated to  
 all officers of the  
 East African Medical  
 Service in the impending  
 under your administration

(Signed) LEVONSHIRE

Mr. Jeffries 6/11/23  
 Mr. Downie 6/11/23  
 Mr. Strachey  
 Mr. J. Shuckburgh  
 Mr. C. Davis  
 Mr. O. Grindle  
 Mr. J. Masterton Smith  
 Mr. Ormsby-Gore  
 Mr. Amery

CO/ 35781/23

S. Africa

Ind

C.	D.
R	6 NOV
D	6

DRAFT.

Kenya ho 1126  
 Tanganyika ho 114  
 Nyasaland ho 283  
 Uganda ho 127  
 T.T. ho 302  
 Somaliland ho 1275  
 ho 664  
 ho 1126

SIR.

9 Nov 1923

With ref to the Duke of Devonshire's  
 despatch No. 21337  
 2666 of the 13<sup>th</sup>  
 292 of the 14<sup>th</sup>  
 4555  
 5593  
 6184

of Sept, 1923, I have the  
 honour to inform you for your  
 information, six copies of  
 a new edition of the pamphlet  
 African

2 of 6

Co/35181/23

East Africa

Send

Jeffries 5/pts  
Downie 6/14/25f

*[Handwritten mark]*

- Strachey.
- J. Luckburgh.
- O. Davis.
- G. Grindle.
- J. Munster Smith.
- Ormsby-Gore.
- Amery.

DRAFT.

9 Nov.

1925

Medical Sec. SIR,  
East African Assn

I am a to transmit to you the acc. three copies of a new edition of the pamphlet African (East) No. 1087 (Rules as to Courses of Instruction & Study leave for Officers of the East African Medical Service). No alterations of substance have been made in this edition.

No. 1087  
(4th Ed. 3 copies)

2 Dfts.

(Signed) W. C. BOTTOMLEY.

*2nd*

*ca*  
*[scribble]*

The Under Secretary of State for the Colonies  
presents his compliments to the Chief Secretary to the  
Government of the Uganda Protectorate and, with reference  
to his note (No. 2643) of the 28th of April, is directed  
to forward herewith three additional copies of the  
pamphlet 'African (East) No. 1029 (Fourth Edition).

Colonial Office,  
Whitehall Street,  
London, S.W. 1.  
Date, 1954.

*Ind*

The Under Secretary of State for the Colonies presents his compliments to the Chief Secretary to the Government of the Uganda Protectorate and, with reference to his note (No. 2923) of the 23rd of April, is directed to forward herewith three additional copies of the pamphlet 'Africa (East) No. 1087 (Fourth Edition).

Colonial Office,  
Buckingham Street,  
London, S.W.1.

June, 1924.

DCS.



RECEIVED  
25 MAY 1926  
COL. OFFICE

CHIEF SECRETARY'S OFFICE,  
ENTESBE, UGANDA.

No. 5923.

23rd. April, 1926.

The Chief Secretary to the Government of the Uganda Protectorate presents his compliments to the Under Secretary of State for the Colonies, and with reference to the Secretary of State's despatch No.475 of the 9th November, 1925, begs to request that three additional copies of the pamphlet African (East) No.1087, Fourth Edition, may be supplied for the use of the Uganda Government.

*[Handwritten signature]*  
*[Handwritten initials]*

*[Faint handwritten notes]*